Child Safe Policy

1 Purpose

To outline the University's commitment to the safety and wellbeing of Children who are involved in University activities or interact with University Members.

2 Scope

This policy applies to all University Members, Students, Contractors and Visitors who may interact with Children while engaged in University-related activities. These activities include, but are not limited to Study, Research, work, Student accommodation, sporting and recreational clubs and facilities, off-campus activities (such as field trips, placements or conferences), and use of University information technology platforms.

3 Policy Statement

The University is committed to creating an environment that reduces the risk of harm to Children and increases the likelihood of early identification of any potential for harm. The University acknowledges that it owes particular obligations to Overseas Students who are also minors.

The University is committed to ensuring that any University Members or Students who have contact with Children as part of their work or study at all times maintain appropriate and respectful behaviours and comply with all Australian laws relating to Children.

University Members and Students are often in positions of authority and trust within the community and therefore have particular obligations to act with transparency about the activities pursued with Children and avoid behaviours that could be perceived as having potential for Child exploitation or abuse. They should immediately report concerns of any policy non-compliance.

Potential concerns about exploitation or abuse of Children can include the use of inappropriate, abusive, harassing, or sexualised language; inviting unaccompanied Children into homes or sharing close living quarters; inappropriately exchanging Personal Information or encouraging contact; and using information technology to harass or exploit Children.

4 Principles

The University has referenced the ten Child Safe Standards from the *Child Safe Organisations Act 2024* to inform its principles for the protection of the safety and wellbeing of Children:

Failure to comply with this Policy or Policy Instrument may be considered as misconduct and the provisions of the relevant Policy or Procedure applied. A hard copy of this electronic document is uncontrolled and may not be current as UniSQ the University regularly reviews and updates its Policies and Policy Instruments. The latest controlled version can be found in the UniSQ's Policy and Procedure Library.

1. Child safety and wellbeing is embedded in University leadership, governance and culture.
2. Children 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. The University ensures that University Members and Students who interact with Children are suitable and supported to reflect Child safety and wellbeing in practice.
6. Processes to respond to complaints of Child abuse are Child focused.
7. The University ensures that University Members and Students who interact with Children are equipped with the knowledge, skills and awareness to keep Children safe through ongoing education and training.
8. The University's physical and online environments promote safety and wellbeing and minimise the opportunity for Children to be harmed.
9. Implementation of the ten Child Safe Standards in University culture and processes is regularly reviewed and improved.
10. University Policies and Procedures document how the University is safe for Children.

The University is also committed to applying the Universal Principle as determined by the *Child Safe Organisations Act 2024*, which is to provide an environment that ensures the cultural safety of Aboriginal Children and Torres Strait Islander Children. The University applies the Universal Principle to all work it conducts in relation to Child safety and wellbeing.

5 References

Queensland Government. (2024). *Child Safe Organisations Act 2024* (Act No. 49 of 2024). https://www.legislation.qld.gov.au/view/html/inforce/current/act-2024-049.

6 Schedules

This policy must be read in conjunction with its subordinate schedules as provided in the table below.

7 Policy Information

Failure to comply with this Policy or Policy Instrument may be considered as misconduct and the provisions of the relevant Policy or Procedure applied. A hard copy of this electronic document is uncontrolled and may not be current as UniSQ the University regularly reviews and updates its Policies and Policy Instruments. The latest controlled version can be found in the UniSQ's Policy and Procedure Library.

Accountable Officer	Deputy Vice-Chancellor (Students and Education)
Responsible Officer	Dean (Students)
Policy Type	Executive Policy
Policy Suite	Children on Campus Procedure Children on Campus Schedule Working with Children Procedure
Subordinate Schedules	
Approved Date	10/12/2025
Effective Date	10/12/2025
Review Date	10/12/2030
Relevant Legislation	*Child Safe Organisations Act 2024* *Child Protection Act 1999* *Working with Children (Risk Management and Screening) Act 2000* *Working with Children (Risk Management and Screening) Regulation 2011* *Public Guardian Act 2014*
Policy Exceptions	Policy Exceptions Register
Related Policies	Acceptable use of ICT Resources Policy Code of Conduct Policy Research Code of Conduct Policy Student General Conduct Policy Under 18 International Students Policy Work Health and Safety Policy
Related Procedures	Contractor Management Procedure Visitors on University Sites Procedure
Related forms, publications and	

Failure to comply with this Policy or Policy Instrument may be considered as misconduct and the provisions of the relevant Policy or Procedure applied. A hard copy of this electronic document is uncontrolled and may not be current as UniSQ the University regularly reviews and updates its Policies and Policy Instruments. The latest controlled version can be found in the UniSQ's Policy and Procedure Library.

websites	
Definitions	**Terms defined in the Definitions Dictionary**
	Child or Children Means anyone under the age of 18. Overseas Student A Student who is not a Domestic Student. Personal Information Personal information means information or an opinion about an identified individual or an individual who is reasonably identifiable from the information or opinion - (a) whether the information or opinion is true or not; and (b) whether the information or opinion is recorded in a material form or not. Research Research is the creation of new knowledge and/or the use of existing knowledge in a new and creative way to generate new concepts, methodologies, inventions and understandings. This could include the synthesis and analysis of previous research to the extent that it is new and creative. Student A person who is enrolled in a UniSQ Upskill Course or who is admitted to an Award Program or Non-Award Program offered by the University and is: currently enrolled in one or more Courses or study units; or not currently enrolled but is on an approved Leave of Absence or whose admission has not been cancelled. University The term 'University' or 'UniSQ' means the University of Southern Queensland. University Members Persons who include: Employees of the University whose conditions of employment are covered by the UniSQ Enterprise Agreement whether full time or fractional, continuing, fixed-term or casual, including senior Employees whose conditions of employment are covered by a written agreement or contract with the University; members of the University Council and University Committees;

	visiting, honorary and adjunct appointees; volunteers who contribute to University activities or who act on behalf of the University; and individuals who are granted access to University facilities or who are engaged in providing services to the University, such as contractors or consultants, where applicable.
	Definitions that relate to this policy only
Keywords	Child, child safety, children
Record No	25/633PL

Failure to comply with this Policy or Policy Instrument may be considered as misconduct and the provisions of the relevant Policy or Procedure applied. A hard copy of this electronic document is uncontrolled and may not be current as UniSQ the University regularly reviews and updates its Policies and Policy Instruments. The latest controlled version can be found in the UniSQ's Policy and Procedure Library.