



CAPABILITY STATEMENT

Safe at Work Consulting

ABN: 39 370 334 830

Website: <https://www.safeatworktraining.com.au>

Location: Melbourne, Victoria

Contact:

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WHO WE ARE

Safe at Work Consulting is a Victorian-based training and facilitation practice specialising in psychological safety, psychosocial hazard prevention, leadership capability, and workplace wellbeing.

Founded by Danni Williams, an experienced social worker, facilitator and coach with over 20 years' experience across community services, disability, education and corporate environments, Safe at Work Consulting supports organisations to create safer, healthier and more effective workplaces.

We work with local and state government, community services, disability organisations, health and education providers, and frontline service teams. Our work supports organisations to meet emerging psychosocial safety obligations under the Occupational Health and Safety (Psychological Health) Regulations, while strengthening leadership capability and everyday practice.

Our approach focuses on practical application, behaviour change and sustainable capability uplift — not one-off training.

CORE SERVICES

Psychological Safety Training & Coaching

- Foundations of psychological safety for leaders
- Building high-trust teams
- Navigating difficult and high-emotion conversations
- Creating safe, inclusive and respectful workplaces
- Role-modelling psychologically safe behaviours

Psychosocial Hazard Prevention (aligned to 2025 regulations)

- Identification of psychosocial hazards
- Risk assessment and mitigation support
- Staff training on compliance requirements
- Leadership capability uplift
- Policy and practice consultation

Wellbeing & Resilience Programs

- Managing workplace stress
- Emotional regulation and burnout prevention
- Trauma-informed practice for frontline roles
- Sustainable self-care strategies

Leadership & Culture Development

- Emerging leader programs
- Leading through change
- Team reset and culture workshops
- Values alignment and behaviour frameworks
- Conflict resolution micro-skills

Professional Facilitation & Workplace Learning

- Strategic planning days
- Team development workshops
- Co-design and consultation sessions
- Community and stakeholder engagement
- Custom learning design and delivery

OUR APPROACH

Safe at Work Consulting integrates:

- Trauma-informed practice
 - Evidence-based psychological frameworks
 - Adult learning principles
 - Lived experience across complex human-service environments
 - Interactive, practical learning methods
 - Simple, repeatable tools and models
 - Real-world scenarios relevant to government, frontline and community contexts
- Our facilitation style is warm, grounded and non-judgmental. Sessions are designed to create psychological safety while supporting practical skill development and immediate application.

KEY CAPABILITIES

- 20+ years' experience across community services, disability, education and training
- Extensive facilitation experience with diverse audiences
- Strong understanding of local and state government operating environments

- Expertise in psychosocial risk, psychological safety and human behaviour
 - Ability to engage frontline, leadership and executive groups
 - Skilled facilitation of sensitive and complex topics
 - Program design, evaluation and continuous improvement capability
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RELEVANT EXPERIENCE

Danni Williams has worked across:

- DFAT – Australia Pacific Training Coalition
- Woolworths Group – leadership development
- Victorian Aboriginal Child Care Agency (VACCA)
- Brotherhood of St Laurence
- Chisholm and Holmesglen Institutes
- Disability sector (NDIS)
- Community engagement and frontline service delivery
- Corporate leadership and training programs

Work examples include:

- Designing and delivering leadership development programs
 - Facilitating psychological safety training for corporate and frontline teams
 - Supporting frontline teams to reduce incidents through trauma-informed practice
 - Delivering wellbeing programs in high-stress environments
 - Supporting managers to strengthen team culture and capability
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VALUE TO GOVERNMENT & COMMUNITY PARTNERS

Clients benefit from:

- Deep understanding of complex human-service environments
- Training aligned to emerging Victorian psychosocial safety legislation
- Trauma-informed and culturally responsive delivery
- Ability to engage diverse workforces and stakeholders
- Flexible and scalable program design
- Clear outcomes focused on capability uplift and risk reduction
- Experience across both corporate and community sectors

Safe at Work Consulting supports public sector organisations to meet obligations related to psychological health, team wellbeing, risk management and leadership capability.

INSURANCE & COMPLIANCE

- Public Liability & Professional Indemnity Insurance
Policy: BMM/145905/000/25/P (exp. 17/11/2026)
- Working With Children Check (VIC)
- National Police Check
- NDIS Screening Check (No. 85281839)

- Trauma-informed practice training
- Current First Aid & CPR