

Practice Studio Topics

WorkUP Queensland is delighted to announce the round two practice studio topics. Five topics that respond to needs identified by the sector have been selected from recently published Australian research.

WorkUP Queensland encourages all workers in the domestic and family violence, sexual assault and women's health and wellbeing sectors in Queensland to read this document as all the topics selected represent areas of interest and relevance to the sector.

Organisations seeking to become practice studio hosts are invited to review the information below and select one topic to nominate for. Some examples are provided which indicate what a practice studio on this topic would involve. Organisations are welcome to propose alternative solutions in their EOI.

Prioritising women's safety in Australian perpetrator interventions: The purpose and practices of partner contact

Partner contact work (performed by advocates, or victim/survivor advocates in Queensland) is an essential part of Men's Behaviour Change Programs (MBCPs). It typically involves working with the current and/or former partner(s) of the perpetrator who is undertaking the program to provide support, information, and safety planning.

This report found that across Australia, there was no consistent approach to partner contact work in MBCPs. The review of programs in various locations observed that partner contact work is often not prioritised as it is labour intensive, and resources are limited. Other problems, such as support for partners being withdrawn when perpetrators stop attending programs highlights how victim/survivors can have little control over their contact with services, which affects risk of harm.

This report includes a practice guide for MBCP's to enhance their practice around partner contact (PC). It complements existing minimum standards and uses reflective questions to invite those working in MBCPs and other innovative DFV focused perpetrator programs to consider ways to deepen and strengthen their individual and organisational practice

A practice studio would involve implementing the practice guide and relevant recommendations from the report. It is noted in the report and important to note here that limited funding is a significant barrier to implementing program enhancements. It may not be possible to implement all the guidance contained with the guide without more funding. Equally, services funded to provide partner contact work already, may find that existing practice aligns to at least some of the recommendations for practice. It should be anticipated in doing a practice studio on this topic that an initial self-audit would be needed before implementation.

Further reading:

[Prioritising women's safety in Australian perpetrator interventions: Mapping the purpose and practices of partner contact Key findings and future directions](#)

[Prioritising women's safety in Australian perpetrator interventions: Practice Guide](#)

See also:

[Prioritising women's safety in Australian perpetrator interventions webinar](#)

Multicultural and settlement services supporting women experiencing violence (MuSeS)

The Multicultural and Settlement services Supporting women experiencing violence project (MuSeS) aimed to address research gaps in understanding the barriers and challenges relating to current practices of workers and volunteers from settlement and multicultural services in working with migrant and refugee women experiencing violence.

The project used a mixed methods design that included a literature review, surveys, and in-depth interviews

Key recommendations include:

- Recognise multicultural and settlement services as an integral part of the family violence system.
- Build the bilingual/bicultural workforce within the family violence sector.
- Within multicultural and settlement services, embed protocols for risk assessment, ensure training for staff and volunteers, and address stress and staff turnover.
- Strengthen collaboration between the family violence sector and the multicultural and settlement services sector.

A practice studio in which a DFV service partners with settlement and multicultural services to develop and deliver training to each other and work to establish shared risk assessment frameworks and referral protocols could be developed in response to these recommendations. This practice studio would require partnerships or collaborative working relationships between a DFV service as the host and settlement and/or multicultural services. As such, organisations seeking to nominate to host this practice studio should be able to demonstrate their ability to work collaboratively with such services.

Further reading:

[Multicultural and Settlement services Supporting women experiencing violence Key findings and future directions](#)

[What we know: how multicultural and settlement services support women experiencing violence Factsheet](#)

Constructions of complex trauma and implications for women's wellbeing and safety from violence

Women with experiences of complex trauma are a significant but overlooked group of victims and survivors of gender-based violence in Australia. Women who have experienced complex trauma have interlinked health and safety needs, and are often in frequent contact with crisis services and police due to domestic violence and sexual assault. The guiding question of this study was: "How can agencies and services improve collaboration to meet the health and safety needs of women with complex trauma?"

