

Question on Notice

No. 1111

Asked on 18 September 2025

HON S FENTIMAN ASKED THE MINISTER FOR EDUCATION AND THE ARTS (HON J LANGBROEK)—

QUESTION:

Will the Minister advise (a) how many incidents of violence against teachers have been reported in schools located within the Waterford Electorate this year, (b) what measures are currently in place to protect teachers in my community from violence and ensure their safety at work and (c) what further steps the government is taking to both prevent violence in schools and support teachers who experience it in my electorate?

ANSWER:

I am advised:

(a) As at 19 September 2025, there were 173 workplace health and safety (WHS) incidents categorised as occupational violence and aggression involving state school teachers in the Waterford Electorate so far this year. These incidents may include physical, verbal and/or online behaviours.

The Department of Education does not hold data related to non-state school incidents.

The Department of Education encourages staff to report any WHS incident, including near misses and incidents where no harm occurred. While this naturally leads to increases in the number of reports, the department believes that collecting this level of information is important so that risk areas can be identified, reviewed and actions developed to make our schools safer for everyone.

(b) There are a number of measures currently in place for teachers, including:

- The *Occupational violence prevention procedure*, which focuses on risk management strategies with the intent of protecting the health, safety and wellbeing of staff.
- A 'No excuse for school abuse' campaign which highlights awareness of the kinds of behaviour that constitute occupational violence and aggression and reinforces that the mistreatment of school staff is never acceptable. A dedicated webpage has been developed for the campaign with a range of 'No excuse for school abuse' school collateral for school leaders to use within their community (www.education.qld.gov.au/parents-and-carers/no-excuse-for-school-abuse).
- The department's *Staff Wellbeing Framework* provides principals and managers with a structured process to support the development and implementation of staff wellbeing initiatives and programs within schools and departmental workplaces to address local needs. This is underpinned by online training and resources to support individual staff wellbeing needs and capability development.
- For individual staff support, the department's Employee Assistance Program (EAP) provides free, confidential counselling and support available through telephone, online, SMS and in-person, for all staff and their family members 24/7.
- Managers can utilise the EAP Manager Hotline to assist them in their role in supporting staff in the workplace. Suitably experienced EAP clinicians are available if required to provide one-on-one support following a potentially traumatic event or critical incident within a school or workplace.

- Targeted online and face-to-face training, such as Psychological First Aid, for leaders and key staff in our schools, regions and corporate offices to increase capability to recognise and respond appropriately following a potentially traumatic event.
- (c) The Crisafulli Government is investing \$57 million to fund almost 140 new Workplace Health and Safety roles across 340 state schools to address occupational violence in schools and reduce red tape for teachers.

These roles will commence in 2026 and operate under a cluster model, meaning they will work directly with principals to identify hazards, assess risks and implement practical strategies that help stamp out violence and support staff wellbeing. This initiative is part of a broader focus on supporting our educators and ensuring every school is a safe place to work and learn.

In February 2025, the Government announced the introduction of the Behaviour Boost resource for Queensland state schools. The Behaviour Boost resource, totalling \$45 million annually, gives principals the flexibility to determine the type of role or support their school needs to assist students and staff effectively.

As part of the Behaviour Boost, approximately 343 full-time equivalent positions have been allocated to Queensland state schools, in addition to their existing targeted resourcing under the Whole of School – Student Support Learning Resource.

On 19 August 2025, the Crisafulli Government announced that Behaviour Boost funding of \$45 million will be ongoing to help schools address and manage student behaviour.