

**Chisholm Institute submission to the Victorian Royal Commission on  
Family Violence on Educational Programs Addressing Violence against  
Women.**

**(prepared by Dr Stephen Fisher)**

**Summary**

The Family Violence sector is growing, becoming more complex with greater demands. Its workforce is disparate from a range of discipline areas and levels of knowledge within the workforce appear to be less than optimal to provide best support to women. Most current training is very short, ad hoc and not coherent. There are currently national competencies for family violence however they are inadequate to provide appropriate quality education and training.

Therefore, there is an urgent need to support the development and provision of specialist in-depth, accredited education for experienced and senior staff within the family violence sector.

**Chisholm**

*Chisholm Institute is the largest provider of education and training services in the south east metropolitan and peri-urban region of Melbourne. Chisholm's educational provision encompass many industry sectors but the institute has developed a special focus on and expertise in health and community services. The courses range from Certificate II through to Graduate Diploma levels. The quality of Chisholm's courses for students is underpinned by significant consultation with and advice from industry, community and government stakeholders. Family Violence Work is one of the areas in*

*which Chisholm has developed particular consultation networks and educational expertise.*

## **Overview of Current Domestic Violence Workforce and Education**

As recognised by the Royal Commission, the issue of men's violence against women has become chronic and endemic in our society. Women who are subjected to abuse and control utilise a broad range of community services and it is crucial staff employed by these are skilled to identify the signs of women's entrapment, and know how to effectively advocate for and provide services to women. Workers come from a broad (and disparate) range of sectors including: social work, counselling, ambulance and hospital, sexual assault centres, women's refuges, mental health support, women's health centres, child & family health services, child protection, legal and paralegal organisations, CALD community centres, courts, local government and police services. This includes a very substantial number of employees. In terms of social workers, in 2006 there were 12,441 up in 2011 to 16,915 representing a massive 36.0% increase. Also worth noting is that in 2011, more than 4 in 5 (87%) of workers in community services occupations were women. According to the (Australian Institute of Health and Welfare, 2013), the Department of Education, Employment and Workplace Relations has projected that community services industries will grow by 6% to 33% (depending on the specific industry) between 2012 and 2017, compared with 7% growth for all industries.

Included the work of the generalist public service are those working in the specialist third sector, whose profession it is to provide specialist services to victims of men's violence and sexual violence. It is paramount that they are expert, offering the highest

standard of care and working in services providing strong leadership. (Woodhead et al., 2002) note that

‘Professionalism’ within the context of government funded services for victims of interpersonal violence has increasingly come to be understood as the possession of a specific body of knowledge and understanding gained through either a relevant tertiary qualification or through combining a competency-based training course with ‘on the job’ experience.

In terms of tertiary education offerings<sup>1</sup> Swinburne University is the only<sup>2</sup> university to offer a course dedicated to the sector, offering a Graduate Certificate in Violence Risk Assessment and Management. The course, however, is focussed narrowly on supporting violent perpetrators. Deakin University offers a unit, Addressing Violence and Abuse as part of its Master of Social Work Professionally Qualifying program. And RMIT University has a similar elective unit as part of its Bachelor of Social Work program. A few directly focussed and several marginally relevant units are on offer within disparate discipline areas including: Public Health, Politics, Law, Anthropology, Criminology and Social Work.

Research by (Woodhead et al., 2002) in Western Australia found relatively little time devoted to violence against women in undergraduate courses in nursing, psychology and social work. A manager, from an interpersonal violence specialist service noted bluntly:

Universities do not usually teach interpersonal violence well, it is generally avoided. The courses do not reflect the actuality of it in the community, the causes, extent, impact and so on. If you study

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<sup>1</sup> See appendix 4 for overview of accredited courses and units offered in Victorian Universities.

<sup>2</sup> apart from Chisholm’s own Graduate Certificate in Family Violence Work

psychology, you get heaps on schizophrenia and hardly anything at all on sexual abuse or domestic violence.

