



Birchtree
FOUNDATION

Empowered Self-Defence

*Creating pathways from
healing to empowerment*



**Program & Training
Prospectus**

**We believe everyone deserves the
opportunity to heal, grow and thrive.**

**Birchtree Foundation supports
innovative programs that foster healing,
build confidence and agency, and create
safer, more connected communities.**

**Through empowerment, education,
research and advocacy, we are creating
pathways to lasting individual and social
change.**

Jace & Sophie





A Letter From Our Founders



Dear Colleagues,

Thank you for taking the time to learn about Birchtree Foundation.

As clinical psychologists, we have spent many years working alongside people navigating trauma, violence, adversity and significant life challenges. Through this work, we have witnessed not only the profound impact these experiences can have, but also the remarkable capacity for healing, growth and transformation when people are supported by safe, connected communities.

We founded Birchtree Foundation because we believe everyone deserves the opportunity to heal, grow and thrive.

We know that healing does not happen in isolation. People flourish when they feel connected, supported and empowered, and when they have access to communities that foster belonging, confidence and opportunity. We also know that creating safer communities is a shared responsibility. No single organisation can do it alone.

Lasting change happens when universities, student accommodation providers, community organisations, educators, researchers, employers and policymakers work together towards a common goal. When we come together, we create environments where people feel safer, more connected and better able to reach their potential.

At Birchtree Foundation, our mission is to create pathways from healing to empowerment.

We support initiatives that strengthen wellbeing, build confidence and agency, prevent violence, and foster safer and more connected communities. Through education, research, advocacy and partnership, we seek to address both the impacts of trauma and the conditions that allow harm to occur.



Importantly, we see ourselves not simply as a service provider, but as a partner. We work alongside organisations to understand their unique communities, challenges and aspirations, and to co-create meaningful and sustainable responses. Whether through prevention initiatives, education programs, research partnerships or community engagement, our goal is to walk side by side with organisations committed to supporting the wellbeing and safety of their communities.

For universities and student accommodation providers, this means helping create environments where students are supported not only to succeed academically, but also to develop confidence, healthy relationships, a sense of belonging and the skills to navigate challenges throughout their lives.

At its heart, Birchtree Foundation is about community.

We all need places where we feel safe, connected and supported, and we all have a role to play in creating them. We do not believe safer communities are built by any one organisation acting alone. They are built through partnership, shared responsibility and a willingness to walk alongside one another.

We would be honoured to partner with your organisation as part of that journey. Together, we can create pathways from healing to empowerment and help build communities where people feel safe, connected, valued and able to thrive.

Warm Regards,

Dr Sophie Reid
Co-Founder & Director

Jace Cannon-Brookes
Co-Founder & Director

MISSION

Birchtree Foundation exists to create pathways from healing to empowerment.

We support initiatives that help people heal from trauma, violence and adversity, build confidence and agency, and create safer, more connected communities. Through empowerment, education, research, advocacy and community partnership, we work to prevent violence, address its underlying drivers, and create lasting social change.

KEY OBJECTIVES

1. Promote Healing and Wellbeing

Support initiatives that help individuals and communities navigate the impacts of trauma, violence and adversity, fostering healing, connection, resilience and hope.

2. Build Confidence, Agency and Empowerment

Equip people with the knowledge, skills and confidence to enhance their safety, strengthen boundaries, make informed choices and participate fully in their communities.

3. Create Safer Communities

Advance initiatives that prevent violence, promote respectful relationships and contribute to communities where people can feel safe, connected and empowered.

4. Address the Drivers of Violence and Inequality

Support evidence-informed approaches that address the social, cultural and structural factors that contribute to gender-based violence, discrimination and social disadvantage.

5. Advance Research, Education and Advocacy

Invest in research, evaluation, education and advocacy that strengthens understanding, informs practice and contributes to lasting social change.

6. Foster Collaboration and Community Impact

Work in partnership with individuals, communities, researchers, educators, service providers and policymakers to create sustainable and meaningful impact.



Prevention. Response. Empowerment.

Supporting Safer University Communities

Universities are increasingly expected to demonstrate not only effective prevention initiatives, but also coordinated, trauma-informed responses when incidents occur.

While many institutions have policies, reporting pathways and student support services in place, responding to complex situations often requires specialist expertise. Staff may be managing disclosures, supporting distressed students, responding to incidents of gender-based violence, addressing impacts on the broader university community, navigating reputational concerns, or managing their own wellbeing following challenging events.

Birchtree Foundation helps universities build capability across the full continuum of student safety, from prevention and education through to incident response, staff wellbeing and organisational learning.

Drawing on our expertise in trauma healing, mental health, gender-based violence prevention and higher education settings, we partner with universities to create safer, more resilient and more connected campus communities.





When an Incident Occurs, Who Supports Your Team?

Universities and student accommodation providers do not need a full-time trauma specialist embedded within every faculty, school or service.

