



Education Centre
AGAINST VIOLENCE



Health



NSW Health Education Centre Against Violence

Annual Report 2015



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Overview of ECAV

Welcome to ECAV's 2015 Annual Report!

The NSW Health Education Centre Against Violence (ECAV) is the statewide workforce development unit charged by NSW Kids and Families to prepare and support the health workforce and partner agencies in addressing the short and long term health and safety concerns that impact NSW children and families. ECAV's vision statement is:

... of a highly effective multi-sectorial workforce inclusive of interagency partners of NSW Health, that is well equipped with the skills and knowledge to prevent interpersonal violence and to identify and respond effectively to adults, young people and children who have experienced sexual assault, domestic violence, Aboriginal family violence and childhood physical, emotional abuse and neglect. We have a vision of a system that is coordinated and responsive and a workforce that has the readiness and capacity to improve the health and wellbeing for victim/survivors.

The scope of work undertaken by ECAV is broad and complex. The organisation recognises that learning and development occurs within and across life and work continuums. Formal educational programs are therefore only one element of a comprehensive range of strategies utilised by ECAV and embedded within the violence prevention and response sector, to improve practice and promote cultural change.

ECAV has the broad remit to provide training, and oversee workforce capacity development and education in six speciality content areas. These are child protection, sexual assault, domestic violence, Aboriginal communities, cultural diversity and sexual assault in the context of mental health. The Centre is based in Parramatta but offers training across NSW and interstate. It also provides practitioners with access to national and international educators who are experts in their field.

ECAV works in collaboration and partnership with NSW Kids and Families, the Local Health Districts (LHD) and Speciality Networks (SN) and a range of external stakeholders to ensure that training and education meets need and is of high quality. Programs are thoroughly evaluated, and regularly reviewed, while many program areas are overseen by committees with workforce, health management and specialist input. The key identifiable output is the face to face training that ECAV provides across the state and the course and participant numbers for each of the speciality portfolio areas.

The scope of educational programs delivered by ECAV includes Aboriginal and bilingual community development modules, professional development workshops, Australian Skills Quality Authority (ASQA) accredited skill sets, ASQA accredited qualifications and post graduate programs in universities. These comprehensive and highly evaluated programs are supported by resources and materials which are developed in close collaboration with the sector, including interagency partners, to ensure that collaborative, good practice is demonstrated within and across agencies, enabling workers to share language, concepts and understandings around roles and responsibilities.

As well as the face to face training, ECAV undertakes many roles and projects aimed at influencing and improving the Health and Service System response to trauma. This includes being involved in high level working parties and projects, as well as providing feedback and analysis on health and interagency policy and procedural changes that impact clients/patients. ECAV works within the mainstream Health system and more broadly the welfare service system to ensure that the particular needs and requirements of people who have suffered trauma and abuse are recognised and addressed appropriately.

Research and evaluation are cornerstones of quality service provision, a critical focus of the state plan 2021. Therefore, ECAV places particular emphasis on responding to the identified needs of children, young people, adults, families and communities that have experienced trauma and abuse, and where the health, justice and welfare sectors have yet to identify or respond to those needs. ECAV, on behalf of the health sector, actively invests in areas that require substantial engagement and development, to build interest and commitment from the service system in preparing the workforce to respond to victim/survivors of abuse and violence. Though this investment is initially expensive and demanding, the resultant expertise developed within the organisation and the improvement in practice for the target group is ultimately worthwhile and cost effective.

In the trauma field ECAV is recognised as a leader in a number of key areas. These include: Aboriginal workforce development and community engagement; cultural safety and Aboriginal healing; student and workforce supervision and supervision models, trauma informed practice and trauma informed training models; sexual safety in mental health services; interpreting in child abuse, sexual assault and domestic family violence; domestic violence routine screening; interagency responses to domestic family violence and joint investigative health responses.

Additionally, ECAV works closely with professional groups to identify where training is not meeting current requirements resulting in below optimum responses for client groups. Examples of this include the newly developed Graduate Certificate in the Medical and Forensic Management of Adult Sexual Assault (one year program).

ECAV Team

Our Team

The ECAV Team is based within Western Sydney Local Health District and the Director of ECAV Lorna McNamara reports to Executive Director, Nursing and Midwifery. The Centre also has very strong ties with the Ministry of Health, from which it receives funding, and is consulted regularly on key policy development and emerging trends within the sector. This strategic positioning recognises means that staff are both part of an LHD and aware of its functioning, but also well linked at a State-wide level.

