



Standard 8

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

How do we apply the Standard?

Train staff and volunteers in:

- Nature and types of abuse
- Indicators of harm
- Policies, procedures, code of conduct
- How to respond to a disclosure
- Identifying concerning behaviours
- Ensure you have relevant training in Culturally Safe environments and Cultural Competency.
- Provide training in recognising and responding to child to child harm and harmful sexual behaviours.
- Ensure that staff or volunteers who are working in more high-risk settings or with vulnerable children receive specialised training to manage these risks.
- Regularly review training.

How do we document the Standard?

- Child Safety and Wellbeing policy that states the minimum requirements of training for staff and volunteers and that they will be provided with ongoing training opportunities.
- A training plan that sets out the schedule for training, what will be delivered when, to whom and how. State when different types of training should be renewed or staff and volunteers should complete 'refresher' training.
- Records of training, when it was delivered and who participated.
- Copies of training and educational materials that show the content of your training.
- Evidence of reviews made and information provided to staff and volunteers in response to current or emerging issues.

What does it look like in action?

- Staff and volunteers are confident and competent in identifying, responding and reporting child harm and abuse.
- All levels of leadership understand their role and how to implement child safety and wellbeing policy, procedures and practices.
- Training means that risks are effectively managed to ensure a child safe environment.
- Create opportunities for staff and volunteers to give feedback and identify areas where they would benefit from more training and support.
- Ask children, young people and their families for feedback on what staff and volunteers should be trained in.
- Regularly look at where you may need to make changes in your training program.
- Training for casual staff, contractors or short-term volunteers.

how can we help you?