

HALF YEAR UPDATE

Professional Development Program

FOR DIOCESAN LEADERSHIP IN 2023



PROGRAM INFORMATION

Thank you to everyone who has participated in the 2023 Professional Development Program for Diocesan Leadership. As we pass the half point of this year, there are still some opportunities for professional development available and we have summarised the remaining workshops for 2023 in the calendar below. Please remember to read the workshop descriptions on pages 4–7 before enrolling to verify that the content of the workshop will be valuable to your ministry/work.

As in years past, all diocesan leaders must complete **at least 10 units** of professional development in the areas of professional standards and safeguarding every calendar year. It is the responsibility of each diocesan leader to guarantee that their duties under this program are met. Engagement with professional development in the areas of safeguarding and professional standards helps us to learn and grow together as professionals and is evidence of our commitment to ensuring that our diocese is a safe place for everyone.

The professional development opportunities in this program are opportunities provided by the Diocese to help you in fulfilling the professional development requirement mandated by the Bishop for persons in position of leadership in the diocese. However, it should be noted that there are several external professional development courses available that will also fulfill the mandate criteria. As a result, if you attend a workshop delivered by an external provider that addresses subjects related to safeguarding and professional standards, you may be eligible for credit points for your participation in the external course.

REGISTRATION IS ESSENTIAL

Only those who have registered for the workshop will get an email ahead of time with the ZOOM link and the specific information for the workshop, such as changes to the method of delivery or location of the session. To register, go to the "Diocesan Leadership Professional Development Program Registration" page and fill out the online form: dow.sh/OPSS_LPDP. If you have any difficulties in filling out the form, please contact the Office of Professional Standards and Safeguarding (OPSS) at training@dow.org.au, or telephone us on **(02) 4222 2430**.

Registration will close one week before the start of each program, or when a workshop reaches capacity, whichever comes first. If you are unable to attend a workshop, please inform the OPSS at training@dow.org.au since there is a limited capacity for each session and your registration can be transferred to another person if you are unable to attend.

[How to apply for recognition and credit for prior professional development](#)

You will need to go to the website dow.sh/OPSS_LPDP and scroll down to **Step 3** and then complete the **"Diocesan Leadership Professional Development Program Registration" (Credit for Prior Learning)**.

Please keep in mind that the workshop must have taken place during the same calendar year for which you are seeking credit, and evidence of attendance and completion will be required to process your application.

If you need help applying for credit, please contact the OPSS at training@dow.org.au

WHO IS A DIOCESAN LEADER?

The following roles have been deemed to be diocesan leaders for the purposes of the Diocesan Leadership Professional Development Program:

Pastoral sector and Ministries

- Bishop
- Vicar General
- All diocesan and religious clergy ministering in the diocese as a parish priest, administrator, assistant priest, deacon, chaplain, or in carrying out regular supply work
- All religious appointed to carry out work in institutions of the Diocese of Wollongong
- Office of the Bishop Personnel
- The Bishop and/or Vicar General can also elect to require other persons to attend
- Managers of the Office of the Bishop can elect to require any casuals that they manage to

CEDoW

- Director of schools
- CEO leadership team / heads of
- Child protection and professional
- Team leaders
- Principals / Assistant principals
- Principals can also select persons that are required to attend or members of their leadership.

CatholicCare

- Director
- Executive Managers
- Coordinators and Team Leaders
- Heads of service can also select persons that are required to attend or members of their leaders

NEW TO THE DIOCESE?

If you have not attended the Building Foundations workshop or the Catholic Education Diocese of Wollongong's (CEDoW) full day Child Protection and Professional Conduct Training, it is strongly advised that you do so before registering for any other workshops, as these foundational workshops cover the fundamental knowledge and expectations of those in positions of leadership.

2023 MODULE CALENDAR – Half Yearly Update

F2F = face to face

DATE	TIME	WORKSHOP	PRESENTER	LOCATION	UNITS
Tuesday 8 August 2023	10:30am to 2:00pm	Understanding the role of Emotional Intelligence - managing yourself and others	Carolyn Cousins Tuned in Consulting	ZOOM session BOOKED OUT	5 units
Wednesday 23 August 2023	10:00am to 1:30pm	Child focused safety practices across environments	Sean Kendall OCG	F2F Xavier Centre Conference Rooms	5 units
Tuesday 12 September 2023	10:00am to 1:30pm	Child Safe Organisation <i>(Rescheduled from 01st May 2023)</i>	Trista Newitt NAPCAN	ZOOM session	5 units
Thursday 21 September 2023	1:30pm to 4:00pm	Trauma Informed Practice <i>(Rescheduled from 23rd May 2023)</i>	Cathy McClellan CMC Consulting	F2F Xavier Centre Conference Rooms	5 units
Friday 13 October 2023	10:00am to 1:30pm	Responding to child disclosures - positive practices	Trista Newitt NAPCAN	F2F Xavier Centre Conference Rooms BOOKED OUT	5 units
Thursday 26 October 2023	10:30am to 2:00pm	Managing Challenging Behaviours while building a positive workspace	Deb Walker Trinity Psychology	ZOOM session BOOKED OUT	5 units
Wednesday 8 November 2023	10:30am to 2:00pm	Engaging positively with children when raising concerns	Clare & Kate Halloran and Morrissey	ZOOM session	5 units
Tuesday 28 November 2023	10:00am to 5:00pm	Building Foundations	Michelle Scobie Integroe Partners	F2F Xavier Centre Conference Rooms	10 units

