

Professional Development Program

DIOCESAN LEADERSHIP MID YEAR UPDATE 2024



CATHOLIC DIOCESE OF
WOLLONGONG

Safeguarding in the Diocese of Wollongong

As leaders for the Catholic Diocese of Wollongong, **at the centre of each of our vocations and professions is Christ.**

In coming together for these professional development opportunities, we go forward together with hope and humility.

Let us seek the guidance, patience and wisdom of our Heavenly Father as we utilise the talents, skills and gifts He has given us to ensure the safety of all His children.

Acknowledgment of Country

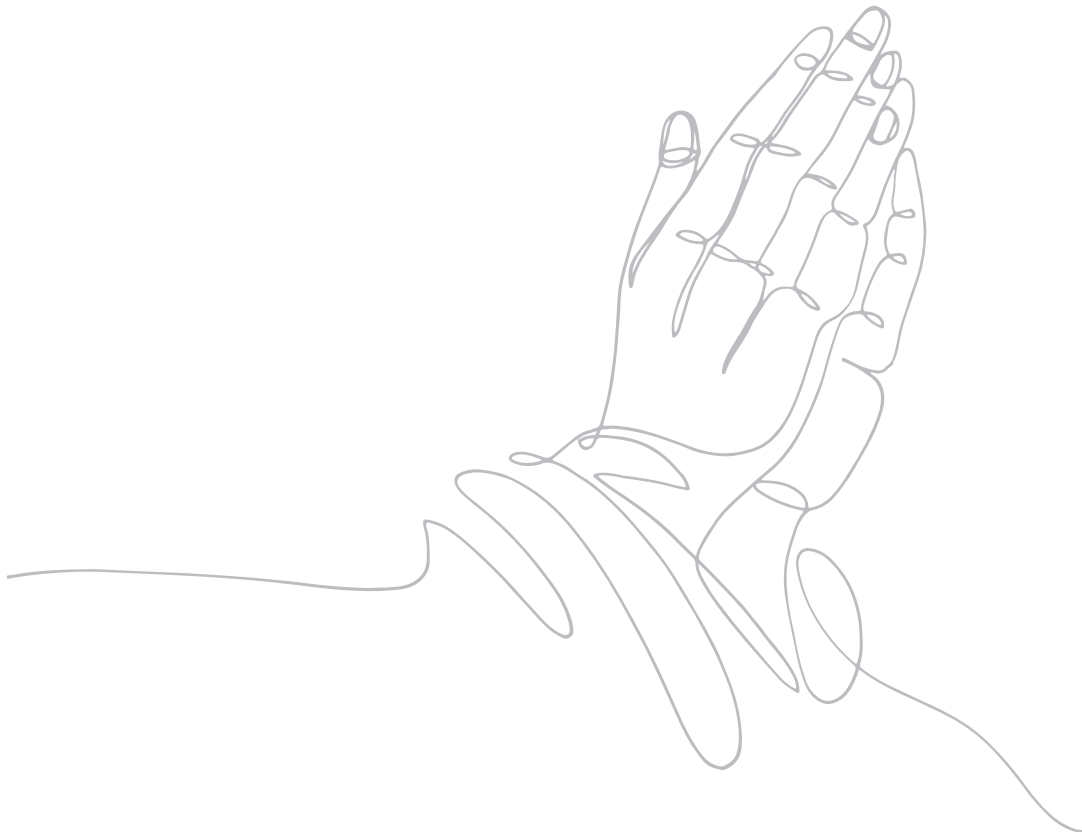
We begin by acknowledging the Country upon which we call the home of the Diocese of Wollongong. We honour the Traditional Custodians of this land—the Dharawal, Gundungurra and Yuin nations—who have, over millennia, cared for and worked in harmony with our common home. We pay our respects to Elders past, present and emerging, and commit ourselves to the ongoing journey of just recognition and reconciliation.

As we pray and discern what the future holds for the local Church of the Diocese of Wollongong, may we walk gently and thoughtfully on this Country, extending respect to our Aboriginal and Torres Strait Islander sisters and brothers whose connection with this land, and each other, can teach us so much.

We reiterate what St John Paul II said to all Aboriginal and Torres Strait Islander peoples:

“You are part of Australia and Australia is part of you. And the Church herself in Australia will not be fully the Church that Jesus wants her to be until you have made your contribution to her life and until that contribution has been joyfully received by others.”

We recommit ourselves to this mission of listening, inclusion, and unity.



