

From transactional to transformative practice

Kia Puāwai - Blossoming **Prevention – Restoration – Transformation**

The Family Violence, Sexual Violence and Violence within Whānau
Workforce Capability Framework

SSPA 2018 Conference
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Workforce Capability Framework's origins



THE FRAMEWORK

Spread over 6 domains, this describes the required knowledge, excellence benchmarks and requisite actions expected of the workforce, appropriate to their expertise and role.

DOMAIN 1

Understanding people's experiences of family violence, sexual violence and violence within whānau

OVERVIEW

How people and practitioners understand family violence, sexual violence and violence within whānau (victimisation and/or perpetration) frames their responses. Understanding people's experiences (individual and collective) of violence and structural inequities is a prerequisite for safe practice.

DOMAIN 2

Upholding the dignity, values and beliefs of people and their diverse cultural identities

OVERVIEW

People and practitioners have appropriate knowledge of cultural and other diversities to ensure practice, strategies and alliances support all victims of family violence, sexual violence and violence within whānau.

DOMAIN 3

Enabling disclosures and response to help-seeking

OVERVIEW

People and practitioners need to recognise victims' help seeking and respond safely and respectfully. Many victims are proactive help seekers; the problem is often with people's responses to their help seeking. Victims may also fear for their own and their children's safety, feel ashamed and worry that people will not believe them.

When children are experiencing child abuse and neglect, they require adults to intervene to ensure their safety and wellbeing. It also recognises help seeking from those engaging in harm who wish to change.



DOMAIN 4

Using collective action to create safety for victims

OVERVIEW

The safety and wellbeing of victims (child and adult) is the collective responsibility of agencies, communities, whānau and families. People and practitioners work together to maximise safety and support for victims.

DOMAIN 5

Using collective action to sustain safe behaviours of perpetrators

OVERVIEW

Victims' safety is dependent on responses to the people perpetrating violence. People and practitioners engage respectfully with perpetrators, support them to stop using violence, contain abusive behaviours and escalate consequences for continued abuse.

