



Men's Behaviour Change Group Work

**Resources for Quality
Practice**

No To Violence

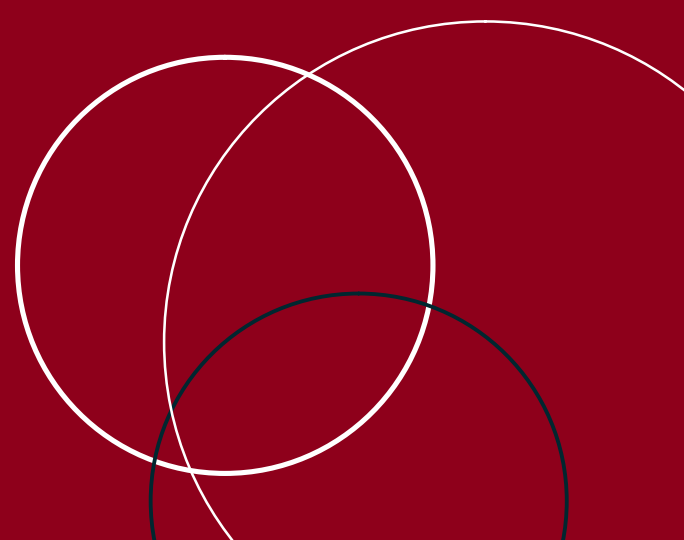


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Introduction

This Resource Manual accompanies the NTV Manual 'Men's Behaviour Change Group Work: Minimum Standards and Quality Practice'. It contains a range of administrative tools, such as assessment forms, evaluation forms, protocols, and form letters.

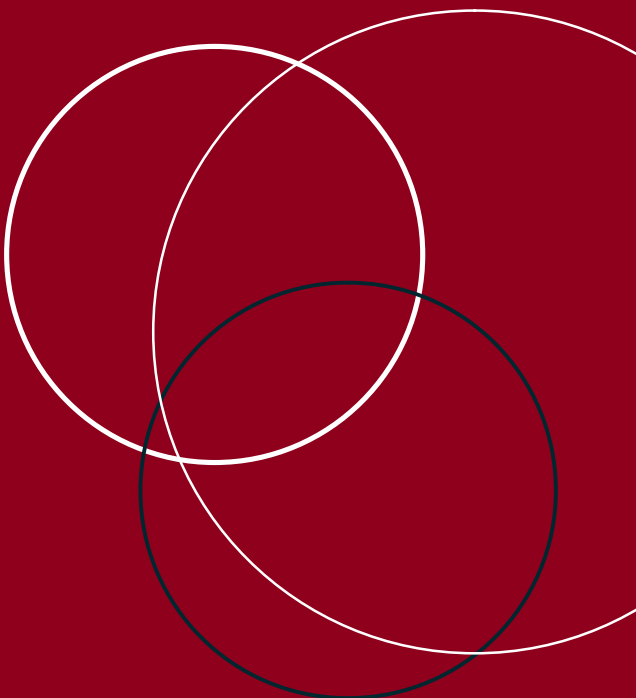
There are a number of manuals and how-to books that practitioners may adapt for use in their own work (see Bibliography at the end of this manual), however some NTV members have indicated that they would like materials specific to Australian settings that they could use as overheads and/or handouts in men's behaviour change groups. As such, the Resource Manual also contains some materials sourced from Australian research.

With appropriate credit, all of the materials contained in this Resource Manual may be used and freely adapted by NTV members.



Reference Group

Terms of reference



Reference Group Terms of Reference

Role of the Reference Group

The role of the Reference Group is to provide advice, support, and information for staff working in the men's behaviour change program, and to make recommendations to the organisation's Board about the program.

The Reference Group may:

- Provide staff and the Board with information, ideas and expert advice about accountability to women and children, male family violence prevention, early intervention, and any other matter relevant to program planning, delivery or evaluation;
- Provide staff and the Board with critical feedback, advice, and suggestions for the planning, implementation and evaluation of all aspects of the program;
- Assist in promoting and conducting program activities, including consultations;
- Assist in evaluating program activities, by participating in surveys, interviews, or focus groups.

Decision making

The group's role is purely advisory, and as such, no formal decisions will be needed. It is expected that the Reference Group will aim for consensus in its recommendations. In the absence of consensus, program staff will be guided by trends and significant majority opinions of the Reference Group, taking into account contradictory opinions or ideas wherever practicable.

Responsibilities

Members are expected to attend regular meetings, or to give their apologies as early as possible prior to the meetings.

An agenda will be distributed to members by (insert name of person responsible) one week prior to each meeting. Members are requested to prepare for meetings by reading the agenda and any other documents. New agenda items may be phoned through to staff (this is preferred), discussed in other business or deferred until the next meeting. (Insert name of person) will be responsible for writing and distributing minutes to all members of the Reference Group within two weeks of the meeting.



Selection/inclusion criteria

The Reference Group will comprise a broad, though not necessarily representative, range of individuals who have an interest in the prevention of male family violence. These people will be able to offer perspectives, skills and experiences that might assist in the planning, implementation and evaluation of the program. We will proactively seek to maximise diversity in the Reference Group's composition.



Confidentiality

Discussions of the Reference Group will be confidential. All members are bound by insert name of organisation's confidentiality policies and procedures as outlined in the Policy and Procedures Manual. In summary, these state that members must not disclose to any person or organisation any confidential information about the program and must not make any unauthorised use of any information, process, papers, or documents to which they may have access.