Program Information

Thank you to everyone who has participated in the 2024 Professional Development Program for Diocesan Leadership. We are currently at the halfway mark for the year, and understand how busy everyone's calendars can be, therefore we have summarised the remaining courses for 2024 in the calendar below. We hope you will find the courses helpful for your continued professional development as part of the diocesan commitment to developing and maintaining safe environments for everyone.

As in past years, the Bishop has mandated that all diocesan leaders and other specified personnel must complete **at least 10 units** of professional development in the areas of professional standards and safeguarding every calendar year. There are a range of workshops available, some repeated due to popular demand and some new topics. We ask you to read the workshop descriptions carefully before enrolling to ensure that the content of the workshop will be valuable to your ministry/work.

REGISTRATION IS NECESSARY

Only those who have registered for the workshops will get an email ahead of time with the ZOOM link and workshop specific information, 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 2431**.

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. Once you receive the Zoom link, we respectfully ask that you do not provide the link to anyone else. Individuals must register directly to be considered enrolled for a workshop.

HOW TO APPLY FOR RECOGNITION AND CREDIT FOR PRIOR PROFESSIONAL DEVELOPMENT

The professional development opportunities in this program are opportunities provided by the Diocese to help you in fulfilling the professional development requirement linked with your role's leadership position. However, it should be noted that there are several external professional development courses available that will also fulfill the criteria for recognition for prior professional development. 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.

You will need to go to the website dow.sh/OPSS_LPDP and click on the appropriate link to access the online application form for **recognition and credit for prior professional development**. Recognition for prior learning is assessed based on relevance of professional development to the Child Safe Standards and National Catholic Safeguarding Standards.

Please keep in mind that the workshop(s) 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.

All recognition of prior professional development is due by 30th November 2024.

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 purpose of the Diocesan Leadership Professional Development Program:

PASTORAL SECTOR
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 and all religious appointed to carry out work in institutions of the Diocese of Wollongong.
OFFICE OF THE BISHOP
Chief Operations Manager, Directors, Coordinators and all staff
CATHOLIC DEVELOPMENT FUND
General Manager and team
CATHOLIC EDUCATION DEPARTMENT OF WOLLONGONG
Director of schools, leadership team, heads of departments, child protection team, team leaders, principals and assistant principals. In addition, any staff who are selected by the leadership team are required to attend.
CATHOLICCARE WOLLONGONG
Chief Executive Officer, Chief Operating Officer and leadership team. In addition, any staff who are selected by the leadership team are required to attend.
PLEASE NOTE THE FOLLOWING:
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 attend
Principals can also select persons that are required to attend or members of their leadership
Heads of service can also select persons that are required to attend or members of their leadership team.

NEW TO THE DIOCESE?

If you have not attended the Building Foundations workshop or the Catholic Education Diocese of Wollongong's full day Child Protection and Professional Conduct Training, it is strongly advised that you do so before registering for any other workshops, as the Building Foundations workshop covers the fundamental knowledge and expectations of those in positions of leadership. It is the responsibility of each diocesan leader to guarantee that their duties under this program are met. This workshop is worth 10 units.

2024 Workshop Calendar

F2F = face to face

DATE	TIME	WORKSHOP	PRESENTER	LOCATION	UNITS
Tuesday 2 July 2024	1:00pm to 4:30pm	Developing a child safe risk management plan & child safe reporting obligations	Sean Kendall – OCG	F2F Xavier Centre Conference Rooms	5 units
Friday 19 July 2024	1:00pm to 4:30pm	BOOKED OUT Understanding Emotional Intelligence	Deb Walker	ZOOM session	5 units
Thursday 1 August 2024	9:00 am to 4:00pm	Building Foundations	Michelle Scobie	F2F Xavier Centre Conference Rooms	10 units
Thursday 15 August 2024	1:00pm to 4:30pm	Creating Child Safe Organisations	Trista Newitt	ZOOM session	5 units
Wednesday 28 August 2024	10:30am to 2:00pm	Hearing the Voice of the Child when there are issues of safety	Becc Waterson and Leanne Fawcett	F2F Xavier Centre Conference Rooms	5 units
Tuesday 3 September 2024	10:30am to 2:00pm	BOOKED OUT Courageous Leadership	Michelle Scobie	F2F Xavier Centre Conference Rooms	5 units
Thursday 26 September 2024	10:30am to 2:00pm	Wellbeing and Resilience	Deb Walker	ZOOM session	5 units
Wednesday 16 October 2024	1:00pm to 4:30pm	Privacy and Confidentiality	Alex Kohn	ZOOM session	5 units
Thursday 24 October 2024	1:00pm to 4:30pm	Working with vulnerable people- Culturally and Linguistically Diverse (CALD)	Multicultural Communities Council of Illawarra	ZOOM session	5 units
Wednesday 6 November 2024	10:30am to 2:00pm	Developing a child safe risk management plan & child safe reporting obligations	Sean Kendall – OCG	F2F Xavier Centre Conference Rooms	5 units
Tuesday 19 November 2024	1:00pm to 4:30pm	Integrity in Our Common Mission	OPSS	F2F Xavier Centre Conference Rooms	5 units

