

GIPPSLAND INTEGRATED FAMILY VIOLENCE SERVICE REFORM STRATEGIC PLAN & REPORTING GRID (July 09 / JUNE 10)

Priorities / Expected Outcomes	Strategies / Actions for Gippsland	By Whom	Achievements / Progress to Date
<p>Priority 1</p> <p>Establishment of regional coordination and planning structure.</p>	<ul style="list-style-type: none"> • Continuous bi monthly meetings of Gippsland Integrated FV Service Reform Steering Committee '07 and Sub Regional Reference Meetings • Establishment of an Integrated FV Service Reform Plan '08 by each of the Sub Regional Reference Groups. Minimum of quarterly reporting to RSC including practitioners meetings • Establishment of Practitioner Group structure for Sub Regions. • After Hours Working Group to achieve recommendations for final report to Regional Steering Committee. • RIC to attend Sub Regional Reference group meetings and RIC, Chair and invited Gippsland agencies and stakeholders to attend relevant State, Regional and local meetings to promote the Integrated FV Service Reform Strategy. 	<p>Regional Steering & Sub Regional Reference Committees</p> <p>Sub Regional Reference Groups</p> <p>Sub Regional Reference Groups</p> <p>After Hours Working Group</p> <p>RIC & Chair</p>	

<p>Priority 2</p> <p>Working together to provide quality services for clients eg.</p> <ul style="list-style-type: none"> • Development of close working relationships between services for men and services for women & chn. • Interagency protocols • Arrangements for joint case work • Information sharing protocols • Agreements about resource sharing 	<ul style="list-style-type: none"> • Twelve month employment of FV Project worker to assist CRAF level 1 training across Gippsland to educate and train local GP's, nurses, teachers & allied health. Lobby to have more training re "TTT" to occur and additional Level 2 training. • Distribution of Gippsland Reference and Resource Manual. Work on additions eg MBCP, Indigenous and Children sections. Keep a comprehensive email database so update notifications can be sent. • Continue Implementation of Police Education Strategy to promote interagency protocols and processes. Police to participate in FV Partnership Agreement Forums and Focus groups for SAFER Project & Community Walk. Involvement in Koori FV Police Protocols Project and Media Awareness Campaigns. • Continued regular operation of Practitioner's groups to include family violence workers and local stakeholder services to promote networking and reinforce best practice. • Support and assistance, of the Men's Behaviour Change Program's. Implement one day workshops/ meetings for all Gippsland MBCP facilitators & team leaders to address current issues. Establishment of MOU's between MBCP's, with women's & chn's & relevant services including Courts & Corrections 	<p>RIC & Regional Steering Committee with input from all</p> <p>RIC with input from all</p> <p>RIC & Police Adviser for Gippsland</p> <p>Family Violence Network Groups</p> <p>Men's Behaviour Change Program's & Regional Steering Committee</p>	
---	---	---	--

<p>Priority 3 Development of Clear Referral Pathways and Intake Processes. Women & chn experiencing violence and men who use violence will enter service system via a range of pathways eg.</p> <ul style="list-style-type: none"> • FV Services, including indigenous Healing & Time Out services • Police & Courts • Child Protection services, Child First (Community based intake) and family services • Housing services • Health Services (including GP's, hospitals, maternal & Child health services & mental health services) • Other support services (including sexual assault services, victim support services, drug and alcohol services) 	<ul style="list-style-type: none"> • Twelve month employment of FV Project worker to roll out CRAF level 1 training across Gippsland to educate and train local GP's, nurses, teachers & allied health about FV and its effects. Lobby to have more training re "TTT" to occur and additional Level 2 training • Strengthen links between Gippsland indigenous and mainstream services including the Time Out and Healing Service. Documentation of Clear Referral Pathways and Intake processes. Update "No to Violence" cards to include additional indigenous services. • Distribution of Gippsland Reference and Resource Manual. Work on additions eg MBCP, Indigenous and Children sections. Keep a comprehensive email database so update notifications can be sent. • Continue the Police Education Strategy. Police to participate in FV Partnership Agreement Forums and Focus groups for SAFER Project & Community Walk. Involvement in Koori FV Police Protocols Project and Media Awareness Campaigns. • Strengthen the links between the FV Lawyer position managed by Gippsland Community Legal Service & the AFVP&LS with the FV services • Strengthen the links with the local courts, between the registrars and FV practitioners through the Sub Regional Reference groups and Practitioners networking meetings. 	<p>RIC & Regional Steering Committee with input from all</p> <p>Time Out & Healing Service, GEGAC, RIC and input from Sub Regional Reference groups</p> <p>RIC & Sub Regional Reference Groups</p> <p>RIC & Police Adviser for Gippsland, DHS Indigenous Manager</p> <p>Regional Steering Committee, RIC & Latrobe Sub Regional Reference group</p> <p>Sub Regional Reference groups Practitioners Groups & Regional Steering Committee, MBCP's & Women Chn's services</p>	
--	--	--	--

