

Code of Conduct for Young People

Section 1 – Background

Edmund Rice Education Australia Flexible Schools Ltd ('**EREAFLS**') is a Company Limited by Guarantee and is a registered not-for-profit with the Australian Charities and Not-for-Profit Commission ('**ACNC**').

EREAFLS administers a network of Catholic Schools across Australia (see [Schedule 1](#)) in the Edmund Rice Tradition. The charisma of Blessed Edmund Rice expressed through the Touchstones of Liberating Education, Gospel Spirituality, Inclusive Community, and Justice and Solidarity, underpins our continued commitment to a safe and inclusive environment for all.

Section 2 – Purpose

The purpose of this Code of Conduct ('**Code**') is to outline the expected behavioural standards of Young People, while at School, attending School events, activities, and excursions, and when interacting with EREAFLS Staff and other members of the EREAFLS community.

EREAFLS and its Schools place great emphasis on working in positive collaboration and partnership with Young People to ensure that their learning experiences are fully supported and optimised. This Code is intended as the foundation on which these partnerships can be built in trust, with respect, and mutual understanding. Adhering to and supporting the expectations set out in this Code will promote positive and productive relationships within our School communities.

The Code does not attempt to provide a rigid, detailed, or exhaustive set of behaviour and conduct standards. Instead, it sets out general expectations of the standards of behaviour and conduct expected.

Nothing in this Code should be taken to limit the circumstances in which EREAFLS or its Schools may take restorative or disciplinary action in respect of the conduct of a Young Person.

Section 3 – Scope

This Code applies to all Young People enrolled at an EREAFLS School as listed in [Schedule 1](#) of this Code. While this Code does not apply to the conduct of Parents and Carers, they are expected to be familiar with this Code and how it applies to the Young Person they have enrolled at the School. This Policy covers all physical, virtual, and online environments, encompassing on and off-site school premises.

By accepting enrolment within one of our EREAFLS Schools, Young People agree to conduct themselves in a manner consistent with this Code.

This Code should be read in conjunction with the relevant *Behaviour Management Policy* and the *EREAFLS Practice Framework*.

The following is outside the scope of this Policy:

- the conduct of Staff, Volunteers, Contractors, Board Directors, and Board Committee members. Please refer to the [Code of Conduct – Staff](#) for more information; and
- the conduct of Parents / Carers and other EREAFLS School Community members. Please refer to the *Community Code of Conduct* for more information.

Section 4 – Definitions and Interpretations

Where the following term(s) and acronym(s) are used within this Policy they are intended to have the meaning(s) as outlined below:

4.1 DEFINITIONS

Term	Definition
Board	means the EREAFSL Board.
Board Committee	means a Committee of the Board, which may include persons other than Board Directors.
Board Directors	means Directors of the Board.
Bullying	<p>the agreed national definition for Australian schools describes bullying as:</p> <ul style="list-style-type: none"> - ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm; - involving an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening; - happening in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records); and/or - having immediate, medium, and long-term effects on those involved, including bystanders. Single incidents and conflicts or fight between equals, whether in person or online, are not defined as bullying. <p>Bullying can occur at any age, across cultures, genders, and socioeconomic groups. It can happen in the playground, toilet areas, to and from School or in the classroom.</p>
Child(ren)	means a person or persons under the age of 18 years of age, including Young People under the age of 18 years of age.
Child Abuse	means the definition under the applicable legislation of the relative jurisdictions in which EREAFSL and each of its Schools operate but is given the general definition here as an act committed against a Child involving a sexual offence or grooming. It includes the infliction, on a child of physical violence, serious emotional or psychological harm, or serious neglect of a child.
Contractor	means someone engaged by EREAFSL to perform specific tasks. Contractors are not employees of the EREAFSL.
Covert Bullying	means lying about someone, spreading rumors, playing a joke that makes the person feel humiliated or powerless, mimicking or deliberately excluding someone.
Cultural Safety	means an environment and set of practices where individuals can express their cultural identity, knowing it will be respected and validated. It requires recognising cultural differences, challenging power imbalances, and delivering support in ways that preserve dignity, meet needs, and uphold rights.
Cyber Bullying	means using technology, such as email, mobile phones, chatrooms, social networking sites etc., to verbally, socially or psychologically bully someone.
Discrimination	<p>means the definition under the applicable legislation of the relative jurisdictions in which EREAFSL and each of its Schools operate but is given the general definition here as occurring when a person is treated unfairly or prejudicially because of one or more of the attributes outlined in relevant legislation, such as:</p> <ul style="list-style-type: none"> - race; - colour; - sex; - sexual orientation; - breastfeeding; - gender identity; - intersex status; - age;

