

Nāu te rourou, nāku te rourou, ka ora ai te iwi
With your food basket and my food basket the people will thrive

The team at the Joint Venture Business Unit would like to invite you to give your feedback on two prototype tools developed to support the specialist family violence sector. These are the Family Violence Specialist Organisation Standards (SOS) and the Family Violence Entry to Expert Workforce Capability Framework (E2E). We are seeking wide engagement to ensure that voices from across Māori organisations, the family violence and sexual violence sectors, communities and government are included in these resources.

The Joint Venture is made up of 10 government departments, informed by the sector, charged with eliminating family and sexual violence and sitting in the Minister for the Prevention of Family and Sexual Violence, Hon Marama Davidson's portfolio. One of the key tasks in this task is the development of the family violence and sexual violence workforce and organisational capability.

Horopaki (context)

The Government is committed to ensuring Aotearoa New Zealand has a strong and sustainable specialist family violence sector which can meet current and future needs. Developing a diverse, capable and sustainable specialist family violence workforce provides consistent, safe, culturally appropriate and effective responses to victims, people who use violence, and their families and whānau. This requires organisations (government and non-government) and practitioners to have a shared analysis of family violence and sexual violence, trauma and to be culturally competent. This allows for tailored responses that meet the needs of people and their whānau, including their history, culture and situation.

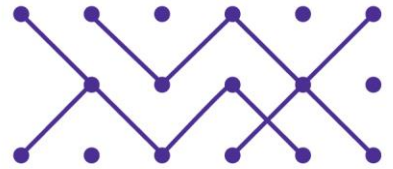
In order to support this shared analysis and understanding, the Government has worked alongside the wider specialist family violence sector to develop frameworks and tools. This work has included the development of the Workplace Capability Framework for Family Violence, Sexual Violence and Violence within Whānau developed by the Workforce Capability Framework Design Group in 2017.

This resource and ongoing feedback from the sector have resulted in the development of the draft Family Violence Specialist Organisation Standards (SOS) and the draft Entry to Expert Workforce Capability Framework (E2E) in 2019.

The Specialist Family Violence Organisation Standards (SOS) are focused on lifting the capability of specialist family violence practitioners. The standards are intended to promote 'ongoing development of, and reflection on, safe, holistic and effective specialist organisational practice' (SOS).

The Entry to Expert Framework (E2E) defines family violence workforce capabilities at different practice levels: from foundational to expert. The capabilities will inform practice and development of family violence practitioners in order to provide a well-informed specialist workforce and support the start of a FV practitioner career pathway.

These tools were developed by the Progressive Design Group established by the Joint Venture and included representatives from the diverse specialist FVSV workforce. In 2020, the SOS and E2E were further refined and adjusted by the Joint Venture to reflect the desire for shared



language and to prepare the tools for implementation across the sector. The changes to the draft E2E included changing the original reflective questions to capabilities and the addition of foundational capabilities.

At present the Social Services Accreditation (SSA) Framework is being reviewed in its entirety. Core elements of the new framework include foundational standards and specialist standards that will replace the current SSA levels. It is proposed that the new framework will have a dedicated segment for family violence. The Family Violence Specialist Accreditation Standards will be significantly informed by the SOS.

SSA will be consulting on this proposal during the first half of 2021 and the SSA Family Violence Specialist Standards and foundational standards will be completed after the SOS and E2E engagement process has ended in June 2021. The aim is to reduce duplication and ensure alignment and flow between the SSA Family Violence Specialist Standards, SOS and the E2E.

We are reaching out to invite you to give your feedback on the SOS and E2E and how they could be improved. We are asking you to read the two prototype tools and provide feedback in a survey. The survey is anonymous unless you would like to add your name. Additionally, if you would like us to organise a face-to-face/online meeting with you, or hui with your organisation, please contact us and we will try to organise this.

Please complete the questionnaire by the COB Thursday 6th May.

Focus and scope of this engagement:

In order to honour the work of the Progressive Design Group in developing these tools, the scope of this engagement will focus feedback on the core components of these tools – that is, the standards and capabilities. For example, your feedback would be appreciated if you think the standards or capabilities are misplaced or the language could be misinterpreted, particularly around issues of safety.

If you would like to provide your email address within the survey, we will send you the key themes from the feedback. We will also make these key themes available through sector networks.

This engagement process is scheduled to be completed in May 2021. Once the tools are finalised, they will be available for use by organisations by August 2021.

Ngā mihi

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