COURSES & PUBLICATIONS
The Education Centre Against Violence (ECAV) is pleased to highlight their recently launched logo and design scheme featured on the front cover.

**Drawings throughout booklet**  
– By Sigrid Herring

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**Senior Educators**  
**Sexual Assault, Mental Health, Domestic Violence & Child Protection**

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<td>Catharina</td>
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**Aboriginal Program Area**

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**Management**

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Directors’ Messages

Director’s message

The NSW Health Education Centre Against Violence (ECAV) is a clinically based state-wide training organisation that has been pivotal in maintaining professional standards of practice within NSW Health and across government. Service delivery to victims of interpersonal violence requires high level strategic and clinical skills. The ECAV training team works tirelessly to ensure staff are provided with high quality learning opportunities that enhance these skills. When they are not teaching they are working behind the scenes on strategic planning and policy development to improve systems and structures to make it easier for victims to access better services.

Some of our training would not occur without the partnerships we have in place, so I would like to take this opportunity to thank the following organisations, Family Planning NSW, NSW Health Refugee Health, Health Care Interpreter Services, NSW Health Child Protection Trainers and Aboriginal Family Health Network and Newstreet Services.

ECAV continues to hold a strong victim centred focus. I am hopeful that the Royal Commission into Child Sex Abuse in Australia will provide a forum that will enable men, women and children who have been abused, to come forward in safety, for validation and healing. As an organisation, we will do whatever we can to support and assist this important process.

Lorna McNamara

Associate Director’s message

This Courses & Publications Booklet contains detailed information of available ECAV courses and resources. The ECAV website has been refurbished to make it easier to find specific course information such as dates and locations, as well as better access to learning materials.

ECAV has over 70 available courses, this Booklet has been designed to highlight those courses restricted to NSW Health workers (single agency) and others where our interagency partners are invited (multiple agency). The flipside of this Booklet features ECAV’s Aboriginal programs to make it easier to navigate.

Our administration and information technology teams are a group of highly skilled and committed workers. They underpin all of ECAV’s work and allow us to be flexible and respond to demands across various workforces.

I welcome you to request our training for your colleagues and interagency partners in your local area. See the menu “Courses – Requesting and Attending Courses” on the ECAV website for more details.

Joanne Campbell
The Education Centre Against Violence

Who we are

The Education Centre Against Violence (ECAV) NSW Health is based in the grounds of Cumberland Hospital in North Parramatta. The Centre is a state-wide unit responsible for training programs in the specialised areas of adult and child sexual assault, domestic and Aboriginal family violence and physical and emotional abuse and neglect of children across NSW. ECAV provides the mandated training for specialist child protection, sexual assault and Aboriginal family health workers, as well as targeted training to mental health and drug and alcohol workers. Courses are provided at locations across the state in metropolitan, rural and remote areas. The Centre provides learning and resource development services; clinical and policy consultation and supervision and community development programs.

ECAV is also highly regarded for the provision of these services to other government agencies and non-government organisations (NGOs). The Centre is in demand for training in the complex areas of Aboriginal cultural competency, children under ten who engage in sexually harmful practices, same sex domestic violence, abuse of older people, Aboriginal family violence and domestic violence routine screening.

Training philosophy & vision

The central focus of ECAV training is to improve the emotional, social and physical wellbeing, protection and safety for victims of interpersonal violence. This is achieved by providing NSW Health workers and their partner agencies with innovative and creative learning opportunities that build their capacity to respond and work effectively with children, women and men who have experienced violence and abuse. The training is regarded as a ‘learning experience’ where participants are provided with a sound, well researched framework, to critically evaluate a myriad of therapeutic models, interventions and tools. There is a danger in providing tools without a sound theoretical framework as workers may find themselves working outside of a victim focussed context. Our training encourages reflective practice, where personal values can be analysed in relation to professional practice.

ECAV strives to support workforces to embrace cultural safety and consider the impact of white privilege on service delivery. Our vision is that workers in this field are supported to deliver the full range of therapeutic clinical practice from individual counselling and family work to advocacy and case management. We hope that this work is underpinned by child focussed, victim centred and trauma informed approaches, with collaborative practice always being a key component.

A co-facilitation model is commonly applied to maximise learning opportunities and to ensure emotional safety and wellbeing of participants. A combination of didactic, group and self-paced exercises are adopted, underpinned by adult learning principles, ensuring participants have the opportunity to integrate their learning into practice that fits with their role and agency context.

Given the sensitive nature of ECAV training, setting up safety is a critical process allowing adequate time for reflection, debriefing and confidential disclosures. We recognise that interpersonal violence doesn’t discriminate and exists across all cultures, socioeconomic groups and professions. It is necessary that the facilitators have a combination of training and clinical experience so they can provide safe and supportive responses to individual workers and to the group as a whole, in order to maximise learning and personal growth.

ECAV management takes evaluation seriously as we rely on workers in the field to guide us in the development of pathways for future learning. We have put in place systems to monitor the learning needs of participants and to track improvements in building skill, knowledge and confidence in the work. The new website will have a Compliments and Complaints Register which will be monitored regularly and your feedback will be integrated into our curriculum development processes.

Evaluation results to date have shown positive learning experiences and have strengthened our resolve to continue to deliver face-to-face training over a series of days, to facilitate attitudinal shifts and integration of skills and knowledge into practice. We offer multi-media training opportunities via an Online Learning Centre which is designed to support the face-to-face learning environment.
ECAV Training

Training philosophy & vision

ECAV acknowledges that training is one form of professional development. Practitioners from diverse disciplines and agency settings learn and develop their practice in a range of contexts, apart from formal ‘classroom-based’ workshops. Our intention is that the training offered by ECAV complements and supports workplace learning, mentoring and supervision.

We also recognise that professional responses to interpersonal violence need to reflect the multi-dimensional nature of these issues. This means that we require a workforce that is capable of both specialist responses and of ‘joined-up’ inter-agency working. Consequently, we see that there is a need for both single agency / uni-professional training and for multi-agency / multi-professional training. The ECAV training calendar reflects these dual needs by offering training that falls into two broad categories.

Single-agency & uni-professional training

Some courses and workshops have been designed for specific professional groups and / or tailored to the needs of individual agencies. Applications for these training programs are closed to workers outside of the target groups that are designated in the course descriptions. The target groups for these workshops are colour coded S.

Multi-agency & multi-professional training

Many of our training programs are open to workers from a range of agencies, across both government and non-government sectors. Applications for these programs are encouraged from diverse sectors. The target groups for these workshops are colour coded M.

A note on terminology:

There are a range of terms currently in use to describe training programs that bring together workers from multiple different agencies and professional backgrounds. Often these terms are used interchangeably. Many people find this confusing. In an effort to provide some clarity about these terms, ECAV has adopted the following definitions, which we hope will assist communication about this important area of professional learning and development.

**Multi-agency training** refers to any training situation where workers from more than one agency learn together, side-by-side. This is also referred to as ‘joint’ or ‘shared’ training. Participants in this training are generally exposed to the same content and the emphasis is on learning with each other so that consistent messages are conveyed across sectors. There may be some exchange of information and ideas, but this is not necessarily the case.

**Cross-agency training** refers to training in which workers from one agency ‘cross-train’ staff from another agency. This is most often delivered via guest presentations, either as ‘stand-alone’ short sessions, or structured into larger single agency programs, frequently involving a panel of presenters who represent a range of different service providers. In this model, the focus is on participants learning about each other.

**Inter-agency training** refers to a type of training, the specific purpose of which is to improve coordination and collaboration among the participating agencies. There is a focus on acknowledging the specialist expertise that each agency brings to the learning situation, with a clear objective of improving inter-professional understanding. The ultimate aim is more integrated service provision for clients. In this type of training, activities are typically highly interactive as the emphasis is on learning from each other, as well as learning with and about each other. Ideally, this type of training involves participants from key agencies in approximately equal numbers. This mix of participants is often difficult to achieve due to practical and logistical considerations. For this reason, inter-agency training tends to be less commonly provided than either multi or cross-agency training.
Our Team

Statewide training team

Catharina Webb, JIRT Health Statewide Workforce Development Officer, Sexual Assault and Mental Health Team Leader. Catharina has worked as a counsellor, supervisor and service coordinator, mainly with sexual assault services in both NSW Health and community organisations. Catharina has a strong belief in the capacity of children and young people to recover from trauma and the responsibility of adults to support that recovery.

“I am committed to encouraging other workers in supporting people who have experienced sexual abuse, and in working to influence systems to be more responsive to the needs of children, young people and families.”

Denise Voros, Domestic Violence Statewide Educator. Denise has worked in the areas of domestic violence, youth health and child protection as an educator, community development and case worker. She has primarily worked with migrant and refugee communities in both the government and non-government sectors. She has recent experience in policy development and managing youth health services in the Northern Territory.

“I am committed to working towards the elimination of violence against women and children.”

Eva Adamkiewicz, Cultural Equity Statewide Educator. Eva has overseas training and experience in journalism. She has extensive experience in counselling, casework, community development, group work, training and management. For the last 20 years she was working with the individuals and groups of different cultural and linguistic backgrounds on health and welfare issues.

“I am committed to raising awareness and working towards the elimination of domestic violence among communities of CALD backgrounds.”

Ivan Clarke, Clinical and Educational Consultant for the Strong Aboriginal Men’s Program. Prior to starting with ECAV, Ivan was the senior Aboriginal Counsellor with Link-Up NSW specialising in supporting stolen generation clients with alcohol and other drug issues, trauma, grief and loss, dual diagnosis and mental health issues. In the last 10 years Ivan has worked in the social welfare/counselling field at the WHO’s Rehabilitation facility, Foundation house and the Salvation Army Foster House. He plays a critical role in the implementation of ECAV’s Strong Aboriginal Men’s Program, is a consultant for the community development program Weaving the Net and is a member of the Aboriginal Communities Matter Advisory Group (ACMAG).

“I strongly desire to be a driving force for Aboriginal men to reclaim our pride and dignity by supporting ourselves, our families and our communities.”

Jane Adams, Aboriginal Child Protection Statewide Educator. Jane is a Kamilaroi woman and has over 15 years experience working with Aboriginal people and communities to address issues of family/domestic violence, drug and alcohol and more recently education on developing skills to respond to child protection, child sexual assault and child abuse/neglect.

“I am passionate about keeping all kids safe from all forms of abuse. As well as helping parents understand the impacts of this abuse. My other big passion is to educate our young people about the impact of domestic violence.”

Jane Uebergang, Child Protection Statewide Educator. Jane has worked for over 25 years with women, children and families and teaching/training adults in social welfare. Jane worked for 10 years in child protection services in the UK as a social worker, manager and Independent Chair. Prior to this, Jane worked in the areas of sexual assault, community health and Women’s health. She has extensive skills in counselling, groupwork, supervision, training and teaching.

“I am committed to supporting workers to develop their skills to ensure that children are kept safe from harm and reach their full potential.”

Jussey Verco, Mental Health Sexual Assault Statewide Education Officer. Jussey has worked extensively for the last 18 years in the areas of domestic violence, child sexual abuse and mental health. She has worked predominantly in South Australia, but recently moved to NSW. She has provided supervision, counselling, facilitated therapeutic groups in each of these areas, and has been involved in community development projects to provide education to agencies and to address the impact of violence and abuse on people’s lives.

“I have a commitment to work and education which assists in reducing the incidents of interpersonal violence and to support survivors to reclaim their lives from the impacts of abuse and violence.”
Our Team

Statewide training team (continued)

Kathy Horne, Domestic Violence and Child Protection Team Leader. Kathy has over 20 years experience providing therapy, supervision, management and training in government and non-government organisations, and in private practice with a focus on trauma work. Kathy has specialist skills in child protection, family therapy and working with young people.

“I am committed to supporting workers in further developing their practice to better support children and young people.”

Lynn Mitchell, Sexual Assault Statewide Educator. Lynn has extensive experience in providing counselling, supervision, management and training. She has worked in the area of sexual assault and victims of crime for over 25 years and she has an interest in improving the participation rights of victim/witnesses in the criminal justice system as well as working towards legislative reform.

“I have strong belief that by working together we can reform the legal system to be more responsive to the needs of people who have experienced interpersonal violence.”

Marlene Lauw, Aboriginal Family Health Statewide Educator. Marlene is a Wiradjuri woman who has had extensive experience working with Aboriginal communities providing support, counselling, advocacy and group work. She has specialised skills and knowledge in competency based training, workforce development, in the areas of trauma, healing, family violence, sexual assault and child protection.

“I am dedicated and passionate about working with community in reducing incidents of interpersonal violence through education.”

Raelene Boxwell, Sexual Assault Statewide Educator. Raelene has extensive experience in providing counselling, supervision, management and training. She has worked in the area of sexual assault and specialised in providing services to young people who have experienced all forms of abuse.

“I am committed to supporting workers through education to provide the best possible care for people who have been sexually assaulted.”

Sarah Stewart, Senior Project Officer. Sarah currently works at ECAV 2 days a week, job-sharing with Kathy Horne on the Intersectoral Domestic/Family Violence Education and Training Project. Her background includes many years working in the community sector providing domestic violence support services. She has extensive experience as an adult educator / trainer across a range of diverse sectors, in both government agencies and NGOs. Sarah is currently working on a research project investigating inter-agency work and learning. She is committed to supporting practitioners to deliver the best possible outcomes for women and children experiencing violence.

“I am committed to supporting practitioners to deliver the best possible outcomes for women and children experiencing violence.”

Sigrid Herring, Aboriginal Family Health Statewide Educator. Sigrid has over 20 years experience working with Aboriginal families and communities and has specialist skills in community management, case management and group work. She has extensive training experience in Aboriginal cultural competency, community development, governance and family violence.

“You can’t work hard enough or long enough for my people.”
Information Technology

Lily Bonnici, Librarian. Lily has over 30 years experience in knowledge management, concentrating her efforts in special libraries. She offers skills in organisation and research and has a commitment to improving conditions for people who experience sexual assault and domestic violence.

"I offer skills in organisation and research and am committed to improving conditions for people who experience sexual assault and domestic violence."

