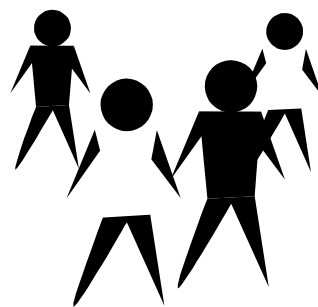


# LEARNING AND DEVELOPMENT SERIES 2010



**Anne Elliott and Chris-Maree Sultmann**

***Promoting practice excellence in child and family welfare  
and community services***

## ***About Encompass Family and Community***

Encompass Family and Community Pty. Ltd. provides training, consultancy, evaluation, research, and case services to the child and family welfare sector in particular, and to community services in general, including women's services, youth services and community health services. The directors of Encompass Family and Community Pty. Ltd. are Anne Elliott and Chris-Maree Sultmann. We share your passion for excellence, and, together with a talented group of associates, we work with both government and community organisations to assist you to develop your organisational potential and the knowledge and skills of your workers.

Check out our website: [www.efac.com.au](http://www.efac.com.au)

## ***The Trainers***

**Chris-Maree Sultmann**, B. Social Work (Hons) is an exceptional trainer whose expertise and fresh approach is acknowledged in Qld and other States. She has 20 years experience in child protection and related areas, including State-wide training development and best-practice standards, as well as professional oversight of child protection practice. Chris-Maree's analytical skills are highly sought after — she brings to all projects a critical overview of latest knowledge and evidence-based practice.

**Anne Elliott**, B. Social Work, has applied a keenly analytical mind to child and family welfare practice for over 30 years, leading service improvement in direct practice, State-wide policy, program and legislative development. Her expertise includes child protection, women's services, adoption and youth services. Anne enjoys working with the community sector where she brings a practical and highly relevant approach to service evaluation and review.

Encompass also utilises the skills of other experienced practitioners with the expertise to deliver quality training in specific areas.



## ***What others have said:***

*"Excellent training. I think my practice will be much more focussed"*

*"I felt this was a very important foundation for work practice"*

*"Excellent. Extremely useful. Good conceptualising, but grounded in practice – thank you!"*

*"Liked the research based information particularly"*

*"Excellent training – so much to digest. Thanks."*

# ***The Assessment and Decision Making series***

## **Are the kids OK? Assessing risk while supporting families**

All practitioners who work with families, children and young people must have as their focus the safety and well-being of the children. An ability to assess the risk of harm, and to recognise both protective factors and indicators of danger, is crucial. This workshop provides an opportunity for participants to develop their knowledge and skills specific to work with families where the well-being of children is the focus. Participants will have the opportunity to apply core concepts and knowledge to their own practice context. *Who should attend?* Workers providing early intervention and intensive family support services; other family support workers; people who work with young parents and families in crisis.

## **Applying risk assessment skills in child protection practice**

Risk assessment is a foundation skill for effective child protection practice, underpinning all decisions about safety and support. This popular two-day workshop uses evidence-based knowledge to develop participants' understanding of the concepts central to risk assessment in contemporary child protection practice. Beyond a core understanding and skills-base in child protection, this workshop challenges participants to examine how they apply knowledge in practice. Practical exercises, using frameworks which reinforce good quality assessments, enable participants to increase their competence in making comprehensive assessments and defensible decisions. *Who should attend?* Child protection workers in government and community agencies, including investigation and assessment, intensive family support, statutory intervention services, alternative care. Both experienced workers and those newer to the field will benefit.

## **Finding magic moments – resilience building with young people**

What makes a young person more resilient, or more vulnerable, than others, often even within the same family? This one-day workshop focuses on recognising the opportunities to 'really make a difference' in the lives of highly vulnerable young people. Issues impacting vulnerability and resilience and the implications for youth-work practice are explored. Participants are supported to integrate information from key bodies of knowledge (such as attachment theory and developmental theory) and to apply it effectively in everyday practice in working with, protecting and supporting vulnerable young people.