In 2015 ECAV employed 9 new permanent staff and specialist contractors to expand our teams' capacity to meet statewide obligations.

Statewide Educators are in many ways the 'face' of ECAV, as it is they who are out providing training and meeting the many participants across the state. Statewide Educators in each of the portfolio areas not only undertake curriculum development / review and provide face-to face training, but they are also often involved in consultancy, specific projects and committees in relation to their areas of expertise. Given the value placed on up to date knowledge and evidence based practice at ECAV, Educators are also expected to continue their own learning and professional development in their fields of expertise.

Alongside the statewide educators and other permanent staff, ECAV contracts a pool of highly specialised contractors to provide training and complete projects.

ECAV's administration team provides a large amount of support to the organisation's staff in managing the workshops, building and office supplies, maintenance, finances, forum coordination and administrative support. ECAV holds forums throughout the year which often attracts an excess of participants. The administration team provides coordination of required handouts, guest speakers' travel needs, venue set up and participation registration.

Statewide Team in 2015

Eva Adamkiewicz, Cultural Equity Statewide Educator. Eva has overseas training and experience in journalism as well as extensive experience in counselling, casework, community development, group work, training and management. For the last 22 years Eva was working with the individuals and groups of different cultural and linguistic backgrounds on health and welfare issues.

Lynda Andrews, Domestic Violence Statewide Educator. Lynda is a Maori from New Zealand having worked in community for over 20 years in NSW and has a background in counselling/ groupwork / family support working with families experiencing domestic violence, mental health and parenting across both the Blacktown and Hawkesbury LGA's.

Raelene Boxwell, Senior Educator. Adult Survivor Group Work Project. Raelene has extensive experience in providing counselling, supervision, management and training. Raelene has worked in the area of sexual assault and specialised in providing services to young people who have experienced all forms of abuse.

Ivan Clarke, Statewide Aboriginal Senior Health Educator. 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 prior to starting with ECAV in 2011. 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 before joining Link-Up NSW. He plays a critical role in the implementation of ECAV's Strong Aboriginal Men's Program and is a consultant for the community development program Weaving the Net.

Lyla Coorey, Domestic Violence and Cultural Equity Team Leader. Lyla has worked predominantly in the health care field in country and urban settings as a counsellor, educator, manager and supervisor. She has a strong background in research and has published in the areas of rural domestic violence, child sexual assault in Aboriginal communities, and rural health, welfare and service delivery. Lyla has served on many committees covering such issues as rural youth suicide, domestic violence, sexual assault, migrant women's access to the law, and human rights. She has been an active advisor to politicians and academics on women's issues, rural affairs and social work education in Australia and overseas.

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

Sigrid Herring, Aboriginal Senior Health Statewide Educator. NSW Health Education Centre Against Violence. Sigrid has over 20 years' experience working with Aboriginal families and communities and has specialist skills in community management, case management and group work. Sig has extensive training experience in Aboriginal cultural competency, community development, governance and family violence.

Victor Morgan, Aboriginal Senior Health Statewide Educator. Vic is a Jaithmatung (Victorian Alps) and Bunjalung (North Coast) man who is qualified counsellor specialising in social emotional wellbeing, and drug & alcohol and gambling addictions. Victor is the current chairperson of Link-Up NSW and managed the Tribal Warrior mentoring program in 2012. Vic has previously been an Indigenous correspondent for channel 9 and since 2012 has been a facilitator for ECAV working with Aboriginal men across NSW on delivering the Strong Aboriginal Men's Program. Another area of interest for Vic is Indigenous sustainability. Victor would like to see Aboriginal Communities and people have a sound financial future utilising the rich asset base to make strong long term investment for the coming generations.

Rachel Moss, Sexual Assault Senior Educator, has an extensive history as a social justice advocate with a keen interest in improving the lives of those affected by sexual violence. She has worked in sexual assault management, teaching positions, as a sexual assault counsellor as well as a facilitator of clinical groups for Adult Survivors of Childhood Sexual Assault. Prior to her work in the sexual assault field Rachel worked for many years in the Mental Health sector. Rachel is passionate about supporting the continued development of a strong and capable sexual assault and trauma informed workforce in NSW.