There is a significant amount of short and ad hoc training already available across Victoria (See Appendix). Some of these have largely arisen from local initiatives to address emerging need or in response to government policy changes.

While there are a number of nationally recognised ‘competencies’<sup>3</sup> focused on the intimate partner violence sector, there is only one dedicated higher education course which is focussed on the rather narrow area of groupwork with violent offenders.

There is a general trend to offer professional development that ‘aligns’ with one or more of the competencies. For example (DVVic, 2006) recommends that “Services ensure that workers are provided opportunities for training and professional development to support their practice.” And that the “participation of workers in training, both formal (in line with national competencies) and informal, is encouraged and facilitated in family violence services”

However there are a couple of problems with the reliance on the competency based system for ensuring quality and expert professional development for the sector. One problem is they are often provided in much less hours than the required hours and the other is the incoherence and superficiality of knowledge; there is little in the way of coherent conceptual frameworks offered within the competency documents. For example the essential knowledge required for one of the highest level units *Provide programs for people who have been subject to domestic and family violence*, consists of a list of twenty-one diverse entries listed under the heading of essential knowledge<sup>4</sup>. Of relevance here, in discussing reforms to social work education in Britain, Higgins (2015) makes reference to two competing paradigms, a ‘broad’ and a

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<sup>3</sup> See Appendix 1

<sup>4</sup> See Appendix 2 for full list.

'narrow' curriculum. The broad approach sees social work as a "moral practice, which promotes change and the empowerment of human beings with theories and principles of human rights" while the narrow curriculum places emphasis on practice and the practical relevance of theory. The ineffectiveness of perfunctory training (1 day or less) is highlighted in a study by Minsky-Kelly (2005) which found that achievement of changes in actual clinical practice relied less on the trained staff but required the modification of institutional policies and procedures. Too often government or NGOs support and fund such training in the hope of substantially improving services to women, however the study concludes that "education alone is insufficient to significantly alter the behaviour of health care providers to screen, identify, and help partner violence victims in health care settings."

This attenuated and eclectic terrain of training is a real risk for confidence, leadership and expertise in the sector. This concern was expressed by a manager of domestic violence specialist service:

We won't be taken seriously by those agencies we need to interact with unless we can be seen to be as professional as them ... also a tertiary education helps you develop frameworks and then helps you convey this thinking to others in a way which ensures you are more likely to be heard and more likely to have more sway. (Woodhead et al., 2002)

There is therefore a need for in-depth, coherent and structured learning for the sector so professionals will not act merely as implementers of government policy, but actively engage in policy debates. As one manager from a rural domestic violence specialist service explained:

Workers need to be informed and educated around contemporary ideas of family and violence, also to be educated around dominant thinking and ideologies in order to be able to challenge these, and