They do need access to experienced support when a student makes a disclosure, a critical incident affects the university community, staff are impacted by a challenging situation, or leaders are navigating a complex response.

Birchtree provides practical, trauma-informed support before, during and after incidents occur.



A Whole-of-University Approach

Creating safer university communities requires more than policies and reporting pathways.

It requires:

- ✓ Prevention education that builds confidence and capability
- ✓ Staff equipped to respond effectively to disclosures and critical incidents
- ✓ Trauma-informed support for students
- ✓ Clinical supervision and reflective practice for frontline teams
- ✓ Staff wellbeing and burnout prevention
- ✓ Organisational readiness and resilience
- ✓ Support following critical incidents and community-wide impacts
- ✓ Ongoing organisational learning and continuous improvement
- ✓ Birchtree supports universities and student accommodation providers across each of these areas.



Birchtree supports universities and student accommodation providers across the full continuum of student safety, wellbeing and organisational capability.

Prevention	Response	Empowerment
ESD Programs	Post-Incident Consultation	Clinical Supervision
Student Safety Education	Leadership Guidance	Reflective Practice
Residential Advisor Training*	Staff Debriefing	Staff Wellbeing support
Responding to Disclosures	Trauma-Informed Incident Support	Burnout and Vicarious Trauma
National Code Implementation	Community Wellbeing Sessions	Organisational Learning
Staff Capability Training	Support for Complex Situations	Future Capability Building

Note *Where applicable to residential colleges and student accommodation settings.





Empowered Self-Defence

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self-defence

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Partnership & Support Options



Prevention, Response & Empowerment Partnership

Your Trauma-Informed Partner Throughout the Year

This annual partnership provides universities and student accommodation providers with ongoing access to Birchtree's expertise in trauma, mental health, student wellbeing and gender-based violence prevention.

Rather than sourcing support after an incident occurs, partner organisations have access to trusted specialists who understand the higher education environment and can provide timely consultation, guidance and support when needed.

The partnership is designed to strengthen institutional capability while ensuring support is available when complex situations arise.



Response Support Partnership

Specialist Support When Incidents Occur

For universities and student accommodation providers that do not require an ongoing partnership but want access to specialist expertise when needed.

Ideal for organisations seeking experienced support following disclosures, critical incidents, community-wide events or complex student wellbeing concerns.



A Partnership for Every Stage

Support Area

	Prevention, Response & Empowerment Partnership	Response Support Partnership
Trauma-informed consultation	✓ Priority access	✓ Post-incident & complex situations
Training & capability building	✓ Annual allocation	○ Additional Service
Clinical supervision	✓ Included	✓ Included
Reflective practice	✓ Included	✓ Following critical incidents
Staff debriefing	✓ Included	✓ Included
Leadership guidance	✓ Ongoing	✓ In response to incidents
Workforce wellbeing	✓ Proactive & responsive	✓ Following incidents
Burnout & vicarious trauma support	✓ Ongoing focus	✓ Responsive support
Post-incident support	✓ Priority access	✓ Core focus
Disclosure support	✓ Priority access	✓ Core focus
Community wellbeing sessions	○ Preferential rate	○ Additional rate
Organisational learning	✓ Ongoing improvement	✓ Following incidents
Preferential rates	✓ Included	✓ Included



Included / Core



Additional / Preferential

A Partnership for Every Stage

Support Area

	Response Support Partnership	Prevention, Response & Empowerment Partnership
Trauma-informed consultation	✔ Post-incident & complex situations	✔ Priority access
Training & capability building	○ Additional Service	✔ Annual allocation
Clinical supervision	✔ Included	✔ Included
Reflective practice	✔ Following critical incidents	✔ Included
Staff debriefing	✔ Included	✔ Included
Leadership guidance	✔ In response to incidents	✔ Ongoing
Workforce wellbeing	✔ Following incidents	✔ Proactive & responsive
Burnout & vicarious trauma support	✔ Responsive support	✔ Ongoing focus
Post-incident support	✔ Core focus	✔ Priority access
Disclosure support	✔ Core focus	✔ Priority access
Community wellbeing sessions	○ Additional rate	○ Preferential rate
Organisational learning	✔ Following incidents	✔ Ongoing improvement
Preferential rates	✔ Included	✔ Included



Included / Core



Additional / Preferential



Why Universities Choose a Partnership

- ✓ Build capability before incidents occur, not just afterwards
- ✓ Strengthen staff confidence in responding to disclosures and critical incidents
- ✓ Support student safety and wellbeing across the institution
- ✓ Reduce the risk of burnout, compassion fatigue and staff turnover
- ✓ Access trusted expertise quickly when complex situations arise
- ✓ Demonstrate a proactive commitment to student wellbeing and safer campus communities
- ✓ Create sustainable systems that support both students and staff



Building Safer Campus Communities

Birchtree delivers evidence-informed prevention programs designed to strengthen student safety, confidence and community wellbeing.

Programs can be delivered as standalone workshops, orientation activities, awareness campaigns, student leadership programs or as part of a broader university strategy.

