



FAMILY VIOLENCE AOD COMMUNITY OF PRACTICE

Annual Survey Report 2021

02/12/2021

For more information regarding this report,
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Background

The annual Family Violence AOD Community of Practice (FV AOD COP) survey ran from 14 October 2021 to 10 November 2021. Designed for the AOD workforce, we surveyed AOD clinicians, practitioners, team leads, managers and CEOs, utilising VAADA's COP distribution list, the Managers/CEOs list, and the Specialist Family Violence Advisers.

The survey was divided into five sections:

1. Demographics
2. Community of Practice
3. MARAM Alignment
4. MARAM Training
5. MARAM Feedback

We had 50 respondents to the survey, though not every respondent answered each question.

The following report is a summation of the survey's qualitative and quantitative findings. Where possible, the total number of respondents will be listed for each question, denoted as N=x, where X is the number of respondents for that question.

1 Demographics

What best describes your job type or title? (N = 50)

- 46% - practitioner/clinician (23)
- 32% - team lead/manager (16)
- 2% - director/CEO (1)
- 20% other (10)
 - Including; specialist family violence advisers, TAFE teacher, trainer, project worker

Which part(s) of Victoria do you represent in your work? (N=50)

- 56% - metropolitan (28)
- 34% - regional (17)
- 10% - rural (5)
- 12% - statewide (6)

2 Community of Practice

Which areas of Family Violence and/or your own work would a Community of Practice event be most useful on? (select all that apply) (N=42)

- 86% - The relationship between AOD and FV (36)
- 79% - working with people who use FV (33)
- 74% - working with VS (31)
- 50% - applying an intersectional lens (21)
- 50% - a focus on First Nations clients (21)
- 50% - Information sharing schemes (21)
- 45% - embedding MARAM to organisational policies and practices (19)
- 43% - a focus on culturally and linguistically diverse clients (18)
- 40% - working with children affected by FV (17)
- 36% - a focus on LGBTQI clients (15)
- 36% - a focus on clients living with disabilities (15)
- 31% - a focus on youth (13)
- 29% - managing stress and emotional labour (12)
- 24% - financial abuse (10)
- 21% - elder abuse (9)
- 9% - other (4)
 - Sector wide collaboration, Mental health

Please provide more detail on any of the answers you selected for Q3 if needed

Key themes and ideas that emerged from this question were:

- How an AOD lens can be applied to FV definitions and identifications – for example, substance use as a form of coercion, drug related sexual violence and exploitation, using substance use to restrict freedoms or contact to peers/family.

- Better understandings of the Specialist Family Violence Services – what support they offer, how they triage
- The intersection of child wellbeing, FV and AOD
- The intersection of mental health, FV and AOD
- Working collaboratively with other services

Which day of the week would attending COP events suit you most? (N=41)

- Monday (13) – 32%
- Tuesday (15) – 37%
- Thursday (17) – 41%
- Friday (19) – 46%
- Wednesday (21) – 51%

What time would attending a COP event suit you most? (N=39)

- Morning (27) – 69%
- Lunch (11) – 28%
- Afternoon (14) – 36%

What length of time would a COP event suit most? (N=41)

- 1 hour (18) – 44%
- 1.5 hours (19) – 46%
- 2 hours (4) – 9%

What other COP resources would you find useful to support your understanding of family violence?

Suggestions included: further resourcing and training for safety planning; reflective practice examples; case studies and examples; fact sheets; interactive sessions for knowledge and skill sharing; relevant readings

3 MARAM Alignment

Please indicate how strongly you agree with the following statements, where 1 is “Strongly disagree” and 5 is “Strongly agree” (N=40)

The results are presented as weighted averages, where 1 is “strongly disagree” and 5 is “strongly agree.” The results have been ordered from most confident statement to least confident statement.

	TOTAL–	WEIGHTED AVERAGE–
I have a clear understanding of my role and my responsibilities under the MARAM alignment	40	4.05
I know where I can access support for working with the MARAM framework	40	4.00
I feel confident in applying an intersectional lens to my work	40	3.95

I feel confident in applying MARAM to my day-to-day responsibilities (including working with clients and other organisations)	40	3.80
I feel properly supported by my organisation throughout the MARAM alignment	40	3.80
(leads/managers/CEOs only) I feel confident in aligning my organisation's policies and procedures to MARAM	26	3.73
I feel I have been properly trained to understand and apply the MARAM framework	39	3.72
(leads/managers/CEOs only) I feel I am equipped to help my staff manage their cases under the MARAM alignment	26	3.69

How could the COP better support you in your understanding of MARAM, and aligning MARAM to your work practices?

