

Considerations for DFV and organisational good practice

Fact Sheet

This fact sheet is designed to enable reflection on current organisational strengths and opportunities for development in working with women with disability who are or may be experiencing DFV. All organisations are different, and this is not meant to be a tick box of what to do, but rather, an opportunity to reflect and consider what might be appropriate in the context of your own organisation. Use this tool to open discussion at a leadership level and with teams and to begin action planning with whole team engagement. Think about each point using the following three prompts:

1

We do this well now

2

We can build on our existing strengths to do this well

3

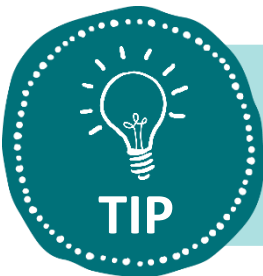
We can do better at this

Awareness & skills

- All staff are trained in basic recognising and responding to DFV.
- Staff inductions include the principles of the bystander approach.
- All staff have skills in DFV routine asking.
- All staff are trained in the safe use of technology when working with victims of DFV.
- All staff know how to access professional support if needed.
- All staff are aware of or trained in the QLD DFV Information Sharing Guidelines.



Next steps



The Disability and Domestic and Family Violence training and resources provide training, links and resources to assist organisations to achieve their goals in good practice responses to domestic and family violence.

Considerations for DFV and organisational good practice

Fact Sheet

Policy & procedures

- We have collaborative, documented work practices with DFV specialist services and these are promoted within the organisation.
- Our policies and procedures include DFV safety plans incorporated into all support planning activities.
- Support plans include the worker's role in contributing to the safety of DFV victims.
- Queensland DFV Information Sharing Guidelines are embedded into policies and procedures.
- Routine asking is built into contacts with clients (including intake processes).
- Warm referrals to DFV services are supported.

→ Next steps

Safety

- WHS assessments of client residences include DFV screening.
- Where there is known DFV in a person's life then a two-worker model of support is incorporated.
- An Emergency + or other safety app installed on mobile phones for all staff.
- Policies, procedures and practices include the provision of DFV specific debriefing and supervision for staff.

→ Next steps

Organisational structure

- There are clear guidelines for staff on the support they will receive when responding to people with disability experiencing DFV.
- There is a key DFV position or embedded responsibility within the organisation to support workers who suspect or recognise DFV, or who support safety planning with women with disability.
- There is a key position or embedded responsibility of a conduit to the NDIA for inclusion of DFV support planning.

→ Next steps