

DFV Training Audit Questionnaire

This DFV Training Audit Questionnaire aligns to the beginning stages of applying the Framework.

The second step in a local training needs analysis is to understand how an organisation’s existing DFV training aligns with the Framework. The questionnaire below is a tool to help assess current training and any areas for additional training or adjustments to support DFV proficiency.

DFV Training Audit Questionnaire	Yes	No
Does the agency or organisation have a stated commitment to addressing DFV within their workforce and within their interactions or services provided to Queenslanders?		
Is there training or materials on DFV accessible within the organisation such as induction training?		
Is there training for staff and volunteers to understand their role in responding to DFV, including recognising risk and working as part of an integrated service system?		
Does existing training on DFV support participants to address unconscious bias, attitudes, and values to gender-based violence and promote behaviour change, through understanding: <ul style="list-style-type: none"> • drivers of violence towards women and girls • forms of DFV and coercive control, including physical and non-physical forms of abuse • understanding trauma, including vicarious trauma • understanding the DFV service system 		
Is there training on how to provide a culturally capable, victim-centred, trauma-informed response to a victim-survivor? Are there existing procedures and processes for staff and volunteers to access and use on the job, such as support to assess risk and conduct safety management planning?		
Are there processes for staff and volunteers to access and use on the job when engaging with persons using violence? Is there training on how to engage safely with persons using violence while still holding them to account? This applies equally to persons using violence within the workplace.		
Is there training on intersectionality, including how to engage sensitively and appropriately with First Nations peoples, people with disability, people from CALD communities, people from LGBTIQ+ communities and older people (among other groups)? Is an intersectional lens applied across other training and procedures?		

DFV Training Audit Questionnaire	Yes	No
Is there training on different types of trauma and how this may impact how victim-survivors and persons using violence engage with services? Does training support staff to respond in a trauma informed way that is relevant to their role?		
Is there cultural capability training to enhance understanding of issues specifically impacting First Nations peoples’ experiences of DFV? Does this include understanding impacts of intergenerational trauma and colonisation? Does it take a strengths-based approach?		
Is there training on the experiences of children and young people impacted by DFV?		
Is there training on understanding perpetrator tactics, such as systems abuse and image management?		
Is there training on DFV that is tailored for staff and volunteers operating across geographically dispersed regions in Queensland, including links to local referral pathways, if applicable?		
Is there training on listening and communication, including how to communicate with empathy?		
Is there training on DFV specifically tailored to: <ul style="list-style-type: none"> • people leaders? • organisational and system leaders? 		
Is there training for staff and volunteers to understand and support their own self-wellbeing? Is this supported by policies and procedures?		
Is DFV training delivered at regular, spaced intervals and not just on a one-off basis?		

Yes	If ‘Yes’ is selected, users can then check their materials against the learning objectives listed in the Framework (see section 5.1) to test for gaps.
No	If ‘No’ is selected, the Framework can support the development of training to meet this gap.

What you may need to do next... To understand what training and change management activities may be needed in your organisation, you should read the Framework and assess your needs using the supporting tools provided.