

**Appendix 1:**  
**A comparison of Code of Ethics principles currently in operation in  
 Western Australia, the Australian Capital Territory, New South Wales, Victoria and Tasmania**

	WA, ACT & NSW*		Victoria		Tasmania	
	Text	Commentary	Text	Commentary	Text	Commentary
<b>Primary Client / Consideration</b>	<p><b>Primary client</b></p> <p>The primary client of the youth worker is the young person with whom they engage. Where conflict exists between obligations to one young person and another, it is resolved in ways that avoid harm and continue to support the person least advantaged by the resolution</p>	<p>Youth workers answer to a range of people: funding bodies, peers, management committees, parents, communities. This clause, which we believe is at the core of the youth work relationship, keeps us mindful of who we are there for. Many people working in the youth field do not recognise the young person as their primary client, but see them as one of many stakeholders. That's okay; it just means they are not a youth worker. But young people need to know that there is at least one player in the game that they can rely on to uphold their interests.</p>	<p><b>Young People as the Primary Consideration</b></p> <p>The primary consideration of the youth worker is the young people with whom they engage. This does not mean that they are the only people that youth workers are concerned with, but does mean that a youth worker's key responsibility is to the young person/people with whom they are working.</p>	<p>Achieving positive outcomes for young people usually involves working closely with a range of people such as family or guardians, teachers, workers with other services and friends. Having young people as the primary consideration does not mean that youth workers should not be working with these other people, it just means that the key concern of a youth worker is achieving positive outcomes for the young person/people. Young people need to know that there is at least one person that they can rely on to uphold their interests.</p>	<p><b>Primary client</b></p> <p>The primary client of a youth sector worker is the young person.</p>	<p>Youth sector workers are accountable to a range of people: funding bodies, peers, management committees, parents and communities. However, this statement reminds us that the interests and needs of the young person are at the core of the youth sector work relationship.</p>

	WA, ACT & NSW*		Victoria		Tasmania	
	Text	Commentary	Text	Commentary	Text	Commentary
<b>Social Context / Ecological and Structural Influences</b>	<p><b>Ecology</b></p> <p>Youth workers recognise the impact of ecological and structural forces on young people. Their work is not limited to facilitating change within the individual young person, but extends to the social context in which the young person lives.</p>	<p>Youth workers are agents of change in a variety of contexts, both with individual young people, but also with the societal systems that can cause the problems in the first instance. As youth workers we need to be very clear that it is of no use dealing with a young person in isolation. Young people (like all of us) are shaped, influenced, contained and to some extent controlled by the contexts in which they live. Young people are part of communities and broader social contexts. This cannot be denied in our approach to working with young people. It would be short sighted to think that they can be dealt with in isolation, ignoring the complex myriad of influences all around them.</p>	<p><b>Social Context</b></p> <p>Youth workers will recognise the impact of social and structural forces on young people, so that their practice is responsive to young people's experiences and needs and to break down barriers that restrict young people's life opportunities. The work of a youth worker is not limited to facilitating change within the individual young person, but extends to the social context in which the young person lives. Youth workers will particularly recognise that racism and cultural abuse is a factor in the lives of Indigenous young people and will seek to promote an environment which values their culture. This is also important when responding to young people from culturally and linguistically diverse backgrounds.</p>	<p>Youth workers are agents of change in a variety of contexts, both with individual young people and in wider society. As youth workers, it is important to consider a young person within their social context rather than in isolation. Young people are shaped, influenced, contained and to some extent controlled by the contexts in which they live. They are part of their communities and broader social contexts and this should be acknowledged in youth workers' approach to working with them.</p>	<p><b>Ecological and structural influences</b></p> <p>A youth sector worker recognises the impact of ecological and structural forces on young people. The work of youth sector workers needs to take into consideration the environment and context in which young people live.</p>	<p>This statement acknowledges that youth sector workers are involved not only with individual young people, but also with the complex social forces that influence their lives, including how young people relate to their peers, schools, work and community. Youth sector workers must also be aware of family and carer relationships, as families have the primary responsibility for the care of children and young people. Youth sector workers must be aware of changes to family or care relationships and the impact this may have on the young people's attitude and behaviour. Youth sector workers have a responsibility to be aware of state and national social and policy implications, as well as events and issues that may have an impact on their clients.</p>



