



Australian Government

Department of Education, Employment and Workplace Relations

CHCDFV812B Assist users of domestic and family violence to accept responsibility for their behaviour

Release: 1

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Modification History

Not Applicable

Unit Descriptor

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This unit focuses on the knowledge, skills and attributes which are used to ensure that the worker adopts a stance where the established basis for the intervention is the safety of people experiencing domestic and family violence with the recognition that users of family domestic violence are solely responsible for their behaviour and that they can choose to relate respectfully to partners and children. The worker's primary role is assisting users of family domestic violence to accept their responsibility to cease all forms of violence and abuse, accept the consequences of their behaviour and understand the impact of this behaviour on those experiencing their abuse and themselves.

Application of the Unit

Application

This unit of competency applies to community services work which may involve domestic and family violence and which requires an advanced level of skills and knowledge.

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Not Applicable

Employability Skills Information

Employability Skills

This unit contains Employability Skills

Elements and Performance Criteria Pre-Content

Elements define the essential outcomes of a unit of competency.

The Performance Criteria specify the level of performance required to demonstrate achievement of the Element. Terms in italics are elaborated in the Range Statement.

Elements and Performance Criteria

ELEMENT

1. Assess the users of family domestic violence motivation for change

PERFORMANCE CRITERIA

- 1.1 Explore thoroughly with the user of family domestic violence their *understanding and history* of how they came to be currently involved in contact with the worker/service/agency
- 1.2 Engage the user of family domestic violence to explore their current dominant *internal and external motivations* for change
- 1.3 Use questions to explore blame, minimisation and denial in order to analyse the user of family domestic violence level of ownership of responsibility for use of violence and abuse
- 1.4 Examine steps that may have been taken and/or future plans to determine the extent to which they support the users of family domestic violence choice to act in respectful ways
- 1.5 Examine intensively and thoroughly the user of family domestic violence commitment to partner and children's safety and their willingness to comply with court orders

ELEMENT

PERFORMANCE CRITERIA

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| 2. Assist the user of family domestic violence to develop awareness of the choices they can make concerning 'their behaviour | 2.1 Contrast the users of family domestic violence understandings of the impact of violence and abuse with their goals for change
2.2 Assist the user of family domestic violence to understand the impact of their violence and abuse on children and partners
2.3 Explore the user of family domestic violence's beliefs, thoughts and decisions to assist them to develop an understanding of how they contribute to their behaviour
2.4 Assist user of family domestic violence to recognise a range of choices and outcomes that are non-oppressive and non-violent
2.5 Demonstrate respect for potential for change of users of family domestic violence and reflect this in all interactions |
| 3. Monitor and evaluate the users of family domestic violence's change | 3.1 Establish a contract with the user of family domestic violence to employ choices and strategies that are non-oppressive and non-violent
3.2 Assess change in user of family domestic violence by their self-reporting, others' experience of their behaviour and worker observation
3.3 Evaluate change in the user of family domestic violence using procedures that are consistent with the goals of intervention
3.4 Intensively analyse information from a range of <i>stakeholders</i> to assess and monitor progress against goals |
| 4. Critically reflect on own interactions and behaviour within the intervention | 4.1 Regularly undertake supervision including peer observation and review of work practices to obtain <i>feedback on performance</i>
4.2 Monitor and assess risk to own safety throughout the intervention and report any threats to personal safety according to agency/organisation policies and procedures
4.3 Identify and act upon any practices that may diminish the users of family domestic violence's attempts to take full responsibility for violence and abuse.
4.4 Participate in on going activities to maintain competence including evidence-based, good practice approaches to working with users of family domestic violence |

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This describes the essential skills and knowledge and their level required for this unit.

Essential knowledge:

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

These include knowledge of:

- Theory relating to domestic violence
- Social justice theory relating to domestic violence
- Criminal justice system
- Masculinities and dominant cultures
- Human and social development
- Integrated violence intervention models

Essential skills:

It is critical that the candidate demonstrate the ability to:

- Apply counselling skills/intervention models
- Demonstrate skills in documentation including report writing
- Conduct liaison and consultation with women's domestic violence workers
- Undertake group work facilitation
- Demonstrate cross-cultural skills
- Undertake contemporary research

Evidence Guide

EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the

EVIDENCE GUIDE

Assessment Guidelines for this Training Package.