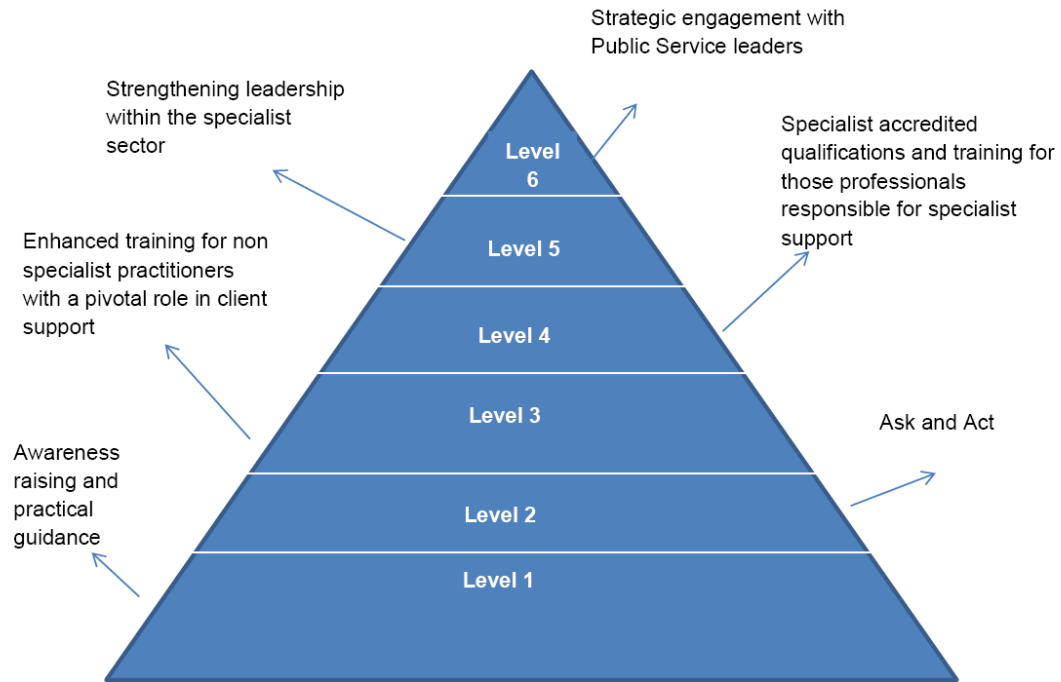
an understanding of social and historical antecedents to domestic violence. (Woodhead et al., 2002)

In spite of the increasing coverage of training on a range of practice areas from response to prevention, there is no agreed standard of what the training should cover and no agreed training on what specific professionals need to know to properly respond to those who experience these issues. There is no state or federal government document specifying training requirements for the sector. The most recent was produced by the Commonwealth in 1993 titled *Training in the area of violence against women : incorporating National training guidelines; Training of key occupational groups; and Train the trainer program* (Australia. Office of the Status of Women and Australia. National Committee on Violence Against Women, 1993) . However in recognition of a lack of consistent standard of training for either public sector or third sector specialist service professionals, the Welsh government (2014a) has recently developed a National Training Framework aimed at several different professional groups which will strengthen the response provided to women abused by men. National Training Framework is formed of six levels<sup>5</sup>:

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<sup>5</sup> See (GoW, 2014b) for detailed explanation of each of the levels.

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Under this framework short, specific and ad hoc training is appropriate for all staff at levels one and two: all staff within the public sector, with particular focus on those with public facing responsibilities, and professionals who are coming into frequent contact with women victims (such as midwives), aim to equip them with the necessary skills and knowledge to fulfil their duty of recognising abuse and control.

It is at the higher levels that coherent, consistent, accredited and in-depth education courses are needed. This applies to any professional who has a lead responsibility for their profession (level three), professionals responsible for the support, risk assessment and rights of women victims (level four) and those who lead specialist organisations to ensure they support the specialist workforce in more robust and dynamic ways within ever-changing policy and research environments (level five). Importantly the Welsh Government recognises that there is “an opportunity cost associated with requiring groups of employees to undertake training – namely, the time which might otherwise have been spent on other job related activities.” With the

current high burden of workload on staff at levels three to five it is not surprising that, in spite of recognising the need for complex skills, the Australian Institute of Social Relations claims “that most of the professionals working within the family law system do not have extensive time available for training. In fact, one and two-day programs were identified as the longest possible training options for most workers” (Australian Institute of Social Relations, 2010).

### **Currently available non-accredited professional development training in Victoria in relation to violence against women**

(See appendix for sample list of non-accredited training). In 2013 Domestic Violence Victoria and the Domestic Violence Resource Centre Victoria partnered to deliver '[the LookOut](#)'; a web portal where workers and women experiencing violence can come to find information, resources, and services aimed at preventing and responding to family violence. It is also for families, friends and neighbours of women experiencing violence, as well as other professionals who support them in the course of their work. The Lookout is a central hub for family violence response and prevention training providing a pathway to various services while also delivering e-learning modules<sup>6</sup>. The Domestic Violence Resource Centre also conducts a number of one-day and two-day sessions primarily focused on working with women and their children who are subjected to men’s violence. The courses are priced at \$250.00 for one-day courses and \$500.00 for two-day courses.

