

Perpetrator Intervention Services Requirements

Service Delivery and Risk Management Plan

Requirement Category 7: Role, experience and frequency of an observer



Requirement Category 7: Role, experience and frequency of an observer

Requirement overview	
Requirements within this category being partially met or not met <delete any requirements that are being met in full>	Self-assessment rating
7.1 Services must be open to the presence of observers to promote safety, accountability and professional development.	Choose an item.
7.2 Observation may be via face-to-face, live video link or observing a session recording following the session. The mode/s of observation utilised is at the discretion of the service.	Choose an item.
7.3 The management of electronic or digital records, for example recorded group sessions, is at the discretion of the service in line with the: <ul style="list-style-type: none"> – Privacy Act 1988 – their organisation's privacy and confidentiality policies and procedures. 	Choose an item.
7.4 There are four types of observers: <ol style="list-style-type: none"> 1. practitioners who meet the experience and qualification criteria of a Senior Facilitator, this may include: <ul style="list-style-type: none"> ▪ internal supervisors ▪ paid external practitioners ▪ practitioners from another service 2. observers with domestic and family violence knowledge, for example from: <ul style="list-style-type: none"> ▪ funded domestic and family violence services providing support to victims and/or perpetrators ▪ Integrated Service Response/High Risk Teams ▪ local coordinated response networks ▪ Queensland Police Service ▪ Queensland Corrective Services ▪ Queensland Courts 3. observers from the human services sector, for example from: 	Choose an item.

<ul style="list-style-type: none"> ▪ Aboriginal Community Controlled Organisations ▪ sexual violence and women's support services ▪ child protection support and placement services ▪ alcohol and other drug services ▪ medical and mental health services ▪ disability services <p>4. other observers, for example:</p> <ul style="list-style-type: none"> ▪ new program staff ▪ Department of Justice and Attorney-General employees ▪ people with a legitimate professional interest in the work ▪ those authorised to attend by the organisation, such as auditors assessing services' compliance with the <i>Domestic and family violence services practice principles, standards and guidance</i>. 	
<p>7.5 The observer must not be the Victim Advocate for that perpetrator intervention group.</p>	<p>Choose an item.</p>
<p>7.6 Services must have a minimum of six sessions per program observed:</p> <ul style="list-style-type: none"> – two sessions observed by a practitioner who meets the experience and qualification criteria of a Senior Facilitator – four sessions observed by either an: <ul style="list-style-type: none"> ▪ observer with domestic and family violence knowledge ▪ observer from the human services sector – services may substitute two observation sessions by an observer with domestic and family violence knowledge and/or observer from the human services sector with observation from an observer who meets the experience and qualification criteria of a Senior Facilitator. <p>Services delivering multiple groups per week with the same two facilitators for most of the program</p> <ul style="list-style-type: none"> • If a service delivers more than one group per week with the same two facilitators for most of the program, they may reduce the number of sessions observed to three per group: <ul style="list-style-type: none"> – one session observed by a practitioner who meets the experience and qualification criteria of a Senior Facilitator 	<p>Choose an item.</p>

<ul style="list-style-type: none"> – two sessions observed by either an: <ul style="list-style-type: none"> ▪ observer with domestic and family violence knowledge ▪ observer from the human services sector. • Services may substitute one observation session by an observer with domestic and family violence knowledge and/or observer from the human services sector with observation from an observer who meets the experience and qualification criteria of a Senior Facilitator. 	
<p>7.7 Services must implement observer normalisation strategies and observer behaviour protocols to:</p> <ul style="list-style-type: none"> – communicate the role and purpose of the observer to participants and the observer – minimise disruption to group sessions – maintain privacy and confidentiality. 	Choose an item.
<p>7.8 Services must implement a briefing and feedback mechanism to ensure:</p> <ul style="list-style-type: none"> – facilitators brief the observer about the group and curriculum being discussed, and the expectations of them before the session commences – observers provide verbal or written feedback to facilitators at the end of the session – observers can discuss any concerns they have with the information discussed during the session with the facilitator. 	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	
<p><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></p>	

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: <ul style="list-style-type: none"> increased risk of collusion with perpetrators reduced ability for identifying professional development requirements and continuous improvement opportunities etc.> 	<What is the impact of this risk and who will it impact. For example: <ul style="list-style-type: none"> 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 inability to develop facilitator skills, potentially leading to outdated or dangerous practice, with a direct impact on victim safety and perpetrator accountability etc.> 	<What measures/strategies are in place to reduce the risk resulting from non-compliance with the requirements. For example: <ul style="list-style-type: none"> increased training and supervision 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
<p><What actions need to be undertaken to be compliant with the requirements in the future. For example:</p> <ul style="list-style-type: none"> • work with partner agencies including other domestic and family violence services, Police, Queensland Corrective Services etc. to increase awareness of the role of the observer and benefits for the observer, leading to an increase in the pool of observers services can draw from • network with other domestic and family violence services who may have an excess of requests for observation • implement video recording technology to assist in meeting observation requirements etc.> 		
<Delete or insert additional rows as required>		
General comments		