



Strength in the Difference: Practice Exchange Forum

Tuesday 18 July 2017

Family Safety Victoria

Family Safety Victoria is the first government agency dedicated to ending family violence in Victoria.

Our work is helping to create a future where all Victorians are safe, and people are treated respectfully within their personal and family relationships.

Family Safety Victoria will;

- Lead innovation and new ways of thinking and work with our partners to develop collective solutions, using a range of engagement and collaborative approaches
- Collaborate and engage with diverse communities to ensure services are safe, accessible and culturally appropriate
- Lead engagement and collaboration to ensure victim survivors remain at the heart of the reforms



Family Safety Victoria: What we will deliver

**Establish 17
Support & Safety
Hubs across
Victoria**

**Implementation
of family
violence
information
sharing reforms**

**Establish &
operate the new
Central
Information Point
(CIP)**

**Redevelop the
Family Violence
Risk Assessment
& Risk
Management
Framework**

**Deliver the
Industry Plan**

**Establish the new
Centre for
Workforce
Excellence**

**Deliver &
enhance existing
specialised
family violence
response
services funded
by the Victorian
Government**



Multi-agency risk assessment and management (MARAM)

Vision & Principles

A shared vision for multi-agency family violence risk assessment and management across the service system

Risk Assessment

An enhanced risk assessment framework capturing all forms of family violence

- Actuarial/tiered risk assessment tool
- Enhanced indicators of risk for children
- Indicators should recognise all types of family violence
- Specific risk assessment practice guidance for diverse communities
- New assessment of perpetrator 'dangerousness'
- New practice guidance on multi-agency risk assessment
- Establish data collection framework to build evidence base and improve predictive validity over time
- New online environment for risk assessment tools

Risk Management

A whole-of-system risk management approach, across the full spectrum of risk, with close links to victim support services

- Develop comprehensive risk management guidelines and protocols, including for perpetrator management and working with diverse communities
- Define minimum standards and roles and responsibilities for screening, risk assessment, risk management, information sharing and referral, for all affected workforces
- Develop guidelines on embedding the Framework in service delivery
- Develop IT platform to support meeting facilitation and risk management action planning
- Develop model for multi-agency risk management both through Support and Safety Hubs and across system
- Continued review of roll-out of Risk Assessment and Management Panels (RAMPs) for high risk women and children

Synthesise and embed

A whole-of-system adoption to embed the new Framework

- Amend Family Violence Protection Act 2008 (Vic) to provide legislative backing for the Framework [complete]
- Workforce development and training plan tailored to each sector
- Support organisational leaders and promote cultural change

Multi-agency risk assessment and management

Key points of development & engagement

August-September 2017: change and impact assessment workshops with frontline workers and organisational leaders

October-December 2017: consultation and co-design on new risk assessment tools

November-December 2017: consultation and co-design on minimum standards, roles and responsibilities for risk assessment and management