Natalie Short, Senior Educator, Aboriginal Portfolio, is a Proud Bundjalung woman from Mid North Coast NSW, She has worked for Rosie's Place - Children's who have experienced trauma counselling service, Rooty Hill for the past 6 years. Throughout this time she developed in partnership with Rosie's Place three resources for Aboriginal children and their careers in relation to the impact of child sexual assault and domestic family violence she also facilitated many groups for children and mums involved in the service. Natalie also had significant input in redevelopment of the training package Balancing The See-Saw an eight week program looking at impacts of domestic violence on women and their children after leaving the violence. Natalie also worked for Brighter Futures as an Aboriginal case-worker with the Mount Druitt Aboriginal Community, working on different issues such as Domestic violence and child protection concerns.

Jude Tynan, Mental Health and Sexual Assault Statewide Education Officer. Jude is an accredited mental health social worker and a family therapist with extensive experience in clinical work; both individuals couples and families as well as the provision of supervision and training. Jude believes in bringing a strong social justice focus to her work as well as fostering resilience through supports and advocacy. Her work has included areas of sexual assault, trauma, children and families affected by mental illness. Jude has worked across both government and non-government settings.

Jane Uebergang, Acting JIRT Health Statewide Workforce Development Officer, Sexual Assault and Child Protection Team Leader. Jane has worked for an extensive period of time 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 centres and has extensive skills in counselling, groupwork, supervision, training and teaching.

Jussey Verco, Mental Health Sexual Assault Statewide Education Officer. Originally from South Australia, Jussey has worked in the area of domestic violence, child and sexual abuse and mental health for over 20 years. She has provided supervision, counselling, facilitated therapeutic groups (in each of the above 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.

Administration & Support Staff

Anna Pereira, Office Manager. Anna manages the administration team and handles the day to day running of the office, including enquiries, building maintenance and supplies for the office and workshops. Anna also manages the finances for ECAV including petty cash, invoices and reconciling the accounts.

Kim Scarcella, Administration Officer. Kim manages course registrations for participants applying for ECAV workshops and various associated tasks related to workshops. Kim assists with the preparation prior to the large forms that are held throughout each year as well as many general administration duties.

Mariam Singh, Administration Officer. Mariam manages the course registrations and coordinates all travel arrangements. Mariam also administers the ECAV online learning system for the educators to communicate with their participants and assists with preparation for forums held throughout the year.

Geeta Bellett, Administration Officer. Geeta distributes the regular resource orders and works on the registration system for workshops. Geeta assists with the administration of the e-learning site as well as office stock management such as stationary and workshop supplies. Geeta also provides administration support for the large forums that regularly take place.

Almas Homayunfard, Administration Officer. Almas's primary task is to assist the Associate Director with workshop planning and reporting related tasks. Almas also coordinates workshops and ensures that educators have all the equipment, handouts and other items needed for training.

Sanjeshwar Narayan, Administration Officer. Sanjeshwar joined ECAV in 2015 to provide administration support, his main responsibilities are administering the database and distributing regular resource orders. Sanjeshwar also assists with many other administration tasks such as invoicing and preparation for workshops.

Lois Newman, Coordinator & Aboriginal Portfolio Administration Support. Lois's main focus is coordinating workshops including document management and providing support for the Aboriginal Family Health team. Lois provides high-level skills to ensure preparation is completed prior to program commencement.

Vanessa Dray, Information Technology Analyst. Vanessa has high-level information technology skills including multimedia, web and trouble shooting and manages the ECAV IT equipment, website/ intranet sites as well as resource development. Vanessa also has vast event management experience and manages ECAV events.

Lily Bonnici, Librarian. Lily has over 30 years' experience in knowledge management, concentrating her efforts in special libraries. Lily plays an important part in the organisation managing ECAV's research requirements, archiving, copyright and ensuring both the soft and hard copy libraries are up to date.

Susan Isaacs, Information Technology Administrator. Susan joined ECAV in 2012 to provide support to the growing information technology, resources and events related projects. Susan brings high-level administration skills to the organisation and is responsible for maintaining registers for IT systems and resources, and event coordination.

Amber Welch, Medical and Forensic & RTO Officer. Prior to joining ECAV in February 2015, Amber worked at the Joint Investigation Response Team Referral Unit (JRU) for 7 years and before that worked in various departments in ACT Health. Amber brings high level administrative skills to ECAV and her main responsibilities are providing administration and coordination support for the medical and forensic portfolio and coordinating the RTO courses.

Management Support

Rachael Kelleher, Rachael joined ECAV in 2011 to work with the Director and Associate Director on specialist projects. Rachael brings high level organisational and communication skills having many years' experience in Project Management and Event Management roles, and high level understanding of ECAV core business.

Management

Lorna McNamara, Director. Lorna has been the Director of ECAV for over twelve 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. Lorna's current focus is the development of qualification pathways to support an Aboriginal work force skilled in case management and counselling in the areas of sexual assault, domestic and family violence and child abuse.

