

2018 Diocesan Leadership Professional Standards and Child Protection Training and Education

A key focus of the Royal Commission's final report and recommendations was the importance of ongoing and regular professional standards and child protection training and education for members of organisations who work with children. The Royal Commission's Child Safe Standard 7 states **'staff are equipped with the knowledge, skills and awareness to keep children safe through continual training and education.'**

The Diocese of Wollongong recognises that the importance of training and education with respect to professional standards goes beyond children protection and ensures that members of the Diocese undertake ongoing education as to how they can best engage with children and adults and identify risk with respect to problematic or reportable behaviour.

In accordance with the Diocesan Requirements, each person who is in a leadership position, including all clergy, in the Diocese of Wollongong is required to undertake **10 units per year** (i.e. generally equivalent to a full day) of training and education in the areas of child protection, safeguarding and professional standards. This is fostering our commitment to the Royal Commission's Child Safe Standard 1 that **'Child Safety is embedded in institutional leadership, governance and culture'**.

The Diocese is introducing a professional development model that allows individuals to self-select into modules that would be most beneficial to their needs and/or interests. The expectation is that each person will undertake the Building Foundations course first, which provides a full day professional standards baseline course before enrolling in any elective modules. If you attended the full day *Professional Standards Clergy Conference* with Asante Viswasam on 24 January 2018 you will have met your minimum requirement of the 10 units required training for 2018. In addition, if you have or had a role with *Catholic Education Diocese of Wollongong* (CEDoW) or *CatholicCare* and have already completed the full day Child Protection and Professional Conduct training with CEDoW you will have completed the 10 units of your baseline training requirement. If you attended that CEDoW training prior to the start of 2018

but have not yet undertaken your 10 units of training for 2018 you can undertake some of the relevant electives to meet your minimum requirement of 10 units of training for 2018. You can also apply for exemption due to other relevant internal or external education and training you have undertaken in 2018. To apply for exemption please email training@dow.org.au with the details of your name, role and details of the relevant internal or external education and training.

With respect to the electives, a variety of topics will be made available to leadership across the Diocese. It is expected that leaders who are new to the Diocese or didn't attend the Professional Standards Clergy Conference with Asante Viswasam or the full day training with CEDoW will enrol and complete the Building Foundations module. The elective modules which account for 5 units are 3 to 4 hours in duration. Please note, the 10 unit requirement per year is a minimum requirement and individuals are welcome to enrol in as many modules as would benefit them.

Following is a list of module topics and available dates and times. To register for a module or to seek an exemption from further training due to previous attendance in 2018 as set out above, please send an email to training@dow.org.au with your full name, role, phone number, email address and the relevant modules you would like to register for. Registration for each module will close 2 weeks before the scheduled date or once the venue capacity has been reached. Once you have registered, you will receive an email confirmation prior to the scheduled date to outline the venue and module details.

If you have any questions, please email Caitlin Moore and Joanna Laba at training@dow.org.au

Persons in Positions of Leadership

These are the groups of people that the ministries/agencies have determined to be required to attend the mandatory leadership professional development program:

PASTORAL SECTOR

- Bishop
- Vicars General
- Chancellors
- All clergy and appointed religious
- All staff of the Office of the Bishop
- Ministry Directors and Coordinators

WELFARE SECTOR

- Executive Director
- Directors
- Managers
- Coordinators
- Team Leaders
- Counsellor Supervisors

EDUCATION SECTOR

- Director of Schools
- CEO Leadership Team / Heads of Service
- Child Protection and Professional Conduct Professional Officers
- Principals
- Assistant Principals
- Principals can also elect to require various members of their Leadership Team to attend as well
- Heads of Service can also elect to require various members of their Team to attend as well

