



Mandatory All-Staff Training program

Key messages guide for contractors, volunteers and visitors



Mandatory All-Staff Training



Instructions

1. Read the enclosed information.
2. Complete the Declaration page and fill in your details on the Record of Completion section (on the last page of this guide).
3. The supervisor, manager or principal of the location you are visiting will verify the Declaration and finalise the Record of Completion with a signature and date (and school stamp if visiting a school).
4. Retain the verified Record of Completion section. It will be recognised at other schools or departmental facilities for 12 months.
5. Fill in your details in the Attendance register - the supervisor, manager, or principal will provide you with the register.
6. Keep this guide for your future reference.

Introduction

A wide range of people visit departmental facilities for a multitude of reasons. Everyone wants to do the right thing and go home safely at the end of the day confident their actions have not harmed anyone else. The department is committed to maintaining a safe environment for everyone.

This important information provided in this guide is for contractors, volunteers and visitors. It covers key messages and responsibilities you need to be aware of:



Unclassified



Working ethically

1. The Queensland Public Service Code of Conduct applies to you:

<ul style="list-style-type: none"> • It contains ethic principles, associated values and Standards of conduct 	<ul style="list-style-type: none"> • Outlines a reference point to guide your behaviour
<ul style="list-style-type: none"> • Applies at all times when performing our duties 	<ul style="list-style-type: none"> • It is your responsibility to uphold the Code of Conduct

2. The department has internal control strategies that include policies and procedures to support the Code of Conduct:

<ul style="list-style-type: none"> • Provides guidance on what is expected 	<ul style="list-style-type: none"> • It is your responsibility to comply
<ul style="list-style-type: none"> • Details specific methods to follow to ensure ethical behaviour 	<ul style="list-style-type: none"> • Assists in everyday decision making

3. Ethical decision making is important on a day to day basis:

<ul style="list-style-type: none"> • Keep your actions in line with the Code of Conduct 	<ul style="list-style-type: none"> • Consider options and consequences
<ul style="list-style-type: none"> • Exercise good judgement 	<ul style="list-style-type: none"> • Be aware and do the right thing



Examples of breaches of the Code of Conduct

A volunteer working in a school takes photos of different lists on display with parent's names and contact details. He adds them to his database and markets to them daily.

A consultant discusses a student's issues with another parent and criticises how the school is dealing with the student. She says she is going to call the student's parents directly and let them know her opinion.

A contractor decides to take gardening equipment home for the weekend to complete a project in his own garden. No one will be using the equipment over the weekend and he will have it back on Monday so he doesn't need to tell anyone.

Link to Code of Conduct: <https://www.forgov.qld.gov.au/code-conduct-queensland-public-service>

Link to Standard of Practice: <http://education.qld.gov.au/corporate/codeofconduct/pdfs/det-code-of-conduct-standard-of-practice.pdf>



Protecting our information

1. Official information must be treated with care:

<ul style="list-style-type: none"> • Use it only for intended purpose 	<ul style="list-style-type: none"> • Stop and think before sharing
<ul style="list-style-type: none"> • Protect and secure information 	<ul style="list-style-type: none"> • Comply with access control procedures

2. Everyone is obligated to maintain the security information:

<ul style="list-style-type: none"> • Treat all information as confidential 	<ul style="list-style-type: none"> • Comply with relevant procedures
<ul style="list-style-type: none"> • Ensure information stays on site 	<ul style="list-style-type: none"> • Report any suspicion of or known security threats

3. Following procedures in the correct way to handle information avoids risk:

<ul style="list-style-type: none"> • Comply with directions and instructions 	<ul style="list-style-type: none"> • Maintain records correctly
<ul style="list-style-type: none"> • Ask if unsure 	<ul style="list-style-type: none"> • Stop and think before taking action



Examples of inappropriate use of information

A volunteer gives a student's contact details to a person who claims to be the student's father without checking with anyone.

A consultant working in a school notices a behaviour report relating to a student she knows on the photocopier. She makes a copy and takes it home.

A contractor passes on information he overhears to a friend about upcoming work at a department facility. He gives him details of the proposed budget so he knows where to come in at when he puts in a quote.

