

Perpetrator Intervention Services Requirements

Service Delivery and Risk Management Plan

Requirement Category 5: Qualification and experience requirements of facilitators



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Requirement overview	
Requirements within this category being partially met or not met <i><delete any requirements that are being met in full></i>	Self-assessment rating
5.1 There are three levels of facilitators: Emerging Facilitator, Intermediate Facilitator. Senior Facilitator. A facilitation team must consist of at least one Senior Facilitator.	Choose an item.
5.2 A facilitation team may comprise of one Senior Facilitator and one Emerging Facilitator in order for the Emerging Facilitator to obtain the required hours of experience to meet the criteria of an Intermediate Facilitator. Services must implement clearly articulated strategies that provide additional safeguards to promote safety, reduce the risk of collusion and respond to risk as it presents, such as additional supervision and training to support the professional development of the Emerging Facilitator.	Choose an item.
5.3 If recruitment issues exist, a facilitation team may consist of two Intermediate Facilitators, on the proviso that one or both are working towards meeting the criteria of a Senior Facilitator. When a facilitation team consists of two Intermediate Facilitators for more than four consecutive sessions, the service must implement clearly articulated strategies that provide additional safeguards to promote safety, reduce the risk of collusion and respond to risk as it presents, for example additional supervision, group observations, and increased contact with the partners/ex-partners, children or family members through the Victim Advocate.	Choose an item.
5.4 Recruitment processes must ensure Aboriginal and Torres Strait Islander peoples and those of culturally and linguistically diverse backgrounds have equal opportunity in accessing positions within the program. This may include special measures to support recruitment of practitioners who do not have the pre-requisite qualification but do have relevant experience and cultural expertise. Services must be able to demonstrate that appropriate safeguards are in place to ensure the facilitator has the appropriate skills and knowledge to undertake the position and are supported to upskill to meet the requirements.	Choose an item.
5.5 Requirements relating to qualifications and experience apply to all existing and new facilitators. Facilitators who do not meet the requirements must be supported by the service to gain the qualifications and experience required.	Choose an item.
5.6 All facilitators must have a: <ul style="list-style-type: none"> – demonstrated understanding of the behaviour change process in relation to domestic and family violence – demonstrated nuanced and intersectional understanding of the drivers, dynamics and impacts of domestic and family violence and the dynamics of gender, power and control 	Choose an item.

<ul style="list-style-type: none"> – demonstrated recognition of the significance of patterns of perpetrator behaviour beyond individual incidents of violence and are able to meaningfully assess these patterns to develop appropriate responses for the victim and appropriate interventions for the perpetrator – demonstrated gendered analysis of violence in their practice acknowledging that gender inequality is a predominant cause and consequence of domestic and family violence – demonstrated recognition of the complex ways in which children are harmed through experiencing violence, and the tactics of control and abuse of power that they experience – demonstrated understanding of the <i>Domestic and Family Violence Protection Act 2012</i> and <i>Child Protection Act 1999</i> and <i>Child Protection Reform Amendment Act 2017</i> – demonstrated understanding of the domestic and family violence definitions and provisions in the <i>Family Law Act 1975</i> – demonstrated understanding of the <i>Domestic and family violence services practice principles, standards, and guidance</i> demonstrated understanding of the <i>Domestic and Family Violence Information Sharing Guidelines 2017</i> and <i>Information Sharing Guidelines 2018</i>. 	
<p>5.7 An Emerging Facilitator must have:</p> <ul style="list-style-type: none"> – observed a minimum of 16 hours of perpetrator intervention group work prior to commencing as an Emerging Facilitator, with a commitment to observe a further 16 hours within six months of commencement in the role – at least one of the following three criteria: <ol style="list-style-type: none"> 1. a minimum of two-years' full-time (or equivalent part-time) relevant professional experience in one or more of the following fields: <ul style="list-style-type: none"> ▪ domestic, family, or sexual violence ▪ criminal justice, including corrections ▪ child protection ▪ human services, including mental health, alcohol and other drug services and gambling support ▪ counselling ▪ or related field 2. completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training delivered by Ken McMasters, <u>AND</u> a minimum of one-year's full-time (or equivalent part-time) relevant professional experience in one or more of the following fields: 	<p>Choose an item.</p>