Calendar

DATE	TIME	VENUE	PRESENTER	TOPIC	UNITS
Tuesday 24 July 2018	2pm – 5:30pm	Xavier Centre	Stephen Crittenden	Safeguarding in NSW: Royal Commission Learnings	5
Friday 31 August 2018	10am - 5pm	Campbelltown Catholic Club	Hans Zollner	Creating a Safe Church from Within – focus group for Catholic Church Personnel	10
Saturday 1 September 2018	10am – 3pm	Campbelltown Catholic Club	Hans Zollner	Creating a Safe Church from Within – focus group for victims and survivors and the faithful	10
Tuesday 25 September 2018	2pm – 5:30pm	Micah House, Campbelltown	Mary Sawyer and Vince Casey	Where Pastoral Meets Professional Standards	5
Wednesday 3 October 2018	2pm – 5:30pm	Xavier Centre	Robyn Bailey	Investigations in Practice	5
Wednesday 17 October 2018	2pm – 5.30pm	Micah House, Campbelltown	Linda Valenta	Responding to Children with Harmful Sexual Behaviours	5
Wednesday 24 October 2018	12:30pm – 4pm	The Novotel Wollongong, Norfolk Room 2	Eric Hudson and Joan Isaacs	Walking with Survivors	5
Friday 9 November 2018	2pm – 5:30pm	Xavier Centre	Tricia Casey	Challenging Conversations	5
Wednesday 14 November 2018	10am – 5pm	Xavier Centre	Asante Viswasam and Cathy McClellan	Building Foundations	10
Wednesday 21 November 2018	2pm – 5:30pm	Micah House, Campbelltown	Maha Melhem	Responding to High Risk Behaviours in Adults	5

Course details & descriptions

Safeguarding in NSW: Royal Commission Learnings

Tuesday, 24 July 2018
14:00 – 17:30

Stephen Crittenden who will be presenting this module was a principal policy officer with the Royal Commission into Institutional Responses to Child Sexual Abuse and lead writer for the Religious Institutions volume (Vol 16) of the final report. He played a lead role in planning the final Catholic Church hearing (Case Study 50) and developing the Royal Commission's Catholic Church-related recommendations. This presentation will provide commentary on the learnings from the Royal Commission particularly with respect to Catholic institutions.

PROFESSIONAL DEVELOPMENT UNITS: 5

Creating a Safe Church from Within – for Church Personnel – Hans Zollner SJ

Friday, 31 August 2018
10:00 – 17:00

Fr Hans Zollner is regarded as one of the leading ecclesiastical experts in the field of safeguarding of minors and on areas concerning sexual abuse both in the Roman Catholic Church and beyond. He has been a member of the Pontifical Commission for the Protection of Minors since 2014 and head of the Centre for Child Protection (CCP) at the Gregorian University, headquartered in Rome.

The presentation on Friday 31 August 2018 will be directed to Catholic Church personnel including professional standards and child protection professionals, principals, teachers, clergy, religious, social welfare leaders and other employees and volunteers.

Hans will address the most significant issues facing the contemporary and worldwide Catholic Church with respect to harmful behaviour. He will also identify and discuss the impact of the history of child sexual abuse and other harmful behaviour on the spirituality and theology of members of the Church. For more information visit www.hanszollner.dow.org.au

Please do not use the TryBooking option on the webpage if you would like to register for either Friday 31 August 2018 and/or Saturday 1 September 2018 as this is only necessary for those personnel working outside of the Diocese of Wollongong.

PROFESSIONAL DEVELOPMENT UNITS: 10

Creating a Safe Church from Within – for victims, survivors and the faithful – Hans Zollner SJ

Saturday, 1 September 2018
10:00 – 15:00

Fr Hans Zollner is regarded as one of the leading ecclesiastical experts in the field of safeguarding of minors and on areas concerning sexual abuse both in the Roman Catholic Church and beyond. He has been a member of the Pontifical Commission for the Protection of Minors since 2014 and head of the Centre for Child Protection (CCP) at the Gregorian University, headquartered in Rome.

The presentation on Saturday 1 September 2018 will be directed to victims and survivors of abuse together with faithful lay members, particularly parishioners.

Hans will address how we both individually and collectively can best support victims and survivors who have been harmed by members of the Church. He will also identify and discuss the impact of the history of child sexual abuse and other harmful behaviour on the spirituality and theology of victims and survivors as well as the faithful members of the community.

For more information visit www.hanszollner.dow.org.au

Please do not use the TryBooking option on the webpage if you would like to register for either Friday 31 August 2018 and/or Saturday 1 September 2018 as this is only necessary for those personnel working outside of the Diocese of Wollongong.

PROFESSIONAL DEVELOPMENT UNITS: 10

Where Pastoral Meets Professional Standards

Tuesday, 25 September 2018
14:00 – 17:30

It is often thought that pastoral ministry and professional standards are mutually exclusive in their approaches to managing challenging situations. This module provides participants the opportunity to discuss how the two exist together to create the most effective approach to undertaking our work in Safeguarding and our ministry in the context of the Catholic Church.