LOCATIONS

Xavier Centre Conference Rooms 38 Harbour Street, Wollongong
(Xavier Centre Conference Centre)

ZOOM session Online sessions take place via Zoom
A unique workshop link will be shared 2-3 days prior through email to registered participants. Zoom links are not to be shared.

Understanding the role of Emotional Intelligence

– managing yourself and others

Date: Tuesday 8th, August 2023
Time: 10:30am – 2:00pm
Mode: ZOOM
Presenter: Carolyn Cousins – Tuned in Consulting

Description: Emotional intelligence (EI) is one's ability to perceive, use, understand, manage, and handle emotions; something that is critical in all areas of ministry to ensure that we are interacting in safe and appropriate ways for the various people that we encounter. This workshop will provide you with an overview of the key findings of EI from neuroscience, whilst examining the process of developing EI and how we can increase it. Participants will also consider EI in the context of leadership styles and their role in managing communication and difficult conversations/behaviours.

Child focused safety practices across environments

Date: Wednesday 23rd, August 2023
Time: 10:00am – 1:30pm
Mode: F2F
Presenter: Sean Kendall - OCG

Description: This training course will discuss how to manage risks in both offline and online settings to prevent abuse and increase the likelihood of preventing abuse. This is an important foundational workshop that will assist participants in understand and learning practical ways to ensure that their ministry/work environments are in line with child-focused safety practices.

Creating a Child Safe Organisation

Date: Tuesday 12th, September 2023
Time: 10:00am – 1:30pm
Mode: ZOOM
Presenter: Trista Newitt - NAPCAN

Description: Presented by NAPCAN, 'Creating A Child Safe Organisation' will provide information on how, as an organisation, we can ensure that we are meeting all our legislative requirements to implement child-safe organisational practice. In addition to this the workshop will focus on establishing a culture that supports and engages children and families; and how as an organisation we can develop the right policies, procedures, and practices to keep children safe.

Trauma Informed Practice

Date: Thursday 21st, September
Time: 10:00am – 2:30pm
Mode: F2F
Presenter: Cathy McClellan – CMC Consulting

Description: Trauma Informed Practice is essential in creating a safe environment for all persons. Trauma informed practice helps to facilitate empowerment and recovery and instils hope, optimism, and the understanding that recovery and post-traumatic growth are possible. By the end of this workshop, participants will have a better understanding of trauma-informed practice and how to practical implement trauma-informed practice in their ministry/work environments.

Responding to child disclosures – positive practices

Date: Friday 13th, October 2023
Time: 10:00am – 1:30pm

Mode: F2F
Presenter: Trista Newitt - NAPCAN

Description: By describing in detail how to manage a disclosure, help a child or family in danger, and see early signs or risk factors, the course will help support you in identifying harm and the legal obligation associated with disclosures of abuse. This workshop will give you the tools to ensure the safety of children and vulnerable people, including how responses to disclosures of abuse can have a profound impact on their ability to feel safe and recover from the trauma of abuse.

Managing challenging behaviours while building a positive workspace

Date: Thursday 26th, October 2023
Time: 10:30am – 2:00pm
Mode: ZOOM
Presenter: Deb Walker – Trinity Psychology

Description: This course will guide you in dealing with challenging behaviours and how to foster a positive workplace. The course will address techniques for resolving disagreements and promoting a productive office atmosphere. This course also demonstrates to you how to enable children to self-regulate their own behaviour, set behavioural standards, and provide a framework for social-emotional learning.

Engaging positively with children when raising concerns

Date: Tuesday 28th, November 2023
Time: 10:30am – 2:00pm
Mode: ZOOM
Presenter: Clare / Kate – Halloran Morrissey

Description: A child-focused complaints system aims to make it easier for children who are at risk of abuse or neglect to speak up. Participants will discuss how to take steps to protect children and provide them with a safe environment to explore concerns. This workshop will provide practical information on how to communicate with children and resolve issues with a child-focused lens.

Building Foundations

Date: Tuesday 28th, November 2023
Time: 10:00am – 5:00pm
Mode: F2F
Presenter: Michelle Scobie – Integroe Partners

Description: Prior to developing specialised skills in the area of child protection and safeguarding, it is first important to ensure that a sound understanding of the foundational principles is achieved. This workshop will provide an overview of the legislative obligations and diocesan requirements expected of those in ministry and in working with children, young people, and adults at risk. Anyone in leadership who is new to the Diocese of Wollongong is required to complete this workshop. This workshop is also appropriate for anyone who would like a refresher on basic child protection principles and associated diocesan policies.