Similarly [The Eastern Metropolitan Regional Family Violence Partnership](#) has an Education & Training Working Group which has the responsibility for co-ordinating professional development activities, education and training for practitioners in the region on family violence issues. At a national level [DV-alert](#) contributes to one of

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<sup>6</sup> <http://www.dvvic.org.au/index.php/building-safer-and-stronger-communities/building-improved-responses/12-building-safer-and-stronger-communities/20-practice-development.html>



the priority outcomes of the Australian Government's National Plan to Reduce Violence Against Women and their Children 2010-2022 by providing training via Lifeline to community frontline workers around Australia. The program provides domestic violence response training workshops across the country including remote and rural locations.

The majority of training offered to the sector is brief, ad-hoc, inconsistent and non-accredited. The brevity of the workshops often is out of all proportion to the learning outcomes claimed. For example one three hour seminar, [Introduction to Women's Health](#), to be offered in Melbourne later this year, promises to offer participants learning of:

- The social model of health with a focus on gender
- Feminist intersectionality approaches to women's health
- Theory & practice relating to violence against women
- Theory & practice relating to sexual & reproductive health including female genital cutting & unplanned pregnancy
- Theory & practice relating to women and mental health

The VicHealth model (Victorian Health Promotion Foundation., 2007) has been promoted as current best practice in the violence against women prevention field. However, we know from many feminist workers who are involved in violence prevention work that the model has been found lacking on a number of levels (see Pease, 2011 for a detailed criticism of the model). There is a high level of interest in ideas about violence intervention and prevention that are more grounded in feminist analysis, critical masculinity studies and intersectionality. These are the theoretical frameworks that may inform the development of new courses.

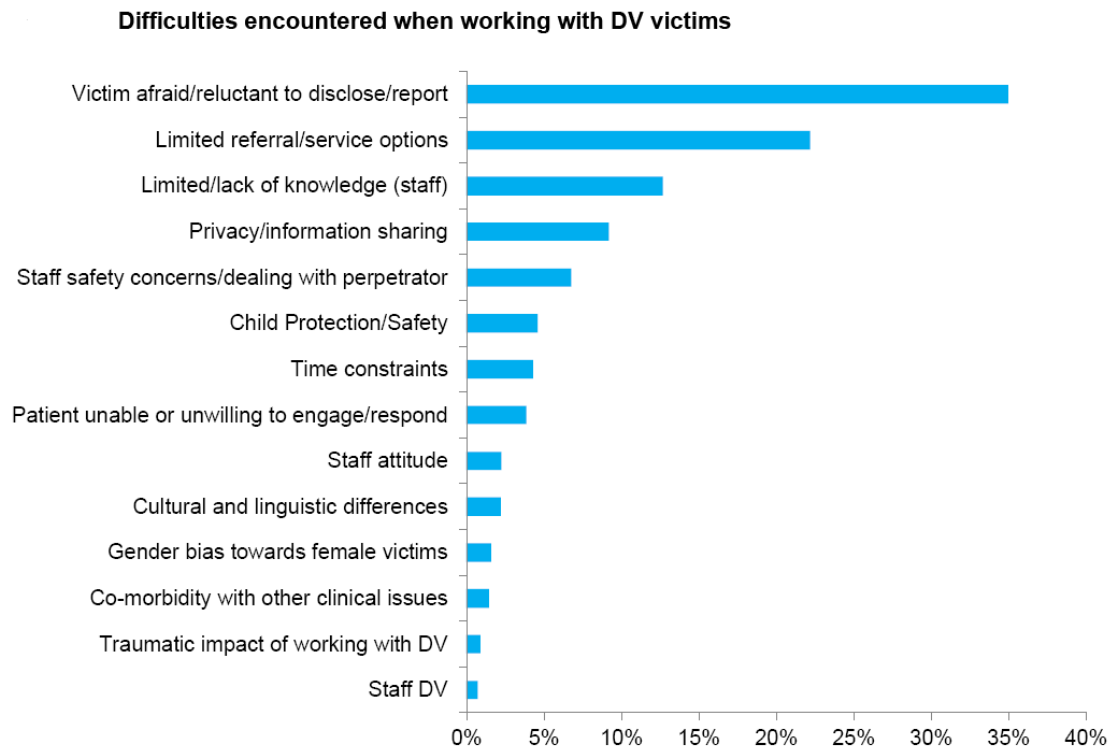
## **Evidence of inadequacy of current staff knowledge**