PROFESSIONAL DEVELOPMENT UNITS: 5

Investigations in Practice

Wednesday, 3 October 2018
14:00 – 17:30

This module will look at the investigation process through case studies and active problem-solving. It considers the role of the various leaders in an investigation process and the relevant boundary considerations that are necessary to ensure the integrity of the process. This module will examine some of the impacts an investigation has on the people involved and known practices that can assist to reduce the impact.

PROFESSIONAL DEVELOPMENT UNITS: 5

Responding to Children with Harmful Sexual Behaviours

Wednesday, 17 October 2018
14:00 – 17:30

This module will focus on what is considered developmentally appropriate for the various age ranges and the reasons why children display sexualised behaviour. The session will also seek to provide guidance for responding to children with problematic and harmful sexual behaviours, whose behaviour may indicate a risk to themselves, a risk of harm to others and also may adversely impact on the service delivery.

PROFESSIONAL DEVELOPMENT UNITS: 5

Walking with Survivors

Wednesday, 24 October 2018
12:30 – 16:00

This module is presented by Joan Isaacs, an author and survivor of child sexual abuse by Fr Derriman of the Archdiocese of Brisbane. Joan was the first witness to give evidence in Case Study 4 for the Royal Commission. She is presenting the with Eric Hudson who was a counsellor and support officer with the Royal Commission who worked with Joan and so many other survivors. The module will focus on the challenges facing both survivors and the agencies who provide services to survivors. Joan and Eric will provide information on how to identify and manage survivor disclosures and the various referral services available for survivors.

PROFESSIONAL DEVELOPMENT UNITS: 5

Challenging Conversations

Friday, 9 November 2018
14:00 – 17:30

The importance of having challenging conversations when the need arises is necessary to establishing and maintaining a fair and accountable culture. It is a critical skill to have in responding to early indicators of high risk conduct in others. However, it can be very difficult to do – especially when you work with the person, they are well liked or reputed. This module provides specific strategies on how to initiate and follow through with challenging conversations to address the concern in a manner that achieves the required result and treats the person with dignity.

PROFESSIONAL DEVELOPMENT UNITS: 5

Building Foundations

Wednesday, 14 November 2018

10:00 – 17:00

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 module will provide an overview of the legislative obligations and Diocesan requirements expected of those in ministry. Anyone in leadership who is new to the Diocese of Wollongong is required to complete this module. This module is also appropriate for anyone who would like a refresher of the basic child protection principles and associated Diocesan Policies.

PROFESSIONAL DEVELOPMENT UNITS: 10

Responding to High Risk Behaviours in Adults

Wednesday, 21 November 2018

14:00 – 17:30

A safe environment for children, other vulnerable people and workers relies on establishing and maintaining adherence to professional boundaries. In order to prevent harm due to inappropriate adult behaviour it is important to intervene early – when high risk behaviour is first identified. This module is aimed to support leaders to identify and respond to early indicators of high risk behaviours displayed by adults in the agency so as to reduce the risk of serious allegations, investigations, abuse and harm to those in our care including our employees and volunteers. This session addresses the challenge to leaders when “good people” behave badly.

PROFESSIONAL DEVELOPMENT UNITS: 5

Presenter Biographies

Asante Viswasam

Catholic Diocese of Parramatta

*Training and Compliance Officer,
Office for Safeguarding & Professional Standards*

Asante is the current acting manager of Office for Safeguarding and Professional Standards for the Diocese of Parramatta. Asante has managed the development and implementation of the training and education program for the Diocese of Parramatta for several years. We were fortunate to have Asante run the Building Foundations training for clergy within the Diocese of Wollongong in January 2018 which was very well received. Asante held management roles in the NSW Office of the Children's Guardian in the Working With Children Operations Team. Asante's tertiary qualifications include a Master of Human Rights and a Master of Criminology.

Cathy McClellan

Catholic Education – Diocese of Broken Bay;
Parramatta and also previously Sydney

*Dioceses of Parramatta - Healing and Support
Coordinator*

Cathy has worked in the child protection field for over 30 years in government and non-government roles. She has a degree in Social Sciences, Masters in Social Policy, a Certificate 4: Workplace Training and Assess, and a qualification in Mediation. She started in Child Protection as a child sexual assault counsellor and worked for the Department of Family and Community Services for approximately 18 years. We were also fortunate to have Cathy with Asante, run the Building Foundations training for clergy of the Diocese of Wollongong in January 2018 which was very well received.

