

Summary of Proceedings



Fifth National CSAC Female Offenders Conference

**Well Women: A Holistic Approach to the Management of
Female Offenders**

**Nepean Shores Riverside Resort and Conference
Centre, Penrith NSW**

***Hosted By NSW Department of Corrective Services
April 20-22, 2005***

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Introduction

The 5th National Corrective Services Administrators Forum: Working with Female Offenders was held in Penrith NSW from the 20th to the 22nd of April 2005. Eighty-Seven people, involved in and working alongside correctional agencies from across Australia and New Zealand attended the forum.

This document is a summary of the presentations, key points, an overview of the conference proceedings and positions requiring endorsement by the Corrective Services Administrators Conference in 2006.

Origins of the Forum

In May 2001 the Corrective Services Administrators Conference identified that need existed for a gender specific government services based forum in relation to correctional practice with women. Though other forums encouraged participation in relation to incarcerated women, it was decided that a forum dedicated to gender specific correctional practices be established.

NSW Department of Corrective Services, Women's Facilities and Services Command hosted the Fifth forum in a continuing series in 2005 at Penrith NSW.

In November 2004, correctional agencies (inclusive of New Zealand) were encouraged to participate in a phone link up to establish the title and themes of the 2005 forum. Titled "Well Women; A holistic approach to the management of female offenders", the forum identified innovative practice, concerns for the future and emphasised the importance of a collaborative approach with Community Offender Services.

Objectives of the Forum

The fifth in a series, the 2005 forum, Well Women focused on innovative practice with incarcerated women, challenges and future directions. A number of similarities emerged from the forum.

- Effective Group Work with women in the community
- The establishment and commissioning of gender specific centres for women offenders.

- Complimentary service delivery in partnership with Community Offender Services.
- Throughcare and whole of sentence planning for women.

Participants

In 2004 it was requested that Community Offender Services be included in that forum to foster effective working relationships especially as they related to service provision from the first point of contact with the justice system, through to exit.

There was a strong representation from Community Offender Services from NSW and other states, ensuring information sharing and networking opportunities between custody and community based management agencies.

There was a large contingent of community professionals from Government and non-government human service agencies and departments such as NSW Area Health Services, Centrelink, NSW Department of Education and Training, Aboriginal specific services and Community Justice Agencies.

The wide variety of service representation ensured a broad range of topics and positions were discussed and led to the formulation of the 2005 CSAC recommendations.

Program Overview

The forum was underpinned by the following premise; That Correctional Agencies are striving to provide services and programs that ensure female offenders leave the justice system with increased skills and knowledge in order to continue with their lives.

The forum also focused on innovative and effective practices of state agencies in relation to best practice program and group approaches, effective through-care initiatives and community agency partnerships and outcomes.

**Opening Address: The Honourable Mr John Hatzistegos, NSW
Minister for justice**

**2005 Corrective Services Administrators' Forum:
Working with Female Offenders
"Well Women – a holistic approach to the management of female
offenders"**

**April 20-22, 2005
Nepean Riverside Resort and Conference Centre
6-22 Tench Avenue
Penrith NSW**

Opening comments for Minister

Wednesday 20 April 2005

*Commander Lee Downes,
Forum delegates,
Ladies and gentlemen:*

Thank you for inviting me to speak at the opening of the fifth Women's Forum which comes under the broad umbrella of the Corrective Services Administrators' Conference. That Conference has been meeting in Cairns this week.

Apart from considering the date and location of the sixth women's forum, the Administrators' Conference is examining matters arising from the 2003 Women's Forum in Perth.

These include development of a national dataset on women offenders; and the development of a network of indigenous women active in justice issues.

The NSW Department of Corrective Services' Women's Facilities and Services Command has organised this event which will run from now until Friday when there will be a variety of site visits.

This occasion in Penrith is important in several ways:

It is the first time this forum has been hosted by New South Wales.