	WA, ACT & NSW*		Victoria		Tasmania	
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<b>Equity, Non-Discrimination &amp; Anti-Oppressive Practice</b>	<p><b>Equity</b></p> <p>Youth workers' practice will be non-discriminatory.</p>	<p>All young people; regardless of race, gender, religion, disability or sexual orientation, under Human Rights and Equal Opportunity legislation have the right to be treated in a fair and appropriate manner. This impacts directly on the youth worker's approach to young people. Regardless of a youth worker's personal beliefs, a young person has the right to be treated fairly and responded to on the basis of their need. If a youth worker is unable to detach their personal beliefs from the situation, they have the responsibility to ensure the young person is referred to a worker that is able to deal with their needs in a non-discriminatory and sensitive manner. The focus here is responding to the young person's need in the best possible way.</p>	<p><b>Anti-Oppressive Practice: Non-Discrimination, Equity and Self-Awareness [1/2]</b></p> <p>Youth workers will work to ensure that equality of opportunity is promoted and will have an understanding of oppression and how it operates in the lives of young people. They will encourage young people to respect and celebrate their own and others' cultural backgrounds, identities and choices. Youth workers' practice will be non-discriminatory, will work to overcome inequities caused by unequal access to economic, social and cultural resources, and will promote just and fair behaviour. Youth workers will work with young people to challenge and oppose racism, sexism, ageism, homophobia and all other forms of discriminatory oppression. Youth workers actively advocate and seek to change unjust policies and practices.</p>	<p>Youth workers will work towards countering the economic and political marginalisation of young people and facilitate them in finding and using their collective voice. All young people regardless of race, gender, religion, disability, environment, association, background or sexual identity, under Human Rights and Equal Opportunity legislation, have the right to be treated in a fair manner that promotes equity and equality. Regardless of youth workers' personal beliefs, a young person has the right to be treated fairly and responded to on the basis of their need. If a youth worker is unable to detach their personal beliefs from the situation, they have the responsibility to ensure that the young person is referred to a worker who is able to deal with their needs in a non-discriminatory and sensitive manner.</p>	<p><b>Equity</b></p> <p>Youth sector workers will actively seek to support young people with experience of social disadvantage and/or exclusion. A youth sector worker will be non-discriminatory in their practice and mindful of cultural diversity.</p>	<p>All young people have the right to a respectful relationship with a youth sector worker. Youth sector workers have a responsibility to ensure that young people who experience social exclusion and/or disadvantage have access to the services they require, and are supported to be active, valued members of their communities. Youth sector workers acknowledge that groups of young people are particularly affected by social inequality, for example young people from Culturally and Linguistically Diverse backgrounds, young people identifying as Lesbian, Gay, Bisexual, Transgender, Intersex and Queer, young people with disabilities, young people who are Aboriginal and/or Torres Strait Islander and young people with experience of poverty.</p>

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<b>Self-Awareness</b>	<p><b>Self-awareness</b></p> <p>Youth workers are conscious of their own values and interests, and approach difference in those with whom they work with humility.</p>	<p>This means that youth workers will take into account the diversity of values and interests that young people may present with, and recognise their own may be different in comparison. Respect and dignity are crucial to being able to accept these differences between self and the young person, whilst also recognising that universally accepted concepts of human rights cannot be compromised in doing so.</p>	<p><b>Anti-Oppressive Practice: Non-Discrimination, Equity and Self-Awareness [2/2]</b></p> <p>...They will understand that, to work with Indigenous young people or young people from culturally and linguistically diverse backgrounds with equity, their practice should be culturally appropriate and culturally competent. Youth workers will make themselves aware of issues around how the dominant culture privileges them in relation to Indigenous young people and seek to ensure that their own work does not abuse that privilege.</p>	<p>See "Anti-Oppressive Practice: Non-Discrimination, Equity and Self-Awareness" above</p>	<p><b>Self-awareness</b></p> <p>A youth sector worker will be conscious of their own values, interests and limitations, and will also be respectful of the values and interests of others.</p>	<p>Young people hold a diversity of values and interests, which at times may differ from the values and interests of the youth sector workers with whom they engage. Despite these differing values, a youth sector worker who is self-aware is able to act in the best interests of the young person and maintain a relationship of respect and dignity. This may include a youth sector worker recognising their own limitations and relying on the expertise of others, who may be better suited to handling an issue.</p> <p>There are times when a youth sector worker will be required to make a decision based on a young person's action, which may breach an individual's rights, but is culturally acceptable. However, this should not result in a situation where the universally accepted concepts of human rights are compromised.</p>