## **Safety and security – making tough decisions re sexual abuse**

Judgements about the safety needs of children in families where sexual abuse is alleged, or has occurred outside the family, can be extraordinarily difficult to make. This one-day workshop considers the many factors to be assessed in arriving at a defensible decision, within a framework which integrates both knowledge of the dynamics of families affected by sexual abuse and the sometimes conflicting needs of children and young people.

**We welcome your enquiries:  
please phone 07 3398 9129  
or email [enquiries@efac.com.au](mailto:enquiries@efac.com.au)**

# ***The Working With Families series***

## **Families with complex needs – mental health**

Frontline workers confront increasingly complex family situations where children's safety is linked to serious and seemingly chronic parental issues. This package (Families with complex needs – mental health and Families with complex needs – substance use) comprises separate evidence-based modules, focused upon decision making which balances safety with least intrusive intervention. This module considers practice skills in working with families to make a difference, when parental issues relate to **mental health**. The other module considers application of these skills when families are affected by substance use. Each module provides frameworks for understanding parental functioning, including change theory, and considers how best to respond to the needs of children in these circumstances. Each module can be attended as a stand-alone workshop – however for maximum benefit, we recommend completing both 'complex needs' modules.

## **Families with complex needs – substance use**

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## **Family contact and children in care – getting the balance right**

Decisions about family contact for children and young people placed away from home must be made every day, yet the dilemmas are many: How much contact is necessary? Should this be supervised? What emphasis should be placed on the wishes of all concerned, not least the child? When and where should contact occur? Then there is the challenge of making it happen. This popular interactive workshop explores the messages that the latest research says are important, and assists participants to integrate this knowledge with practice within their own work context.

## **Reconnecting with family – towards identity and belonging**

Work to reconnect children/young people and families can be both complex and sensitive. Yet it is imperative that this be done, given that most children and young people in out-of-home placement or homeless return to the ambit of their family. Even for those for whom 'going home' is not possible, research suggests there are benefits in family connectedness, at whatever level is optimal for the individual child or young person. This workshop is designed to enhance practice skills critical to safely reunifying or reconnecting families. Evidence from research is used to clarify conceptual frameworks and develop skills in: assessing safety issues; planning effective supports and interventions; and working collaboratively with children and young people, their families and carers.

# *The Practice Development series*

## **Effective supervision of child and youth welfare workers**

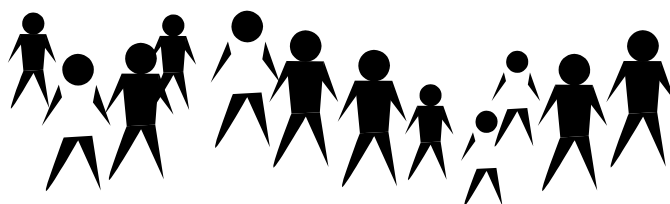
Supervisors in the area of child/youth and family welfare commonly learn how to supervise solely through 'on the job' experience. Their main source of knowledge may be their own experiences of being supervised. This interactive one-day workshop assists supervisors in child and family welfare and youth services to develop their skills in supervision practice. Participants are introduced to key theory and knowledge, and supported to use this in examining their own framework for supervision.

## **Effective recording for child and youth work**

Recording – from case notes to court reports – is essential to effective child and youth work but can be difficult to do well. This highly interactive workshop examines the science and the art of recording in various contexts. Learn how to write well-structured documents which achieve their purpose as tools to help protect and support children and young people. Participants will learn to apply the 'rules' for succinct but effective recording, including efficient and useful case notes, quality written assessments and plans, and well-supported practice decisions.

## **Case planning for active intervention**

Purposeful case planning – knowing what you are doing and why – is the key to effective work with families and young people, especially when time-frames are limited. This workshop examines how to apply the principles of inclusive case planning so that the process itself helps to engender hope and promote change. It considers the dilemmas faced by workers providing intervention services, where a commitment to client-directed planning can seem at odds with external goals around child safety. The challenges of goal-focused work with families impacted by recurrent crises are also considered. This workshop is for any worker who wants to stay focussed while working *with* clients.