Eric Hudson

Clinical Advisor

Eric Hudson is a Relationship Counsellor with over 30 years' experience. His main interests have been working with adult male survivors of childhood sexual assault, and also working with men who use violence against women to end their violence. He most recently worked at the Royal Commission into Institutional Responses to Child Sexual Abuse as a Clinical Advisor providing leadership to the Counselling and Support team. He co-authored the booklet "Who Can a Man Tell?" (NSW Health) and has recently published "Kind Man, Strong Man: Men Living Without Violence".

Hans Zollner

Centre for Child Protection of the Pontifical Gregorian
University

*President, Director and Professor
of the Institute of Psychology*

Hans Zollner is regarded as one of the leading ecclesiastical experts in the field of safeguarding of minors and on areas concerning sexual abuse both in the Roman Catholic Church and beyond. He has been a member of the Pontifical Commission for the Protection of Minors since 2014 and head of the Centre for Child Protections (CCP) at the Gregorian University headquartered in Rome.

Hans is a German theologian and psychologist. Since 2003, he has taught at the Institute of Psychology at the Pontifical Gregorian University in Rome. Hans has been the academic Vice Rector of the Gregorian University since 2010. He has been a member of the Jesuits since 1990.

Joan Isaacs

Author and Survivor

Author of 'To Prey and To Silence'

Joan is a wife, mother and doting grandmother. At the age of fourteen her normal, happy life changed irreparably when the chaplain at her school groomed her for his own sexual gratification. Despite her abuse, Joan went on to be a teacher. Silenced by her abuser and later by the Catholic Church through their *Towards Healing* program, Joan was finally able to speak in 2013 when she gave evidence at the Royal Commission into Institutional Responses to Child Sexual Abuse. In 2016, she released her book "To Prey and To Silence" to expose the truth and to encourage others who have experienced similar challenges.

Linda Valenta

Founder and Principal Therapist

SAIFF – Support, Assessment and Intervention For Families

Linda Valenta holds a Masters in Social Work, and has over 20 years experience working with youth and families. Linda is one of the longest standing professionals in Australia, known for her work with children and youth who sexually harm since 1994. She is an expert in the assessment and treatment of children and young people who engage in problematic sexual behaviours. Linda founded SAIFF, an organisation which aids families in stopping problematic and abusive sexual behaviour and creating safe and abuse-free homes and relationships, and in minimising the harm that can result from such abuse. SAIFF is also at the forefront of training professionals in the prevention of sexual abuse, healthy sexual development and in the assessment, treatment and management of children with sexual behaviours.

Maha Melhem

Melhem & Beckett Legal & Consulting

Director

Maha is an expert in regulation, and in law and policy reform for children's safety and wellbeing. She is currently a Director of Melhem & Beckett, Legal and Consulting – an experienced and innovative team of lawyers and policy professionals, providing legal and policy advice to government and non-government agencies.

Maha has led reform work for the safety and wellbeing of children in various senior roles. She has provided legal and policy advice to government and non-government agencies, independent regulators, and national inquiry and reform bodies. She was a Lead Writer for the Royal Commission into Institutional Responses to Child Sexual Abuse.

Mary Sawyer

One to One Counselling and Education

Psychologist, Acceptance and Commitment Therapy (ACT) Therapist and Peer Reviewed ACT Trainer

Mary Sawyer is the principal Psychologist and Clinical Director of One to One Counselling and Education with wide experience as an ACT therapist. Mary is one of the most experienced and foremost ACT therapists and trainers in Australia. She has trained with leading ACT researchers and clinicians in Australia, Britain, New Zealand, the Netherlands, Italy and the USA. Before setting up private practice Mary lectured nurses in psychology and psychological care at Australian Catholic University in Australia and in Hong Kong.

Mary is a peer reviewed ACT Trainer and former board member of the Association of Behavioural Science (ACBS). She regularly presents at ANZ ACBS conferences in Australia and New Zealand and at ACBS World Conferences internationally. She applies ACT working with a variety of psychological problems such as: depression and anxiety, grief and loss, post-traumatic stress disorder, addictions, adult survivors of sexual abuse and relationship issues.

Robyn Bailey

Exploresolutions Pty Ltd,
Alternative Dispute Resolution Providers
Director

Robyn Bailey as the Director of Exploresolutions Pty Ltd conducts mediations and investigations of disputes in Australia and overseas. Robyn has conducted hundreds of investigations with respect to professional standards within the context of the Catholic Church and beyond. She holds Masters and Bachelor degrees in Law from University of New South Wales, as well as a Bachelor of Arts (in languages). She has a Certificate IV in Government investigations.

