



# Our services

Our services

by:

PB West

For:

Those interested in engaging our services

Date:

August 2023



## PB West company profile

### PB West Profile

PB West is a dedicated personal safety, self-empowerment and protective behaviours organisation with human rights being at the core of everything we do. PB West is an intentionally for-purpose business giving us the capacity for self-determination in both direction and alignment. We have a united highly qualified team that strive to deliver not only excellent Protective Behaviours training and knowledge, but also deeply understand and uphold our key theme that 'everyone has the right to feel safe'.

At PB West we have always specialised and excelled in Protective Behaviours for children, young and vulnerable people in education, child protection systems and the community in which they live. By advocating and facilitating a further understanding of supporting children to feel safe all the time and in all places. We have worked hard to expand our Protective Behaviours services into the wider ecological systems around the child to advocate and facilitate self-determination and self-empowerment across all areas that young people, vulnerable people and families engage in.

PB West is the only personal safety and empowerment specialists training organisation in both Western Australia and Australia to be recognised by and align with the international training bodies of Protective Behaviours International and the Protective Behaviours Association in the United Kingdom. As well as integrity, this gives PB West the unique support and resource base of a wider panel of PB experts with access to current international methodologies and research regarding the delivery of Protective Behaviours.

### PB West History

PB West was founded in 2018 after the former Protective Behaviours WA Board announced the decision to close operations in 2018. Jodie Ferguson, along with a number of highly motivated trainers, requested permission to open PB West to continue the especially important, necessary, and empowering work of Protective Behaviours. PB West was then established with the full endorsement of the PBWA Board.

PB West then completed a quality improvement process and a successful alignment of our Protective Behaviours training with the International Protective Behaviours body. In 2018, with the help of Di Margetts, the new training was developed, and a new standard was set. The PB West Protective Behaviours training was then endorsed by Donna Fortin, one of the original Protective Behaviours program creators with Peg West.

PB West has achieved a great deal in the 3 years it has been in operation. PB West's Certified Protective Behaviours Universal Plus training is the only training in Western Australia that is recognised internationally by Protective Behaviours International, and meets the guideline set out by Protective Behaviours Australia.

### PB West affiliates and partners

Jodie Ferguson is the Director of PB West, a member of Protective Behaviours Australia, and a Director of Protective Behaviours International. PB West and its trainers are also members of PB Association, the peak advisory body for Protective Behaviours in the UK.

PB West are preferred providers for the Australian Childcare Alliance WA and Australian Youth Wellbeing Project. PB West are contracted specialist consultant educators for the Department of Communities: Child Protection and Family Support.

## Our Values

At PB West we work from a strengths-based perspective. We believe in investing in social capability and empowering everyone to help keep children feeling safe, and to become lifelong learners and adventurers.

Our practice is grounded in upholding, respecting, advocating, and role modelling our responsibility to, and responsibility for human rights, particularly the UN Rights of the Child.

## Our Mission

That every person is able to live a safe and adventurous life.

Our goal is to assist everyone on their journey to self-empowerment, particularly vulnerable people, with skills and knowledge of their rights, and to self-determination.

PB West aim to actualise each and every person's responsibility for self and to others' rights at all times, creating a world of human connections and self-accountability.

We strive for participants in PB West training to realise that Protective Behaviours has unlimited applications for creating empowerment and personal safety.

## PB West is a for purpose organisation

PB West offers the unique service of working with you, your community, or your organisation to develop a culturally safe and appropriate program to suit your unique requirements for the safety of your children, young and vulnerable people.

## Company Structure

PB West is a registered Australian company and the only internationally accredited and aligned Protective Behaviours training organisation in Western Australia. PB West is a non-denominational organisation; our mission and values are informed by human rights, especially the UN rights of the child.

PB West is led by Jodie Ferguson, Director, who is an award-winning social services provider. PB West employs permanent full time, part time and casual staff with a team of postgraduate-qualified trainers and consultants from a wide range of specialties including psychology, education, cultural connection, early years, counselling and child protection. PB West is also privileged to have Di Margetts, one of the original Protective Behaviours founders, as a key consultant to our business.

PB West and its training team are recognised members and participants of the key Protective Behaviours bodies; Protective Behaviours Australia, Protective Behaviours International and Protective Behaviours Association (UK). PB West also holds memberships with UN Women, IPSCAN and Western Australian Mental Health.