Vanessa Dray, Information Technology Analyst. Vanessa has high-level information technology skills including multimedia, web and trouble shooting. She manages the ECAV IT equipment, website and intranet site. She also has vast event management experience and manages ECAV events which include international guest speakers, graduations and state-wide forums.

"Information technology is an essential component of, and plays an important part in our organisation. I am always keen to analyse current practices to put the best technology and systems in place."

Administration

Ann Pereira, Office Manager. Anna manages the administration team and handles the day to day running of the office, including accounts, enquiries, building maintenance and stock for the office and workshops. It is essential for the administration team to streamline processes and maintain accuracy across all areas. She is dedicated in ensuring the team is consistent and procedures are aligned within ECAV.

"The three great achievements are... self discipline, hard work and total commitment."

Almas Homayunfar, Administration Officer. Almas assists with daily administrative duties. Her primary task is to ensure that the calendar is up to date. She is meticulous with the training calendar as it is essential to the development of various processes of the organisation.

"The only limit to your success is the limit on your commitment."

Management

Lorna McNamara, Director. Lorna has been Director of ECAV for nine years and prior to that was the senior health educator for the mental health and sexual assault portfolio. Lorna has had an active role in research projects such as Every Boundary Broken, which was pivotal in establishing policy on sexual safety in NSW mental health services. Her current focus is the development of qualification pathways to support an Aboriginal workforce skilled in case management and counselling in the areas of sexual assault, family violence and child abuse.

"If ECAV is to remain relevant, then the voices of those that have experienced violence and abuse must always guide our work."

Jo Campbell, Associate Director. Jo has many years experience working in the area of sexual violence, both in NSW and Tasmania. She has specialist skills in working with children and adults who have experienced trauma. She also offers training and management skills and one of her major projects is managing the training calendar.

"It is my personal and professional obligation to make a difference to the lives of children, women and men who have been violated and discriminated against."
There are several options for requesting ECAV training:

1) Single agency / uni-professional training

   a. NSW Health workers are invited to request customised programs with registration restricted to their own target group. Heavily subsidised course fees apply to NSW Health workers.

   b. Organisations external to NSW Health can request a customised ECAV program with registration restricted to their own target group. A fee for service is charged to the requesting organisation for curriculum development, training delivery and administration.

2) Multi-agency / multi-professional training

   a. NSW Health workers are invited to request available ECAV courses where registration is open to eligible workers from other agencies (with priority given to NSW Health). Heavily subsidised course fees apply to NSW Health workers and subsidised course fees apply to other participants. (See page 15 for Course Fees)

   b. Workers external to NSW Health can request an available ECAV course, with registration open to eligible workers from other agencies (priority given to NSW Health). Subsidised course fees apply to all participants.

In all instances, the requesting organisation and/or worker is expected to provide and fund a wheelchair accessible venue, morning and afternoon tea for each day of the workshop and necessary training equipment. A local contact person should be identified to liaise with the designated ECAV Course Co-ordinator. This person is responsible for flyer distribution, local workshop promotion, WH&S assessment of the training venue and assistance on the day of the training (See menu “Courses – Requesting or Attending Courses” on the ECAV website for further information about what’s involved when requesting an ECAV course). Where course fees apply, requesters can negotiate with the ECAV Course Co-ordinator to secure 5 free places in the workshop.

For the delivery of all courses, ECAV is responsible for developing the course flyer, managing course registrations, scheduling dates and trainers, supplying all training materials and participant resources. Each course is assigned a closing date (5 weeks prior to the course), the local contact person is required to make contact with the ECAV Course Co-ordinator at least 3 months prior to this date so that they can distribute the flyer through their networks and ensure there will be enough participants to run the course. ECAV usually requires a minimum of 12 participants and a maximum of 25 participants.

The ECAV Course Co-ordinator will liaise with the local contact person via telephone on the closing date to discuss the selection of participants and administration of confirmation letters to applicants. Once the course has closed, the ECAV Course Co-ordinator will arrange to send out acceptance, non-acceptance and waiting list letters.

All workers and organisations are invited to contact the Associate Director at ECAV to discuss their training needs and to submit training requests (see the menu “Courses – Requesting or Attending Courses” on the ECAV website to submit an online Training Request).

Closing dates for future ECAV Training Requests

- The final closing date for July-December training requests is 1st April.
- The final closing date for Jan-December training requests is 1st August.
Attending ECAV Courses

Eligibility to attend courses
ECAV courses are available for NSW Health and government and non-government workers employed to provide services to children and adults who have experienced sexual assault, domestic or Aboriginal family violence and/or physical and emotional abuse and neglect. First priority is given to NSW Health workers (i.e., employed by NSW Health) and in the spirit of multi-agency collaboration, services/workers external to NSW Health are encouraged to attend multiagency courses at subsidised rates. Courses are usually not suitable for, or available, to the general public. Some exceptions to this rule are the Aboriginal community development programs.

NSW Health Specialist courses
These courses are specifically designed for NSW Health employees in designated specialist sexual assault and child protection counselling positions. There are additional courses designed for NSW Health domestic violence, drug and alcohol and mental health workers. These courses are classified as ‘single agency / uni-professional’.

Applying to attend courses
Applications may be made via the ECAV website or emailing a completed application form. Refer to the menu “Courses- Requesting and Attending Courses” on the ECAV website for application details. Alternatively, you can contact the designated ECAV Course Co-ordinator to access a course flyer. Please note, your application does not automatically mean acceptance into the course. If there are more applicants than available places, priority is generally given to workers in NSW Health services. Please wait until you have confirmation of acceptance before making any travel or accommodation arrangements.

Confirmation of acceptance
Shortly after the closing date for the listed course, a letter will be sent to you either confirming your acceptance into the course or indicating that your application has not been accepted. In this instance, you may be placed on a waiting list. If your application has been accepted, the letter will give details of the course date, venue, time, course fee and any other information specific to the course.

Payment
Course fees are to be paid no later than 2 weeks after completion of the course and can be made via cheque, credit card or online electronic fund transfer (EFT). Cash payments will not be accepted.

Payment options:
1) Cheque – attach a cheque with the tear off portion of the invoice and return it to ECAV
2) Credit card – complete the tear off portion of the invoice with credit card details and fax to ECAV on (02) 9840 3754
3) EFT – email the ECAV Office Manager with the payment receipt number and ECAV invoice number after payment has been made (Maryann.Pereira@swahs.health.nsw.gov.au)

Access
If you have any questions about particular access/mobility requirements, please contact the designated ECAV Course Coordinator. All ECAV training venues are subject to a non-smoking policy, as smoking in ECAV Training Venues is prohibited.

Complaints register
ECAV Management is committed to resolving complaints in a timely and effective manner. Any complaints that can’t be resolved with the ECAV Trainer or Course Co-ordinator should be brought to the attention of the Director or Associate Director. These matters will be followed up promptly and entered onto a Complaints Register for quality improvement of future courses.
ECAV delivers nationally recognised qualifications through the NSW Health Registered Training Organisation (RTO). Nationally recognised qualifications can be identified by the VET and NRT logos. VET courses delivered by ECAV feature these logos.

ECAV now offers six courses that are posted on the NSW Health RTO Scope.

- 91562NSW Certificate IV Aboriginal Family Health (Family violence, sexual assault & child protection)
- 91507NSW Advanced Diploma in Aboriginal Specialist Trauma Counselling
- EV96 Practical skills in responding to people who experience domestic violence (which includes the units of competence CHCDFV301A, CHCDFV402C & CHCDFV403C)
- EV10 Skills in child protection for Aboriginal workers (which is mapped to the unit of competence CHCCHILD401b)
- EV86 Competent responses to Aboriginal sexual and family violence (which includes the units of competence CHCDFV402C, CHCDFV406C & HLTHIR404B)
- 15EV132 Keeping children and young people safe: The complexities of working with substance using parents (which is mapped to the unit of competence CHCCHILD401B).

Recognition of Prior Learning (RPL)

ECAV acknowledges that competencies are gained in a variety of ways. Candidates can apply to obtain RPL by completing the appropriate application form. Further information about the RPL process can be found in the RTO Participant Handbook and both the form and the Participant Handbook can be obtained from the ECAV Course Co-ordinator.

Pre-requisites

There are pre-requisites for some ECAV courses throughout this booklet. These are stated with course information where required. This is to ensure that all participants have the foundational knowledge required to develop skills in specialised areas. If you have not attended the pre-requisite course but feel that you have equivalent knowledge and skills, please contact the ECAV Course Co-ordinator for a RPL Form and send it in with your course application.
Course Fees

ECAV Course Fees are heavily subsidised for NSW Health workers and subsidised for all other workers in NSW. These fees always apply to NSW Health workers and only apply to workers external to NSW Health where there is open registration (i.e. for workshops classified as for a /multi-agency/ target group). Free training is limited to specific ECAV courses to address equity issues and priority policy initiatives. Course fees include GST. If you are a NSW Health worker and the cost interferes with your ability to access a course, please contact the ECAV Course Co-ordinator.

Below is an outline of fees.

NSW Health Sexual Assault and Child Protection Counselling Services workers
- Attending specialist training: no charge
- Attending all other training: $80 per course

All other NSW Health workers: $80 per course

All NSW workers external to Health (govt & non-govt) cost as per number of course days:
- Day 1 of course: $80
- Day 2 of course: $60
- Day 3 of course: $40
- Day 4 of course: $20
- Day 5 of course: no charge

Private practitioners & interstate participants attending NSW training: $150 per day

Free ECAV Courses

Free ECAV Courses available to NSW Health workers:
- EV34 Domestic violence & child protection for maternity & child & family health nurses
- EV63 Domestic violence routine screening (DVRS) implementation
- EV86 Competent responses to Aboriginal sexual and family violence
- EV92 NSW Health child protection and child well being facilitator training
- EV153 NSW Health Aboriginal child protection and child well being facilitator training
- EV155 Familiarisation with secondary risk assessment tools

Free ECAV Courses available to other workers in NSW:
- EV16 Interpreting for people who have experienced domestic violence
- EV112 Domestic violence for bilingual community educators
- EV117 Interpreting for people who have experienced sexual assault
- EV118 Violence against women in refugee communities

Free ECAV Courses available to NSW Mental Health Services workers:
- EV07 Utilising a trauma-informed framework in responding to child and adult sexual assault for mental health professionals
- EV77 Childhood trauma & neglect for child & adolescent mental health workers
- EV97 Adult and child sexual assault for consumer support workers
- EV114 Implementing sexual safety from sexual assault and harassment in mental health inpatient units
- EV139 Implementing safety from sexual assault and harassment in child and adolescent mental health inpatient units.
Course Fees

Courses primarily for NSW Aboriginal workers $80 per course
EV03 Rural responses to Aboriginal family violence
EV09 Domestic violence Aboriginal core training
EV10 Skills in child protection for Aboriginal workers
EV29 Child sexual assault for Aboriginal workers
15EV127 Defining healthy boundaries when working in Aboriginal communities
15EV128 The sexual assault of Aboriginal boys & men: A 3 day workshop
15EV135 Uncovering the shame: Responding to the abuse of Aboriginal older people
15EV152 Working with Aboriginal parents who have experienced child abuse and neglect

Courses for NSW Aboriginal Community members no charge
Weaving the Net
Strong Aboriginal Women Program
Strong Aboriginal Men Program

Guest presenters
Fees and charges apply to ALL applicants for conferences and forums that involve International or high profile Guest Speakers.

Fees and charges for competency-based training
91507 NSW Advanced Diploma of Aboriginal Specialist Trauma Counselling
Aboriginal Family Health Workers (attendance & assessment) no charge
Aboriginal Workers employed by NSW Health (excludes health funded NGOs) (attendance & assessment) $160 per module
Aboriginal workers from community controlled & NSW Health funded services (attendance & assessment) $200 per module
Other NSW Aboriginal workers (attendance & assessment) $250 per module
Interstate Aboriginal workers (attendance & assessment) $280 per module

Total costs to be paid prior to commencement of Module 1

91562 NSW Certificate IV Aboriginal family health (family violence, sexual assault & child protection)
Aboriginal family health workers (attendance & assessment) no charge
Aboriginal participants from NSW government & community controlled health-funded services (attendance & assessment) no charge
All other NSW Aboriginal participants (attendance & assessment) $100 per module
Interstate Aboriginal participants (attendance & assessment) $150 per module

Recognition of current competency
- Aboriginal family health workers $100 per module
- All other participants $200 per module
Course Fees

EV92 NSW Health child protection and child well being facilitator training
15EV153 NSW Health Aboriginal child protection and child well being facilitator training
- NSW Health workers only (attendance & assessment) no charge

15EV132 Keeping children and young people safe: The complexities of working with substance using parents
Attendance without assessment course fees apply
Attendance with assessment
- NSW Health workers $60 to complete competency
- All other participants $80 to complete competency

EV96 Practical skills in responding to people who experience domestic violence
Attendance without assessment course fees apply
Attendance with assessment
- NSW Health workers course fee plus $180
- All other participants course fee plus $240

EV86 Competent responses to Aboriginal sexual and family violence
Attendance without assessment
- NSW Health Workers no charge
- All other participants course fees apply

Attendance with assessment
- NSW Health workers no charge
- All other participants course fee plus $240 to complete competencies

EV10 Skills in child protection for Aboriginal workers
Attendance without assessment $80
Attendance with assessment
- NSW Health workers no charge
- All other participants $80 to complete competency

Cancellations: Unexpected difficulties can prevent attendance at courses. Please notify the relevant ECAV Course Coordinator, either by e-mail or telephone, as soon as possible, if you are unable to attend so that the place can be offered to someone on the waiting list. Participants cancelling in less than 7 days will attract a $80 cancellation fee. Participants cancelling in less than 3 days will attract a minimum penalty of $100 cancellation fee or the cost of the course.

Local levy: A small levy may be charged in rural and regional areas by the local coordinating agency to cover the cost of the venue and catering. However, this must be negotiated with the ECAV Course Coordinator and is managed by the requesting agency.
The information was delivered clearly and completely. I have the opportunity to learn more about SARA in great depth, I have more respect and understanding of the case workers who use the tools.