Terms of appointment

Reference Group members are appointed for a period of (insert period).

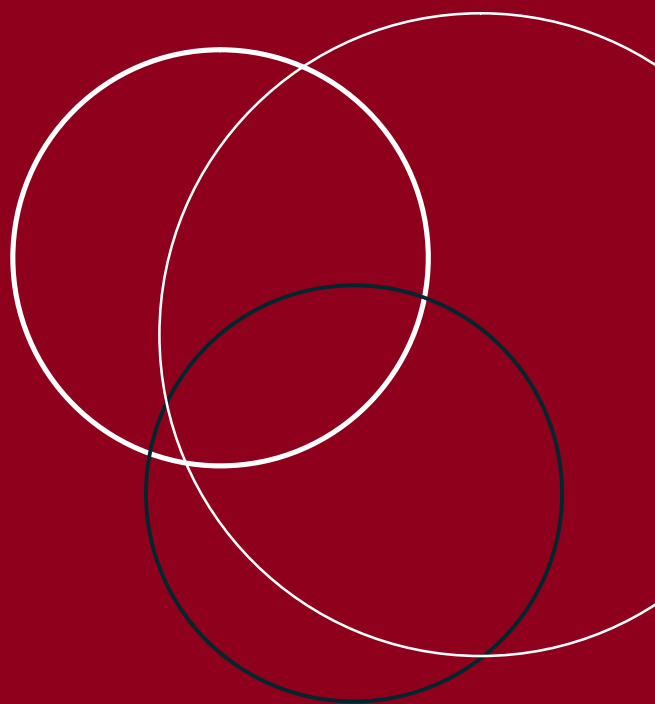


Meeting frequency, duration and location

The Reference Group will meet (insert frequency) at times and dates that suit the most members. Meetings will be held at (insert location).



Letter to a court





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Letter to a court

Dear (insert name)

Regarding: (insert client name)

The above named man has attended xxx sessions in the Men (Can) Stop Family Violence Program.

Our program is based on two principles: that women and children have the right to live their lives freely and safely; and that men who deny them this right need to take responsibility for their actions and choose to change.

In our program, men who have been violent or controlling towards a family member attend a Men's Behaviour Change Group weekly for at least 20 weeks. The sessions are held every Tuesday night, from 7pm until 9pm. Our two counsellors, Jill and Jack, invite men to reflect on their behaviour and learn ways to relate non-violently.

The process of behaviour change is a long one, and participation in our program is in no way predictive of positive change. Whilst there is evidence that men can and do modify their behaviour, research over the longer term demonstrates that it is exceedingly difficult to predict *which* men will sustain positive change or *for how long*.

Furthermore, any views that we might hold about xxx's behaviour outside the group are conjecture, based on our own observations, and what xxx and his family members say. Confidentiality precludes us making public any information from xxx's family members.

As such, we can make no comments on xxx's behaviour now or in the future.

We strongly believe that men should not use their participation in men's behaviour change programs as a means to avoid the penalties that they are due, or in any other way to lessen the strength of a justice or child protection response to men's violent and controlling behaviour. We urge the Court not to take xxx's participation in our program into account when making its decisions.

Yours sincerely

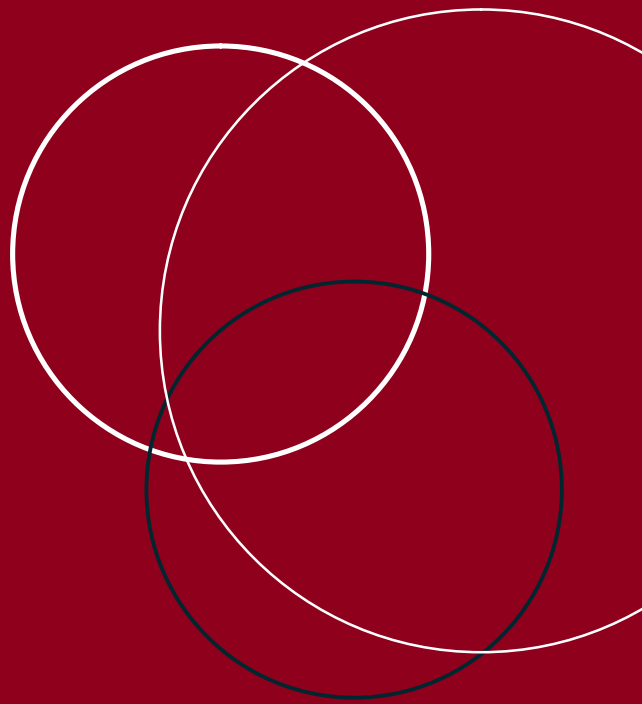
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Program Coordinator

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Intake and assessment tools





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Reception procedure



Contact from a man

If a MAN calls with an enquiry about Men (Can) Stop Family Violence Program, try to connect them to one of the Men (Can) Stop Family Violence staff. If staff are unavailable:

Take the man's name and contact number or address and tell him when he can expect to hear from a family violence worker.

Give him other crisis referral numbers according to need, such as Men's Referral Service for support, Direct Line, his local Crisis Assessment Team, Lifeline or other appropriate crisis service.

Pass the man over to another member of the Family violence Team or Counselling Team if you sense that there is an emergency.



Contact from a woman or young person

If a WOMAN OR YOUNG PERSON calls with a query about the Men (Can) Stop Family Violence Program or any family violence issue, you should try to connect them to one of the Family Violence Team. If staff are unavailable:

Tell her that no-one can take her call right now, but that her safety and wellbeing are very important.