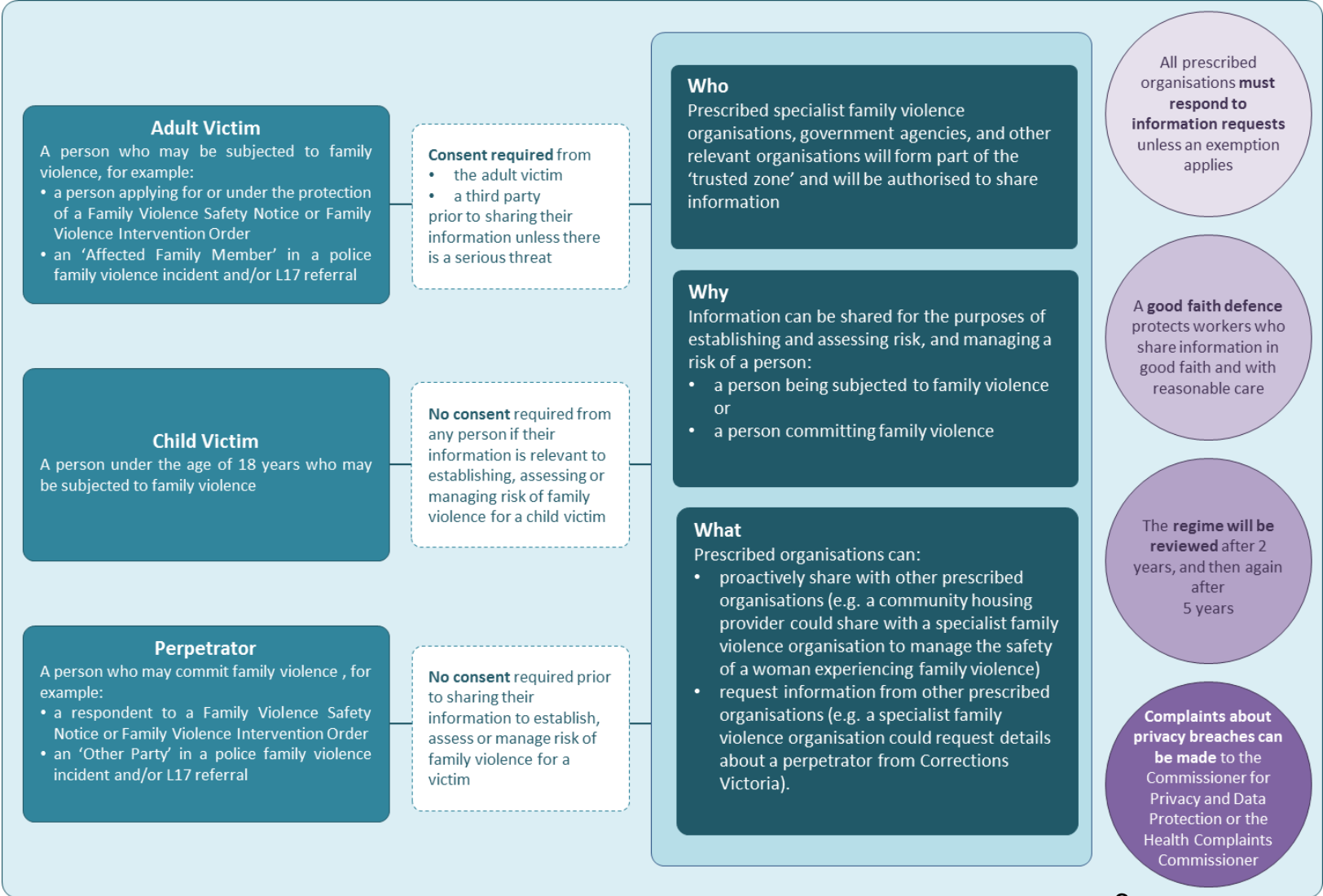
November 2017-early 2018: usability testing of new tools (*including online*)

December 2017-early 2018: consultation on training products and guidance material to support embedding of the revised Framework

In addition to these specific consultation periods, the MARAM / Information Sharing Expert Group will continue to meet and provide input, including on the approach to specific consultations



Family violence information sharing regime



Impact of family violence information sharing reforms

Only those organisations that are prescribed by regulations will be authorised to request and/or handle information under the scheme

- Organisations will be phased into the information sharing regime in line with other reforms (i.e. the Family Violence Risk Assessment and Risk Management Framework)
- The information sharing regime is expected to commence by the end of 2017, with an initial tranche of prescribed organisations that are characterised by the following features:
 - Criticality - organisations that play (or are expected to play) a critical or core role in responding to family violence
 - Family violence literacy - organisations that have a risk literate workforce (or can be trained quickly)
 - Rule based - organisations that have a strong rule based/regulatory operating environment to ensure information is handled appropriately
- Consultation is underway, but this initial tranche is likely to include:
 - Specialist men's and women's family violence services
 - Victoria Police and other relevant government and funded services (e.g. Child FIRST, Child Protection, Corrections Victoria)



