



DIOCESE of  
PARRAMATTA

# OFFICE FOR SAFEGUARDING & PROFESSIONAL STANDARDS

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2019 Diocesan Leadership Professional Development Modules

# 2019 DIOCESAN LEADERSHIP PROFESSIONAL DEVELOPMENT MODULES

In accordance with the Diocesan Requirements, each person who is in a leadership position, including all clergy, in the Diocese of Parramatta is required to undertake 7 hours of professional development in the areas of safeguarding and professional standards of children and vulnerable people.

The professional development model for 2019 allows individuals to self-select training modules that would be most beneficial to their needs and/or interests. A variety of topics will be made available to leadership across the Diocese. It is the responsibility of everyone to ensure that the minimum 7-hour requirement is completed within the calendar year. It is expected that leaders who are new to the Diocese will undertake the Building Safe Foundations module before enrolling in any elective modules. Elective modules are 3.5 hours in duration, allowing individuals to select 2 modules to complete the mandated 7-hour requirement. Please note, the 7-hour requirement 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, you will need to email [leonie.menzies@parracatholic.org](mailto:leonie.menzies@parracatholic.org) or [janette.crisafulli@parracatholic.org](mailto:janette.crisafulli@parracatholic.org) with your full name, Parish/Ministry, phone number, and email address. Registration for each module will close 1 week 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.

Should you have any questions, please contact Leonie Menzies, Professional Officer on (02) 8838 3483 or email [leonie.menzies@parracatholic.org](mailto:leonie.menzies@parracatholic.org)



# CALENDAR

Date	Time	Topic	Venue	Credited Hours
21 February 2019	10.00am - 5.00pm	Building Safe Foundations	Institute for Mission	7hrs
3 April 2019	12:30pm - 4.00pm	Responding to High Risk Behaviours in Adults	Aengus Kavanagh Education and Equity Centre	3.5hrs
16 May 2019	12:30pm - 4.00pm	Safeguarding our Workplaces	Institute for Mission	3.5hrs
28 May 2019	12:30pm - 4.00pm	Trauma-informed care with families impacted by domestic violence.	Institute for Mission	3.5hrs
1 July 2019	1.00pm - 4:30pm	Walking With Survivors	Aengus Kavanagh Education and Equity Centre	3.5hrs
13 August 2019	10.00am - 5.00pm	Trauma & its Impacts - Module 1 Vicarious trauma - Module 2 Bravehearts	St Josephs Centre, Baulkham Hills	7hrs
2 September 2019	10.00am - 5.00pm	Building Safe Foundations	Institute for Mission	7hrs
29 October 2019	12:30pm - 4.00pm	Challenging Conversations	Institute for Mission	3.5hrs
4 November 2019	12:30pm - 4.00pm	Safeguarding in NSW	St Patricks Cathedral Hall	3.5hrs
18 November 2019	12:30pm - 4.00pm	Resilience in Ministry	Institute for Mission	3.5hrs
28 November 2019	12:30pm - 4.00pm	Investigations in Practice	Institute for Mission	3.5hrs

# COURSE DETAILS & DESCRIPTIONS

## Building Safe Foundations

This full-day training must be completed by all members of staff who are new to senior leadership positions in the Diocese. It covers the fundamental framework for safeguarding children and vulnerable adults for a leader in the Diocese of Parramatta- this includes legal compliance and Diocesan expectations, learnings from the Royal Commission into Institutional Responses to Child Sexual Abuse and building knowledge and practice around developing a child-safe environment. There will be a brief exploration of crossing professional boundaries, the role of power in relationships and the importance of self-care.

*Professional Development Credit: 7 hours*

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## Investigations in Practice

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 Credit: 3.5 hours*

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## Responding to High Risk Behaviours in Adults

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

*Professional Development Credit: 3.5 hours*

# COURSE DETAILS & DESCRIPTIONS

## Challenging Conversations

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 Credit: 3.5 hours*

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## Safeguarding in Our Workplaces

Safeguarding is more than Child Protection. It relates to all persons in our agencies for whom we have a duty towards and falls within the scope of Occupational Health & Safety requirements. This module demonstrates how embedding Safeguarding best practices throughout our organisation ensures the protection of our whole community - the workers, vulnerable people, children and those we give service to. Best practice agencies ensure safeguarding is part of the everyday practice of how the organisation operates and people are treated. This session includes the importance of having a trauma-informed and holistic approach to safeguarding.