PB West offers a network for its wider community of practitioners and trainers who have completed Protective Behaviours training both locally and nationally. PB West offers a forum for practice advice, networking events and opportunities for mentoring and further training. Participants who complete the universal training with PB West are also eligible to apply for membership to the PB Association (UK) which offers even wider network support.

At PB West we offer a range of services, including but not limited to training in Child Protection, Protective Education, Protective Behaviours, Mental health first Aid, Managing Vicarious Trauma and Self Care, Family Support, Harmful Sexualised Behaviours and other training opportunities. AT PB West we can collaborate to deliver bespoke training to meet your specific needs. At PB West we develop and deliver a whole of school curriculum for working with children from Early Education and Care to year 12.

# Our services

## Professional education and development

1. Protective Behaviours Practitioner training
2. Advanced PB Practitioner training
3. Child Protection fundamentals
4. Child Safeguarding
5. Managing vicarious trauma, compassion fatigue and self-care
6. Understanding, recognising and responding to harmful sexualised behaviours
7. Mental Health first aid
8. Shifting the culture – moving beyond policy into the practice of feeling safe at work

## Education and awareness – working with communities

1. Protective Behaviours practitioner training for community leaders
2. PB parenting
3. Parents and carer's role in keeping children safe and living adventurous lives
4. Online safety for parents and families
5. Individual parenting support

## Working with children and young people

1. PB buddies- mentoring and supporting each other for use in primary schools
2. Early years PB Education sessions
  - Feelings
  - Theme one
  - Early warning signs and the safety sum
  - Assertiveness
  - Theme two
  - Safety teams and safety networks
  - Theme reinforcement (ongoing)
  - Personal space
  - Secrets – safe and unsafe
  - Body autonomy, consent
  - Persistence expectation
  - Public and private
3. Middle and upper primary PB education sessions
  - Feelings
  - Theme one
  - Early warning signs and the safety sum
  - Assertiveness
  - Theme two
  - Safety teams and safety networks
  - Theme reinforcement (ongoing)

- Personal space
- Secrets – safe and unsafe
- Body autonomy, consent
- Persistence expectation
- Public and private

## Consent workshops for students

### 4. Consent Curriculum (workshops are interactive. )

- Year 7 -Getting started. Feeling safe and enjoying the adventure
- Year 7 – Respectful relationships
- Year 8 -Staying safe in both worlds (off and online)
- Year 9- Relationships Rights, respect and rules.
- Year 10/11 – Healthy Identity and healthy relationships in a porn saturated culture
- Year 11- Partners, friends, what next? Face-to-face online text and sext.

## Consent curriculum implementation

### 5. Consent Curriculum (training and curriculum purchase for educators )

this package is tailored to meet the needs of individual schools. involving the training of educators to facilitate the consent workshops, and the purchase of the consent curriculum, for use by the facilitators within their school.

- Professional training for educators, and the following workshops, to meet learning and curriculum requirements.
- Year 7 – Respectful relationships
- Year 8 -Staying safe in both worlds (off and online)
- Year 9- Relationships Rights, respect and rules.
- Year 11- Partners, friends, what next? Face-to-face online text and sext.

# Clarity document

## What does it all mean, all the terms and labels?

At PB West we have come to realise that many people may be confused by all the different terminologies used in the area of child protection education and training. These include understanding what the objectives of a child safe organisation are, what child protection fundamentals training is, what protective education is and what Protective Behaviours training is.

This document is a brief account of the differences between the training. The purpose of this document is not to exclude but rather to inform, from our experience, the differences that lie therein.

## Child Safe Organisations

In 2017 the Australian Government, as part of the Child Safe Organisations project, requested the National Children's Commissioner to lead the development of National Principles for Child Safe Organisations.

The nine National Principles for Child Safe Organisations were developed in collaboration with Community Services Ministers across Commonwealth, state and territory governments under the National Framework for Protecting Australia's Children 2009-2020. The principles respond to recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse.

Agreeing and upholding the nine principles helps organisations to realise the objective of a child safe organisations to:

- Create an environment where children's safety and wellbeing are at the centre of thought, values and actions.
- Places emphasis on genuine engagement with, and valuing of, children and young people.
- Creates conditions that reduce the likelihood of harm to children and young people.

