



Reference: AF15/77 FM

17th September, 2015

TO: CR MEZINEC
CR PERSELLO
CR RICHARDSON
CR JULIE REIS (DISTRICT COUNCIL OF GRANT)
DAVID MEZINEC
SARAH PELLEN
ALEXANDRA NICHOLSON
CHIEF EXECUTIVE OFFICER
MANAGER COMMUNITY SERVICES AND DEVELOPMENT
LIBRARY MANAGER
COMMUNITY DEVELOPMENT OFFICER

COPY: MAYOR
MEMBERS
TEAM LEADER EXECUTIVE SUPPORT

NOTICE is hereby given that the Mount Gambier Lifelong Learning Sub-Committee will meet in the following Meeting Room on the day, date and time as follows:

LIFELONG LEARNING SUB-COMMITTEE

(Committee Room - Level 4)

Friday, 18th September, 2015 at 1.00 p.m.

An agenda for the meeting is enclosed herewith.

Members of the Sub-Committee, please note the date/time of the above meeting.

Other Members not on the Sub-Committee are encouraged to attend the above meeting as your thoughts and contributions will be appreciated.

Lunch will be provided at this meeting.

Barbara CERNOVSKIS
MANAGER - COMMUNITY SERVICES AND DEVELOPMENT

LIFELONG LEARNING SUB-COMMITTEE

Meeting to be held in the Committee Room, Level Four of Civic Centre, 10 Watson Terrace,
Mount Gambier, on 18th September, 2015 at 1.00 p.m.

AGENDA

PRESENT: Cr Meziniec (Presiding Member)
Cr Persello
Cr Richardson
Cr Julie Reis (District Council of Grant)
David Meziniec
Sarah Pellen
Alexandra Nicholson

APOLOGIES: moved the apology received from
be accepted.

seconded

COUNCIL OFFICERS: Chief Executive Officer, Mark McShane
Manager Community Services & Development, Barbara Cernovskis
Library Manager, Vicki Hutchinson
Community Development Officer, Alison Brash

COUNCIL OFFICER APOLOGIES: moved the apology received from
be accepted.

seconded

NOT IN ATTENDANCE:

COUNCIL MEMBERS
AS OBSERVERS:

OTHER EMPLOYEES IN
ATTENDANCE:

WE ACKNOWLEDGE THE BOANDIK PEOPLES AS THE TRADITIONAL CUSTODIANS OF THE LAND WHERE WE MEET TODAY. WE RESPECT THEIR SPIRITUAL RELATIONSHIP WITH THE LAND AND RECOGNISE THE DEEP FEELINGS OF ATTACHMENT OUR INDIGENOUS PEOPLES HAVE WITH THIS LAND.

MINUTES: moved that the minutes of the Mount Gambier
Lifelong Learning Sub-Committee held on 14th August, 2015 be
received.

seconded

1. GOVERNANCE - Committees – Sub-Committee Terms of Reference - Lifelong Learning

<i>Goal:</i>	<i>Governance</i>
<i>Strategic Objective:</i>	<i>Demonstrate innovative and responsible organisational governance</i>

Lifelong Learning Sub-Committee Agenda, 18th September, 2015 cont'd...

The Manager Community Services reported:

- (a) The Corporate & Community Services Committee has reviewed and redrafted Terms of Reference for the Lifelong Learning Sub-Committee.
- (b) Council at its meeting on 18th August 2015 supported the redrafted Terms of Reference and referred them to the Lifelong Learning Sub-Committee for comment
- (c) The re-drafted Lifelong Learning Sub-Committee Terms of Reference (attached) are tabled for consideration by the Lifelong Learning Sub-Committee

moved it be recommended:

- (a) The Lifelong Learning Sub-Committee Terms of Reference as presented be received and adopted.

seconded

2. KEY FOCUS AREA – Wellbeing and Resilience – Lifelong Learning Sub Committee Report 3/2015 - Ref. AF15/422

Goal: Building Communities

Strategic Objective: Encourage the empowerment of the community to lead and self manage their respective desires and aspirations.

