



# Defence Youth Safety Framework

## Youth Safety Training Guide

### Introduction

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 13 and 18 years. The continuum is being progressively rolled out as a key component of the Defence Youth Safety Framework (DYSF).

### Implementation

#### ADF Cadets

- The Safeguarding Children Awareness Package (SCAP) has been replaced by the Level 1 Awareness and Level 2 Practitioner training packages.
- All ADF Cadet Officers, Instructors, Defence Approved Helpers and ADF Cadets adult volunteers must now complete Level 1 and Level 2.
- Cadets aged 18 and over must complete the Level 1 and Level 6 Young Adult (18-25) packages.

#### Defence

- All Defence personnel and contractors whose roles involve interaction with young people under the age of 18 must complete Level 1 Awareness and any role-specific training as defined by the Defence youth safety training continuum before commencing in the role.
- Defence personnel will have youth safety proficiencies added to their position profile to identify which training they need to complete.

### Youth Safety Training Overview

Each level is detailed below.

**Please note:** for levels 1–3 members should complete the higher level if in doubt.





Table 1 – Youth Safety Levels 1 – 6

LEVEL/NAME	DESCRIPTION / DETAILS	PERFORMANCE OUTCOMES	TARGET
<p><b>1. Defence Youth Safety Awareness</b></p>	<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</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> <p>First release (via external training provider): 20 Jun 16. Campus/CadetNet release: 31 Oct 16.</p>	<ul style="list-style-type: none"> <li>• Prioritise youth safety in the Defence context</li> <li>• Recognise child sexual assault and its impact on young people</li> <li>• Identify indicators that a young person may be at risk of harm</li> <li>• Comply with Defence expectations for acceptable and unacceptable behaviour with young people</li> <li>• Respond to, and report youth safety incidents</li> </ul>	<p>Defence personnel and contractors, Officers and Instructors of Cadets, Defence Approved Helpers and ADF Cadets adult volunteers, trainees, cadets and youth program participants aged 18 and over.</p>
<p><b>2. Defence Youth Safety Practitioner</b></p> <p>Prerequisite: level 1</p>	<p>An in-depth package covering the requirements for those whose roles and responsibilities include frequent 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 youth practitioner, supervisory and/or instructional roles.</p> <p>Released 31 Mar 17.</p>	<ul style="list-style-type: none"> <li>• Apply and promote child abuse prevention strategies in Defence</li> <li>• Exhibit the roles and responsibilities of a youth safety practitioner</li> <li>• Differentiate youth development stages</li> <li>• Recognise the impact of trauma on youth development</li> <li>• Foster positive relationships/ environments and manage challenging behaviour</li> <li>• Provide a comprehensive response to youth safety incidents</li> <li>• Report youth safety incidents</li> <li>• Identify and promote support services</li> </ul>	<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 direct, frequent, one-on-one interaction with young people under the age of 18</li> <li>• all Officers and Instructors of ADF Cadets, Defence Approved Helpers and ADF Cadets adult volunteers.</li> </ul>

LEVEL/NAME	DESCRIPTION / DETAILS	PERFORMANCE OUTCOMES	TARGET
<b>3. Defence Youth Safety Leader</b>  Prerequisite: level 1 (level 2 desirable)	A package focussed on the knowledge and responsibilities for leaders of youth safety practitioners under the DYSF including their role as 'Responsible officers' for legislative and Defence compliance requirements.  Released 31 Aug 17.	<ul style="list-style-type: none"> <li>• Fulfil your roles, responsibilities and obligations under the DYSF</li> <li>• Ensure compliance of subordinates with DYSF requirements</li> <li>• Manage the parties involved in youth safety incidents</li> <li>• Comply with reporting requirements for youth safety concerns</li> <li>• Employ DYSF risk management fundamentals</li> <li>• Support youth practitioners to uphold youth safety</li> </ul>	<ul style="list-style-type: none"> <li>• All Defence and ADF Cadets commanders, managers and supervisors of members in youth-facing practitioner roles.</li> <li>• All Defence personnel who procure and manage contractors and consultants that act as youth-facing practitioners.</li> </ul>
<b>4. Defence Youth Safety Executive</b>  Prerequisite: level 1 (level 2 desirable)	Senior officer guidance to the Senior Leadership Group. This guidance includes amendment to their role charter specifying their accountabilities and responsibilities under the DYSF as 'Authorised Officers' for legislative and Defence compliance requirements.  For release 30 Sep 17.	<ul style="list-style-type: none"> <li>• Execute youth safety roles and responsibilities in accordance with YOUTHPOLMAN</li> </ul>	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.
<b>5. Defence Youth Safety Inquiry</b>  Prerequisite: level 1, 2 (level 3 desirable)	A series of training packages focussed on the application of generic fact finding and inquiry skills in a youth safety context. This level involves a combination of existing Defence training with specialist training provided by external provider which will focus on effective communication with young people under the age of 18.  For release 30 Sep 17.	<ul style="list-style-type: none"> <li>• Identify the inherent vulnerabilities of young people</li> <li>• Create an environment which encourages the young person to be responsive and cooperative</li> <li>• Extract accurate responses from young people without causing harm to the young person</li> <li>• Conduct fact finding and/or inquiries in a youth safe context.</li> </ul>	Defence personnel whose roles include youth safety fact finding and or Inquiry responsibilities and have existing skills in managing and/or responding to youth-safety related incidents.
<b>6. Defence Youth Safety for Youth (Under 18)</b>	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.  Released 31 Jul 17.	<ul style="list-style-type: none"> <li>• Identify and comply with Defence expectations for acceptable and unacceptable behaviour between young people and adults</li> <li>• Identify and respond to grooming behaviours</li> <li>• Comply with age of consent and special care provisions</li> <li>• Access help and support services</li> </ul>	Defence personnel and ADF Cadets under the age of 18 including but not limited to: trainees, cadets, and youth program participants.
<b>6. Defence Youth Safety for Young Adults (18-25)</b>  Prerequisite: level 1	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.  Released 31 Jul 17.	<ul style="list-style-type: none"> <li>• Identify and comply with Defence expectations for acceptable and unacceptable behaviour between young people and adults – including specific youth safety responsibilities to younger peers</li> <li>• Identify and respond to grooming behaviours</li> <li>• Comply with age of consent and special care provisions</li> <li>• Access help and support services</li> </ul>	Defence personnel and ADF Cadets aged 18-25 including but not limited to: trainees, cadets, and youth program participants.



## Youth Safety Level 7

**Defence Youth Safety for the Community** is an information package that provides the broader Australian community with an overview of youth safety in Defence contexts. This information package will be available to members of the community including but not limited to:

- parents
- young people
- responsible third parties
- secondary and tertiary work experience coordinators
- teachers
- principals
- community based organisations
- government and non-government agencies

For release 30 Sep 17 on the Defence Youth website: [www.defenceyouth.gov.au](http://www.defenceyouth.gov.au)