Advise her to call the numbers below if she would like to talk about her options:

Domestic Violence Outreach Worker (tel xxxx xxxx)

Domestic Violence Crisis Line (tel xxx)

Advise her to call the police on 000 if she is unsafe in any way

Pass her over to a member Counselling Team if you sense she has an urgent need to talk with someone.

Take her name and contact number or address and ask when it might be safe for one of our workers to try to make contact with her. Tell her that when our calls, they will ask her, 'Is it safe to talk'. If it is not, then she should just say something like 'Sorry, I'm not interested' and hang up. She should tell her family that it was just a market research call. Assure her that we will not leave any message on their answering machine or message bank.

Write down any information that she shares with you.

Personally give the message to a member of the Family Violence Team as soon as possible.

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Assessment process



Session one

Complete an Intake Assessment form, including Behaviour Checklist.

Explain:

- Principles of program and overview of group
- Partner contact
- Where to from here (including outline of second interview)
- Reasons for contract

Provide:

- Copy of contract for man to consider
- Outline of second interview purpose and process
- Partner contact letter (advise that a copy will also be mailed)
- Pre-group reading pack

Make appointment for session two.



After session one

Send a Contact Letter to any woman identified in the assessment

Follow up with phone call using *Protocol for First Contact with Women*

Establish client file based on information provided in assessment.



Session two

Discuss man's thoughts, feelings, experiences since last interview

Administer monitoring questionnaire

If man wishes to join program, provide:

- Copy of signed contract
- Group induction kit (contains Client Rights, 'What is Limited Confidentiality?', Group Agreement)
- Details of next group session



After session two

Send letter to man to confirm participation

Send induction kit to women, with copy of man's signed contract

Intake assessment form

NOTE: For safety reasons, this form MUST ONLY be used for recording information supplied by the male client.

Man's name

Address

Phone (home)

Work

Mobile

Email address

Date of birth

Names of affected women and children

Assessment outcomes

Assessment completed	YES	NO
----------------------	-----	----

Meets eligibility requirements	YES	NO
--------------------------------	-----	----

Contract signed	YES	NO
-----------------	-----	----

Start group on _____

Subsequent appointments



Motivation

How did you find out about us?

What has prompted you to come to us?



Relationships

Current relationship status

What is your current relationship status?

- ☐ In relationship and living together
- ☐ In relationship but separated
- ☐ In relationship, but never lived together
- ☐ Single, not in relationship at the moment
- ☐ Multiple partners

List details of current relationships, relationships in last two years and/or any former relationships (use blank paper)

For each person:

- Name
- Address
- Phone number
- Status of relationship
- Names, ages, relationship to, and current contact with any children
- Any past or current legal proceedings relating to this person?
- How do you think this woman will feel when we contact her?



Behaviour

What are your current concerns about your behaviour?

What behaviours do you think are problematic? (Open question, then use Behaviour Checklist)

Have you tried to get help in the past? (list details)

What do you do now if you feel yourself becoming violent or controlling, or when you are being violent or controlling?

How much control do you feel you have over your behaviour?

What do you think your behaviour achieves?

Do you think there are triggers for your use of violent and controlling behaviours?

Can you identify when your violent and controlling behaviour began?



Effects of behaviour

How do you think your behaviour is impacting on your partner?

How do you think your behaviour is impacting on your children?

Do you think your partner and children are they scared of you?

☐ Yes

☐ No

Do you think they modify their behaviour because of you?

☐ Yes

☐ No

Who makes decisions in the home?

How do you think your behaviour is impacting on your relationships with your partner and kids?



Legal status

What contact have you had with police regarding your behaviour?

Do you have a criminal record? (list details)

Do you have any charges pending? (list details)

Have you had any contact (past or pending) with the Family Court?



Employment

Usual occupation

Employment status



Mental health

Have you had any psychiatric illnesses? (list details)

Are you taking any prescription medication? (list details)



Use of alcohol and other drugs

How many days per week do you drink?

☐ Every day

☐ Most days

☐ Once or twice

☐ Never

How many standard drinks do you have on a typical day? _____

Do you use other drugs? (list details of what, when, where, how often)

Do you feel that your alcohol and drug use is under control?



Other issues

Housing

Financial pressures

Gambling

Substance use



Wellbeing

What do you do to cope with stress?

Who do you confide in about personal matters?

What are you worried about at the moment?

What are your hobbies or interests or ways of relaxing?



Participation in program

What would you like to get out of your participation in the program?

Is there anything you think might be a barrier to you participating in the program? How could we overcome these? (check literacy, work hours, capacity to pay)



At conclusion of interview

Explain (tick off)

- ☐ Principles of program and overview of group
- ☐ Partner contact
- ☐ Where to from here (including outline of second interview)
- ☐ Reasons for contract

Provide (tick off)

- ☐ Copy of contract for man to consider
- ☐ Outline of second interview purpose and process
- ☐ Partner contact letter (advise that a copy will also be mailed)
- ☐ Pre-group reading pack

Violent and controlling behaviour checklist for men

Your name _____

Date _____

This is a list of behaviours that many women report have been used by their partners.

Please use the numbers to show how often (if at all) you have used these behaviours and name the person you did them to.