COURSES THAT ARE BOOKED OUT

As you can see, there are professional development courses which are at capacity. Should you wish to be placed on the cancellation list, please email training@dow.org.au and a member of our team will action accordingly.



Locations for workshops

(F2F) Xavier Centre Conference Rooms

38 Harbour Street, Wollongong
(Wilson and Ingham Rooms,
behind the Cathedral)

(ONLINE) ZOOM session

Sessions take place via Zoom (a unique workshop link will be shared 2-3 days prior through email)

Workshop details & descriptions

Developing a Child Safe Risk Management Plan and Child Safe Reporting Obligations

Date: Tuesday 2nd, July 2024

Time: 1:00pm – 4:30pm

Mode: F2F

Presenter: Sean Kendall – OCG

Description: The NSW Child Safe Standards are critical to understand when working with children. This workshop canvasses the need for risk management strategies to be implemented in order to prevent, identify and mitigate risks to children. Child protection is the responsibility of everyone, whether it be people ministering or working in the Diocese, or the larger community. However, leaders in the Diocese have a particular responsibility for ensuring that all areas of the Diocese remain child-safe environments, and to do this, an understanding of the purpose and effectiveness of risk assessments is essential.

Understanding Emotional Intelligence

Date: Friday 19th, July 2024

Time: 1:00pm – 4:30pm

Mode: ZOOM

Presenter: Deb Walker – Trinity Psychology

Description: In all areas of ministry the practice of emotional intelligence (EI) — the ability to perceive, use, understand, manage, and handle emotions — is essential. Participants who attend this training will be provided with information to assist them to consider EI in the context of their leadership styles.

This workshop provides a specialised overview of the fundamental findings of EI from neuroscience studies and provides information about the process of developing EI is a fundamental tool in ensuring that we, and those we lead, are able suitable and well-equipped to ensure the safety and wellbeing of children and vulnerable people throughout the Diocese.

Building Foundations

Date: Friday 1st, August 2024

Time: 9:00am – 4:00pm

Mode: F2F

Presenter: Michelle Scobie – Integroe Partners

Description: An understanding of the legislative obligations and diocesan requirements is a crucial foundation preceding the attainment of specialised skills in the area of safeguarding and professional standards.

This workshop is designed to provide a foundational understanding of key safeguarding and professional standard principles and the content of the presentation will ensure that attendees have a comprehensive overview of the legislative obligations and diocesan requirements that are expected of those working and ministering in the Diocese with children, young people and vulnerable persons.

Leaders who are new to the Diocese or have recently taken up a leadership position in the Diocese are required to complete this workshop or a similar alternative foundational workshop. This workshop is also appropriate for anyone who would like a refresher on foundational child protection principles and associated diocesan policies.

Creating Child Safe Organisations

Date: Thursday 15th, August 2024
Time: 1:00pm – 4:30pm
Mode: ZOOM
Presenter: Trista Newitt – NAPCAN

Description: As leaders in the Diocese it is vital that we have a common understanding of the legislative requirements and best practice approaches in relation to implementing and maintaining child-safe organisational practices. 'Creating A Child Safe Organisation', presented by NAPCAN, aims to provide participants with a foundational understanding of these legislative requirements and best practice approaches.

The workshop also focuses on instituting a culture that supports and engages children and families as a key component in maintaining child safe environments. Further, the workshop covers content related to the development of the right policies, procedures, and practices to keep children safe, including the existence of conduct requirements, effective recruitment practices, and trauma-informed complaints management processes. Through participation in this workshop, participants will acquire information and strategies that can be taken back and applied to their local contexts.