Meeting, as it does, under the auspices of the Corrective Services Administrators, it has a direct linkage to the Corrective Services Ministers Conference which will meet in Brisbane on 31 May.

Your fifth Women's Forum this week brings together people with commitment, knowledge and experience from across Australia and New Zealand.

These are people who have made a mark in their particular fields and whose affiliations with colleagues both here and abroad can only benefit the Forum and its outcomes.

Your Forum is, of course, important in that it examines in depth a fast growing – arguably the fastest growing – group within Australian corrections: women, and more particularly indigenous women.

As you will all be aware, NSW has Australia's largest inmate population. While this is in itself hardly a source of pride, it is the reality. It means that management regimes and offender programs are possible here – driven, if by nothing else, by weight of numbers.

But, of course, innovative programs in NSW are driven by forward planning, and, very positively, by the Department's aim to "reduce re-offending through secure, safe and humane management of offenders."

My quote is from the Department's mission statement.

The past year has been a busy and challenging period for the Women's Facilities and Services Command.

In March 2004, the State Governor, Professor Marie Bashir, opened "Biyani", an integral, if intimately proportioned, component of the larger Long Bay Correctional Complex therapeutic picture.

Biyani was established by the Department to provide accommodation and support for women offenders with a mental health disorder or mild intellectual disability and co-existing alcohol and/or other drug problem, as an alternative to a custodial sentence.

The main focus of the Biyani program is to stabilise mental health and drug and alcohol issues and to help the women gain access to long-term community rehabilitation programs or appropriate community rehabilitation resources.

Her Excellency was so impressed with Biyani that she asked to be involved in the opening four months later of Dillwynia Women's Correctional Centre at South Windsor in the outer west of Sydney.

I mentioned earlier that the female inmate population had significantly increased in recent times.

The NSW female inmate population has increased by 92% since 1995, representing 7% of today's inmate population.

Significantly, the female remand population has grown from 38 to 156 over the same period.

Dillwynia Correctional Centre, which is on your tour itinerary for Friday, is an important part of the response to this situation and it gives the Department flexibility in the housing and management of women offenders.

Dillwynia improves the way the Department manages female inmates by better preparing them for eventual release and reintegration into the community.

Inmates at Dillwynia Correctional Centre are expected to be employed and attend programs to address offending behaviour.

The physical environment at Dillwynia reflects the fact that female inmates often have families and young children who will visit their mothers in custody. The centre features domestic-style living units to promote respect and responsibility among the inmates.

In fact, next week I will be present at the opening of a commercially designed and managed café within Dillwynia, for the use of staff from the entire South Windsor correctional complex, visitors to Dillwynia inmates, and the inmates themselves during visits.

Most importantly, the café will train inmates in sales and management skills they can use after their release.

Your Forum this week is taking place in Penrith, only a few minutes from Emu Plains Correctional Centre which, since 1994, has been a correctional centre for women.

At Emu Plains, modern, attractive accommodation for women with dependent children – Jacaranda Cottages – provides the setting for the Department's Mothers and Children's program.

During 2003/2004, 25 women and 26 children participated in the residential Mothers' and Children's Program. Fourteen of the children were born during their mother's current period of incarceration.

A further 20 children participated in the Occasional Residence Program, staying with their mothers in custody on weekends and school holidays.

Ladies and gentlemen:

Over the course of the next two days, a variety of speakers from NSW and elsewhere will be talking about issues including pre-release centres, Throughcare, human rights, mental and physical health, women offenders under community care, motherhood "on the inside", working with Aboriginal families in the Dubbo area, the first 12 months of Biyani, and employment for women.

Challenges facing the management of women offenders – quite apart from their increase in numbers - include the establishment and acceptance of national standards, the production of recognised national data sets, and the encouragement of a national indigenous women’s voice in justice issues.

These, and other issues, are likely to occupy you over the next couple of days. The results of your deliberations can positively impact upon the treatment of women offenders both in custody and within the community.

