

Child Safety 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 and Students who may interact with Children while engaged in University-related activities. These activities may include or involve, but are not limited to, Study, Research, work, Student accommodation, sporting and recreational clubs and facilities, activities conducted off University premises (such as field trips, placements or conferences), or 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 Organisation Act 2024* to inform its principles for the protection of the safety and wellbeing of Children:

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/pdf/asmade/act-2024-049l>.

6 Schedules

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

7 Policy Information

Accountable Officer	Chief Operating Officer and Chief Financial Officer
Responsible Officer	Chief People Officer
Policy Type	Executive Policy
Policy Suite	Working with Children Procedure Children on Campus Procedure
Subordinate Schedules	Children on Campus Schedule
Approved Date	
Effective Date	
Review Date	
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	
Related Procedures	
Related forms, publications and websites	
Definitions	Terms defined in the Definitions Dictionary
	Child or Children (new for consideration)
	Means anyone under the age of 18.
	Definitions that relate to this policy only

Keywords	
Record No	25/633PL

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