<ul style="list-style-type: none"> ▪ domestic, family, or sexual violence ▪ criminal justice, including corrections ▪ child protection ▪ human services, including mental health, alcohol and other drug services and gambling support ▪ counselling ▪ or related field <p>3. at least a three-year tertiary qualification in a relevant discipline, such as domestic and family violence, social work, community services, counselling, psychology or human services.</p>	
<p>5.8 An Intermediate Facilitator must have:</p> <ul style="list-style-type: none"> – observed a minimum of 32 hours of perpetrator intervention group work – at least one of the following three criteria: <ol style="list-style-type: none"> 1. a minimum of two-years' full-time (or equivalent part-time) relevant professional experience in one or more of the following fields: <ul style="list-style-type: none"> ▪ domestic, family, or sexual violence ▪ criminal justice, including corrections ▪ child protection ▪ human services, including mental health, alcohol and other drug services and gambling support ▪ counselling ▪ or related field 2. completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training delivered by Ken McMasters <u>AND</u> have a minimum of one-year's full-time (or equivalent part-time) relevant professional experience in one or more of the following fields: <ul style="list-style-type: none"> ▪ domestic, family, or sexual violence ▪ criminal justice, including corrections ▪ child protection ▪ human services, including mental health, alcohol and other drug services and gambling support 	<p>Choose an item.</p>

<ul style="list-style-type: none"> ▪ counselling ▪ or related field <p>3. at least a three-year tertiary qualification in a relevant discipline, such as domestic and family violence, social work, community services, counselling, psychology or human services</p> <p>– at least one of the following three criteria:</p> <ol style="list-style-type: none"> 1. experience facilitating a minimum of 64 hours of perpetrator intervention group work 2. experience facilitating a minimum of 32 hours of perpetrator intervention group work and experience facilitating a minimum of 32 hours of relevant group work working with clients with complex and diverse needs 3. experience facilitating a minimum of 64 hours of relevant group work working with clients with complex and diverse needs. 	
<p>5.9 A Senior Facilitator must have:</p> <p>– observed a minimum of 32 hours of perpetrator intervention group work</p> <p>– a minimum of three-years’ full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:</p> <ul style="list-style-type: none"> ▪ domestic, family, or sexual violence ▪ criminal justice, including corrections ▪ child protection ▪ human services, including mental health, alcohol and other drug services and gambling support ▪ counselling ▪ or related field <p>– at least one of the following two criteria:</p> <ol style="list-style-type: none"> 1. experience facilitating a minimum of 160 hours of perpetrator intervention group work 2. experience facilitating a minimum of 96 hours of perpetrator intervention group work and experience facilitating a minimum of 80 hours of relevant group work <p>– at least a three-year tertiary qualification in a relevant discipline, such as domestic and family violence, social work, community services, counselling, psychology or human services</p> <p>– at least one of the following two criteria:</p>	<p>Choose an item.</p>

<ol style="list-style-type: none"> 1. the equivalent of a graduate certificate in male family violence or facilitating men's behaviour change for example, as developed by CQU Australia 2. completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training delivered by Ken McMasters. 		
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		
<p><Outline the reasons as to why the requirements are not being met in full></p>		
Risk identification and risk mitigation		
Potential risk	What is the impact and who will it impact	Risk mitigation measures/strategies
<p><What potential risks are present due to the requirements not being met in full. For example:</p> <ul style="list-style-type: none"> • decreased ability to conduct adequate risk assessment and safety planning activities • inability to adequately model gender equality • increased risk of collusion with perpetrators 	<p><What is the impact of this risk and who will it impact. For example:</p> <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 	<p><What measures/strategies are in place to reduce the risk resulting from non-compliance with the requirements. For example:</p> <ul style="list-style-type: none"> • increased training and supervision • increased observation

<ul style="list-style-type: none"> • inadequate skills or experience to effectively deliver the program • limited ability for professional development and continuous improvement etc.> 	<ul style="list-style-type: none"> • 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.> 	<ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • provide access to training and development • undertake a recruitment process etc.> 		
<Delete or insert additional rows as required>		
General comments		