	<ul style="list-style-type: none"> - physical or mental disability; - marital status; - family or carer’s responsibilities; - pregnancy; - religion; - political opinion; - national extraction; - social origin; and/or - experience family or domestic violence.
Harassment	means the definition under the applicable legislation of the relative jurisdictions in which EREAFSL and each of its Schools operate but is given the general definition here as any form of behaviour that is unwanted, offensive, humiliating, intimidating and/or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.
Extremist content	means material (including text, images, audio, video, or symbols), whether online or in person, that promotes, encourages, or advocates hatred, intimidation, or violence towards any person or group, or encourages support for or participation in such violence.
Head of Campus / Principal	means the appointed authority of an EREAFSL School.
Parents / Carers	means a person who has day-to-day care and responsibility for a Young Person and/or legal parental responsibility. This includes a biological parent, adoptive parent, legal guardian, kinship carer, foster carer, or any other person who has been granted parental responsibility or authority for the Young Person under family law, child protection law, or education legislation applicable in the State or Territory in which the School operates
Physical Bullying	means using physical actions to bully another person, such as hitting, poking, tripping, or pushing. Repeatedly and intentionally damaging someone’s belongings is also considered physical bullying.
Psychological Bullying	means using threats, manipulation or stalking behaviours towards another person.
Purpose	means the purpose section of this Policy.
Principles / Values	means the shared principles, standards, and expectations that guide the behaviours, attitudes, and decision-making of all members of the School community.
Regional Director	means the appointed authority of EREAFSL Schools within the Region.
School(s)	means the registered non-government schools (including Registered Training Organisations (‘RTO’) and other educational facilities) located in and operating within Australia that are listed in Schedule 1 , and such other schools, RTO or educational facilities as EREAFSL may establish in Australia or acquire, govern, and operate from time-to-time. This definition also applies to campuses of Schools and to a School operating across various sites.
Staff	also known as employee(s), means current EREAFSL employees.
Teacher	means a person employed in a School who is qualified in that jurisdiction to practice as a teacher of Children and Young People of school age.
Technology	without limiting its ordinary meaning, includes but is not limited to: information and communication technologies, smart phones, storage devices or applications, encompassing: radio, television, mobile phones, computers (laptops, desktops and tablets), data storage, printers, faxes network hardware and software, and all other digital communications, as well as the various associated services and applications (apps), such as web-based and mobile technologies (text, photo and video messages, email, social media platforms, file sharing, on line data storage and video conferencing).
Volunteer	means a person associated with a School who does unpaid work for that School by agreement with the School.
Young Person / Young People	also known as students, means those who are currently enrolled at one of the EREAFSL Schools listed in Schedule 1 .

4.2 ACRONYMS

Acronym	Full Reference
ACNC	means the Australian Charities and Not-for-Profit Commission.
CEO	means the EREAFSL Chief Executive Officer.
EREAFLS	means Edmund Rice Education Australia Flexible Schools Ltd.
RTO	means Registered Training Organisation/s.
SAC	means School Advisory Council/s.

Section 5 – Policy Statement and Principles

5.1 EFFECT

This version of the Policy replaces all previous versions, which are rescinded from the effective date of this Policy.

5.2 POLICY STATEMENT

EREAFLS is committed to creating safe School environments and a culture where all persons, including Children and Young People, are treated equitably and with respect, fairness, and encouragement.

