

Professional Development Training

Legal & Justice





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Blue Knot Foundation, formerly Adults Surviving Child Abuse (ASCA), is a policy and practice leader in the fields of complex trauma, vicarious trauma and trauma-informed practice.

Led by prominent advocate Dr Cathy Kezelman AM (right), Blue Knot Foundation delivers its renowned education and training programs across Australia. The organisation also provides professional telephone counselling, information, resources, supervision and consultancy to improve the lives of adults traumatised and abused as children.

All of Blue Knot Foundation's training is based on research from its nationally and internationally acclaimed [*Practice Guidelines for Treatment of Complex Trauma and Trauma Informed Care and Service Delivery*](#).



Dr Cathy Kezelman AM
President of Blue Knot Foundation

This booklet provides an overview and learning outcomes for the organisation's training packages of particular interest to the legal and justice sector. If you wish to discuss your training needs further, please contact our In-House Training Coordinator at inhousetraining@blueknot.org.au or call 02 8920 3611.

"The training content and delivery was exactly what we were looking for. All those involved in the program felt more informed and better equipped to work and support adult survivors through trauma-informed practice. Thank you."

- Kate Dobbrick, Maurice Blackburn



Let us come to you

Want the convenience of having training come to you?

Blue Knot Foundation offers a suite of training packages that can be tailored to suit the particular strengths, challenges and needs of practitioners, staff and organisations.

All training sessions are interactive, based on adult learning principles and facilitated by skilled and experienced trainers in complex trauma, vicarious trauma and trauma-informed practice.

Staff working in diverse roles, practices and services can benefit from Blue Knot Foundation's evidence-based training.



"Excellent presenter who was able to personalise and connect the topic. Kept a well focused group and discussion. Presenter was able to help you feel empowered and worthwhile – validated our work."

- Anonymous, Family Violence Prevention Legal Centre

Whether you're based in a major city or a small outback town, we have professional trainers all across Australia who can come to you.

For more information on Blue Knot Foundation's in-house training, please visit blueknot.org.au/training



What you need to know

VENUE

Your organisation is responsible for providing a venue that is appropriate for the number of participants, as well as basic equipment such as a data projector, screen, whiteboard, butchers paper and pens, speakers and internet.

CONTINUING PROFESSIONAL DEVELOPMENT

Professionals may claim CPD hours/ credits/ points for their participation in Blue Knot Foundation training as a self-directed learning activity. For more information, please refer to your professional association.

CERTIFICATES

Blue Knot Foundation will provide Certificates of Attendance for all attendees to assist participants with their CPD requirements.

TRAINERS

Blue Knot Foundation's education and training sessions are supported by our team of nation-wide trainers, all of whom are

skilled, experienced and suitably qualified to inspire adult learners.

FEEDBACK

Blue Knot Foundation is committed to an ongoing quality assurance process. At the conclusion of each workshop, participants are invited to provide feedback about the training. The organisation will also be asked to provide feedback regarding the customer experience. All feedback received is reviewed and considered to improve our services.





Trauma-Informed Practice: for Legal and Justice Personnel

At the session's completion, participants will be better able to:

- Define and delineate trauma, its prevalence and different types in the lives of people engaged in various capacities within the legal and justice sectors
- Demonstrate knowledge of some of the impacts of trauma on the mind and body including links to behaviour, mental and physical health
- Demonstrate knowledge and understanding of the many emotional and behavioural difficulties as 'adaptive' responses to trauma and its neurobiological underpinnings
- Recognise the importance of minimising re-traumatisation across legal and justice systems and the role of implementing trauma-informed practice principles
- Develop insight and acquire tools for ongoing work with complex trauma survivors including understanding and working with a range of emotional responses
- Identify strategies for ongoing work with complex trauma survivors to minimise re-traumatisation and enhance outcomes

Who should attend?

Lawyers, magistrates, judges, paralegals, court staff, staff in correctional facilities, tribunals and dispute resolution, police and other personnel in the legal and justice sectors.