Goal: Community Well-Being

Strategic Objective: Increase the local awareness and understanding of the range of health issues and needs of the community.

moved it be recommended:

- (a) Lifelong Learning Sub Committee Report No. 3/2015 be received.
- (b) Council establish and facilitate the Wellbeing and Resilience collaboration model;
- (c) Council to fund two training positions for the next scheduled Wellbeing and Resilience training to be undertaken in November 2015 in Adelaide;
- (d) A Wellbeing and Resilience workplan for the Lifelong Learning Sub-Committee be developed.

seconded

MOTIONS WITH NOTICE - Nil

MOTIONS WITHOUT NOTICE

The meeting closed at _____ p.m.
BC/FM

LIFELONG LEARNING SUB-COMMITTEE

Minutes of Meeting held in the Committee Room, Level Four of Civic Centre, 10 Watson Terrace,
Mount Gambier, on 14th August, 2015 at 1.00 p.m.

PRESENT: Cr Meziniec (Presiding Member)
Cr Persello
David Meziniec
Sarah Pellen
Alexandra Nicholson

APOLOGIES: David Meziniec moved that the apologies from Cr Richardson and Cr Reis be accepted.

Alexandra Nicholson seconded Carried

COUNCIL OFFICERS: Manager Community Services & Development, Barbara Cernovskis
Community Development Officer, Alison Brash

NOT IN ATTENDANCE: Nil

COUNCIL MEMBERS
AS OBSERVERS: Nil

OTHER EMPLOYEES IN
ATTENDANCE: Nil

WE ACKNOWLEDGE THE BOANDIK PEOPLES AS THE TRADITIONAL CUSTODIANS OF THE LAND WHERE WE MEET TODAY. WE RESPECT THEIR SPIRITUAL RELATIONSHIP WITH THE LAND AND RECOGNISE THE DEEP FEELINGS OF ATTACHMENT OUR INDIGENOUS PEOPLES HAVE WITH THIS LAND.

MINUTES: Cr Persello moved that the minutes of the Mount Gambier Lifelong Learning Sub-Committee held on 19th June, 2015 be received.

Alexandra Nicholson seconded Carried

1. KEY FOCUS AREA – Progress Wellbeing and Resilience Workshop – Ref. AF15/422

Goal: Building Communities
Strategic Objective: Encourage the empowerment of the community to lead and self manage their respective desires and aspirations.

Goal: Community Well-Being
Strategic Objective: Increase the local awareness and understanding of the range of health issues and needs of the community.

The Manager – Community Services and Development reported:

- (a) Priority focus for 2015/16 is Wellbeing and Resilience;
- (b) South Australia Health and Medical Research Institute (SAHMRI) Wellbeing and Resilience Centre Director, Gabrielle Kelly has confirmed attendance to host a workshop on Friday, 4th September, 2015, however is still to confirm times;

Lifelong Learning Sub-Committee Minutes, 14th August, 2015 cont'd...

- (c) Lifelong Learning Sub-Committee to provide the Regional Health Plan to Gabrielle Kelly to guide the discussion and maintain focus on Priority Area;
- (d) Lifelong Learning Sub-Committee request that in Context of the Regional Health Plan the workshop provide guidance on:
 - Identifying and prioritising key steps to address Wellbeing and Resilience;
 - Develop and implement a Build and Measure action model to address Wellbeing and Resilience aligned with the Regional Health Plan;
- (e) Identify format for the 4th September, 2015 workshop.
- (f) Identify key stakeholders to attend the 4th September, 2015 workshop.

Sarah Pellen moved it be recommended:

- (a) The Manager Community Services and Development report be received and noted;
- (b) Manager Community Services and Development continue to undertake preparations for the Wellbeing and Resilience Workshop to be held on Friday, 4th September, 2015.

David Meziniec seconded

Carried

MOTIONS WITH NOTICE - Nil

MOTIONS WITHOUT NOTICE

The meeting closed at 1.36 p.m.

