

POLICY AND PROCEDURES

Aboriginal and Torres Strait Islander Child Safe Standards



1. Culturally Safe environment

AllU strives to always be a culturally safe environment in which the diverse and unique identities and experience of Aboriginal children and young people are respected and valued.

Cultural safety includes AllU providing a safe, nurturing and positive environment where aboriginal children:

- Feel comfortable being themselves.
- Feel comfortable expressing their culture, including their spiritual and belief systems.
- Are supported by AllU staff, volunteers, host families and students who respect their aboriginality and encourage their sense of self and identity.

AllU upholds the rights of Aboriginal and Torres Strait Islander children to:

- Identify as Aboriginal and Torres Strait Islander without fear of retribution or questioning.
- Receive a student exchange and broader education experience that strengthens their culture and identity.
- Maintain connection to their land and Country.
- Maintain their strong kinship ties and social obligations.
- Wherever applicable, be taught their cultural heritage by their Elders.
- Receive information in a culturally sensitive, relevant and accessible manner.
- Be involved in services that are culturally respectful.

2. Understand Identity

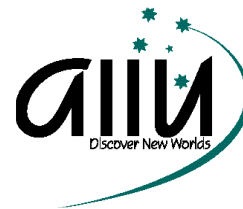
Identifying as Aboriginal is one part of a child's identity. Aboriginal peoples have different life experiences and characteristics. AllU recognises that each person is unique with their own characteristics, strengths and challenges.

AllU will:

- Promote the importance of and commitment to cultural safety for Aboriginal and Torres Strait Islander children and young people across all programs and experiences.
- Ensure that all AllU staff, volunteers, host families and students are familiar with AllU's expectations and behaviours around cultural safety for Aboriginal and Torres Strait Islander children, young people and families.

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- Ensure AIIU policies and procedures together create a culturally safe and inclusive environment and meet the needs of Aboriginal and Torres Strait islander children, young people and their families.
- Ensure Aboriginal and Torres Strait Islander children and young people's human and cultural rights are reflected in AIIU's daily operations.
- Build meaningful relationships with Aboriginal and Torres Strait Islander children, young people and families.

3. Respect culture

Culture and identity are linked. By supporting Aboriginal children to feel strong in their identity AIIU will help them enjoy their cultural rights.

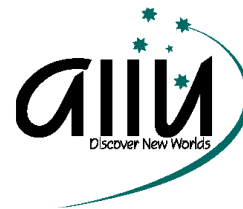
Australia's colonial history has caused trauma and hurt that individuals, families and communities feel today. Aboriginal communities have a long history of resilience and growth in the face of adversity and trauma.

Adopting and demonstrating a public commitment by AIIU to Aboriginal and Torres Strait Islander children, young people and families involves:

- Truth telling about Australian history.
- Aboriginal and Torres Strait islander self-determination and social justice.
- Upholding the human and cultural rights specific to Aboriginal and Torres Strait islander children, families, communities.
- Working, together, whenever applicable, with Aboriginal and Torres Strait islander people.
- Providing training to staff, volunteers, host families and students on the cultural rights of Aboriginal and Torres Strait Islander children and young people and encourage them to listen to their views.
- Embedding opportunities for Aboriginal and Torres Strait Islander children and young people to voice their views and opinions across all programs offered by AIIU.
- Beginning all events and meetings with a Welcome to Country or an Acknowledgement of Country as a standing agenda item.
- Displaying the Aboriginal and Torres Strait islander flags wherever possible i.e. program materials.
- Providing opportunities to celebrate the local Aboriginal and Torres Strait Islander communities across programs and in communications.
- Embedding wherever possible across program activities and AIIU publications Aboriginal and Torres Strait Islander histories, cultures, perspective, values, skills and/or attitudes for AIIU staff, volunteers, host families and students.
- Find out about traditional owners of the land where AIIU programs take place and publicly acknowledge this.

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4. Eliminate racism and abuse

AlliU will always take specific action needed to keep aboriginal children safe from abuse and harm.

In addressing all forms of racism and the consideration of attitudes and practices that are a barrier to providing a culturally safe environment and to address all forms of racism, AlliU will:

- Reference and adopt measures in its policies and procedures to ensure racism is identified, confronted and not tolerated.
- Address any instances of racism within AlliU and across all its programs with appropriate consequences i.e. exclusion from specific program activities, obligatory training/PD, withdrawal from the program.
- Actively support participation and inclusion in AlliU programs by Aboriginal and Torres Strait islander children and young people.
- Provide opportunities for Aboriginal and Torres Strait Islander children and young people to identify trusted adults or friends they can speak, if needed.
- Use culturally appropriate ways to ask Aboriginal and Torres Strait Islander children and young people if they feel safe such as through cultural activities or storytelling.
- Build the capacity of Aboriginal and Torres Strait Islander children and young people to speak with confidence about their opinions and also encourage them by active listening.
- Ensure that staff, volunteers and host families know the signs of harm and facilitate child friendly and culturally safe ways for children to raise their concerns.

5. Involvement and information to Aboriginal and Torres Strait islander families in the promotion of Child Safety and Wellbeing

- Build trusting relationships and mutual respect with Aboriginal and Torres Strait Islander families through regular respectful engagement.
- Consult with Aboriginal and Torres Strait Islander families when AlliU is developing policies and procedures regarding Child Safety, Wellbeing, and cultural safety.
- Respond to feedback and input from AlliU's Aboriginal and Torres Strait Islander families and resolve any issues in a timely manner and consider this feedback when reviewing and redeveloping AlliU policies and processes.

POLICY APPROVER

General Manager, AlliU

Approved: 01 July 2025

REVIEW

This policy is to be reviewed by 30 June 2026