EREAFLS implements this Code to ensure the best interests of Children and Young People, and their safety and wellbeing are paramount within each of our Schools.

EREAFLS commits to fostering dignity, self-esteem, and integrity of every person within EREAFSL and its Schools, including in our Young People.

5.3 GOVERNING PRINCIPLES

EREAFLS recognises that effective learning can only occur in a safe environment where the dignity, rights, and responsibilities of all community members are known and respected, and where standards and expectations are consistently applied. The Code has been developed to set out general guidelines that help to negotiate ways of working together and standards of behaviour that everyone is expected to abide by. Managing the Code is a shared responsibility between the Young Person, Parent/Carers and the School.

All Young People and families have ready access to support offered by School staff. The values held by School communities are based on Gospel values, with Jesus Christ as the cornerstone of a full Christian life. EREAFSL Schools aim to nurture these values through innovative learning and teaching. They are founded in the Charter for Catholic Schools in the Edmund Rice tradition of Liberating Education, Gospel Spirituality, Inclusive Community, and Justice and Solidarity.

This Code is underpinned by the following guiding principles:

- zero tolerance for any form of child abuse and a commitment to creating an environment in which the safety and wellbeing of all Children and Young People are paramount;
- acknowledge the need for cultural safety in our School communities, including respect for First Nations people and their practices, traditions and lores including authentic engagement and acknowledging the impact of intergenerational trauma;
- commitment to equal opportunity within our Schools and workplaces that foster respectful interactions and are free from discrimination, harassment, and bullying;
- commitment to fostering the dignity, self-esteem, and integrity of every person. The provision of a safe, supportive, and enriching environment is an essential element in achieving this objective; and
- a requirement of enrolment to uphold and comply with the Code. The signing of the enrolment agreement is an acceptance of responsibility to understand the Code and comply with it.

Section 6 – Roles and Responsibilities

All members of the EREAFSL community play a part in implementing and upholding the principles of this Policy. The details of those key responsibilities are outlined below:

Role	Responsibilities
Board	<ul style="list-style-type: none"> Approving this Policy. Ensuring this Policy is implemented, reviewed, and updated, as required.
Chief Executive Officer ('CEO')	<ul style="list-style-type: none"> Overseeing the development of procedures and guidelines supporting adherence with this Policy. Ensuring this Policy is implemented nationwide. Managing breaches of the Code that are delegated to them.
Regional Director / National Director Schools	<ul style="list-style-type: none"> Overseeing the implementation this Policy and associated guidelines and procedures within their assigned regions. Managing breaches of the Code that are delegated to them.
Heads of Campus / Principals	<ul style="list-style-type: none"> Develop, implement, and publish supporting processes in their School in accordance with this Policy and the supporting Guidelines and Procedures. Reporting to the CEO in relation to compliance with this Policy, and breaches of the Code. Raise awareness of bullying and how the School will respond to it. Managing breaches of the Code that are associated with their School.
Staff	<ul style="list-style-type: none"> Endorsement of this Policy amongst EREAFSL Young People. Encouraging and helping to foster positive behaviours and interactions between Young People and other members of the School community. Working collaboratively and respond appropriately to incidents of unacceptable behaviours, bullying, harassment or discrimination.
Parents / Carers	<ul style="list-style-type: none"> Being aware of this Policy and how it applies to their child. Encouraging and helping to foster positive behaviours and interactions between their Child and other members of the School community.
Young People	<ul style="list-style-type: none"> Being aware of this Policy and how it applies to them, in particular: <ul style="list-style-type: none"> Treating other members of the School Community with respect, courtesy and kindness; Working within the Principles or Values of the School; Be prepared to negotiate and resolve struggles / conflicts; Conduct that enables others to learn in a safe, inclusive and supportive environment; Following the Schools policies and procedures and the directions of Staff; Considering the impact of actions and taking ownership and responsibility; and Respecting the human rights and legal rights of others.