TLG



MOUNT GAMBIER LIFELONG LEARNING SUB-COMMITTEE

TERMS OF REFERENCE

A Sub-Committee of Council Established
pursuant to the provisions of Section 41
of the Local Government Act 1999.

Terms of Reference for the conduct of the business of the Council Sub-Committee were approved and adopted by the City of Mount Gambier at its meeting held on ##th of **MONTH 20##**.

Mount Gambier Lifelong Learning Sub-Committee

The Mount Gambier Lifelong Learning Sub-Committee has been established to assist the Mount Gambier City Council achieve its strategic goal;

“To be recognised as a learning community which celebrates learning for all groups and members of the community.”

The Sub-Committee will:

1. Encourage and promote partnerships with the community, industry and governments that will increase delivery and uptake of lifelong learning opportunities.
2. Foster relationships and facilitate conversations to improve community engagement and learning.
3. Promote the benefits of cooperative learning and the contribution learning makes to our enhanced quality of life.
4. Support a diverse range of community learning initiatives and celebrate the success of formal and informal learning achievements.

Mount Gambier Lifelong Learning Sub-Committee

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1 NAME

The name of the Council Sub-Committee shall be the Mount Gambier Lifelong Learning Sub-Committee (in these Terms of Reference referred to as “the Sub-Committee”).

2 INTERPRETATION

For the purpose of these Terms of Reference, unless inconsistent with the subject matter or context: -

2.1 Definition

- 2.1.1 “Act” means the Local Government Act 1999 and includes all Regulations and Schedules.
- 2.1.2 “Sub-Committee” means the Sub-Committee of Council established pursuant to 3.0.
- 2.1.3 “Sub-Committee Member” means the person appointed to the Sub-Committee by the Standing Committee.
- 2.1.4 “Commencement Date” means the date on which the Sub-Committee is established and becomes operative pursuant to 3.2.
- 2.1.5 “Council” means the City of Mount Gambier.
- 2.1.6 “Presiding Member” means the Sub-Committee Member appointed to that position pursuant to Clause 6.5.
- 2.1.7 “Standing Committee” means the Corporate and Community Services Committee that established the Sub-Committee and to which the Sub-Committee reports.

Any words, phrases or terms used in these Terms of Reference that are defined in the Act shall have the same meaning as are given in the Act.\

A reference in these Terms of Reference to a “singular” includes a reference to the “plural” and a reference to a “plural” includes a reference to the “singular”.

These Terms of Reference shall be interpreted in line with the provisions of the Act.

3 ESTABLISHMENT

- 3.1 The Sub-Committee is established under Section 41 of the Local Government Act 1999.
- 3.2 The Sub-Committee will be established and become operative from the time a resolution of the Standing Committee is passed.
- 3.3 The Sub-Committee is established by the Standing Committee to assist in the co-ordination and administration of Council’s Lifelong Learning Strategy.

4 OBJECTIVES

- 4.1 To be recognised as a learning community which celebrates learning for all groups and members of the community.

The Sub-Committee will:

- 4.1.1 Encourage and promote partnerships with the community, industry and governments that will increase delivery and uptake of lifelong learning opportunities.
- 4.1.2 Foster relationships and facilitate conversations to improve community engagement and learning.
- 4.1.3 Promote the benefits of cooperative learning and the contribution learning makes to our enhanced quality of life.
- 4.1.4 Support a diverse range of community learning initiatives and celebrate the success of formal and informal learning achievements.

5 ANNUAL WORK PLAN

- 5.1 The Sub-Committee shall prepare and submit for the approval of Council an Annual Work Plan to guide its activities within the scope of the Objectives at Clause 4
- 5.2 The Sub-Committee shall operate strictly within the activities contained within the approved Annual Work Plan unless otherwise approved by the Standing Committee and Council.