While there has been no comprehensive research or analysis of the adequacy of current staff knowledge in the sector in Victoria, there is some literature that points to a level of concern. A recent NSW government report (GoNSW, 2014) on research undertaken on the domestic violence workforce found that less than one-third of respondents reported a good or very good knowledge of domestic violence policy, domestic violence legislation and domestic violence service and referral options (29%, 23% and 31% respectively).

The survey found respondents employed in a clinical role were slightly more likely to report good or very good knowledge (domestic violence policy, 34%; domestic violence legislation, 27%; domestic violence service and referral options, 36%). The majority of NSW Health workers who completed the survey responded that they had received no training in their current role. Further, the results demonstrate that across the NSW Health workforce levels of domestic violence training are more likely to fall within the none to minimal range.

However, only 7% of NSW Health staff reported that they had received a moderate or significant level of training in current role. Those who worked in clinical roles reported slightly higher moderate to significant training levels (10% of respondents). Those respondents who reported working longer in their current role also reported higher levels of domestic violence training (2% in those in their current role for 12 months or less reported moderate to significant levels of training compared to 8.9% in those >3 years), however these figures are still very low.

Of greatest significance to this submission was the finding that of the fourteen types of difficulties identified by staff in the survey, the issue of limited or lack of staff knowledge appeared as the third most commonly cited (see below).



Other evidence of need for training is found in research from Federation University that found that attitudes and beliefs of many front line staff in health and welfare professionals in a rural area

included theoretical frameworks that ignore the role of power and gender, and are based on myths and assumptions about the behaviour and/or psychology of victim/survivors and perpetrators. Such beliefs have an impact on outcomes for survivors, and the quality of service offered to them, and indicates a need for comprehensive further training for health and welfare workers about sexual assault. (Radcliffe et al., 2004)

The need for expert specialist training can also be seen in Ermacora's (1998) observation that particularly for rural and regional workers not only is their work more complex and demanding, but "there is an unwillingness of other professionals to develop expertise in the field, preferring to make referrals to an 'expert' service".

Many other reports also emphasise the need for greater expertise and knowledge of workers in the sector (ADFVC, 2011; Australia et al., 2015; Barrett Meyering and Braaf, 2011; Deakin U., 2014; Wakim and Work, 2002)

### **Rationale for importance of educational programs**

Family violence is high on the public agenda at present with the Royal Commission into family violence and with Rosie Batty, anti-violence campaigner, winning the award of Australian of the Year. Our Watch (formerly the Foundation to Prevent Violence against Women and their Children) has also recently been funded by the Australian and Victorian governments to guide violence against women prevention. Local councils and women's health centres are being funded to develop violence prevention programs.

The need for professional development in this area can be seen from the number of conferences, forums, workshops and in-service training seminars organised by the family violence sector. Those of us who are male anti-violence activists have been approached by a number of organisations in the last few years to run workshops and seminars on engaging men in violence prevention.

**Recommendations**

- That the Victorian government supports the development and provision of specialist in-depth, accredited education for experienced and senior staff within the family violence sector
- That the Victorian Government is informed by the Welsh Model of Training for Domestic Violence practitioners.