Section 7 – Conduct Expectations

EREAFL Schools operate by using common ground Principles / Values. These allow for a democratic and inclusive community to operate in a way that respects the rights of all and enables meaningful educational engagement.

Flexible Schools Principles	St Gabriels Values	St Edmunds Values
<ul style="list-style-type: none"> Respect Participation Honesty Safe and Legal 	<ul style="list-style-type: none"> Independent Partnership Respect Faith Perseverance 	<ul style="list-style-type: none"> Faith Joy Relationships Community

These Principles / Values:

- guide group relationships;
- represent broad ways for the School to establish a shared understanding that promotes appropriate personal relationships;
- are used by the Young People and Staff to encourage learning, build personal relationships and resolve conflict;
- are intentionally broad and are useful in that they do not totally define what should happen in any particular situation.

7.1 GENERAL BEHAVIOUR STANDARDS

Young People at EREAFSL Schools are expected to conduct themselves in a manner consistent with the following general behaviour standards:

- being a respectful member of the School community by treating other members of the School community with respect, courtesy and kindness;
- attending school each school day unless a Young Person has an authorised exemption to not attend School;
- not threaten the safety and wellbeing of other Young People or any member of the EREAFSL community;
- being prepared and empowered to use your voice to negotiate and resolve struggles and conflicts;
- where applicable at their School, work within the Principles / Values;
- communicating with others in the School community in a respectful and considerate manner;
- not verbally or physically threaten Staff, other Young People or members of the EREAFSL Community;
- seeking support to control anger rather than hurting others or damaging property;
- respecting school property and not causing damage to equipment or resources;
- practicing tolerance and acceptance for others, regardless of their background, age, race, gender, sexuality, religion or ethnicity;
- fostering inclusion and cultural safety towards all members of the School community to help ensure a safe and welcoming environment;
- being responsible for your own possessions, and respectful towards the belongings of others;
- wearing clothing to school that is appropriate, sun safe, and in accordance with *Uniform Guidelines (where applicable)*;
- being an active participant at School, including in the classroom and extracurricular activities and events;
- respecting that there are areas of the School that are deemed 'out of bounds' for Young People, unless in situations where they are accompanied by a Staff member; and
- following the School policies and procedures and reasonable directions from Staff;

7.1.1 Respect for others

EREAFLS and its Schools expect Young People to treat each other with respect, courtesy and kindness. This includes not discriminating against, or harassing, or bullying for any reason, any other Young Person, Staff member or other member of the School community.

Gender-based violence, sexual harassment, and any form of family or domestic violence are not accepted in our School community.

This includes not using words, images, symbols, or actions (in person or online) that promote hatred, intimidation, or violence towards any person or group, including through extremist ideology.

All Young People are encouraged to be approachable and courteous. Rude or insulting behaviour is unacceptable and includes:

- (a) verbal and non-verbal aggression;
- (b) abusive, threatening, intimidating or derogatory language; and
- (c) physical abuse or intimidation towards other Young People, Staff or other members of the School community.

If a Young Person displays the above behaviour the Principal / Head of Campus may take disciplinary action against the Young Person in accordance with section 10.2 of this Code.

Young People should not use information and communication technologies, such as email, mobile phones, text or instant messaging, blogs, social media sites and other websites to engage in this type of behaviour. For more information refer to the [Use of Technology and Social Media](#) section below.

7.2 TRAVELLING ON SCHOOL BUSES / VEHICLES

EREAFLS expects Young People to behave respectfully and safely when travelling in School buses or vehicles. This includes EREAFLS owned vehicles or on public transport where the Young Person can be identified as being associated with an EREAFLS School.

While travelling to/from an EREAFLS premises, Young People are responsible for:

- acting safely and responsibly, including remaining seated while the vehicle is in motion and wearing a seatbelt;
- showing respect to drivers, other passengers and road users;
- not distracting the driver; and
- following the reasonable instructions of the driver and/or other Staff.