<p>Priority 4</p> <p>Continuous Improvement Strategies. Success and barriers for Integrated system eg</p> <ul style="list-style-type: none"> • Collecting and reviewing data including indigenous and other specific pop groups. • Collecting information about clients' experiences of the service system • Identifying cross – sector service issues and developing remediation strategies • Monitoring local service system characteristics • Sharing good practice models • Monitoring progress against work plan milestones 	<ul style="list-style-type: none"> • (After Hours) High Risk Crisis response –. Progress Report to RSC against report recommendations (25/05/08) from After Hours working party. Should include any additional identified issues & position of ongoing viability of this model by Sept RSC meeting. Follow up with DHS as required re future of After Hours response in Gippsland, including participation in the planning and implementation of the Koori FV Police Protocols Project. • Funded Family Violence services and key stakeholders to participate in the SAFER Project Focus groups and where appropriate the Community Walk Evaluation. • Investigate and establish an effective external consumer feedback system for both mainstream and indigenous consumers. • RIC to work with RAG's, DHS Regional Indigenous Coordinators & mainstream organizations to develop a checklist that will assist in making Indigenous clients feel comfortable and at ease when accessing mainstream FV organizations. 	<p>After Hours Working Group, Regional Steering Committee, Sub Regional Reference groups</p> <p>Sub Regional Reference Groups Mainstream & specialist services, Regional Steering Committee & RIC</p> <p>Sub Regional Reference Groups, Mainstream & specialist services, Regional Steering Committee & RIC</p> <p>RIC, DHS Indigenous Manager , Sub Regional Reference Groups</p>	
--	---	--	--

<p>Priority 5</p> <p>Access by Indigenous Victorians Working with Indigenous communities that may include:</p> <ul style="list-style-type: none"> • Training for mainstream staff in relation to cultural sensitivity • Monitoring of service access by indigenous clients • Actively seeking feedback from indigenous clients about their experience of the service system • Cultural audits of service delivery 	<ul style="list-style-type: none"> • Develop and implement an ongoing strategy that will identify education and training for local FV workers and stakeholders about working with indigenous clients and services including training for mainstream & specialist staff in relation to Gippsland cultural information and promotion of FV services to indigenous people to “enable and encourage access”. • Investigate and establish an effective external consumer feedback system for both mainstream and indigenous consumers. • RIC to attend, when invited, the East Gippsland Indigenous Regional Action Groups (RAG) and the Latrobe /Baw Baw (RAG) to improve communications and understanding between indigenous and non-indigenous service systems and to inform practice reform (etc). • RIC to raise issue with mainstream services about the need for FV services for indigenous clients in the South Gippsland/Bass Coast areas and liaison with DHS Indigenous Manager • RIC to work with RAG’s, DHS Regional Indigenous coordinators & mainstream services to develop a checklist that will assist in making Indigenous clients feel comfortable and at ease when accessing FV services 	<p>RSC & RIC, Time Out & Healing Services, GEGAC & All.</p> <p>Sub Regional Reference Groups, Mainstream & specialist services, RSC & RIC</p> <p>RIC, DHS Indigenous Manager</p> <p>RIC, South Gippsland /Bass Coast Sub Regional Reference group and funded FV agencies. DHS Indigenous Manager</p> <p>RIC, RSC, Sub Regional Reference groups, DHS Indigenous Manager</p>	

	<ul style="list-style-type: none">• Strengthen links between Community organizations & Mainstream auspice agents & project managers through the FV Community Initiative Funds	RIC, DHS Indigenous Manager, Sub Regional Reference Groups	
--	---	--	--

<p>Priority 6</p> <p>Access by Diverse Groups (CALD, Disability, Gay, Lesbian, Bisexual and Transgender Links with organizations such as the</p> <ul style="list-style-type: none"> • Immigrant Women’s Domestic Violence Service • Regional providers of services for people with a disability, and the • ALSO Foundation for gay and lesbian victims of family violence 	<ul style="list-style-type: none"> • RIC to work with Regional Mainstream Disability services to strengthen links and understanding of Family Violence including training for both sectors. Distribution of the Family Violence Reference and Resource Manual. Investigate the proposed strategies identified by the Victorian Women with Disability Network Advocacy Information Service. • Cultural & Linguistic diversity competency training with the Immigrant Women’s Domestic Violence Service including how to access an interpreter and information • Work with new and emerging communities and develop links with Settlement Committees. • Develop and reinforce links with the Gippsland Multicultural Service. Discuss possible training needs for their staff in identification of and responding to FV situations within their client base; referral pathways, etc. 	<p>RIC & Sub Regional Reference Groups, Regional Steering Committee</p> <p>RIC</p> <p>DHS, RIC & South Gippsland /Bass Coast & Latrobe Sub Regional Reference Groups</p> <p>RIC</p>	
---	--	---	--