Key	1 = Never	2 = Rarely	3 = Occasionally	4 = Frequently	5 = Constantly	
						Person(s) you did this to
						Please circle how often
Coercion and Threats						
						Threatened to do something to hurt her
	1	2	3	4	5	
						Threatened to leave
	1	2	3	4	5	
						Threatened to commit suicide
	1	2	3	4	5	
						Threatened to report her to CentreLink or child protection
	1	2	3	4	5	
						Pressured her to drop legal charges
	1	2	3	4	5	
						Made or pressured her to do illegal things
	1	2	3	4	5	
						Other (specify)
	1	2	3	4	5	
Intimidation						
						Made her afraid by using gestures or, looks
	1	2	3	4	5	
						Stood close to her in a menacing or intimidating way
	1	2	3	4	5	
						Screamed or yelled at her
	1	2	3	4	5	
						Smashed or threw things
						Punched walls or doors or pounded fists
	1	2	3	4	5	
						Destroyed her personal items, ripped up clothes
	1	2	3	4	5	
						Drove recklessly when she was a passenger
	1	2	3	4	5	
						Stalked her (for example, sent her unwanted gifts, letters or emails, or continued to visit when she told you not to)
	1	2	3	4	5	
						Displayed weapons
	1	2	3	4	5	
						Other (specify)
	1	2	3	4	5	

Key	1 = Never	2 = Rarely	3 = Occasionally	4 = Frequently	5 = Constantly
	Person(s) you did this to				Please circle how often
Economic/Financial Abuse					
Prevented her from getting or keeping a job	1	2	3	4	5
Put her on an allowance	1	2	3	4	5
Made her beg for money	1	2	3	4	5
Took her money or used her cards without her permission	1	2	3	4	5
Made unrealistic demands about household spending					
Didn't let her have access to information about household income	1	2	3	4	5
Controlled her spending	1	2	3	4	5
Didn't give her a say in financial decisions – big or small	1	2	3	4	5
Other (specify)	1	2	3	4	5
Emotional Abuse					
Put her down, called her names, called her 'irrational	1	2	3	4	5
Made her feel bad about herself	1	2	3	4	5
Played mind games, twisted her words, made her think she's crazy	1	2	3	4	5
Gave her the silent treatment, caused her to tip-toe around	1	2	3	4	5
Humiliated her alone or publicly	1	2	3	4	5
Made her feel guilty	1	2	3	4	5
Had unrealistic expectations (for example, about tidiness around the house)	1	2	3	4	5
Ridiculed her religious or spiritual beliefs	1	2	3	4	5
Other (specify)	1	2	3	4	5
Gender or Social Privilege					
Treated her like a servant	1	2	3	4	5
Made all the big decisions	1	2	3	4	5
Acted like you 'own' her	1	2	3	4	5
Acted as if you (as a man) are superior to her	1	2	3	4	5
Acted as if your needs are more important than hers	1	2	3	4	5
Other (specify)	1	2	3	4	5

Key	1 = Never	2 = Rarely	3 = Occasionally	4 = Frequently	5 = Constantly
	Person(s) you did this to				Please circle how often
Isolation					
Controlled what she does, who she talks to, what she reads	1	2	3	4	5
Stopped her looking good (for example, told her not to wear make-up or short skirts)	1	2	3	4	5
Limited her outside involvement, where her go	1	2	3	4	5
Checked up on her	1	2	3	4	5
Went through her mail or email	1	2	3	4	5
Used jealousy or envy to justify your actions	1	2	3	4	5
Other (specify)	1	2	3	4	5
Using Children					
Used children to relay messages or check up on her	1	2	3	4	5
Made her feel guilty about the children and parenting	1	2	3	4	5
Used visitation/access changeover to harass her	1	2	3	4	5
Threatened to take the children away	1	2	3	4	5
Other (specify)	1	2	3	4	5
Minimising, Denying, Blaming					
Made light of your abuse and her concerns about it	1	2	3	4	5
Said the abuse didn't happen	1	2	3	4	5
Shifted responsibility for the abuse away from you	1	2	3	4	5
Focused on her behaviour	1	2	3	4	5
Other (specify)	1	2	3	4	5
Physical Abuse					
Pushed, grabbed, tripped, shoved, poked or prodded her	1	2	3	4	5
Slapped, hit, punched or kicked her	1	2	3	4	5
Pulled hair, scratched, bit her	1	2	3	4	5
Harmed pets (eg teased/starved/punished/locked up)	1	2	3	4	5
Held her and slapped her	1	2	3	4	5
Shook her or threw her to the ground	1	2	3	4	5
Choked or strangled her	1	2	3	4	5

Key	1 = Never	2 = Rarely	3 = Occasionally	4 = Frequently	5 = Constantly
	Person(s) you did this to				Please circle how often
Burned her	1	2	3	4	5
Used a knife, gun or weapon against her	1	2	3	4	5
Other (specify)	1	2	3	4	5
Sexual Abuse					
Made her watch sex movies/pornography	1	2	3	4	5
Demanded sexual activity	1	2	3	4	5
Refused to have sex with her as 'punishment'	1	2	3	4	5
Physically forced her to have sex	1	2	3	4	5
Forced her to have sex in a way she didn't want	1	2	3	4	5
Tried to make her feel guilty about not wanting sex	1	2	3	4	5
Had sex with her while she was asleep	1	2	3	4	5
Pressured or manipulated her into sex by making threats					
Attacked her sexual parts or touched her when she didn't want you to	1	2	3	4	5
Other (specify)	1	2	3	4	5
Alcohol and Other Drugs					
Made her drink more than she wanted, or made her take drugs	1	2	3	4	5
Used alcohol /other drugs	1	2	3	4	5
Frightened her when you were drunk	1	2	3	4	5
Exceed recommended health and safety levels for drinking	1	2	3	4	5
Other (specify)	1	2	3	4	5

This checklist, which draws on the Duluth Power and Control Wheel, was developed by Ron Coster for use in the GRAPPLE program conducted by Gippsland Lakes Community Health Centre. Reproduced with permission of Gippsland Lakes Community Health Centre.