6 MEMBERSHIP

- 6.1 Membership of the Sub-Committee will comprise three (3) City of Mount Gambier Elected Members, one (1) District Council of Grant Elected Member and three (3) Community Members. The Mayor has Ex-Officio membership on this Sub-Committee.
- 6.2 City of Mount Gambier Elected Members will serve on the Sub-Committee for a term determined at the pleasure of Council..
- 6.3 Community Members appointment will be a four (4) year term commencing mid way through the Council term. Community Members will be stood down (with a right to re-nominate) mid way through the Council term to enable effective succession.
- 6.4 Notwithstanding Clauses 6.1 and 6.3 all Sub-Committee Members hold office at the pleasure of the Council.
- 6.5 The Sub-Committee will appoint a Presiding Member.
- 6.6 If a Sub-Committee Member is absent from 2 or more consecutive meetings of the Sub-Committee without an apology accepted by the Standing Committee and Council then that Sub-Committee Members position shall be considered vacant.
- 6.7 The Standing Committee reserves the right not to appoint any nominee, to remove and replace any Sub-Committee Member, or to leave any Sub-Committee member position vacant.

7 NO PROXY

- 7.1 The appointment of a person as proxy for any Member on the Sub-Committee is not permissible.

8 RESIGNATION OF REPRESENTATIVES

- 8.1 Any Sub-Committee Member may resign from the Sub-Committee, but such resignation shall not be effective until the Presiding Member has received written notice to that effect.

9 QUORUM

- 9.1 At all Meetings of the Sub-Committee a quorum must be present.
- 9.2 A quorum will be determined by dividing by 2 the number of Sub-Committee Members formally appointed to the Sub-Committee ignoring any fraction and adding 1 (excluding Mayor as ex-officio).
- 9.3 If the Sub-Committee fails to achieve quorum on 3 consecutive occasions then the Sub-Committee will be considered to be in recess and the Chief Executive Officer is to present a report to the Standing Committee for consideration.

10 MEETINGS OF THE SUB-COMMITTEE

- 10.1 The Sub-Committee shall hold at least 4 ordinary meetings per calendar year in accordance with a meeting schedule prepared in conjunction with the Presiding Member.
- 10.2 The CEO shall give notice to each Sub-Committee Member at least five clear days prior to any ordinary meeting scheduled in accordance with Clause 10.1.
- 10.3 The CEO must, at the request of the Presiding Member or three other Sub-Committee Members, call a special meeting of the Sub-Committee.
- 10.4 The CEO shall send a copy of the notice and minutes of any meeting of the Sub-Committee to the Standing Committee.
- 10.5 Notices of all meetings shall be issued under the hand of the CEO.
- 10.6 No business shall be transacted at any meeting of the Sub-Committee unless a quorum of Sub-Committee Members is present.
- 10.7 Each Sub-Committee Member including the Presiding Member present at any meeting of the Sub-Committee must vote on any matter requiring determination and all decisions shall be decided on a simple majority of votes cast.
- 10.8 Each Sub-Committee Member including the Presiding Member present at any meeting of the Sub-Committee shall have one deliberative vote only.

11 PROCEDURES AT MEETINGS

- 11.1 The procedure to be observed in relation to the conduct of meetings of the Sub-Committee is in accordance with the Act and the Local Government (Procedures at Meetings) Regulations 2013.
- 11.2 In accordance with s89 of the Act, insofar as a procedure is not prescribed by regulation, and insofar as a procedure is not determined by the Council or the Standing Committee, it shall be as determined by the Committee itself.

12 LIABILITY OF THE SUB-COMMITTEE

- 12.1 A liability incurred by the Sub-Committee rests against Council.
- 12.2 No liability attaches to a Sub-Committee Member for an honest act or omission by that Sub-Committee Member in the performance or discharge, or purported performance or discharge, of the Sub-Committee Member's functions or duties.

13 DELEGATION

- 13.1 The Sub-Committee has no delegation to act with all recommendations of the Sub-Committee to be referred to the Standing Committee and considered by full Council for final decision and resolution.