Creates conditions that increase the likelihood of identifying any harm. Respond to any concerns, disclosures, allegations or suspicions of harm

## Child Protection Fundamentals training (introduction)

Fundamental Child Protection training contains information on what to look for and what to do when working with children who may be at risk or have been harmed. With details regarding roles and responsibilities of workers and individuals to identify and respond to every child at risk of abuse or neglect.

The outcomes of the training are as follows:

- Understanding our role and responsibilities in child safety.
- Understanding types and theories of abuse.
- Identification and recognition of indicators of abuse.
- Managing concerns in individual setting.
- Managing a disclosure.
- Mandatory and ethical reporting.

## Protective Education

A series of lesson plans designed for children and adults to teach them:

- Body safety rules
- Recognising Early Warning Signs

- Establishing a safety network
- Managing a disclosure
- Mandatory reporting
- Ethical reporting

## Protective Behaviours

Protective Behaviours (PBs) is a personal safety and empowerment life skill which teaches strategies to help prevent abuse, reduce violence and encourage adventurous, fulfilling lives.

Protective Behaviours is a strengths-based life skills process which encourages personal safety, self-empowerment, empathy, connection and responsibility to the rights of others, and responsibility for an individual's own right to feel safe all the time, giving the confidence and strategies to live safe adventurous lives.

Protective Behaviours develops awareness and connection to others, teaches skills and strategies to avoid victimisation, and promotes healthy relationships that do not victimise.

Protective Behaviours is grounded in upholding, respecting, advocating and role-modelling our responsibility to, and responsibility for human rights, particularly the Rights of the Child.

Protective Behaviours themes and strategies often compliment or form protective education programs for children. A Protective Behaviours practitioner facilitates personal safety, self-determination, agency, and self-empowerment in every interaction.

- Is a process that embeds a culture of feeling and being safe
- Teaches the themes, concepts and strategies of PBs including Protective Education to children, young and vulnerable people to help them feel safe.
- Is an anti-victimisation program, which includes empowering not to victimise
- Empowers both Practitioners and clients
- Develops self-regulation and resilience by providing a framework for responsibility for self and responsibility to others
- Creates empathy & connection

In the Universal Plus training the below additions are incorporated:

- Child protection issues
- Theories and up to date information on child abuse including child sexual abuse
- Body safety rules
- Recognising Early Warning Signs
- Establishing a safety network
- Managing a disclosure
- Mandatory reporting
- Ethical reporting

# Professional Development and Training Options





# Protective Behaviours Universals Plus

Certified Protective Behaviours Training with eligibility for membership into the Protective Behaviours Association.

## The only way to become a recognised Protective Behaviours Practitioner

Held over two days, this training is suitable for all staff in community organisations, schools, health, social services. Those who work in the early years sector and government departments who work with children, young and vulnerable people.

This course is also a prerequisite for the Advanced Practitioner level and Train the Trainer course.

In PB West's new revised training, participants will gain a deeper understanding of the framework underpinning the Protective Behaviours Process, a stronger connection to the themes, concepts and strategies of Protective Behaviours, and its application with all forms of safety.

Our Universals training is endorsed by PBI, Di Margetts and Donna Fortin codeveloper of the Protective Behaviours Program along with Peg West.

Our trainers are registered with the Protective Behaviours Association

Upon successful completion of this training participants can apply to the Protective Behaviours Association based in the UK, for Associate membership

## Details

- GDHR approved professional development
- Duration 2 full days
- Cost \$650 (includes two manuals and handouts, access to Practitioners only online resources)

please contact us for upcoming  
Inter-agency training dates

## More information

In-service training options available cost \$5440.00

(from Jan 2024) for up to 22 participants.

Please contact us for further details.



# Child Protection and introduction to safeguarding session for all staff

NQS - Quality area - 2; Quality area - 5; Quality area - 6; Quality area - 7

## Topics covered

- Recognising the role of educators and staff in the prevention and early intervention of child abuse and neglect
- Child abuse – types, indicators prevalence and theory
- Vulnerability factors
- Protective factors
- Barriers to disclosure
- How to respond to a child who has disclosed
- Mandatory reporting and Western Australia legislation
- Department for Child Protection and Family Support
- Please note this training has an assessment component

## Details

- Duration 2.5 hours
  - Cost \$750 (includes booklets)
  - Delivery type - Inservice only
- 

