



# ***SAFESteps***

Our framework to  
safeguard our children

 **EDUCATION**  
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# i9 SafeSteps

## Our framework to safeguard our children

Developed and implemented by i9 Education, the **i9 SafeSteps Framework** reinforces our responsibility to create environments where children are not only safe, but feel protected, valued, and at ease within our centres. It is our commitment to **shielding children, families, and educators** through proactive and consistent child safety practices.

Aligned with the NQS and Victorian Child Safe Standards, the i9 SafeSteps sets a clear framework for embedding inclusive, accountable, and vigilant practices across all our centres. It shields our entire community by guiding how we respond, support, and continuously improve – ensuring child safety is not just upheld, but championed in everything we do.



## C.A.R.E

Structured around nine core focus areas and inspired by our CARE values: **Create, Aspire, Respect, Empower**. The i9 SafeSteps Program is our organisation-wide commitment to creating environments where children feel safe, heard, and supported every day.

We firmly believe that achieving genuine child safety requires collaboration at every level. This means management is working closely with educators, families, children, regulatory bodies, government, and the wider community, ensuring that **no blind spot is left unchecked**.



# i9 Child Safety Framework

9 Strategic pillars, implemented across all our centres:

## Leadership & Organisation



### Leadership & Culture

Embedding a child-safe culture at all levels through visible leadership, values, and governance.

(Covers CSS 1 & 2 and QA 1 & 2)



### Policy & Code of Conduct

Robust, clear policies and behaviour codes setting expectations for all staff and stakeholders.

(Covers CSS 6 and QA 6)



### Safe Workforce Practices

Recruitment, screening, onboarding, and performance monitoring centred around child safety.

(Covers CSS 7 and QA 7)

## Continuous Quality Improvement



### Ongoing Risk & Practice Review

Continuous improvement via audits, feedback loops, compliance checks, and reflective reviews.

(Covers CSS 10 & 11 and QA 7)



### Education, Training & Awareness

Regular training for staff and volunteers on obligations, child abuse indicators, and safe practices.

(Covers CSS 8 and QA 7)



### Reporting & Complaints Handling

Accessible, confidential, and well-understood procedures to respond to incidents and concerns.

(Covers CSS 9 and QA 2)

## Children, Families and Communities



### Cultural Safety & Inclusion

Proactive, respectful communication and inclusive involvement of families and communities.

(Covers CSS 5 and QA 5)



### Child Empowerment & Participation

Children are heard, included, and taught protective behaviours through curriculum and day-to-day interactions.

(Covers CSS 3 and QA 3)



### Family & Community Engagement

Proactive, respectful communication and inclusive involvement of families and communities.

(Covers CSS 4 and QA 4)



*Child safety isn't just a policy; it's the guiding principle behind our culture, our training, and our everyday choices, ensuring that children and families feel secure and confident in our care.*

# A message from our owners



At i9 Education Australia, the safety of every child is not just a responsibility—it is our absolute priority. The i9 SafeSteps Framework reflects our deep commitment to taking every possible action to protect, support, and empower the children entrusted to our care.

This initiative is more than a compliance exercise; it is a cultural commitment. We are strengthening our systems, training our teams, reviewing our practices, and embedding safety into the heart of everything we do. We are leaving no blind spot unchecked.

We're committed to partnering with you, our families, to create the safest possible environment for every child to thrive. Together, we will build not only a strong and resilient child safety shield, but a new standard—one that positions Australian childcare as the best in the world, and safeguards the future of our nation.

Let us move forward with purpose, vigilance, and unity. Together, we will build this shield.

Sincerely,

**Ayesha and Ahsan**  
i9 Education

