

18/727 - Domestic and Family Violence Frontline Worker Training Strategy

Summary of Impacts

- The impacts of Domestic and Family Violence (DFV) on women, children, and families are wide-ranging, including early death, permanent disability, long and short-term physical and psychological illness, homelessness, poverty, alcohol abuse and others. Addressing DFV through the Frontline Worker Training Strategy (FWT Strategy) which includes a common Risk Assessment Framework (RAF) will have a range of positive impacts for the ACT community, especially children recovering from trauma and victims rebuilding their lives.
- Through the FWT Strategy, the ACT Public Service (ACTPS), particularly staff in frontline services, will be able to recognise and respond appropriately to people impacted by DFV, enabling them to have better access to services that fit their specific needs.
- This not only enhances social inclusion and sense of wellbeing in the community, prevention and early intervention of DFV incidents will also potentially lower crime and burden on the justice system in the long term.
- The FWT Strategy addresses the gendered nature of DFV with women being the majority of victims. Improved awareness of the issue overall and the skills to recognise and respond to DFV can be applied to victims and perpetrators of all genders.
- Funding has been applied to commence training in 2018-19. Funding is currently being sought to complete delivery of the FWT Strategy across the ACTPS over the four years until 2022-23. There will be recurrent costs beyond 2022-23 for refresher or training of new staff.
- The cost of lost productivity to the Australian economy due to domestic and family violence is estimated to be about \$22 billion, annually (PwC 2015, KPMG 2016). Improving the prevention, early intervention, crisis and recovery response of the domestic and family violence system through the Safer Families Frontline Worker Training Strategy can therefore be expected to have productivity benefits.
- The FWT Strategy will develop a consistent and shared understanding of DFV in ACT. In addition, a common RAF will equip workers in the ACTPS with the knowledge and skills to respond to DFV in the workplace and within the community.
- There are no anticipated environmental impacts.

Key to impacts: Red – negative, Blue - neutral and Green - positive.

Social

Justice and rights

- The impacts for people who will benefit from FWT in the ACT are intended to be:
 - families experiencing violence who are seeking alternative pathways to safety can stay together and receive culturally-appropriate support;
 - victims who are isolated are helped to manage or leave violence by services equipped to identify their needs;
 - children impacted by domestic and family violence are kept safe and recover from the impacts of trauma;
 - victims trying to escape do not experience systems abuse;
 - families at risk receive a service response early so the violence does not escalate;
 - people experiencing domestic and family violence are able to have their full needs met by a connected system; and
 - victims rebuilding their lives have their financial, housing and psychological needs met.
- Through FWT Strategy, the ACTPS, especially frontline workers, will be able to recognise and respond appropriately to the above groups of people so that they access to services that fit their specific needs, whether it is awareness or education of the issues and available services, for prevention or early intervention, or direct crisis response.
- This increases their sense of wellbeing, social connectedness and inclusion in the ACT community while protecting their right to be safe from harm.
- There are positive impacts on the various cultural and social groups in our community as the FWT takes cognisance of these groups who are impacted by domestic and family

	<p>violence and face barriers in getting the required support. The training underscores the need to respond in a culturally and socially sensitive manner.</p> <ul style="list-style-type: none"> • With the FWT Strategy, there will be greater awareness of DFV and the appropriate responses especially towards early intervention. It is therefore envisaged that there will be long term positive impact towards lowering crime and corresponding burden on the justice system.
Gender Impacts	<ul style="list-style-type: none"> • The FWT Strategy addresses the gendered nature of DFV against women. While the approach may appear to be focused on women, it addresses the issue for majority of victims. Also, awareness of the issue overall and the skills to recognise and respond to DFV can be applied generically for victims of all genders.

Economic

ACT Government Budget	<ul style="list-style-type: none"> • As part of the Safer Families 2016-17 budget, \$770,000 over three years was allocated for training frontline workers. The budget allocation from 2016-17 was re-profiled until 2018/19 to allow for the development of a comprehensive training strategy to ensure the sustainable uplift in capability of the ACTPS workforce to effectively respond to people impacted by domestic and family violence. • The \$770,000 is being utilised for the development and testing of the training packages, as well as the development of an evaluation and reporting framework. • The remainder of the funds will be used to support directorates to accelerate the initial roll out of training delivery in 2018-19. • Funding is currently being sought to complete delivery of the Frontline Worker Training Strategy across the ACTPS over the four years from 2019-20 until 2022-23. • There will be recurrent costs beyond 2022-23 for refresher or training of new staff.
Productivity and Innovation	<ul style="list-style-type: none"> • The cost of lost productivity to the Australian economy due to domestic and family violence is estimated to be \$22 billion, annually (PwC 2015, KPMG 2016). • Lost productivity due to domestic and family violence includes the opportunity cost to victims and perpetrators being unable to attend work due to death, illness or imprisonment. Employers also incur a cost, from paying for leave, to undertaking administration processes. • Improving the prevention, early intervention, crisis and recovery response of the domestic and family violence system through the delivery of FWT and common RAF can therefore be expected to have productivity benefits.
Skills and Education	<ul style="list-style-type: none"> • With the FWT and common RAF, a consistent language and shared understanding of DFV in ACT will equip workers with the knowledge and skills to respond to DFV in the workplace in within the community.

Environmental

Nil impact.