Jo Campbell, Acting Director. Jo has many years' experience working in the area of sexual violence, both in NSW and Tasmania. Jo has specialist skills in working with children and adults who have experienced trauma. She also offers high level training, resource development and management skills.

Catharina Webb, Acting Associate Director. 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.

Business Plan / ECAV Structure

During 2015, ECAV saw a change in leadership with Lorna McNamara who has been the ECAV Director for almost 15 years, took up an acting role, as Director of the Child Protection and Violence Prevention Unit at NSW Kids and Families for 6 months from May 2015. Lorna is and will continue to be truly missed, her vision and dedication to the area of violence prevention and child protection have placed ECAV in such a strong position.

The flow on effect of this is, was that Jo Campbell began acting in the role of Director of ECAV, Catharina Webb acting as Associate Director and Jane Uebergang acting in the role of JIRT Health Workforce Development Officer. The new management team look forward to continuing the important work of ECAV with renewed energy and commitment.

Lyla Coorey was also appointed as the Domestic Violence and Cultural Equity Team Leader in February 2015. She came to ECAV with an enormous amount of clinical and managerial experience and strong passion for this work.

There was a restructure of the Aboriginal Team. Marlene Lauw was appointed the Aboriginal Team Leader. Natalie Short commenced with the team in July 2015. Lois Newman joined the team to assist with the co-ordination of the workshops and support the educators. We were also lucky to Welcome Victor Morgan back into the Aboriginal Education team this year.

The Mental Health Sexual Safety project came to an end after 16 years of dedicated work in NSW Health, Mental Health Services to assist them in becoming trauma informed, more awareness about sexual assault and how to respond effectively to sexual safety issues in mental health inpatient and community services. This resulted in a shift for the the project workers, Jussey Verco took over the DVRS portfolio and Jude Tynan who decided to join our contract team of educators.

Amber Welch joined ECAV in February 2015, she moved from the JRU health team to assist with the complex administrative tasks that are necessary for the smooth delivery of the Graduate Certificate in Medical and Forensic Management of Adult Sexual Assault as well as the delivery of additional professional development opportunities for medical staff delivery services in this context.

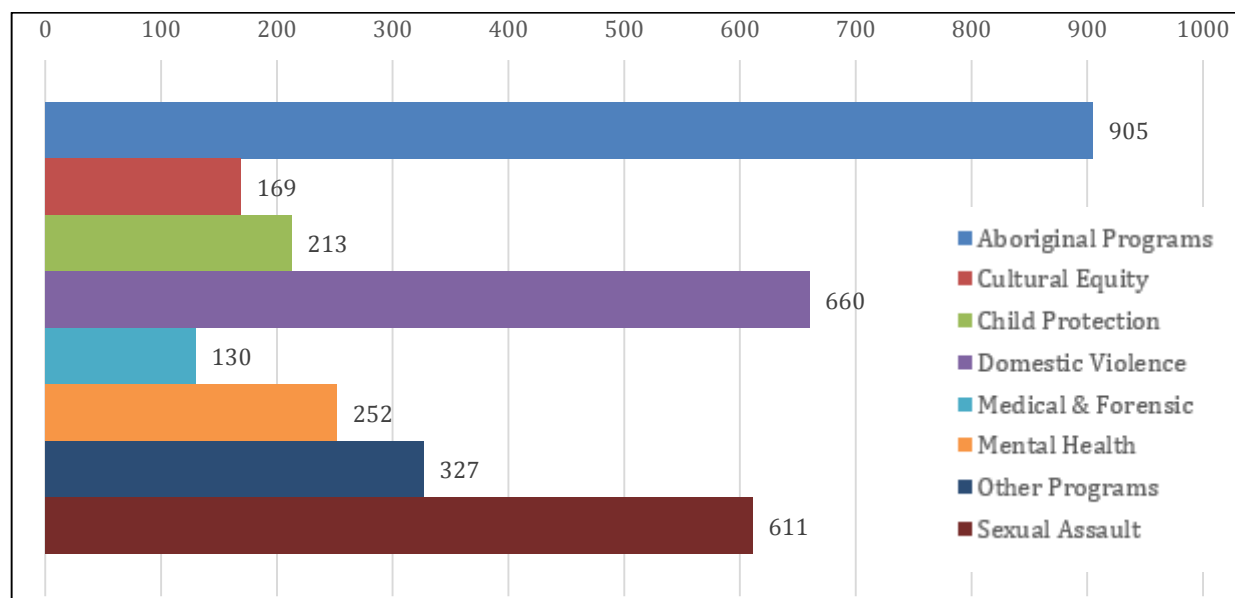
Training Provided 2015

In 2015 ECAV provided 302 ongoing courses across the state attended by over 3,267 participants.