All workshops are held in Brisbane, at readily accessible locations. Venues are advised closer to the scheduled date. For workshop costs see page 6 of this brochure. Enquiries from regional services about running any of the workshops in your local area are welcome.

# ***The Out of Home Care series***

## **Attachment and loss in practice – working with children in care**

All alternative care workers are aware of the importance of attachment. Yet misunderstandings about this key concept can lead to difficulties applying it in practice. This workshop demystifies attachment and debunks the myths that surround it. We examine the evidence about what attachment and loss really mean in the lives of children and young people in out of home care. Participants will consolidate their understanding of these key concepts and explore how to apply them in practice to achieve optimal long-term outcomes for children and young people.

## **Needs-led practice – supporting carers to make a difference**

Working with carers to support children/young people and their families requires a multitude of skills and the knowledge to help carers respond effectively to children's complex needs. What key concepts must underpin efforts to make a difference for children in care? What core actions, on your part, are the crucial ones to help carers respond to the needs of children? This workshop looks beyond the basics to consider the most effective ways to support carers as perhaps the most important resource of the child protection system. It includes the similar-but-different demands upon relative carers and respite carers.

## **Good practice for residential care workers**

Residential care workers in services for children and young people in care have a challenging job! They must have the knowledge and skills to work effectively with children and young people who are affected by multiple issues including loss and trauma. They must be able to work effectively with family members and other people significant to a child or young person, drawing on the evidence of 'what works'. It is critical that they can collaborate with other professionals outside the residential and contribute to planning and decision-making for the child or young person. This workshop supports and challenges residential care workers to examine how they can use their everyday activities to create therapeutic opportunities that make a difference for children and young people.

Why not get together a group of colleagues, and request that we run the workshop of your choice when it suits you? We can bring our workshops to your workplace for team training, and also cater to interagency requests. Ask about our sessional rates.

**We welcome your enquiries:  
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or email [enquiries@efac.com.au](mailto:enquiries@efac.com.au)**

# Workshops schedule 2010

<i>Finding magic moments – resilience building with young people</i>	23 March
<i>Case planning for active intervention</i>	13 April
<i>Are the kids OK? Assessing risk while supporting families</i>	27 April
<i>Reconnecting with family – towards identity and belonging</i>	25 May
<i>Families with complex needs – mental health</i>	8 June
<i>Families with complex needs – substance use</i>	22 June
<i>Family contact and children in care – getting the balance right</i>	20 July
<i>Good practice for residential care workers</i>	17 August
<i>Needs-led practice – supporting carers to make a difference</i>	7 Sept
<i>Attachment and loss in practice – working with children in care</i>	5 Oct
<i>Effective recording for child and youth work</i>	19 Oct
<i>Effective supervision of child and youth welfare workers</i>	23 Nov
<i>Safety and security – making tough decisions re sexual abuse</i>	on request
<i>Applying risk assessment skills in child protection practice (two days)</i>	on request

## How to register

To register for attendance at any of the workshops, please complete the registration form in this brochure and fax or post to Encompass Family and Community Pty. Ltd.

Fax and address details are on the registration form.

Alternatively you can register through our website: [www.efac.com.au/register.php](http://www.efac.com.au/register.php)

## Costs

One day workshops: **\$176** per person (including GST)

Two day workshops: **\$352** per person (including GST)

All workshops are one day unless stated. The cost includes pre-training information where relevant, copies of work-books with comprehensive handouts, tasty morning and afternoon teas and a delicious lunch.



## Locations / venues

All scheduled workshops are held in Brisbane, at accessible locations. Venues are advised closer to the scheduled date. Enquiries from regional services about running any of the workshops in your area are welcome – ask about our group rates.