Stephen Crittenden

Franciscan Friars and previous lead writer for the Religious Volume (16) of the Royal Commission's Final Report.

Stephen Crittenden was a principal policy officer with the Royal Commission into Institutional Responses to Child Sexual Abuse and lead writer for the Religious Institutions volume (Vol 16) of the final report. He played a lead role in planning the final Catholic Church hearing (Case Study 50) and developing the Royal Commission's Catholic Church-related recommendations. Prior to joining the Royal Commission, Stephen was one of Australia's leading journalists of religion and ideas. He has also worked as a policy officer in the NSW Cabinet Office and is a former trustee of the Australian Museum.

Tricia Casey

Integroe Partners
Practice Manager

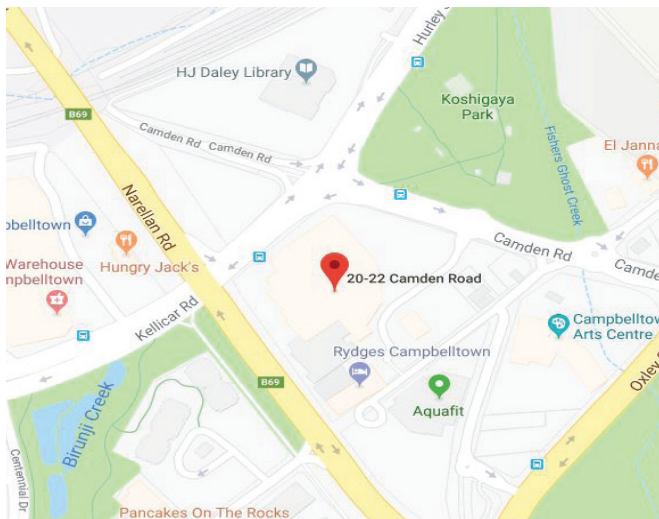
Tricia Casey has a background in education, management, counselling and facilitation. She has been a leadership consultant for 15 years, providing supervision, coaching, mediation and training services to a range of organisation in the corporate, government and not-for-profit sectors. She has a depth of experience in developing expertise in multiple aspects of Catholic church ministries and organisations.

Vince Casey

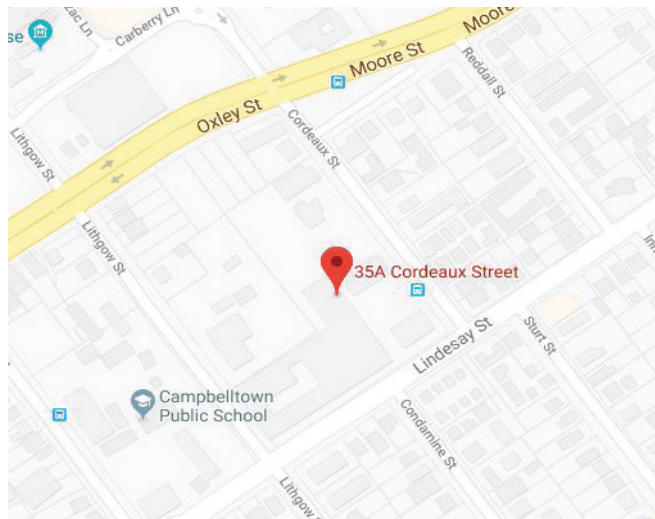
Catholic Diocese of Broken Bay
*Parish Priest at Saint Mary of the Cross Mackillop
Warnervale*

Vince Casey is Parish Priest of Warnervale Parish in the Diocese of Broken Bay. He trained for the priesthood at Springwood and Manly and was ordained in 1982. After his first appointment as Assistant Priest at Carlingford, he studied psychology in Rome and worked as Director of Human Formation with students for the priesthood at Manly and Homebush. He then returned to parish ministry as Parish Priest of Pennant Hills and Chatswood Parishes. In that time he was also Vicar of the Diocese and in 2014 was the Diocesan Administrator between Bishops Walker and Comensoli.

Locations



Campbelltown Catholic Club
20/22 Camden Road, Campbelltown, NSW 2560



Micah House
35a Cordeaux Street, Campbelltown, NSW 2560



Xavier Centre
38 Harbour Street, Wollongong, NSW 2500



Novotel Wollongong Northbeach
2-14 Cliff Rd, North Wollongong, NSW 2520