## Appendix 1

### National Competencies related to Family Violence

Code	Title	Hours
CHCDFV301A	Recognise and respond appropriately to domestic and family violence	50
CHCDFV402C	Manage own professional development in responding to domestic and family violence	50
CHCDFV403C	Provide crisis intervention and support to those experiencing domestic and family violence	50
CHCDFV404C	Promote community awareness of domestic and family violence	50
CHCDFV406C	Provide domestic and family violence support in Aboriginal and Torres Strait Islander communities	60
CHCDFV407C	Provide domestic and family violence support in non-English speaking background communities	70
CHCDFV408C	Provide support to children affected by domestic and family violence	70
CHCDFV505C	Counsel clients affected by domestic and family violence	70
CHCDFV509D	Work with users of violence to effect change	70
CHCDFV510D	Facilitate workplace debriefing and support processes	40
CHCDFV811C	Respond to domestic and family violence in family work	50
CHCDFV812B	Assist users of domestic and family violence to accept responsibility for their behaviour	40
CHCDFV813B	Promote accountability of users of domestic and family violence and abuse	40
CHCDFV814B	Establish change promoting relationship with users of domestic and family violence and abuse	30
CHCDFV815B	Establish and maintain the safety of people who have experienced domestic and family violence	40
CHCDFV816B	Undertake safety planning with people who have been subjected to domestic and family violence	30
CHCDFV817B	Manage domestic and family violence and abuse screening and risk assessment processes	60
CHCDFV818C	Provide programs for people who have been subject to domestic and family violence	50

## **Appendix 2**

### **Essential knowledge for CHCDFV818C *Provide programs for people who have been subject to domestic and family violence***

1. Variety of individual and systemic therapeutic models and their application, including evidence-based therapies and culturally sensitive approaches
2. Recognise strengths, limitations, and contraindications of specific therapy models, including risks of harm associated with models that incorporate assumptions of family dysfunction, pathogenesis, or cultural deficit
3. Personal awareness of values, family of origin work, in depth analysis
4. Understand the development of theories of intervention
5. Working knowledge of the following counselling models, solution focused, narrative, image, CBT, systemic
6. Working knowledge of group work models
7. Advocacy, community work and community development models
8. Distinguish between content and process issues
9. Issues affecting family relationships, including: domestic and family violence, all abuse types, mental health, disability, post traumatic stress disorder, socioeconomics, inter generational issues
10. Interpretation of legislation relevant to job role including: family law, child protection, domestic violence, child support agency, work health and safety (WHS)
11. Knowledge and application of ethical behaviour and legal frameworks for the therapeutic relationship
12. Support groups available to people who have lived with family violence
13. Self Awareness to facilitate a supportive intervention process in a range of settings
14. Boundaries and limitations to therapeutic interventions
15. Difference between supportive and interventionist counselling
16. Understanding a wide range of client groups and cultural diversity including same sex couples
17. Organisation policy and procedures
18. Understand dynamics of intimate relationships
19. Timing and appropriate termination counselling
20. Knowledge of legal parameters for working with clients experiencing sexual, physical and emotional abuse, mental health issues
21. Complex interpersonal interactions, power in relationships, abuse and conflict

## Appendix 3

### Examples of Short Professional Development Activities

From [Australian Institute of Social Relations](#)

*The AVERT Family Violence training package* is a multi-disciplinary training package in family violence to provide workers at all levels within the family law system whose Target Audience includes:

Legal practitioners,  Judicial officers,  Counsellors,  Psychologists,  Social workers,  Legal advisers,  Consultants,  Family dispute resolution workers

A number of two-hour seminars up to a five-day intensive workshop which is aligned to nationally recognised competencies. This training program is aligned to the following two competencies within the Australian Qualifications Framework:  
CHCDFV811B – Respond to domestic and family domestic violence in family work 50 hours

CHCDISP804B – Create an environment that supports the safety of vulnerable parties in dispute resolution 40 hours. Units are located within CHC51108 Diploma of Children’s Contact Services Work, CHC80208 Vocational Graduate Diploma of Relationship Counselling and CHC80308 Vocational Graduate Diploma of Family Dispute Resolution.