# Parents and carers - helping children to feel safe and be safe

A Protective Behaviours inspired parent information session

## Topics covered

- Recognising the role of parents and carers in the prevention and early intervention of child abuse and neglect
- Understanding vulnerability and victim selection for parents and an increased
- Understanding of safe and unsafe situations
- A parent's overview of child abuse, child sexual abuse and grooming.
- Increased confidence in parenting children to be safe adventurous and resilient.
- Understand how Protective Behaviours can assist you and your child in keeping safe
- Take home some strategies to build and increase child safety

## Details

- Duration 2 hours
  - Cost \$650
  - Delivery type - Inservice only
-

# Child Safeguarding Training for the whole team

Exceeds the following standards: NQS - Quality area - 2; Quality area - 5; Quality area - 6; Quality area - 7 Child safe organisations - Principle 7

## Topics covered

### Childhood in context

- Children at the centre of our learning
- Childhood – past and present

### Understanding child safeguarding and our role

- Children and their villages
- Childhood trauma
- Protective factors
- Risk factors
- ACES

### Recognising Child abuse

- Defining child abuse
- Child abuse – attitudes and values
- Indicators of child abuse
- Understanding the behaviours of unsafe people
- Recognising normal, concerning and harmful sexual Behaviours

### Identifying and responding to child safety concerns

- Barriers to identification
- Child protection and the law
- Managing Disclosures
- The five-step process

### Understanding the intent of child safeguarding policies and practice

- Elements of safeguarding policies and practice
- working within the organisation's child safeguarding policy

### Details

- Duration 4.5 hours
- Cost \$1100 (includes handouts)
- Delivery type - In-service only



# Educators Professional Learning

Protective Behaviours is the most exceptional program for teaching children and young people how to look after their own safety and wellbeing and to be mindful of the safety and wellbeing of others.

PB West's new revised, quality improved, interactive professional learning for teachers equips participants with the skills and strategies they need to teach and role model Protective Behaviours. GHR approved professional development.

## Topics covered

- Overview of the social and emotional framework underpinning the program
- Protective Behaviours themes
- Protective Behaviours concepts
- Protective Behaviours strategies
- Protective Behaviours applications
- Protective Behaviours curriculum
- Protective Behaviours as an empowerment tool
- The role of Protective Behaviours in abuse prevention
- PB classrooms

## Details

- Duration 6.5 hours
  - Cost 1800 + PB Classroom manual
  - Delivery type - In-service and regional interagency
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# Mental Health First Aid Training

Adult, youth and senior MHFA training , facilitated by a Master Mental health Trainer

Two days training, offered as an in-service only for up to 22 people.  
Price available on request

# Managing disclosures, vicarious trauma, burnout, and personal wellbeing

## Understanding Abuse

- Forms across the lifespan
- Occurrence

## Identifying when we need to act

- Identification
- Responses
- Processes
- Policy
- Self-care

## Disclosures

Recognising warning signs of stress and distress in ourselves and others

Assisting participants to feel safe

- Immediately following client interactions.
- During Interactions when disclosures are involved.
- Long term and increase positive wellbeing

## Trauma at work

- Vicarious trauma
- Compassion fatigue
- Burnout

## Beyond setting boundaries

- Recognising warning signs of stress and distress in ourselves and others
- Team wellbeing
- Appreciative enquiry
- Strengths based approach

## Details

- One full day of professional development
- Cost 2400.00 in-service only
- Please contact us for further details.

# Introducing Cultural Safety

Working towards reconciliation

## Topics covered

Pre-colonisation

### Complexities of traditional Aboriginal society

- Social construct
- Sustainability
- Everyday life
- Education

### Understanding the role of children in traditional Society

- Children and their villages
- Childhood rearing practices

### Effects of colonisation

- Immediate effects of the first fleet
- Dispossession/Displacement & Genocide
- White Australia
- Stolen Generations
- Intergenerational trauma

### Identifying and responding to racism

- The four levels of racism
- behaviours
- feelings
- thoughts
- Anti-racism strategies – internal and external

### Creating Culturally Inclusive Early Learning spaces

- Creating a culturally inviting centre.
- Delivering a culturally safe EYLF
- Applying inclusiveness
- Our toolkit

### Details

- Duration 3 hours
- Cost \$1450
- Delivery type - In service only

- Including children and their families in cultural sharing.



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# Understanding and responding to harmful sexualised behaviours.

