



## Practice Studio Option 3: Invisible Practices

Thematic area:	Working with Perpetrators
Brief description	
<p>The Safe &amp; Together™ Model was developed in the US for child protection workers working with families where domestic and family violence (DFV) was present. The model ‘pivots to the perpetrator’, partners with the non-offending parent and aims to keep the child safe and together with the non-offending parent.</p> <p>The model aims to expose the invisible parenting practices of fathers who use violence in their relationships. The model requires practitioners working with perpetrators to partner with the non-offending parent. Through partnering with the non-offending parent and/or advocates, the Safe &amp; Together™ practitioner can increase safety for victim survivors and their children, avoid compromising safety and hold the person using violence accountable and responsible for their choices.</p> <p>The Safe &amp; Together™ Model has been tested in many contexts and associated with significant reductions in child removal. The <u>Safe &amp; Together Institute</u> report strong evidence that child protection staff assign less blame to victim survivors and increased concern about documenting the effects of children witnessing violence. In Queensland the model has been adapted within the child protection system to the local context through active engagement and the development of local communities of practice.</p> <p>The ANROWS project <u>Invisible practices: Intervention with fathers who use violence</u> was founded on a pilot project run in Queensland. There has been widespread training and implementation of the model amongst statutory child protection practitioners.</p> <p>The Invisible Practices project investigated what skills and organisational supports are needed to allow CP, specialist DFV, justice and family services practitioners to work well with fathers who use violence. The project built upon the <u>PATRICIA Project</u> (PATHways and Research Into Collaborative Inter-Agency practice) which investigated how to foster greater collaborative relationships between statutory CP organisations and specialist community-based DFV support services. A practice guide to support practitioners to implement the key findings of the project was also produced.</p> <p>Healey, L., Humphreys, C., Tsantefski, M., Heward-Belle, S., &amp; Mandel, D. (2018). Invisible Practices: Intervention with fathers who use violence (Research report, 04/2018). Sydney, NSW: ANROWS.</p> <p>Healey, L., Humphreys, C., Tsantefski, M., Heward-Belle, S., Chung, D., &amp; Mandel, D. (2018). Invisible Practices: Working with fathers who use violence. Practice guide. Sydney, NSW: ANROWS.</p> <p>Safe &amp; Together Institute (2018) Overview and Evaluation Briefing. Retrieved from: <a href="https://safeandtogetherinstitute.com/wp-content/uploads/2018/04/OverviewEvalDataBriefing_A4_r3.pdf">https://safeandtogetherinstitute.com/wp-content/uploads/2018/04/OverviewEvalDataBriefing_A4_r3.pdf</a></p>	

Need(s) addressed
<p>Engagement with the person using violence was identified in three out of five regional workshops as a priority area for training.</p> <p>The Not Now, Not Ever report recommendations led to increased investment in perpetrator intervention programs. Programs working with men who chose to use violence typically find it hard to recruit participants (excluding court mandated programs) or to support them to attend and complete the program.</p>
<p>Practice studio potential <i>The example is provided <u>only</u> to give an idea about how a practice studio option could be road tested. Organisations submitting nominations can propose a different solution in their EOI for consideration.</i></p>
<p>A practice studio could use a training and coaching model of knowledge translation. Practitioners within a host organisation could be trained in the Safe &amp; Together™ Model and then supported to implement it within their programs.</p> <p>Team leaders and/or senior practitioners/Level 3 facilitators could be provided with extra training to support them to become their teams' coaches. Coaching and mentoring would continue through the project.</p> <p>We may support host organisations by:</p> <ul style="list-style-type: none"> <li>• Helping to procure Safe &amp; Together™ Model training</li> <li>• Developing, co-developing or procuring coaching training for team leaders/senior practitioners/Level 3 facilitators</li> <li>• Developing or co-developing tools and resources to help implement the model</li> <li>• Providing advice, support and information to create or update policies and/or procedures</li> <li>• Contributing to staff costs during the practice studio or to backfill roles during implementation</li> <li>• Connecting organisations to research, researchers or other professionals to contribute to or extend the implementation beyond the initial practice studio period</li> <li>• Co-designing and implementing an evaluation strategy to measure progress and the success of the implementation and to provide an outputs and outcomes/reflection and learning report</li> <li>• Presenting or co-presenting at a conference to share practice studio learnings</li> </ul>
Outcomes sought
<ol style="list-style-type: none"> <li>1. Respond to the priority area identified through the regional workshops.</li> <li>2. Enhance the capability of practitioners working with perpetrators so they can better hold perpetrators responsible and accountable for their behaviours and to increase safety and reduce risk to victim survivors and their children.</li> <li>3. Improve collaboration between agencies working with perpetrators and victims of DFV, so that more children stay with the non-offending parent.</li> </ol>

Practical considerations for the host organisation *These considerations relate to the example given above. Organisations who propose different solutions will need to consider what additional practical considerations arise and respond to those in their EOI.*

1. Implementing new process or changing practice is difficult. Staying motivated and increasing commitment is greatly helped if both managers and executives demonstrate buy-in, commitment and remain proactive and enthusiastic throughout the process.
2. Staff hours. Staff hours will need to be committed to for the following tasks:
  - a. Attending training
  - b. Preparing for and participating in coaching sessions (both for the coach and the practitioner)
  - c. Co-designing new tools, process, policies, procedures and other with the 'service' (or completed independently) as necessary and in response to needs identified during the self-assessment
  - d. Collecting evaluation data
3. Commitment to sharing learnings and resources developed through the practice studio with the broader Queensland funded Domestic and Family Violence, Sexual Assault and Women's Health and Wellbeing programs

#### Innovation and Alignment

Safe & Together™ has been implemented in many locations, typically within the child protection field, as that was the audience it was originally intended for. The potential to expand its' application into perpetrator intervention programs within the Queensland context is a new area for potential learning. If the practice studio successfully demonstrates the applicability of the Safe & Together™ Model, there is a reasonable expectation that it can be rolled out statewide.