As your Forum title – “Well women: a holistic approach to the management of female offenders” – suggests, your approach will be inclusive of all areas which touch upon women as participants in the criminal justice system.

I wish you well in your Forum and am pleased to officially open it.

Program Highlights

The forum highlighted discussion in relation to consistency in practice; programming approaches to working with women and difference due to gender, Implications for women offenders in relation to Human Rights Charters and correctional practice, Challenges in relation to Community Offender Services and the gender specific development of new centres, services and assessment tools

- **Christine Ginbey** from the WA Department of Justice gave a presentation on Specific Correctional Centres in the Western Australian correctional jurisdiction: Bandyup Maximum Security Women's Correctional Centre and Boronia Pre-release Centre.

This comprehensive brief included the changes to dynamic and static security features at Bandyup, the changing demographic of women offenders there and planned capital works. Ms Ginbey also presented the philosophy and contemporary features of Boronia Pre-release Centre, the challenges faced in light of political commentary to the new centre and the already promising outcomes in terms of offender transition.

- **Dr Eileen Baldry**, Senior Lecturer, University of Sydney presented a paper titled, "Women and Throughcare" Highlighting area's of concern in relation to women re-entering the community after periods of incarceration and the limitations of a model developed not specifically to meet the needs of women in the Criminal justice System.

Dr Baldry also highlighted that there was little evidence of supporting literature in relation to what a gender specific model would look like. This could in fact provide Correctional Agencies with the opportunity to develop a Gender specific model that would be, Women Specific, apply to the needs of indigenous women and assist higher numbers of women such as those serving shorter sentences.

- **Catriona McComish**, Senior Assistant Commissioner: Community Offender Services, NSW Department of Corrective Services provided a synopsis of offenders in

NSW managed by Community Offender Services. This presentation also covered the difficulties, complexities and structures relating to the management of a high number of offenders, whilst mindful of the needs of women.

- **John Paget**, Director ACT Prison Project: ACT Corrective Services delivered a paper relating to Human Rights, Prisons and Women Prisoners. The ACT is the only jurisdiction to have developed a Human Rights Charter as it applies to Prisons. This paper gave a comprehensive history of National and International approaches to the application of Prisoner Human Rights and their successes or failings. It also served to remind that Law and Order issues can be used as a platform for political and media purposes.

ACT Corrections is working closely with a Human Rights working group comprised of the Ombudsman, Human Rights Commissioner and staff from the Department of justice in regard to the Commissioning of the first Correctional Centre in the ACT.

Given the diverse needs, health status and specific needs of female offenders, a Human Rights Framework provides a means to pursue objectives and overcome some of the limitations of the risk/needs framework approach to offender management favoured by some agencies.

- **Michelle Marriott**, Project Manager Drug and Alcohol and Mental Health Initiatives, SA Correctional Services presented information regarding two pilot programs occurring in SA facilities.

Mental Health First Aid is a program developed by the Centre for Mental Health Research: Australian National University, ACT by Betty Kitchener and Professor Tony Jorm. The program was developed to increase the Mental Health Literacy of Australians. SA Correctional Services has implemented training of Custodial Officers in this program to move from a limited focus of risk screening and enable them to identify a prisoner's emotional state and establish a plan to assist those considered at risk. This trial is continuing.

ASSIST Trial. Through the 2002 Drug Summit the SA Government provided Correctional Services with funds to address the growing population of offenders entering SA Prisons with a substance misuse issue. The Alcohol, Smoking and Substance Involvement Screening Test were deemed an appropriate tool validated by the World Health Organisation (WHO) in order to screen more effectively and develop treatment plans for offenders.

The trial indicated that within the first seven days of an offender's incarceration they were more likely to give an accurate account of their patterns of use for the prior three months. It was also found that the earlier an offender is screened the more receptive they may be to interventions offered.

- **Annette Wells**, A/Director Women's Custodial Services, WA Department of Justice spoke regarding the WA Department of Justice's Women's Philosophy and Strategic Directions.