## Topics covered

1. Child protection
  - Fundamentals of child protection'
  - Our role in child protection
2. Understanding and responding to disclosures
  - How and when children disclose
  - The barriers to disclosure
  - Responding to disclosure
  - Our role in the disclosure process
3. Child to child harmful sexual behaviours
  - Problematic sexualised behaviours
    - What is it
    - Context
    - Possible contributing underlying factors
    - Responses
  - Sexually abusive behaviours
    - What is it
    - Context
    - Possible contributing underlying factors
    - Responses
4. Safety planning 4 individuals
  - What they look like
  - When they might be needed
  - How to create one
  - Who needs to be involved?
  - Who needs to know?
  - Getting it right
5. Safety planning for a whole of centre/school approach.
  - What they look like
  - When they might be needed
  - How to create one
  - Who needs to be involved?
  - Who needs to know?
  - Getting it right
6. Creating safety in our spaces
  - Using some PB strategies to minimise risk
  - Using some PB strategies to empower children to speak up
  - Using some PB strategies to empower children to understand body safety
  - Using some PB strategies to empower children to know their rights

## Details

- Duration 6.5 hours
- Cost on application
- Delivery type - In-service only

Please contact us at [info@pbwest.com.au](mailto:info@pbwest.com.au)

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# Interagency referred Supported Protective Behaviours Education Program. (SEP)

PB West offer supportive Protective Behaviours education for children who are at risk of, or who have experienced trauma. Using a professional caring approach, we build rapport with children and families to engage and support the teaching of the themes and strategies of protective behaviours.

Our aim is to educate and empower children to understand their;

- right to feel safe at all times
- rights and responsibilities
- public and private
- secrets, safe and unsafe
- personal space and body ownership

We understand that all children develop and learn and respond to education differently. At PB West we will continually review the learning needs of each child and customise sessions to support their learning. Customised changes will be forwarded to the referring body.

Our experienced trainers are fully certified and multi-disciplinary with post-graduate qualifications in complimentary fields. We do not coerce or try to illicit any disclosures. We will be using observational and auditory survey techniques to complete reports and feedback possible concerning behaviours.

The supported education program is available for all children and young people and parents/ carers can self refer.

Please email referral form to [info@pbwest.com.au](mailto:info@pbwest.com.au)

PB West SEP sessions include the following

- An initial session with caregivers/parents to assess areas of need and to support and empower the re-establishment of a safe environment.
- Subsequent sessions with child/children (listed below) include the themes;  
We all have the right to feel safe all the time and we can talk with someone about anything. We also include rights and responsibilities in each session
- Developing rapport & safety networks (including assessment of child's support needed)
- Feelings, early warning signs, personal space and body ownership
- Public private, secrets and assertiveness, body ownership,
- Safe and unsafe touch, network review, theme reinforcement, re-establishing body ownership.

This program is fee for service

Please contact [info@pbwest.com.au](mailto:info@pbwest.com.au) for a referral form  
or download a referral from our website [www.pbwest.com.au](http://www.pbwest.com.au)



# Lecture style events: Applied Personal Safeness

Conference and auditorium style speaking events.

## keynote topics

- PBs: A blueprint for Life.
- Introducing personal safety in the work place.
- Creating and maintaining personal safety at work.
- Being responsible for self, what does it mean? Adulting up with PBs, self determination, and accountability.
- Pornography and its effect on feelings, thought and behaviours
- Whats missing from child protection strategies; a public health model perspective
- Working from strengths in drug and alcohol addiction, with Protective Behaviours ?
- Critical thought analysis, a safety tool for self.
- [More topics available on inquiry](#)

## Details

- Duration 1 hour
  - Cost \$650
  - Delivery type - Inservice only
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## Circles training

the foundations of restorative practices, a pathway to creating and building connected accountable communities

