

Education and Compliance Framework



Contents

Purpose and context.....	3
Scope	3
Relevant legislation and policy.....	3
Roles and responsibilities	4
1. Principles	5
2. Education and compliance cycle.....	5
2.1. Identify.....	6
2.2. Prioritise	6
2.3. Action	7
2.4. Monitor	10
2.5. Reflect.....	10

Purpose and context

The Victorian Institute of Teaching (VIT) uses education and compliance activities to help teachers and employers understand and meet their registration obligations.

This Framework explains how those activities are planned, delivered and evaluated. By improving understanding of regulatory requirements and encouraging compliance, VIT helps protect the safety and wellbeing of children and young people, supports quality teaching and maintains public confidence in the teaching profession.

The Education and Compliance team sits within the Teacher Engagement and Registration (TER) branch and helps VIT fulfil its statutory functions under the *Education and Training Reform Act 2006* (Vic).

This Framework contributes to the objectives of the TER branch and VIT's strategic priorities by

- improving compliance with registration requirements to help protect children and young people
- helping teachers and employers understand and meet their co-regulatory responsibilities
- reducing preventable non-compliance through targeted, risk-based education and engagement
- building public confidence in the teaching profession through consistent, transparent and proportionate regulatory practices
- supporting an outcomes-focused approach to regulation, and
- reducing regulatory risk.

Education is a key regulatory tool within this Framework. It helps improve compliance outcomes by building understanding of regulatory obligations and supports a capable, informed teaching profession.

Scope

This Framework guides how VIT plans, delivers and evaluates education and compliance activities. These activities help teachers and employers understand their obligations, meet registration requirements and contribute to the safety and wellbeing of children and young people.

The Framework applies to engagement with

- employers across the school sector, including government, Catholic, independent and specialist schools
- employers and service providers in the early childhood sector
- registered teachers and early childhood teachers
- authorised delegates and employer representatives, and
- VIT staff involved in regulatory compliance activities.

Relevant legislation and policy

This Framework is informed by relevant legislation, policies, procedures and guidance, including but not limited to

- [Registration Audit Policy](#)
- [Provisional to Full Registration Policy](#)
- [Experienced Returning Registration Policy](#)
- [Permission to Teach \(PTT\) Policy](#)
- [Annual registration](#)

- [Provisional registration](#)
- [Non-practising registration](#)
- Employer notification and reporting obligations
- Unregistered Teaching Practice (URTP) guidelines
- Audit and compliance monitoring procedures
- Guidance materials and operational procedures.

Roles and responsibilities

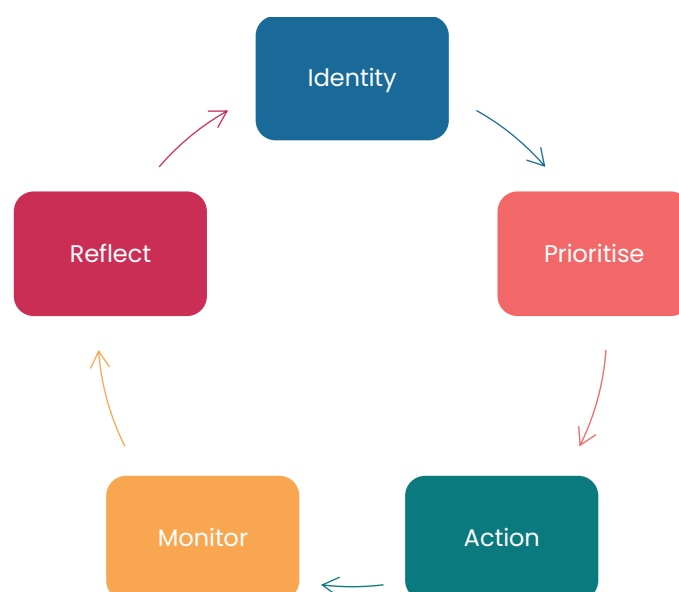
Role	Responsibility
Education and Compliance team	Plans, delivers and evaluates education and compliance activities. Provides guidance, undertakes monitoring and audits, and uses data and insights to identify priorities and improve compliance with registration requirements.
Teacher Engagement and Registration (TER) branch	Oversees VIT's registration functions and ensures registration, education and compliance activities work together to achieve regulatory outcomes.
Professional Practice (PP) team	Leads regulatory work relating to teacher conduct, professional standards and fitness to teach. Provides advice and guidance to help teachers meet their professional obligations and shares expertise, insights and emerging risks to inform education, engagement and compliance activities.
Professional Conduct Branch (PCB)	Leads the management of high-risk and complex matters relating to URTP, including assessment, investigation and enforcement action where regulatory thresholds are met. Shares insights and emerging risks with the Education and Compliance team to inform targeted education, engagement and compliance activities that help protect children and young people.
Other VIT staff	Work together to develop policy, share information and implement regulatory strategies. Contribute to consistent messaging and coordinated stakeholder engagement across VIT.
Employers and authorised delegates	Meet their shared regulatory responsibilities, engage with education activities, address non-compliance and support teachers to meet their registration obligations.

