



Associated
Independent
Colleges

AIC CHILD SAFE POLICY

VERSION 1.0

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Reviewed: AIC Management Committee

ASSOCIATED INDEPENDENT COLLEGES CHILD SAFE POLICY

The Associated Independent Colleges (AIC) is committed to providing safe, supportive and respectful environments for all children and young people who participate in AIC programs, competitions and events. The safety and wellbeing of students is a fundamental priority and underpins the planning, delivery and management of all AIC activities.

The AIC Child Safety Plan outlines the organisation's commitment to safeguarding children and young people and ensuring that appropriate policies, procedures and practices are in place to support safe participation in interschool sport and activities. This plan aligns with the Queensland Child Safe Standards, which establish a framework for organisations to create and maintain environments that protect children and young people from harm.

The Queensland Child Safe Standards require organisations to demonstrate a strong culture of child safety through leadership, governance and everyday practices. The standards emphasise the importance of listening to children and young people, supporting families and communities, promoting inclusive participation, and ensuring that those working with children are appropriately screened, trained and supported.

As a coordinating body for interschool sport and activities, AIC works in partnership with its member schools to promote and uphold child safe practices across all events and competitions. While member schools retain primary responsibility for the supervision and care of their students, AIC is committed to ensuring that its governance, policies and operational procedures support safe environments for all participants.

This Child Safety Plan outlines how AIC implements and supports the ten Queensland Child Safe Standards, demonstrating the organisation's commitment to continuous improvement and accountability in protecting the safety and wellbeing of children and young people.

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.

STANDARD 1: LEADERSHIP AND CULTURE

Statement of Commitment to Child Safety

The Associated Independent Colleges (AIC) is committed to providing a safe, supportive and inclusive environment for all children and young people involved in our activities. The safety, welfare and best interests of children are central to everything we do and underpin our organisational culture, leadership and decision-making.

In line with the Queensland Child Safe Standards, AIC commits to the following:

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture

AIC promotes a culture where child safety and wellbeing are prioritised at all levels of the organisation. Leadership demonstrates a strong and visible commitment to child safety, ensuring it is embedded in decision-making, policies and everyday practices.

2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously

We empower children and young people to understand their rights, speak up about concerns, and actively participate in decisions that affect them. Their views are respected and taken seriously.

3. Families and communities are informed and involved in promoting child safety and wellbeing

AIC works in partnership with families, carers and the broader community to promote child safety and wellbeing through open communication, education and engagement.

4. Equity is upheld and diverse needs are taken into account

We are committed to inclusive practices that respect diversity and ensure all children and young people feel safe, valued and supported, including those who may be more vulnerable.

5. People working with children and young people are suitable and supported

AIC applies rigorous recruitment, screening and supervision practices to ensure all staff and volunteers are suitable to work with children and young people and are supported in their roles.

6. Processes to respond to complaints of child abuse are child focused

We maintain accessible, confidential and child-focused complaints processes that enable concerns to be raised safely. All reports are taken seriously and responded to promptly and appropriately.

7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children safe

All staff and volunteers receive ongoing education and training to recognise, prevent

and respond to child safety concerns and to maintain appropriate professional boundaries.

8. Physical and online environments promote safety and wellbeing while minimising risk

AIC actively identifies and mitigates risks in both physical and digital environments to ensure they are safe and supportive for children and young people.

9. Implementation of the Child Safe Standards is regularly reviewed and improved

We are committed to continuous improvement through regular monitoring, review and evaluation of our child safe practices, informed by feedback and emerging best practice.

10. Policies and procedures document how the organisation is safe for children and young people

AIC maintains comprehensive and up-to-date policies and procedures that clearly outline our approach to child safety and wellbeing and guide all aspects of our operations.

AIC has zero tolerance for any form of abuse, including bullying, harassment and racial abuse, and is committed to responding effectively to any concerns.

This commitment reflects our belief that every child and young person has the right to feel safe, respected and supported to thrive. Through strong leadership, clear expectations and ongoing improvement, AIC will continue to uphold the highest standards of child safety.

STANDARD 2: VOICE OF CHILDREN

AIC recognises the right of children and young people to feel safe, respected and heard. Through its activities and engagement with member schools, AIC promotes opportunities for student voice and leadership, ensuring that young people participating in AIC events are informed about their rights and encouraged to raise concerns or feedback. AIC values and supports mechanisms that ensure students are listened to and their views considered in matters affecting their participation and wellbeing.

