



## Practice Studio Option 4: Partnering with Women

Thematic area:	Working with Victim Survivors
Brief description	
<p>This element of the Safe &amp; Together™ Model is to be road tested within a host organisation working with women victim survivors.</p> <p>Partnering with women involves working with the woman to affirm her strengths. It also helps to hold perpetrators to account through documenting the negative impact of their behaviour and placing responsibility with the perpetrator for their choices.</p> <p>Risk and safety planning are key components as the strategy prioritises the safety of the victim survivor and her children. We can predict this partnering strategy may contribute to supporting women who have experienced DFV to recover from trauma by creating a narrative of events that recognises her strength while placing responsibility for the violence with the person who chose to use it.</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>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> <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>	
Need(s) addressed	
<p>Partnering with women is a foundational skill for all workers within funded services. It helps women to feel heard, trusted and supported, may assist in their recovery from trauma and/or build their resilience while living with violence.</p> <p>Partnering with women provides a framework to align principles in the <u>Practice Standards</u> (currently under review) including respect, access, equity and empowerment. It is likely that the specific practice elements needed to partner with women will align with the Practice Standards for working with women affected by DFV once the review is complete.</p>	
Practice studio potential <i>The example is provided only 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>Partnering with Women could be road tested in a practice studio using a training and coaching method of knowledge translation.</p> <ul style="list-style-type: none"> <li>• A co-design process with WorkUP Queensland, the host organisation and accredited/registered Safe and Together trainers could develop, adjust or create new tools to be used in the</li> </ul>	

implementation. Tools would be designed to facilitate the practice change and capture evaluation data easily.

- Practitioners from the host organisation could then participate in Safe & Together™ training (focusing on partnering with women and providing the context of the broader framework).
- Team leaders and/or senior practitioners could receive coaching training to skill them up to provide ongoing coaching to their team members.
- Practitioners could then commence using the skills learned and the resources developed in practice. Team leaders and/or senior practitioners would continue to coach team members throughout the practice studio.

We may support host organisations by:

- Facilitating or participating in a co-design process to develop tools for implementation.
- Contributing to the costs of procuring Safe & Together™ trainers
- Helping to procure, design or co-design coaching training
- Generating an action work plan and goals to be measured throughout the practice studio period.
- Providing advice, support and information to create or update policies and/or procedures

Outcomes sought:

A practice studio could use a training and coaching model of knowledge translation. Practitioners within a host organisation could be trained in the Safe & Together™ Model and then supported to implement it within their programs.

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.

*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 will need to be committed to:
  - a. Complete the self-assessment
  - b. Attend our reflection and progress meetings
  - c. Create or co-design with us new tools, processes, policies, procedures etc. as needed
  - d. Collect evaluation data
  - e. Training needs flagged in through the self-assessment
3. Commitment is needed to share learnings and resources developed through the practice studios with the broader Queensland funded domestic and family violence, sexual assault and women's health and wellbeing programs.

## Innovation and alignment

Child Protection workers in Queensland have adopted and implemented the Safe & Together™ Model. This provides an excellent environment for funded DFV and Sexual Assault services and Women's Health and Wellbeing programs to trial this model within their service.

Utilising the model's partnering with women strategy for services who work mainly or only with women victim survivors of DFV, instead of with perpetrators, is unique to this project. Successful implementation of this approach may contribute to creating a shared language and culture within the Queensland service system, both statutory and non-statutory agencies.

Partnering with women is an example of increasing the capability of the workforce. If the practice studio creates an approach that works for the Queensland context and has the potential to be adapted statewide, it could lead to an improved service experience and safety of women, children and practitioners.