The project developed a set of key principles of best practice which promote client led, responsive, flexible, timely care and interventions facilitated through strong coordination and collaboration across services. This practice studio would aim to implement the key principles of best practice as described in the report (p. 8 of the RTPP/research summary).

Additional recommendations emerging from the report including complex trauma training and support for workers (vicarious trauma) could also be acted on.

This practice studio would require an integrated approach with one lead practice studio host supporting a range of services to come together. To that end, an organisation nominating to become a practice studio host would need to be able to demonstrate their connections with other services and their ability to bring services together.

Further reading:

[Constructions of complex trauma and implications: Key findings and future directions](#)

See also:

[Webinar: Working with women who have experienced complex trauma in mental health & refugee services](#)

Engaging men who use violence: Invitational narrative approaches

Invitational Narrative Approach (INA) combines both Narrative (engaging with people through their stories which reveal meanings they attach to lived experience) and Invitational (engaging perpetrators in an ethical journey, supporting change and taking responsibilities) practices.

“Both approaches are underpinned by the assumption that, with skilled and careful facilitation, men are capable of generating their own commitments to non-violence and to honouring the needs, rights and interests of others”

In this project, interviews were conducted with invitational narrative experts, interviews with men who use violence, with each man’s invitational narrative practitioner, and (where consent was obtained) with each man’s partner/ex-partner.

This practice studio would involve the implementation of INA within a service working with men to achieve behaviour change. Recommendations for practitioners emerging from the report include emphasising that invitational narrative practitioners must be highly skilled and receive ongoing supervision and training. Additionally, the implementation of INA must occur within a strong authorising environment with organisational buy-in. When submitting an EOI for this topic, organisations should consider and detail their plans for upskilling the existing workforce to use INA and/or sourcing new talent and how they manage change within their organisation.

Further reading:

[Engaging men who use violence: Invitational narrative approaches Key Findings and Future Directions](#)

See also:

[Project page Engaging men who use violence: Invitational narrative approaches](#) (includes symposium presentations by Professor Sarah Wendt and an ANROWS podcast episode about the report).

Culturally and Linguistically Diverse Projects with Action Research (CALD PAR) initiative.

This initiative involved 26 projects across Australia aimed at the prevention violence against women and creating safer pathways to crisis and support services responding to family violence in CALD communities.

One outcome of the initiative was a resource of ten key insights gleaned through the project.

Insight 1 recommended investing time in building culturally safe and trusting relations with diverse groups and leaders in communities. Cultural safety principles and guidelines were developed. Effective strategies, such as employing bi-cultural workers were identified. A model for strength-based community engagement is also provided.

Insight 2 calls for support to CALD communities through strength based and aspirational language around gender equality and talks about effective ways to frame prevention and safer pathway initiatives.

Insights 1 & 2 could be the basis for a practice studio focused on building stronger relationships with CALD communities as a strategy to reduce violence. Additionally, Insights 4 (using resistance as an opportunity for creative problem solving) & 5 (Promote positive family relationships and gender equality in non-judgemental spaces for CALD men) also provide other strategies/considerations that could be incorporated. Insight 9 provides information about how to support bi-cultural workers.

Implementing the insights in a practice studio will require collaboration between services, including multicultural and settlement support services. Organisations submitting an EOI for this practice studio should detail existing partnerships and collaborations and/or their plan for engaging with these services.

Further reading:

[Prevention of violence against women and safer pathways to services: Ten research insights from the Culturally and Linguistically Diverse Projects with Action Research \(CALD PAR\) initiative.](#)

[Cultural safety guidelines and principles](#)

See also:

[Webinar part 1: Prevention of violence and safer pathways to services with CALD communities](#)

[Webinar part 2: Prevention of violence and safer pathways to services with CALD communities](#)

[Webinar part 3: Prevention of violence and safer pathways to services with CALD communities](#)

[Webinar part 4: Prevention of violence and safer pathways to services with CALD communities](#)

[Webinar resources and questions Factsheet](#)