Listening to the voice of the Child when there are issues of safety

Date: Wednesday 28th, August 2024
Time: 10:30am – 2:00pm
Mode: F2F
Presenter: Rebecca Waterson and Leanne Fawcett

Description: Regardless of the organisational setting, as professionals working with vulnerable children and young people, it is integral that our work reflects a commitment to working with and for children and young people to ensure their voice is not lost in the execution of Policy and Procedure. Secondly, this workshop aims to highlight that the promotion of the child's voice enhances positive outcomes across all health and wellbeing indicators.

This workshop will call upon current evidence-based literature that strongly supports the prioritisation of the child(ren)/young person(s) voice in service provision, and provides ample argument that these benefits extend to the effectiveness of professional stakeholder relationships (common goal construction), and influence effective organisational output.

Further, this workshop provides a timely reminder post-royal commission that as workers whom hold a privileged position, we should always remember that children and young people are experts in their own lives; our understanding of this is crucial to better support their safety and critically, prevent further harm.

Courageous Leadership

Date: Tuesday 3rd, September 2024
Time: 10:30am – 2:00pm
Mode: F2F
Presenter: Michelle Scobie – Integroe Partners

Description: Working as a leader to ensure that safe environments are created and maintained requires knowledge, skills and courage. This workshop will explore the concept of courageous leadership and what it means to lead in this way.

The content covered will look at the importance of speaking up when something does not seem right, the way in which to support staff and volunteers when they speak up, and the frameworks that keep everyone safe to open conversations about addressing issues and improving practices.

Wellbeing and Resilience

Date: Thursday 26th, September 2024

Time: 10:30am – 2:00 pm

Mode: ZOOM

Presenter: Deb Walker – Trinity Psychology

Description: Ensuring staff are suitable and supported in their positions is an important element in assisting the maintenance of a safe environment. When self care and wellbeing are not being prioritised, it is not only ourselves that are being impacted - the people we serve, the communities we work in, our colleagues and our families are often at the forefront of the consequences of our own poor wellbeing practices.

This workshop is designed to provide you with the tools to identify high risk behaviours in yourselves and others and give you self care strategies to implement and share with those who you lead.

Privacy and Confidentiality

Date: Wednesday 16th, October 2024

Time: 1:00pm – 4:30pm

Mode: ZOOM

Presenter: Alex Kohn – Makinson d'Apice Lawyers

Description: As an employee, it is important to be aware of privacy and confidentiality responsibilities and procedures, as well as the rationale behind their existence. This workshop will assist participants in being informed about the various requirements, develop a complete understanding of the importance of adhering to these requirements, and an understanding of or an inability to maintain privacy and confidentiality across numerous platforms might threaten the most vulnerable members of our community.

Additionally, key concepts such as records management, the length of time records should be maintained, when and why data can be shared, and privacy and confidentiality regulations will be discussed throughout the training session.

Working with Vulnerable People –Culturally and Linguistically Diverse (CALD)

Date: Thursday 24th, October 2024

Time: 1:00pm – 4:30pm

Mode: ZOOM

Presenter: Multicultural Communities Council of Illawarra

Description: One of the strengths of our community is the cultural diversity which we see across our diocese. In order to make sure that equity is upheld and diverse needs are taken into account it is important that we have a sound cultural awareness so that we are able to provide safe and appropriate ministry to all persons that we serve and work with.

This workshop will allow participants to further develop their understanding of the particular vulnerabilities associated with people who are culturally and linguistically diverse (CALD), as well as exploring tools and strategies to encourage people from CALD backgrounds to feel welcome and included in the various pastoral works of our diocese.

Developing a Child Safe Risk Management Plan and Child Safe Reporting Obligations

Date: Wednesday 6th, November 2024

Time: 10:30am – 2:00pm

Mode: F2F

Presenter: Sean Kendall – OCG

Description: The NSW Child Safe Standards are critical to understand when working with children. This workshop canvasses the need for risk management strategies to be implemented in order to prevent, identify and mitigate risks to children. Child protection is the responsibility of everyone, whether it be people ministering or working in the Diocese, or the larger community. However, leaders in the Diocese have a particular responsibility for ensuring that all areas of the Diocese remain child-safe environments, and to do this, an understanding of the purpose and effectiveness of risk assessments is essential.