This one day training provides information and skills needed by personnel in legal and justice settings to better assist, advocate for and support the large numbers of their clients impacted by diverse traumas.

People affected by trauma are at high risk of re-traumatisation and their well-being depends on organisational and individual services, responses and practice which, as established by research, is trauma-informed. The need for a trauma informed approach to the legal and justice arenas is increasingly recognised - 'more effective, fair, intelligent, and just legal responses must work from a perspective which is trauma informed' (Randall & Haskell, 2013).

This training will delineate the prevalence, dynamics, impacts of, and coping strategies related to traumatic stress, provide insights of the risks of re-traumatisation and share the principles of trauma-informed practice which, the research clearly demonstrates, is more likely to contribute to clients' well-being and recovery.

It will workshop case scenarios and the implementation of trauma-informed principles in the workplace. It will also provide participants with the tools and resources to use in the workplace to enhance client outcomes and minimise the risks of re-traumatisation.

Please note: this training is also available in a half day format



Vicarious Trauma and the Practice of Law

The one day interactive professional development training in vicarious trauma for legal and justice personnel working with people impacted by trauma, explores the nature of vicarious trauma and burnout, and supports you, professionally and personally, to keep safe, healthy and resilient.

While the risk of vicarious trauma is widely acknowledged in health and mental health service provision, it is much less so in the law and judiciary. Yet, just as post-traumatic stress disorder can be perceived as a normal reaction to an abnormal event, so too can vicarious trauma be understood as a normal reaction to repeated exposure to traumatic material. Logically therefore, the large number of lawyers and diverse legal and justice personnel who are or will be exposed to traumatic material will also be at risk of vicarious trauma.

The risks and negative impact of vicarious trauma can be mitigated. By attending this training you'll be equipped with the knowledge, skills, tools and insights to better recognise the early signs of vicarious trauma, understand its dimensions, dynamics and risks, and engage in a range of protective strategies to minimise the risks individually, professionally and organisationally. You'll spend time and be supported to develop your own wellness plan and you will take home the tools and resources to follow your plan thereby contributing to your professional resilience.

Please note: this training is also available in a half day format

At the session's completion, participants will be better able to:

- Demonstrate knowledge and understanding of trauma – types, prevalence, impacts, adaptive responses and the potential for healing.
- Define vicarious trauma (VT) and differentiate it from burnout
- Recognise the relevance of VT to legal practice and identify the areas of law to which it can apply
- Identify the symptoms, signs, effects and various forms of VT
- Demonstrate knowledge of the protective factors and risks around VT for individuals and organisations in legal practice
- Demonstrate knowledge of the impacts of stress on the brain and body, including the significance of neuroplasticity
- Demonstrate an understanding of the principles of trauma-informed practice and its implementation to improve well-being for staff and clients
- Demonstrate practical steps to help minimise the risks of vicarious trauma for staff, practitioners and legal practices
- Maintain professional resilience by developing your own personal wellness plan and taking home the tools to follow your plan

Who should attend?

Lawyers, magistrates, judges, paralegals, court staff, staff in correctional facilities, tribunals and dispute resolution, police and other personnel in the legal and justice sectors.



Trauma-informed Practice in Institutional Settings

At the session's completion, participants will be better able to:

- Demonstrate knowledge of the definition, types, prevalence and impacts of institutional child sexual abuse on the mind and body, including links to emotional and physical health problems and why institutional abuse is a form of complex trauma
- Demonstrate knowledge and understanding of the many emotional and behavioural difficulties as 'adaptive' responses to trauma and the neurobiological underpinnings
- Demonstrate knowledge of the 5 principle framework for utilizing trauma-informed practice for organisations and individual practice and an understanding of 'parallel processes' of childhood abuse and institutional dynamics
- The opportunity to develop a plan for improved practice at both individual and organisational levels in accordance with the 5 principles of trauma-informed practice
- Demonstrate knowledge and understanding of the 'window of tolerance' for consumers as a basis for working with affect dysregulation
- Experience the opportunity for experiential learning using role plays in trauma-informed responding to survivors and observing own arousal responses

Who should attend?