Note that the word ‘aligned’ is used to obviate the issue that 90 hours of training is being provided within only 2 – 30hrs.

From [Education Centre Against Violence, NSW](#)

DV-601: *Practical skills in responding to people who experience domestic violence*: The 4 day course provides underpinning frameworks and practical skills in the provision of services to people who experience domestic violence (primarily, but not solely, women and children).

From [Australian Association of Social workers](#)

Two hour online course:

*Working With Family Violence and Violence Against Women* with Marianne Ibrahim, Outcomes:

Have a good understanding of what constitutes family violence, domestic violence or violence against women; Understand the dimensions of the problem; Understand the legal framework involved; Have a basic understanding of how to work with both perpetrators and victims.

*Preventing Violence Against Women*

This three hour workshop will provide participants with a broad overview of contemporary social work theory and practice relating to violence against women.

Presented by: Liz McLindon & Helen Makregiorgos



*Domestic and family violence: culturally informed approaches*

Sydney two days: Explore the complexities and challenges of working across cultures in the context of domestic violence and learn strategies for providing appropriate support and intervention

From [White Ribbon Foundation](#)

The White Ribbon Foundation runs a free on-line course understanding men's violence against women which takes about two hours to complete. Again the claims of learning outcomes are at odds with the methodology and duration:

- Understanding men's violence against women
- Impact of men's violence against women
- Causes of men's violence against women
- Debunking myths about men's violence against women
- Primary prevention
- Managing disclosures
- Standing up to violence

The author has been conducting advanced week-long training for men in the Pacific for the last 12 years and I have experienced participants only beginning to have a partial understanding of these issues.

From [Northern Integrated Family Violence Services](#)

*Identifying Family Violence* training is open to workers across the Northern Melbourne region who are not directly involved in specialist family violence service provision, but who may work with women and children who are experiencing family violence.

Through this free, half-day training, participants will increase their understanding and recognition of family violence. They will gain strategies to respond to disclosures and learn about appropriate referrals for women and children.

From [Lifeline Hunter and Newcastle](#)

FREE 2 Day accredited DV Alert training course.

Upon successful completion, participants will receive a Statement of Attainment for the unit of competency - CHCDFV301A: Recognise and Respond Appropriately to Domestic and Family Violence. (note: this is a 50 hour unit being offered in 12 hours) Who Can Attend? All frontline community workers, legal, para-legal, health, allied health, students and volunteers (working or volunteering in community services area).

**Appendix 4****Violence Against Women Units within Victorian Universities**

(note: UG = undergraduate, PG = Postgraduate **highlighted** are directly related to violence against women)

Monash	Postgraduate - Unit FOR5009 - Advanced issues in sexual violence	Patient, counselling, policing and legal perspectives of sexual violence. Global aspects of sexual assault. Sexual assault medical service provision; theory, models and practice. Quality assurance in the provision of sexual assault services. Vicarious trauma theory and practice. Sexual violence research, key issues, data and sources
Monash Law UG	LAW4803 - Clinical externship	Family Violence Clinic - assisting victims of Family Violence (2 places, all clinical periods) - assisting victims of family violence by attending the court on family violence list days and assisting the duty lawyer to help clients make victims of crime applications to the Victims of Crime Tribunal <sup>1</sup> . Sexual Assault Clinic - in conjunction with the South Eastern Centre Against Sexual Assault (SECASA) at Springvale Monash Legal Service (4 places, all clinical periods) - legal services to victims of sexual assault.
Monash Criminology UG	ATS3466 - Sex, gender and crime	1. A grounded working knowledge of the major theoretical and methodological approaches that constitute the field of feminist approaches to crime and justice 2. An informed theoretical critique of how gender is constituted in society, the media and the criminal justice system
Monash Medicine PG	MCM5601 - Women's sexual and reproductive health in general practice	1. Evaluate the health outcomes of violence against women and formulate appropriate responses in the general practice setting based on best available practice evidence.
Latrobe	CORE ISSUES IN ANTHROPOLOGY	gender-based violence and human rights