Integrity in our Common Mission

Date: Tuesday 19th, November 2024

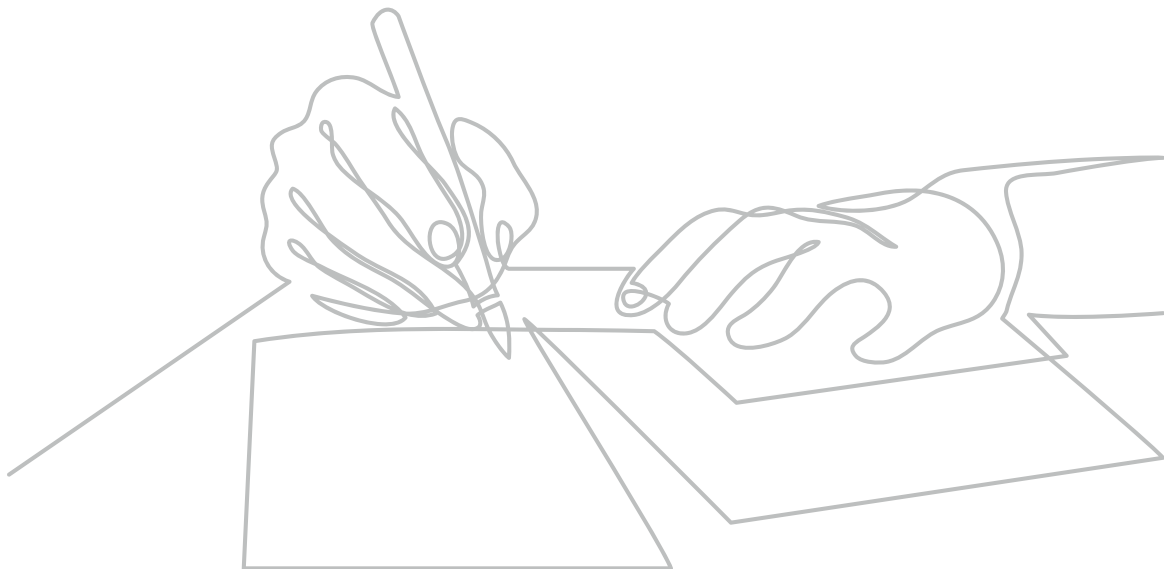
Time: 1:00pm – 4:30pm

Mode: F2F

Presenter: Office of Professional Standards and Safeguarding

Description: Earlier this year, the document 'Integrity in Our Common Mission' was released as the new foundational code of conduct which replaces the previous documents of 'Integrity in the Service of Our Church' and 'Integrity in Ministry'. This is an important document that demonstrates the national commitment to safe and accountable practices for everyone who ministers, works and volunteers in the Diocese.

Join us for this workshop to break open this new document and learn how we as a Diocese can ensure best practice approaches to the ministry and work we undertake in the Diocese.



Presenter Biographies

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.

Trista Newitt

NAPCAN
Manager

Trista was raised in Tasmania and has lived in many locations across Australia. She was employed by NAPCAN originally in the NT as a Senior Prevention Worker but has since returned to Tasmania where she is the Tasmanian Manager. Having a background in Psychology and Criminology, and previous frontline work experience in child protection predominantly in Queensland, Trista is well equipped to advocate for the wellbeing and safety of children and young people across all levels of Government and general community. She trains adults across Australia in respectful relationships and violence prevention programs for young people, and works with communities and organisations to provide education on child safety and well being.

Sean Kendall

OCG
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.

Leanne Fawcett

CatholicCare Wollongong
Counsellor and Psychotherapist

Leanne is a counsellor and psychotherapist practitioner, with a background in law enforcement, management and education. Leanne has experience in working in rural and remote communities, providing support with anxiety, stress, trauma and abuse, addiction and depression.

Rebecca Waterson

CatholicCare Wollongong
Social Worker

Becc is a social worker with CatholicCare Wollongong. Becc has experience in frontline child protection, and spent many years working in adolescent mental health with Child and Adolescent Mental Health Services (CAMHS). This included adolescent intensive home treatment and perinatal and infant mental health support. Becc has a passion for empowering people through a person centred care approach, underpinned by attachment theory and trauma informed care.

Alex Kohn

Makinson d'Apice
Partner

Alex Kohn is a Partner with the law firm Makinson d'Apice. Alex has extensive experience in providing legal advice and representation for a wide variety of organisations, including catholic dioceses across Australia, in understanding their obligations and navigating complex high-risk situations. He is able to assist clients in navigating their way through the many and varied legal issues confronting this sensitive sector and has been accredited by the Law Society of New South Wales as a specialist personnel in injury litigation. More broadly, Alex has extensive general and commercial litigation experience and is a trusted advisor in risk management and dispute resolution techniques.

Michelle Scobie

Integroe 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.





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**OFFICE OF PROFESSIONAL
STANDARDS AND SAFEGUARDING**

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