Link to Information Privacy Act 2009: <https://www.legislation.qld.gov.au/view/pdf/2012-07-01/act-2009-014>



Working safely

1. You have a health and safety duty under the Workplace Health and Safety Act:

<ul style="list-style-type: none"> • Take care of your own health and safety 	<ul style="list-style-type: none"> • Ensure your actions do not cause harm to others
<ul style="list-style-type: none"> • Follow safe working practices 	<ul style="list-style-type: none"> • Ask questions if unsure

2. Comply with health and safety instructions:

<ul style="list-style-type: none"> • Participate in any safety audits or emergency drills 	<ul style="list-style-type: none"> • Use Personal Protection Equipment (PPE) as required
<ul style="list-style-type: none"> • Follow correct work process and instructions provided 	<ul style="list-style-type: none"> • Complete site specific or role specific training as required

3. Report anything you notice that could pose a risk to health and safety:

<ul style="list-style-type: none"> • Find out who your Health and Safety Wellbeing (HSW) contact is 	<ul style="list-style-type: none"> • Use appropriate documentations
<ul style="list-style-type: none"> • Be observant, take notice 	<ul style="list-style-type: none"> • Proactively report in a timely manner



Examples of unsafe practices

A volunteer notices a spill in a hallway that could be a potential slip hazard. She avoids it herself and carries on with her tasks assuming the cleaners will take care of it.

A contractor working in a school does not follow instructions and continues to work after the emergency siren goes off. He is on a tight deadline and thinks it is only a practice drill.

An electrical contractor needs to use extension cords to access the area he is working in. He has them running from the power point across the floor. He needs to get the job done quickly and does not have time to put up the appropriate signage.

Link to WHS Act 2011: <https://www.legislation.qld.gov.au/view/pdf/2013-10-29/act-2011-018>



Protecting our students

1. The welfare and best interests of students are paramount:

<ul style="list-style-type: none"> All children have the right to be protected from harm 	<ul style="list-style-type: none"> Staff and visitors in schools are key in identifying and responding to child abuse and neglect
<ul style="list-style-type: none"> Treat students with respect 	<ul style="list-style-type: none"> Never do anything to intentionally harm a student physically, psychologically or emotionally

2. Report any suspicions of harm or risk of harm:

<ul style="list-style-type: none"> Discuss any suspicions of harm or risk of harm with the principal 	<ul style="list-style-type: none"> If your concerns relate to the principal, speak with the Regional Director
<ul style="list-style-type: none"> Report suspicions of harm irrespective of who the harm is caused by 	<ul style="list-style-type: none"> Maintain confidentiality

3. If a student tells you they have been harmed:

<ul style="list-style-type: none"> Remain calm and respond in a caring manner 	<ul style="list-style-type: none"> Listen to the student
<ul style="list-style-type: none"> Tell the student you must tell the principal as they will help to keep them safe 	<ul style="list-style-type: none"> Document your conversation and provide it to the principal

See Appendix 1 – Student Protection Fact Sheet for Visitors



Examples of putting students at risk

A volunteer notices a student has a number of cuts on his arm. Later, the volunteer overhears the student telling a friend that he often cuts himself. The volunteer decides to do nothing because it is none of her business.

A student disclosed to a consultant that she had been repeatedly beaten by her stepfather over the last few weeks. The consultant discussed the situation with the principal, but also decided to discuss details of the situation with her family.

A contractor, working in a high school is talking to senior students about what they do on the weekend. He finds out where they go and asks them if he could meet them there.

Link to Child Protection Act 1999: <https://www.legislation.qld.gov.au/view/pdf/2005-04-29/act-1999-010>

Link to Education (General Provisions) Act 2006: <https://www.legislation.qld.gov.au/view/pdf/inforce/current/act-2006-039>

Appendix 1 – Student Protection Fact Sheet for Visitors

Introduction

For most children, childhood is a positive time in their lives. They grow up in loving families that care for and nurture them and help them develop into healthy young adults. However, for a small proportion of children, this is not their lived experience. These children grow up in families that face one or more significant social, emotional or financial issues that impact negatively on their ability to care for and protect their children.

Because of their regular contact with students and families, staff and visitors in schools play a vital role in:

- identifying and responding to suspected child abuse and neglect, and
- helping families to access support services that may build on their strengths and address issues impacting on their parenting.

The department is committed to providing safe, supportive and disciplined learning environments, preventing reasonably foreseeable harm to students and responding when an employee or visitor reasonably suspects harm or risk of harm to students.

