Online-course
„Basic knowledge of child protection in institutions – an online course for managing positions“
Elisa König
24.07.2018, Prague
Funded by German Federal Ministry for Research and Education

Four online courses:

- “Trauma therapy”; target group: approbated psychotherapists
- “Trauma education in care”; target group: professionals working with traumatized children
- “Concepts for safety and security of children in institutions”; target group: professionals of healthcare, education and youth welfare services
- “Basic knowledge of child protection in institutions – an online course for managing positions”; target group: persons holding a managing position in institutions providing services for children
Why do we need this course?

Lange Haftstrafe für hundertfachen Missbrauch in Sportverein

Pizza-Essen und Fernsehen: Mit scheinbar harmlosen Angeboten hat sich ein Angestellter eines Sportvereins in Ludwigshafen das Vertrauen von m PASSION MÜNZING

Erzieherinnen fesseln Kleinkinder im Mittagsschlaf

Krankenpfleger vor Gericht: Sexueller Missbrauch auf der Kinderstation

Dienstag, 19.02.2013

Missbrauch-Skandal an Eliteschule: Täglich melden sich weitere Opfer

„Jeder Fall ist erschütternd“

Jesuitenpater Hans Langendörfer über die Missbrauchsvorwürfe gegen Geistliche

„Dauerhaft, dass die Opfer nicht aufgeben! Wir wollen Verantwortung!“

Erkrankte zum Schutz der Opfer wie

Häufig liegt der Grund darin, dass sich die Opfer mit ihren Eltern anlegen. Wir wollen Aufklärung. Deshalb haben wir in unseren DA-
• Physical, sexual, emotional abuse and neglect of children are **no single cases** of a few “bad” institutions

• **Every institution** holds **potential risk factors** for child abuse – some institutions have specific risky constellations, f.ex. boarding schools

• **All institutions** directly engaging with or providing services to children (legally) need to ensure that they constitute a child safe environment

➢ In this context, persons holding institutional **leadership** have a **decisive position & responsibility**

**But: only few institutions have addressed this topic**
• **Target group:** persons holding a managing position in healthcare, education and youth welfare services

• **Objective:** enabling and supporting participants in creating an institutional context which minimizes the opportunity for abuse to occur and embeds child safety in institutional culture
Contents

• **Module 1**: Introduction  
  *f.ex. basic informations about child abuse*

• **Module 2**: Risc & protective factors in institutions  
  *f.ex. risk analysis*

• **Module 3**: Staff management/ HR  
  *f.ex. recruitment/ hiring standards, legal aspects (esp. labour law)*

• **Module 4**: Implementation of institutional concepts for safety and security of children  
  *f.ex. change management, codes of conduct, dealing with suspicions and allegations*
<table>
<thead>
<tr>
<th>MODUL 1</th>
<th>MODUL 2</th>
<th>MODUL 3</th>
<th>MODUL 4</th>
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</thead>
<tbody>
<tr>
<td><strong>Einführung</strong></td>
<td><strong>Gefährdungslagen und Schutzfaktoren in Institutionen</strong></td>
<td><strong>Personalverantwortung</strong></td>
<td><strong>Implementierung von Schutzkonzepten</strong></td>
</tr>
<tr>
<td>1.1 Kinderschutz in Institutionen</td>
<td>2.1 Organisationsstruktur und -kultur</td>
<td>3.1 Personalführungskonzepte</td>
<td>4.1 Methoden der Organisations- und Teamentwicklung</td>
</tr>
<tr>
<td>1.2 Herausforderungen und Aufgaben als Leitungskraft</td>
<td>2.2 Gefährdungslagen und Schutzfaktoren für Kindeswohlgefährdung in Institutionen</td>
<td>3.2 Personalauswahl</td>
<td>4.2 Verhaltensleitlinien und pädagogisches Konzept</td>
</tr>
<tr>
<td>1.3 Definition, Epidemiologie und Folgen von Kindesmisshandlung</td>
<td>2.3 Gefährdungsanalyse in Institutionen</td>
<td>3.3 Personalentwicklung</td>
<td>4.3 Beschwerdemanagement</td>
</tr>
<tr>
<td>1.4 Schaffung eines traumasensiblen Umfelds</td>
<td></td>
<td>3.4 Personalbeurteilung, Umgang mit Fehlverhalten und Rehabilitation</td>
<td>4.4 Umgang mit Verdachtsfallen</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.5 Arbeits- und Personalrecht</td>
<td></td>
</tr>
</tbody>
</table>
Overview; Introduction; Basics; Legal aspects; Application; Download; Exam