The facilitator’s knowledge, language and manners were fantastic. Keep up the good work!

This workshop should be compulsory for social workers. I intend to feedback new knowledge to my colleagues who work with CS regularly.

It was excellent! Nicely presented and responsive to local needs.

Very useful to have cross agency information as this can assist in improved professional relationship.

I’ll be able to advocate for families we are working with. Great to have CS and Health Co – facilitating. Thank you.

Child Protection Courses Available For Request
### Child Protection

#### Putting child protection on the radar: A course for NSW Health

**NSW Health specialist sexual assault services**

**Target Group:** NSW Health specialist sexual assault services

**Description:** Recognition is increasingly being given to the fact that many children and young people engaged with NSW Health Sexual Assault Services (SAS) are presenting with complex histories and current risk of, child physical abuse and emotional abuse and neglect. It is also acknowledged that a number of their parents/carers may also be living with the impact of child abuse and neglect, and that at times this may influence their parenting styles and relationships.

This 3 day course will provide SAS workers with information about the incidence, dynamics, indicators and effects of the wide spectrum of child abuse and neglect. A focus will be on working with cumulative harm in relation to children who have been exposed to multiple forms of abuse and adverse life events over time. Links will be made to important theories around child development, brain development, attachment and good enough parenting will be illustrated through research. Therapeutic skills in case management, advocacy, family work and counselling will be strengthened. Participants are invited to explore the application of a child protection framework to their current clinical practice.

The training is mapped to a unit of competency from the national CHC08 Community Services Training Package (2008), CHCCHILD401B, Identify and Respond to children and young people at risk. Workers have the option of being assessed and receiving a Statement of Attainment in this competency.

**Learning Outcomes:**
- Discuss the prevalence, demographics, social attitudes, signs, dynamics and impacts of child abuse and neglect.
- Define practice in relation to cumulative harm in the context of sexual assault work.
- Identify child protection legal and statutory responsibilities.
- Apply clinical interventions to address the effects of child abuse and neglect for children and young people.
- Demonstrate knowledge of engaging parents/carers with complex histories of trauma whilst ensuring safety of children.

**Course Length:** 3 days

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#### Working with serious physical abuse and neglect: Improving NSW Health responses in an interagency context

**Target Group:** Emergency department registrars and nurses, social workers.

**Description:** Health workers in Emergency departments encounter children and young people who have experienced physical abuse and neglect. A number of these presentations are not immediately clear, leaving workers to accurately identify the nature of the injuries and their impact. Appropriate coordinated interagency responses to ensure the safety, welfare and well being of these children and young people will be explored. This 2 day course will identify some of the features of difficult presentations and consider best practice responses across a range of metropolitan, regional and rural locations.

**Learning Outcomes:**
- Identify unusual, inconsistent presentations and cumulative harm presentations.
- Describe best practice responses to complex presentations.
- Define a range of protocols and strategies to collaborate in an interagency context.
- Apply these principles to a number of case studies.

**Course Length:** 2 days
NSW Health child protection counselling services training

**Target Group:** NSW Health child protection counsellors only.

**Description:** This course provides a comprehensive introduction to working with children, young people and their families where there are child protection concerns using a trauma informed framework. Topics include: engaging and working with families, the interface between child physical and emotional abuse and neglect and domestic violence, interagency collaboration, evaluation of theoretical approaches and models for intervention, case management and assessment tools. There will also be a specific focus on practice issues such as working with children, skills for father friendliness, good enough parenting, ethical dilemmas, and vicarious trauma. Participants complete a short work based project, which aims to enhance knowledge of therapeutic intervention within a NSW Health child protection context. This involves delivery of 2 weekly programs (EV61 & EV62) scheduled over the Calendar year to allow for time between training to integrate new learning into practice.

**Learning Outcomes (Part 1)**

- Examine best practice principles in effective engagement, management and intervention with semi voluntary clients.
- Evaluate and apply best practice principles in case planning, assessing parenting capacity and working with domestic violence in a NSW Health context.
- Explore intervention strategies in working with domestic violence, emotional abuse and neglect.
- Explore the NSW Health policy and interagency context.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

**Course length:** 1 week

**Learning Outcomes (Part 2)**

- Critically evaluate the aims and use of a variety of therapeutic models for intervention in Child Protection Counselling work.
- Examine best practice principles in working with children, young people and their families who have experienced trauma.
- Explore competencies in child protection counselling work such as father friendliness, resilience, documentation and restoration work.
- Explore different challenges of rural and metropolitan work in Child Protection Counselling Services.
- Develop strategies for working with Aboriginal communities.

**Course Length:** 1 week

*Part 1 is a pre-requisite for Part 2. Separate application forms must be filled in for both Parts.*
Child Protection

**Case managing child well being and child protection concerns within the NSW Health context**

**Target Group:** NSW Health workers with a child well being and child protection role.

**Description:** The importance of integrating services and developing a unified approach between government and non-government agencies are a key component of the NSW government Keep Them Safe child protection reforms. This 2 day course will explore some current case management models currently used within a child protection context, with a particular focus on children just under the threshold of risk of significant harm who come into contact with NSW Health services. Establishing and maintaining engagement with parents while balancing the needs and protection of the child and/or young person will be considered. Participants will have the opportunity to practice application of these models with case scenarios.

**Learning Outcomes:**
- Explore some of the case management models framed within a child wellbeing and child protection context.
- Define ways of establishing engagement with children, young people and parents/carers.
- Describe best practice principles in case management.
- Practice application of case management models.
- Identify evaluation and outcome strategies.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

**Course Length:** 2 days

**NSW Health Child Protection and Child Wellbeing Facilitator training:**

**Target Group:** NSW Health workers.

**Description:** This course is compulsory for all facilitators/trainers who wish to deliver CHCCHILD401B Identify & Respond to Children and Young People at Risk (2-3 hour and/or full day).

**Day 1:** Trainers wishing to deliver the 2-3 hour and/or full day program must attend Day 1, this covers familiarisation with and explanation of how to use the learning resources, and discussion of the challenges of delivering this material and identification of strategies to overcome these challenges.

**For metropolitan workers: Day 2:** Those who wish to deliver the full day program and assess against the unit of competency CHCCHILD401B must attend both Day 1 & 2. Day 2 includes familiarisation with the Assessment Manual and Marking Guide and encompasses discussion on how the assessment strategies can be utilised in assessing competence in CHCCHILD401B. Following Day 2, participants are to complete assessment activities to demonstrate skills in assessment.

**For rural workers: Day 2:** This provides an opportunity for workers to experience the face to face delivery of the materials. It will simulate the one day course and provide participants with an opportunity to review how they might deliver the materials within the time frame allowed and develop their own competence and knowledge to facilitate the course.

**Pre-requisites:**
- **Day 1:** Facilitators need to have demonstrated skills, experience and knowledge of child protection and complete a question and answer test in order to have attendance confirmed.
- **Day 2 (metropolitan):** To attend Day 2 and be able to assess competency, facilitators will need to hold a qualification in training and assessment (TAA) or training and (TAE), and submit a copy of this qualification with their registration to ECAV.
- **Day 2 (rural):** Attendance at Day 1

**Day 1 Learning Outcomes**
- Outline knowledge of the content material in the training programs.
- Identify strategies to deliver these programs to NSW Health staff.
- Discuss customisation of the training programs to suit the learning needs of participants.
- Identify child protection issues that may arise during the training and develop strategies to respond.
- Practice delivery of a small section of the training program.

**Day 2 Learning Outcomes (assessment)**
- Examine assessment against the Unit of Competency, CHCCHILD401B Identify & Respond to Children and Young People at Risk in the context of NSW Health.
- Identify assessment methods contained in the Assessor’s Guide.
- Explore challenges in assessment in a child protection context.

**Course Length:** 2 days
Child Protection

Familiarisation with Safety and Risk Assessment (SARA) tools

**Target Group:** NSW Health workers, other Government and NGO workers

**Description:** This course will introduce workers to Community Services’ Structured Decision making tools. Through the use of a case study, it will identify the rationale and implementation of each of the tools. It aims to equip workers with a working knowledge of the tools used by their interagency colleagues and how to support coordinated intervention with children and young people at risk of significant harm.

**Pre-requisite:** Completion of a child sexual assault or a child abuse and neglect course, or attendance at the one day NSW Health ‘Identify and respond to children and young people at risk’.

**Learning Outcomes:**
- Describe and discuss the use of a structured decision making tools used by Community Services.
- Apply the tools to a case study.
- Discuss the tools’ relevance to child protection work.
- Enhance interagency collaboration through the use of shared language and common understandings.

**Course Length:** 1 day

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The role of Infant Observation principles in assessing and encouraging ‘good enough’ parenting

**Target Group:** Child Protection Counsellors, Child Sexual Assault Workers, Child and Family Health Counsellors and workers who see children and families in a clinical setting.

**Description:** While working with families with infants and young children, there is a wealth of information available to the practitioner that facilitates purposeful observation to make sense of the range of parent / carer – child interactions. This 2 day workshop has been developed to share information gained during a study fellowship to the Tavistock and Portman Clinic in North London, the home of attachment theory and purposeful infant observation.

For those who work with children that have suffered trauma, abuse and neglect, benchmarks of ‘normal’ child development can become unclear due to continuous exposure to families with vulnerabilities and challenges. This workshop allows participants to consider how they ‘return their baselines to the norm’, outlining and demonstrating some techniques based on purposeful infant observation and empathic attunement to young children and infants.

It also aims to give those working with children and families tools for their work with parents / carers to encourage attunement through observation while taking account of research in the fields of resilience, early brain development and trauma more generally. This will be linked with consideration of ‘good enough’ vs optimal parenting and the importance of caregiver warmth, attentiveness and attunement.

**Learning Outcomes:**
- Use observational skills to enable a more informed assessment of parent - infant relationships, linking observation with theory and research.
- Practice use of more detailed observation as a tool for understanding infants behaviour, and what it tells us for intervention plans.
- To increase skills in the assessment of parenting, with particular reference to the emotional quality of the parent-infant interaction.
- Apply therapeutic ideas, early intervention strategies and resilience findings to their current work context.
- Integrate infant observation into their work.

**Course Length:** 2 days
**Child Protection**

### Resetting the Baseline: Attunement to the infant voice in situations of trauma, abuse and neglect

**Target Group:** Early Childhood Nurses, Midwives, Community Nurse and others working with families with young children and infants.

**Description:** Infants and young children living in situations of neglect and/or trauma can have a range of adaptive responses that are not always straightforward for health professionals to observe. This 1 day workshop will bring together principles of attachment theory and purposeful infant observation, as well as what we now know of resilience and early childhood brain development to inform work with families where there is suspected abuse or trauma. It will consider what the nurse/health professional can do to encourage empathic attunement in parents, to assist them in noticing and responding to what the infant/child is communicating.

Based on a study undertaken during a recent fellowship to the Tavistock Clinic in North London, (the home of psychoanalytic infant observation), as developed by Esther Bick and John Bowlby, the workshop will consider these approaches in the context of a system that often accepts ‘good enough’ rather than encouraging optimal parenting and will demonstrate how purposeful infant observation can offer an important contribution to the underlying methods, attitudes and approach of health practitioners.

**Learning Outcomes:**

- Outline observational skills around attunement in the parent-infant relationship, linking observation with theory and research.
- Outline how to use observation as a tool for understanding infants' behaviour, and what it tells us for intervention plans.
- Describe skills in the assessment of ‘good enough’ parenting, with particular reference to the emotional quality of the parent-infant interaction.
- Explore the application of therapeutic ideas, early intervention strategies and resilience findings to the participants current work context.
- Integrate infant observation into their work.

**Course Length:** 1 day

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### Childhood trauma and neglect for child and adolescent mental health workers

**Target Group:** Child and adolescent mental health workers.

**Description:** Increasing recognition is being given to the impact of early interpersonal trauma on children and young people. Exposure to many forms of interpersonal violence is implicated in the aetiology of challenging behaviours, including self-harming behaviour, suicidality and poor affect regulation. This 2 day course provides information about the nature, incidence and dynamics of abuse and neglect and assists workers to make links in order to recognise, assess and implement early intervention strategies with their client groups. Collaborative ways of working with children and young people are also explored.