14 MINUTES OF THE SUB-COMMITTEE

- 14.1 Administration
- 14.1.1 The CEO or his appointee must cause minutes to be kept of the proceedings of each Sub-Committee meeting.
- 14.1.2 Minutes of the Sub-Committee meeting shall be available to all Sub-Committee Members, the Standing Committee, Council and the public.
- 14.1.3 The Minutes of the proceedings of a Sub-Committee meeting are to comply with the requirements of the Act
- 14.1.4 Minutes and any recommendations of the Sub-Committee Meeting shall be submitted to the Standing Committee and Council and shall be of no effect until endorsed as a resolution of Council.
- 14.1.5 Minutes of the Sub-Committee Meeting shall be submitted for confirmation at the next meeting of the Sub-Committee and if confirmed, shall be signed by the Presiding Member or other person presiding at the subsequent meeting.

15 AMENDMENTS TO THESE TERMS OF REFERENCE

- 15.1 The Standing Committee may by a recommendation endorsed by resolution of Council revoke, vary or add to any of the provisions of these Terms of Reference.
- 15.2 Notwithstanding 15.1 before the Standing Committee recommends to revoke, vary or add to any of the provisions of these Terms of Reference the opinion of the Sub-Committee shall first be obtained.

16 DISPUTE/GRIEVANCE

- 16.1 Should there be any dispute as to the definition and/or interpretation of these Terms of Reference, or any part thereof or any irregularities whatsoever, then the Council shall determine the dispute and the decision of the Council shall be final and binding.
- 16.2 Any person or organisation having any grievance as to the management, operation, interpretation or definition of the Terms of Reference, or the Sub-Committee wishes to make recommendations as to the general operation of the Sub-Committee, shall communicate in writing any such grievance to the Standing Committee.
- 16.3 The Standing Committee shall determine the grievance or recommendation and advise the author and the Sub-Committee of its decision.

17 WINDING UP

- 17.1 The Standing Committee may cease the operation of the Sub-Committee and the Sub-Committee may make such recommendation to the Standing Committee on the completion of its function.

23rd July, 2015
Ref: AF11/350
MMcC

LIFELONG LEARNING SUB-COMMITTEE REPORT NO. 3/2015

SUBJECT: WELLBEING & RESILIENCE

REF: AF15/77

Goal: Learning

Strategic Objective:

- (i) *Encourage and promote partnerships with the entire community so that everyone understands and embraces the benefits of a lifelong learning community.*
- (ii) *Promote the benefits of cooperative learning and the contribution learning makes to our enhanced quality of life.*
- (iii) *Foster partnerships that develop programs, services and opportunities that deliver learning excellence.*
- (iv) *Support and encourage a diverse range of community learning initiatives and celebrate the successes of formal and informal learning achievements.*
- (v) *Council support opportunities for the community to strengthen relationships with families, friends and extended networks so as to promote and extend the learning of life skills.*

INTRODUCTION

On 21st July 2015, Council endorsed community wellbeing and resilience as a key focus area for the Lifelong Learning Sub-Committee. To progress the development of a community wellbeing and resilience strategy, Gabrielle Kelly, Director of the Wellbeing and Resilience Directorate at the South Australian Health & Medical Research Institute (SAHMRI) was invited to facilitate a wellbeing and resilience workshop on Friday 4th September 2015. The workshop was attended by members of the Lifelong Learning Sub-Committee, Community Engagement & Social Inclusion Sub-Committee and key stakeholders including representation from Education, Universities, Health, RDA, Department State Development and Natural Resources sectors.