Timelines for implementing the reforms

Consultation on
regulations and
guidelines
August 2017

Awareness
campaign
October/November
2017

Reforms to
commence
December 2017

2 year review
December 2019



5 year review
December 2022

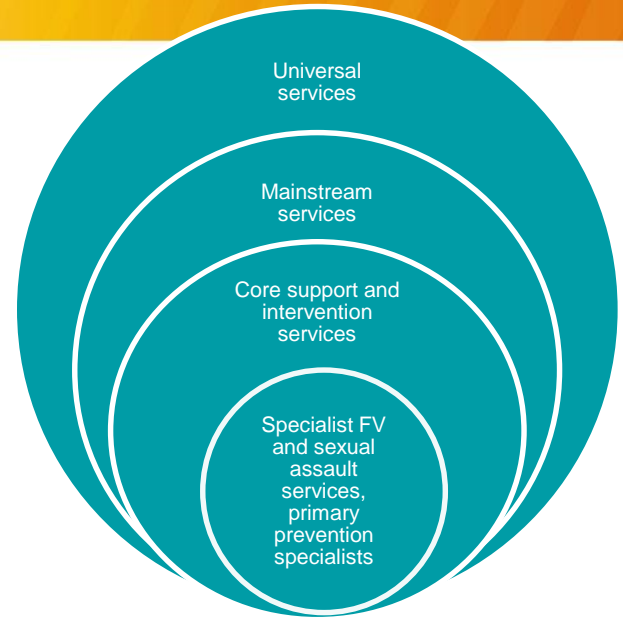


An Industry Plan for family violence prevention and response over the next 10 years

Recommendation 207

The Victorian Government develop or commission the development of a 10-year industry plan for family violence prevention and response in Victoria, to be delivered by 31 December 2017, with commensurate funding for workforce transition and enhancement to begin from that date. The plan should cover:

- ▶ the workforce requirements of all government and non-government agencies and services that have or will have responsibility for preventing or responding to family violence—among them specialist family violence services, perpetrator interventions, police, legal and justice services, and universal and secondary service systems
- ▶ remuneration, capability and qualifications, workforce diversity, professional development needs, career development and workforce health.



Scope of Industry Plan

- The Plan has a 10 year outlook, but short-term / transition-focused actions are also in scope.
- The Plan is focused on the specialist family violence sector, however some parts of the Plan will have a much wider scope.

In addition, the Royal Commission identified three key issues to be included in the Plan:

- Establishing the qualifications and mandatory knowledge for those who work with people experiencing family violence
- Building practice that is sensitive to diversity, and is delivered by a workforce that reflects the needs of the people they work with
- Facilitating integration of family violence and family services, including through the Hubs



A framework to guide development of the Plan endorsed by the Industry Taskforce

Vision	1. The future workforce			
	A new approach with survivors at the centre			
	a. Vision, goals and outcomes		c. A snapshot of the workforce	
Strategies for change	2. Workforce supply	3. Workforce capability	4. Sector readiness	5. Change management
	Approaches to meet immediate and future demand for prevention and response workforces	Knowledge, skills and attributes for specialist and non-specialist family violence workforces	Capacity and resilience of organisations to drive reform	Thoughtful implementation and engagement to set up reforms for success
	a. Service navigation	a. Knowledge and skills	a. Cross-sectoral practice	a. Establish
	b. Diversity of the workforce	b. Qualifications	b. Organisational capacity building	b. Embed
	c. Rural and regional communities	c. Workforce development system architecture		c. Enhance and sustain
d. Health and wellbeing				
e. Remuneration, conditions and pathways				
Drivers	6. Drivers of change			
	A major policy reform opportunity	System limitations	Greater public awareness / expectation	



Support and Safety Hubs statewide Concept

The statewide Concept:

