



Australian Government

Department of Education, Employment and Workplace Relations

CHCDFV814B Establish change promoting relationship with users of domestic and family violence and abuse

Release: 1

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Modification History

Not Applicable

Unit Descriptor

Unit Descriptor

This unit focuses on the quality and nature of the relationship that the worker establishes with the user of domestic and family violence

This relationship creates the context for the intervention

The relationship needs to be constructed within a framework that promotes the users of domestic and family violence responsibility, accountability, self-agency and direction towards change while maintaining a focus on the safety of others

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

PERFORMANCE CRITERIA

1. Establish the users of domestic and family violence willingness to address their violent and abusive behaviour

- 1.1 Utilise questioning to explore how the user of domestic and family violence understands and locates the responsibility for their violence and abuse
- 1.2 Encourage the user of domestic and family violence to recognise the advantages of behaving in ways that are non-violent and non-abusive
- 1.3 Explore the users of domestic and family violence aspirations for future relationships in order to examine how their violence undermines fulfilment of those aspirations
- 1.4 Characterise all interactions with the user of domestic and family violence with respect, honesty and a concern for children and partner safety and in accordance with agency/organisation policies and procedures

ELEMENT

PERFORMANCE CRITERIA

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| 2. Establish a clear focus on the users of domestic and family violence behaviour and their responsibility for change and the parameters and conditions under which the intervention will take place | 2.1 Acknowledge and challenge as the priority/focus for change the users of domestic and family violence understanding of the problems their violent and abusive behaviour cause
2.2 Establish a written contract for the intervention which clearly focuses on the users of domestic and family violence responsibility for their use of violent and abusive behaviours, the potential for change and the priority of the safety of children and partners
2.3 Clarify and agree on expectations for mutually respectful behaviours and use of language, including challenging by the worker |
| 3. Engage in reflective practice to minimise potential for collusion | 3.1 Enact and maintain accountability <i>processes</i> throughout the intervention process
3.2 Recognise, resist and challenge instances provided by the user of domestic and family violence for collusion
3.3 Examine own practices with the user of domestic and family violence for their potential to replicate dominant behaviours
3.4 Examine own values and attitudes towards constructions of gender to determine the potential for collusion with the users of domestic and family violence account of their use of violence and abuse
3.5 Maintain processes that ensure gender accountability between workers |
| 4. Establish practices which are sensitive to and respectful of diversity in the users of domestic and family violence experience without compromising the safety of children and partners | 4.1 Establish and maintain practices and strategies that are sensitive to the users of domestic and family violence experiences in relation to membership of a minority culture or experiences of injustice
4.2 Acknowledge respectfully the users of domestic and family violence experiences of injustice, victimisations, prejudice or discrimination while also ensuring that any attribution of causality or responsibility for abusive practices to these experiences is challenged
4.3 Assist the user of domestic and family violence to seek and acknowledge evidence of respectful, just and equitable values and practices in their culture |

ELEMENT

PERFORMANCE CRITERIA

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| 5. Provide opportunities for the user of domestic and family violence to plan, initiate and monitor changes | 5.1 Encourage the user of domestic and family violence to make and implement realistic plans to cease all forms of violent and abusive behaviour |
| | 5.2 Provide opportunities for the user of domestic and family violence to demonstrate their <i>responsible and respectful behaviour</i> |
| | 5.3 Encourage the user of domestic and family violence to establish and maintain active involvement in ongoing networks of support for responsible and respectful behaviour |

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:

- Understanding contemporary practices and theories of domestic violence
- Gender analysis of domestic violence
- Tactics and politics of abuse
- Restrictive constructions of masculinity
- Theories of change
- Relevant legislation
- Agency policies/protocols
- Supervision and debriefing models
- Worker self knowledge including own biases

Essential skills:

It is critical that the candidate demonstrate the ability to:

- Demonstrate awareness of potential for collusion with the client group
- Demonstrate respectful practices

REQUIRED SKILLS AND KNOWLEDGE

- Undertake mixed gender co-facilitation
- Challenge the user of domestic and family violence
- Engage the user of domestic and family violence

In addition, the candidate must be able 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 the ability to:

- Undertake risk assessment
- Use effective group facilitation

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 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 user of domestic and family 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 users of domestic and family violence motivation for change
- Promote the users of domestic and family violence sole responsibility for their violence and abuse and an awareness of the impact of this behaviour on other people
- Facilitate processes that enable the user of domestic and family 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

EVIDENCE GUIDE

- 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

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 violence and abuse

EVIDENCE GUIDE

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 domestic and family 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.

Instances provided by the user of domestic and family violence may include:

- Minimisation of their violence and abuse
- Justification for their use of violence and abuse
- Beliefs and attitudes about gender and the use of violence and abuse

RANGE STATEMENT

Accountability processes refers to processes that facilitate open and transparent review of a user of domestic and family violence actions and the intervention that can be subject to review by legitimated others and are directed to:

- Partners and children's experience of domestic violence
- Current knowledge about the experience of domestic violence on all persons in the community who have been abused or are vulnerable to violence and abuse
- Agencies/organisations that represent and assist people subject to violence and abuse
- Statutory agencies/organisations that address domestic violence including the criminal justice system
- Funding agencies/organisations that support intervention programs

Responsible and respectful behaviour by the user of domestic and family violence may include, but is not limited to:

- Self responsibility
- Self reliance
- Self confrontation
- Separateness/independence from partner

Unit Sector(s)

Not Applicable