STRATEGIC CONTEXT

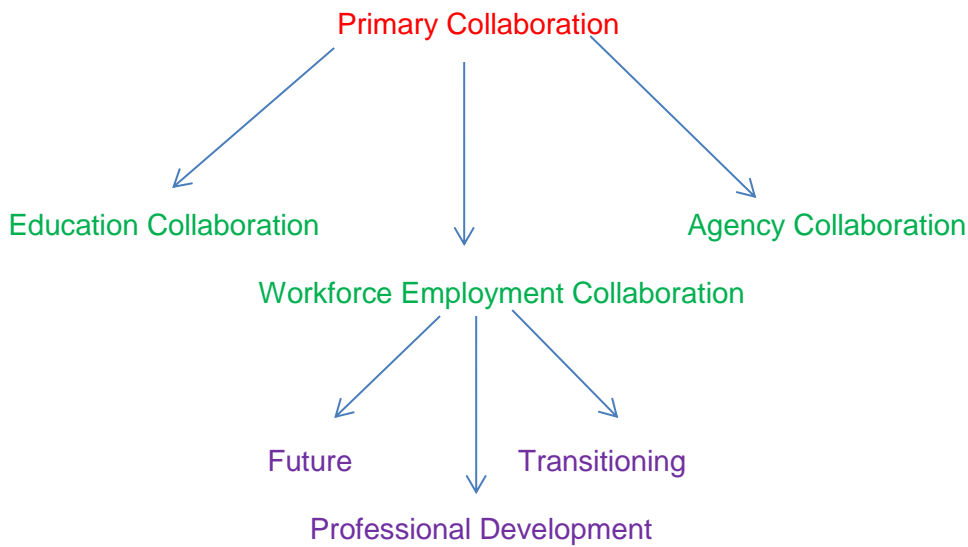
Wellbeing and resilience has been identified as a vital link to improving a significant number of priority areas in Councils Regional Health Plan and is also recognised at a regional level as a focus area by the agencies represented at the Limestone Coast Community Services Roundtable. Further to a public health context, improving the wellbeing and resilience of our community is also considered an integral key to providing a sustainable solution for diversifying our transitioning economy.

Summary of priority areas of Councils Regional Health Plan identified using LGA data, Medicare Local Statistics and local knowledge.

Action	Priority Areas
Wellbeing & Resilience	<ul style="list-style-type: none"> • Mental Health • Poor Nutrition and Diet • Obesity & Overweight • Physical Inactivity • Substance Abuse • Suicide Prevention • Domestic Violence
	<ul style="list-style-type: none"> • Delayed Early Childhood Development • Potentially Avoidable Hospital Admissions • Dental Health • Degenerative & Mobility for the Aged

Lifelong Learning Sub-Committee Report No. 3/2015 cont'd...

Suggested collaboration model for Mount Gambier



A suggested approach to progress a whole of community capacity building project for wellbeing and resilience is to phase the project, establish a framework and identify the 'first' trainers to undertake [wellbeing and resilience training](#) and follow the Lead, Measure, Build and Embed model (see attachment 1 & 2)

The training provided by SAHMRI for the research projects is based on the [PERMA Plus – positive psychology model](#)

Recognising that wellbeing is not a one-dimensional idea but a multifaceted construct composed of several different elements. The SAHMRI Wellbeing and Resilience Centre incorporates Dr Martin Seligman's PERMA dashboard PLUS, Physical Activity, Nutrition, Sleep and Optimism, to measure and build wellbeing.

The PLUS constructs have been added in response to consultations with global experts in wellbeing measurement, who have indicated that this will provide a more comprehensive evaluation of individual and societal wellbeing.

P ositive Emotion E ngagement R elationships M eaning A ccomplishment	+	O ptimism R esilience P hysical Activity N utrition S leep
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*“A measure of PERMA plus the trinity of physical health - physical, activity, nutrition and sleep - plus optimism builds resilience in people. PERMA plus optimism supports the “bounce back” from adversity that everybody needs to cope with normal life, let alone highly challenging events.”
— Brigadier General (ret) Dr. Rhonda Cornum*

CONCLUSION

The workshop was well received and provided a positive opportunity for a tangible community capacity building project that aligns with Councils strategic direction. A whole of community project

Lifelong Learning Sub-Committee Report No. 3/2015 cont'd...

would provide intergenerational benefits and commits us to an additional layer of inoculation for our children's future.