*Professional Development Credit: 3.5 hours*

# COURSE DETAILS & DESCRIPTIONS

## **Trauma and its impact: how trauma presents** *(morning session)* **Vicarious Trauma: recognising early, prevention and leading by example** *(afternoon session)*

Bravehearts Training Team will be presenting both these modules. It is possible to attend one session only but would be most beneficial to attend both. The first session will be focused on looking at how trauma affects children, adolescents, adults and the elderly in the short and long term. There will be specific attention to explore how trauma changes emotions and behaviours, how to respond to trauma-based behavior and how to support a survivor of trauma.

The second module is focused on defining vicarious trauma and recognizing the early signs and risk factors. There will be specific attention on how it impacts professionals who care for others and are seeking to facilitate a self-care culture. Both modules have been tailored-designed for the Diocese of Parramatta by Bravehearts and will include their videos and strategies which have come from their extensive work with children and agencies.

*Professional Development Credit: 7 hours if attending both sessions*

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## **Safeguarding in NSW: Royal Commission Learnings**

This is the third in a series of “Safeguarding in NSW” presentations hosted by the Diocese of Parramatta. In 2017, presentations were provided by the NSW Office of the Children’s Guardian and NSW Ombudsman’s Office in relation to how we safeguard children in NSW. In 2018, Anna Tydd and Stephen Crittenden provided presentations and commentary on the learnings from the Royal Commission. This year the focus will be on the Implementation of the National Catholic Safeguarding Standards with the focus on church leadership demonstrating transparency, shared responsibility and accountability. The panel of speakers will provide time for questions and interactive discussions. The names of the speakers will be provided in 2019.

*Professional Development Credit: 3.5 hours*

# COURSE DETAILS & DESCRIPTIONS

## Trauma-informed care with families impacted by domestic abuse

This module will provide information and strategies on how to respond to family members who are experiencing domestic abuse/violence. To respond to domestic abuse/violence, it is critical that leaders in the Diocese understand the dynamics of domestic violence, know how to respond to a person in crisis and provide resources and information about services to those who need it. The church may be the first place that family may seek help, consequently, it is important to be equipped to manage and assist families in need.

*Professional Development Credit: 3.5 hours*

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## Resilience & Ministry

This model will provide an opportunity for participants to learn, discuss, and share information relating to sustainable practices for developing resilience in the current climate. Following a presentation there will be a practical component to identify and highlight strategies that will assist with ensuring that the impact of ministry on wellbeing is safe and healthy.

*Professional Development Credit: 3.5 hours*

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## Walking With Survivors

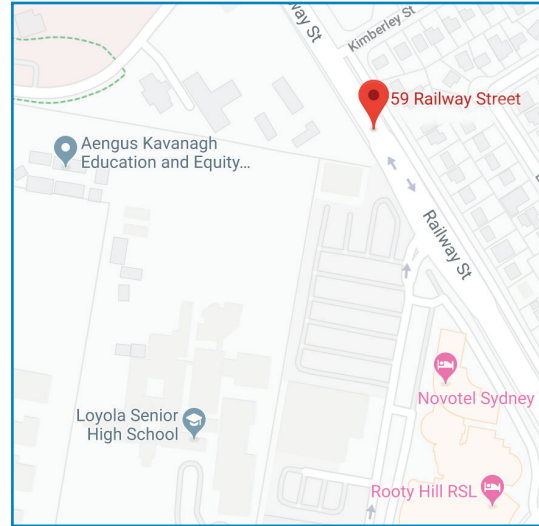
This module will focus on the challenges facing both survivors and the agencies who provide services to survivors. A guest speaker will provide information on how to identify and manage survivor disclosures and the various referral services available for survivors. Further information about this module will become available closer to the scheduled date.

*Professional Development Credit: 3.5 hours*

# LOCATIONS



**Institute for Mission**  
1-5 Marion St,  
Blacktown NSW 2148  
(off *Flushcombe Road*)



**Aengus Kavanagh Education and Equity Centre**  
59 Railway St,  
Rooty Hill NSW 2766



**St Josephs Centre**  
33 Barina Downs Rd,  
Baulkham Hills NSW 2153



**St Patricks Cathedral Hall**  
1 Marist Pl,  
Parramatta NSW 2150