AN APPROACH TO STAFF TRAINING FOR STUDENT PROTECTION FROM 2012

(A Resource for the Use of Catholic School Authorities)

BACKGROUND:
The Education and training Legislation Amendment Act 2011 (ETLA Act 2011) amended a number of acts of State Parliament including the matter of reporting sexual abuse and likely sexual abuse of students in schools and other matters relating to universities.
Commencement date for the mandatory reporting of sexual abuse under this legislation is 9 July 2012. The changes to legislation will necessitate changes to the Catholic school authorities' written procedures for reporting sexual abuse and likely sexual abuse and an adjustment of the resources and processes for staff training to ensure that schools are compliant by this date.

Key Components of Training Activity
1. Overview to provide the context of student protection.
2. Awareness raising - What do we need to know?
3. Action to be taken - What do we do about it?
4. Scope of training will include both base-line training and capacity building training.
5. Mode of delivery – Currently face-to-face but moving to a combination of face-to-face and online delivery.
6. Resources will be closely aligned to those being used in the state and independent school sectors but will incorporate key differences in legislation and regulation as they apply to non-state schools and make provision for differences in Catholic school governance arrangements.

General Approach
- Stress with staff the importance of “We are predominantly doing what we did before but now we act within a different legislative framework for reporting sexual abuse”
- Stress that the changes in legislation reinforce reporting practices which were previously implementation of policy. Now these practices will be mandatory under legislation.
- The redevelopment of written procedures for reporting and staff training resources and processes will be completed to comply with the ETLA Act 2011 and the Education Legislation Amendment Regulation (No 1) 2012 which has been passed by State Parliament to amend the Regulation for the Education (General Provisions) Act and other regulations.

Key Considerations
1. There are and always will be some difference between requirements for the State and Non-State Sectors.
2. There will be differences between Catholic and other Non-State authorities.
3. Provided they have received some basic training in another sector / school authority, updating the training of staff moving into a sector should not be too problematic because the bulk of the training is similar across sectors. Understandably each sector and school authority will mould their training to their particular context but will retain the essential elements of compliance.

4. QCEC will maintain the conversation with other education sector representatives about the consistency of training across sectors.

5. QCEC & ISQ representatives have agreed that it would be difficult and counterproductive to produce a model training package that would suit all authorities and schools. Instead, the following checklist is provided for Catholic school authorities to ensure that they have/will develop a training resource and training process which will be compliant.

   Is the following compliance documentation in place –
   ✓ Risk Management Strategy for Student Protection.
   ✓ Written Procedures for Reporting Sexual Abuse, Likely Sexual Abuse and Harm.
   ✓ Forms for reporting and record keeping related to the written processes for reporting.
   ✓ Policy and procedures regarding initial baseline training and capacity building training for staff with particular reference to mode of delivery (face-to-face and online), regularity of training and certification of staff who have completed training.
   ✓ Records showing that staff have completed the obligatory training programs.

6. QCEC and ISQ will continue to liaise with the Queensland Department of Education and Training (DET) regarding resource updates and communicate any changes to existing resources.

7. QCEC will continue to provide model resources on the QCEC website for the use of all Catholic school authorities to ensure documentation is compliant and assist authorities to conduct initial training with school staff regarding their student protection reporting responsibilities under the changed legislation and regulation.