Ms Wells gave an overview of the facilities, daily average, breakdown of the recidivism rates, demographic characteristics and general challenges relating to the service provision and management of female Offenders in WA.

As a response to the WA Attorney Generals survey of other Correctional jurisdictions the following initiatives were formulated. The appointment of a director, Women's Custodial Services, strengthening of community involvement, the development of a new women's facility and the appointment of a Superintendent for that facility. In conclusion, these mentioned initiatives will provide the catalyst for change for the women's correctional system in WA.

- **Lisa Ward**, Consultant, Lisa Ward Consulting Victoria, spoke regarding Effective Community based Programs for Women Offenders to provide an overview of the evidence base regarding effective correctional interventions for women and promising community based approaches.

An outline was given regarding why a distinct approach to women was needed. Women and men offend differently,

respond to correctional intervention differently, have a higher prevalence of past victimisation, drug addiction, mental illness and unemployment. Women are generally heavily influenced by responsibility and concern for their children.

The presentation covered gender responsiveness, Risk/need responsiveness, and effective community based programs for women, women on bail, international trends and what women say they want.

In summary, there is evidence for correctional administrators to adopt a gender responsive approach to the management of women offenders, and a shift in focus from whether gender responsiveness is an appropriate goal, to how this is best translated into practice.

- **Sandra Chamberlain**, Director, Child Safety, QLD Corrections gave an overview of their Child Protection Policy and Challenges relating to the care and visiting structures operating in the QLD system.

This presentation gave an overview of the role of the Director, Child Safety Qld, specifying a whole of government approach to child safety, developing interagency agreements and partnerships, the demographic of incarcerated women residing with their children, children's visits and children who come into contact with the department on a regular basis.

- **Louise Ward**, Project Officer Job Futures presented on a pilot currently operating within the NSW Transitional Centres assisting women with gaining the skills and confidence to seek meaningful work whilst transitioning into the community and the role of Job Futures in assisting with employment services in the general community.

Funded through the NSW Department for Women, now the NSW Office for Women, the pilot was 12 months in duration. With a focus on Motivational Interviewing techniques to increase participant's self-efficacy, the pilot has achieved significant outcomes in addressing some of the barriers

faced by incarcerated women such as developing employability skills, confidence and social participation.

- **Belinda McInnes**, Mother and Children's Coordinator, NSW Department of Corrective Services presented an overview of a joint project with Tresillian Family Care Centres and the NSW Department of Corrective Services, Titled, "Understanding Mothering and Motherhood from the Inside". The aim of this pilot program was a strength-based approach to increase maternal sensitivity by way of structured activities and role modelling through teachable moments.
- **Alicia Murphy**, A/Manager Intervention, Community Corrections SA: Group Work with female Offenders in the Community: the Difficulties, Complexities and Practicalities involved in this process and how we overcome them.

Ms Murphy gave an overview of the female demographic presenting to Community corrections in SA, inclusive of offence patterns and biopsychosocial presentation. The paper provided an insight into practical tips for promoting a positive and therapeutic group experience for participants.

In Summary a female offender require group-based interventions that are specific to their criminogenic needs, provides a safe and comfortable environment and acknowledges and responds to their complex issues.

- **Lesley Jordan**, Service Director Women's Health, NSW Justice Health gave an overview of Women's presenting health issues in NSW correctional facilities. This paper highlighted the overrepresentation of presenting mental health disorders, high rates of substance abuse issues and chronic health conditions for women offenders.

Justice Health provides population & Primary Health services, Mental health and Drug and Alcohol services and Women's specific health services to women involved in the criminal justice system in locations such as police cells, court locations, correctional centres, Drug Courts, Periodic detention centres and in a forensic setting.

- **Ms Debbie Coulter**, Manager Biyani Dual Diagnosis Centre: the First Twelve Months, NSW Department of Corrective Services. Established under Community Offender Services, NSW Department of Corrective Services, Biyani provides a programmed pathway for women offenders with a mental health or mild intellectual disability and co-existing alcohol and other drug problem as an alternative to custody.