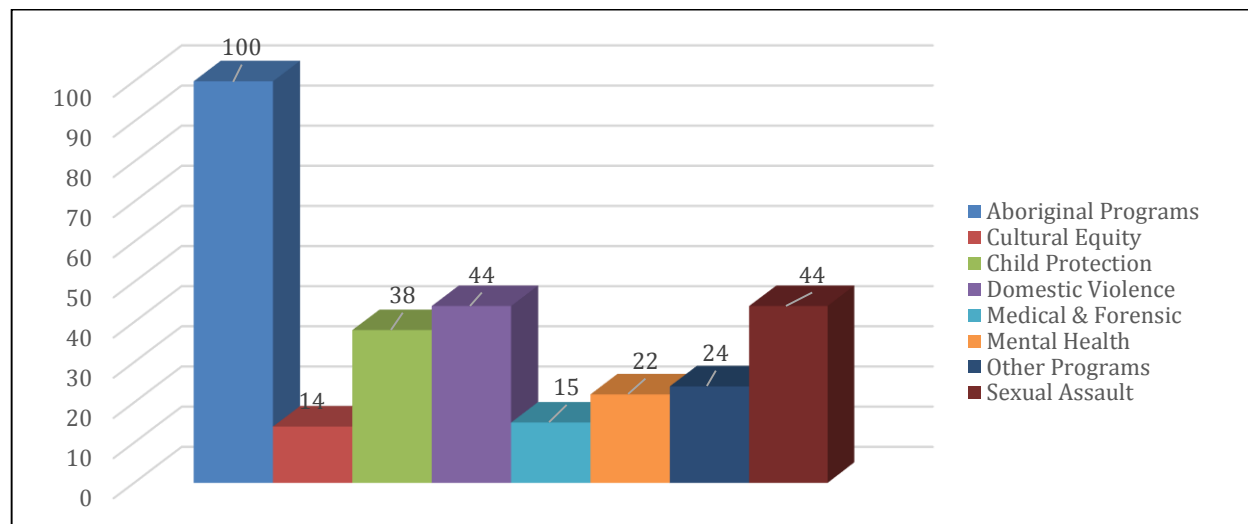
Below is a table and graph summarizing the number of participants who had attended a course per portfolio in 2015.

Portfolio Areas	Participants
Aboriginal	905
Cultural Equity	169
Child Protection	213
Domestic Violence	660
Medical and Forensic	130
Mental Health	252
Other Programs	327
Sexual Assault	611
Total trained in 301 workshops	3,267
Presentations and Briefings	1,743
Total Participants trained	5,010