**Who should attend?** All our workshops cater for workers in both government and community-based services – in fact we specialise in cross-sector sharing of knowledge. Our workshops are highly interactive and allow all participants, irrespective of current level of experience, to build on their existing knowledge.

# REGISTRATION FORM

Please use one registration form per proposed attendee / per workshop. Return to Encompass Family and Community Pty. Ltd. Please keep a copy for your records.

Costs include 10% GST. Upon payment, your copy of this form becomes your **TAX INVOICE** ABN: 58 112 666 592

Name .....

Position .....

Organisation .....

Postal address .....

Telephone.....

Mobile .....

Email (please print clearly) .....

**Workshop title:** .....

**Workshop date/s:** .....

**Venue:** You will be given details of venue in pre-training information emailed to you prior to commencement of the workshop. Please ensure the email address above is correct.

**Payment:** Please read the conditions of registration and payment.

Cost of Workshop:  \$176 (one day workshop)       \$352 (two day workshop)

Payment to be made by:     Credit card       Cheque       Please invoice

Card No:    \_ \_ \_ \_ / \_ \_ \_ \_ / \_ \_ \_ \_ / \_ \_ \_ \_

Cardholder name (print) .....

Expiry date: ...../.....       Visa       MasterCard

Cardholder signature:.....

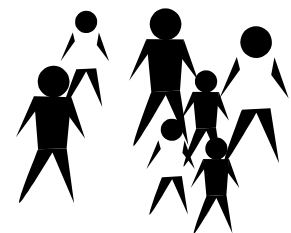
**Fax form to: 07 3398 6102**  
**or post to: 11 Brown Street, Camp Hill, 4152**

**Note:** You can register on-line through our website: [www.efac.com.au/register.php](http://www.efac.com.au/register.php)

## CONDITIONS OF REGISTRATION AND PAYMENT

- ◆ The number of participants per workshop is limited to 25. If the workshop is full, you will be advised immediately and your money refunded in full or you may opt to be added to a waiting list for the next presentation of that workshop. You will be contacted in the event of a place in the workshop becoming available.
- ◆ Workshops will run as scheduled on the condition that a minimum number of participants enrolls for the workshop. Acceptance of your registration does not constitute a guarantee that the workshop will occur. Where a workshop is cancelled due to low registration numbers, you will be advised at least one week before the scheduled date.
- ◆ If a scheduled workshop is cancelled by us, any monies paid by you will be refunded in full. Alternatively you may wish to retain a credit towards the cost of a future workshop.
- ◆ If you cancel your registration:
  - ~ a full refund will be made for cancellation if your advice is received by us two weeks or more before commencement of the workshop. Alternatively you may wish to retain a credit towards the cost of a future workshop
  - ~ if your advice of cancellation is received by us less than two weeks before the commencement date, but at least one week before, 50% only of the workshop fee will be refunded (or credited towards a future workshop, if you wish)
  - ~ if your advice of cancellation is received by us less than one week before the commencement date, no refund will be made.
- ◆ No refund will be made for your non-attendance at all or part of the workshop.
- ◆ Your registration may be transferred by you to another person, but only if this is for the full workshop.
- ◆ Sharing of one registration by more than one person is not accepted.

**Encompass Family and Community**  
specialises in training packages to meet the  
individual needs of organisations. Features of  
this service include:



- ◆ Small group training
- ◆ Training tailored to the needs of your organisation or group, provided in-house
- ◆ Training customised to your practice environment, for example to take account of the legislative or practice requirements of your State
- ◆ Post-training follow-up – small group tutorials to build on learning, and case-based mentoring
- ◆ Individual or group professional supervision; monitoring of learning plans
- ◆ Our most popular workshops are held regularly. We can also provide any of these workshops by arrangement to suit your organisation or workgroup – ask about our sessional rates.

To contact us: phone (07) 3398 9129 or go to: [www.efac.com.au](http://www.efac.com.au)