Prevention Programs



Empowered Self-Defence (ESD)

Our flagship Empowered Self Defence program combines practical self-defence skills with evidence-based education on boundaries, consent, assertive communication, situational awareness and help-seeking.

ESD is a trauma-informed, empowerment-based program that supports participants to build confidence, strengthen personal safety skills and increase their sense of agency.

Programs can be delivered for:

Students

Residential college
communities

Student accommodation
providers

Student leaders & peer
mentors

University staff

Women in leadership
programs

Other Prevention & Education Programs

- Student safety and wellbeing workshops
- Consent and respectful relationships education
- Responding to disclosures training
- Trauma-informed practice
- Psychological safety and wellbeing
- Gender-based violence prevention
- Residential Advisor and student leader training
- Orientation and transition programs
- National Code implementation support
- Staff capability development

Programs can be delivered as one-off workshops, multi-session series or institution-wide initiatives.



Training & Capability Building

Building Organisational Readiness

Tailored workshops, professional development and consultation designed to strengthen staff confidence, capability and organisational preparedness.

Topics include:

- Responding to disclosures
- Trauma-informed practice
- Supporting distressed students
- Managing vicarious trauma and burnout
- Psychological safety and staff wellbeing
- Gender-based violence prevention and response
- Critical incident preparedness and response
- Leadership during complex incidents
- Reflective practice
- Student wellbeing and mental health
- Creating safer and more inclusive campus communities
- National Code implementation and student safety obligations

Programs can be delivered for:

Student services teams

Counselling and wellbeing services

Faculty & professional staff

Residential colleges & accommodation teams

Security & campus safety teams

Student leaders & peer mentors

University executives & leadership teams





Why Birchtree?

Birchtree Foundation brings together a unique combination of clinical expertise, trauma-informed practice, violence prevention experience and higher education knowledge.

Our team includes experienced clinical psychologists, trauma specialists, educators, researchers and facilitators who have spent decades supporting individuals, communities and organisations impacted by trauma, mental health challenges, gender-based violence and critical incidents.

Unlike many providers who focus solely on prevention education or post-incident support, **Birchtree works across the full continuum of prevention, response and empowerment.**

We understand both the individual and organisational impacts of complex incidents, and the challenges faced by universities when balancing student wellbeing, staff support, safety obligations, risk management and community expectations.



Our Expertise

- Trauma healing and mental health
- Trauma-informed practice and organisational capability
- Gender-based violence prevention and response
- Clinical supervision and reflective practice
- Staff wellbeing, burnout prevention and vicarious trauma
- Critical incident response and post-incident recovery
- Student wellbeing and higher education settings
- Empowered Self Defence (ESD) and violence prevention programs
- Education, training and capability building
- Organisational learning and continuous improvement



More than a service provider

Birchtree is not simply a training provider or an incident response service.

We are a trusted partner that helps universities and student accommodation providers prevent harm, respond effectively when incidents occur, support the wellbeing of students and staff, and build safer, stronger communities over time.



Why Partner with us

We are clinicians. Our work is grounded in extensive experience supporting people impacted by trauma, violence, mental health challenges and complex life experiences.

We understand complex situations. We regularly support organisations navigating disclosures, critical incidents, community impacts and high-risk situations that require thoughtful, trauma-informed responses.

We bridge prevention and response. Many organisations invest in prevention initiatives but have limited access to specialist expertise when incidents occur. Birchtree supports both.

We build capability, not dependency. Our goal is to strengthen the confidence, skills and resilience of university staff and leaders so that capability grows over time.

We are evidence-informed. Our programs draw on contemporary research in trauma recovery, violence prevention, mental health, organisational wellbeing and higher education practice.

We understand university environments. Our experience working with students, young adults, accommodation providers, educators and university partners allows us to tailor support to the realities of higher education settings.

Engagement Options

One-Off Services

- ESD workshops
- Student safety education
- Professional development workshops
- Clinical supervision
- Staff wellbeing sessions
- Leadership consultation
- Post-incident support and debriefing

Ongoing Partnerships

- Annual Prevention, Response & Empowerment Partnership
- Scheduled supervision & reflective practice
- Annual training programs
- Incident response support
- Strategic consultation & organisational capability building

Tailored Packages

- Multi-campus delivery
- Faculty-specific programs
- Residential college support
- University-wide initiatives
- Integrated prevention and response strategies

Pricing



Every university and student accommodation provider is different.

Some engage Birchtree for a single workshop or training session. Others seek support following a critical incident. Many choose an ongoing partnership that provides access to expertise throughout the year.

Pricing is tailored according to the services selected, number of participants, delivery format, frequency of engagement and level of support required.

We work collaboratively with organisations to develop a package aligned with their priorities, existing services and strategic objectives.





Our Goal

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To help universities prevent harm, respond effectively when incidents occur, and build safer, healthier and more resilient campus communities.

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Contact Us



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