Expression of Interest

To deliver Non-Accredited Professional Workshops for the NSW Disability Justice Project

I. Introduction

ACWA/ CCWT is seeking to employ training consultants and other professionals interested in developing and/or delivering face-to-face or online training as part of the 2016-2017 NSW Disability Justice Project training program.

The NSW Disability Justice Project is a 2 year capacity building project funded by Ageing, Disability and Home Care (ADHC).

The Disability Justice Project will deliver non-accredited training throughout each of the 15 FACS regions in NSW, targeting frontline staff, team leaders and senior managers working with those who have cognitive disabilities* and who are at risk of, or in contact with the Justice System.

The aim of the project is to build the capacity of NSW disability service providers to ensure that service users are able to exercise their rights under the law, whether as a witness, a victim or an alleged perpetrator.

Another key aim of The Disability Justice Project is to build the capacity of Aboriginal service providers as well as Aboriginal community leaders, in order to help reduce Aboriginal incarceration rates. See Section VIII below for further information.

The commencement date for trainings is planned for April 2016 and will finish by June 2017.

(*The term ‘cognitive disabilities’ encompasses intellectual disability, acquired brain injury, fetal alcohol syndrome, and a range of other cognitive impairments that do not meet the criteria for an intellectual disability.)

II. Project Background

People with intellectual disabilities are highly represented in the NSW criminal justice system, and Aboriginal people are significantly over represented.
These groups face multiple challenges when they come into contact with the criminal justice system, whether as a witness, a victim or a perpetrator of crime.

Over the next three years, the NSW Government will be devolving Ageing Disability and Home Care (ADHC) and transitioning government funded disability services to the community sector in accordance with the *National Disability Insurance Scheme (NSW Enabling) Act 2013*.

Additionally, with the recently enacted NSW *Disability Inclusion Act 2014* (The Act), there will be an onus on disability organisations to ensure equal access to justice for the people they are funded to support. The Act gives effect to international human rights obligations and recognises and upholds the rights of people with a disability, both during the transition to the NDIS and following its full implementation.

The Disability Justice Project is being delivered by a partnership of three agencies with one lead agency. The lead agency is the Association of Children’s Welfare Agencies (ACWA), with the work primarily being carried out through its training arm, the Centre for Community Welfare Training (CCWT).

The two partner agencies are:
- Life Without Barriers (LWB); and
- Intellectual Disability Rights Service (IDRS).

### III. Scope of work

Face to face workshops will be 1-2 days in length. Online courses will range from simple Powerpoint presentations with narration, to more interactive online training sessions.

Online training modules will be constructed by CCWT, using training content supplied by the training consultant in the format provided by CCWT.

The Disability Justice Project has consulted with service providers across NSW, and has identified key training topic areas. See section V below.

The class size for face-to-face workshops may range from 8 – 20 participants. CCWT will work with facilitators and participants to select the delivery dates for these workshops.

CCWT will coordinate course scheduling and advertising, booking venues, travel and accommodation when required, printing all course materials and registering participants. **Trainers are expected to provide their own laptop.**
IV. Trainer approach and topics

We are looking for trainers who have a rights based approach and experience developing and delivering training that builds practical skills in support roles. In particular, we want to meet trainers with experience in therapeutic approaches or practical aspects of support for people with cognitive disability to navigate the justice system. Topic areas might include:

- Aboriginal Australians and the justice system
- Courts and tribunals (consumer credit, tenancy)
- Interacting with police
- Prisons and juvenile justice centres
- Conflict of interest and Legal representation
- Forensic patients and the Mental health system
- Trauma Informed Practice
- Motivational Interviewing
- Case coordination and cross-agency working relationships
- Person focussed approaches, eg Good Lives Model of Offender Rehabilitation
- Positive Behaviour Support
- Other relevant therapeutic approaches

V. Required competencies

1. At least three years experience in working with individuals living with cognitive disabilities who have been at risk of, or who are in contact, with the criminal justice system.

2. Experience in the development and delivery of training to those working directly with service users who have cognitive impairments and/or related health issues such as mental health, alcohol and other drugs challenges.

3. In addition to point 2 above, candidates applying for development/delivery of management level training must have at least three years experience in managing disabilities services and supervising staff, or in leadership roles within Aboriginal communities.

4. Experience working with relevant non-profit organisations, Aboriginal communities, or within the disability, legal, or youth sectors.

CCWT is particularly interested in applications from Aboriginal trainers and suitably qualified candidates from regional areas. CCWT recognises and values the cultural knowledge, skills, networks and expertise that Aboriginal experts can contribute, and will not require the same length of service delivery, training or management experience as for non Aboriginal trainers.
VI. Desirable competencies

1. A willingness to deliver training in regional areas.
2. A comprehensive understanding of issues facing Aboriginal people including trauma and over representation in the justice system.
3. Candidates who are willing to adapt face-to-face training content into storyboards (template will be supplied by CCWT) for the development of online training.

VII. Aboriginal Australians a key focus for this Project

The disproportionate numbers of Aboriginal Australians in contact with the justice system is well recognised by ADHC and by Disability Justice Project partners.

In order to help reduce Aboriginal contact with the justice system, the Project seeks to:

• Provide NSW disability services staff with training to increase knowledge regarding historical impacts of trauma on Aboriginal Australians, and how and why past events impact on Aboriginal people to this day.

• Customise Project training to equip existing and emerging leaders in Aboriginal communities with knowledge needed to assist community members who may not access disability or other services.

For delivery of these trainings, we are seeking skilled Aboriginal trainers from across NSW.

VIII. Expression Of Interest Submission

1. Candidates are to include their CV/Resume and provide an outline of the extent of their experience working with people with cognitive disability, the justice system and any work with Aboriginal people/communities.

2. Clearly identify training topics you are qualified to develop and/or deliver.

3. Provide the names and contact details of three suitable referees.

4. Geographic scope - candidates must clearly indicate their ability to deliver workshops in NSW urban as well as regional areas.
5. Availability – please indicate possible availability for example – days of the week or specific weeks/months.

6. Candidates must clearly describe how they will address the needs of adult learners who have a variety of educational backgrounds.

Application Timeline

The due date of applications is **COB Friday, 11 March 2016.**

IX. Proposal conditions

1. All work is provided on a contract basis. CCWT cannot guarantee a specific volume of work.

2. Possible work includes both development and/or delivery of training.

3. Any contract will be awarded based on the competitive selection of proposals received.

4. Intellectual property: In accordance with the requirements of the Disability Justice Project, all training materials will be subject to access in the public domain.

5. The final authority to award the contract rests with the Project Manager, Disability Justice.

Expressions of Interest and all correspondence must be submitted to:

Jackie Davis  
ACWA CCWT  
Locked Bag 13  
Haymarket NSW 1240  

Phone: 02 9281 8822  
Fax: 02 9281 8827  
E-mail: jackie@acwa.asn.au