1.1 Kinderschutz in Institutionen

Übersicht

Lernziele

- Wissen, was unter einem institutionellem Schutzkonzept verstanden wird
- Erste Anstöße, wie die Entwicklung von Schutzkonzepten gestaltet werden kann und was beachtet werden sollte

Lernzeit

45 Minuten
Learning objectives and didactics

- Texts/ebooks
- Interviews with experts
- Reflection
- Working material
- Good-Practice-Examples
- Knowledge
- Emotional competencies
- Transfer into practical work

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Learning objectives and didactics

- Texts/ebooks
- Case studies
- Interviews with experts
- Reflection
- Working material
- Good-Practice-Examples
- Exercises

Knowledge

- Emotional competencies
- Executive competencies

Transfer into practical work
Verbundprojekt ECQAT: Leitungskurs

1.1 Kinderschutz in Institutionen

- Learning objectives and didactics
- Interviews with experts
- Texts/ebooks
- Case studies
- Exercises
- Good-Practice-Examples
- Working material
- Reflection
- Transfer into practical work
- Exercises

Transfer into practical work

Interviews with experts

Working material

Reflection

Good-Practice-Examples

Exercises
Learning objectives and didactics

- Analysis and improvement of institutional structures, procedures, organizational culture and own attitude
- Getting ideas from others about how to deal with specific topics

Case studies

Working material

Good-Practice-Examples
Research design and participants

- **Focus 1st cohort**
  - evaluation of quality
  - f.ex. satisfaction with interface, learning materials

- **Focus 2nd cohort**
  - evaluation of effectiveness
  - f.ex. increase of knowledge assessed by MC-test, self-efficacy, attitudes

- **453 persons started course, 293 finished > quote of 65%**

- Timeline:
  - **Cohort 1**
    - Sept. 2015
    - N= 151
  - **Revision phase**
    - Feb. 2016
    - N= 93
    - Sept. 2016
    - N= 55
  - **Cohort 2a**
    - Feb. 2017
    - N= 50
    - Aug. 2017
  - **Cohort 2b**
    - Aug. 2017
    - N= 136
    - N= 92

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Verbundprojekt ECQAT: Leitungskurs
KJPP Uniklinik Ulm 2015
Evaluation – Sample (N=200)

- 73% female
- Ø 47 years (SD: 8.4 ys; range: 27 – 63 ys)
- 36% medical/ therapeutical professions
  55% educational/ pedagogical professions
  9% other
- 25% medical field
  52% youth welfare
  21% education/ childcare
- 45% (deputy) manager of the whole institution,
  42% (deputy) manager of department/ divisions
- Ø 7.1 branches per institution (SD=16; range 1-155)
- Ø 197 employees (SD=531; range 1-6000, Median: 60)
- Ø 31 employees directly subordinate (SD: 60; range 0-600; Median: 15)
83.5% state the level of content as being „adequate“ (opposed to „too detailed“ or „too superficial“)

<table>
<thead>
<tr>
<th></th>
<th>N=200</th>
<th>M (SD)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Satisfaction</strong></td>
<td>with learning material</td>
<td>5.2 (.78)</td>
</tr>
<tr>
<td><strong>Relevance</strong></td>
<td>of learning material for work</td>
<td>5.3 (.86)</td>
</tr>
<tr>
<td><strong>Adequacy of elearning</strong></td>
<td>as a training method for the topic</td>
<td>5.2 (.92)</td>
</tr>
<tr>
<td><strong>Utility</strong></td>
<td>of contents for work</td>
<td>5.2 (.76)</td>
</tr>
<tr>
<td><strong>Dissemination</strong></td>
<td>of information and material to employees</td>
<td>5.1 (.99)</td>
</tr>
<tr>
<td><strong>Overall benefit</strong></td>
<td>of online-course</td>
<td>5.3 (.86)</td>
</tr>
</tbody>
</table>

scale: 1 = `I don´t agree at all´ – 6 = `I agree totally´
Competencies

Score (MC-Test)