1. Principles

The VIT's approach to education and compliance is guided by the following principles. Together, they inform decision-making, engagement and regulatory activities under this Framework.

Risk-based and proportionate	The VIT responds to non-compliance in a way that is proportionate to the level of risk and takes into account the nature, seriousness and context of the issue.
Prevention-focused	The VIT uses education to build understanding of regulatory obligations, improve capability and reduce the risk of non-compliance before issues arise.
Targeted and evidence informed	The VIT uses data, insights and emerging trends to focus education and compliance activities where they can have the greatest impact.
Consistent and fair	The VIT responds consistently to similar circumstances while allowing for professional judgement where appropriate.
Transparent and accountable	The VIT explains regulatory expectations clearly and carries out its responsibilities with transparency and accountability.
Collaborative and co-regulatory	The VIT works with teachers, employers and sector stakeholders to support shared responsibility for compliance and child safety.
Responsive and adaptive	The VIT uses data, feedback and emerging insights to improve its approach and keep regulatory activities effective and relevant.
Outcome-focused	The VIT designs education and compliance activities to improve understanding, encourage compliance and reduce regulatory risk.

2. Education and compliance cycle



2.1. Identify

The VIT monitors compliance to identify actual and potential non-compliance, emerging risks and opportunities to improve understanding of regulatory obligations across the sector.

The VIT gathers information from a range of sources, including

- monitoring compliance with regulatory obligations
- audits and assurance activities
- notifications of non-compliance, including URTF
- remediation and corrective action activities
- enquiries and common themes identified through VIT contact channels
- website analytics, including page views, resource downloads and user engagement trends
- webinar evaluation and feedback
- information collected through compliance activities and cases
- engagement with teachers, employers and sector stakeholders, and
- employer and system-level data exchanges.

The VIT uses this information to identify priorities, target education and compliance activities, and continuously improve its regulatory approach.

Insights are shared across VIT to support coordinated decision-making and regulatory responses. This includes informing education and engagement activities, building sector capability, and responding to higher-risk instances of non-compliance.

2.2. Prioritise

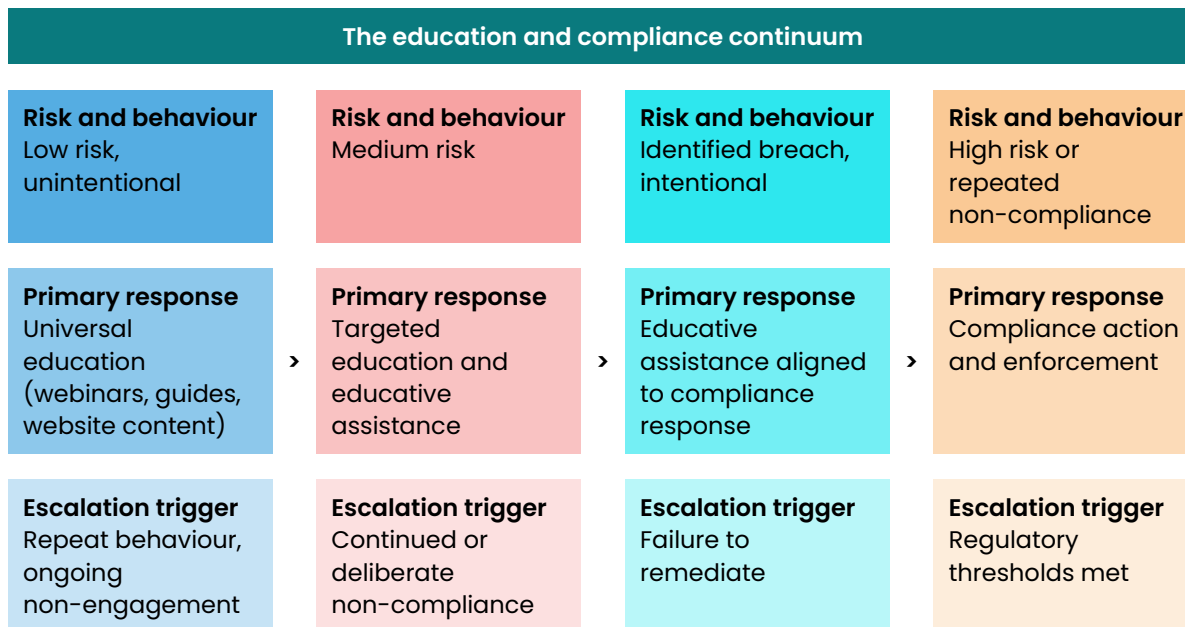
The VIT uses a risk-based and proportionate approach to prioritise education and compliance activities.