PRESENTER BIOGRAPHIES

Office of the Children's Guardian

Sean Kendall

Child Safe Officer

Sean Kendall has worked for the Office of the Children's Guardian for the past eight years. Since late 2021, he has been a Child Safe Officer, working with faith organisations to implement the legislated Child Safe Standards. Sean worked as a WWCC Compliance Officer since 2014 and as a senior investigator for workplace relations issues for over 15 years prior to that. He is heavily involved in volunteering with community sports clubs in the Illawarra and holds qualifications in industrial relations, investigations, and public sector management.

NAPCAN

Trisha Newitt

Manager

The National Association for Prevention of Child abuse and Neglect (NAPCAN) was co-founded by Rosemary Sinclair AO and Christine Stewart OAM in 1987, because they saw that the abuse and neglect of children was a taboo topic in Australian society in the 1980s. NAPCAN's strategy is to support and encourage changes in individual and community behaviour to stop child abuse and neglect before it starts by: promoting quality child abuse prevention research, advocating for child safe policies and strategies, demonstrating good practice, Supporting the safety and wellbeing of children and young people and Coordinating National Child Protection Week and promoting the Play Your Part strategy.

Carolyn Cousins

Tuned in Consulting

Principal

Carolyn Cousins is a clinical social worker and educator who has worked in the violence, abuse, and trauma fields for over 25 years, both in Australia and the UK. She also consults with a range of churches around domestic and family violence. She recently developed the Vicarious Trauma Policy for NSW Health and has developed training for the NSW Police Force around domestic violence response, leadership, and self-care.

Carolyn is currently the chair of the Baptist Association of NSW and ACT's Ministry Standards Committee and works closely with pastors in this denomination where there have been breaches of the Code of Conduct and Ethics. She also works cross denominationally assisting churches and parishes in responding to domestic and family violence, most recently on a project with Relationships Australia.

Cathy McClellan

CMC Consulting Services

Consultant

Cathy has worked in the child protection field for over 30 years in government and non-government roles. Cathy has a degree in social sciences, a master's in social policy, and a Master of Social Work (PQ). She also has a Certificate 4 in training and assessment in the workplace and a Certificate in mediation. She started in child protection as a child sexual assault counsellor for a nongovernment agency, moved to the Department of Family and Community Services, and was there for approximately 18 years. She worked there as a caseworker, casework specialist and team leader. She has also worked in NSW Health as a clinical consultant in violence abuse and neglect and at Community Services Victoria. She has taught a community service course at NSW TAFE for nine years and at UNSW for five years in the social work course in child protection. For the past 13 years, Cathy has worked in Catholic Education for the dioceses of Parramatta, Sydney and Broken Bay. She has strong commitment and belief in keeping children safe and caring for their wellbeing.

Deb Walker

Trinity Psychology

Principal

Trained in the UK, Ms. Walker migrated to Australia in 1993 and is a fully registered Psychologist with over 20 years' experience, working in organizational, clinical and health psychology. Ms. Walker along with her husband Noel is a director of Trinity Psychologists Pty Ltd, which was formed in 1999 and has provided psychological services to the Public, Corporate and Education sector since then. Ms. Walker is passionate about helping individuals and organisations develop resilience through real and effective wellbeing strategies, helping individuals recover from trauma, indeed flourish not just survive; understanding and preventing workplace psychological injury; developing inclusive resilient and positive workplace cultures, positive and contemporary leadership, the prevention of bullying and harassment in the workplace and is a well-known speaker on these topics around Australia. Ms Walker has a thorough understanding of Catholic Education having worked within Catholic Education since 2004 and has had a focus on assisting leaders create school cultures that develop resilient,

confident, and creative staff who can then flourish in the education career as well as deal with the difficulties that face all educators. Ms. Walker is a skilled mediator and is also passionate about ensuring people have a voice.

Clare Morrissey and Kate Halloran

Halloran and Morrissey

Directors

Halloran Morrissey is an organisation which provides a number of safeguarding and child protection services to organisations who work and volunteer with children. Halloran Morrissey specialises in and has extensive experience in conducting workplace investigations into allegations of reportable conduct, child abuse or misconduct. Alongside this work they also provide training and professional development, child protection and risk management advice, safeguarding audits, policy development and review, and workplace mediations.

Michelle Scobie

Integro Partners

Partner

Michelle has extensive experience in conducting complex historical child sexual abuse matters that require liaison with vulnerable parties, Police, legal agencies, and various entities including religious and school authorities. Her expertise in working with vulnerable parties while maintaining appropriate consideration of the investigative requirements of procedural fairness, risk assessment and confidentiality is well recognised. With a keen interest in safeguarding, Michelle has worked to support various agencies in their Safeguarding functions, including the development of safeguarding frameworks, training, support, and capacity building for agencies during implementation and ongoing management of safeguarding functions on behalf of clients where required.