		WA, ACT & NSW*		Victoria		Tasmania	
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Empowerment	<b>Empowerment</b>					<b>Empowerment</b>	
	<p>The youth worker seeks to enhance the power of the young person by making power relations open and clear; by holding those with power accountable; by facilitating their disengagement from the youth work relationship; and by supporting the young person in the pursuit of their legitimate claims. Youth workers presume that young people are competent in assessing and acting on their interests.</p>	<p>The term 'empowerment' has become a bit of a buzzword, and as a result it's meaning is sometimes not clear. This principle tries to clarify what empowerment might mean in ethical terms, and what it means for us as youth workers. It focuses our accountability to being accountable to young people. In this context, 'empowerment' also refers to young people's ethical and responsible action. In the last sentence, the word 'presume' is important; we presume that young people are competent in assessing and acting on their interests. It may be that an individual young person is not a good judge of their interests. They may have a mental illness, or be in some emotional distress. We may find out about these sorts of things as we assess the situation, but the presumption at the outset is that young people know what they are doing. It is about the assumptions we go into a situation with; we need to assess the assumptions we hold about young people's competency in assessing and acting in their own interests.</p>	<p><i>n.b. The Victorian Code does not include specifically include empowerment as a specific statement, however it notes that the Code of Ethical Practice is based on a number of principles, including that the Code will "guide youth workers to enable and ensure... the empowerment of young people."</i></p>	<p>A youth sector worker seeks to empower the young person by beginning with the belief that young people are competent in assessing and acting on their interests.</p>	<p>This statement focuses on the youth sector worker's accountability to young people, and the commitment to supporting a young person's own ethical and responsible action. Individual young people may struggle to act in their own interests, due to factors such as a lack of knowledge and experience of systems, mental health issues or being in emotional distress. These things are explored as the youth sector worker assesses the situation. It is important that this is done with an underlying belief that young people are able to make their own decisions and act in their own interests.</p>		



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<b>Duty of Care</b>	<p><b>Duty of Care</b></p> <p>The youth worker avoids exposing young people to the likelihood of further harm or injury.</p>	<p>“Duty of Care’ recognises that sometimes we can do more harm than good by intervening in a situation: that intervention carries some risk with it. We can get a bit fired up with our passion to help people, or to get things moving, or to use the skills and resources we have at our disposal, and it might not actually be the best thing. If we are running an activity, making a referral, or engaging a young person in a program, we have a responsibility to make sure that the activity, referral or program is safe in general and for this particular young person, and there will not be further harm that results from their involvement. Risk assessment and management needs to be thorough. Equipment needs to be well maintained, staff need to be properly trained.</p> <p>It means that we have to exercise care in the employment of staff, whether paid or voluntary, full time or part time. Abuse of young people is not rare, and we are careful about who we give access to the young people we work with. Proper investigation needs to be made of people’s work and criminal histories, even if they are volunteers.</p>	<p><b>Duty of Care</b></p> <p>Youth workers will avoid exposing young people to physical, psychological or emotional harm or injury and will always uphold the principle of ‘do no harm’. They will assess risk and manage the safety of work and activities involving young people while being aware of the need to encourage young people to partake in challenging activities. Youth workers will understand that risk comes in many forms and that cultural abuse and racism are factors that harm Indigenous young people.</p>	<p>In working with young people, youth workers have a responsibility to make sure that the activity, referral or program is safe in general, and for the particular young person, and that there will not be harm that results from their involvement. Risk assessment and management needs to be thorough. Equipment needs to be well maintained, and staff need to be properly trained. Youth workers will exercise care in the employment of staff , whether paid or voluntary. They will ensure young people they work with are protected against abuse. This involves being careful about who they allow to interact with the young people they work with. It is a legal requirement in Victoria that all people working either voluntarily or in employment with young people gain a Working with Children Check.*</p>	<p><b>Duty of Care</b></p> <p>A youth sector worker avoids exposing young people to the likelihood of foreseeable harm, injury or exploitation.</p>	<p>Youth sector workers recognise the risks associated with intervention into the lives of young people; sometimes action in a situation can cause additional harm. Workers have a responsibility to ensure that activities, referral processes and programs are generally safe, as well as being appropriate for each particular young person in their care. Risk assessment and management needs to be thorough, staff properly trained and equipment well maintained. Given that abuse of young people is not rare, it is also important to exercise care in the employment of staff, full-time or part-time. Proper investigation needs to be made into the work and criminal histories of potential employees and volunteers.</p>