Ms Coulter provided an introduction to the first Dual Diagnosis unit in NSW Corrections inclusive of the program, budget, challenges, strengths and future of the unit.

Program Themes/Issues

A continuing area of concern raised at each forum is the rate at which women are coming into contact with the Criminal Justice System and the accompanying rates of imprisonment. The historically small number of women has resulted in the under resourcing of correctional and justice agencies to provide gender specific interventions in both a community and institutional setting, therefore, programs designed for men have been adopted for women also, without concrete evidence to support their effectiveness.

International and national agencies are now moving toward a more gender responsive philosophy, in turn new facilities are planned and developed to be suited to the needs of the female population, correctional agencies are becoming more mindful of the complex issues and needs seemingly unique to women offenders and are responding accordingly.

With the establishment of contemporary correctional centres such as Boronia Pre-release Centre in Western Australia and the Commission and opening of Dillwynia Correctional Centre in NSW it is noted that the design and philosophy of those centres recognise that women offenders require a different approach in relation to their environment and to the services available to them.

A key theme that emerged in the content of the presentations was the frustrations relating to group work with women and in particular the differing discourses regarding criminogenic need, responsivity and gender implications. Discussions centred on whether women

have differing needs in-group work than men, considerations centred around women's roles as caregivers, familial constraints and role identity.

An issue of note is the limited literature in relation to gender responsiveness, especially from an Australian perspective and conducted by Australian Correctional Agencies in a consistent manner with or without links to tertiary agencies. The Forum was an opportunity to discuss the practicality of a National Clearinghouse for information exchange, discussion and collaboration perhaps in the form of a website.

Actuarial assessment tools adopted from other international agencies, though a step toward ensuring an accurate measure of risk, do not appear to be mindful of Australian indigenous women or validated on women in general. It was apparent that research into the development or adaptation of the tool was needed to supply accurate data and indications.

Given that most jurisdictions have applied the "What Works" principles to offender management there appears to be developing concern and competing discourse regarding the appropriateness of labelling criminogenic needs applicable to both male and female offenders. Discussions elicited the questioning of whether a subset of criminogenic needs are applicable to women carrying the same level of risk. Presentations and discussions appear to indicate that women are more emotive, offending patterns are different and women respond differently to correctional intervention.

Given this, service delivery needs to acknowledge and address the distinct difference in regard to gender for community and custody based women offenders. A growing body of literature supports the inclusion of self-esteem, victimisation and family/parenting-based programs to address a sub criminogenic need.

A proportion of correctional jurisdictions has already, or is planning to design and implement correctional facilities that are responsive to the needs of women offenders. Aesthetically they mirror community living, architecturally their design capitalises on available open spaces and the philosophies acknowledge women's roles as caregivers fostering the importance of

responsibility and provide effective realistic education and training opportunities linked to post release education and employment.

International/ National Steering Committee.

A formulation reached at the 2005 CSAC was the need for a gender specific International Steering Committee committed to the advancement of contemporary corrections practice with women. With the creation of this committee it is envisaged that all jurisdictions would be able to share and partnership new information and innovative ideas for application in this area.

National Correctional Programs Forum

In relation to the issues of responsivity and effective programming options for women, it was supported that an informal forum be held to bring together key staff from all correctional agencies to discuss advancements in the creation of gender specific programming.

Assessing gender responsivity in correctional jurisdictions (Lisa Ward Consulting)

Legislation	Does correctional legislation mandate gender responsivity in any form?
Policy	Is there an overarching public policy statement that directs gender responsive service provision?
Dedicated Function	Is there a dedicated executive level position or discrete organisational unit to drive cultural change?
Partnerships	Are there formal, structured arrangements to support cross-agency service provision to women offenders?
Human Resources	Are there specific recruitment and training provisions for staff working with women offenders?
Operational Guidelines	Are there distinct operational guidelines that recognise the needs and circumstances of women offenders?
Programs	Are programs designed and delivered in accordance with the specific responsivity needs of women?