What are my reporting responsibilities?

All visitors to state schools must discuss any suspicions of harm or risk of harm to a student, or risk of harm to an unborn child, with the principal. When the suspicions relate to the principal, discuss the concerns with the Regional Director.

What is harm?

Harm is any detrimental effect of a **significant nature** on a student's physical, psychological or emotional wellbeing. This could also include harm to an unborn child. Harm can be caused by physical abuse, psychological or emotional abuse, neglect or sexual abuse or exploitation.

Any behaviour that harms a student or places a student or unborn child at significant risk of harm is not acceptable. The department will not condone behaviours (e.g. a student witnessing domestic or family violence) or cultural customs (e.g. caning children or female genital mutilation) that fall into the definition of harm.

When do I discuss student protection concerns with the principal?

You should discuss **all** student protection concerns with the principal irrespective of whether you suspect the harm or risk is caused by:

- someone working at the school
- another student
- someone from the student's family, a friend or a stranger
- the student self-harming.

What do I do if I suspect a student has been harmed or may be at risk of harm?

If you suspect a student has been harmed or may be at risk of harm you should:

- remain calm and don't overreact
- talk with the student in a way that's appropriate to their age and understanding

- respond in a caring and sensitive manner
- provide support as required, including considering whether medical assessment/intervention is necessary
- listen to what the student wants to tell you and use open ended questions if you need to seek further information – remember, you aren't responsible for investigating the concerns or conducting a formal interview. However, you may make enquiries and/or ask questions to the extent necessary to form a suspicion of harm
- tell the student that you must advise the principal as they will help to keep them safe
- inform the principal of the situation
- document relevant conversations and circumstances, including dates/times.

What if my concerns relate to the principal?

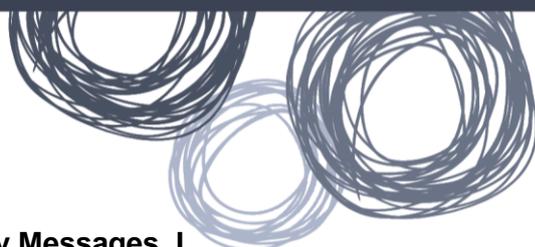
If you suspect the principal is responsible for causing harm to a student, report this to the Regional Director at the local [regional office](#) and the Ethical Standards Unit on (07) 3234 1514 or email: ethicalstandards@det.qld.gov.au.

What do I need to remember in relation to my own behaviour?

- **NEVER** intentionally harm a student, either physically, psychologically or emotionally
- **NEVER** make fun of, put down or unlawfully discriminate against a student
- **NEVER** touch a student in a sexual way, or engage in any other inappropriate sexual activity (for example: sending a suggestive text message, showing a student inappropriate images, engaging in overfamiliar and unprofessional conduct with a student without sound educational reason)
- **NEVER** do or say anything that would make people think you are doing or intending to do something sexual to a student.

For further information

If you have any further questions or concerns about student protection matters, discuss them with the school principal or contact the relevant regional office. Contact details can be found at the following link: <http://education.qld.gov.au/schools/about/district.html>.



Declaration

By reading the Mandatory All-Staff Training program Key Messages, I

- have been given access to the Code of Conduct and Standard of Practice
- agree to abide by the Code of Conduct, Standard of Practice, internal control strategies
- am aware of my responsibilities to appropriately manage and protect departmental records and information
- am aware of my responsibilities to work safely and follow instructions
- am aware of my responsibilities to respond appropriately to any suspicion of harm to a student
- acknowledge my obligation to follow the department’s policies and procedures
- know where to go for further information or support.

I understand that the Mandatory All-Staff Training program Record of Completion:

- is valid for 12 months
- is recognised in all departmental facilities and schools
- can be used as evidence of completion of Mandatory All-Staff Training program.

If you have any questions or concerns about the information provided in this guide or completing the declaration, please speak to the supervisor, manager or principal.

Volunteer, Contractor, Visitor to complete:

Name	
Signature	
Date	

✂

Record of Completion Mandatory All-Staff Training program Key Messages 2018 Valid for 12 months from the date of issue		
Volunteer, Contractor, Visitor	Principal or Manager	School Stamp
Name:	Name:	
Signature:	Signature:	
Date:	Date:	