**Learning Outcomes:**

- Describe indicators and effects of child abuse and neglect and the links with other forms of violence.
- Describe and discuss the intersections between neglectful parenting and the effects of interpersonal trauma on children and young people.
- Apply information and practice tools on case planning and supporting children who are experiencing the effects of trauma.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

**Course Length:** 2 days
### Child Protection

<table>
<thead>
<tr>
<th>Children and young people: Trauma and neglect M</th>
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</thead>
<tbody>
<tr>
<td><strong>Target Group:</strong> NSW Health and Interagency workers who work with or have contact with children or adults who have children in their care.</td>
</tr>
<tr>
<td><strong>Description:</strong> Increasing recognition is being given to the impact of early interpersonal trauma on children and young people. Exposure to many forms of interpersonal violence is implicated in the etiology of challenging behaviours in childhood and adolescence and potentially greater health and psychological difficulties in adulthood. This 2 day course will build on workers’ existing knowledge about the effects and dynamics of abuse and identify trauma frameworks. It also explores a range of tools to use with children and young people to address trauma responses. Case planning and goal setting for families where there is risk of harm for children and young people will also be explored.</td>
</tr>
<tr>
<td><strong>Learning Outcomes:</strong></td>
</tr>
<tr>
<td>- Differentiate between the different types of abuse and the impact of historical beliefs on current practice.</td>
</tr>
<tr>
<td>- Describe indicators and effects of child abuse and neglect and the links with other forms of violence.</td>
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<tr>
<td>- Describe and discuss the intersections between neglectful parenting and the effects of interpersonal trauma on children and young people.</td>
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<tr>
<td>- Explore a trauma framework for working with children and young people.</td>
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<tr>
<td>- Apply practice tools to assist children who have been traumatised.</td>
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<td>- Apply information about the impact of trauma to case planning.</td>
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<tr>
<td><strong>Course Length:</strong> 2 days</td>
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<table>
<thead>
<tr>
<th>Keeping children &amp; young people safe: The complexities of working with substance using parents M</th>
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</thead>
<tbody>
<tr>
<td><strong>Target Group:</strong> NSW Health and interagency workers providing Drug and Alcohol services.</td>
</tr>
<tr>
<td><strong>Description:</strong> Previous reports by the Ombudsman on Reviewable Deaths outline the need to support D&amp;A workers’ capacity to respond more appropriately to the risks faced by children of substance using parents in relation to their D&amp;A use and the increased risk of neglect, physical abuse and exposure to domestic violence. This 3 day course will explore child protection issues, with particular emphasis on child protection in the context of domestic violence.</td>
</tr>
<tr>
<td><strong>Day 1:</strong> The training includes a unit of competency from the national CHC08 Community Services Training Package (2008), CHCCHILD401B, Identify and Respond to children and young people at risk, which is customised for D&amp;A workers and workers can be assessed to receive a Statement of Attainment.</td>
</tr>
<tr>
<td><strong>Day 2 &amp; 3:</strong> Explores the role of D&amp;A services in managing the complexity of the intersections between substance use, child abuse and neglect and legislative and policy requirements. It will propose a child centred approach that addresses safety of the child alongside supporting the parent. The course addresses the intersections between domestic violence, neglect and parental substance use where there are child protection concerns, risk assessment and engagement strategies, prenatal reporting and drug testing. There will be a focus on the development of effective intra and inter agency networks and partnerships.</td>
</tr>
<tr>
<td><strong>Pre-requisite:</strong> Workers who have attended a 1 day course on Identify and Respond to children and young people at risk in the past 3 years are eligible to apply for exemption of Day 1 of this training. This is to be negotiated with the ECAV Course Coordinator and evidence must be submitted.</td>
</tr>
<tr>
<td><strong>Learning Outcomes:</strong></td>
</tr>
<tr>
<td>- Discuss roles &amp; responsibilities when identifying &amp; responding to children &amp; young people.</td>
</tr>
<tr>
<td>- Examine the dynamics and effects of the five different forms of abuse and the intersection between them.</td>
</tr>
<tr>
<td>- Address the high incidence of current and past abuse of the adult client, i.e. child and adult sexual assault, domestic violence and child physical abuse and neglect and the impact of this on their parenting.</td>
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<tr>
<td>- Describe the interface of D&amp;A use on parenting capacity.</td>
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<tr>
<td>- Summarise the legal and policy context of the work, especially in relation to pre natal reporting, and information exchange.</td>
</tr>
<tr>
<td>- Enhance structures and supports within D&amp;A services that will promote a child protection focus whilst maintaining effective service delivery to D&amp;A adult clients.</td>
</tr>
<tr>
<td><strong>Course Length:</strong> 3 days</td>
</tr>
</tbody>
</table>
**Child Protection**

**Identifying and building resilience in children and young people**

**Target Group:** Workers supporting children and young people who have experienced abuse.

**Description:** This 1 day course provides an overview of the current thinking about resilience and looks at tools that promote resilience in children and young people who have experienced abuse. It explores ecological and strength based approaches to draw upon the resources of families and the wider community. Participants have the opportunity to practice the use of tools and consider how they might be customised to incorporate them into the child’s natural environment. Workers will be asked to consider their own practice in relation to a child and/or family, and discuss strategies to enhance their resilience.

**Learning Outcomes:**
- Demonstrate a broad understanding of resilience.
- Identify factors that contribute to building resilience in children and young people.
- Explore ecological and strength based approaches to building resilience.
- Consider the application of these approaches to their own practice in working with children and young people.

**Course Length:** 1 day

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**Working with adults who have experienced child abuse and neglect**

**Target Group:** Health workers and counsellors in contact with adults who have experienced childhood physical abuse, emotional abuse and neglect (e.g. mental health workers, drug and alcohol workers, early childhood nurses, midwives).

**Description:** This 3 day course provides participants with an overview of the impact and dynamics of childhood abuse and neglect. It will explore the links between interpersonal trauma and adulthood issues, with a focus on parenting difficulties. It will include a focus on relationship building, identifying strengths and addressing issues of guilt and shame.

**Learning Outcomes:**
- Explore the incidence, nature, indicators, dynamics and impact of childhood abuse and neglect on adults.
- Examine the impact of trauma on the neurobiology of the brain and the implications for practice.
- Identify strategies for working with adult survivors of interpersonal trauma.
- Detail best practice principles and apply them to intervention with adult clients.
- Discuss the implications of childhood trauma on parenting and the development of resilience.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

**Course Length:** 3 days
Really enjoyed DVD presentation – Real people speaking of real situations.
Hearing it told by people who have lived DV and worked with DV.
The DVD was great for setting the scene. Excellent presenters, great work - guys top stuff!
Great resources, clear precise information, all informative and interesting, none of it boring.
I have enjoyed the relaxed, supporting learning environment. It has made all the difference in my ability to participate without anxiety.
It was a great course and puts a framework to my existing knowledge. It was great to network and has given me a great deal of info to return to my organisation with. Thank you.
Very informative, very practical, a variety of useful activities – very meaningful, great training thank you.
All content was highly relevant to the field that I am working in – New Skills.

Domestic Violence Courses Available For Request
<table>
<thead>
<tr>
<th>Domestic violence routine screening (DVRS) implementation: refresher course</th>
<th>Domestic violence routine screening (DVRS) facilitators training</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Target Group:</strong> NSW Health workers employed in the areas of Antenatal, Mental Health, Alcohol &amp; other Drugs and Early Childhood Services who deliver DVRS Training in their Local Health District (LHD).</td>
<td><strong>Target Group:</strong> NSW Health workers employed in the areas of Antenatal, Mental Health, Alcohol &amp; Other Drugs and Early Childhood Services.</td>
</tr>
<tr>
<td><strong>Description:</strong> This 1 day Refresher Course has been developed to support existing DVRS trainers. The focus will be on dealing with issues and challenging situations in the DVRS training context and exploring strategies to deal with them. The course will provide participants with relevant policy updates, statistical information, training methods and training materials.</td>
<td><strong>Description:</strong> Domestic Violence Routine Screening is currently implemented across NSW Health in four target areas; antenatal services, child &amp; family health / early childhood services, mental health and drug &amp; alcohol. This 1 day course addresses NSW Health Policy, the role of NSW Health services and research outcomes in the screening process. There is also discussion about the DVRS protocol, the DVRS tool and implementation issues.</td>
</tr>
<tr>
<td><strong>Pre-requisite:</strong> Completion of the ECAV Course, EV63 – Domestic violence routine screening (DVRS) Facilitators Training.</td>
<td>This is a Facilitators course. There is an expectation that those workers who attend this training will be able to deliver training to staff in their area that supports the implementation of DVRS.</td>
</tr>
<tr>
<td><strong>Learning Outcomes:</strong></td>
<td><strong>Learning Outcomes:</strong></td>
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<tr>
<td>• Demonstrate knowledge of relevant DVRS Policy updates.</td>
<td>• Demonstrate knowledge of the NSW Health DVRS Training Program.</td>
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<tr>
<td>• Identify practices emerging from training.</td>
<td>• Develop strategies to deliver training to staff in their Local Health Districts to support the implementation of DVRS.</td>
</tr>
<tr>
<td>• Explore issues for trainers that may arise during the training.</td>
<td>• Identify ways to customise the existing training program to ensure that the program content fits for the learners.</td>
</tr>
<tr>
<td>• Develop strategies to address issues for trainers.</td>
<td>• Develop strategies to respond to tricky issues that may arise during training.</td>
</tr>
<tr>
<td><strong>Course Length:</strong> 1 day</td>
<td><strong>Course Length:</strong> 1 day</td>
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</table>
## Domestic violence for bilingual community educators

**Target Group:** NSW Health Bilingual Community Educators (BCE's)

**Description:** Domestic violence occurs nationally, globally and across all cultures. Cultural ideas can shape a community’s experience and understanding of domestic violence. BCEs are an important resource to their community on many issues.

This 3 day course provides guidance and support for BCEs in raising awareness of domestic violence within their communities so there is a better understanding of how domestic violence occurs and the effects it can have on women’s lives.

Day 1 and 2 provides BCEs with an overview of issues relating to domestic violence and explores the complexities of gender, culture and violence. On Day 3 participants will be given the opportunity to trial the “Family Harmony and Healthy Relationships” training module. There will be a focus on practising this training so it can be delivered to communities. Mentoring and support is available.

**Learning Outcomes:**
- Demonstrate knowledge of definitions, prevalence and dynamics of domestic violence, particularly in relation to people from CALD backgrounds.
- Demonstrate knowledge of common beliefs and attitudes to people from CALD backgrounds who experience domestic violence and how this impacts on them and their access to services.
- Discuss the impact of domestic violence on children from CALD backgrounds.
- Explain the legal context of domestic violence and list services available to women experiencing domestic violence.
- Discuss the program “Family Harmony and Healthy Relationships” and the issues that they will face in delivering this program.

**Course Length:** 3 days

## Interpreting for people who experienced domestic violence

**Target Group:** Interpreters

**Description:** Interpreting for people who experience domestic violence can present particular challenges for interpreters and other service providers. To work effectively with counsellors, social workers and healthcare professionals, it is important that interpreters have a clear understanding of the nature of these crimes and the effects on the victim. This 1 day course focuses on issues related to domestic violence and the impact this has on interpreters. Other content areas include; the importance of maintaining professional boundaries, effective strategies in working with healthcare and other service providers, and roles and responsibilities in relation to relevant policy and protocol.

Eligible for 20 professional development points under NAATI re-validation process.

**Learning Outcomes:**
- Demonstrate knowledge of definitions, prevalence and dynamics of domestic violence, particularly in relation to people from CALD backgrounds.
- Demonstrate knowledge of common beliefs and attitudes to people who experience domestic violence and how this impacts on them and their access to services.
- Demonstrate knowledge of the impact of domestic violence on children.
- Demonstrate knowledge of the legal context of domestic violence.
- Identify the challenges for interpreters in interpreting for people who have experienced domestic violence and develop strategies to address these challenges.

**Course Length:** 1 day
Domestic violence & child protection for maternity & child & family health nurses

**Target Group:** NSW Health Child and family health nurses and midwives.

**Description:** Nurses working in maternity and child and family health services face the challenge of supporting mothers who are experiencing domestic violence, whilst addressing risk of harm to their children. This 2 day course explores the interface between child abuse and domestic violence and provides an opportunity to discuss tactics of domestic violence, physical and mental health outcomes for victims and implications for child protection. This course will also assist workers to develop interventions which protect children and maximise the safety of the victim.

**Learning Outcomes:**
- Demonstrate knowledge of the indicators and tactics of domestic violence.
- Identify the socio-political context that supports domestic violence to continue.
- Define the physical and mental health outcomes for people, including children, who experience these forms of abuse.
- Identify the implications of domestic violence for child protection and outline interventions that protect children and maximise safety of the victim.
- Discuss best practice frameworks, skills and resources for responding to people affected by domestic violence.
- Discuss the importance of cross agency collaboration when working with victims of domestic violence.

**Course Length:** 2 days

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Domestic violence for NSW health workers

**Target Group:** NSW Health workers providing counselling and support to people who have experienced or experiencing domestic violence.

**Description:** Domestic violence is the highest risk factor contributing to ill health and death for women aged 15-44 years. Health workers have an important role in identifying and responding to those who experience domestic violence. This 2 day course provides an opportunity for workers from a range of health services to explore tactics of domestic violence, physical and mental health outcomes for victims (mainly but not exclusively women and children) and implications for child protection. There will be a focus on identifying indicators of domestic violence as well as interventions that protect children, maximise safety of the victim and ensure worker safety.

There will be exploration of frameworks, skills and resources for responding to victims of domestic violence, consistent with NSW Health policy and procedures for identifying and responding to domestic violence (including routine screening).

**Learning Outcomes:**
- Discuss definitions of domestic/family violence, tactics, prevalence and incidence amongst diverse populations.
- Identify the social, cultural and historical contexts that support the tactics of domestic violence and shape community attitudes.
- Demonstrate an understanding of the impacts of domestic violence on children, and child protection responsibilities which support mothers in safe parenting.
- Recognise the importance of cross agency collaboration, advocacy and case management when responding to victims of domestic violence.
- Demonstrate knowledge of the effects of vicarious trauma, identifying possible indicators and implement strategies to manage the effects of vicarious trauma and respond to worker safety.

**Course Length:** 2 days
Domestic Violence for Drug & Alcohol & Mental Health Workers

**Target Group:** NSW Health drug and alcohol workers and mental health workers

**Description:** Drug and alcohol workers and mental health workers have contact through a range of presentations with victims and perpetrators of domestic violence. This 2 day course provides an opportunity to discuss the tactics of domestic violence and the social contexts that support these as well as the physical and mental health outcomes for people who experience domestic violence (mainly but not exclusively women and children). There is a focus on the implications of child protection responsibilities in domestic violence work, best practice interventions that protect children and maximise safety of the victim. Health workers’ roles and responsibilities in responding to perpetrators of domestic violence are also covered.

**Learning Outcomes:**
- Discuss definitions of domestic/family violence, tactics used and prevalence and incidence amongst diverse populations.
- Identify the social, cultural and historical contexts that support the tactics of domestic violence and shape community attitudes.
- Demonstrate an understanding of the impacts of domestic violence on children, and child protection responsibilities which support mothers in safe parenting.
- Recognise the importance of cross agency collaboration, advocacy and case management when responding to victims of domestic violence.

**Course Length:** 2 days

Domestic Violence and Child Protection: Developing Good Practice Responses to a Complex Problem

**Target Group:** NSW health and interagency workers and counsellors who work with children or with adults who have children in their care

**Description:** Considerable work has been done within the sector to highlight the impact of domestic violence on children and young people in Australia over the past decade. However, workers continue to grapple with the dilemma of ensuring children are protected without further disempowering women who are victims of domestic violence. This 2 day course explores recent developments in the intersections of domestic violence and child protection within a child wellbeing and child protection framework; considers the impact of domestic violence on the brain development of children and young people and explores practical responses to support the ongoing safety and wellbeing of both children and their mothers.