Another key point raised during the forum was the need for correctional agencies to promote and formulate links with community agencies that specifically provide services for women. Another suggestion was to cement these links formally by way of an MOU (Memorandum of Understanding) and to champion submissions for funding to provide services for women held on community based or custody based orders for post release.

In relation to community sentencing options it was found that across all jurisdictions there appeared to be a lack of community based sentencing options for women that were mindful of women's roles and their competing interests. In essence, community based options and services need to be flexible, consider women's roles as care givers to children, access to transport, finances and childcare arrangements. Another consideration is a women's history of victimisation and abuse, their needs in terms of safety and an empathic approach.

There appeared to be a majority of support for the inclusion of Performance Indicators for Correctional Administrators that apply to the development of a Women's Action Plan in all states and Territories and a performance measure in relation to access and equity and a standards document for services delivered to women annexed in male Correctional Centres.

Conclusions formulated at the forum

The members of the 2005 CSAC working with female offender's forum recommended that Corrective Services Administrators put the following issues forward for endorsement.

1. Further research is needed regarding whether a subset of criminogenic needs exists specific to gender.
2. Risk based assessment tools need to be normed on gender specific and culturally diverse populations.
3. Further research is required into alternatives to custody for women offenders in all states and territories.
4. A commitment to the development of gender specific programs.
5. All states and territories to develop a Women's Action/strategic plan for the management of women offenders.

6. The WARD: Assessing Gender Responsivity framework to be adopted by state agencies in ensuring appropriate service provision for women offenders.
7. Correctional jurisdictions to develop strong partnerships with community agencies ensuring an understanding of the needs of transitioning women offenders and ensuring post release pathways with those agencies.
8. South Australia will be hosting the 2006 CSAC Women Offenders Conference.

2003 Conclusions supported

1. Adaptation of the recommendations for a National Clearinghouse for data exchange amongst Criminal Justice Agencies.
2. Women's Prison services should offer access to programs and services that are appropriate to the needs of women, despite their small numbers within the women's system.
3. The design, administration and operation of women's prison services should be informed by empirical evidence regarding outcomes for women prisoners. This requires a commitment to research in a number of areas including, physical design, programming, security and classification; risk/needs assessment; health service provision and transitional support.
4. Staff who work with female prisoners should receive appropriately gender responsive and culturally sensitive training.
5. Investigating, costing and reviewing the implementation and evaluation of successful diversionary programs.

Appendix 1

CSAC Women's Forum: Well Women: A Holistic Approach to the Management of Female Offenders

Conference Proceedings

Time	Wednesday April 20
8.15	Conference Registration
8.30	Welcome to Country <i>Gloria Mathews-Community Elder</i>
8.45	Address & Welcome <i>The Honorable Mr. John Hatzistegos, NSW Minister for Justice</i> <i>Commander Lee Downes, Women's Facilities and Services Command NSW Department of Corrective Services</i>
9.00	<u>Session 1</u>- Boronia Pre-Release Centre: Philosophy, Form and Structure. <i>Christine Ginbey: WA Department of Justice</i>
9.50	<u>Session 2</u>- Women and Throughcare <i>Dr Eileen Baldry, UNSW School of Social Work</i>
10.30-10.50	Morning Tea
10.50	<u>Session 3</u>- Working with Females in the Community: Philosophy, Challenges and the Future. <i>Catriona McComish Senior Assistant Commissioner: Community Offender Services. NSW Department of Corrective Services</i>
11.35	<u>Session 4</u>- Human Rights, prisons and Women Prisoners. <i>John Paget ACT Corrective Services</i>
12.30-1.10	Lunch
1.10	<u>Session 5</u>-Throughcare and Mental Health Service Provision. <i>Rhonda Pearce & Michelle Marriott Department for Correctional Services S.A</i>