Where appropriate, VIT seeks advice from subject matter experts across the organisation to ensure risks are well understood and decisions are informed by specialist expertise. This may include advice on

- registration requirements
- professional standards
- conduct matters
- policy interpretation
- operational impacts, or
- emerging sector trends.

Drawing on specialist expertise helps VIT make consistent decisions and coordinate its regulatory response. It also ensures education and compliance activities are proportionate to identified risks and circumstances.

The education and compliance continuum describes how VIT uses education, educative assistance and compliance responses to address different levels of risk in a transparent and proportionate way. It recognises that education and compliance are complementary regulatory tools that improve compliance outcomes and contribute to the safety and wellbeing of children and young people.



Decisions about where a matter sits on the continuum are informed by the

- level of regulatory risk
- nature and seriousness of the behaviour
- stakeholder's intent, knowledge and capability
- level of cooperation and responsiveness demonstrated.

The VIT may use educative assistance

- proactively, to prevent non-compliance
- in response to identified concerns to improve understanding of obligations
- alongside compliance action, where education may help reduce the risk of repeated non-compliance.

The continuum complements, but does not replace, enforcement or statutory decision-making. Where risk thresholds are met, or non-compliance is serious or repeated, VIT may take formal compliance action regardless of any previous or ongoing educative efforts.

The continuum provides a consistent, coordinated and transparent approach to regulatory engagement. It guides the use of education and compliance activities in a way that reflects the level of risk and circumstances of each matter.

Matters are not required to progress through every stage of the continuum. The VIT determines the most appropriate response based on the circumstances, level of risk and relevant regulatory considerations.

2.3. Action

The VIT takes education and compliance action to address identified risks and improve understanding of regulatory obligations.

The Education and Compliance team works together to deliver a proactive, risk-based and intelligence-led regulatory approach. The action taken will depend on the level of risk and the circumstances of each matter.

Within VIT's regulatory approach, education may be used to

- prevent non-compliance by building understanding of regulatory obligations
- help stakeholders meet requirements through guidance and clarification
- address lower risk non-compliance in a proportionate and educative way, where appropriate.