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<b>Transparency</b>	<b>Transparency</b>	<p>The contract established with the young person, and the resulting relationship, will be open and truthful. The interests of other stakeholders will not be hidden from them.</p>	<p>We don't deceive young people, either by saying things that are untrue or by not saying things. This means that in initial meetings youth workers must be clear about what they can and can't offer. This applies to various areas of practice, agency policy and law. Whilst being open and truthful, workers should be mindful of issues of confidentiality, disclosure, health and safety, who the worker works for and what the agency is funded or contracted to provide. We also have a role in explaining to young people, the nature of other stakeholders relationships to them and the expectations this may place upon them.</p>	<p><b>Transparency, Honesty and Integrity [1/3]</b></p> <p>The professional relationship established with the young person will be open and truthful. The youth worker will be open and honest with young people, enabling them to access information to make choices and decisions in their lives generally and in relation to participation in youth work activities...</p>	<p>Youth workers will not deceive young people. This means that, in initial meetings, youth workers must be clear on what they can and can't offer. Whilst being open and truthful, they should be mindful of issues of confidentiality, disclosure, health and safety, who the worker works for, and what the agency is funded or contracted to provide...</p>	<p><b>Transparency</b></p> <p>The relationship between a youth sector worker and young person will be open and truthful.</p>	<p>From the outset of the relationship, youth sector workers have a responsibility to be clear with young people about what services they can and cannot offer. Workers should be conscious of not raising unrealistic expectations in their clients about the changes that they can make to their lives. This also includes being clear about the responsibilities that their clients must uphold, for example, acting within the law. Workers should be mindful of (and discuss where appropriate) issues of confidentiality, disclosure, mandatory reporting, health and safety. Workers also have a role in explaining to young people the relationships they have with other interest groups, including where their funding comes from, who they are working for and what they are trying to achieve.</p>



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<b>Anti-Corruption</b>	<b>Corruption</b>	<p>Youth workers and youth agencies will not advance themselves at the expense of young people.</p>	<p>We often think about corruption as just about money. This principle encourages us to keep ourselves honest in terms of our motivations and rewards, which may involve financial gain but also may involve other things such as power, profile, emotional security, personal identity and so on. It is important to realise that this principle does not require altruism; in other words, we don't need to act with an entirely unselfish regard for the needs and interests of young people. It doesn't mean that youth workers shouldn't do well out of their youth work. It is just that this cannot be at the expense of young people, so that young people don't do as well out of the youth work relationship as they would otherwise.</p>	<p><b>Transparency, Honesty and Integrity [2/3]</b></p> <p>...Youth workers and youth agencies will not advance themselves or other stakeholders at the expense of young people....</p>	<p>... Youth workers also have a role in explaining to young people the nature of other stakeholders' relationships to them and the expectations this may place upon them...</p>	<p><b>Anti – Corruption</b></p> <p>A youth sector worker will seek to ensure that those who work with young people will not advance themselves at the expense of young people.</p>	<p>Young people can be a marginalised group in society, with limited ability to have their voices heard. This statement requires youth sector workers to ensure young people are protected from misuses of power, including from workers themselves. While youth sector workers should succeed in their chosen career, this should never be at the expense of young people. This statement also encourages youth sector workers to be honest about their personal motivations and rewards, including financial gain, power, profile, emotional security, personal identity and so on.</p>