2.00	Session 6- Reform Agenda: Management of Women in Custody in WA. <i>Vicki Bell. WA Department of Justice</i>
2.50-3.10	Afternoon Tea
3.10	Session 7- Effective Community Based Programs for Women Offenders: An Evidence Based Review. <i>Lisa Ward: Lisa Ward Consulting</i>
4.00	Session 8- Child safety and Corrections <i>Sandra Chamberlain, Department of Corrective Services QLD.</i>
5.00	Close
6.30	Conference Dinner

[Conference Proceedings Cont.](#)

Time	Thursday April 21
9.00	Concurrent Sessions (Breakout Room)
	Session 1- Job Futures Pilot- Transitioning Women. <i>Louise Ward, Job Futures.</i>
9.45	Session 2- Understanding Mothering and Motherhood from the Inside- A Joint Initiative Between NSW DCS and Tresillian Family Care Centre. <i>Belinda McInnes, NSW Department of Corrective Services</i>
10.30-10.50	Morning Tea
10.50	Session 5- Group Work with Female Offenders in Community Corrections: The Difficulties, Complexities and Practicalities Involved in this Process and How We Overcome Them. <i>Alicia Murphy, Community Corrections S.A.</i>
11.40	Session 6- Women's Health: An Overview. <i>Lesley Jordan Service Director Women's Health, Justice Health NSW</i>
12.30-1.15	Lunch
1.15	Session 2- Biyani- The first 12 months. A Dual Diagnosis Centre for Women <i>Debbie Coulter, Manager BIYANI. NSW Department of Corrective Services</i>
2.00-2.20	Afternoon Tea
2.20	National Steering Committee- Directions, Projects, Challenges -

	Panel Discussion
4.30	Close

[Friday April 22](#)

Site Visits

Transport will depart at 9.00am for site Visits. Please complete Check out.

9.30- Bolwara Transitional Centre

A 16 bed Centre targeting Indigenous women and women with substance misuse issues and/or a history of incarceration and 3-12months remaining on their sentence. Women are able to access services in the community whilst still held in custody.

10.15- Mother and Children’s Program: Jacaranda Cottages, Emu Plains Correctional Centre.

The Mother and Children’s Program caters for women with dependant children offering a program aimed at assisting women to learn parenting skills and an understanding of child development. Assessment is based on “The Best Interests of the Child” and a women’s behaviour and offences.

10.45- Morning Tea Emu Plains

11.30 Dillwynia Correctional Centre- John Moroney Correctional Complex South Windsor.

Dillwynia Correctional Centre is the first purpose built correctional facility in NSW for 50 years. The design, concept and the philosophy is based on the specific needs of women offenders, especially as they relate to community reintegration, stemming disconnection from family and community and providing educational and vocational opportunities.

Transport will then leave the centre and travel to Central Railway Station, Sydney where delegates will be able to travel to the airport by train or leave their baggage and explore the

Tuesday April 19 (Evening)

NSW Corrective Services and the Women’s Facilities and Services Command would like to invite those delegates arriving for the conference on Tuesday afternoon to attend a welcome dinner. A bus will arrive at the Nepean Riverside Resort and Conference Centre (6.00pm) to transport you to the Sebel Hawkesbury Resort and Spa.

city. Arrival at Central approx 2.00pm

NSW Corrective Services and the Women's Facilities and Services Command would like to thank you for your interest in this event. With any enquiries please contact