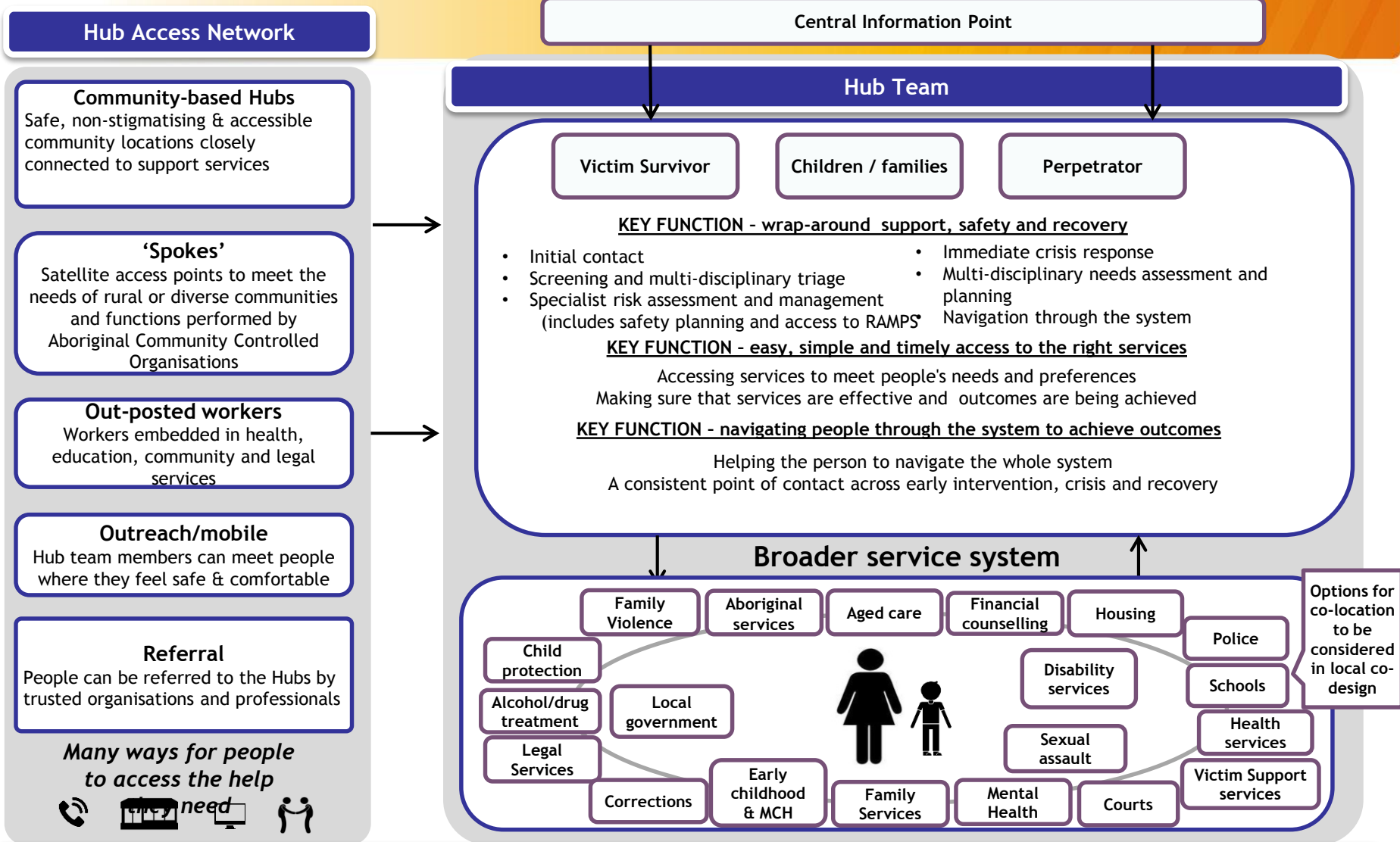
- was released on 3 July 2017
- developed through a co-design process
- Is intended to provide a solid basis for more detailed work and engagement with stakeholders on implementation of the Hubs.

The Concept outlines:

- Who the Hubs are for
- How people will access the Hubs
- What the Hubs will do
- The features of the Hub team
- Coordination with key agencies
- Next steps in establishing the Hubs



Support and Safety Hubs statewide Concept



Supported by a system that puts people at the centre

- Local area service and system planning
- Coordinated governance structures
- Strong local networks/partnerships
- Community awareness raising and capacity building