Inappropriate behaviour such as swearing, spitting, throwing items out the window, not wearing a seatbelt, any body parts outside of the vehicle will not be tolerated and will be managed in accordance with relevant *Behaviour Management Policy*, and *Practice Framework*.

If a Young Person behaves inappropriately while travelling on School buses / vehicles during pick up / drop off, and school activities, the Principal / Head of Campus may take disciplinary action against the Young Person in accordance with section 10.2 of this Code.

7.3 USE OF TECHNOLOGY AND SOCIAL MEDIA

The expectations set out in this Code also apply to the way a Young Person uses technology and behaves online. This includes, but is not limited to:

- taking photos, videos or other recordings on School grounds of a Staff member, another Young Person or other member of the School community without their consent;
- publishing information (including personal details, contact information, images and recordings) concerning an EREAFLS school, a Staff member, another Young Person or other member of the School community online without their consent;
- publishing information which may bring the School (or any of its Staff, Young People, and other members of the school community) into disrepute; and
- creating a website, blog, podcast, Facebook page, Instagram, X account or any other social media in the name of the School.

Young People must not use technology or online platforms to access, create, promote, or share content that encourages hatred, intimidation, or violence, including extremist ideology. If you see this kind of content online or are worried about someone's safety, you should seek support from a trusted Staff member.

If a Young Person displays the above behaviour, the Principal / Head of Campus may take disciplinary action against the Young Person in accordance with section 10.2 of this Code.

For more information, please refer to the *Acceptable Use of Technology Policy*.

7.4 ALCOHOL, DRUGS AND SMOKING

EREAFLS and its Schools have a zero-tolerance approach to the use of drugs, alcohol and smoking by Young People whilst at School.

Young People are responsible for ensuring their capacity to attend and participate at School is not impaired by the use of alcohol, drugs and smoking and that the use of such substances does not put themselves or others at risk to meet the expectation of the safe and legal principle.

EREAFLS expects Young People to:

- not attend School or a School function, excursion, or activity under the influence of alcohol, illegal drugs or non-prescribed and/or restricted substances;
- not consume alcohol, illicit drugs or non-prescribed and/or restricted substances while at School or a School function, excursion, or activity;
- notify a Staff member if you are aware that your conduct could be adversely affected as a result of the effect of a prescribed drug;

- have illegal drugs or alcohol in your possession while at School or a School function, excursion, or activity. Any illegal drugs found on School property or in the possession of any person on School property may result in disciplinary action including contacting the Police;
- give other Young People or Staff illegal drugs or restricted substances, encourage their use; or supply / administer prescription or non-prescription drugs to other Young People;
- not smoke / vape in any School buildings, enclosed area or on School grounds. EREAFSL and its Schools do not condone smoking or vaping;
- not purchase tobacco or tobacco products for any other Young Person, or give them tobacco or tobacco products; and
- not purchase alcohol for, or give alcohol to, another Young Person (or to any other person under the age of 18 years) or encourage the use of alcohol by other Young Person.

If a Young Person breaches the above expectations, the Principal / Head of Campus may take disciplinary action against the Young Person in accordance with section 10.2 of this Code.

7.5 INCLUSIVITY AND CULTURAL SAFETY

Young People are expected to promote the safety, participation, and empowerment of Children and Young People and promote the cultural safety, participation, and empowerment of:

- First Nations Children and Young People;
- Children and Young People with culturally and/or linguistically diverse backgrounds;
- Children and Young People with a disability;
- Children and Young People who identify as LGBTQIA+; and
- Children and Young People who are otherwise vulnerable.

Young People must not express personal views or discriminate against any person, including other Young People, Staff or other community members, based on culture, age, race, ethnicity, disability, or sexuality.

If a Young Person breaches the above expectations, the Principal / Head of Campus may take disciplinary action against the Young Person in accordance with section 10.2 of this Code.

Section 8 – Bullying

EREAFLS and its Schools promote positive relationships and wellbeing for all members of the EREAFSL community.