Protocol for first contact with women



When you contact a woman by telephone, you should:

1. Identify yourself and tell her that if it is not safe for her to talk, she should hang up and tell whoever is present that it was a market research call.
2. If she does not end the call immediately, ask if she is available and wanting to talk.
3. If she *cannot talk now*, use your judgement as to whether it is appropriate to try to make a time to call again later (sometimes women cannot talk because their partner is present, other times it is simply that they are busy or not feeling like talking).
4. If she doesn't want to talk, assure her that she is welcome to contact you at any time.
5. End the call.



If she can talk:

1. Check that she received the explanatory letter.
2. Explain that the reasons for the call.
3. Stress that you will not be telling her (former) partner that you are in contact and that you will not tell him anything that she says/.
4. Invite her to talk about her experiences and feelings.
5. Undertake a risk assessment using the Risk Assessment Form .
6. Encourage her to have a safety plan.
7. Explore the options available to her (eg. What are some of the things you've thought about that might be useful in your situation? Have you considered...? Have you thought about...? Would you like to have more information about...?).
8. Discuss the ways that men deny responsibility for violence and the remorse and false promises that commonly follow a violent incident.
9. Describe the processes of the men's behaviour change program and talk about the feelings and experiences that women commonly have.
10. Stress that she should not base any decision to stay in the relationship on the hope that the man's violence will cease because of his attendance at the group.
11. Ask whether she would like to have further contact with the program, and discuss how and when this might happen, (let her know that she can change her mind at any time).
12. Assess her needs and those of her children and talk with her about services she could use.
13. Provide information about Intervention Orders, crisis services.
14. Be clear about the limitations of your role (e.g. 'I can help you with contacting a housing worker, but I can't help you with finding a flat').
15. Invite her to contact you whenever she needs to.

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Letter to initiate contact with women (1)

Dear (insert name)

I am writing as a member of the Fictionville Community Health Service counselling staff, to give you some information about our program, Men (Can) Stop Family Violence. (insert name) has expressed interest in joining our program to try to stop his use of violent and controlling behaviour.

Our program is based on two principles: that women and children have the right to live their lives freely and safely; and that men who deny them this right need to take responsibility for their actions and choose to change. We strongly believe that women and children are never to blame for men's behaviour.

We make contact with all of the partners or ex-partners of men who want to join our program, so that we can check on their safety, see if they need support, and offer them a chance to tell their stories. Anything that women or children tell us is confidential.

We have spoken with (insert name) and he has given us your contact details, knowing that we will make contact with you.

In our program, men who have been violent or controlling towards a family member attend a Men's Behaviour Change Group weekly for 20 weeks, with breaks during the school holidays. The sessions are held every Tuesday night, from 7pm until 9pm. Our two counsellors, Jill and Jack, invite men to reflect on their behaviour and learn ways to relate non-violently.

The process of behaviour change is a long one, and we cannot guarantee that (insert name) will ever change his behaviour. It is important that you take care of yourself. Over the page are some phone numbers of women's services that can support you and provide you with information about accommodation, legal support, and financial matters. If (insert name) harms or threatens you, you should call the police.

I will be attempting to contact you by phone within the next week to see if you would like to have any contact with our program. Sometimes we find it very difficult to catch people at home, so if you haven't heard from me I would appreciate you calling me on xxxx xxxx during office hours.

Yours sincerely

XXXXXXXXXXXXXX

Program Coordinator

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Letter to initiate contact with women (2)

Dear (insert name)

I am writing as a member of the Fictionville Community Health Service counselling staff, to give you some information about our program, Men (Can) Stop Family Violence. (insert name) has expressed interest in joining our program to try to stop his use of violent and controlling behaviour.

Our program is based on two principles: that women and children have the right to live their lives freely and safely; and that men who deny them this right need to take responsibility for their actions and choose to change. We strongly believe that women and children are never to blame for men's behaviour.

In our experience, women and children who have experienced family violence often need support, even when they are no longer in contact with the man who has hurt them. For this reason, we always invite women to contact us if they would like to get some support, or have a chance to tell their story.

(insert name) has given us your contact details, knowing that we will invite you to make contact with our service. We recognise that you have separated from him and that as a result, you might not wish to have any contact with our service. If this is so, we will respect your wishes, and the only time we would contact you in the future would be if we felt there was any threat to your safety.

Over the page are some phone numbers of other services that offer support to women who might have experienced male family violence. Any contact that you have with those services would be confidential, and we will not know whether you use them or not.

If you would like to talk with a staff member from our service, you are welcome to call me on xxxx xxxx during office hours. Please note that anything that women tell us is confidential, and we will not tell (insert name) whether or not we have heard from you.

Yours sincerely

XXXXXXXXXXXXXX

Program Coordinator

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Agreement

By enrolling in this program, I am saying that I want to work towards ending all forms of violence towards others and myself.

To enable this to happen, I agree to the following.:



Regarding my behaviour, I will:

Always try my utmost not to use violent and controlling behaviours.

