



**Nepean Community College**

**Child Protection Training Plan**

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## **1. Purpose**

The purpose of this Child Protection Training Plan is to ensure that all employees, contractors, and volunteers at Nepean Community College (NCC) are equipped with the knowledge and skills to safeguard the welfare of children and young people. This plan aims to promote a safe and supportive environment for all students.

## **2. Scope**

This training plan applies to all staff members, including administrative personnel, teaching staff, support staff, contractors, and volunteers who interact with children and young people at Nepean Community College.

## **3. Objectives**

- To raise awareness of child protection issues and responsibilities.
- To provide guidelines on identifying and reporting child abuse and neglect.
- To ensure compliance with NSW child protection laws and regulations.
- To foster a safe and supportive environment for children and young people.

## **4. Training Components**

The training program will consist of the following components:

### **4.1. Introduction to Child Protection**

- Importance of child protection.
- Overview of relevant legislation and standards, including the Children and Young Persons (Care and Protection) Act 1998 and the Child Protection (Working with Children) Act 2012.

### **4.2. Identifying Child Abuse and Neglect**

- Types of abuse: physical, emotional, sexual, and neglect.
- Recognising signs and indicators of abuse and neglect.
- Understanding the impact of abuse on children and young people.

### **4.3. Reporting Procedures**

- Mandatory reporting obligations for staff.
- Step-by-step guide on how to report suspected abuse or neglect.
- Role of the NSW Child Protection Helpline and other relevant authorities.

### **4.4. Maintaining a Safe Environment**

- Strategies for creating a safe and supportive environment.
- Code of conduct for interactions with children and young people.
- Policies for managing disclosures and allegations.

### **4.5. Record Keeping and Documentation**

- Importance of accurate record-keeping.
- Guidelines for documenting observations and reports.
- Confidentiality and privacy considerations.

### **4.6. Support and Resources**

- Support services available for children and young people.
- Resources for staff to support their child protection responsibilities.

- Contacts for additional training and support.

## **5. Training Delivery**

- Initial Training: All new staff members will complete child protection training as part of their induction process.
- Annual Refresher Training: All staff will participate in annual refresher training sessions to stay updated on child protection policies and procedures.
- Specialised Training: Additional training will be provided for roles with specific child protection responsibilities.

## **6. Training Methods**

- Workshops and Seminars: Interactive sessions led by child protection experts.
- Online Modules: Self-paced e-learning modules covering key aspects of child protection.
- Case Studies and Scenarios: Practical exercises to apply knowledge and skills in real-life situations.

## **7. Assessment and Evaluation**

- Assessment: Quizzes and assessments to evaluate understanding and retention of training content.
- Feedback: Regular feedback from participants to improve training effectiveness.
- Evaluation: Periodic reviews of the training program to ensure it meets current needs and standards.

## **8. Policy Review and Update**

- Annual Review: The Child Protection Training Plan will be reviewed annually to ensure it remains relevant and effective.
- Updates: Any changes to legislation or best practices will be incorporated into the training program and communicated to all staff.

## **9. Compliance and Accountability**

- Compliance Monitoring: Regular audits to ensure all staff have completed required training.
- Accountability: Clear procedures for addressing non-compliance and ensuring all staff adhere to child protection policies.

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