**Learning Outcomes:**
- Explore recent developments in current domestic violence research and practice with children, young people and women.
- Define the impact of domestic violence on brain development and on the mother-child relationship.
- Discuss and practice a range of responses to support the ongoing safety and wellbeing of children.
- Identify and apply a range of responses to support the safety of women and building connections between women and their children in the context of domestic violence.
- Discuss the value of cross agency collaboration within effective service provision.

**Course Length:** 2 days
### Interagency work & domestic and family violence – The three Cs: Consistency, coordination and collaboration

**Target Group:** Workers from government and non-government agencies that have a role to play in responding to domestic and family violence.

**Description:** This new 1 day workshop is intended to provide an opportunity for service providers who are all working in the same geographic locality and that have a role in responding to domestic and family violence, to spend structured time together, learning with, from and about each other.

The focus of the workshop is on the ‘how’ of doing inter-agency work; the content does not cover the ‘what’ of domestic and family violence in any comprehensive way (although there may be robust discussion about this). As the inter-agency development needs of each local area are likely to be different, the workshop is not delivered as a ‘one-size-fits-all’ program. Rather, the specific content of the day is negotiated between the requester and the ECAV course coordinator. Ideally, the program is also co-facilitated with a local facilitator who is familiar with the local context and issues. The program is intended to be highly interactive, with a minimum of lecture-style presentations.

**Pre-requisite:** It is assumed, and strongly advised, that in order to get the most out of the inter-agency workshop, participants already have a basic understanding of domestic and family violence and of their own agency’s operational definition, and preferably have participated in basic training.

**Learning Outcomes:**
- Clarify the roles, responsibilities and contributions of all partner agencies in responding to domestic and family violence at the local level.
- Understand the concepts of ‘consistency’ and ‘coordination’ as they apply to domestic and family violence service provision.
- Explore the processes involved in inter-agency collaboration and the factors that impact on effective inter-agency working.
- Consolidate and strengthen inter-agency working relationships at the local level.

If you think there are enough workers from a range of different agencies in your local area who would be interested in participating in this workshop and you would like to discuss the possibilities, please contact Sarah Stewart at sarah.stewart@swahs.health.nsw.gov.au or 02 9840 3977.

**Course Length:** 1 day

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### Responding to lesbians & gay men who experience domestic violence

**Target Group:** Health, other government & community workers who come into contact with people who experience domestic violence.

**Description:** This 2 day course discusses the coercive control and abuse of power inherent where domestic violence occurs in same sex relationships. The experience of domestic violence is explored within the contexts of heterosexual dominance, patriarchal social structures and homophobia. A ‘Safety Planning’ model and Australian and international practice experience is used to inform best practice. There is exploration of how best to assist victims to understand the impact of domestic violence on their life. Specific focus will be on practice that promotes safety, supports the person’s decision making and advocacy for non-discriminatory service responses.

**Learning Outcomes:**
- Identify the mental health and physical outcomes and tactics of same sex domestic violence.
- Discuss the implications of experiencing domestic violence within the context of a heterosexual dominant community where homophobic practices are prevalent.
- Examine personal responses and develop strategies to ensure accessible, equitable and welcoming service provision.
- Identify supportive and effective responses to ensure safety, human rights and wellbeing for victims.
- Discuss the value of cross agency collaboration when providing service provision.

**Course Length:** 2 days
Domestic Violence

**Shaping the future**

**Target Group:** NSW Health workers and interagency partners who are delivering services to children and families who experience domestic violence.

**Description:** This 3 day course introduces participants to the SHAPE THE FUTURE Practice framework; a PADV resource package for working with children 0-12 years who are living with domestic violence. The framework aims to work with people living in a context of domestic violence using strengths based principles. This practical workshop provides a way of thinking that allows professionals to assess their practice against the strengths based philosophy and assists the development of practices that are consistent with this approach. The training uses experiential learning opportunities to explore and apply the framework. It allows workers to consider therapeutic work in a child-centred, family focussed context.

**Learning Outcomes:**
- Define domestic violence and strength based principles.
- Explore ‘power over’ and ‘power with’ concepts in practice.
- Define and use elements of child directed practice in relation to working with children living with domestic violence.
- Consider the impact of domestic violence on resilience.
- Define and practice the therapeutic components of strengths based work with children living with domestic violence.

**Course Length:** 3 days

**Working with young people in the context of domestic and family violence**

**Target Group:** Youth health workers, counsellors, youth workers and non government workers who work with young people and their families who experience domestic violence.

**Description:** Young people (12–20 years) can be profoundly affected by being subjected to and witnessing domestic and family violence. As adolescence is a crossroads in terms of building and negotiating relationships, experiences of domestic violence in their family of origin or within current relationships can have an adverse effect on young peoples’ decision making and identity formation. This 3 day course provides opportunities to consider young peoples’ experience of domestic and family violence and works to build a variety of responses to these issues. It also considers the emerging area of young people displaying violent behaviour towards their parents. It focuses on responses which support young people to make positive choices around their own use of violence by promoting respect, safety and resilience.

**Learning Outcomes:**
- Define different types of domestic and family violence, indicators, impact and the effects experienced by young people.
- Apply effective strategies when responding to young people who are experiencing domestic and family violence.
- Describe the impact of violence in young people’s intimate relationships and identify how to respond to young people who are experiencing relationship violence.
- Discuss and practice age appropriate tools to work with young people.
- Identify the links between adolescent violence against parents and other types of violence and identify strategies for working with young people and their families.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

**Course Length:** 3 days
Domestic Violence

Practical skills in responding to people who experience domestic and family violence

**Target Group:** New workers in this field or workers wanting to revitalise core frameworks and skills in responding to domestic violence.

**Description:** The 4 day course provides underpinning frameworks and practical skills in the provision of services to people who experience domestic violence (primarily, but not solely, women and children). The nature, extent and impact of the tactics of domestic violence are explored along with the ways in which these tactics are supported at historical, political, cultural, social and personal levels.

A framework for response is built which utilises the perspectives from women and children who have experienced domestic violence, Human rights conventions, Legislation, Strengths based philosophy and evidence based literature.

This course is aligned to 3 Domestic and Family Violence units of competency in the CHC08 Community Services Training Package (2008):
- Unit CHCDFV301A Recognise and respond appropriately to domestic and family violence
- Unit CHCDFV402C Manage own professional development in responding to domestic and family violence
- Unit CHCDFV403C Provide crisis intervention and support to those experiencing domestic and family violence.

**Learning Outcomes:**
- Discuss definitions of domestic/family violence, tactics used and prevalence and incidence amongst diverse populations.
- Identify the social, cultural and historical contexts that support the tactics of domestic violence and shape community attitudes.
- Demonstrate an understanding of the impacts of domestic violence on children, and child protection responsibilities which support mothers in safe parenting.
- Recognise the importance of cross agency collaboration, advocacy and case management when responding to victims of domestic violence.
- Demonstrate knowledge of the effects of vicarious trauma, identifying possible indicators and implement strategies to manage the effects of vicarious trauma and respond to worker safety.

**Course Length:** 4 days

Violence against women in culturally and linguistically diverse communities

**Target Group:** Health workers, interagency workers, bilingual and ethno-specific workers who provide services to women and children who experience domestic violence.

**Description:** This 1 day course outlines prevention and intervention strategies that effectively address the needs of women from culturally and linguistically diverse communities who experience violence. The course is designed to reflect the diversity of cultural and social considerations that matter when dealing with women and their children. Relevant legal issues are covered such as immigration laws and apprehended violence orders. Workers are provided with the opportunity to examine practical scenarios and to learn about relevant referral services and resources.

**Learning Outcomes:**
- Demonstrate knowledge of definitions, prevalence and dynamics of domestic violence, experienced by women from CALD communities.
- Discuss common beliefs and attitudes to people who experience domestic violence and how this impacts on them and their access to services.
- Demonstrate knowledge of the impact of domestic violence on children, and child protection responsibilities in relation to this.
- Demonstrate knowledge of the legal context of domestic violence and develop interagency relationships and strategies to enhance access to justice and safety.
- Discuss best practice for working with CALD women, including knowledge of intersectionality, the effects of racism, an understanding of the barriers to services and strategies to enhance culturally competent service provision.

**Course Length:** 1 day
Domestic Violence

**Domestic and family violence and cultural diversity**

**Target Group:** Health workers, interagency workers, bilingual and ethno-specific workers who provide services to women and children who experience domestic violence.

**Description:** This 2 day course outlines prevention and intervention strategies that effectively address the needs of women from culturally and linguistically diverse communities who experience domestic violence. The course is designed to reflect the diversity of cultural and social considerations that matter when dealing with women and their children. Relevant legal issues are covered such as immigration laws and apprehended violence orders. Workers are provided with the opportunity to examine practical scenarios and to learn about relevant referral services and resources.

**Learning Outcomes:**
- Demonstrate knowledge of definitions, prevalence and dynamics of domestic violence, particularly in relation to people from CALD backgrounds.
- Explore and challenge common beliefs and attitudes to people who experience domestic violence and how this impacts on them and their access to services.
- Demonstrate knowledge of the impact of domestic violence on children and child protection responsibilities.
- Demonstrate knowledge of the legal context of domestic violence and develop interagency relationships and strategies to enhance access to justice and safety.
- Demonstrate an understanding of cultural competence when supporting CALD clients who are victims of interpersonal violence.
- Discuss best practice for working with CALD women, including knowledge of intersectionality, the effects of racism and an understanding of the barriers to services and strategies to enhance culturally competent service provision.

**Course Length:** 2 days

**Advanced workshop for domestic violence counselling**

**Target Group:** Workers who have training and work experience in providing counselling or support services to people who experience domestic violence and who are looking for additional insights and skills.

**Description:** Where does a skilled domestic violence counsellor or support worker go to discuss advanced practice questions and gain more insight? This 2 day course is an opportunity for those experienced in addressing domestic violence issues to explore some of the complex practice and theoretical challenges that arise from working with this important client group. The facilitator will provide some input and hopes to create a safe environment for participants to raise and reflect on issues and challenging cases, as well as to share discoveries and strategies they have found effective.

**Pre-requisite:** Completion of a 2 day domestic violence training and at least 1 year practice experience in this field.

**Learning Outcomes:**
- Examine a foundational framework for working with people experiencing domestic violence.
- Demonstrate enhanced insight into the mindsets and behaviour of different perpetrator ‘types’, including perpetrator tactics that keep some women ‘stuck’.
- Explore a deeper understanding of how children experience domestic violence, the impacts on them and the impact of the perpetrator on the relationship between mothers and children.
- Consider how cultural contexts can impact on the experience of domestic violence.
- Demonstrate knowledge of how to work effectively with women and children experiencing domestic violence whilst keeping safety in the forefront.

**Course Length:** 2 days
Domestic Violence

Violence against women in refugee communities

**Target Group:** Health workers, interagency workers, bilingual and ethno-specific workers who provide services to women and children who experience domestic violence.

**Description:** This 2 day course provides an understanding of the specific needs related to refugee women's experience of domestic violence. It outlines a framework for understanding domestic violence which covers the definition, prevalence and impact. It also allows workers to understand additional challenges such as past refugee experiences, immigration and settlement issues. The course is designed to reflect the diversity of cultural and social considerations that matter when working with refugee women, their children and their protection preferences and contexts.

**Learning Outcomes:**

- Demonstrate knowledge of definitions, prevalence and dynamics of domestic violence, particularly in relation to the refugee experience.
- Discuss common beliefs and attitudes to people who experience domestic violence and how this impacts on them and their access to services, particularly in relation to people from refugee backgrounds.
- Demonstrate knowledge of the impact of domestic violence on children, and child protection responsibilities in relation to this.
- Demonstrate knowledge of the legal context of domestic violence and develop interagency relationships and strategies to enhance access to justice and safety.
- Discuss best practice for working with CALD people from refugee backgrounds, including knowledge of intersectionality, the effects of racism, an understanding of the barriers to services and strategies to enhance culturally competent service provision.

**Course Length:** 2 days

Knowing me, knowing you: Domestic violence group work with women and children

**Target Group:** Experienced domestic violence workers who wish to provide or enhance group work responses for women and their children who experience domestic violence

**Description:** This 2 day experiential course provides frameworks and practical skills in group work with women and their children who have experienced domestic violence. Within feminist perspectives, we explore how group work can be utilised to assist in the healing process, including strengthening the bond between mothers and children so often fractured by the impact of domestic violence. The various group work intervention options considered promote strength based approaches which prioritise safety for women and children. The planning and facilitation of potential programs tailored to specific target groups in participants work contexts are a focus of the course.

**Pre-requisite:** Completion of at least 2 days domestic violence training and at least one year practice experience in this field

**Learning Outcomes:**

- Demonstrate an understanding of feminist perspectives of group work which can assist in the healing process.
- Examine various group work intervention options, auditing their capacity to promote strengths and prioritise safety for women and children.
- Plan and consider facilitation issues for programs tailored to specific groups in various work contexts.

**Course Length:** 2 days
Excellent, thought provoking raised personal factors that influence professional judgements.

Meaningful discussion of important topics.

Thanks! An invigorating week with lots of valuable ideas.

Valued brainstorming, loved the guided imagery, very relevant to me.

It is wonderful to get a cross section of presenters and what they bring – wonderful learning and thank you for sharing yourselves and your experiences.

I love stories as a teaching tool!

Fantastic workshop – very engaging facilitators. Enjoyed the practical discussions rather than a complete focus on theory.

Wonderful facilitators – made everyone feel so included and relaxed in an intense environment. Loved the good humour makes the content manageable. I was so overwhelmed by the trainers expert knowledge, I felt like I was in the best hands! Thank you.

Thank you for your time and wisdom. I found the training very useful and it will greatly improve my work with my clients.