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<b>Professional Awareness / Integrity</b>	<p><b>Integrity</b></p> <p>Youth Workers are loyal to the practice of youth work, not bringing it into disrepute. Youth workers will respect the strengths and diversity of roles other than youth work.</p>	<p>For youth workers, this means that they are self-aware of their own role and the expectations that this places upon them from themselves, other stakeholders, and from young people. Whilst undertaking a role that may be different from others, youth workers will value and respect difference in others approaches. Through continuing to portray youth work in a professional manner, youth workers will be mindful to not act in a way that can bring their role into disrepute.</p>	<p><b>Transparency, Honesty and Integrity [3/3]</b></p> <p>...They will adhere to the principles and practice responsibilities of youth work, not bringing it into disrepute.</p>	<p>...Being loyal to the practice of youth work means that youth workers are aware of their role and the professional boundaries, principles and responsibilities required of them and other stakeholders. They will value and respect difference in others' approaches)</p>	<p><b>Professional awareness</b></p> <p>A youth sector worker is committed to the development of a strong youth sector, that is able to support young people as they transition to adulthood. They will be aware of the strengths and diversity of young people and those that support them.</p>	<p>Youth sector workers are aware that their role is to support young people, but not to make those young people dependent on their assistance. A youth sector worker assists clients to recognise and develop their strengths, building their capacity to be responsible in their own lives. In turn, youth sector workers must endeavour to develop their own capacity both individually and as a sector, personally and professionally, to respond to the ever-evolving needs and challenges of working with young people. Youth sector workers will engage in relevant and value-adding professional development and networking opportunities to aid their practice and ability to respond to the evolving nature of the profession. As youth sector work is a unique profession that is often not recognised or understood by others, it is important that youth sector workers ensure that those they are working with understand their role in providing support to young people. Youth sector workers also need to acknowledge and respect the approach of other professionals and their respective contributions in assisting young people.</p>



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<b>Cooperation</b>	<p><b>Cooperation</b></p> <p>Youth workers will seek to cooperate with others in order to secure the best possible outcomes for young people.</p>	<p>Ethical youth work practice involves a commitment to co-operative partnerships with relevant service providers in order to collectively achieve positive outcomes in the best interests of young people. Interagency collaborative approaches enables a young person a greater range of choices in terms of support networks and access to a range of information, skills and resources to meet all their needs. It also enables a youth worker to expand their networks to current information and available resources. Working in deliberate isolation increases the risk of dependency-based relationships and denies young people the right to choice and an equitable share of available resources.</p>	<p><b>Cooperation and Collaboration</b></p> <p>Youth workers seek to cooperate and collaborate with others in order to secure the best possible outcomes for young people. They seek opportunities to collaborate with colleagues and professionals from other agencies and sectors, and will mobilise young people and others to work together collectively on issues of common concern. Youth workers will be particularly conscious of the need to work with Indigenous services in order to secure positive outcomes for Indigenous young people.</p>	<p>Ethical youth work practice involves a commitment to cooperative partnerships with relevant service providers and across sectors in order to collectively achieve positive outcomes for young people. Inter-agency and cross-sector collaborative approaches enable a young person to have a greater range of choices in terms of support networks and access to a range of information, skills and resources to meet all their needs. Collaboration between workers is an essential component of ethical practice as it seeks to ensure the best possible outcomes for young people.</p>	<p><b>Cooperation</b></p> <p>A youth sector worker will actively cooperate with others in order to secure the best possible outcomes for young people.</p>	<p>Ethical youth sector practice involves a commitment to working in co-operative partnerships with others to achieve positive outcomes in the best interests of young people. Connection with professionals outside the youth sector enables the youth sector worker to provide young people with access to a greater range of choices of support networks, information, skills and resources to meet their needs. Working in isolation increases the risk of developing dependency-based relationships, and denies young people the right to an equal choice of available resources. Working in partnership with other organisations and individuals in the youth sector can also help to promote best practice models being used across the sector, through the sharing of ideas, knowledge and new information about effective and appropriate methods of practice.</p>