AIC Actions and Evidence of Compliance

- Student leaders from member schools are engaged in appropriate AIC forums, meetings or ceremonial events (e.g., student leadership involvement at AIC Ecumenical Services and championships).
- Information about respectful behaviour, safety expectations and reporting concerns is communicated to students participating in AIC competitions and events through schools and event briefings.

- Students are encouraged to raise concerns through trusted adults including coaches, school staff, team managers and AIC officials.
- AIC promotes a culture of respect, fair play and student wellbeing across all competitions and events.
- Feedback from students is considered through member schools regarding the organisation and experience of AIC programs and events.
- Student participation is supported through leadership opportunities such as captains, officials-in-training or event leadership roles where appropriate.

STANDARD 3: FAMILY AND COMMUNITY

AIC values the important role families and school communities play in creating safe environments for children and young people. Information about AIC events, expectations and safeguarding practices is communicated clearly to member schools and the broader community. AIC works collaboratively with schools and stakeholders to promote awareness of child safety responsibilities and to support transparent engagement with families.

AIC Actions and Evidence of Compliance

- Information about AIC events, expectations and safeguarding commitments is communicated through member schools, AIC digital platforms and event communications.
- Families and spectators attending AIC events are informed of expected standards of behaviour through event guidelines, venue signage and communications.
- Clear information is provided to schools regarding supervision expectations and duty of care responsibilities during AIC competitions and carnivals.
- Parents and families have access to information regarding livestreaming, photography and media coverage of AIC events.
- AIC works collaboratively with member schools to ensure families understand event arrangements, safety procedures and communication channels.

STANDARD 4: EQUITY AND DIVERSITY

AIC is committed to providing inclusive and respectful environments where all children and young people feel safe and valued. The organisation recognises and respects diversity and works with member schools to ensure that the needs of students of different backgrounds, abilities and identities are considered in the planning and delivery of AIC programs and activities.

AIC Actions and Evidence of Compliance

- AIC promotes inclusive participation in sport and activities for students from diverse backgrounds and abilities.

- Event planning considers accessibility requirements for venues, facilities and spectators.
- Competition structures aim to provide fair and equitable opportunities for students across participating schools.
- Respect for cultural diversity and inclusion is reflected in AIC policies, communications and event practices.
- AIC works with member schools to ensure appropriate support is available for students who may require adjustments to participate safely.

STANDARD 5: PEOPLE

AIC expects that all individuals involved in AIC activities, including staff, volunteers and officials, demonstrate behaviours that uphold the safety and wellbeing of children and young people. The organisation supports appropriate recruitment practices, compliance with legislative requirements such as Blue Card obligations, and clear expectations for professional conduct when working with students during AIC programs and events.

AIC Actions and Evidence of Compliance

- AIC requires staff, officials and volunteers engaged directly in its activities to comply with Queensland Blue Card requirements where applicable.
- Member schools are responsible for ensuring coaches, managers and staff supervising students meet child protection requirements.
- AIC communicates clear behavioural expectations through Codes of Conduct for officials, staff, volunteers and spectators.
- Officials appointed to AIC competitions are expected to demonstrate professional conduct and uphold child safe practices.
- AIC works with schools and sporting bodies to ensure officials and event personnel understand appropriate conduct when working with students.

STANDARD 6: COMPLAINTS MANAGEMENT

AIC is committed to ensuring that complaints, concerns or allegations relating to child safety are taken seriously and managed promptly, fairly and in accordance with relevant legislation and reporting obligations. Clear processes exist to support the reporting and escalation of concerns, including collaboration with member schools and relevant authorities where required. The wellbeing and best interests of the child remain the priority in any response.

AIC Actions and Evidence of Compliance

- AIC maintains clear processes for responding to concerns or complaints relating to the safety and wellbeing of students during AIC activities.
- Allegations or concerns involving students are reported to the relevant member school and managed in accordance with legislative requirements and school child protection procedures.
- AIC staff understand their obligation to escalate concerns promptly to appropriate authorities and school leadership where required.
- Confidentiality, fairness and the wellbeing of the child remain central to all responses.
- Incident reporting processes exist for matters arising during competitions or events.

STANDARD 7: KNOWLEDGE AND SKILLS

AIC promotes awareness of child safe practices among individuals involved in its activities. Staff, officials and volunteers are expected to understand their responsibilities in maintaining safe environments and responding appropriately to concerns about child safety. AIC works with member schools to support consistent understanding of child safeguarding expectations across all AIC programs and events.