Sexual Assault Courses Available For Request
Practice Forum: Working with children under 10 with sexually harmful behaviour

**Target Group:** NSW Counsellors who are currently delivering therapeutic services in this area.

**Description:** The focus will be on applying evidence best practice in this clinical area to therapeutic individual and family counselling models as well as case management and advocacy interventions. Workers will have an opportunity to develop case plans and specific ways of addressing issues for the child as well as their families. A safe and confidential environment will be set up for workers to share case examples to strengthen practice and gain new therapeutic ideas. Participants are expected to come with a willingness to engage in role plays and case presentations.

**Learning Outcomes:**
- Demonstrate knowledge of best practice in this work.
- Put therapeutic ideas into practice.
- Strengthen therapeutic framework.

**Pre-requisite:**
- Current clinical experience in working with children with problematic sexualised behaviours and their families.
- Completion of the ECAV Course EV08 – Children under 10 with problematic sexualised behaviour.

**Course Length:** 2 days

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Overview of dialectical behaviour therapy (DBT) in responding to people with complex trauma

**Target Group:** Counsellors employed by NSW Health sexual assault services.

**Description:** Working with people who present with complex trauma can be challenging even for the most experienced practitioner, as many clients present with chaotic lives and extreme behaviours. Dialectical Behaviour Therapy (DBT) can assist counsellors to help clients to work toward achieving balance and control in their lives. This 1 day course provides Sexual Assault counsellors with an overview of the theoretical underpinnings of DBT. A biosocial theory will be explained and its application to trauma work. The structure of a comprehensive DBT approach including individual therapy, group skills and therapist consult team will be discussed. There will be opportunity to practice skills in emotional regulation, distress tolerance, mindfulness and interpersonal effectiveness. Participants will be expected to discuss non-identifying case examples to apply principles of this therapy in their practice.

**Learning Outcomes:**
- Demonstrate an understanding of the key principles of DBT.
- Apply DBT principles to current practice.
- Build on existing skills in emotional regulation, distress tolerance, mindfulness and interpersonal effectiveness.

**Pre-requisite:** Completion of Part 1 (EV11) NSW Health specialist sexual assault services training.

**Course Length:** 1 day
NSW Health specialist sexual assault services training

Target Group: Counsellors employed by NSW Health sexual assault services.

Description: This course provides a comprehensive introduction to working with children, young people and adults who have been sexually assaulted. This involves delivery of 3 week long programs scheduled over the calendar year to allow time between training to integrate new learning into practice.

NSW Health specialist sexual assault services training (Part 1)
This training provides an overview of the core standards and policies and legal requirements relevant to the sexual assault field. This course also provides an introduction to essential skills to this particular area of work. Topics include the socio-political context of sexual violence, the dynamics and impact of adult and child sexual assault, interagency functioning, legal issues, crisis intervention, therapeutic approaches and vicarious trauma.

NSW Health specialist sexual assault services training (Part 2)
This training focuses primarily on the essential follow-up counselling skills required in sexual assault work. Topics include working in challenging and complex systems, an introduction to therapeutic frameworks and approaches for working with children and adults who have been sexually assaulted, ethical boundaries, working in rural communities, report writing and vicarious trauma.

NSW Health specialist sexual assault services training (Part 3)
This training provides an intensive focus on specialised areas of sexual assault work, including: mental health, disability, working with children and families where cumulative trauma exists, male sexual assault and cultural competence in accessing Aboriginal communities. It also examines ways of working with culturally diverse populations to ensure better access to sexual assault services.

Learning Outcomes (Part 1):
- Demonstrate an understanding of NSW Health’s role in the development and implementation of Health and Interagency Policy and Guidelines for responding to sexual assault and knowledge of and options and components of forensic and general medical examinations.
- Demonstrate knowledge of the dynamics and impact of adult and child sexual assault, the grooming process, specific issues associated with drug facilitated sexual assault presentations and mitigating issues for victims.
- Discuss the role of the sexual assault counsellor including therapeutic crisis intervention skills, provision of a coordinated response in partnership with the key agencies and requirements relating to documentation and subpoena’s.
- Demonstrate an understanding of the criminal justice response to sexual assault in NSW and the role of sexual assault counsellors in supporting victims of sexual assault through the criminal justice process.
- Demonstrate an understanding of child protection responses in relation to child sexual assault including the role of JRU and JRTs and their role in JRT Health.
- Demonstrate an awareness of vicarious trauma, including its features and strategies of minimising the impact.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

Course Length: 1 week

Learning Outcomes (Part 2):
- Identify the short and long term effects of sexual assault including the core features, treatment issues and strategies to address symptoms of psychological trauma, Post Traumatic Stress Disorder (PTSD) and Complex PTSD within a trauma framework which prioritises safety.
- Identify the neurological impact of trauma on children and its relationship to counselling approaches.
- Demonstrate knowledge of effective responses to children, young people and adults within the counselling context.
- Define culturally competent and safe responses to diverse population groups including Aboriginal or Torres Strait Island people and people of culturally and linguistically diverse (CALD) backgrounds.
- Demonstrate an understanding of how to work with children and young people in addressing the dynamics of child sexual assault.
- Identify and consider the vulnerability of clients in the therapeutic relationship, in particular the power differential, and develop strategies to address this.

Course Length: 1 week

Learning Outcomes (Part 3):
- Demonstrate increased knowledge, understanding and skills in working with marginalised and vulnerable people who have been sexually assaulted e.g. people with mental illnesses, disabilities, Aboriginal people or people from CALD backgrounds.
- Demonstrate increased knowledge, understanding and skills in relation to working with boys and men who have been sexually assaulted and working with children and families who have experienced cumulative trauma.
- Demonstrate a greater understanding of how to implement effective community education programs.

Course Length: 1 week

Pre-requisite: Completion of Part 1 to do Part 2 and completion of Part 2 to do Part 3.

Separate application forms must be filled in for Parts 1, 2 and 3.
Sexual Assault

JIRT Foundations Skills Course

**Target Group:** JIRT Senior Health Clinicians

**Description:** NSW Family and Community Services and NSW Police are jointly responsible for investigating allegations of abuse when it is possible that a criminal offence has been committed. Joint Investigation Response Teams (JIRT) contain specifically trained Community Services caseworkers and NSW Police with the specialist skills required to conduct investigative interviews with children and/or young people. NSW Health is an equal partner in JIRT, and highly skilled and experienced Senior Health Clinicians are an integral part of JIR Ts across NSW. JIRT training is mandatory for all JIRT Caseworkers, Police Officers and Senior Health Clinicians in Joint Investigation Response Teams. This 2 week course is coordinated and delivered jointly by NSW Family and Community Services, NSW Health and the NSW Police Service. The training largely focuses on the preparation and implementation of the investigative interview. It must be noted that participating in such interviews is not part of the role of Senior Health Clinicians, and this course will not qualify SHCs to conduct interviews. However it is necessary that SHCs understand the process of interviewing, and are able to actively participate in the actions that take place prior to and following an investigative interview, in order to best meet the needs of children and young people who have experienced abuse and their families.

To be eligible to register for JIRT training through ECAV, you must be employed as a JIRT Senior Health Clinician. JIRT Senior Health Clinicians are also required to complete Specialist Sexual Assault Services training and Competent Responses to Aboriginal Sexual and Family Violence training through ECAV.

**Learning Outcomes:**
- Apply legislation, organisational policy and procedures relevant to the joint investigative interviewing of children and young people.
- Identify the stages of Child Development.
- Contribute to preparations for a joint investigative interview with a child or young person.
- Demonstrate an understanding of the issues in preparing for a joint investigative interview with children and young people of Aboriginal & Torres Strait Islander background.
- Manage cultural issues and using interpreters.
- Demonstrate an understanding of the issues in preparing for a joint investigative interview with children and young people with intellectual and sensory disabilities.
- Identify risk of harm and provide appropriate support to children and young people referred to JIRT.
- Identify dynamics of child sexual offences.
- Identify and explain Vicarious Trauma.

**Pre-requisite:** Available to JIRT Senior Health Clinicians only

**Course Length:** 2 weeks

Working with sexual assault: A course for NSW Health Child Protection Counselling Services workers

**Target Group:** NSW Health Child Protection Counselling Services’ (CPCS) workers

**Description:** Recognition is increasingly being given to the fact that some children and young people engaged with NSW Health CPC services are also dealing with the effects of sexual abuse. It is also acknowledged that a number of their parents/carers may also be living with the impact sexual abuse and that at times this may influence their parenting styles and relationships.

This 3 day course will provide CPCS workers with information about the incidence, dynamics, indicators and effects of both child and adult sexual assault. Significant links between sexual abuse, child development and parenting will be illustrated through research, and ways of responding to disclosures of past and recent sexual assault will be discussed. Participants are invited to explore the application of this information to their current clinical practice.

**Learning Outcomes:**
- Discuss the prevalence, demographics, social attitudes, signs, dynamics and impacts of child, adolescent and adult sexual assault.
- Explore offender tactics, impact on outcomes, relevance to clinical work and impact on disclosures.
- Identify effective responding, legal and statutory responsibilities, and evidence based best practice.
- Apply clinical interventions to address the effects of sexual assault for children, young people and their parents/carers.

**Course Length:** 3 days
Working with Children under 10 with sexually harmful behaviour

**Target Group:** Counsellors employed in NSW Health Sexual Assault Services, Child Protection Counselling Services, Child and Family Teams and Child and Adolescent Mental Health Services.

**Description:** Research is showing that there is a larger than previously recognised group of children under the age of 10 who display problematic sexually harmful behaviours. Early intervention and treatment is critical as it reduces the risk experienced by these children and the other children within these children’s network. This 2 day course looks at the sexual development of children and the views of leading practitioners and researchers about when a child requires a specialist treatment response. It outlines a treatment approach based on a child protection framework and the involvement of all relevant systems that impact on the child and family.

**Pre-requisite:** Completion of a child sexual assault course or a child abuse and neglect course.

**Learning Outcomes:**
- Understand the developmental stages of children’s sexual behaviour and identify appropriate versus inappropriate behaviour in addition to the factors most highly correlated with sexually harmful behaviours.
- Demonstrate an understanding of how a child protection framework provides an important therapeutic framework for working with children with sexually harmful behaviours.
- Develop an understanding of the core components of assessment and treatment, including the multisystemic "ecological" nature of assessment and therapeutic intervention, strategies to facilitate this process and how personal and societal attitudes influence practice.
- Build on skills in working with parents and children on specific issues, identifying and implementing key components needed in the review of clinical progress in relation to sexualised behaviours.
- Demonstrate an awareness of vicarious trauma, including strategies to minimise the impact.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

**Course Length:** 2 days

Medical management of adult sexual assault

**Target Group:** Medical officers and suitably qualified nurses working within or interested in working with NSW Health Sexual Assault Services as forensic medical examiners, providing acute medical, forensic and follow-up services to adult victims of sexual assault.

**Description:** This training will assist medical officers and Nurses working with NSW Sexual Assault Services to provide medical and forensic examinations and follow-up services to adult victims of sexual assault. The course addresses the needs of adult sexual assault victims, the role of Sexual Assault Services, and the forensic medical examiners’ role in providing medical care, treatment and follow-up. The interface between medical and legal aspects of the role is covered, in particular forensic examination, documentation of forensic evidence, what is to be covered in an expert certificate or statement, and the forensic medical examiner’s role as expert witness in giving medical evidence in adult sexual assault criminal proceedings.

**Learning Outcomes:**
- Identify the role of the NSW Sexual Assault Services and the needs of adult sexual assault victims.
- Identify the role of the forensic medical examiners in providing medical assessment, treatment, and follow-up to adult victims of sexual assault.
- Identify medico-legal aspects including: forensic examination, documentation of forensic evidence, statement writing.

**Course Length:** 1 Day face to face or course modules available online.

*Please contact the Sexual Assault Educator at ECAV to request this training.*
### Sexual assault in the correctional environment

**Target Group:** Workers employed by Justice Health

**Description:** It is increasingly recognised that many inmates in correctional facilities have been sexually assaulted, either as children or as adults. This 2 day course will provide Justice Health workers with information about the incidence, dynamics, indicators and effects of both adult and child sexual assault. It will include information on how to identify and respond to disclosures of sexual assault in the correctional environment, and particular attention will be given to issues relating to people from Aboriginal background. Participants will be invited to explore the application of this information to their current work, and to develop strategies they can use to manage issues that arise for them related to the management of sexual assault.

**Learning Outcomes:**
- Identify the prevalence, demographics, social attitudes, indicators, dynamics and impacts of sexual assault
- Explore offender tactics and the impact this can have on victims.
- Identify effective responses to disclosures within the corrections context that considers legal and statutory responsibilities.
- Discuss workers’ responsibilities in relation to victim care and safety.

**Course Length:** 2 days

### Foundations for working with adults sexually assaulted as children

**Target Group:** NSW Health workers, counsellors working in government and non-government organisations and counsellors working in private practice who have contact with adults who experienced sexual assault in their childhood (e.g. midwives, early childhood nurses, alcohol and other drugs counsellors).

**Description:** This 3 day course provides participants with the core knowledge, principles and frameworks for responding to adults who were sexually assaulted as children. Participants will develop a sound understanding of the dynamics of child sexual assault and the link between these dynamics and presentations to health and other services in adult life. The course includes information on how to respond to disclosures of sexual assault and provides information about a trauma framework that is appropriate for working with people who have been sexually assaulted. Other key issues such as safety, trust, boundaries, acknowledging strengths and engaging the client in the counselling relationships are also explored.

**Learning Outcomes:**
- Develop an understanding of the nature, prevalence, incidence and dynamics of child sexual assault.
- Identify offender tactics used on victims and other family members and how these relate to the short, medium and long term impacts of this trauma.
- Identify and discuss appropriate responses to disclosures of child sexual assault and treatment issues.
- Define a framework for working with survivors of child sexual assault, including a sound understanding of the importance of safety in the therapeutic relationship and strategies to facilitate this.
- Identify resources and strengths within individuals who have experienced child sexual abuse and discuss how this perspective is essential in working with survivors along with utilising external resources available to assist this population.
- Demonstrate an awareness of the features of vicarious trauma and strategies to minimise the impact.
- Discuss the value of cross agency collaboration in the context of individual support and therapeutic work.

