



Child and Youth Safety Code of Conduct

This Child and Youth Safety Code of Conduct brings our commitment to child and youth safety to life. It sets the expectations for how we create and maintain environments where children and young people are safe, respected, included, and empowered to participate. It guides our behaviour, decisions, and relationships, acting with integrity, fostering inclusion, and building safe and purposeful connections in every interaction.

Scope: This Code applies to all people representing Volunteering Tasmania.

Integrity

We embed child and youth safety into our everyday practice. We act with accountability, transparency, and care, prioritising the safety, wellbeing and rights of children and young people in all decisions. We understand and uphold our responsibilities, maintain professional boundaries, respond appropriately to concerns, and actively contribute to a culture where child safety is everyone's responsibility.

Individual behaviours

- Prioritise the safety, wellbeing and rights of children and young people
- Participate in training and continual learning to strengthen child safe practice
- Maintain appropriate professional boundaries at all times
- Follow child safety policies, procedures and reporting obligations
- Act on concerns, disclosures, or indicators of harm without delay
- Communicate honestly, respectfully, and in age-appropriate ways
- Protect privacy and confidentiality while meeting safeguarding responsibilities

Organisational practices

- Child safe recruitment, screening and onboarding processes
- Clear reporting, response and risk management procedures (including removing VT representatives under legal investigation from direct work with children and young people pending outcomes)
- Regular child safety training and professional development
- Partner with other providers who maintain clear child and youth safety practices
- Governance and accountability systems that embed child safety
- Continuous review and improvement of child safe practices
- Maintain connection with and/or membership to child and youth safe initiatives that provide updates in best practice, legislation, processes and localised information.

Inclusion

We foster belonging by ensuring all children and young people are heard, respected, and supported to participate in ways that suit for them. We respect and value the unique strengths, identities, cultures, abilities, experiences, and perspectives that children and young people bring to our community.

We actively remove barriers to participation and recognise the importance of empowering children and young people to contribute to decisions that affect them.

Individual behaviours

- Listen to and value the views of children and young people
- Support children and young people to participate in decisions affecting them
- Treat all children and young people with dignity, fairness, and respect
- Use inclusive, strengths-based and age-appropriate communication
- Challenge exclusion, discrimination, bullying, or harmful behaviour
- Respect cultural identity, diversity, and individual needs
- Contribute to accessible, welcoming and inclusive environments

Organisational practices

- Children and young people are actively involved in shaping programs and practices
- Services, programs and communications are inclusive and accessible
- Feedback mechanisms support children and young people to share their views safely
- Policies and practices are regularly reviewed and updated to recognise and respond to diverse needs and experiences

Connection

We create safe and supportive relationships that promote trust, participation and wellbeing. We build connections with children, young people, families, volunteers and partners that are respectful, transparent and focused on shared responsibility for safety. We intentionally create safe physical and online environments to reduce opportunities for harm.

Individual behaviours

- Build trusting relationships through respect, consistency and appropriate boundaries
- Promote child safety and wellbeing in all interactions
- Create safe online and physical environments, considering emotional and cultural safety
- Recognise and respond to risks that may impact children and young people
- Engage collaboratively with families, carers and relevant stakeholders
- Model respectful behaviour and positive relationships
- Report and address unsafe situations, practices or environments

Organisational practices

- Child safe physical and online environments are maintained and regularly reviewed
- Risk assessment and mitigation processes reduce opportunities for harm
- Partnerships and collaborations promote child safety and wellbeing
- Resources, training and guidance support best practice safeguarding
- Communication and engagement approaches strengthen safe participation and connection
- Require organisations we work with to uphold child and youth safe practices.

This Code supports our commitment to involve children and young people in volunteering; to be able to participate safely, be heard, feel valued, and thrive.

Breach of this Code

Anyone representing Volunteering Tasmania (Board Members, paid staff, volunteers, contractors) is expected to comply with this Child and Youth Safety Code of Conduct. Any actual, suspected, or alleged breach will be taken seriously and responded to promptly, fairly, and in accordance with Volunteering Tasmania's policies, procedures, and legal obligations.

Where a breach is identified, outcomes may include additional training, increased supervision, changes to duties, suspension, termination of employment or engagement, or referral to relevant authorities where required. Where concerns relate to the safety of children or young people, immediate action may be taken to manage risk while matters are assessed or investigated, including the involvement of authorities such as Tasmania Police and the Office of Independent Regulator.

This approach helps maintain safe environments and upholds our commitment to the safety, wellbeing, participation, and rights of all children and young people.

Declaration of Commitment

I have read, understood and agree to comply with the Volunteering Tasmania Child and Youth Safety Code of Conduct. I understand that I am responsible for upholding these standards and that breaches of this Code may result in action being taken in accordance with Volunteering Tasmania's policies, procedures and legal obligations.

By signing this declaration, I agree to comply with this Child and Youth Safety Code of Conduct for the duration of my engagement with Volunteering Tasmania. If the Code is updated, I understand that I may be required to review and accept the revised version.

Name:

Organisation:

Role:

Signature:

Date: