

# What is the Framework?

## Government Agencies

Domestic and Family Violence (DFV) is unacceptable. Everyone has the right to feel safe at home. It is not just police business or government business, it's everyone's business.

From prevention, to response, to recovery and healing, it's important we are all equipped with the right knowledge and skills to recognise DFV and support people to be safe.

### What is being done about it?

The Framework is a blueprint to guide **consistent** training approaches for staff and volunteers across government and community organisations to build DFV capability.

The Framework's primary audience is those involved in developing and delivering organisational training; however, it is available to all staff across the broader DFV service system.

### What does it mean for each of us?

The Framework is relevant to all Queensland Government agencies. For those who have a higher level of contact with DFV victim-survivors or people using violence, your learning and development needs may be more extensive.

Depending on your agency, there could be a designated team looking after the Framework's implementation. However, the easiest way to understand how you can be involved, is to read the Framework.

### What the Framework is and what it is not

What the Framework is	What the Framework is not
✓ a guiding document that sets DFV training standards for tailored application within specific organisations	✗ off-the-shelf DFV training for individual government, non-government, and community service organisations
✓ a tool to support organisations to identify training needs and gaps in relation to DFV	✗ a compliance tool that nullifies existing DFV training investment to be replaced with mandatory modules for all roles
✓ a resource to support development or procurement of DFV training, using learning objectives	✗ a mandatory document of prescriptive performance expectations to be uniformly applied across all roles and organisations
✓ evidence-based, adaptable, and reviewed regularly to retain currency	✗ role-specific or intended to fully detail all learning requirements for specific roles

### What's included in the Framework?

Tools to understand training needs	A guide for structuring training	Tips to support behaviour change
<ul style="list-style-type: none"> <li>suggested learning outcomes articulated against workforce levels with a flowchart to help map roles against each level</li> <li>a DFV Training Audit Questionnaire to help identify where existing training may align to the Framework</li> </ul>	<ul style="list-style-type: none"> <li>a high-level plan is included if further training development is needed</li> <li>practical ideas to help develop and integrate new training</li> </ul>	<p>For example:</p> <ul style="list-style-type: none"> <li>supporting the role of people and systems leaders to promote DFV proficiency and capability uplift</li> <li>how change management activities can support and embed learning</li> <li>how the Framework aligns to other strategies to support consistency and integration</li> </ul>

#### What you may need to do next...

To understand what training and change management activities may be needed in your organisation, you should read the Framework and assess your needs using the supporting tools provided.



# What is the Framework?

## Community Services Organisations

Domestic and Family Violence (DFV) is unacceptable. Everyone has the right to feel safe at home. It is not just police business or Courts' business. All agencies have a role to play.

From prevention, to response, to recovery and healing, it's essential we are all equipped with the knowledge and skills to recognise and respond to DFV.

### What is being done about it?

To help build the knowledge and skills needed to identify and respond to DFV, the Queensland Government has developed a Framework to guide consistent training approaches for staff across government, non-government and community services organisations.

### What does it mean for each of us?

The Framework sets out learning objectives for staff based on the organisation's role in preventing and responding to DFV and in supporting people on their journey towards recovery and healing.

There is a foundational level of knowledge and skill applicable to everyone across all agencies.

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