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I am writing this as an open letter to you and others who work as Signs of Safety trainers and consultants promoting and leading the development of the approach.

Over recent years there has been an explosion of interest in the Signs of Safety all around the world. As a result, many agencies have taken on the approach and many people have been independently delivering training and setting themselves up as experts in the approach. There are many people that I support who deliver quality Signs of Safety training and consultation but there have also been others who require additional learning and support to deliver a quality outcome.

In this situation there is huge potential for the Signs of Safety model and brand to be compromised and diluted. I have discussed these developments with Steve Edwards, who co-created the Signs of Safety with me, and with many other colleagues. From this reflection and discussions I have come to the conclusion that through my business, Resolutions Consultancy, I need to be proactive in establishing and supporting standards about what is and isn't Signs of Safety, and who can lead and train the approach.

The need to shift the leadership of the Signs of Safety to a structured, accredited community was distilled by Terry Murphy, Director General of the West Australian Department for Child Protection when he recently observed, 'Signs of Safety is currently a strange amalgam of world's best practice and cottage industry'. The core purpose in doing this is to establish an international community of accredited consultants and trainers that can fulfill the potential of the Signs of Safety to reform child protection practice, theory and organisation on the scale required to engage and lead governments and the large organisations that define the endeavour.

In May this year, Resolutions Consultancy secured the ownership of Signs of Safety as a trademark. We intend to use this to proactively lead how Signs of Safety is defined, trained and used. We want to support the trademark with strong branding that protects and strengthens the position of trainers and consultants that have invested many years learning and growing their experience in the approach.

We are establishing a certification and licensing program for commercial Signs of Safety Trainers and Organisational Consultants. These professionals will be required to meet certain standards and will receive formal endorsement and certification to train and lead the Signs of Safety. This program will involve a licensing fee structure and a commitment and demonstration by trainers and consultants of their own sustained ongoing learning journey with the Signs of Safety.

The certification process will ensure clear, minimum standards and the licensing income will provide Resolutions Consultancy with the financial resources to provide much greater support, including centralised resources, organisation and a unified identity for the Signs of Safety leadership community.

A huge advantage of this licensing initiative is that it will provide a formal platform to share Signs of Safety knowledge. Practitioners, organisations, trainers and consultants around the world are constantly generating strong successful Signs of Safety practice, learning processes and organisational strategies for growing the work, but much of this is not shared. Capturing and sharing constructive practice is the engine room of the approach and is a core task of Signs of Safety leadership. A key goal of this network and requirement of endorsed trainers and consultants will be to actively collect and document this knowledge and experience and share this through the centralised Signs of Safety resource platform. Resolutions Consultancy will take a strong lead in this process and will document much of the previously unstructured, undocumented materials, knowledge and exercises I have built up over many years.

The licensing fees will also enable Resolutions Consultancy to provide regular ongoing consultation and support to trainers and consultants.

To clearly mark this transition, we are introducing new branding for the Signs of Safety that we will be asking all trainers and consultants to use. The new logo, presented on the top right hand side on the first page of this letter, will serve to publicly identify endorsed trainers and consultants as well as creating a strong sense of shared identity and quality. This licensing and ability to use the branding will very quickly be of significant value as this will be the mark and endorsement agencies seeking training and consultation will look for to ensure they are getting quality services.

For almost 10 years, Resolutions Consultancy's website has been [signsofsafety.net](http://signsofsafety.net) which has meant there has been very little separation between my company and the approach. This doesn't lend itself easily to others who are leading the Signs of Safety and staking a claim for their role.

Alongside establishing the licensing program, Resolutions has created our own separate branding and website at [www.resolutionsconsultancy.com](http://www.resolutionsconsultancy.com) identifying ourselves as the home of Signs of Safety while also clearly locating ourselves as only one organisation of many that leads and shares ownership of the approach. In this way [signsofsafety.net](http://signsofsafety.net) will become the premier site for all things Signs of Safety and feature the agencies and endorsed professionals who lead and teach the approach from around the world.

We are in the process of re-designing the signsofsafety.net website to embody the new branding and focus. The website will clearly and explicitly promote licensed trainers and consultants and their activities. You can preview the new website in its current state of development at: <http://www.signs-of-safety.com> We will launch this new site in early December.

From January 1st 2013, the licensing program will commence for professionals wanting to charge to train and consult in the Signs of Safety approach. As part of this initiative, Resolutions Consultancy will actively restrain non-licensed trainers and consultants, through legal means if necessary, from commercially exploiting the Signs of Safety brand and intellectual property.

In early December this year, we will also be mailing all Directors and Heads of Service in all relevant countries advising them that from the beginning of 2013, licensing and credentialing arrangements will be in place around the registered Signs of Safety trademark and that only licensed trainers and consultants are entitled to deliver and lead training in the approach.

There are full details about the licensing program and how to apply at [www.resolutionsconsultancy.com/licensing](http://www.resolutionsconsultancy.com/licensing). This includes many specifics about who this will and won't affect, licensing fees, and the support that Resolutions Consultancy will be providing to endorsed Signs of Safety trainers and consultants. Applications for licensing are being accepted from today.

This is a very significant shift from the previous 'open platform' approach I have fostered around the Signs of Safety, however I feel certain that it will help us all maintain and strengthen the integrity of the Signs of Safety approach and create a stronger community of trainers and consultants who lead the approach around the world.

If you have questions please don't hesitate to contact me or our Business Manager Jeremy de Vries-Turnell – [jeremy.dvt@resolutionsconsultancy.com](mailto:jeremy.dvt@resolutionsconsultancy.com).

Regards,



**Dr Andrew Turnell**

Signs of Safety Co-creator

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