All personnel working within institutions of all types and/or within institutions undertaking redress.

This one day interactive training provides the information and skills needed by personnel in diverse roles within institutions, including in provision of redress, to better interact with people who have been directly or indirectly impacted by institutional child sexual abuse.

It is essential to the wellbeing of survivors of institutional child sexual abuse and their families, partners and loved ones that institutions are informed by the ground-breaking research into trauma-informed practice. This includes awareness of the many ways in which the sexual abuse of children by and within institutions has been damaging to survivors in wide-ranging ways.

All engagement with survivors requires all personnel of participating institutions, as well as all their policies and practices, to be trauma-informed. This is because survivors with trauma histories are vulnerable to destabilisation and re-traumatisation when any processes or aspects of interaction replicate elements of the original abuse (as research shows is common when institutional practice is not trauma informed).

The training delineates the prevalence, dynamics and impacts of institutional child sexual abuse, and promotes understanding of survivor coping strategies as these may intersect with institutional dynamics. It also workshops the principles of trauma-informed practice using diverse case scenarios to facilitate positive engagement.

The training also provides participants with insights and tools both to minimise the risks of re-traumatisation in survivors who engage with institutions, including around redress, and to mediate the risks of vicarious traumatisation in staff.



Trauma-Informed Redress: Direct Personal Response

This one day interactive training provides the information and skills needed by institutional personnel to deliver effective redress processes including in the provision of a direct personal response.

The Royal Commission into Institutional Responses to Child Sexual Abuse has recommended that all institutions by and within which people were sexually abused should participate in a redress scheme. It is essential to the wellbeing of survivors that institutions which offer a direct personal response are informed by understanding of the redress process, child sexual abuse, the ground-breaking research related to Trauma-informed Practice, defence mechanisms, institutional dynamics, 'parallel processes', and the challenges of providing redress to those harmed by and within institutions.

Effective redress programs require all representatives involved in providing them, and all the policies and practices of participating institutions, to be trauma-informed. This is both to minimise destabilisation and re-traumatisation and to optimise healing.

The training facilitates the planning and provision of all elements of a direct personal response in order to optimise the meeting of survivor expectations. This includes the knowledge and skills to embed trauma-informed principles into every step of engagement. It will also workshop content and process dynamics, ways to enhance communication, to attune to non-verbal communication, and to facilitate positive meetings.

At the session's completion, participants will be better able to:

- Define redress, its components & principles
- Distinguish between types of trauma; why institutional trauma is 'complex' trauma
- Name 3 individual and institutional defence mechanisms & their importance
- Define the 5 core trauma-informed principles & identify the multiple points at which they need to be embedded when planning for redress
- Delineate dynamics & 'parallel process' of institutional abuse; demonstrate understanding of key tasks of redress - initial contact, crafting of apology & room set-up, appropriate conclusion of direct personal response/redress meetings
- Demonstrate knowledge of impacts of complex trauma on mind & body, links to emotional & physical health problems
- Demonstrate knowledge & understanding of the 'window of tolerance' & of appropriate responses to different expressions of distress
- Identify 3 forms of non-verbal communication and describe and demonstrate 3 communication skills necessary for safe facilitation of meetings
- Recognise and address content & process dynamics, confirm survivor expectations and that they are met
- Workshop steps for trauma-informed direct personal response/redress
- Attune to individual & systemic dimensions of trauma-informed direct personal response/redress
- Experience opportunity for experiential learning using role plays in trauma-informed responding in direct personal response/redress processes

Who should attend?

All institutional personnel who will be involved, directly or indirectly, in the redress process, including in the provision of a direct personal response.

Notes

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blueknot.org.au

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