I will inform staff about:

- Any violent and controlling behaviour that I use during my involvement in the program.
- Any crimes that I commit during my involvement in the program.
- Any changes to my legal status.
- Any guns or any other dangerous weapons that I obtain or already have access to.



Regarding my participation in the program, I will:

Attend the group once a week for 20 weeks, then at least once a month for six months (and to make contact with program staff before a session if, for any reason, I cannot attend).

Arrive on time, ready for a 7pm start.

Not use alcohol or drugs within six hours before group meetings.

Be responsible for my behaviour in the group and fulfil the group agreement on conduct.

Pay the fees of the group

Provide the details of a person who can help to contact me in the future, for the purposes of long term follow up.



Regarding information about my violent and controlling behaviour or people's safety (including my own), I agree that:

I will provide the contact details of any people with whom I have had in intimate relationship in the last two years; any women I have children with, and any women I form relationships with whilst being in the program.

Any information that relates to safety of others, or to my violent and controlling behaviour, will not be confidential.

I will accept the decisions of staff about what information they share or keep confidential.

Program staff may contact my (former) partner/s and children without my knowledge.

I will respect the confidentiality of my (former) partner/s and children.

Program staff may contact the police and any other relevant authority if they are concerned for the safety of others or me.



Regarding information sharing, I permit you to release/exchange information about me to services listed below:

1. Name of service _____

Staff name and role _____

Postal address _____

Telephone numbers _____

2. Name of service _____

Staff name and role _____

Postal address _____

Telephone numbers _____

3. Name of service _____

Staff name and role _____

Postal address _____

Telephone numbers _____



A person who can help contact me in the future is:

Name _____

Relationship to me _____

Postal address _____

Telephone numbers _____



My signature indicates that I have read and understood all of the above. I understand that my participation in the program is conditional on me fulfilling this contract.

Signed _____

Name (block letters) _____

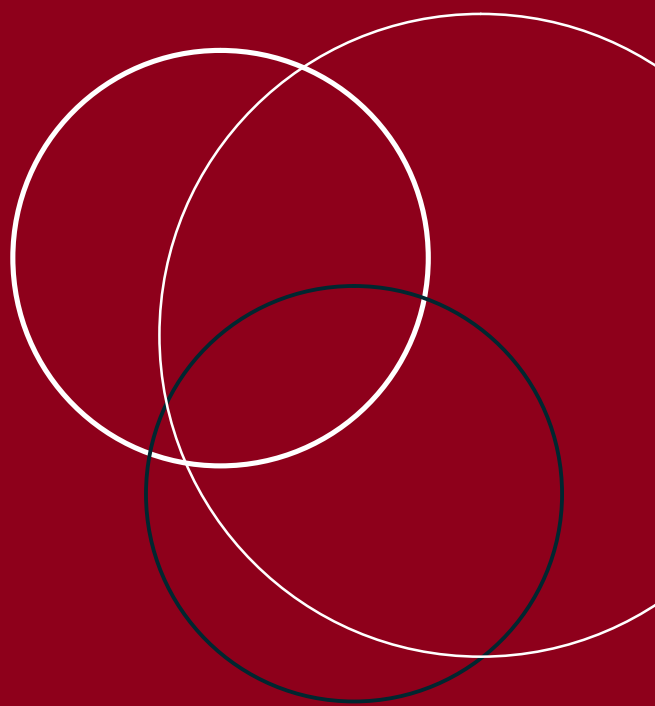
Signature of witness _____

Name (block letters) _____

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Client rights and responsibilities





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Men's Rights and Responsibilities



RIGHTS AND RESPONSIBILITIES OF MEN

Rights

As a participant in this program, you have the right to:

- Receive a high quality of service.
- Be treated with respect.
- Confidentiality of personal information that does not relate to your behaviour or another person's safety.
- Have access to our organisation's complaints or grievance procedure and the grievance procedures of the peak organisation for men's behaviour change programs in Victoria (called No To Violence).

Responsibilities

You also have responsibilities. You must:

- Not use any form of violent or controlling behaviour.
- Accept the decisions of staff about what information they will keep confidential.
- Sign the men's behaviour change program contract.
- Give us the contact details of any of your (former) partners.
- Agree to us contacting your partner, the police, and any other relevant authority if they are concerned for the safety of others.
- Inform staff about:
 - The violent and controlling behaviour that you have used against family members in the past.
 - Any violent and controlling behaviour that you use against family members during your involvement in the program.
 - Any crimes that you have committed in the past, including breaches of any orders.
 - Any crimes that you commit during your involvement in the program.
 - Any court orders or pending court cases involving you, or any changes to your legal status.
 - Any guns or any other dangerous weapons that you have access to.
- Attend all group sessions and attend on time.
- Not use alcohol or drugs within six hours before group meetings.
- Be responsible for your behaviour in the group and fulfil the group agreement on conduct.
- Pay the program fees or inform us if you have difficulties paying.

