

State and territory guidance and training

All states and territories offer guidance and support for schools on responses to child sexual abuse as well as some guidance and training on prevention. A range of private and not-for-profit providers also deliver training to schools on prevention of child sexual abuse.

Australian Capital Territory

The Department of Education and Training provides annual training for school staff on mandatory reporting as well as professional learning in protective behaviours and social and emotional learning.

The ACT Government has a [Code of Conduct](#) for all Education Directorate employees.

The Catholic Conference of Religious Educators in State Schools in New South Wales (NSW)/Australian Capital Territory (ACT) offers [online training](#) in child protection to staff of all Catholic schools in NSW and ACT.

Health promotion charity Sexual Health and Family Planning ACT offers teachers of young children [training on relationships and protective behaviours](#). Training supports teachers to respond to questions about the human body, early exposure to pornography and to identifying inappropriate behaviours in the classroom environment.

New South Wales

The New South Wales (NSW) Government offers an [online education module](#) for school staff on identifying and responding to problem sexual behaviours in students. The module includes content about identifying and responding to older children who may be at risk of harming younger children.

The Office of the Children's Guardian also has a [guide to Child Safe Standards](#). The guide supports organisations to create, maintain and improve their child-safe practices.

The Education Standards Authority has a [Code of Conduct](#) for employees of government schools.

The Association of Independent Schools NSW offers principals and school leaders training in '[creating safer independent schools](#)'. Training includes creating a child-safe organisation, understanding sexual abuse and creating a culture of safety and professional boundaries.



Northern Territory

The Northern Territory (NT) Government provides schools with relevant written resources and training, including:

- [Protective Practice Guidelines](#) that give teachers advice on establishing respectful relationships with children and young people. This is in addition to the [Code of Ethics](#) for Northern Territory teachers.
- [online resources](#) about identifying problematic child sexual behaviours and providing support for children and young people
- [mandatory reporting training](#) that includes information on National Principles for Child Safe Organisations and the [traffic lights guide](#) to understanding child sexual behaviours.

The National Association for Prevention of Child Abuse and Neglect (NAPCAN) is funded by the NT Government to deliver training in the [prevention of child abuse and neglect and mandatory reporting](#) and [sexual health and respectful relationships](#).

Queensland

The Queensland Government provides relevant guidance and training to teachers and students in several ways.

- The Department of Education requires new employees to attend a three-hour [student protection training course](#) as part of their induction. Some existing employees are required to complete annual refresher training (no further information currently available). Student protection guidelines are available for employees.
- The Queensland College of Teachers has a [Code of Ethics](#) that includes professional conduct.
- Schools can elect to deliver the [Daniel Morcombe Child Safety Curriculum](#) to students. This is intended to develop the personal safety skills and knowledge of students and is taught from school entry until Year 9.
- The Queensland Government funds NAPCAN to deliver a limited number of workshops on the [prevention of child abuse and neglect and mandatory reporting](#). However, the workshop is not specifically designed for educational settings.
- Queensland state schools can also deliver [The Respectful Relationships Education program \(RREP\)](#) as part of their health and wellbeing education (either as part of the delivery of the Australian Curriculum or the school's pastoral care program).

Some non-government education prevention training activities include:

- Queensland College of Teachers' [written and video guidance](#) on professional boundaries, which has information on grooming and appropriate relationships
- Brisbane Catholic Education's [student protection and code of conduct training](#) for volunteers and other personnel, which covers guidance on teacher interactions with students
- Queensland University of Technology's [child protection for teachers](#) course, which covers characteristics of effective school-based prevention programs.

South Australia

Child protection legislation in South Australia (SA) requires schools and other education settings to meet child-safe environment obligations. This requires having a child-safe environment policy, meeting Working with Children check obligations, and lodging a compliance statement. The [Child Safe Environments](#) program provides guidance on these requirements and some [training](#) on child-safe environments. The [Department for Education's child protection policy](#) and the [Safe and Well](#) reform strategy also have a broad focus on prevention.