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<b>Boundaries</b>	<p><b>Boundaries</b></p> <p>The youth work relationship is a professional relationship, intentionally limited to protect the young person. Youth workers will maintain the integrity of these limits, especially with respect to sexuality. Youth workers will not sexualise their clients.</p>	<p>This means that Youth Workers will recognise that the relationship between themselves and a young person is a contracted relationship and therefore recognises the need to be non-sexual and limited. This ensures the relationship and subsequent service or intervention is not compromised, a consideration that is particularly important in work with young people who may have less access to knowledge, resources, and skills than we do.</p>	<p><b>Boundaries</b></p> <p>Whilst the relationship between a youth worker and a young person is often an important source of personal support for the young person, the relationship is a professional one, intentionally limited to protect both the young person and the youth worker. Youth workers will maintain the integrity of these limits, recognising the tensions between developing supportive and caring relationships with young people and the need to preserve the boundaries of the professional relationship.</p>	<p>It is important that youth workers are able to develop trusting, healthy relationships with the young people they work with and recognise the power imbalance inherent in the professional relationship. Youth workers often become a significant adult in that young person's life. They will recognise that the relationship between themselves and a young person is a professional relationship and will remain within professional boundaries, therefore non-sexual and limited. In Australia there are specific legal restrictions relating to adult sexual conduct with young people which youth workers need to fully understand. If professional boundaries are not respected, a relationship with a young person may become exploitative and have negative affects on them. Youth workers need to respect these professional boundaries with young people in both a work and broader public setting.</p>	<p><b>Boundaries</b></p> <p>The relationship between a youth sector worker and a young person is a professional relationship, with clear boundaries, that is intentionally limited to protect the young person. Youth sector workers will behave in a way that is consistent with these boundaries.</p>	<p>Youth sector workers recognise that the relationship between themselves and their young clients is a professional, contracted relationship, and therefore limited. Young people are in a position of vulnerability as they have less access to knowledge, resources and skills than workers. Creating a safe place, where boundaries are not compromised, is important as it enables young people to share personal issues, sensitive information, fears and emotion, that they may not share in any other relationship.</p>



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<b>Knowledge</b>	<p><b>Knowledge</b></p> <p>Youth workers have a responsibility to keep up to date with the information, resources, knowledges and practices needed to meet their obligations to young people.</p>	<p>Maintaining a level of competence through an ongoing commitment to being informed and skilled in relation to 'best practice' in youth work is essential. This is a standard requirement of most professions.</p>	<p><b>Knowledge, Skill and Self-care [1/2]</b></p> <p>Youth workers have a responsibility to keep up-to-date with the information, resources, knowledge and practices needed to meet their obligations to young people. They have a responsibility to undertake appropriate cross-cultural training to ensure the best possible outcomes for Indigenous young people and for young people from culturally and linguistically diverse backgrounds...</p>	<p>Maintaining a level of competence through an ongoing commitment to being informed and skilled in relation to best practice in youth work is essential. This includes recognising when new skills and knowledge are required, and seeking relevant education and training as well as feedback from service users and colleagues on the quality of their work. This also requires engaging in opportunities to reflect on practice. Youth workers will only undertake work or take on responsibilities for which they have the necessary skills, knowledge, training or support.</p>	<p><b>Knowledge</b></p> <p>A youth sector worker has a responsibility to keep up to date with the current information, resources, knowledge and practices needed to meet their obligations to young people.</p>	<p>While acknowledging that the youth sector is diverse and workers have varied backgrounds and focuses for practice, it is essential that youth sector workers maintain a high level of competency in working with young people. This includes workers in issue-specific areas, as well as volunteers and other workers who operate outside the mainstream youth sector, for example a worker who engages with young people in an alcohol and other drug service but is not a youth-specific worker.</p> <p>Working with young people requires specific and specialist skills and knowledge, and youth sector workers should regularly participate in training and remain up to date with current ideas around 'best practice', relevant legislation and policy developments, changes to services and structure within the youth sector and reporting requirements. Youth sector workers should also aim to attend networking opportunities and professional development, including participating in briefing sessions, regional and local youth sector meetings, conferences and forums, to not only learn and develop their professional skill set, but also engage with other workers in their area of expertise and region and to expand their knowledge of 'best practice'. Engaging with other youth sector workers also works to strengthen youth sector networks and the ability of the sector in Tasmania and nationally to respond collectively and appropriately to youth issues in the community.</p>