AIC Actions and Evidence of Compliance

- AIC staff are expected to complete relevant safeguarding and child protection awareness training.
- Officials and volunteers engaged in AIC programs receive information outlining behavioural expectations and safeguarding responsibilities.
- Event briefings include guidance on student supervision, conduct expectations and responding to concerns.
- AIC promotes awareness of child safe practices across its competitions, events and programs.

STANDARD 8: PHYSICAL AND ONLINE ENVIRONMENTS

AIC is committed to ensuring that the environments in which its events and activities occur support the safety and wellbeing of children and young people. This includes consideration of venue safety, supervision practices, and responsible use of digital platforms, communications and livestreaming services associated with AIC programs.

AIC Actions and Evidence of Compliance

- AIC undertakes risk assessments and event planning to ensure venues are safe and appropriate for student participation.
- Supervision arrangements are coordinated through member schools to ensure appropriate staff presence at competitions and events.
- Venue safety considerations include crowd management, emergency procedures and access to medical support.
- Digital platforms used by AIC (including livestreaming, websites and social media) are managed responsibly to protect student safety and privacy.
- Photography, filming and livestreaming practices are communicated clearly and conducted in accordance with school and privacy expectations.

STANDARD 9: CONTINUOUS IMPROVEMENT

AIC is committed to continuous improvement in its child safety practices. Policies, procedures and practices are reviewed regularly to ensure alignment with legislative requirements and contemporary safeguarding expectations. Feedback from member schools and stakeholders informs the ongoing strengthening of AIC's child safe framework.

AIC Actions and Evidence of Compliance

- AIC regularly reviews its policies, procedures and practices to ensure alignment with legislative child safe requirements.
- Feedback from member schools is considered when reviewing the operation and safety of AIC events and programs.
- Incident reports and event reviews inform improvements to future practices.
- Child safe commitments are considered in governance discussions and organisational planning.

STANDARD 10: POLICIES AND PROCEDURES

AIC maintains policies, procedures and guidance materials that support the creation of child safe environments across its activities. These documents outline expectations for behaviour, reporting processes and safeguarding responsibilities, ensuring clarity and accountability for everyone involved in AIC programs.

AIC Actions and Evidence of Compliance

The Associated Independent Colleges (AIC) maintains documented policies, procedures and operational guidelines that support the creation and maintenance of child safe environments across all AIC activities, events and programs.

AIC recognises that member schools retain primary responsibility for the care and supervision of students. However, AIC ensures that its own governance, policies and operational practices align with the Queensland Child Safe Standards and support safe participation in all interschool activities.

AIC demonstrates this commitment through the following actions:

Child Safe Policy Framework

- AIC maintains a documented Child Safe Commitment or Child Safe Policy outlining the organisation's commitment to protecting children and young people involved in its activities.
- Policies align with the Queensland Child Safe Standards and relevant legislative obligations including Blue Card requirements.
- Policies clearly define the responsibilities of AIC staff, officials, volunteers and member schools in maintaining safe environments.

Codes of Conduct

- AIC maintains clear Codes of Conduct for:
 - Staff and officials
 - Coaches and team managers
 - Spectators and parents
 - Students participating in AIC competitions
- These codes outline expected behaviours, professional boundaries and standards of conduct when working with or around students.

Event and Competition Procedures

- AIC documents procedures relating to the safe delivery of sporting competitions, carnivals and events, including:
 - Event supervision expectations
 - Venue risk management
 - Emergency response procedures
 - Incident and injury reporting processes
 - Spectator behaviour expectations.

Safeguarding and Reporting Procedures

- AIC maintains documented procedures outlining how child safety concerns, complaints or incidents are reported and escalated.
- These procedures identify the appropriate pathways for notifying member schools and, where required, external authorities.
- AIC staff understand their responsibilities to respond appropriately and promptly to concerns involving students.

Digital Communication and Media Practices

- AIC documents expectations regarding the safe and appropriate use of:
 - Social media platforms
 - Photography and videography
 - Livestreaming of sporting events
 - Online communication involving students.
- These practices aim to balance promotion of school sport with the protection of student safety and privacy.

Accessibility and Communication

- Relevant policies, codes of conduct and expectations are made accessible to:
 - Member schools
 - Staff and officials
 - Participants and families where appropriate.
- Documentation is reviewed periodically to ensure clarity, currency and alignment with legislation.

Regular Review and Improvement

- AIC policies and procedures relating to child safety are reviewed periodically and updated where required.
- Feedback from member schools, event reviews and incident reports informs improvements to safeguarding practices.

AIC Policies that support this Child Safe Policy include:

AIC Due Diligence Plan

AIC Code of Conduct

AIC Child Safe Guiding Principles

AIC Photography and Image Use Policy