RECOMMENDATION

- (a) Lifelong Learning Sub Committee Report No. 3/2015 be received.
- (b) Council establish and facilitate the Wellbeing and Resilience collaboration model;
- (c) Council to fund two training positions for the next scheduled Wellbeing and Resilience training to be undertaken in November 2015 in Adelaide.
- (d) A Wellbeing and Resilience workplan for the Lifelong Learning subcommittee be developed.



Barbara CERNOVSKIS
MANAGER – COMMUNITY SERVICES & DEVELOPMENT

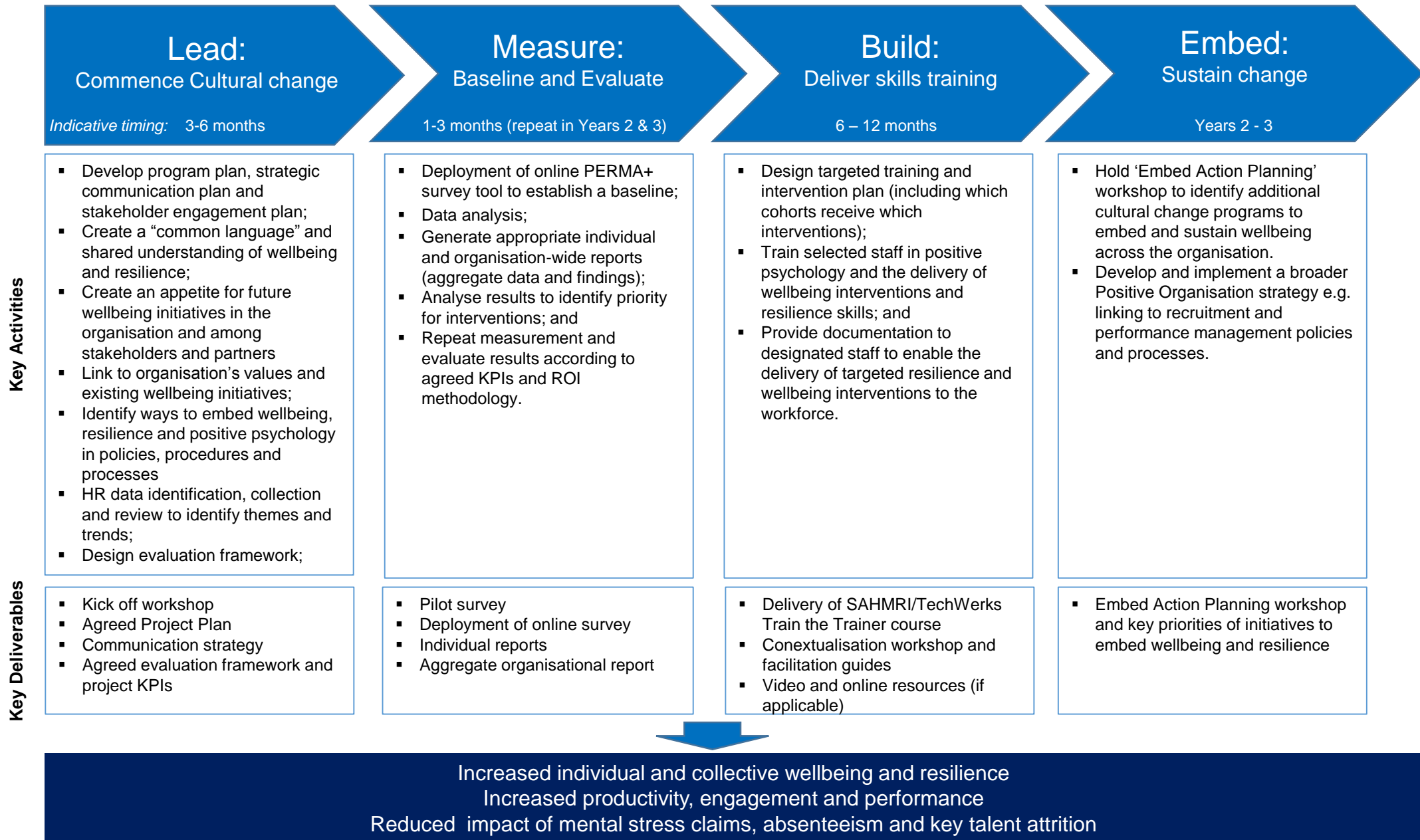
Sighted:



Mark McSHANE
CHIEF EXECUTIVE OFFICER

14th September, 2015
BJC

Indicative Positive Organisation Framework



SAHMRI/TechWerks Resilience Training Overview

Building wellbeing and resilience in an organisation or group requires individuals to be exposed to the facts about and knowledge of positive psychology and other skills.

The Wellbeing and Resilience Centre takes a “train-the-trainer” approach to delivering interventions, using globally leading companies to train wellbeing leaders and “champions” within different organisations and settings.

Resilience Training (a train-the-trainer approach to delivery of skills and knowledge) is a pillar of the US Army’s successful *Comprehensive Soldier Fitness* program, which has been running for six years. We are working with US company TechWerks, consisting of US Army trainers, to deliver the training to participants while we build a skill base and capability in South Australia. TechWerks has extensive experience providing resilience training to military personnel and family members, and has partnered with academics from leading research institutions to implement the Army’s inaugural online resilience training modules for 1.1 million active duty soldiers.

Evaluations of resilience training amongst soldiers in the US Army showed that those exposed to resilience training had self-reported higher levels of resilience and psychological health. This was in turn linked to lower rates of diagnoses of mental health problems such as anxiety, depression, and post-traumatic stress disorder (PTSD), as a result of the improvement to optimism and adaptability.

Sustained benefits are associated with implementing the program. Resilience and wellbeing training is known to help people be more mentally tough, emotionally strong, and physically fit by building individual capacity to withstand, recover, and grow in the face of changing demands.

Increasing the psychological resilience of individuals has been shown to:

- Grow personal agency and responsibility regarding individual wellbeing;
- Build capability to overcome adversity while continuing to work effectively;
- Develop individual skills in emotional self-regulation and positive coping strategies;
- Prevent depression and anxiety;
- Improve physical health;
- Improve problem solving and decision making skills; and
- Support employee retention and engagement by demonstrating deep commitment to employee wellbeing.

Staff will be trained in a five day training package delivered by TechWerks and SAHMRI, whose programs are practical, backed by science, and designed to provide concrete skills that participants can begin using immediately.

This will equip the newly trained “Resilience Trainers” with content and facilitation methods to then deliver interventions to the whole workforce.

The newly trained Resilience Trainers deliver the wellbeing and resilience interventions to groups, ideally of around 10-20 staff at times to be determined by the business.

The Resilience Trainers are able to receive support and ongoing leadership development from the SAHMRI Wellbeing and Resilience Centre, as requested, which will continue to develop the capacities of these workplace leaders, through conferences and workshops.

In the five-day course, participants will learn skills designed to enhance resilience and wellbeing. Resilience – or the ability to withstand, recover, and grow in the face of stressors and changing demands – is not one specific skill; it is a set of resources and skills that promotes effective problem-solving, adaptability, positive coping, self regulation, and social support.

The skills focus on the components of PERMA+ (**P**ositive Emotion, **E**ngagement, **R**elationships, **M**eaning, and **A**ccomplishment **PLUS** Optimism, Resilience, Physical Activity, Nutrition, and Sleep), which serve as the building blocks for wellbeing.

The course will focus on the research behind building resilience, interactive activities, and concrete research-based resilience building skills that participants can begin using immediately.

Skills will include:

- Cultivating gratitude and realistic optimism
- Understanding that emotions and behaviours are triggered by how we interpret events
- Reframing your thinking to take purposeful action
- Understanding purpose and values
- Developing mindfulness
- Capitalising on strengths
- Active constructive responding
- Building social support during adversity and interpersonal problem solving
- Strengthening community connection