



Associated
Independent
Colleges

AIC CHILD SAFE GUIDING PRINCIPLES

VERSION 1.0
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Reviewed: AIC Management Committee

OUR MISSION AND COMMITMENT

The Associated Independent Colleges Association (AIC) is committed to ensuring the safety, wellbeing, and dignity of all children and young people involved in AIC activities.

This commitment is aligned with the Queensland Child Safe Standards, which place the safety and best interests of children at the centre of organisational culture, leadership, and practice.

Consistent with the AIC Mission, we seek to provide a safe environment where students can grow and flourish through respectful and compassionate relationships grounded in our Christian values.

The AIC is committed to achieving this through its guiding principles of:

- Respect for self and others
- Social Justice
- Inclusivity
- Spirituality
- Safety
- Passion

These principles underpin our approach to child safety and are embedded across all AIC activities and member Colleges.

ASSOCIATED INDEPENDENT COLLEGES

The AIC is recognised as one of Queensland's premier school sport associations, comprising eight Christian Colleges. The AIC provides opportunities for students to participate in sport and activities at all levels in environments that are safe, inclusive, and supportive.

The AIC acknowledges that child safety is a shared responsibility across all member Colleges, and that strong leadership, governance, and accountability are essential to embedding a child safe culture.

CHILD SAFE CULTURE AND LEADERSHIP

In accordance with the Queensland Child Safe Standards, the AIC and its member Colleges commit to:

- Embedding a culture where child safety and wellbeing are the paramount consideration in all decision-making
- Ensuring leadership and governance arrangements promote accountability for child safety
- Acting in the best interests of children and young people at all times
- Creating environments where children feel safe, respected, and able to participate fully
- Valuing diversity and promoting equity, inclusion, and cultural safety

STATEMENT OF COMMITMENT TO THE UNIVERSAL PRINCIPLE

The Associated Independent Colleges (AIC) is committed to the Universal Principle for Child Safe Organisations, recognising the importance of culturally safe environments for Aboriginal and Torres Strait Islander children and young people. AIC respects and values diverse

cultures and is committed to ensuring that the safety, wellbeing, and cultural identity of all children are upheld in all policies, practices, and decision-making.

PARTICIPATION AND EMPOWERMENT OF CHILDREN

The AIC recognises that children and young people have the right to be heard and to participate in decisions that affect them.

All AIC participants are expected to:

- Encourage and support children to express their views
- Listen to children and take their concerns seriously
- Provide age-appropriate opportunities for children to participate in decisions about their involvement in sport and activities
- Promote environments where children feel safe to speak up

AIC CHILD SAFETY STANDARDS OF CONDUCT

The AIC acknowledges that each College operates within its own child safeguarding framework. This Code establishes the expected standards of behaviour for all persons involved in AIC activities, however, acknowledges that each College may have further expectations based on individual College governance.

The AIC Child Safety Code of Conduct applies to:

- All AIC member Colleges
- All staff, coaches, managers, and volunteers
- All officials and service providers
- All students participating in AIC activities
- All parents, guardians, and spectators

EXPECTATIONS

All Adults (Staff, Coaches, Volunteers, Officials, Parents & Spectators)

Fundamental to the AIC is our belief in inclusion, fellowship, and safety. All adults must prioritise the safety and wellbeing of children and young people in all interactions.

Adults must demonstrate the following behaviours:

Act in the best interests of children by:

- Placing the safety and wellbeing of children above all other considerations
- Treating all children with respect, dignity, and fairness
- Promoting inclusive and culturally safe environments

Maintain professional boundaries by:

- Ensuring all interactions are appropriate, transparent, and accountable
- Avoiding situations where they are alone with a child where possible
- Not engaging in favouritism, grooming, or inappropriate relationships
- Using appropriate language and behaviour at all times

Promote child safety and wellbeing by:

- Following all College and AIC child safety policies and procedures
- Demonstrating duty of care through appropriate supervision
- Identifying and responding to risks to children in physical and online environments
- Ensuring venues, facilities, and activities are safe

Communication and online behaviour:

- Use only approved and transparent communication channels
- Avoid private, secretive, or personal communication with students
- Ensure all online interactions are respectful and appropriate

Students

Students play an important role in maintaining safe environments and are expected to:

- Treat others with respect, dignity, and inclusion
- Contribute to a safe and supportive environment
- Speak up if they feel unsafe or are concerned about another student
- Follow directions provided by staff and officials to ensure safety

UNACCEPTABLE BEHAVIOURS

Examples of behaviours that breach these 'Guiding Principles' include (but are not limited to):

- Any form of harm, abuse, bullying, harassment, or discrimination
- Grooming behaviours or developing inappropriate relationships with a child
- Unnecessary or inappropriate physical contact
- Using sexualised, derogatory, or inappropriate language
- Ignoring, dismissing, or failing to act on a child safety concern
- Photographing or filming children without appropriate consent
- Being under the influence of alcohol or drugs while responsible for children

These behaviours are not permitted before, during, or after AIC activities and apply both in person and online.

REPORTING CHILD SAFETY CONCERNS

The AIC is committed to ensuring that concerns about child safety are responded to promptly, seriously, and in line with legal obligations.

All participants must:

- Report any concern, suspicion, or allegation of harm or inappropriate behaviour
- Report to an appropriate College representative (e.g. Coach, Coordinator, Head of Sport, or Safeguarding Officer)
- Do so as soon as practicable

Member Colleges will:

- Respond to all concerns in a timely and appropriate manner
- Maintain confidentiality where possible

- Comply with mandatory reporting obligations under Queensland legislation
- Escalate matters to relevant authorities where required

HANDLING OF COMPLAINTS

- Complaints will be managed by the relevant member College in the first instance
- Matters will be handled in a fair, respectful, and child-focused manner
- The safety and wellbeing of the child will remain the primary consideration
- Where required, matters may be escalated to the AIC Management Committee or external authorities

BREACHES OF THIS CODE OF CONDUCT

Breaches of this Child Safety Code of Conduct may result in:

- Disciplinary action by the relevant College
- Removal from AIC activities or venues
- Suspension or termination of employment or volunteer engagement
- Notification to external authorities, including child protection agencies or Queensland Police
- Sanctions applied by relevant sporting or governing bodies

A SHARED RESPONSIBILITY

Child safety is everyone's responsibility.

Through strong leadership, clear expectations, and a shared commitment across all Colleges, the AIC seeks to ensure that every child and young person can participate in sport and activities in a safe, inclusive, and supportive environment.

AIC POLICY REVIEW

The Associated Independent Colleges (AIC) is committed to maintaining current and effective policies. All policies are reviewed on a regular cycle, or as required, to reflect changes in legislation, best practice, and the needs of member colleges. Updates are communicated and published through appropriate AIC channels.