Sally Kubiak

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Sally.kubiak@dcs.nsw.gov.au

Delegate List

Name	Position	Agency	State
Aberdeen-White, Abbey	Chief Prison Officer	Corrective Services	NT
Armstrong, Kat	Co-opted Member	Women's Advisory Committee	NSW
Baker, Heather	Service Director, Women's Health	Justice Health	NSW
Baldry, Eileen	Senior Lecturer, Social Work	University of Sydney	NSW
Bannerman, Brett	Probation and Parole Officer	Community Offender Services	NSW
Belsey, Sylvia	D & A Family Counsellor	BADFS	NSW
Boyko, Karen	Governor	Mulawa Correctional Centre	NSW
Bradichich, Kelly	Counsellor	BADFS	NSW
Brown, Marilyn	Aboriginal/AOD Worker	Mulawa Correctional Centre	NSW
Burns, Jeanette	Site Manager/Auckland	Department of Corrections	NZ
Chamberlain, Sandra	Director, Child Safety	Department of Corrections	QLD
Chapman, Greg	Manager	Department of Justice	TAS
Clark, Allen	Teacher	Emu Plains Correctional Centre	NSW
Coulter, Debbie	Manager, Biyani	Department of Corrective Services	NSW
Cronin, Frances	Unit Leader	Community Offender Services	NSW
Daniels, Mymeona	Transitional Centre Worker	Department of Corrective Services	NSW
Davies, Hope	Learning and Development coordinator	Department of Corrective Services	NSW
DeCrespigny, Zoe	Project Officer	Department of Corrective Services	NSW
Dennis, Joan	Senior education Officer	Emu Plains Correctional Centre	NSW
Downes, Lee	Commander, WF&S Command	Department of Corrective Services	NSW
Drever, Sheree	General Manager	Corrections Victoria	VIC
Fitzsimmons, Elizabeth	Transitional Centre Manager	Department of Corrective Service	NSW
Fogarty, Kylie	Services and Programs Officer	Dillwynia Correctional Centre	NSW
Ginbey, Chrisitne	Manager, Strategic Services	Department of Justice	WA
Grenfell, Annie	Services and Programs Officer	Dillwynia correctional Centre	NSW
Hazelton, Pat	Family Counsellor	BADFS	NSW
Hanna, Ketty	Classification Coordinator	Mulawa Correctional Centre	NSW
Hanson, Jane	Art Teacher	Berrima Correctional Centre	NSW
Henry, Anna	Project Manager, Women's Prisons	Corrections Victoria	VIC
Heslop, Wendy	Therapeutic Manager	Muawa Correctional Centre	NSW
Hotham, Pam	Governor	Berrima Correctional Centre	
Honnold, Janet	Senior Education Officer	Mulawa Correctional Centre	NSW
Hughes, Mathew	Education Officer	Dillwynia Correctional Centre	NSW
Hume, Donna	Welfare Officer	Mulawa Correctional Centre	NSW
Innes, Desiree	Child Psychologist	Department of Juvenile Justice	NSW
Kaur, Harinda	Education Officer	Dillwynia Correctional Centre	NSW
Kelty, Sandra	Liaison Officer	Westerns Sydney Area Health	NSW
Kevin, Maria	Research Officer	Department of Corrective Services	NSW
Kubiak, Sally	Project Officer	Department of Corrective Services	NSW
Lefoe, Paul	Superintendent	Department of Corrective Services	NSW
Leyshon, Judy	Governor	Department of Corrective Services	NSW
Lie, Inga	Manager, Prison Services Unit	Centrelink	NSW
Lightfoot, Margeret	OS&P Manager	Department of Corrective Services	NSW
Lowrie, Donna	Transitional Centre	Department of Corrective Services	NSW

	Manager		
Loy, Madeleine	OS&P Manager	Department of Corrective Services	NSW
Marriott, Michelle	Project Manager	Department of Corrective Services	SA
Mansfield, Lee	Manager	Department of Juvenile Justice	NSW
Martin, Shari	Regional Superintendent	Department of Corrective Services	NSW
McAlpin, Jo	A/State Manager Adult Education	Department of Corrective Services	NSW
McComish, Catriona	Assistant Commissioner	Community Offender Services	NSW
McHutchinson, Judy	Research Officer	Department of Corrective Services	NSW
McInnes, Belinda	Coordinator, Mother and Children's Program	Department of Corrective Services	NSW
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