Compliance action may include

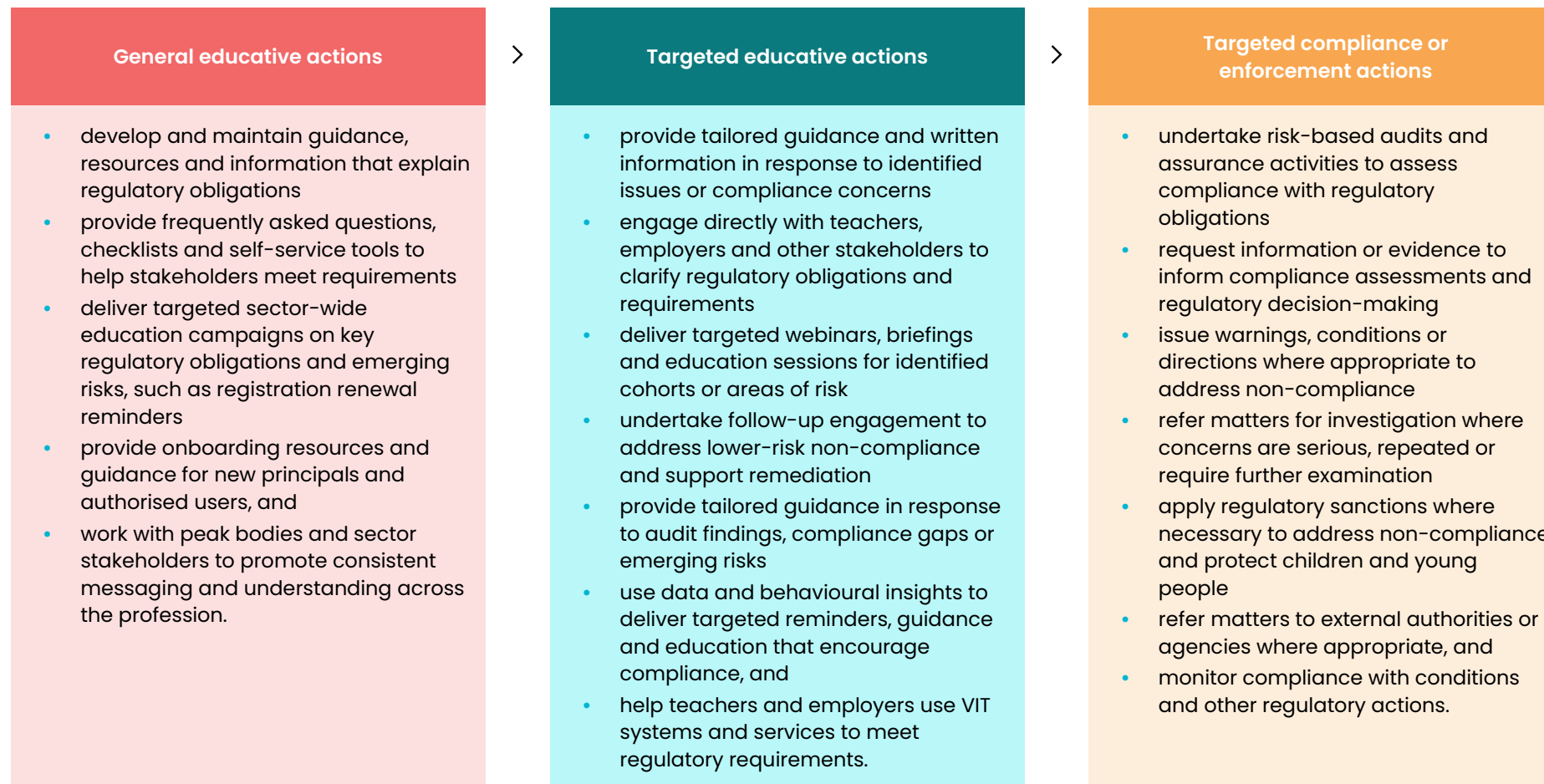
- monitoring and identifying potential non-compliance through data analysis, intelligence and audit activities
- assessing and triaging complaints, notifications and other information
- early intervention through warnings, guidance and remedial actions
- professional learning or practice improvement measures to address lower-level non-compliance
- investigating alleged breaches of professional standards or legislative requirements
- taking enforcement action, where necessary, using VIT's regulatory powers
- providing clear and accessible information to help teachers understand and meet their obligations
- monitoring compliance with regulatory actions and escalating responses where non-compliance continues.

When determining the appropriate response, VIT considers

- risk to children and young people
- the nature and seriousness of the issue
- the stakeholder's intent, knowledge and capability
- compliance history and patterns of repeated behaviour
- the level of engagement and cooperation demonstrated
- the broader sector context, and
- whether education may reduce the risk of future non-compliance.

Education complements compliance and enforcement action but does not replace it. Where appropriate, VIT may use education and compliance responses together to improve understanding, address identified risks and achieve sustainable compliance outcomes.

Actions taken may include the following



The VIT shares insights, data and trends identified through education and compliance activities across the organisation to support a coordinated regulatory approach. This information helps inform education and engagement activities, build capability, and guide regulatory responses.

2.4. Monitor

The VIT monitors the effectiveness of its education and compliance activities to understand what is working, identifying emerging risks and inform continuous improvement.

Monitoring activities include

- tracking compliance trends and patterns, including repeat and preventable non-compliance
- analysing data from audits, notifications (including URTF) and regulatory interactions
- reviewing engagement data, such as webinar participation, website use and resource downloads
- assessing the uptake and effectiveness of education resources and interventions
- monitoring remediation outcomes following education or compliance action, and
- identifying sector-specific risks and systemic issues that may require targeted action.

Monitoring is both

- proactive, to identify emerging risks and opportunities early, and
- responsive, to assess the effectiveness of education and compliance activities.

Insights from monitoring help VIT understand where education, engagement or regulatory action may be needed and how its approach can be improved over time.

The VIT shares these insights across the organisation to support coordinated decision-making. This includes informing future priorities, targeted engagement activities and regulatory responses.

2.5. Reflect

The VIT reflects on the effectiveness of its education and compliance activities to identify what is working, what can be improved, and where future effort should be focused.

Reflection may include considering

- understanding of regulatory obligations
- repeat and preventable non-compliance
- compliance with regulatory requirements
- stakeholder engagement and confidence
- use of self-service and digital services
- the effectiveness of education and compliance responses.

Reflection helps VIT identify lessons, improve regulatory practice and refine future education and compliance activities.

Insights gained through reflection inform future priorities, engagement activities and regulatory responses across VIT.

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