Women's and Children's Rights



RIGHTS OF WOMEN AND CHILDREN

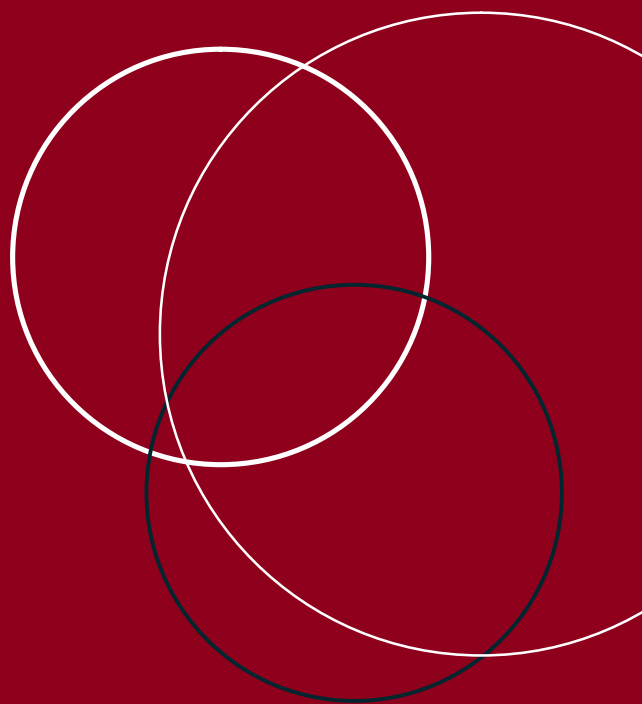
As someone who might be affected by the work of this program, you have the right to:

- Receive high quality services.
- Be treated with respect.
- Confidentiality.
- Be informed about:
 - Any threats to your or your children's safety that our staff perceive.
 - Men's attendance and participation in the group.
 - What the group has been talking about.
- Services and resources that might help you to make decisions for yourself, in your own interests.
- Any of our policies and procedures that might affect you.
- Have access to our organisation's complaints or grievance procedure and the grievance procedures of the peak organisation for men's behaviour change programs in Victoria (called No To Violence).

If we have concerns about a child's safety or wellbeing, the law requires us to report this to the Department of Human Services (DHS). We recognise that women who are experiencing men's violence try very hard to keep their children safe. We will always talk with you first if we are considering notifying DHS.



Women's and children's safety





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Women's safety assessment



Purpose of assessment

The purpose of a safety assessment is to attend to safety from all types of violence and controlling behaviour, not exclusively physical safety from physical violence. This includes threats, intimidation, and emotional manipulation. Not all questions will need to be asked every time, however it is imperative that staff do not assume that things stay the same.



Questions about the extent and severity of the violence

How safe do you feel?

How safe do you think the children are?

How do the children react when he's violent?

Has he ever threatened you?

What has he threatened to do?

How likely is he to carry out his threats?

Does he have a weapon?

What happens when you have an argument?

What's he like when he's really angry?

What's the scariest thing he's ever done?



Questions about safety strategies

What do you usually do when he is violent?

What are some of the things you have tried to keep yourself and the children safe?

Which of these things was helpful?

Do you think these strategies will continue to work?

Is there anything else that might keep you safe?

What do you think it might be like when (you go home/he knows I've called/he realises you've talked with me)?



Questions about beliefs

Is there a part of you that believes that ...?

When do you think this belief began?

Who do you think gave you the message that you are responsible for someone else's behaviour?

What happens in your life now that reinforces this belief?

Do you think you have come to feel more responsible or less responsible for his violence over time?

What have been some of the consequences for you/your children of feeling this level of responsibility?

Can you remember a time when you didn't feel responsible for his violence? What was different then for you/your children?

If you didn't feel this responsibility, what difference might this make to your life?



Questions about seeking support elsewhere

What do you think it would be like to speak to someone else about your concerns about the violence and your situation?

What might be useful about talking to someone else about the violence?

What do you think might be blocking you from speaking to someone else?

Is there anything you would like to do to overcome those blocks.

Do you need somewhere to stay?

Would it be safe to stay with relatives or friends?

Would you like to contact a woman's refuge?



Questions about rights

Do you realise that this is a crime and that he could be charged with assault?

Have you considered calling the police?

What do you know about your legal options?



Questions to highlight strengths

Given that you haven't spoken to anyone else about the violence, this must be quite a big step for you to talk to me.

What are some of the ways you've stood up to him in the past? (NB The purpose of this question is not to encourage women to stand up for themselves in the face of violence, but rather, to identify ways – however small – that women resist or defend themselves)

What have you found has made you safer in the past?

Men's behaviour: A checklist for women

This is a list of behaviours that many women report have been used by their partners.

Please use the numbers to show how often (if at all) the man named below has used these behaviours.

This checklist is confidential and we will not tell the man anything about what you have written or said.

Man's name _____

Date _____

1 = Never

2 = Rarely

3 = Occasionally

4 = Frequently

5 = Constantly

Please circle how
often the man
has done this

Coercion and Threats

Threatened to do something to hurt you	1	2	3	4	5
Threatened to leave	1	2	3	4	5
Threatened to commit suicide	1	2	3	4	5
Threatened to report you to welfare	1	2	3	4	5
Pressured you to drop legal charges	1	2	3	4	5
Made or pressured you to do illegal things	1	2	3	4	5
Other (specify)	1	2	3	4	5

Intimidation

Made you afraid by using gestures or, looks	1	2	3	4	5
Stood close to you in a menacing or intimidating way	1	2	3	4	5
Screamed or yelled at you	1	2	3	4	5
Smashed or threw things					
Punched walls or doors or pounded fists	1	2	3	4	5
Destroyed your personal items, ripped up clothes	1	2	3	4	5
Drove recklessly when you were a passenger	1	2	3	4	5
Stalked you	1	2	3	4	5
Displayed weapons	1	2	3	4	5
Other (specify)	1	2	3	4	5