Number of participants attending ECAV training workshops in 2015



Number of 2015 ECAV training workshops by portfolio

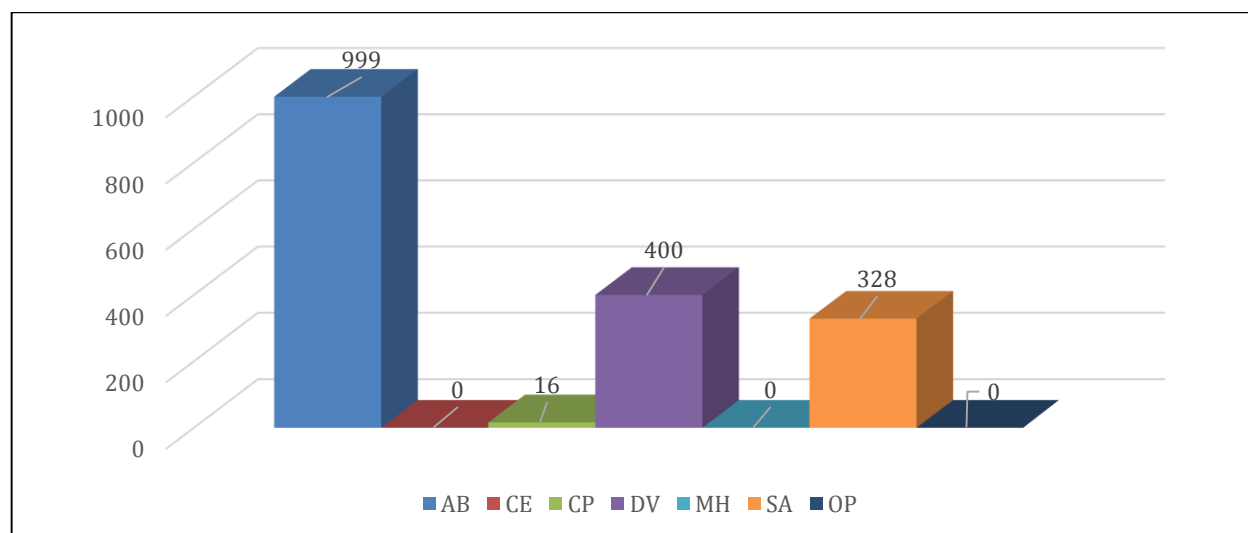


The overall number of courses provided is an increase 10% compared to 2014 when 271 courses were provided.

Total participants for 2015 was 3,267 which is a 17% increase from 2014 when 2,721 participants attended ECAV courses. The portfolio with the largest number of participants in 2015 was the Aboriginal Program with 905 participants, comprising 28% of all attendees in ECAV programs.

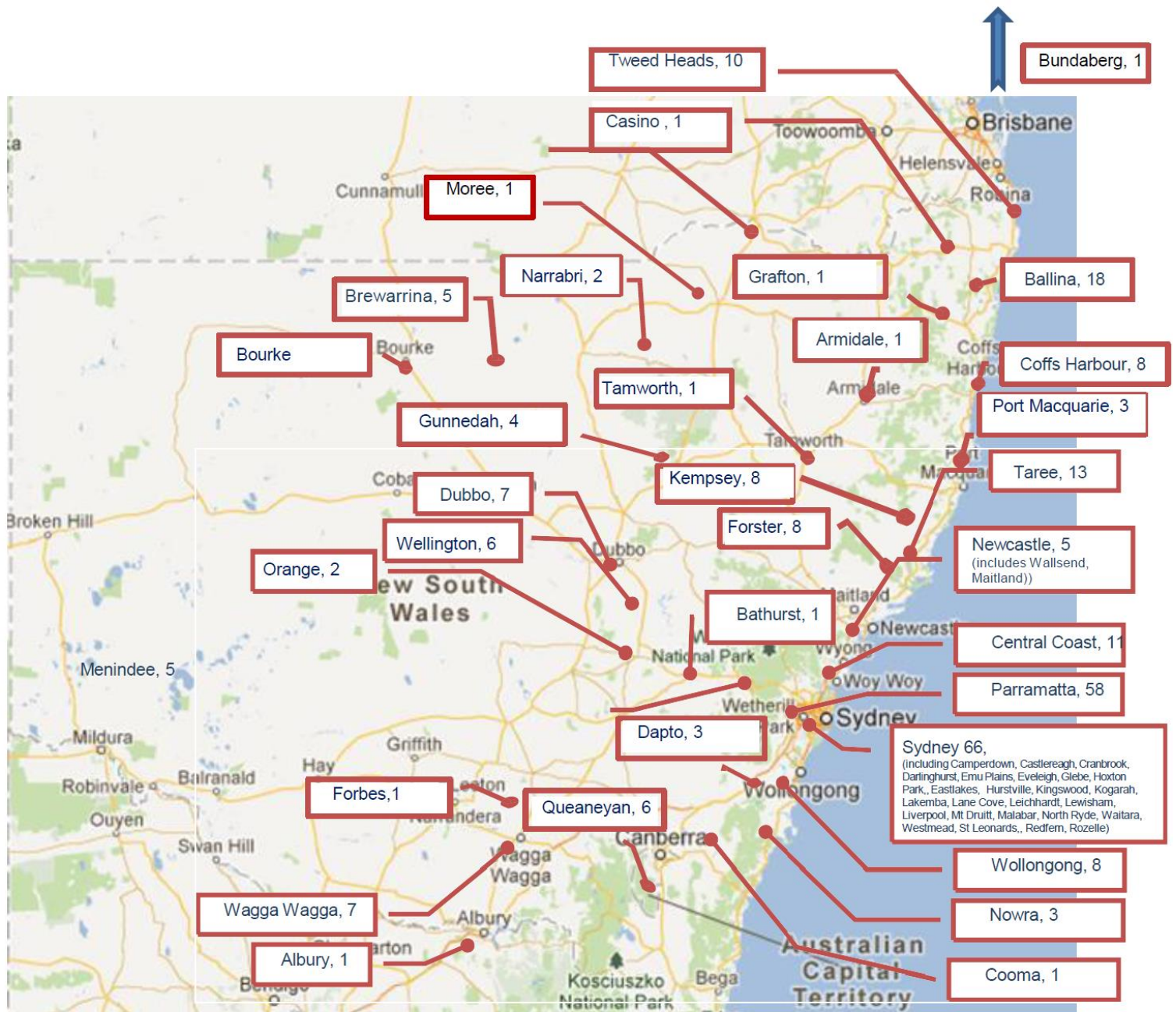
Number of participants attending ECAV short presentations 2015

An additional 1,743 participants were trained in short presentations in the following portfolios.

