Perpetrator Intervention Services Requirements

Service Delivery and
Risk Management Plan

Requirement Category 4:
Gender of co-facilitators

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Requirement overview	
Requirements within this category being partially met or not met *<delete any requirements that are being met in full>*	**Self-assessment rating**
4.1 A facilitation team must consist of two facilitators of different genders.	Choose an item.
4.2 A facilitation team may only consist of facilitators of the same gender in exceptional circumstances: – when organisational strategies are in place to promote victim safety, reduce the risk of collusion and respond to risks as they present – after a risk assessment in relation to that particular group's response to facilitators of the same gender has been assessed as low risk.	Choose an item.
4.3 When a facilitation team consists of two male-identifying facilitators, a female-identifying supervisor or observer with domestic and family violence knowledge must be present (must be face-to-face observation or via video link).	Choose an item.
4.4 When a facilitation team consists of facilitators of the same gender for more than four consecutive sessions, for example due to recruitment issues, the: – facilitation team must have access to a supervisor of a different gender – services must make every effort to recruit or train a qualified facilitator of the required gender.	Choose an item.
Outline how the requirements are being partially met, or if the requirements are not being met explain what practice is in place	
<Include information about what practice/policy/procedures etc. are currently in place to partially meet the requirements (if applicable) or if the requirements are not being met explain what practice/policy/procedures etc. are in place>	

Outline the reasons why the requirements are not being met

<Outline the reasons as to why the requirements are not being met in full>

Risk identification and risk mitigation

Potential risk	What is the impact and who will it impact	Risk mitigation measures/strategies
<What potential risks are present due to the requirements not being met in full. For example: • inability to adequately model gender equality • increased risk of collusion with perpetrators etc.>	<What is the impact of this risk and who will it impact. For example: • increased safety risk to the victim and children • inability to hold the perpetrator to account or take responsibility for their behaviour • unintentionally reinforcing perpetrator's beliefs about gender equality and gender roles, undermining the aims of the program etc.>	<What measures/strategies are in place to reduce the risk resulting from non-compliance with the requirements. For example: • increased training and supervision • increased observation • increased contact with the victim through the Victim Advocate • increased engagement with relevant stakeholders such as Police, QCS, other domestic and family violence services etc.>
<Delete or insert additional rows as required>		

Actions required to achieve compliance in the future

Actions to be undertaken by the service	Expected timeframe (if known)	Responsible officer
<What actions need to be undertaken to be compliant with the requirements in the future. For example: • provide access to training and development for existing staff • undertake a recruitment process etc.>		

It is noted that there may be external factors impacting on the service's ability to be compliant with the requirements, for example availability of appropriate staff. Services however can still work towards being compliant with the requirements, for example: • widening the advertising scope of vacancies • upskilling existing staff • partnering with other services to share resources • networking with program observers who may be interested in becoming a facilitator etc.>		
<Delete or insert additional rows as required>		
General comments		