## Topics covered

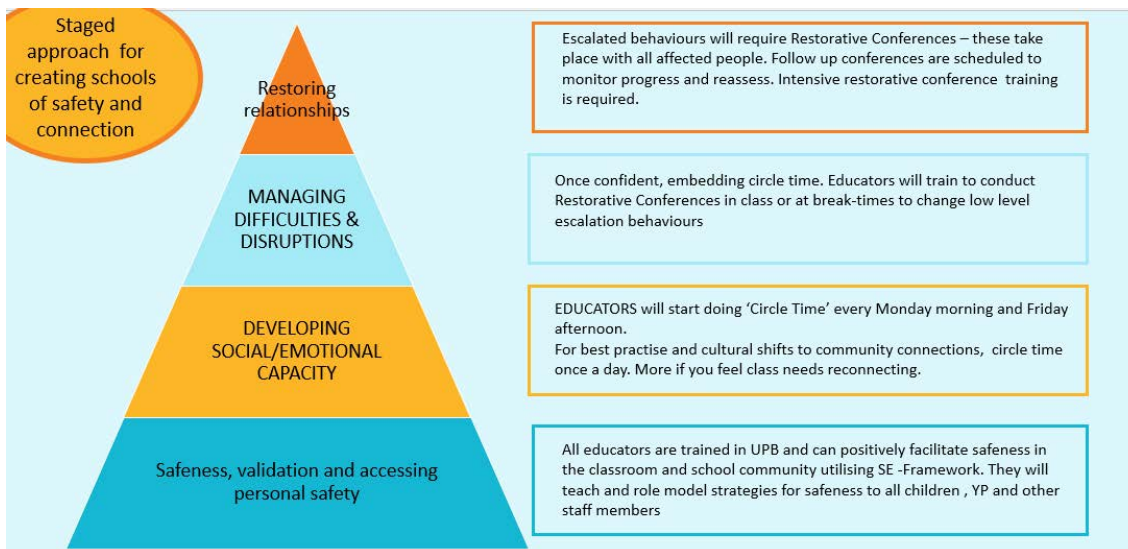
- Purpose of circles
- Circles for connected classrooms and communities
- Developing the skills that increase connection and values capacity
- Social Control Window
- Relationship; Respect; Responsibility; Repair; Reintegration
- Accountability
- Circles in history
- Circle process and the circle keeper
- Circle guidelines and agreements
- Applying circles in other settings

## Details

- Duration 5 hours
  - Cost \$1850
  - Delivery type - Inservice only
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# The whole school approach

To creating communities of accountability, self determination and personal safety



PB West will work with your school to develop a plan to suit your individual school needs. We understand every school is unique, with its own sets of strengths and challenges. We will work with you every step of your self determined journey. The whole school approach is evidenced based and built upon the collaboration of circles, restorative practices, and universal protective behaviours.

Contact PB West for a consultation

## For more information, to make a booking or to enquire about bespoke training.

For more information, to make a booking or to enquire about bespoke training, contact us. We are available to co-design, develop and facilitate customised workshops upon request

PB West can work with you and your school, community, sporting group or club to tailor the best education to meet the needs of your staff and volunteers. This ensures you can provide the right information support and safety to the children and youth in your care.

PB West provide intensive education programs for children and young people

PB West also offer tailored family support and education programs.

\*Maximum numbers apply to all in-service trainings. Additional participants incur extra costs



