

## Child Safety Policy

<b>Relevant Standards</b> Outcome Standards 4.3(d)	<b>Linked Documents</b> Staff code of conduct Reportable conduct Policy Student Code of Conduct Privacy Policy

### 1. PURPOSE

The Child Safe Policy establishes how AITS manages its responsibilities against the Standards for Registered Training Organisations 2025, 4.3(d) and ensures compliance with the National Principles for Child Safe Organisations.

The National Principles for Child Safe Organisations is the framework endorsed by the Australian Government to ensure child safety in all organisations engaging with children.

Registered Training Organisations (RTOs) that engage with students under 18 years have a critical responsibility to uphold the National Principles and create a safe, supportive, and inclusive learning environment, and ensure that child safety is embedded in governance, policies, staff training and daily operations to protect young students from harm.

### 2. SCOPE

This policy applies to all staff of AITS and outlines existing college policies to meet the requirements of the National Principles for Child Safe Organisations which are:

1. Child safety and wellbeing is embedded in organisational leadership, governance and culture.
2. Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved in promoting child safety and wellbeing.
4. Equity is upheld and diverse needs respected in policy and practice.
5. People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
6. Processes to respond to complaints and concerns are child focused.
7. Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
8. Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
9. Implementation of the national child safe principles is regularly reviewed and improved.
10. Policies and procedures document how the organisation is safe for children and young people.

Owner <b>AITS ID 45479</b> <b>ABN: 41 615 612 041</b> <b>CAN: 615 612 041</b>	Creation Date: 20/10/2025	Child Safety Policy	Version <b>2.0</b>	Page 1 of 3
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### 3. POLICY GOVERNANCE

This Policy has been developed with consideration to the following regulatory requirements:

- National Principles for Child Safe Organisations
- Standards for Registered Training Organisations (RTOs) 2025
- Vocational Education and Training Act
- Public Sector Management Act 1994
- Work Health and Safety Act 2020
- Disability Discrimination Act 1992
- Equal Opportunity Act 1984
- Working with Children (Criminal Record Checking) Act 2004
- Children and Community Services Act 2004
- Parliamentary Commissioner Amendment (Reportable Conduct) Act 2022
- Mandatory Reporting Obligations

### 5. AITS's Guideline

#### 5.1

5.2 AITS's Child Safe Committee is convened as required to deal to child related matters. This Committee is chaired by the General Manager Organisational Services.

The purpose of the Child Safe Committee is to facilitate continuous improvement, respond to policy advice and work toward best practice to ensure a child-safe environment and culture at AITS. The Child Safe Committee has been established to act as a formal channel through which matters related to child safety and protection can be addressed.

The Child Safe Committee:

- Reviews, responds and supports the implementation where appropriate of new child safety policy, both local (State) and Commonwealth.
- Reviews the steps taken by the college in responding to complaints and feedback that relate to minors to examine opportunities for better practice and identify risks or gaps in current policy and practice.
- Reports findings of opportunities for improvement to the Corporate Executive where necessary.
- Acts on matters referred to it by the Corporate Executive.
- Maintains confidentiality in matters relating to privacy.

5.3 Through the Child Safe Committee, oversight is provided to ensure the requirements of the National Principles for Child Safe Organisations are met at AITS ensuring children and young people under 18 years are safe, respected, and protected from harm, including that:

- Any risks to the safety and wellbeing of people under 18 years associated with AITS's remit of training delivery and assessment are identified and managed appropriately and in accordance with the National Principles for Child Safe organisations.
- Child Safety is embedded into governance, policy, culture and day to day operations.

### 6. DOCUMENTS SUPPORTING THIS POLICY

#### 6.1. Policies and Procedures

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Outlined in the table under 5.1.

## 7. POLICY REVIEW AND COMMUNICATION

All staff will be notified of new policies and policy changes and the documents will be available on the Quality System

## 8. POLICY APPROVAL

Approved and Endorsed:

CEO

Date: 20/10/2025

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