Some of the practical training and guidance includes:

- The [Keeping Safe: Child Protection Curriculum](#) (KS:CPC) for children and young people from age three to Year 12. It teaches children safety strategies including understanding what appropriate and inappropriate touching is and how to keep themselves safe. The KS:CPC is compulsory in all public and Catholic preschools. Staff and students must complete training in the curriculum.
- The Department for Education's [Protective practices for staff in their interactions with children and young people](#) provide detailed guidelines for staff working or volunteering in education and care settings. The guidelines provide information on managing boundaries, responding to behaviour and appropriate contact. Staff can attend [training](#) if they choose.
- The Department for Education's guidelines for education staff: [Responding to Problem Sexual Behaviour in Children and Young People](#). This resource includes a prevention checklist that covers staff awareness, children and young people's awareness, and site processes and practices.
- The Department of Human Services' guidelines, [Developing a code of conduct](#) for school staff and volunteers.

The Association of Independent Schools SA has offered [training](#) for independent school board members and principals about relevant child safety and wellbeing policy in the past.

Tasmania

Some of the Tasmanian guidance and training relating to the prevention of child sexual abuse:

- All non-government schools in Tasmania need [to have a child-safe policy and procedures](#) in order to meet the requirements of registration. This is expected to be done through the implementation of a child-safe organisation framework that has been 'benchmarked as better practice by a peak body'.
- The Teacher Registration Board developed [Professional Boundaries: Guidelines for Tasmanian Teachers](#) with sections on grooming and identifying the warning signs of grooming, boundaries and ethical decision-making. They also provide documents on [conduct and expected behaviour](#).
- There is a [flowchart](#) to help teachers respond to harmful sexual behaviours in children published by the Department of Education.

In addition to guidance from government, the Catholic Education Commission Tasmania has established [Child Safe Standards: A framework for Tasmanian Catholic Schools](#). All Tasmanian Catholic schools are required to comply with the standards.

[Training](#) on implementing the National Child Safety Standards is available to schools through ChildSafe.



Victoria

In 2016, the Victorian Government introduced the Child Protection and Child Safe Standards. All Victorian schools (including Catholic and independent schools) are required to comply with the standards for registration.

[To meet Standard 6](#), school councils should undertake annual guidance and training to understand their responsibilities for child safety, and the principal must ensure that school staff have undertaken annual guidance and training on school safety. The content and format of this training can be determined by the school. The Department of Education and Training's (DET) e-learning module is an option (content is only accessible to DET staff).

DET has a range of resources to support schools to meet the standards on the [PROTECT webpages](#). This includes resources on student sexual offending, problem sexual behaviour, child sexual exploitation and grooming.

DET also provides a range of resources on:

- developing a [child safe code of conduct](#) for school staff and volunteers (additional to the Victorian Institute of Teaching's [Code of Conduct](#) for teachers).
- whole-school approaches to [sexuality education](#)
- implementing [Respectful Relationships](#) education.

The Catholic Education Commission Victoria has [resources](#) to help Catholic schools meet the Child Safe Standards. The Catholic Education Victoria Network has resources and Independent Schools Victoria has sample policies that can be adapted by schools to help them meet the Child Safe Standards.

The Commission for Children and Young People offers [regular webinars and information sessions](#) on Child Safe Standards and the Reportable Conduct Scheme. These sessions are not designed specifically for educational settings but to help any organisation prevent, report and respond to child abuse and harm.

Western Australia

In Western Australia (WA), the [Child Protection in Department of Education Sites Policy and Procedures](#) sets out school requirements around child safety. Principals must ensure staff complete training in child abuse and prevention, have a staff induction, ensure appropriate record keeping and implement the protective behaviours curriculum.

All staff in Department of Education schools must complete an online [Child Protection and Abuse Prevention course](#). This must be updated every three years.

[The Registration Standards for Non-Government Schools](#) include a standard on preventing and responding to child abuse. To comply with this standard, non-government schools must implement the National Principles for Child Safe Organisations, deliver protective behaviours and sexual abuse prevention education to students, have policies, guidelines, processes and a code of conduct in place to prevent and respond to child abuse.



Some other non-government resources and training available in Western Australia:

- The Teacher Registration Board of WA has developed a [Teacher–Student Professional Boundaries resource](#). The resource has a section on appropriate professional conduct and relationships with students, and grooming. The board also sets out [professional standards](#) that include some expected behaviours.
- The Association for Independent Schools WA provides [training](#) on mandatory reporting, child sexual abuse, grooming and prevention. Specific training on child safety is also available for the [school's business manager](#) and [leadership teams](#).
- WA Child Safety Services provides [training](#) for schools on protective behaviours at the primary and secondary level.
- Catholic Education WA has developed a [Child Safe Framework](#) with some implementation guidance.
- The Commissioner for Children and Young People WA has [resources](#) for supporting organisations to develop child-safe strategies.