



# Defence Youth Safety Framework

## Youth Safety Training Guide

### Introduction

Effective youth safety risk management requires attention to all three organisational elements – our culture, our people and the environment

The focus of people risk management action is to ensure all adults who interact with young people under the age of 18:

- have been assessed suitable to do so;
- understand the importance of youth safety;
- are aware of the Defence Youth Safety Framework (DYSF);
- are trained to minimise any risk of abuse or neglect; and
- agree to undertake their duties in accordance with the Code of Conduct.

The Defence Youth Safety Training continuum provides a tiered approach to youth safety training appropriate to role and responsibilities. The continuum comprises six levels including a youth package designed for young people between the ages of 12 and 18 years. The continuum is being developed over time. The proposed release dates for Levels 2 through 6 are included in the table below.

### Implementation

#### ADF Cadets

Completion of the Safeguarding Children Awareness Package (SCAP) was a pre-requisite for acceptance for all Officers and Instructors of Cadets and a requirement for adult volunteers to work without supervision. SCAP has been replaced by the Level 1 Awareness and Level 2 Practitioner training packages with effect 31 March 2017.

From 31 March 2017 all ADF Cadet Officers, Instructors, Defence Approved Helpers and ADF Cadets Adult volunteers will be required to complete Level 1 and Level 2. Cadets aged 18 and over do not need to complete Level 2 Practitioner. Instead, this cohort will complete the Level 6 Young Adult (18-25) package.

#### Defence

Effective 31 March 17 all Defence personnel and contractors whose roles involve interaction with young people under the age of 18, must complete:

- Level 1 Awareness training before commencing in the role; and
- role-specific training as defined by the Defence Youth Safety training continuum no later than 30 days after commencing duties in the role.

Defence personnel and contractors whose role involves regular interaction with young people under the age of 18, particularly those who have direct contact and/or supervise overnight stays are to complete the Level 1 Awareness training (if not previously completed) and Level 2 Practitioner training no later than 30 June 2017.

### Youth Safety Training Overview

Table 1 on page 2 provides a brief description of each of the six levels of training.





Table 1 – Youth Safety Training Levels 1 – 6

| TRAINING PACKAGE |                                   |   | TARGET GROUP   | RELEASE DATE  |
|------------------|-----------------------------------|---|--|---|
| LEVEL            | NAME                              | DESCRIPTION   |  |   |
| 1                | Defence Youth Safety Awareness    | <p>A package that focuses on achieving foundation knowledge and understanding of:</p> <ul style="list-style-type: none"><li>• why youth safety is a priority for Defence</li><li>• what sexual assault is and how it affects young people</li><li>• how to recognise young people at risk of harm</li><li>• Defence expectations for acceptable and unacceptable behaviour with young people; and</li><li>• Defence expectations for responding and reporting to youth safety incidents.</li></ul> <p>This package is the prerequisite for all other Defence Youth Safety Training packages except for the Level 6 Youth (U18).</p> | Defence Personnel and contractors, Officers and Instructors of Cadets, adult volunteers, Defence Approved Helpers, trainees, cadets and youth program participants aged 18 and over.   | 20 Jun 16 (external provider)<br><br>31 Oct 16 (in CAMPUS and CadetNet) |
| 2                | Defence Youth Safety Practitioner | <p>An in-depth package covering the minimum level of knowledge and understanding required by those whose roles and responsibilities include regular interaction with young people under the age of 18, particularly those who have direct contact and/or supervise overnight stays. This includes those who have practitioner, supervisory and/or instructional roles.</p>  | <p>All adults in youth-facing practitioner roles including but not limited to:</p> <ul style="list-style-type: none"><li>• all Defence and contracted personnel in positions that involve routine interaction with young people under the age of 18; and</li><li>• all Officers and Instructors of ADF Cadets, and Defence Approved Helpers.</li></ul> | 31 Mar 17   |
| 3                | Defence Youth Safety Leader       | <p>A package focussed on the knowledge and understanding required by those who have particular leadership, supervisory and/or managerial responsibilities under the Defence Youth Safety Framework.</p>   | <ul style="list-style-type: none"><li>• All Defence and ADF Cadets Commanders, Managers and Supervisors of personnel in youth-facing practitioner roles; and</li><li>• All Defence personnel whose roles include the procurement of Contractors and Consultants whose roles may require them to interact with youth.</li></ul>                         | 31 Aug 17   |





| TRAINING PACKAGE |   |   | TARGET GROUP   | RELEASE DATE |
|------------------|---|---|--|--------------|
| LEVEL            | NAME  | DESCRIPTION   |  |              |
| 4                | Defence Youth Safety Executive                | A package covering the minimum level of knowledge and understanding required by those who have accountability under the Defence Youth Safety Framework as Authorised Officers for legislative and Defence compliance requirements.  | VCDF, DEPSEC DP, HRYD, Service Chiefs, Deputy Service Chiefs, Directors General in personnel roles, APS Recruitment Delegates, Directors General of ADF Cadets, specified RYD personnel. | 31 Aug 17    |
| 5                | Defence Youth Safety Investigator             | A training package that will certify an individual in specialist investigative skills in a youth safety and protection context. This will be specialist training provided by external training provider.  | Defence personnel whose roles include Youth Safety Investigator responsibilities and have existing skills in investigating youth-related incidents.                                      | 30 Sep 17    |
| 6 (Youth)        | Defence Youth Safety for Youth (U18)          | A foundation package covering the minimum level of youth safety knowledge and understanding required by young people under the age of 18 to ensure they are aware of their rights, responsibilities, and behavioural expectations.  | Defence personnel and ADF Cadets under the age of 18 including but not limited to: trainees, cadets, and youth program participants.   | 31 July 17   |
| 6 (Young Adults) | Defence Youth Safety for Young Adults (18-25) | A foundation package covering the minimum level of youth safety knowledge and understanding required by young people aged 18-25 to ensure they are aware of their rights, responsibilities, and behavioural expectations, particularly in relation to their younger peers who are under 18. | Defence personnel and ADF Cadets aged 18-25 including but not limited to: trainees, cadets, and youth program participants.  | 31 July 17   |

| INFORMATION PACKAGE |  |   | TARGET GROUP   | RELEASE DATE |
|---------------------|--|---|--|--------------|
| 7                   | Defence Youth Safety for the Community | <p>An information package which provides the broader Australian community with an overview of youth safety in Defence contexts.</p> <p>It will be published on the Defence Youth external website:<br/><a href="http://www.defenceyouth.gov.au">www.defenceyouth.gov.au</a></p> | This information package will be available to members of the community including but not limited to: parents, teachers, principals, secondary and tertiary work experience coordinators, young people, responsible third parties, government and non-government agencies, and community based organisations. | (TBC)        |

