

BODY SAFETY AUSTRALIA

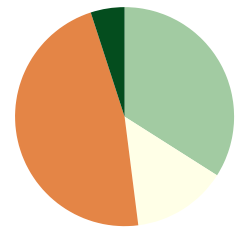
See it, Say it Professional Development Feedback

SEE IT,
SAY IT
BODY SAFETY AUSTRALIA

In January 2024 we delivered a pilot professional development workshop with 19 staff working within *The City of Melbourne* early childhood services. The **See It, Say It** training aimed to equip staff with the skills and knowledge to address and report suspected abuse or neglect of children by staff or volunteers in their workplace. During the course of the session, staff were asked to reflect as to why educators might not act if they had a concern that another educator's behaviour fell under Reportable Conduct. This is the results of their reflections.

The key themes

- 34% of responses indicated fear of the perceived consequences of reporting
- 47% identified a lack of confidence, knowledge, training or support
- 14% stated other barriers to reporting
- 5% stated they had no barriers and were confident they would always act



Barriers to reporting under each key theme:

Reasons why educators might be reluctant to report another educator's behaviour included:

FEAR

- "Going against the rest of the team"
- "Upsetting people"
- "Getting into trouble for reporting"
- "Stigma"
- "Fear of not being believed"
- "Wanting to avoid conflict"
- "Might be friends with the other educator"
- "Fear of being targeted in retaliation"
- "Getting it wrong"

LACK OF CONFIDENCE/ KNOWLEDGE

- "Lack of knowledge of centre policy, Child Safe Standards and Reportable Conduct for new staff"
- "Lack of authority"
- "Not familiar with mandatory reporting"
- "Uncertainty"
- "Not familiar with mandatory reporting"
- "Lack of evidence"
- "Lack of training"
- "Not familiar with room practice, routine or specific children's needs"

OTHER REASONS

- "Needing to know beyond 'unreasonable doubt'"
- "Concerns vigilant behaviour will lead to children experiencing a lack of affection and care"
- "Compromising your own ethics"
- "Lack of time to document, investigate or report"
- "Wanting male educators for gender diverse workplace"

Contact us at (03) 9471 2247 or email info@bodysafetyaustralia.com.au
www.bodysafetyaustralia.com.au

BODY SAFETY AUSTRALIA

See it, Say it Professional Development Feedback

SEE IT,
SAY IT
BODY SAFETY AUSTRALIA

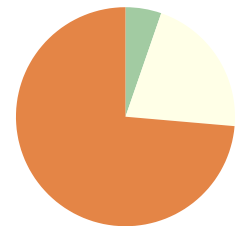
After completing the workshop staff were asked to complete a short survey to evaluate the effectiveness of the workshop and reflect on their learning.

A highlight of our findings was that **100%** of the attendees demonstrated an increase in knowing how to address or report allegations. **100%** of staff also stated increased confidence in navigating the barriers/challenges to speaking up, and **100%** felt more confident to address concerning behaviours.

Evaluation results

My knowledge about how to respond to reportable conduct has...

- 5.3% of participants said their knowledge stayed the same
- 21.1% said their knowledge increased somewhat
- 73.7% said their knowledge increased greatly



After completing the training, **73.7%** of staff said they felt very confident in knowing where to report or address allegations of reportable conduct, and **26.3%** agreed they felt somewhat confident.

Key

- Very confident
- Somewhat confident
- Neutral
- Only a little confident
- Not at all confident



63.2% strongly agreed and **36.8%** agreed that they felt more confident in navigating the barriers and challenges to speaking up

Key

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree



84.2% strongly agreed and **15.8%** agreed they felt more confident in addressing concerning behaviors as a team

Contact us at (03) 9471 2247 or email info@bodysafetyaustralia.com.au
www.bodysafetyaustralia.com.au