



Government of **Western Australia**
Department of **Communities**

Office for Prevention of Family and Domestic Violence

Webinar 13 April 2023

Office for Prevention of Family and Domestic Violence

Goals



To reduce family and domestic violence in Western Australia.

Aboriginal and Torres Strait Islander families and households are safe (Target 13).

Aboriginal and Torres Strait Islander children are not represented in the child protection system (Target 12).

Our team



Strategic policy

Manager: Selina Getley
Leads development and implementation of strategic policy. Coordinates 16 Days in WA.

Service design and innovation

Manager: Stacey Collins
Designs and procures election commitments. Considers system reform opportunities. Leading strategic commissioning.

Practice

Manager: Rachael Biffen
Develop and implement an integrated family and domestic violence practice approach for Communities.

FDVRT central

Manager: Fiona McQuisten
Support operation of the Family and Domestic Violence Response Teams. Lead reform towards an enhanced model.

Key priorities



Our priority initiatives are focused on implementing Government election commitments and delivering strategic programs and projects towards the goals of preventing and reducing family and domestic violence in the WA community.

Strategic Policy

Path to Safety implementation

Aboriginal Family Safety Strategy

Sexual Violence Prevention and Response Strategy

Criminalising coercive control

16 Days in WA

National Plan to End Violence against Women and Children

Service design & innovation

\$30M NPA implementation

\$3M Primary Prevention grants

Election commitments (Rapid Rehousing, First Resp training, Safe at Home expansion, expansion of Respectful Relationships, RR in sport and recreation)

FDV & CSATS Commissioning

CRARMF, Perpetrator Response Framework, Primary Prevention Framework

Practice

Policy setting - FDV Informed approach

Organisational assessment

Workforce development

Practice framework integration

Performance reporting

Consultation, coaching and support

FDVRT Central

Workforce development

Family Safety Officers implementation

Justice pilot

CRS commissioning

Monitoring and reporting

Partnerships



Webinar agenda

1. Acknowledgement
2. Commissioning
3. Webinar format
4. Family Safety Officers Presentation
5. Q and A

Commissioning



- Strategic asset plan
- Strategic commissioning plan
- Next Expert Reference Group meeting for 2023 is 8 May.

The **strategic commissioning plan** will provide direction about reform of existing family and domestic violence services funded by Communities (existing investment), the priorities for future investment towards an ideal state (desired outcomes) and the priorities for asset (building) redevelopment and refurbishment. In scope of this plan is all Communities contracts (service and grant agreements) for family and domestic violence services funded into the community sector and with Aboriginal Community Controlled Organisations.



Government of **Western Australia**
Department of **Communities**

Enhanced Family and Domestic Violence Response Team model

**An update on the phased delivery of family safety officer
roles within the FDVRT model**

Summary



The Family and Domestic Violence Response Team (FDVRT) model was established in February 2013 as a partnership between

- Department of Communities (Communities),
- Western Australia Police Force (WA Police) and
- non-government Family and Domestic Violence Coordinated Response Services (CRS).

The FDVRT model aims to improve the safety of child and adult victims of family and domestic violence (FDV) and hold perpetrators to account through a collaborative approach that focuses on timely and early intervention following a police call out to a family violence incident.

The FDVRT is considered the state's frontline response to FDV

Summary



The FDVRTs are designed around a model of co-location where all team members are physically located in the same premises. In most cases the site of co-location is a police station.

The FDVRTs operate in 17 districts across the state, aligned to Communities Child Protection boundaries.

In the 2021-22 financial year, a total of 44,594 reports were generated by WA Police and submitted to Communities' FVIR Triage application.

Over five years, the average yearly total is 47,195.

These figures represent a significant workload for FDVRTs, with some teams receiving, on average, 10 reports per day.

Summary



The role of the Coordinated Response Service (CRS) is uniquely different to the newly funded family safety officer positions.

The CRS work alongside police and child protection as a specialist team to assess, triage and respond to people experiencing family and domestic violence.

They provide brief intervention to a very high volume of clients (over 17,000 in 2021-22).

Family safety officers will work with a much smaller cohort, following triage and assessment by the FDVRT.

FDVRT re-design



In 2020 the FDVRT model was independently reviewed. With consideration to the findings and recommendations of the review, in partnership with the WA Police, Justice and community sector peak bodies, Communities re-designed the existing FDVRT service model, to be implemented through three phases and a range of operational improvements,

Phase one is the establishment of FDVRT Central to provide overarching coordination and support to FDVRTs in support of their operation and deliver continual improvement of the model in support of National policy frameworks, the McGowan Government, and organisational strategic directions.