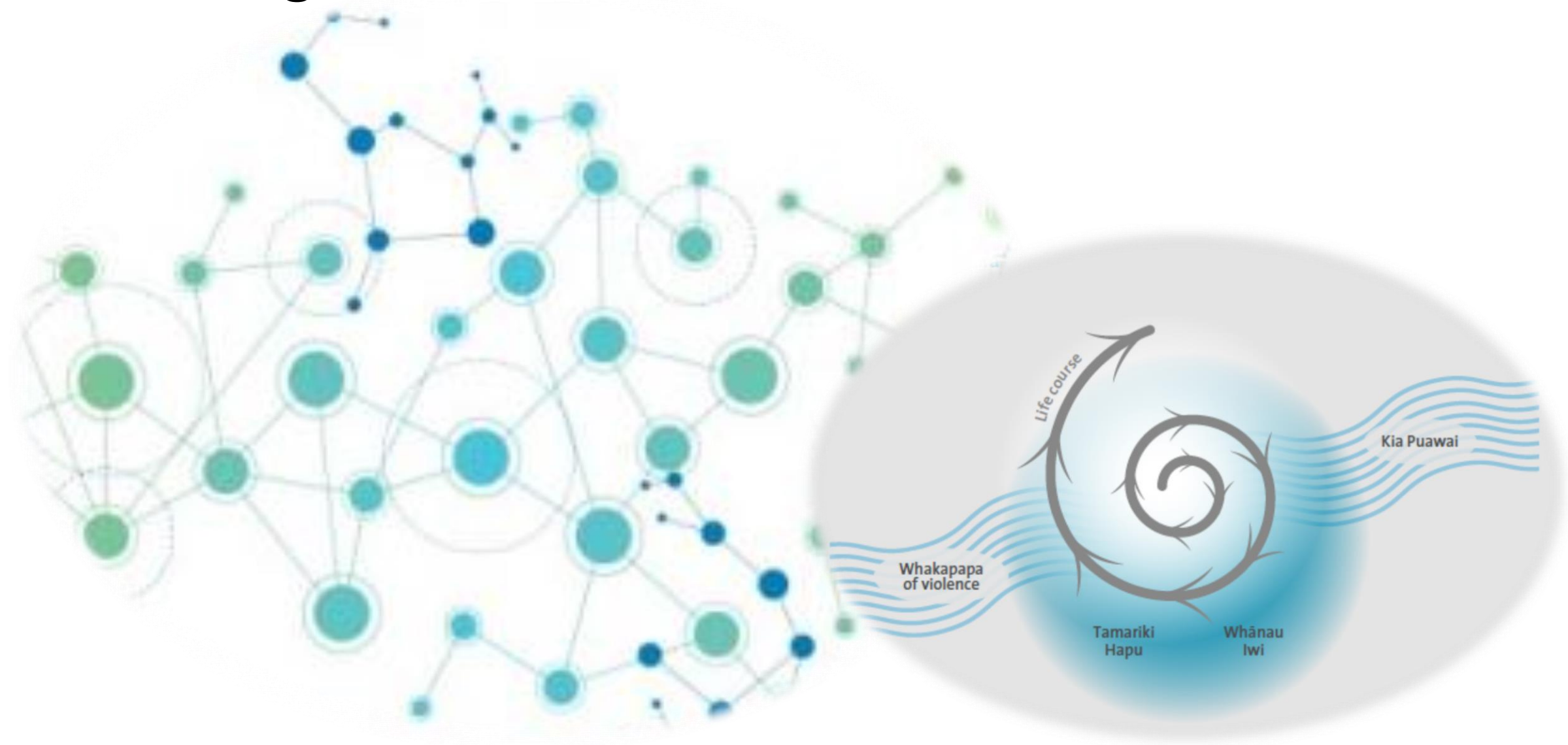
DOMAIN 6

Working as part of an integrated team

OVERVIEW

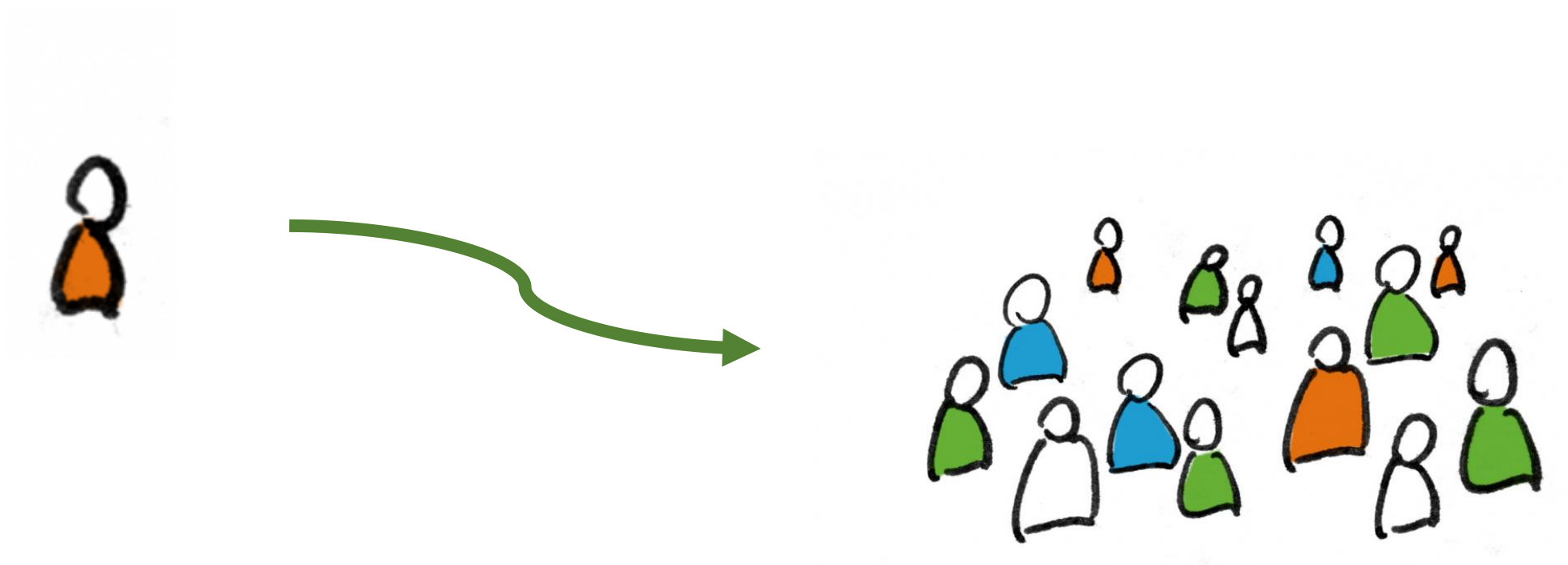
A shared understanding of and agreed practice principles that support practitioners and agencies to work together safely.

Connecting the dots between different forms of violence



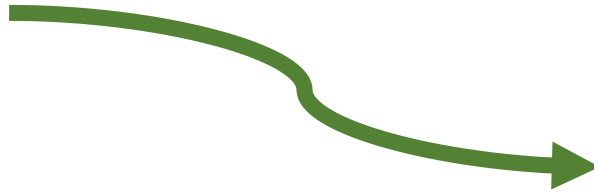
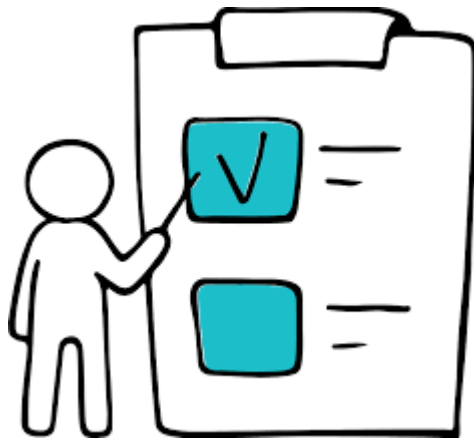
From individual

...to collective action



From giving advice and plans

...to asking questions as allies



Evolution of the Framework



Your sphere of influence

**Kia Puāwai - Blossoming
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Agenda

- Introduction (10mins)
- Groupwork (40mins)
- Feedback (30mins)
- Wrap up (5mins)