Knowledge about coping with CA in institutions

Executive competencies in coping with CA

Verbundprojekt ECQAT: Leitungskurs

KJPP Uniklinik Ulm 2015
### Understanding of own position and role

**N=200**

Because of course participation...

<table>
<thead>
<tr>
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<tr>
<td>... it’s <strong>clearer</strong> to me which <strong>aspects</strong> my institution has to <strong>address</strong> more.</td>
<td>5.3 (.77)</td>
</tr>
<tr>
<td>... I got <strong>ideas</strong> how I can <strong>implement</strong> child protection measures in my institution.</td>
<td>5.3 (.83)</td>
</tr>
<tr>
<td>... I feel <strong>prepared</strong> better to <strong>fulfill my responsibilities</strong> as a leading position.</td>
<td>5.3 (.80)</td>
</tr>
<tr>
<td>... I got <strong>ideas</strong> how I can <strong>promote</strong> measures of child protection in my institution.</td>
<td>5.1 (.84)</td>
</tr>
<tr>
<td>... I’m more <strong>aware</strong> of doing <strong>participative</strong> processes and decisions.</td>
<td>5.0 (.93)</td>
</tr>
</tbody>
</table>

scale: 1 = ‘I don’t agree at all’ – 6 = ‘I agree totally’
Measures of concepts implemented/revised as consequence of participation in online-course

<table>
<thead>
<tr>
<th>in %, N=200</th>
<th>implemented/revised</th>
<th>planned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Risk analysis</td>
<td>37</td>
<td>10</td>
</tr>
<tr>
<td>Codes of conduct</td>
<td>41</td>
<td>8</td>
</tr>
<tr>
<td>Mission statement</td>
<td>66</td>
<td>8</td>
</tr>
<tr>
<td>Criminal record/clearance certificate</td>
<td>93</td>
<td>3</td>
</tr>
<tr>
<td>Vocational training</td>
<td>75</td>
<td>5</td>
</tr>
<tr>
<td>Measures for prevention</td>
<td>45</td>
<td>19</td>
</tr>
<tr>
<td>Pedagogic concept</td>
<td>71</td>
<td>10</td>
</tr>
<tr>
<td>Complaint system for children</td>
<td>71</td>
<td>8</td>
</tr>
<tr>
<td>Complaint system for parents</td>
<td>61</td>
<td>11</td>
</tr>
<tr>
<td>Complaint system for employees</td>
<td>63</td>
<td>12</td>
</tr>
<tr>
<td>Intervention Plan</td>
<td>58</td>
<td>5</td>
</tr>
<tr>
<td>Concept of rehabilitation for suspects</td>
<td>15</td>
<td>24</td>
</tr>
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</table>
Dealing with potential cases of child abuse

- **19%** of participants were confronted with *allegations/suspicions* of child abuse in their institution during course term (N=200)
- Of those, **76%** could apply procedures/informations/measures of the online-course

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<thead>
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<tr>
<td>Because of course participation...</td>
<td></td>
</tr>
<tr>
<td>... I feel more <strong>secure</strong> in <strong>dealing</strong> with future allegations/suspicions of child abuse.</td>
<td>4.9 (.76)</td>
</tr>
<tr>
<td>... it’s <strong>clearer</strong> to me how I can/must <strong>proceed</strong> in a case of suspicion/ allegation.</td>
<td>4.7 (.89)</td>
</tr>
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</table>

Scale: 1 = ‘I don’t agree at all’ – 6 = ‘I agree totally’
Thank you!

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