EREAFLS has a zero-tolerance approach to bullying and is committed to taking action to protect Young People from bullying and to work collaboratively to respond appropriately when bullying does occur.

If a Young Person engages in Bullying behaviour, the Head of Campus may take disciplinary action against the Young Person in accordance with section 10.2 of this Code.

Section 9 – Considering Individual Circumstances

EREAFLS and its Schools will take into consideration the individual circumstances of Young People, such as their behaviour history, disability, mental health and wellbeing, religious and cultural considerations, home environment and care arrangements when responding to inappropriate behaviour.

In considering the individual circumstances of Young People, EREAFSL recognises that the way we teach, interact, and support Young People will differ.

When considering disciplinary action against a Young Person for a breach of this code, Staff will consider Young People's individual circumstances on a case-by-case basis.

Section 10 – Compliance and Accountability

10.1 IMPLEMENTATION

It is the responsibility of the leaders / managers in each School to ensure that Young People, their Parents and Carers as well as their Staff, Volunteers and Contractors, are aware of this Policy document and how it relates to them. This Policy will be made available to Schools through the EREAFSL Policy sharing platform and EREAFSL website.

On occasion where this Policy document undergoes major / key changes and updates, the National Risk and Compliance team will communicate those changes with the relevant leaders / managers who will then be responsible for disseminating that information to their Staff, Young People, and their Parents / Carers. Where major change makes it necessary, Policy training modules will be developed by the National Risk and Compliance team and will be made available to all relevant Staff via the CompliLearn portal.

10.2 BREACH OF THIS POLICY

Young People who breach this Policy will be reminded of behaviour and safety expectations and given the opportunity to self-correct their behaviour. Where behaviour is more serious, ongoing, or presents a risk to safety, additional responses may be required. These responses will be fair, proportionate, developmentally appropriate, and consistent with procedural fairness, and may include agreed boundaries, restorative processes, or other measures in accordance with the School's relevant Policies, Guidelines, and Procedures. Serious breaches may result in termination of enrolment.

Individuals who become aware of an actual or suspected breach of this Policy are obliged to report it. This includes concerns about online safety, threats of violence, or possible radicalisation or exposure to extremist content. They may speak to a member of Staff, submit a complaint under the *EREAFL Complaint Handling Policy*, or lodge a Whistleblower report (where the issue or concern is eligible), in accordance with the *Whistleblower Policy*.

10.3 RECORD KEEPING

All records pertaining to this Policy document will be managed and maintained in accordance with the *Records Management Policy* and the related Retention, Archival, and Disposal schedule.

The National Risk and Compliance team will keep records, in accordance with the *Records Management Policy*, of all Policy review processes, including records and notes from Policy audits, feedback and consultation processes, and any subsequent changes.

Section 11 – Associated Information

This Policy aligns with, and is supported and complimented by, the following Commonwealth and State/Territory legislation, standards, regulations, EREAFSL policies and procedures, and other supporting forms and documentation:

Related Legislation, Policies and Procedures	
Relevant Legislation, Legislative Instruments, Standards and Regulations	Commonwealth <ul style="list-style-type: none">• <u>Age Discrimination Act 2004</u>• <u>Australian Education Act 2012 and Regulation 2023</u>• <u>Australian Human Rights Commission Act 1986</u>• <u>Australian Professional Standards for Teachers</u>• <u>Disability Discrimination Act 1992</u>• <u>Disability Standards for Education 2005</u>• <u>Privacy Act 1988 and Australian Privacy Principles</u>• <u>Racial Discrimination Act 1975</u>• <u>Sex Discrimination Act 1984</u>• <u>Work Health and Safety Act 2011 and Regulations 2011</u>
	Queensland <ul style="list-style-type: none">• <u>Anti-Discrimination Act 1991</u>• <u>Child Protection Act 1999</u>• <u>Child Safe Organisations Act 2024</u>• <u>Drugs Misuse Act 1986</u>

