



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 date for levels 2 through 6 can be found in the Defence Youth Safety Roadmap.

Implementation

ADF Cadets

Completion of the Safe Guarding Children Awareness package is a pre-requisite for acceptance for all Officer and Instructors of Cadets and a requirement for adult volunteers to work without supervision. The Safe Guarding Children Awareness Package will remain the primary ADF Cadets training package until the full suite of Defence Youth Safety Training Continuum packages has been developed.

The package will be supplemented by L1 Awareness training as an interim step towards meeting the requirements for greater clarity re age of consent, special care and non-attribution of blame to persons under the age of 18.

Defence

Effective 31 Oct 16 all Defence personnel and contractors whose role involves interaction with young people under the age of 18, must complete:

- Level 1 Awareness training before commencing in the role; and
- appropriate role specific training no later than 30 days after commencing in the role.

All Defence personnel and contractors already working in positions that include interaction with young people under the age of 18 as a core role are to complete the Level 1 Awareness training within the next 30 days and no later than 16 Dec 2016.

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			TARGET GROUP
LEVEL	NAME	DESCRIPTION	
1	Defence Youth Safety Awareness	Package focuses on achieving foundation knowledge and understanding of: <ul style="list-style-type: none"> • why youth safety is a priority for Defence • what is sexual assault is and how it affects young people • how to recognise young people at risk of harm • Defence expectations for acceptable and unacceptable behaviour with young people • Defence expectations for responding and reporting to youth safety incidents 	All Defence Personnel and contractors, Officers and Instructors of Cadets, cadets over the age of 18 and ADFC adult volunteers.
2	Defence Youth Safety Practitioner	In-depth package covering the minimum level of knowledge and understanding required by those whose roles and responsibilities include interaction with young people under the age of 18 particularly those who have direct contact and/or supervise overnight stays.	All adults in youth facing roles including but not limited to: <ul style="list-style-type: none"> • all Defence and contracted personnel in positions that involve routine interaction with young people under the age of 18; and • all Officers and Instructors of Cadets, ADFC adult volunteers and adult cadets;,
3	Defence Youth Safety Leader	Tailored package focussed on the knowledge and understanding required by those who have particular responsibilities under the Defence Youth Safety Framework.	<ul style="list-style-type: none"> • All Defence and ADFC Commanders, Managers and Supervisors of personnel in youth facing roles; and • All Defence personnel whose role includes the procurement of Contractors and Consultants whose roles may require them to interact with youth.
4	Defence Youth Safety Executive	Tailored 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, HCRES D, Service Chiefs, Directors General in personnel roles, APS Recruitment Delegates, Directors General of ADF Cadets, specified CRES D personnel.
5	Defence Youth Safety Investigator	A series of training packages that would certify an individual in specialist investigative skills in a youth safety and protection context. Specialist Training provided by external training provider	Defence Personnel whose roles include Youth Safety Investigator responsibilities.
6	Defence Youth Safety for Youth	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, behavioural expectations	Defence Personnel and ADF cadets under 18.
ADFC	Safeguarding Children Awareness Package	Modular package that covers: <ul style="list-style-type: none"> • Child Abuse and Neglect • Creating Safer Organisations • Recruitment Screening • Child Abuse Reports and Allegations 	Officers and Instructors of Cadets and adult volunteers prior to commencement and cadets over the age of 18 years until the full suite of Defence Youth Safety Training packages has been developed.