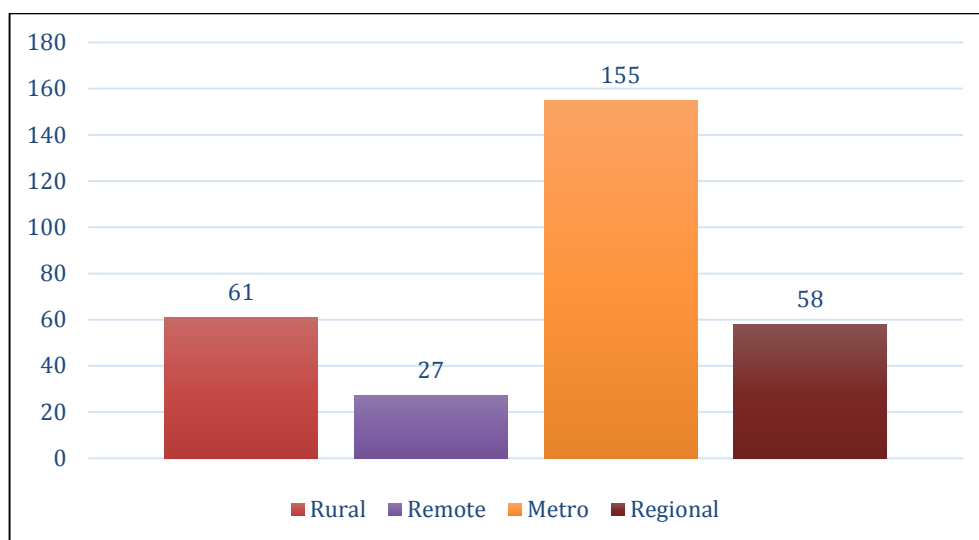


With short presentations included, the total number of participants attending workshops and all other training courses in 2015 was 5,010. An additional 34 short presentations were held.

ECAV Courses by Area



Number of ECAV courses by Area 2015



Part of the remit of ECAV is to run training that is accessible for workers across the state to reduce the length of time participants have to travel. The ECAV training team welcome the challenge of delivering training in rural and remote locations.

In 2015, 301 of the 58 workshops were provided in regional centres, 61 were in rural settings, and 27 were in remote locations including Wellington, Murrin Bridge, Brewarrina, Cooma, Gunnedah and Merimbula,

As shown in the graph above, 49% of courses in 2015 were delivered outside of the metropolitan area, with 9% of courses provided in remote areas. This is a slight decrease compared to 2014 when 53% of courses were delivered outside the metropolitan area.

Forums and Events



ECAV Turns 30!

2015 marks the 30th anniversary of ECAV! We enjoyed celebrating the milestone in late October this year to recognise the fantastic achievements of all those who have worked with ECAV over the past three decades!



Graduation Certificate in the Medical & Forensic Management of Adult Sexual Assault

Thursday 21 May 2015 we had our 1st Graduation for our Medical and Forensic graduates held at the Grace Hotel Sydney. We saw 17 participants graduate and two received Statement of Attainment! Congratulations to all graduates!



Annual Aboriginal Graduation Evening

On Thursday 28th May 2015 our Aboriginal Graduation dinner was held at the Waterview Bicentennial Park Homebush, saw over 90 people attend to celebrate the 14th graduation ceremony for participants in the Certificate IV in Aboriginal Family Health, the 4th graduation ceremony for the Advanced Diploma of Aboriginal Specialist Trauma Counselling and the 2nd Graduation Ceremony for the Graduate Certificate in Human & Community Services (Trauma Stream).

We were honoured to have Jacinta Tobin give the Welcome to Country and a special performance by the Buuja Bujja Butterfly Dance Group. Our guest speaker for the evening was Larissa Behrendt and our entertainment was provided by Katcha.



