

Required Training Staff and Volunteers

Lutheran Education Australia, in partnership with the Lutheran education regions, provides a suite of required training and professional formation programs to equip staff and volunteers for their roles specific to service in Lutheran learning communities. These programs ensure that every person who serves in our schools and early childhood services is prepared, supported and confident in their responsibilities.

Although the operational management of required training sits with the principal and leadership team, governing bodies hold an important oversight role. Boards do not need to engage in the day-to-day details of training, but they *do* need a clear understanding of the learning community's obligations, how these support safety and quality, and whether training expectations are being met.

Accordingly, boards are encouraged to:

- model a culture of learning, including appropriate budget allocation for required training
- equip the principal to establish strong systems that enable staff and volunteers to complete the training
- request an annual assurance report from the principal, outlining the school's training completion rates
- receive high-level quantitative and qualitative updates, without names or identifying details of staff or volunteers.

This oversight helps boards ensure that the learning community remains a safe, compliant and mission-aligned environment for student, staff and the wider community.

The training outlined below summarises system-wide expectations set by Lutheran Education Australia in consultation with regional offices. These commitments are not merely about box-ticking – they are intended to build capability, reduce risk, and shape a shared understanding of what it means to serve wisely and faithfully in a Lutheran learning community, reflecting a distinctly Lutheran ethos.

Importantly, the training outlined below is merely that which is required for service to a Lutheran school. Service to independent schools in general requires additional training as defined by state and territory legislation. Boards should be aware of legislatively-required training within their jurisdiction, to ensure well-rounded oversight of compliance matters in relation to staff and volunteer training. Whilst legislated training is not LEA's remit, your state/territory's independent schools association may be equipped to provide you with a summary of your jurisdiction's requirements.

Training*	Required By
At (Accredited as a teacher)	All teaching and ministry staff
Ac (Accredited as a Christian Studies teacher)	Teachers who teach Christian Studies
Acl (Accredited as a Christian Studies teacher and leader)	Christian Studies Key Teachers
Am (Accredited as Ministry Personnel)	Ministry personnel
Al (Accredited as a Leader)	Teachers who have leadership roles (eg principals, deputy principals, heads of sub-schools)
Ae (Accredited early years educators and workers)	Recommended for education workers in early childhood, OSHC staff, school administrative staff
AeL (Accredited early years leader)	Recommended for leaders and directors in early years care and services
Maintaining accreditation	Those seeking to maintain At, Ac, Acl, Am, Al and Ai status
Valuing Safe Communities	All staff and volunteers (including board members)

* See the accreditation page on the website for further details