Phase two is to establish 34 family safety officer roles in the FDVRTs, responsible for convening multi-agency case management for high-risk, high-harm cases of FDV, providing intensive support for victim-survivors, and an evaluation of the enhanced FDVRT model, due in 2026-27.

Phase three has been submitted for consideration in the 2023-24 budget process, as a request to extend CRS funding levels.

FDVRT re-design



The project is guided by strategic policy, including,

Federal initiatives,

- the National Plan to End Violence against Women and Children 2022-2032,
- the National Agreement on Closing the Gap in particular work to achieve socio-economic outcomes 12 and 13
- Safe and Supported National Framework

State initiatives,

- Path to Safety: Western Australia's Strategy to Reduce Family and Domestic Violence 2020-2030
- Aboriginal Family Safety Strategy 2022-2032
- Sexual Violence Prevention and Response Strategy (in development with Justice partners)
- Communities Aboriginal Cultural Capability Reform Program (ACCRP)
- Ten Year roadmap to reduce the number of Aboriginal Children in Care

Phase two – Family Safety Officers

On Tuesday 29 November 2022, as part of the 16 Days in WA campaign, the Premier announced funding to deliver new family safety officers to help manage high-risk perpetrators and support victim-survivors of FDV.

The positions are now known as Family Safety Coordinators and Family Safety Support Workers, with FDVRTs allocated one of each.

Note: when referring to both positions throughout this presentation they will be listed as 'family safety officers'.

\$11 million boost for frontline response to family and domestic violence

Tuesday, 29 November 2022

- New specialist family and domestic violence positions to bolster frontline response
- Family Safety Officers to help manage high-risk perpetrators and support victim-survivors
- They will join police and child protection workers in multi-agency Family and Domestic Violence Response Teams to improve community safety

The McGowan Government will deliver \$11 million to create more specialist positions to bolster the frontline response to family and domestic violence (FDV).

The 34 new Family Safety Officers will enhance Family and Domestic Violence Response Teams, which are also comprised of police and child protection workers.

They will work together to provide an early co-ordinated response when the WA Police are called out to FDV incidents, handling case management of the highest risk perpetrators and most vulnerable victim-survivors in the community.



Hon Mark McGowan BA LLB
MLA
Premier; Treasurer; Minister
for Public Sector
Management; Federal-State
Relations



Hon Simone McGurk
BA(Arts) BA(Comms) MLA
Minister for Child Protection;
Women's Interests;
Prevention of Family and
Domestic Violence;
Community Services



Hon Paul Papalia CSC MLA
Minister for Police; Road
Safety; Defence Industry;
Veterans Issues

Phase two – Family Safety Officers



These positions are to be delivered in a staged approach, allowing for recruitment challenges, particularly in regional areas.

This approach will also allow Communities to implement lessons learned from each stage, improving the enhanced FDVRT model,

- Year 1 (2023-24) – three metropolitan and four regional sites – 14 FTE,
- Year 2 (2024-25) – two metropolitan and two regional sites – 22 FTE, and
- Year 3 (2025-26) – three metropolitan and three regional sites – 34 FTE.

Establishing Family Safety Roles



Family safety officers are being established to provide intensive intervention to a significantly smaller number of clients than their FDVRT partners, focusing on those at **high risk of high harm**, including those at risk of child protection intervention to remove children from the care of their parents.

The CRS and family safety officers are therefore complementary but different service responses.

Family safety officers may be able to support families experiencing family and domestic violence that are considered within the FDVRT triage process to be of the highest need for additional support.

Establishing Family Safety Roles



Whilst the exact role and responsibilities are currently being established, the family safety officers will receive casefiles from the FDVRT following triage to work with individual family members, and the broader community to identify and engage with the most appropriate services to assist them in escaping family violence, allow for healing, and build stronger and safer families.

The family safety officers will be expected to prioritise and deliver,

- Multi-Agency Case Management (MACM) meetings for those families and individuals assessed as at highest risk of high harm, and
- support planning and service provision to engage and ensure all relevant resources within their community provide appropriate, timely and collaborative supports to affected family members.

Establishing Family Safety Roles



The family safety officers role aims to

- improve victim-survivors and their children's safety,
- reduce the number of children coming into care, and
- help manage risks associated with the perpetrators use of violence.

