



Standard 7

Knowledge and skills

Staff and volunteers are the backbone of child safe organisations. Standard 7 ensures that they are not only screened and qualified, but also receive ongoing education, training, and capacity building support to build the knowledge, skills, and awareness required to proactively safeguard children in all interactions. Our vision for excellence At Maroochy Beach Gymnastics strives to foster a culture of continuous learning and continuous quality improvement where staff and volunteers are empowered with the latest knowledge and best practice in children’s safety and wellbeing, cultural safety and trauma-informed care. Training will be tailored to specific roles and equip staff and volunteers to identify risks or harm, respond appropriately, and create an environment where children feel safe and supported. This matters for because it will serve children from a wide range of cultural and social contexts. Comprehensive, ongoing training will ensure that staff and volunteers are equipped to navigate diversity, respond to evolving risks, and maintain a consistent standard of care.

KEY ACTION AREAS	HOW MGB IS ALREADY EMBEDDING THIS KEY ACTION AREA	OUR GOALS (STEPS)	PRIORITY RATING <i>LOW</i> <i>MEDIUM</i> <i>HIGH</i>	HOW MGB WILL EMBED OUR GOALS AND WHEN	MEASURES OF SUCCESS REVIEW DATE <i>Term based Reviews</i>
7.1	Staff and volunteers receive training on the rights of children in relation to	Training Calendar: Develop a training schedule that includes	M	Training will be analysed to	Feedback-Driven Improvement: Regularly

<p>Staff and volunteers are trained and supported to effectively implement the organisation’s Child Safety and Wellbeing Policy.</p>	<p>records created about them and their use, retention, and disposal.</p> <p>Staff and volunteers respond effectively when issues of children’s safety and wellbeing arise.</p> <p>Transformational unlearning – The organisation provides regular and meaningful opportunities for staff to learn and unlearn.</p>	<p>induction, role-specific modules, and regular refresher courses.</p> <p>Certification Tracking: Maintain a system to monitor training completion and compliance across the organisation.</p> <p>Develop and add to an induction/ onboarding program that embeds the Child Safe Standards for all new staff and volunteers (before start of employment)</p> <p>Ongoing refresher information sent to all staff, coaches and volunteers.</p>	<p>M</p> <p>M</p>	<p>understand the child safety and cultural safety learning and development needs of staff and volunteers tailored to their roles and responsibilities.</p> <p>Compliance V’s Actual learning and training – finding a balance for the training so staff stay engaged and learn, not just tick the box.</p> <p>Term 3, 2026</p>	<p>gather feedback from staff to improve the relevance and effectiveness of training.</p> <p>Training records show high participation rates and regular refreshers.</p> <p>All staff and volunteers have completed induction and ongoing training specific to children’s safety and wellbeing and cultural safety.</p> <p>Review: Term 2, 2026</p>
<p>7.2</p> <p>Staff and volunteers receive training and information to recognise indicators of child harm including grooming.</p>	<p>The organisation provides a supportive and safe environment for staff and volunteers who disclose harm or risk to children.</p>	<p>Staff must be trained to recognise:</p> <ul style="list-style-type: none"> - Physical Abuse - Sexual Abuse or grooming behaviours - Neglect - Emotional Abuse - Bullying or unsafe peer behaviour - Cultural safety breaches <p>And must understand how to act immediately and appropriately. (Reportable Conduct) YELLOW CARD.</p> <p>Provide ongoing education on identifying and responding to risks, including identifying abuse, neglect,</p>	<p>M</p> <p>M</p>	<p>Research expert resources and training modules.</p> <p>Ongoing refreshers and training on:</p> <ul style="list-style-type: none"> - Child Safe Standards - Legal obligations and reportable conduct - Code of Conduct 	<p>Staff and volunteers report feeling confident and supported in their roles related to children’s safety and wellbeing and cultural safety.</p> <p>Staff and volunteers understand reportable conduct obligations.</p> <p>Review: Term 2, 2026</p>

		and harm, and responding to disclosures. Interactive Learning: Use workshops, role-playing, and scenario-based training to enhance understanding and application of the Child Safe Standards.	M	- Rights and needs of the child's cultural Safety Training ready to start implementation by Term 3, 2026	
7.3 Staff and volunteers receive training and information to respond effectively to issues of children's safety and wellbeing and support colleagues who disclose harm.	The organisation provides regular opportunities to educate and train staff on child safety and wellbeing policies and procedures and evidence-based practice. Staff and volunteers recognise the range of indicators of child harm, including indicators of harm.	Scheduled refresher courses and regular updates to keep staff informed about changes in legislation and best practice standards, and to keep knowledge and skills up to date.	M	Training ready by Term 3, 2026	Evaluate and improve the effectiveness of training programs based on feedback and outcomes. Review: Term 2, 2026
7.4 Staff and volunteers receive training and information on how to build culturally safe environments for children.	Negotiating values, motivations and patterns – The organisation provides regular and meaningful opportunities for staff to self-reflect on their own values, motivations, biases and privileges, and challenge racism in all its forms.	Incorporate cultural awareness training, focusing on Aboriginal and Torres Strait Islander peoples, people from CALD backgrounds, refugee and asylum-seeking communities, children with disability and those who identify as LGBTIQ+. Cultural Awareness Opportunities: provide opportunities for cultural immersion and learning.	M	Subcommittee to employ expert help from cultural representative of the Sunshine Coast Council. Training ready by Term 3, 2026	Advice given from cultural representative and implemented. Review: Term 2, 2026
7.5 Staff have adequate access to educational		Cultural Safety Education: Integrate training in cultural safety and anti-racism.	M	Expert help from Liaison office and representative from	Accountability and continuous quality improvement – including Aboriginal

<p>opportunities for truth-telling about Australia's history.</p>		<p>Operating on Aboriginal and Torres Strait Islander terms of reference – Staff have access to opportunities to learn about Aboriginal and Torres Strait Islander cultures, cultural protocols and knowledges, and the organisation embraces Aboriginal and Torres Strait Islander worldview.</p>		<p>the Sunshine Coast Council. Training ready by Term 3, 2026</p>	<p>and Torres Strait Islander success indicators. Review: Term 2, 2026</p>
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