The 2015 Sera lancu Lawson Memorial Award was given to Ada McGrady. This award has been created by ECAV to recognise personal courage, strength and commitment. It is to celebrate the student who's spirit and heart overcomes life's adversities and in the face of extraordinary difficulties continues to remain connected to life and to everyone around them. This award is a celebration of life and a recognition of how hard that journey can be.

JIRT Conference

ECAV had the pleasure of coordinating the JIRT Managers Conference on the 29 July 2015. This was held at the Australian Technology Park in Sydney. We had quite a few special guest speakers which made the day a huge success. They were Gail Furness SC (Senior Counsel Assisting the Royal Commission into Institutional Responses to Child Sexual Abuse), Emeritus Professor Dorothy Scott (Chancellery & Council Services, University of South Australia), Hon. Brad Hazzard MP (Minister for Family and Community Services and Minister for Social Housing), Mary Woodward (Registered Intermediary England & Wales), Deputy Commissioner Nick Kaldas APM (Field Operations, NSW Police Force), Detective Sergeant Kirsty Hales, Honour Judge Robyn Tupman (Judge of the District Court of New South Wales).



DVRS Forum

The focus of ECAV's Annual DVRS Forum was "Taking a Trauma Informed Approach". Joanne Holt, Chief Executive from NSW Kids and Families opened the day followed by Letty Funston and Jo Spangaro as the Key Note speakers. Local experts such as Sue Prosser Domestic (Violence Prevention Consultant), Anne-Maree Thom (Acting Midwifery Unit Manager/Clinical Midwifery educator, CCLHD), Mandy Smith (Senior Social Worker, Mental Health, HNELHD) and Carrie Cox (DV Policy and Project Officer, Western NSWLHD) shared their experiences of implementing screening and incorporating a trauma informed approach.



Resources

Resource Development

Part of the educative role ECAV plays includes the development and distribution of resources for health professionals. This includes training packages, educational DVDs and written resources for use with community members. ECAV resources are in high demand by practitioners, government and non-government agencies and tertiary teaching institutions.

Distribution

The training, professional and community resources that were distributed by ECAV in 2015 were:

Resource Name	Particulars
Aboriginal Family Health Worker Model: A trauma informed approach	POSTER/ A5 CARD
An Australian Story	POSTER/ A5 CARD
Anyone's Story	VHS/DVD/ POSTER
A pathway to Early Intervention in Domestic and Family Violence in CALD Communities	A5 CARD/ POSTER
Big Shame	VHS / DVD
Brad's Story	DVD
Identify & Respond to Children & Young People at Risk of Harm	VHS / DVD
Who's The Loser	VHS / DVD
Doctors In Court	VHS / DVD
Counselling With Interpreters	VHS
Cultural Competence In Working With Suicidality & Interpersonal Trauma	CD-ROM
Caught Out	VHS / DVD
Navigating The Journey	BOOKLET
Nothing But The Truth	MANUAL
Helping To Make It Better	MANUAL
Trauma Informed Approach to Domestic Violence Routine Screening	A5 CARD/ POSTER
The Medical and Forensic Management of Adult Sexual Assault	MANUAL/ CARD
Safer Lives Better Health	DVD/ POSTER
Sharing The Unshareable	BOOKLET
Speak Up	RESOURCE KIT
Who Can A Man Tell	BOOKLET
When A Man Is Raped	BOOKLET
What Is Sexual Assault – Chinese, Korean, Turkish, Arabic,Hindi, Italian, Khmer Or Spanish	BOOKLET

New Resource

Trauma Informed Approach to Domestic Violence Routine Screening (DVRS) (A5 card/poster)

is a NSW Health strategy enabling targeted health workers to identify domestic violence with women they work with. This card/poster ensures health workers understand the importance of asking women about this sensitive topic in a trauma informed way.

Trauma Informed Approach to Domestic Violence Routine Screening
In NSW Health Ante-natal, Early Childhood, Mental Health, Drug & Alcohol Services

Importance of asking the questions and responding

92% of women who screened positively for abuse and 95% who screened negatively said it was a good idea to ask about abuse (Spangaro, Zwi, Poulos & Man 2010)

Trust
"She asked me quietly like we were having a conversation. I felt like I could trust her".

Collaboration
"I was referred to someone who would help me and my children".

Empowerment
"I got to understand that it's not ok to be treated this way".

Safety
"Because she understood how scared I was, I felt safe to talk about it."

Choice
"I was relieved she didn't give up and asked me again on my next visit".

Respect
"She took the time to ask and I could see she cared about me".

Across Australia, 1 woman a week is murdered by her partner or ex-partner (ABS 2012)

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