



# Defence Youth Safety Framework

## Suitability Screening Guide – ADF Cadets

### Introduction

Keeping young people safe requires the adoption of robust youth safety risk management. Effective youth safety risk management requires attention to three key organisational elements – our culture, our people and the environment.

### Youth Safe people practices

The focus of the youth safe people practice within Defence and the ADF Cadets is to ensure all adults who interact with young people under the age of 18:

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

### Defence and ADF Cadets Suitability Screening

To assist in assessing an adult's suitability to engage with young people, Defence currently conducts two forms of suitability screening. The particular form of screening to be used is determined by the Defence context, the role of the adult, and the nature of the adult/youth interaction. The screening mechanisms are:

- **Screening as defined by state and territory legislation:** variously described as a Working with Vulnerable People Check (WWVPC) or a Working with Children Check (WWCC) depending on the state or territory in which the adult role is based
- **Screening as defined by Defence administrative policy:** using the Defence Youth Safety Self-Declaration for adults who are working in youth centred roles but do not require screening as defined by state and territory child safe legislation

### Defence context

There are currently three contexts in which suitability screening is undertaken:

- **ADF Programs:** all single Service and joint ADF programs/lines of operation that include ADF members who are under the age of 18
- **Defence Youth Programs (DYP):** programs in which Defence personnel interact with civilian young people under the age of 18. Examples of DYP are the Defence Work Experience Program, Defence Information Security Hub outreach program, and the Defence Indigenous Development Program
- **ADF Cadets:** Australian Navy Cadets, Australian Army Cadets and Australian Air Force Cadets





## The role of the adult and the nature of the adult/youth interaction

Whatever the context, the role of the adult and the nature of the adult/youth interaction are key determinants of what suitability screening action is required.

### Minimum Suitability Screening requirements for ADF Cadets

If any adult's work, whether paid or volunteer, involves adult/youth interaction, the minimum suitability screening to be undertaken in the ADF Cadets is:

- Completion of **suitability screening as defined by the relevant state and territory legislation** is a pre-requisite for acceptance as an Officer of Cadets, Instructor of Cadets and Defence Approved Helper because the role of the adult involves direct face to face contact with youth, occurs on a recurring basis, may occur in isolation and/or includes the supervision of young people overnight
- Completion of the **Defence Self-Declaration** is a pre-requisite for all other adults (Defence and/or civilian) providing occasional support to ADF cadet activities. In the event that the involvement of such adults increases to a level similar to an Officer of Cadets, Instructor of Cadets or Defence Approved Helper, suitability screening as defined by the relevant state and territory legislation is required to be undertaken

#### Note:

A cadet over the age of 18 who remains a **youth** participant in the ADF Cadets does not routinely require suitability screening. If, however, the cadet undertakes any role and/or duty similar to an Officer of Cadets, Instructor of Cadets, or Defence Approved Helper (including, but not limited to, providing instruction to members under 18 particularly on a one to one basis, or engaging in other direct face to face contact) suitability screening as defined by the relevant state and territory legislation is to be undertaken.

### ADF and Defence youth programs

For advice about the suitability screening requirements for persons involved in ADF and Defence Youth Program activities see the Suitability Screening Guide – ADF and Defence Youth Programs.