**Course Length:** 3 days
Interpreting for people who have experienced sexual assault

**Target Group:** Interpreters

**Description:** Interpreting for people who have experienced sexual assault can present particular challenges for interpreters and other service providers. To work effectively with counsellors, social workers and healthcare professionals, it is important that interpreters have a clear understanding of the nature of these crimes and the effects on the victim. This 1 day course focuses on issues related to sexual assault and the impact of exposure to this material may have on interpreters. Other content areas include: the importance of maintaining professional boundaries, effective strategies in working with healthcare and other service providers, the importance of debriefing and roles and responsibilities in relation to relevant policy and protocol.

Eligible for 20 professional development points under NAATI re-validation process.

**Learning Outcomes:**

- Demonstrate knowledge of definitions, prevalence, dynamics and impact of child sexual assault.
- Demonstrate knowledge of definitions, prevalence, dynamics and impact of adult sexual assault particularly focusing on the migrant and refugee context.
- Discuss common beliefs and attitudes to people who experience sexual assault and how this impacts on them and their access to services.
- Demonstrate knowledge of the legal context of sexual assault.
- Identify the challenges and supports available for interpreters in interpreting for people who have experienced sexual assault and develop strategies to address these.

**Course Length:** 1 day

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Responding to people with a disability who have been sexually assaulted

**Target Group:** Sexual assault, child protection, disability and generalist counsellors.

**Description:** This 3 day course outlines current counselling practices with children and adults who have an intellectual and/or physical disability. Content includes: the dynamics and indicators of sexual assault, assessing and working with the traumatic effects of sexual assault, the role of the counsellor – therapist, advocate or learner, accessing the legal system, the use of communication tools, working in and with the person’s network and the role of prevention. There is also a focus on the impact of this work on counsellors and ideas for standing strong in the struggles.

**Learning Outcomes:**

- Demonstrate an understanding of the prevalence, dynamics and effects of sexual assault of people with a disability.
- Identify the barriers that prevent people with disabilities from disclosing sexual assault.
- Identify best practice strategies to enable better access of this group to support services.
- Demonstrate knowledge of effective responses and interventions.
- Demonstrate an understanding of applying collaborative practice when working with people with disabilities.

**Course Length:** 3 days

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Group work with adults sexually assaulted as children

**Target Group:** Counsellors working with adults who have been sexually assaulted as children.

**Description:** Group work is an important approach in overcoming isolation and secrecy, two of the legacies of sexual assault in childhood. This course provides an overview of group work theory and draws out issues of relevance to sexual assault survivors. It examines some group work models used in work with survivors. It also provides participants with skills in designing a program, group facilitation, session planning and responding to difficult situations.

**Pre-requisite:** Completion of child sexual assault or adult survivors of child sexual assault training.

**Learning Outcomes:**

- Identify research outlining the outcomes for therapeutic groups for this population group.
- Demonstrate knowledge of best practice models for planning, implementing and evaluating groups.
- Identify critical elements in group member selection.
- Demonstrate elements of group work practice including group structure, group agreements and group safety.
- Demonstrate an understanding of how to manage a range of challenging group process issues.

**Course Length:** 2 days
Sexual Assault

**Who can a man tell? Working with men who have been sexually assaulted**

**Target Group:** NSW Health workers, counsellors working in government and non-government organisations and counsellors working in private practice who have contact with men who have experienced sexual assault.

**Description:** This 3 day course examines a range of issues experienced by men who have been sexually assaulted as adults and those who are survivors of child sexual assault. The relationship between the dynamics of child sexual assault and dominant social constructions of masculinity are explored. Participants will develop an understanding of the link between a survivor's coping strategies and difficulties later in life. Therapeutic approaches with men who have been sexually assaulted, either as adults or as children, are investigated. Male and female workers have the opportunity to examine gender issues that may arise in their work with male clients.

**Learning Outcomes:**
- Identify the prevalence, dynamics and impacts of male sexual assault.
- Identify societal beliefs about masculinity and sexual assault and examine the impact for male victims.
- Gain an understanding of how best to respond and support men who have disclosed sexual assault.
- Identify how gender and sexuality can impact on professional practice.

**Course Length:** 3 days

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**In the shadow of the offender**

**Target Group:** NSW Health workers, counsellors working in government and non-government organisations and counsellors working in private practice who have contact with families where a child has experienced sexual assault.

**Description:** Child sexual assault research indicates that the most critical factor in a child's recovery from sexual assault is being believed and supported by the non-offending carer (usually the mother of the child). Workers attempting to respond to families in crisis of disclosure and beyond are often confronted with powerful and confusing dynamics that act to restrain the mother from fully believing and supporting her child. These restraints are linked to the way in which the offender has created divided loyalties within the child and mother's networks, effectively dividing them and undermining the relationship between them. This 3 day course will explore the impact of the offender's behaviour on the relationships between the child who has been assaulted, the siblings and the mother. A range of key systemic (interagency) interventions will also be identified.

**Learning Outcomes:**
- Demonstrate knowledge of the dynamics, tactics of abuse, prevalence, and effects of child sexual assault.
- Identify the process and strategies that offenders use to engage and maintain children in sexually abusive situations and the impact this has on disclosure.
- Demonstrate an understanding of the disclosure process for children and young people who have experienced child sexual assault.
- Identify effective engagement strategies with non-offending care givers.
- Identify effective interventions in building and strengthening relationships between children and their non-offending care givers.

**Course Length:** 3 days
Holding the frame: Advanced therapeutic work with adult survivors of child sexual assault

**Target Group:** Counsellors with clinical experience in providing therapeutic services to adults.

**Description:** This is an advanced 3 day course designed for practicing counsellors and therapists. This course explores in depth, therapeutic work with adult survivors of child sexual assault. Using a psychodynamically informed framework, the workshop looks at assessment, the therapeutic frame, the therapeutic relationship and traumatic responses such as: self-injury, dissociation and traumatic regression. A variety of teaching methods are used, including role plays based on case scenarios. The course will also draw on participant’s own clinical experience.

**Pre-requisite:** Completion of adult survivors of child sexual assault training.

**Learning Outcomes:**
- Develop specialist understanding of a psychodynamic therapeutic framework.
- Demonstrate knowledge in the neurobiology of trauma.
- Develop skills in assessing traumatic impact.
- Develop understanding and skills in providing safety and containment within the therapeutic relationship.
- Identify helpful tools in addressing the impact of vicarious traumatisation.

**Course Length:** 3 days

Working therapeutically with children and young people who have experienced child sexual assault

**Target Group:** Frontline workers and counsellors working with children and young people who have experienced child sexual assault and other forms of abuse.

**Description:** This 3 day course builds upon a basic understanding of child sexual assault, moving toward a more complex therapeutic practice framework. Theoretical ideas are also transformed into skills based practice, enhancing worker competence and enriching intervention. The counselling process is explored in depth, creating new and different ways of assisting children and young people to move away from the effects of sexual assault.

**Learning Outcomes:**
- Demonstrate a complex understanding of the profile of child sexual assault in terms of definition, prevalence and dynamics.
- Identify the process and strategies that offenders use to engage and maintain children in sexually abusive situations and the impact this has on disclosure.
- Demonstrate an understanding of the impact of sexual assault including the neurobiology of trauma.
- Identify and implement interventions and strategies that are helpful to the child, young person and supportive family members.
- Describe the legal and policy requirements in responding to child sexual assault.

**Course Length:** 3 days
Implementing safety from sexual assault and harassment in adult mental health inpatient units

**Target Group:** Mental health staff (nursing, medical and psychiatric, allied health- psychology, social work, occupational therapy, security officers) working with adults in acute inpatient facilities.

**Description:** International research has established that mental health consumers are subjected to sexual assault trauma at higher rates than the general community. This interactive workshop provides information and small group activities to focus primarily on the promotion of safety, the prevention of assault and harassment and best practice in responding to disclosures of sexual assault when they occur within inpatient settings. Participants will also be encouraged to reflect on practices and procedures that aim to minimise re-traumatisation within the inpatient setting. Participants will be provided with their local area sexual safety policy.

**Learning Outcomes:**
- Demonstrate knowledge of definitions, prevalence and characteristics of child and adult sexual assault.
- Discuss evidence of the links between sexual assault trauma and mental health issues.
- Outline implementation of the NSW Health Sexual Safety guidelines and policy for mental health facilities in prevention, risk assessment and responding to sexual assaults and sexual activity.
- Describe best practice for the prevention of re-traumatisation for mental health consumers in inpatient settings.

**Course Length:** 1 day

Implementing safety from sexual assault and harassment in child and adolescent mental health inpatient units

**Target Group:** Mental health staff working in child and adolescent mental health facilities (medical and nursing staff, allied health and educators).

**Description:** Research has established that many clients of mental health services have been sexually assaulted in childhood and adolescence. This interactive workshop provides information and practical ways of assessing and managing the sexual safety of children and young people within inpatient facilities. Participants are invited to explore the application of this information and related NSW Health Department policy, Community Services policy and other legislative responsibilities to their current work context.

**Learning Outcomes:**
- Demonstrate knowledge of definitions, prevalence and characteristics of child and adolescent sexual assault.
- Discuss evidence of the links between sexual assault trauma and mental health issues for children and adolescents.
- Outline implementation of the NSW Health Sexual Safety guidelines and policy for mental health facilities in prevention, risk assessment and response to sexual assaults and sexual activity.
- Describe best practice for the prevention of re-traumatisation for children and adolescents in inpatient settings.

**Course Length:** 1 day
Utilising a trauma-informed framework in responding to child and adult sexual assault for mental health professionals

**Target Group:** Mental health staff (nursing, medical and psychiatric, allied health – psychology, social work, occupational therapy, students) working in frontline, case management or counselling/therapy contexts in community mental health, crisis and access teams, psychiatric hospitals and accommodation services.

**Description:** This comprehensive 3 day course will provide a safe face to face interactive learning experience that explores the impact of sexual assault trauma in the lives of mental health consumers. This course is both knowledge and skills based. Participants will be invited to discuss issues in relation to the people they work with and practice trauma-informed ways of working that will maximise compassionate and appropriate care. By utilising research, clinical knowledge and the latest neurobiological findings participants will more fully understand the links between sexual assault trauma and affective, cognitive, behavioural and somatic outcomes. Participants will also have the opportunity to reflect upon the impact of this work to enhance ethical and excellent clinical practice as well as promote personal well being.

**Learning Outcomes:**
- Information and discussion regarding the incidence, prevalence, demographics, indicators, dynamics, impacts and social attitudes related to child, adolescent and adult sexual assault.
- Explore tactics used by sex offenders, the impact on disclosure and the relevance to clinical work.
- Identify effective clinical responses, legal and statutory responsibilities, and evidence based best practice.
- Discuss workers’ responsibilities in the promotion, prevention and response to sexual assault and sexual incidents in mental health facilities.
- Identify ways of minimising vicarious trauma to promote optimal well being and clinical practice.

**Course length:** 3 days

Adult and child sexual assault for consumer support workers

**Target Group:** Consumer support workers employed with NSW Health

**Description:** Research indicates that many clients of mental health services have been sexually assaulted, either as children or adults. This 3 day course provides consumer workers with information about the incidence, dynamics, indicators and effects of both adult and child sexual assault. It includes information on how to respond to disclosures of past and recent sexual assault, and outlines some recent developments which seek to understand the links between mental health issues and sexual assault.

**Learning Outcomes:**
- Demonstrate knowledge of definitions, prevalence and characteristics of child and adult sexual assault.
- Discuss evidence of the links between sexual assault trauma and mental health issues.
- Outline implementation of the NSW Health Sexual Safety guidelines and policy for mental health facilities in prevention, risk assessment and responding to sexual assaults and sexual activity.
- Describe best practice for the prevention of re-traumatisation for mental health consumers in inpatient settings.

**Course Length:** 3 days
This course was the most useful and engaging course I have ever been to. The course was very well structured and the trainers were knowledgeable and created an environment where I felt comfortable to share. I appreciated the wealth of resources provided and made available. I found all the information so helpful, relevant, uplifting and inspiring. Brilliant as always, Thank you ECAV Team! Keep doing these workshops. I am going to recommend it to my colleagues. I enjoyed the presentation – the discussion, clarification of issues and introduction of relevant legislation. I also appreciated relaxed manner in which course was conducted. Thank you for an excellent presentation. Your professionalism and knowledge was deeply appreciated. Difficult areas covered with sensitivity and respect.

Other Programs
Available For Request
Other Programs

Competent responses to Aboriginal sexual & family violence

**Target Group:** Non-Aboriginal workers in the following services: child protection counselling services, sexual assault, drug and alcohol, domestic violence, child and family health, women’s health, women’s health coordinators, mental health and other relevant teams.

**Description:** This 3 day course acknowledges the powerful realities of oppression, racism and violence that have impacted on Aboriginal people's lives. Participants will learn about Aboriginal people’s lived experiences and worldview, in order to increase engagement with Aboriginal communities. The aim is for non Aboriginal workers to reflect on concepts of ‘white privilege’ and the impact this has had on their practice. Workers will have an opportunity to build culturally safe therapeutic and case management skills with Aboriginal people who have experienced complex interpersonal trauma.

This course is aligned to 3 units of competency, 2 from the CHC08 Community Services Training Package, 2008 and 1 from the Health Training Package with 3 assessment tasks to complete (optional).

- Unit CHCDFV402C Manage own professional development in responding to domestic and family violence
- Unit CHCDFV406C Provide domestic and family violence support in Aboriginal and Torres Strait Islander communities
- Unit HLTHIR404B Work effectively with Aboriginal and/or Torres Strait Islander people

**Pre-requisite:** Completion of 2 or more days of training on at least one of the following courses: child sexual assault, adult sexual assault, physical and emotional abuse and neglect of children and young people or family/domestic violence.

