



AVIATION AUSTRALIA CHILD SAFETY AND WELLBEING POLICY

***RISING
TOGETHER***

AVIATION AUSTRALIA CHILD SAFETY AND WELLBEING POLICY

PURPOSE AND VISION

Aviation Australia is committed to providing safe and respectful environments for all children and young people who engage with our organisation. This includes school students, VET in Schools students, trainees, and apprentices under 18, prospective students, visitors, cadets, work experience participants, and children involved in outreach, engagement, or online learning activities.

As the aviation and aerospace Centre of Excellence for learning and development, Aviation Australia exists to inspire and develop future professionals through innovative, industry-aligned education and training. We recognise that excellence in aviation education is inseparable from strong child safety, wellbeing, and safeguarding practices.

This Policy affirms that the safety and wellbeing of children and young people are foundational to how Aviation Australia teaches, learns, and operates.

SCOPE

This Policy applies to all Aviation Australia employees, contractors, consultants, trainers, assessors, leaders, student support personnel and third parties who interact with children or young people on our behalf.

It applies across all Aviation Australia campuses, programs, training environments, events, and online platforms where children and young people are involved.

POLICY STATEMENT

Aviation Australia has zero tolerance for child abuse, harm, grooming, exploitation, neglect, bullying, harassment, discrimination, or any conduct that places a child or young person at risk.

Child safety and wellbeing are embedded in Aviation Australia's governance, leadership, culture, and everyday practice and are central to achieving our purpose and vision as a leading aviation and aerospace training organisation.

Aviation Australia acts in the best interests of children and young people, takes reasonable steps to prevent foreseeable harm, and responds promptly and appropriately to concerns.

OUR COMMITMENTS

Aviation Australia is committed to:

- Acting in the best interests of children and young people and promoting their safety, wellbeing, and dignity.
- Listening to children and young people, valuing their views, and supporting them to speak up.
- Promoting equity, inclusion, and respect for diversity.
- Upholding the cultural safety, rights and identity of Aboriginal and Torres Strait Islander children and young people.
- Supporting families, schools, employers, and communities to be informed and involved in child safety and wellbeing.
- Recruiting, screening, training, and supporting people to act consistently with child safe values and expectations.
- Maintaining clear, accessible, and child-focused reporting, complaint, and incident response processes.
- Identifying, assessing, and managing child safety risks across physical, practical, and online training environments.
- Regularly reviewing and strengthening child safety and wellbeing arrangements.

EXPECTED STANDARDS OF BEHAVIOUR

All Aviation Australia personnel are expected to:

- Act professionally and in the best interests of children and young people.
- Treat children and young people with respect and fairness.
- Maintain appropriate professional boundaries at all times.
- Follow supervision, communication, access and escalation requirements.
- Immediately report any concern, allegation, disclosure, policy breach or unsafe situation.

Aviation Australia does not tolerate abusive, exploitative, discriminatory, grooming or inappropriate behaviour, and will ensure that any complaint is managed in good faith and individuals are supported.

REPORTING AND RESPONSE

Aviation Australia maintains accessible and confidential processes for raising child safety concerns or complaints.

When a concern is identified or raised, Aviation Australia prioritises the immediate safety and wellbeing of the child or young person, responds sensitively and fairly, documents and escalates matters appropriately, and meets all legal and regulatory reporting obligations.

Support is provided to affected children and young people, and procedural fairness is maintained while always prioritising safety.

ROLES, REVIEW AND IMPROVEMENT

The Aviation Australia Board provides oversight of this Policy and receives assurance regarding its implementation.

The Executive Leadership Team is responsible for embedding this Policy across the organisation and ensuring appropriate systems, resources and accountability mechanisms are in place.

Managers, workers, contractors and third parties share responsibility for upholding this Policy and contributing to a child safe culture.

This Policy is reviewed regularly to ensure it remains effective, compliant and aligned with Aviation Australia's purpose, values and operating environment.

PUBLIC STATEMENT OF COMMITMENT

“Aviation Australia is committed to the safety and wellbeing of children and young people. We maintain safe training environments across our campuses and online activities to support learning. We listen to and respect children and young people and all staff share a responsibility for their safety.”

RELATED GOVERNANCE DOCUMENTS

This Policy should be read together with relevant Aviation Australia policies and processes such as the Code of Conduct, recruitment and screening controls, complaints processes, student wellbeing arrangements, risk management framework, online safety requirements, and privacy obligations.