Where the most appropriate supports are not available, or do not yet exist, the family safety officers may engage and work within the local community to help create and deliver culturally safe, appropriate supports to those in need.

This could include engaging with local Cultural leaders, Regional and Metropolitan District Directors, Aboriginal Practice Leaders, District Leadership Group members, Aboriginal Community Controlled Organisations, local businesses, educational, sporting and other community groups.

Establishing Family Safety Roles



The family safety officers could provide a key interface between government agencies, community service organisations and the local community, gathering and sharing information to provide enhanced access to supports and services for families experiencing family and domestic violence, in accordance with their MACM plans.

The family safety officers would be able to lead priority working groups to strengthen service systems, address gaps and barriers and help drive placed-based initiatives to support safer families.

Establishing Family Safety Roles



The role of the family safety officers is still being established and will be trialled as part of the rollout plan.

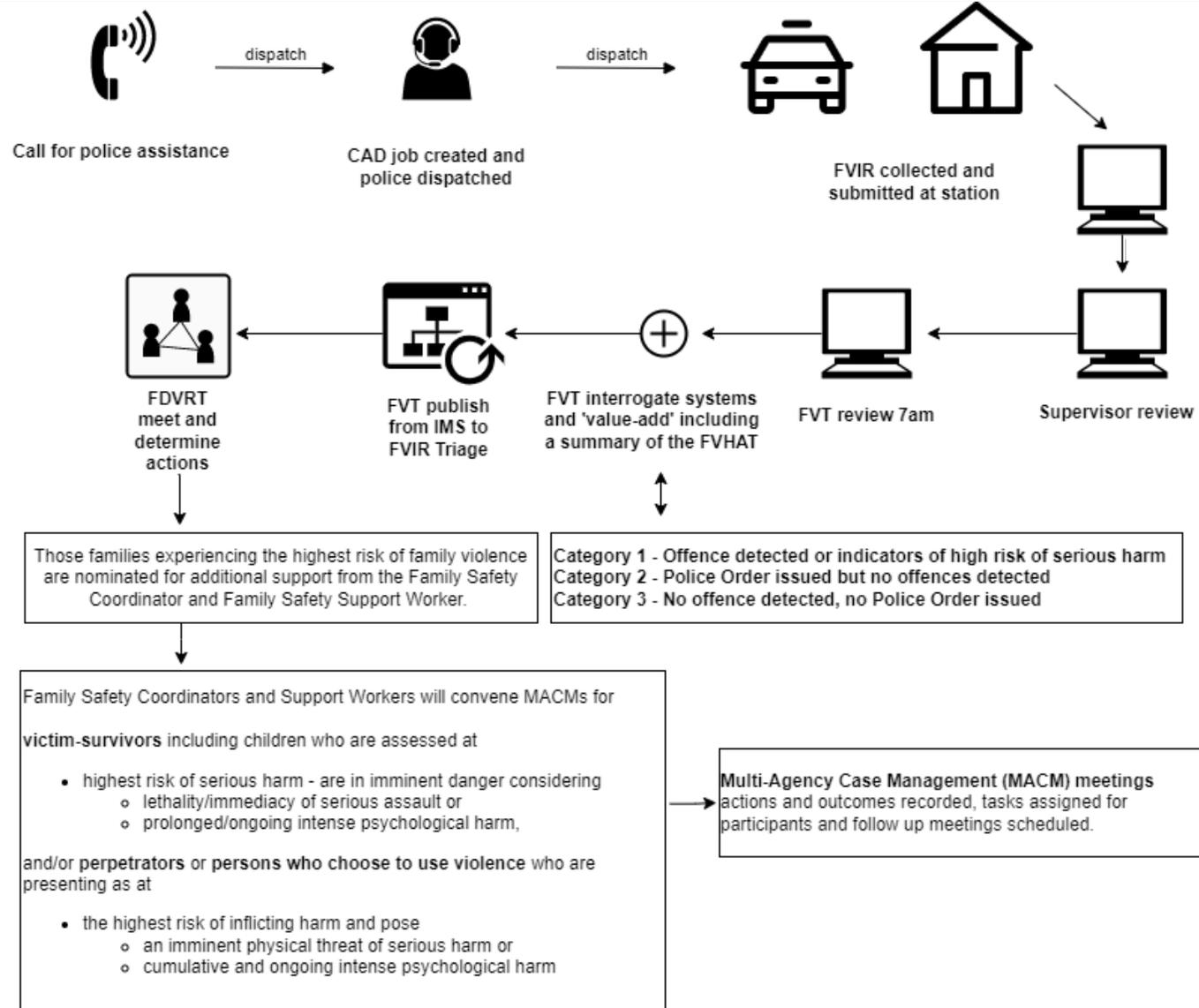
The McGowan Government has identified that,

- challenges exist within existing labour market conditions and recruiting specialised staff, particularly in regional areas, may present as problematic, and
- the phased rollout approach will allow Communities to build upon lessons learned for the implementation of this initiative.