	<ul style="list-style-type: none"> • <u>Education (Accreditation of Non-State Schools) Act and Regulation 2017</u> • <u>Education (General Provisions) Act 2006 and Regulation 2017</u> • <u>Education (Queensland College of Teachers) Act 2005 and Regulation 2016</u> • <u>Liquor Act 1992</u> • <u>Tobacco and Other Smoking Products Act 1998</u> • <u>Work Health and Safety Act 2011 and Regulation 2011</u>
	<p>Northern Territory</p> <ul style="list-style-type: none"> • <u>Anti-Discrimination Act 1992</u> • <u>Care and Protection of Children Act 2007</u> • <u>Education Act and Regulations 2015</u> • <u>Liquor Act 2019</u> • <u>Misuse of Drugs Act 1990</u> • <u>NT Registration Standards for Non-Government Schools</u> • <u>Work Health and Safety Act NUL 2011 and Regulations 2011</u>
	<p>New South Wales</p> <ul style="list-style-type: none"> • <u>Anti-Discrimination Act 1977</u> • <u>Child Protection (Working with Children) Act 2012 and Regulation 2013</u> • <u>Children and Young Persons (Care and Protection) Act 1988 and Regulation 2022</u> • <u>Disability Inclusion Act 2014</u> • <u>Drug Misuse and Trafficking Act 1985</u> • <u>Education Act 1990 and Regulation 2017</u> • <u>Education Standards Authority Act 2013</u> • <u>Liquor Act 2007</u> • <u>NSW Registered and Accredited Individual Non-Government Schools Manual</u> • <u>Work Health and Safety Act 2011 and Regulations 2017</u>
	<p>Tasmania</p> <ul style="list-style-type: none"> • <u>Anti-Discrimination Act 1998</u> • <u>Child and Youth Safe Organisations Act 2023</u> • <u>Children, Young Persons and Their Families Act 1997</u> • <u>Education Act 2016 and Regulations 2017</u> • <u>Liquor Licensing Act 1990</u> • <u>Misuse of Drugs Act 2001</u> • <u>TAS Non-government Schools Registration Guidelines</u> • <u>Work Health and Safety Act 2012 and Regulations 2022</u>
	<p>South Australia</p> <ul style="list-style-type: none"> • <u>Children and Young People (Safety) Act 2017 and Regulations 2017</u> • <u>Child Safety (Prohibited Persons) Act 2016 and Regulations 2019</u> • <u>Controlled Substances Act 1984</u> • <u>Disability Inclusion Act 2018</u> • <u>Education and Children's Services Act 2019 and Regulations 2020</u> • <u>Education and Early Childhood Services (Registration and Standards) Act 2011</u> • <u>Liquor Licensing Act 1997</u> • <u>Standards for Registration of Schools in South Australia</u> • <u>Work Health and Safety Act 2012 and Regulations 2012</u>
	<p>Western Australia</p> <ul style="list-style-type: none"> • <u>Children and Community Services Act 2004 and Regulations 2006</u> • <u>Disability Services Act 1993</u> • <u>Equal Opportunity Act 1984</u> • <u>Liquor Control Act 1988</u> • <u>Misuse of Drugs Act 1981</u> • <u>School Education Act 1999 and Regulations 2000</u> • <u>WA Registration Standards for Non-Government Schools</u> • <u>Work Health and Safety Act 2020</u>

	<ul style="list-style-type: none"> • Work Health and Safety (General) Regulations 2022
Relevant EREAFSL Policies and Procedures	<ul style="list-style-type: none"> • Acceptable Use of Technology Policy • Code of Conduct – Staff • Community Code of Conduct • Complaint Handling Policy • Enrolment Policy • Positive Behaviour Management Policy • Privacy Policy • Safeguarding Policy • Whistleblower Policy
Other Relevant Reference Documents, Websites and Forms	<ul style="list-style-type: none"> • National Principles for Child Safe Organisations • YP Code of Conduct flyer

Section 12 – Review

This Policy will be reviewed **triennially**, and amendments and updates made as required. Reviews may occur more regularly where legislative or regulatory change requires it. Any related procedures, guidelines, or forms are also reviewed at least **triennially**, or more regularly as required by change to legislation.