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<b>Self-Care</b>	<b>Self-care</b>			<b>Knowledge, Skill and Self-care [2/2]</b>		<b>Self-care</b>	
	Ethical youth work practice is consistent with preserving the health of youth workers.	This means that youth workers need to prioritise the practice of self-care; of looking after the self as a means to assure longevity of career and continued high quality service provision to young people. The level of benefits to the worker from adequate self care practice will be congruent with the level of benefits to the young people we work with.	...Ethical youth work practice is consistent with preserving the health of youth workers. This means that they need to prioritise the practice of self-care, of looking after the self as a means to assure longevity of career and continued high quality service provision to young people.	See “Knowledge, Skill and Self-care” above.	Good youth sector work practice is consistent with preserving the health and wellbeing of youth sector workers.	In order to ensure the longevity of their careers and provide high quality service, youth sector workers need to prioritise their own health and wellbeing. Good quality professional practice also takes time to develop, and is not well-served by people who are unable to mentally and physically handle challenging situations.	



	WA, ACT & NSW*		Victoria		Tasmania	
	Text	Commentary	Text	Commentary	Text	Commentary
<b>Confidentiality</b>	<p><b>Confidentiality</b></p> <p>Information provided by young people will not be used against them, nor will it be shared with others who may use it against them. Young people should be made aware of the contextual limits to confidentiality, and their permission sought for disclosure. Until this happens, the presumption of confidentiality must apply.</p>	<p>Even where we think it might achieve good outcomes, we don't give names or other details to police, schools, Centrelink, other agencies or anyone else unless young people have been made aware of why there may be a need to give private information to others and their permission has been given. In accordance with National Privacy Principles we presume that young people expect us to keep their information confidential, even if that is about where they were and who they were with. Perfect confidentiality is of course not possible or even desirable: there are always limits. We need to know what they are ourselves, and communicate and clarify them to young people at the onset of the relationship.</p>	<p><b>Privacy and Confidentiality</b></p> <p>Young people's rights to privacy and confidentiality must be respected. This means that youth workers avoid any undue invasion of privacy when collecting information about a young person and that confidentiality is protected. There are limits to preserving confidentiality, some of which are outlined by legal obligations on youth workers to share types of information. This means that young people must be informed from the outset about the restrictions to privacy and confidentiality that may exist and what may be done with information they provide. It is best practice to obtain their informed consent before collecting personal or health information or sharing it with others. Youth workers are encouraged to go beyond simply considering their legal obligations in protecting privacy and confidentiality, to consider the full extent of the privacy implications of particular activities or actions that a young person may engage in.</p>	<p>There are legal obligations that may impact on the way in which information is collected, kept and shared. One common, relevant example relates to the obligations outlined in the Information Privacy Act 2000 and the Health Records Act 2001 which regulate the way that government-funded services can collect, use, keep and secure personal and health information. It is important to have a clear understanding of privacy and confidentiality requirements. Also, it is important to ensure that the young people understand any limitations to the confidentiality the youth worker can offer, so they can make an informed decision about sharing information. The privacy implications may not always be clear, and youth workers are encouraged to assist young people to fully consider the current and potential future implications of giving consent.</p>	<p><b>Confidentiality</b></p> <p>Information provided by young people will be respected, they will be made aware of the limits to youth sector workers' confidentiality, and, where possible, their permission sought for disclosure.</p>	<p>In accordance with the Privacy Act 1988 and Personal Information Protection Act 2004, young people have a right to expect that their information is kept confidential. However, in some cases, confidentiality is not possible or even desirable: there are always limits. It is important that the limits of confidentiality are explained to young people at the beginning of their relationship with a worker. If a circumstance should arise where the youth sector worker is mandated to, or believes, disclosure to police, child protection, or other group is necessary, they have a responsibility to discuss this with the young person and explain why this is an appropriate course of action.</p>