Diagram of the current FDVRT model - including family safety officers

Family safety officers are not responsible for *all* MACM meetings, and they may still be held by service providers for any family or individual who might benefit from them.

The family safety officers *will* be responsible for a cohort determined by the District and local FDVRT as presenting with the highest risk of high harm, all of whom are expected to benefit from a MACM.



What is considered high risk/high harm?



Planning for the introduction of FSO's includes

consideration that family safety officers could convene MACMs for -

- victim-survivors, including children who are assessed at
 - highest risk of serious harm - are in imminent danger considering
 - lethality/immediacy of serious assault or
 - prolonged/ongoing intense psychological harm,

and/or

- perpetrators or persons who choose to use violence who are presenting as at
 - the highest risk of inflicting harm and pose
 - an imminent physical threat of serious harm or
 - cumulative and ongoing intense psychological harm.

What is considered high risk/high harm?



Identifying who is at '*high risk of high harm*' is a subjective task and when establishing risk, the Common Risk Assessment Risk Management Framework (CRARMF) and known FDV history must inform decision making, combined with local knowledge and victim-survivor perceptions.

Although established as a definition – risk levels cannot be measured as a dichotomy of physical or psychological harm and therefore must be used as a guide.

Each FDVRT, along with their District will be able to manage the caseloads of the family safety officers, acknowledging local needs and resource availability.

Establishing Family Safety Roles



In support of these positions;

- Importantly, there will be a focus on providing culturally responsive services for Aboriginal people and families, including through intensive family support.
- The focus on Aboriginal families recognises the over-representation of Aboriginal people, particularly women and children, as victim-survivors of serious family violence assaults.
- The Department of Communities is committed to improving employment opportunities and outcomes for Aboriginal and Torres Strait Islander people. As a measure to achieve equality and support, Section 51 of the *Equal Opportunity Act 1984 (WA)* will apply to this position. Aboriginal people are encouraged to apply.

Establishing Family Safety Roles



In support of these positions;

- Physical placement of these employees in the Districts will consider cultural safety (working alongside Aboriginal Practice Leaders and access to local cultural and FDV informed supervision sessions) and how they may complement other roles.
- Training priorities specific to the roles have been established with a key focus on an FDV informed and culturally responsive practice.
- MACM guidelines and tools are currently undergoing a review and redesign and a suitable MACM recording database is being sought.
- Meetings have commenced with sector Peak Bodies to guide and inform the roles, recognising their expertise in the FDV response space.

Establishing Family Safety Roles



Next steps;

- Initial rollout sites are being scoped, following
 - broad internal consultation,
 - current external consultation,
 - collection and analysis of relevant data,
 - service mapping and
 - the development of an assessment matrix that guides assessment against need, capability, and local readiness.

Establishing Family Safety Roles



Next steps;

- Engaging our Corporate Communications team to develop an information package for these positions aimed to,
 - prepare and ready our community and service partners, and
 - increase awareness of the role as an employment opportunity.
- Finalise procedures, training and embed a MACM database.
- Rollout site selection, engaging with Districts to establish positions.
- Commence recruitment, onboarding, training and establishment of the roles.
- Monitoring, reviewing and improving.

Ideas for improvement?

We would love to hear from you!

Whilst we are focused on improvements throughout the FDVRTs we are aware that some stressors may be unresolved, you may have unanswered questions or concerns, or may be part of the suite of changes we are seeking to employ to improve the FDVRT model and embed family safety officers.

Please do not hesitate to reach out to a member of our team;

- Fiona McQuisten – Manager
- Sharna Smith – Principal Policy Officer
- Justine Vassilios – Principal Policy Officer

Contact and queries



We welcome your feedback, queries and comments via

FDVRT Central

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Webinar format

- May: To be confirmed
- June: To be confirmed
- July: To be confirmed
- August: To be confirmed

Q&A

Selina Getley and Fiona McQuisten,

on behalf of

Nicole Leggett

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