**Learning Outcomes:**
- Identify and reflect an awareness of personal and other cultural realities on work practices.
- Identify the impact of non Aboriginal cultural factors, on service delivery to Aboriginal clients.
- Identify the impact on Aboriginal people of past and present racist dialogue utilising a trauma informed framework.
- Demonstrate skills and knowledge to work effectively with Aboriginal people that addresses access and equity issues resulting in enhanced participation for Aboriginal people experiencing interpersonal trauma.
- Implement culturally safe practices in both personal and professional spheres.

**Course Length:** 3 days

Competent responses to Aboriginal sexual & family violence – 1 Day update

**Target Group:** Non Aboriginal workers employed in the following services: child protection, sexual assault, drug and alcohol, domestic violence, child and family health, women’s health, mental health and other relevant agencies.

**Description:** This course will explore ideas around race and white privilege and focus on developing culturally safe strategies and wisdoms when working with Aboriginal people. Cultural safety relies on non Aboriginal workers understanding the impact of white privilege on their interactions with Aboriginal clients. A white privilege framework will be explored in the context of developing culturally safe strategies of reaching out to Aboriginal communities to offer supports as well as providing culturally competent counselling and case management services.

**Pre-requisite:** Completion of the previous 2 day program “Competent responses to Aboriginal sexual & family violence.”

**Learning Outcomes:**
- Demonstrate an understanding of white privilege and race in the context of Aboriginal Australia.
- Identify culturally safe work strategies.
- Apply a cultural safe framework to current practice.

**Course Length:** 1 day
Other Programs

**Working towards cultural competence**

**Target Group:** NSW workers and interagency partners

**Description:** This 2 day course is designed to assist workers to provide appropriate services to people from a variety of cultural backgrounds and to value cultural diversity in the workforce. Time is spent examining the meaning of culture and cultural sensitivity, migration and refugee experiences as well as good communication strategies. There is discussion of issues relevant to workers in the fields of sexual assault, child protection and domestic violence.

**Learning Outcomes:**
- Demonstrate an understanding of the meaning and value of “culture”.
- Identify a best practice framework when responding to victims of interpersonal violence who are from CALD backgrounds.
- Identify strategies to increase access for CALD clients.
- Demonstrate an understanding of cultural competence when supporting CALD clients who are victims of interpersonal violence.

**Course Length:** 2 days

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**Beyond Recovery: Working therapeutically with children who have been abused**

**Target Group:** Sexual assault counsellors, child protection counsellors and other counsellors who are working with abused children and their families.

**Description:** Beyond recovery is a creative practice based 3 day course that will provide participants with both current theoretical constructs on understanding the effects of abuse on children and innovative practiced based evidence in connecting with children therapeutically. The course will look at the psycho-biology of trauma giving the participant a practitioner’s insight into this field. Moreover working with the most recent research and creative ideas, it will take the participant into a recovery framework that explores ‘what lies on the other side of the psycho-biology of trauma’. (This course replaces Context and Connection).

**Learning Outcomes:**
- Identify the common forms of child abuse and the main effects they can have on the psycho-biology of clients.
- Identify the main tenets of attachment theories and its application to their work.
- Articulate the key elements of child focused communication styles and how to apply this to practice.
- Demonstrate an understanding of an ecological framework in working with children who have been abused.
- Articulate the philosophy and practical application of ‘what lies on the other side’ of the psycho-biology of trauma.

**Course Length:** 3 days
Developing skills in report writing & giving evidence

**Target Group:** Workers providing a service to victims of interpersonal trauma who are or may become engaged in the legal system.

**Description:** This 1 day course assists workers in child protection, mental health, drug and alcohol and sexual assault services to further develop skills in preparing court reports and giving evidence. It provides relevant information on recent decisions about the Evidence Act. This is a practical course in which participants receive feedback on their reports and have the opportunity of facing cross examination in a mock court.

**Learning Outcomes:**
- Demonstrate an understanding of the legal requirements about report writing and providing evidence in court for victims of interpersonal violence.
- Identify strategies to prepare effective legal reports.
- Identify strategies to ensure legal evidence is provided appropriately in court.

**Course Length:** 1 day

Adventures in group work with children and young people

**Target Group:** Counsellors working with children and young people.

**Description:** The correlation between child sexual assault and domestic violence, the dynamics operating and their impact on children's lives has been acknowledged by both researchers and practitioners. This 3 day course builds a framework for developing and implementing group work practices as a critical component of therapeutic practices. This course focuses on key issues for group work practices in both areas, including: theoretical underpinnings, developing models of practice, “visiting” several existing programs, and effective evaluation methods and processes. Participants have access to several group work programs written by Rosie’s Place including new programs which emphasise the importance of joining mothers and children in the work. This course offers participants a foundation from which to “borrow” and therefore build their own group work programs for ongoing implementation in their work practice.

**Learning Outcomes:**
- Examine various group work intervention options, auditing their capacity to promote strengths and prioritise safety for children and young people.
- Identify critical ingredients for effective group work practice with children and young people who have experienced abuse.
- Demonstrate knowledge of best practice models for planning, implementing and evaluating groups.
- Demonstrate an understanding of how to manage a range of challenging group process issues.

**Course Length:** 3 days
## Other Programs

### Working with mental health issues in the context of violence

**Target Group:** Workers supporting people who have experienced sexual assault, domestic violence and/or child abuse.

**Description:** This 2 day course examines the symptoms that often accompany major mental health disorders. Current treatments, best practice including the use of medications, side effects and the constraints medication may have on a client’s capacity to engage in the counselling process are explored. Participants are encouraged to develop effective strategies for working with clients seriously affected by mental health issues. There is also a focus on the implications this may have on sexual assault, child protection and domestic violence services.

**Learning Outcomes:**
- Demonstrate knowledge of the intersections between mental health problems and effects of interpersonal violence.
- Demonstrate an understanding of how the mental health system operates and the provision of services to victims of interpersonal violence.
- Outline implementation of the NSW Health Sexual Safety guidelines and policy for mental health facilities in prevention, risk assessment and response to sexual assaults and sexual activity.
- Describe collaborative practice with Mental Health services to ensure best outcomes for victims of interpersonal violence.

**Course Length:** 2 days

### Interpersonal trauma, suicidality & cultural diversity

**Target Group:** Workers supporting people who have experienced sexual assault, domestic violence and/or child abuse.

**Description:** This 2 day course was developed as part of a project funded through the National Suicide Prevention Strategy. Day 1 includes presentation of research data in relation to the links between suicidality and experiences of domestic/family violence, sexual assault and childhood abuse. The role of gender is examined and the possible role of “culture” as a factor in suicidality is explored.

Day 2 focuses on the concept of ‘cultural competence’ in the context of suicide risk assessment and management. A ‘dual track’ risk assessment and intervention model that emphasises safety from risk of harm from self as well as harm from others is proposed. There is an opportunity to apply practical skills and knowledge and to discuss issues from a range of service perspectives. Enhanced cultural competence in responding to those who have experienced violence within a family or intimate context and in assessing risk of suicide is an intended outcome of the training.

**Learning Outcomes:**
- Understanding of the links between suicidality and interpersonal trauma.
- Awareness of the influences of gender and culture on suicidality.
- Enhanced cultural competence in suicide risk assessment in the context of responding to those who have experienced violence within intimate/family relationships.

**Course Length:** 2 days
**Shades of grey? Ethics and boundaries in trauma work**

**Target Group:** Workers supporting people who have experienced sexual assault, domestic violence and/or child abuse.

**Description:** Working with adults who have been severely traumatised in attachment relationships, such as childhood abuse, frequently raises boundary challenges for counsellors. Those working in small communities face additional pressures in managing the interface between the personal and professional. This 2 day course explores the complexities of seeking to provide safe boundaries for these clients. Topics covered include: negotiating good therapeutic practice, ethical decision-making and conduct, and managing counter transference.

**Learning Outcomes:**
- Develop an understanding of the meaning of boundaries and their importance in trauma work.
- Identify what constitutes a boundary violation and boundary transgressions in relation to trauma work.
- Gain knowledge about the Codes of Conduct and Ethics, Professional Standards and complaints mechanisms pertaining to relevant professions working in trauma areas.
- Develop confidence of and knowledge about ‘good practice’ in relation to boundary issues.
- Develop self awareness in relation to professional practice and client – professional relationships.
- Develop an openness to seeing, and confidence in responding to, boundary issues for self, colleagues and the organisation.
- Develop an understanding of usual ethical dilemmas that occur in trauma work and a model of helpful responses to that will assist in addressing these.

**Course Length:** 2 days

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**Not seen or heard: recognising & responding to abuse of older people**

**Target Group:** Workers who provide services wholly or partly to older people.

**Description:** Older people in our communities often experience a profound imbalance of power in their relationships as their status of older people diminishes and their care needs increase. This power imbalance can be exploited in a range of relationships: partners, carers, adult children and in institutional settings. The range of abuses experienced by older people include; physical and sexual violence and emotional and financial abuse. For some people this abuse is a continuation of abuse across their lifespan e.g. domestic violence, whilst for others, past experiences of abuse may resurface in later life. This 2 day course looks at recognising and responding to experiences of abuse of older people. It also provides opportunities to discuss appropriate responses to both current and past abuse, in a context of human rights and access to safety, justice and services on an individual, interagency and societal level. Strategies for prevention are showcased.

**Learning Outcomes:**
- Identify the range of practices of abuse of older people carried out by family, caregivers and community.
- Examine personal beliefs and responses to the abuse of older people.
- Discuss the context and impacts of abuse in older people’s lives, including the impacts of life experiences and community beliefs about older people.
- Develop flexible strategies of responding to both current and past abuse which prioritise human rights, self determination, and access to safety, justice and services on an individual, interagency, community and societal level.
- Discuss the value of cross agency collaboration to enhance service provision.

**Course Length:** 2 days
Resource List

Training Videos, DVDs & CD-Roms

ANYONE’S STORY: Understanding and responding to adult sexual assault
Date: 2005 VHS and DVD
Target Group: Sexual assault counsellors and NSW Health workers working with clients who have experienced adult sexual assault.

BIG SHAME. A story about child sexual assault
Date: 1999 VHS and DVD
Target Group: Aboriginal workers and people working with Aboriginal communities

“Caught Out: Witness under cross examination”
Date: 1989 DVD
Target Group: Medical doctors and sexual assault service counselors, called to give evidence in sexual assault criminal proceedings.

COUNSELLING WITH INTERPRETERS. Sexual assault interviews
Date: 1988 VHS
Target Group: Sexual assault workers and sexual assault counsellors in government and non-government services.

DOCTORS IN COURT. The medical expert witness in adult sexual assault criminal proceedings
Date: 2002 VHS and DVD
Target Group: Doctors attending court as expert witnesses in adult sexual assault criminal proceedings.

Cultural competence in working with suicidality and interpersonal trauma interactive
Date: 2006 CD ROM
Target Group: Frontline workers in a range of settings. These include: mental health services, Aboriginal family/domestic violence support services, sexual assault services, youth services, alcohol and other drugs facilities and physicians in General Practice.

IDENTIFYING AND RESPONDING TO CHILDREN AND YOUNG PEOPLE AT RISK OF HARM. Child Protection
Date: 2003 VHS and DVD
Target Group: NSW Health and child protection workers.

SAFER LIVES, BETTER HEALTH: Understanding and responding to Domestic/Family Violence
Date: 2006 DVD
Target Group: This resource has been designed for health and interagency workers with a role in identifying and responding to people who experience domestic/family violence.

WHO’S THE LOSER? A story about family violence
Date: 1999 VHS and DVD
Target Group: Aboriginal workers and people working with Aboriginal communities.

Manuals

HELPING TO MAKE IT BETTER. Helping your child – Important information for parents and carers about the sexual assault of children
Target Group: Parents and carers whose children have been sexually assaulted.

NOTHING BUT THE TRUTH. Court preparation for adult and child witnesses in sexual assault proceedings
Date: 2002.
Target Group: Professionals who are preparing child and adult witnesses in criminal court sexual assault proceedings.
Resource List

Other resources for Health Professionals

**Domestic Violence Routine Screening resources**
Date: 2000
**Target Group:** Health professionals implementing the NSW Health policy for routinely screening women at presentation to antenatal, child health, drug and alcohol and mental health services.

**Medical Management of Adult Sexual Assault Manual**
Date: 2013
**Target Group:** Medical staff assessing and care for adults presenting to NSW Health Sexual Assault Services.

Community Education Pamphlets/Booklets

**RECOVERING FROM ADULT SEXUAL ASSAULT: Navigating the Journey**
Date: 2008
**Target Group:** Women who have been sexually assaulted as adults and family and friends providing support.

**WHEN A MAN IS RAPED**
A survival guide: Information for men who have been raped, their parents, partners, spouses and friends.
**Target Group:** Men who have been raped, their parents, partners and friends.

**SHARING THE UN-SHAREABLE: A resource for women recovering from child sexual abuse**
Date: 2011
**Target Group:** Women who have been sexually assaulted as children and their family and friends providing support.

**WHAT IS SEXUAL ASSAULT AND WHERE YOU CAN GET HELP**
Date: 1999/2000
**Target Group:** Multilingual communities and NSW Health Sexual Assault Services to promote their services to multicultural community organizations.

**WHO CAN A MAN TELL?**
Information for men who were sexually assaulted as children, their parents, spouses and friends.
**Target Group:** Men who were sexually assaulted as children, workers coming into contact with men.

**Other resources for Health Professionals**

**Medical Management of Adult Sexual Assault Manual**
Date: 2013
**Target Group:** Medical staff assessing and care for adults presenting to NSW Health Sexual Assault Services.

**WHO CAN A MAN TELL?**
Information for men who were sexually assaulted as children, their parents, spouses and friends.
**Target Group:** Men who were sexually assaulted as children, workers coming into contact with men.

**SHARING THE UN-SHAREABLE: A resource for women recovering from child sexual abuse**
Date: 2011
**Target Group:** Women who have been sexually assaulted as children and their family and friends providing support.

**WHAT IS SEXUAL ASSAULT AND WHERE YOU CAN GET HELP**
Date: 1999/2000
**Target Group:** Multilingual communities and NSW Health Sexual Assault Services to promote their services to multicultural community organizations.