Suggestions included; clear and consistent messaging around FV and MARAM; highlighting an intersectional lens to practice; best practice frameworks, models and case studies; exploring processes and procedures with aligning policy to MARAM framework; how to support staff working with FV under MARAM; transparency around how other agencies are aligning to MARAM; help navigating the MARAM resources on the website; reminders/refreshers of the framework

4 MARAM Training

Which MARAM Training have you completed so far? (select all that apply) (N=38)

- CFECFW: Brief and Intermediate Level Training for Mental Health, AOD, and Homelessness workforces (20) – 53%
- DVRCV: Brief and Intermediate – Virtual (19) – 50%
- DVRCV: Leading MARAM Alignment – Virtual (12) - 32%
- DVRCV: Comprehensive (CRAF to MARAM) (12) - 32%
- DVRCV: Screening and Identification – Virtual(11) - 29%
- Other (8) - 21%
- SHRFV Modules (4) – 11%
- I have not completed any MARAM training but previously did CRAF trainings (1) – 2%
- I cannot remember which training(s) I have completed (1) – 2%
- I have not completed any training yet

What would you like to see future training include?

Suggestions included; A breakdown of each section of the MARAM tools; Practice considerations – how to ask the questions; Practical applications of using the Risk Assessment Tools; Safety planning; Keeping children in view; Working with adults who use violence; Negotiating risk when client doesn't see the risk themselves; Collaborative practice and working alongside other agencies; Information sharing – with examples; Clarity around where resources are and when to use them

5 MARAM Feedback

To what extent is MARAM currently being used in (N=35)

The results are presented as weighted averages, where 1 is “strongly disagree” and 5 is “strongly agree.”

	TOTAL–	WEIGHTED AVERAGE–
your own practice	28	3.46
In your agency/organisation	35	3.54

Please identify any issue(s) you’ve had with the MARAM alignment in your, or your organisation’s, work. Write as little or as much as you need to describe your experience.

Suggestions included; insufficient time and resourcing; organisations resistant to updating procedures to incorporate a FV lens; difficulties in staff accessing relevant training; impacts of COVID – financial and emotional; lack of communication; limited support to implement and develop policies and procedures; lack of specialised training for AOD sector; No support for VS with AOD in their story – denial of service; working remotely results in less overall support and contact with FV services.

Recommendations

Drawing from the survey's findings, key recommendations have been highlighted under each surveyed section.

Community of Practice

1. The most popular FV issues/themes identified from the survey were:
 - a. The relationship between AOD and FV
 - b. Working with adults who use family violence
 - c. Working with victim survivors
 - d. Applying an intersectional lens
 - e. A focus on First Nations clients
 - f. Information Sharing Schemes
2. Wednesday was the most popular day of the week for COP events
3. Morning was the most popular time for COP events
4. 1.5 hours was the most popular length of time for COP events

Recommendations

1. We will aim to organise COP events for Wednesday mornings (10am), for 1.5 hours.
2. We will look to run COPs based on the most popular issues identified. If an event is not suitable we will aim to create other resources for this issue/theme.

MARAM Alignment

1. Results show that most feel confident in understanding their roles and responsibilities under MARAM, but perhaps struggle to find support through their agency, their training providers, or align their daily practices to MARAM.
2. Questions directed specifically to managers, team leads and CEOs also yielded the lowest scoring results, suggesting that more work needs to be administered in supporting these AOD job types.
3. Results will be used as baseline measurements, with the aim of improving these scores at the next annual survey.

MARAM Training

1. Training was varied, but most participants had completed the Brief and Intermediate run by the Centre for Excellence.
2. No one had not completed any training.
3. Qualitative results showed a demand for more attention and focus to be placed on the MARAM tools, including; risk assessments, safety planning, information sharing, and collaborative practice. Survey participants wanted greater clarity of where the resources are located and when specifically to use them.

MARAM Feedback

- Quantitative scores showed that greater work needs to focus on MARAM alignment – in practices and policies - for both individual workers and their agencies individuals. These scores will be the baseline, with an aim to improve for next year.
- Qualitative results showed issues largely out of our control (e.g. insufficient time/resourcing, COVID impacts) in addition to areas that VAADA could work to improve on (specialised efforts to regional services, communication, supporting management).