# Our Safety Promise

SAFE Steps

EDUCATION
Care for your future

# i9 SafeSteps
## Our framework to safeguard our community

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 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.



Children, Families and Communities

Leadership & Organisation

Continuous Quality Improvement

**SAFE Steps**

9 Child Empowerment & Participation
8 Family & Community Engagement
7 Cultural Safety & Inclusion
6 Reporting & Complaints Handling
5 Education, Training & Awareness
4 Ongoing Risk & Practice Review
3 Safe Workforce Practices
2 Policy & Code of Conduct
1 Leadership & Culture

QA 1 · QA 2 · QA 3 · QA 4 · QA 5 · QA 6 · QA 7

CSS 1 · CSS 2 · CSS 3 · CSS 4 · CSS 5 · CSS 6 · CSS 7 · CSS 8 · CSS 9 · CSS 10 · CSS 11

Create | Aspire | Respect | Empower

# 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 areas, implemented across all our centres:

### Leadership & Culture

Embedding a child–safe culture at all levels through visible leadership, values, and governance.
(Covers CSS 1 & 2 and QA 1 & 2)

### Safe Workforce Practices

Recruitment, screening, onboarding, and performance monitoring centred around child safety.
(Covers CSS 7 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)

### 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)

### Policy & Code of Conduct

Robust, clear policies and behaviour codes setting expectations for all staff and stakeholders.
(Covers CSS 6 and QA 6)

### Ongoing Risk & Practice Review

Continuous improvement via audits, feedback loops, compliance checks, and reflective reviews.
(Covers CSS 10 & 11 and QA 7)

### Reporting & Complaints Handling

Accessible, confidential, and well–understood procedures to respond to incidents and concerns.
(Covers CSS 9 and QA 2)

### Family & Community Engagement

Proactive, respectful communication and inclusive involvement of families and communities.
(Covers CSS 4 and QA 4)

# A message from our owners

i9 EDUCATION
Care for your future

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

Community Kids Haven
EARLY LEARNING CENTRES

The Hive
EARLY LEARNING CENTRES

The Fern
EARLY LEARNING CENTRES

i9 SAFE Steps