<p>Priority 7</p> <p>Focus on Children and Young People. Child Protection to consult with FV services re the development of protocols with Child protection, Child First (Community based Intake) and Family Services</p>	<ul style="list-style-type: none"> • Education of the sector re documentation relating to Statewide and Gippsland agreements, processes and referral pathways between Child Protection , Child First and Family Services. • Distribution of Gippsland Reference and Resource Manual. Work on additions eg MBCP, Indigenous and Children sections. Keep a comprehensive email database so update notifications can be sent. • Development and reinforcement of protocols and processes between Family Violence, Child Protection, Child First, Police and Family Services through the Partnership Agreement Meetings, attendance at Statewide meetings and Forums as well as the conducting of two regional forums. • Establishment and operation of Practitioner’s groups to include family violence workers and local stakeholder services to promote networking and reinforce best practice. 	<p>Regionally / Sub Regional Reference groups & Practitioner networks, Police/Legal Services/Court</p> <p>Regional Integration Coordinator</p> <p>Gippsland Family Violence Partnership Agreement Working Party, RIC</p> <p>Sub Regional Reference Groups, MBCP</p>	
---	--	---	--

<p>Priority 8</p> <p>Developing Critical Linkages Respective theoretical frameworks and practice approaches need to be understood and articulated to negotiate effective working relationships. Priority sectors may include:</p> <ul style="list-style-type: none"> • Child Protection & Family Services • Housing services • Health Services 	<ul style="list-style-type: none"> • Continued uploading of new information to FV Website. The website to include the Gippsland FV Reference and Resource Manual with regular updates. Those with manuals will be directed to obtain their updates from the website • Review and revise the “ No to Violence “ Cards to include Indigenous & Child First contact nos. • Community Education events & Workforce training to be displayed on the FV Website. Specific. Training to be brought to Gippsland with needs prioritized through the RSC The event/training calendar to include locally developed initiatives as well as linking in with and promoting relevant International, National and Statewide community education activities, regionally and sub-regionally to ensure Gippsland representation and agenda/issues are being presented. • RIC to distribute Gippsland FV Reference & Resource Manuals to specialist Family Violence Services and Stakeholders eg Housing, Chn’s services and Health Services. • Funded Family Violence services and key stakeholders to participate in the SAFER Project Focus groups and the Community Walk Evaluation. • RIC, Chair & invited Gippsland FV agencies and Stakeholders to attend relevant State, Regional and local meetings to promote the Integrated FV Service Reform Strategy. 	<p>RIC</p> <p>RIC , Partnership Agreement Working Party, Sub Regional Reference Groups, Time Out and Healing Service & GEGAC</p> <p>RIC</p> <p>RIC</p> <p>Sub Regional Reference Groups Mainstream & specialist services, Regional Steering Committee & RIC</p> <p>RIC & Chair & relevant FV agencies & stakeholders</p>	
--	---	--	--

<p>Priority 9</p> <p>Workforce Development to Support Quality Services, a highly skilled & well supported workforce is critical to the delivery of quality services.</p> <p>Regional Committees & service providers develop a workforce strategy that includes recruitment strategies, staff support and supervision processes, identification of local training needs and strategies to share local expertise.</p>	<ul style="list-style-type: none"> • Immigrant Women’s Domestic Violence Service Cultural Sensitivity Training (CALD) • New & Emerging Communities Training (CALD) • Gippsland Indigenous Cultural Information to be presented at the Sub Regional practitioner’s groups. • Forum for showcasing Best Practice when working with Indigenous clients for indigenous and mainstream services. • RIC to work with RAG’s, DHS Regional Indigenous coordinators & mainstream organizations to develop a checklist that will assist in making Indigenous clients feel comfortable and at ease when accessing FV services • Twelve month employment of FV Project worker to roll out CRAF level 1 training across Gippsland. Lobby to have more training re “TTT” to occur and additional Level 2 training for Gippsland • Specific identified training and professional development to be delivered in Gippsland with needs prioritized through the RSC • Support change management to assist agencies with the FV Integrated Service Reforms, strengthening the system and knowledge of processes, referrals and strategies and share local expertise, through the Sub Regional Reference and Practitioner groups. 	<p>RIC</p> <p>DHS & RIC</p> <p>RIC, Sub Regional Reference groups & DHS Indigenous Manager</p> <p>RIC</p> <p>RIC, DHS Indigenous Manager, Sub Regional Reference Groups, Time Out and Healing Service, GEGAC, FV Funded Services</p> <p>RIC & Chair</p> <p>RIC</p> <p>Sub Regional Reference Groups, Practitioner’s networks, Regional Steering Committee & RIC</p>	<p>.</p>
--	---	---	----------

	<ul style="list-style-type: none">• Continued investigation and support of initiatives to strengthen the MBCP workforce.• Continued investigation and support of initiatives to strengthen the Disability sector.	Sub Regional Reference Groups, Practitioner's networks, Regional Steering Committee & RIC	
--	--	---	--