Latrobe - Psychology	Culture, Society, Gender And Health	why women's health, the medicalisation of women's health, women and reproductive health, motherhood and postnatal depression, women and HIV/AIDS, and women and violence
Latrobe education	Diversity: Relationships, Gender And Sexuality	Students explore topics including psychosocial development, influences on constructions of gender and sexual identity, violence in relationships
Latrobe - Humanities	Gender And Sexuality: Contemporary Debates	
Latrobe- Anthropology	Kinship, Gender And Marriage	
Latrobe - Social Work	Mastering Oneself: Leadership In Reflection And Action	Knowledge, skills and strategies needed for self-management and mental agility will be developed in relation to the complexity and risks involved in several key areas of practice content including family violence, parental substance misuse, and excluded families whose children suffer cumulative harm
Latrobe - Public Health	Wellbeing And Prevention In Health	interventions on important public health issues including tobacco, nutrition, physical activity, alcohol, mental health, violence, and the evidence base supporting them
Melb - Politics	POLS20011 Sexual Politics	This subject introduces ideas developed in feminist theory about the social and political construction of areas of experience relating to the body, gender and sexuality. Issues analysed in the subject include transsexualism, reproduction, eating disorders, pornography, sexual violence and sexual orientation
Melb - Law PG	Family Law	
	Current Issues In Gender,Sexuality & Law	
Melb - Social Work PG	<a href="#">Assessing Risk and Vulnerability</a>	This subject critically examines perspectives on risk and vulnerability relating to a range of psychosocial issues – mental health, child abuse and family violence,
	Legal and Ethical Contexts of Practice	The subject examines current legal and practice issues which practitioners can expect to encounter in such practice areas as child protection, family law, domestic violence, mental health, guardianship, and working with refugees.

Mel Law - UG	CRIM30010 Managing Justice: Agencies and the State	This subject examines the intersections between social justice and criminal justice in the state's management of individuals and groups it considers to be at risk of harming, or being harmed, by others
Deakin - anthropology	ASS329 - Anthropology of Crime and Violence	
Deakn - social work	HSW707 - Addressing Violence and Abuse	This unit will give students an introduction to different forms of violence and abuse
RMIT - social work	Working with Violence and Abuse	This course is designed to give students an introduction to this work in domestic/family violence with a strong emphasis on childhood sexual abuse.
RMIT -Law	Course Title: Work with family violence contexts within justice environments	In this course you will develop the skills and knowledge required to recognise and respond to family and domestic violence contexts and to follow organisational requirements to report and refer those involved to appropriate personnel and help agencies.
RMIT -Law	Family Law	
RMIT - Criminology	Contemporary Criminology	
RMIT - soc Work PG	Foundations of Practice with Families, Children and Adolescents	You will consider a range of associated issues including disability and mental health, abuse of alcohol and other substances, domestic and family violence , poverty, and homelessness
RMIT - soc Work UG	Social Work with Families	The course assumes and builds on your knowledge of theories from earlier in the social work program including critical, anti-oppressive, feminist, psychological - attachment, trauma and developmental and strength-based theories and extends and applies these to family-sensitive social work practice. There is an emphasis on promoting safety in families, including social work responses to racism, family violence , child abuse and neglect, disability, isolation, homelessness and ageing.
RMIT – Social Work UG	Law for Social work Practice	Specific areas of law (for example child protection, family violence , refugees, mental health)

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Swinburne - Graduate Certificate in Violence Risk Assessment and Management PG	Principles of Violence Risk Assessment and Management	
	Advanced Violence Risk Assessment and Management	

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