The National Risk and Compliance team is responsible for ensuring that the **triennial** review of this Policy is undertaken, which includes applying any relevant legislative and/or regulatory changes, thorough consultation with relevant stakeholders, and having the Policy reviewed and approved by the EREAFSL CEO and Board.

Section 13 – Further Assistance

Policy queries should be directed to the National Director of Schools.

Section 14 – Document Version Control

Code of Conduct for Young People Policy	
Status	APPROVED
Version	Version 1.0
Policy Code	SG.002
Category	Operational
Sub-Category	School Operations
Effective Date	11 May 2026
Review Date	11 May 2029
Approval Authority	Chief Executive Officer ('CEO')
Governing Authority	EREAFLS Board
Approval Date	11 May 2026
Policy Owner	National Director of Schools
Policy Delegate	National Director of Schools

Schedule 1 – Schools* under the administration of Edmund Rice Education Australia Flexible Schools Ltd.

School	Site Address
Albert Park Flexible School	1 Hale Street, Brisbane QLD 4000
Bowen Flexible School	48 George Street, Bowen QLD 4805
Burdekin Education Program	Ayr Racecourse – Cunningham Street, Ayr QLD 4807
Deception Bay Flexible School	17 Silver Street, Deception Bay QLD 4508
Edmund Rice Flexi School (Davoren Park)	8 Skewes Street, Davoren Park SA 5113
Edmund Rice Flexi School (Elizabeth)	Bldg G21 Elizabeth TAFE – Woodford Road, Elizabeth SA 5112
FAME	4 Orche Place, Christie Downs SA 5164
Flexi RTO (46087)	Unit 18, 56 Lavarack Avenue, Eagle Farm QLD 4009
Geraldton Flexible School	27 Bayly Street, Geraldton WA 6530
Gympie Flexible School	2 Bowen Lane, Gympie QLD 4570
Hemmant Flexible School	56 Hemmant-Tingalpa Road, Hemmant QLD 4174
Inala Flexible School	67 Poinsettia Street, Inala QLD 4077
Ipswich Flexible School	1 Queen Victoria Parade, Ipswich QLD 4305
Mount Isa Flexible School	74 Abel Smith Parade, Sunset Mount Isa QLD 4825
Noosa Flexible School	2 Girraween Court, Sunshine Beach QLD 4567
Pambula Beach Flexible School	149 Pambula Beach Road, Pambula NSW 2549
Rockhampton Flexible School	210 Upper Dawson Road, Rockhampton QLD 4700
St Edmund's College	60 Burns Road, Wahroonga NSW 2076
St Francis Flexible School	22 Ashbourne Grove, West Moonah TAS 7009
St Gabriel's School	190 Old Northern Road, Castle Hill NSW 2154
St Joseph's Catholic Flexible School (Alice Springs)	5 Bloomfield Street, Alice Springs NT 0870
St Joseph's Catholic Flexible School (Darwin)	107 Boulter Road, Berrimah NT 0828
St Laurence Flexible Learning Centre	137 Broadmeadow Road, Broadmeadow NSW 2292
St Mary's Flexible School	63 Forrester Road, St Marys NSW 2760
Southport Flexible School	2 Nakina Street, Southport QLD 4215
The Centre Education Programme	108 Mudgee Street, Kingston QLD 4114
Townsville Flexible School	22 Ingham Road, West End QLD 4810
Wollongong Flexible School	Corner Princes Highway and Towradgi Road, Towradgi NSW 2518

* 'Schools' means the registered non-government schools (including Registered Training Organisations ('RTO') and other educational facilities) located in and operating within Australia that are listed in the above Schedule, and such other schools, RTO or educational facilities as EREAFSL may establish in Australia or may acquire, govern, and operate from time-to-time. This definition also applies to campuses of Schools and to a School operating across various sites.



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