Critical aspects for assessment and evidence required to demonstrate this unit of competency:

This unit requires a demonstrated ability to work with users of family domestic violence to assist them to individually acknowledge their responsibility for their violent and abusive behaviour

In particular, evidence must be obtained on the ability to:

- Critically assess a user of family domestic's motivation for change
- Promote the user's sole responsibility for their violence and abuse and an awareness of the impact of this behaviour on children and partners
- Facilitate processes that enable the user of family domestic violence to make choices about changing thinking and behaviour
- Monitor and critically evaluate changes in the light of information from a variety of sources
- Evaluate and critically self reflect on the impact of the worker's actions throughout the intervention process
- Maintain an evidence-based, good practice basis for working with users of violence and abuse

Access and equity considerations:

- All workers in community services should be aware of access, equity and human rights issues in relation to their own area of work
- All workers should develop their ability to work in a culturally diverse environment
- In recognition of particular issues facing Aboriginal and Torres Strait Islander communities, workers should be aware of cultural, historical and current issues impacting on Aboriginal and Torres Strait Islander people
- Assessors and trainers must take into account relevant access and equity issues, in particular relating to factors impacting on Aboriginal and/or Torres Strait Islander clients and communities

EVIDENCE GUIDE

Context of and specific resources for assessment:

Evidence will be determined by selection from the Range Statement, justified in terms of work requirements, work roles and responsibilities and occupational specialisations
Resources may include:

- Literature and information relating to the theory and practice of providing integrated domestic violence services and interventions for users of violence and abuse
- Internet resources
- Agency/organisation policies and procedures
- Literature and information relating to the legislative and criminal justice system in relation to domestic violence
- Access to interventions for users of family domestic violence and abuse

Method of assessment:

- Evidence for assessment of competence may be gathered by appropriate combination of the following:
 - demonstration of competency within the working environment in delivering services to clients living with and affected by family domestic violence
 - realistic simulations, projects, previous relevant experience or oral questioning on 'what if?' scenarios
 - observation of processes and procedures, oral and/or written questions on essential knowledge and skills and consideration of required attitudes
 - where performance is not directly observed and/or is required to be demonstrated over a period of time and/or in a number of locations, any evidence should be
 - authenticated by colleagues, supervisors, clients or other appropriate persons

Range Statement

RANGE STATEMENT

The Range Statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Add any essential operating conditions that may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts.

Understanding and history of user of family domestic violence may include, but not be limited to, a range of issues to be explored including:

- The user blaming, minimisation and denial of their actions
- The user attributions of responsibility for their behaviour
- The user ideas in relation to provocation
- The location of the user's violence as a choice, not psychological limitations, illness, stress, a life crisis or substance abuse
- The user's minimisation and inconsistencies with other accounts about their use of violence and abuse (e.g. reports pushing partner when police or partner report criminal assault)
- The user's minimisation of the history, existence, seriousness and frequency of violent actions
- The user's minimisation of the impact of their violence/abusive behaviour

RANGE STATEMENT

Internal and external motivations can include: Internal:

- feelings of shame, guilt, remorse, regret, frustration, sadness, etc
- manipulative and coercive behaviour for resumption of relationship with partner, and/or children
- preference for non-violent and respectful relating with others
- desire to break historical patterns in family of origin
- desire for personal change and development

External:

- pressures/coercion from statutory authorities (e.g. prison)
- loss of relationship
- community/family/cultural/religious pressures/status (e.g. employment, social standing)

Stakeholders may include:

- Woman/child's domestic violence caseworker
- Police officers
- Correctional service workers
- Police prosecutors and prosecutors
- Family law court personnel
- Other family members
- Health workers/medical practitioners
- School teachers

Feedback on performance may include:

- Impact of this work on workers
- Practice of power, control and levels of respectful practice between workers and clients
- Levels of respect shown to issues of individual and cultural diversity
- Gendered patterns of relating between workers and clients
- Evidence of participation in accountability processes

Unit Sector(s)

Not Applicable