# Testimonials

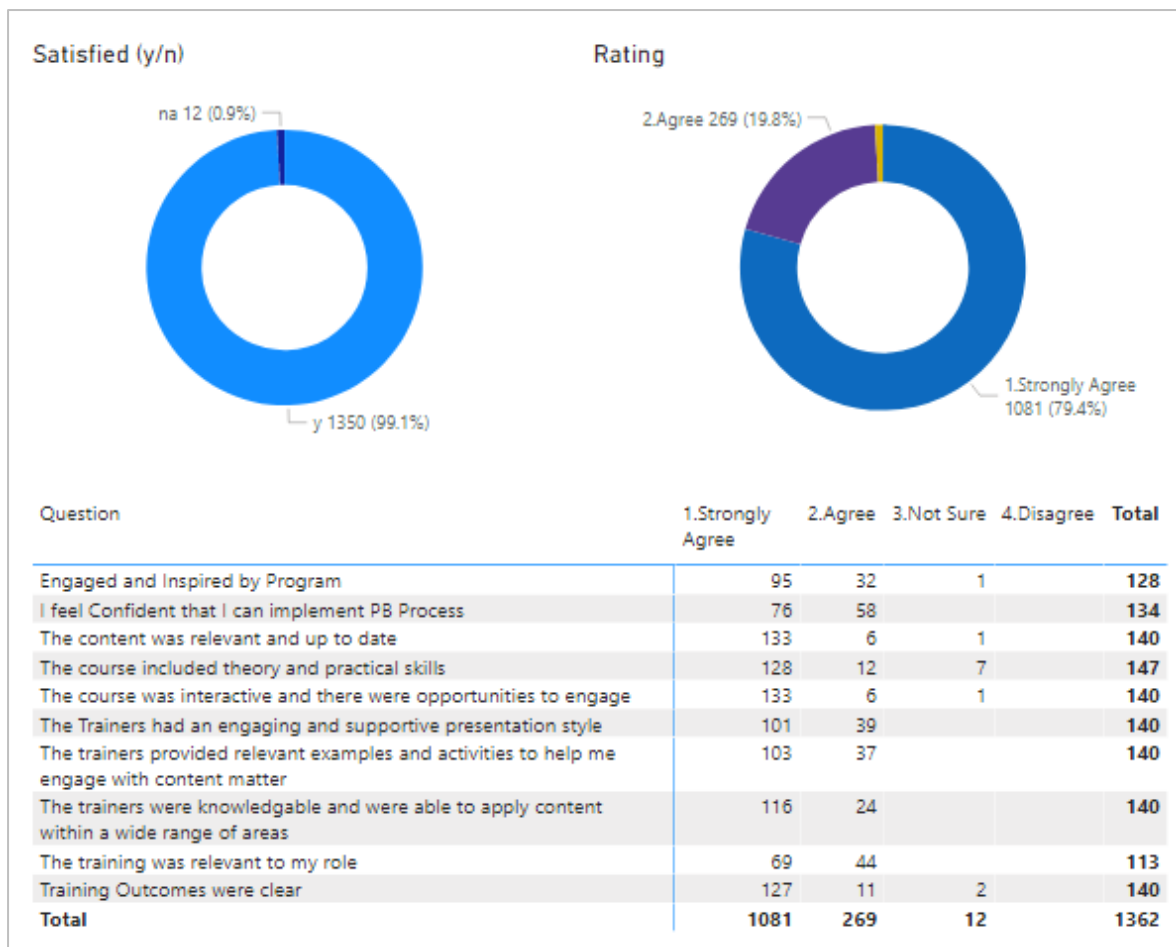
Prepared by PB West

Just a few of them

## Training testimonials



## Satisfaction rate for PB West from professional learning participants



## Training feedback and testimonials

“Fantastic training. I moved from understanding that PBs was doing the 'hand' exercise with children, to seeing the greater underlying themes and strategies, and how all members of society benefit from this knowledge. Very engaging training.”

- Kelly, 2020

“Thank you. I have to say this was the best and most practical Professional Development I have ever attended.”

- Penny (teacher), 2018

“I can’t wait to bring this to my community.”

- Stacey (community support worker), 2019

“The nature in which you delivered this sensitive, yet extremely important information was inspiring.”

- Zoe, 2020

“I am so excited about running this in our school now, when previously, the thought of it terrified me.”

- Rebecca (teacher), 2020

“I have just completed the amazing PB West Protective Behaviours training. The content of the workshops was presented in an engaging and sensitive way within a highly respectful and safe environment. There was a strong balance between instructional content, discussion and hands on activities which gave participants the opportunity to connect and consolidate. I would highly recommend this training to anyone working with people of any stage and in any context. A massive Thank you for a fantastic PD, you are all superstars please keep up the incredible work. You’re changing the world.”

- Sarah (university lecturer & PhD candidate), 2020

“PB West provide comprehensive and relevant professional learning in protective behaviours for all educators regardless of their role. Our teachers, education assistants and principals have all benefited from attending the professional learning workshop. They have developed an understanding of not only why we teach protective behaviours, but also how to teach protective behaviours and how to embed protective behaviours into everyday language and situations. Thanks for coming to Esperance PB West.”

- Meegan (principal), 2019

I have absolutely loved threading PBs into my practice since the first two days of my training. It has gone beyond that for me actually, I’m finding that it’s changing me, changing how I look at things, do things, how I respond to people. It’s helping to shape a better version of me in my practice, with my daughter. There have been confronting/overwhelming times for me on this learning journey too. But it’s feeling like a philosophy and I just go back to, I am responsible to [ ] not for [ ], and I use the safety formula to identify what’s missing for me if my EWS arise. It’s been an incredible journey so far! Thank you so much! I am really grateful that our paths have crossed.

JA (Psychologist)

[Please see here for more feedback about PB West training](#)

<https://youtu.be/AeYvsOQBChk>

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