1 = Never	2 = Rarely	3 = Occasionally	4 = Frequently	5 = Constantly	Please circle how often the man has done this
Economic/Financial Abuse					
Prevented you from getting or keeping a job	1	2	3	4	5
Put you on an allowance	1	2	3	4	5
Made you beg for money	1	2	3	4	5
Took your money or used your cards without your permission	1	2	3	4	5
Made unrealistic demands about household spending					
Didn't let you have access to information about household income	1	2	3	4	5
Controlled your spending	1	2	3	4	5
Didn't give you a say in financial decisions – big or small	1	2	3	4	5
Other (specify)	1	2	3	4	5
Emotional Abuse					
Put you down, called you names, called you 'irrational'	1	2	3	4	5
Made you feel bad about yourself	1	2	3	4	5
Played mind games, twisted your words, made you think you were crazy	1	2	3	4	5
Gave you the silent treatment, caused you to tip-toe around	1	2	3	4	5
Humiliated you alone or publicly	1	2	3	4	5
Made you feel guilty	1	2	3	4	5
Had unrealistic expectations (for example, about tidiness around the house)	1	2	3	4	5
Ridiculed your religious or spiritual beliefs	1	2	3	4	5
Other (specify)	1	2	3	4	5
Gender or Social Privilege					
Treated you like a servant	1	2	3	4	5
Made all the big decisions	1	2	3	4	5
Acted like he 'owns' you	1	2	3	4	5
Acted as if he (as a man) is superior to you	1	2	3	4	5
Acted as if his needs are more important than yours	1	2	3	4	5
Other (specify)	1	2	3	4	5
Isolation					
Controlled what you do, who you talk to, what you read	1	2	3	4	5

1 = Never	2 = Rarely	3 = Occasionally	4 = Frequently	5 = Constantly	Please circle how often the man has done this
Stopped you looking good (for example, told you not to wear make-up or short skirts)					1 2 3 4 5
Limited your outside involvement, where you go					1 2 3 4 5
Checked up on you					1 2 3 4 5
Went through your mail or email					1 2 3 4 5
Used jealousy or envy to justify his actions					1 2 3 4 5
Other (specify)					1 2 3 4 5
Using Children					
Used children to relay messages or check up on you					1 2 3 4 5
Made you feel guilty about the children and parenting					1 2 3 4 5
Used visitation/access changeover to harass you					1 2 3 4 5
Threatened to take the children away					1 2 3 4 5
Other (specify)					1 2 3 4 5
Minimising, Denying, Blaming					
Made light of his abuse and your concerns about it					1 2 3 4 5
Said the abuse didn't happen					1 2 3 4 5
Shifted responsibility for the abuse away from himself					1 2 3 4 5
Focused on your behaviour					1 2 3 4 5
Other (specify)					1 2 3 4 5
Physical Abuse					
Pushed, grabbed, tripped, shoved, poked or prodded you					1 2 3 4 5
Slapped, hit, punched or kicked you					1 2 3 4 5
Pulled hair, scratched, bit you					1 2 3 4 5
Harmed pets (for example, teased/starved/punished/locked them up)					1 2 3 4 5
Held you and slapped you					1 2 3 4 5
Shook you or threw you to the ground					1 2 3 4 5
Choked or strangled you					1 2 3 4 5
Burned you					1 2 3 4 5
Used a knife, gun or weapon against you					1 2 3 4 5
Other (specify)					1 2 3 4 5

1 = Never	2 = Rarely	3 = Occasionally	4 = Frequently	5 = Constantly	Please circle how often the man has done this
Sexual Abuse					
Made you watch sex movies/pornography					1 2 3 4 5
Demanded sexual activity					1 2 3 4 5
Refused to have sex with you as 'punishment'					1 2 3 4 5
Physically forced you to have sex					1 2 3 4 5
Forced you to have sex in a way you didn't want					1 2 3 4 5
Tried to make you feel guilty about not wanting sex					1 2 3 4 5
Had sex with you while you were asleep					1 2 3 4 5
Pressured or manipulated you into sex by making threats					
Attacked your sexual parts or touched you when you didn't want you to					1 2 3 4 5
Other (specify)					1 2 3 4 5
Alcohol and Other Drugs					
Made you drink more than you wanted, or made you take drugs					1 2 3 4 5
Used alcohol /other drugs					1 2 3 4 5
Frightened you when he was drunk					1 2 3 4 5
Exceeded recommended health and safety levels for drinking					1 2 3 4 5
Other (specify)					1 2 3 4 5

This checklist, which draws on the Duluth Power and Control Wheel, was developed by Ron Coster for use in the GRAPPLE program conducted by Gippsland Lakes Community Health Centre. Reproduced with permission of Gippsland Lakes Community Health Centre

Making a safety plan with women



Rationale

Preventing violence is not women's responsibility, but making a safety plan might help women to survive a man's choice to use violence.

All women who have contact with a men's behaviour change program should be encouraged and assisted to make a safety plan.

Contact workers should work with women to review their safety plans on a regular basis, as well as any time that a critical incident occurs.

A safety plan should include phone numbers of police and the relevant Domestic Violence Crisis and Domestic Violence Outreach Services.

A separate safety plan should be made for children.



Questions to ask women include:

- Where will you keep these phone numbers?
- Is it safe for me to contact you by phone?
- Where can you go if you need to leave the house in an emergency?
- Have you told this person about your partner's violence?
- If this person is not at home, who would you contact?
- Are the local police aware of your partner's violence to you/the children?
- What would need to happen for you to think you had to leave the house immediately?
- Do you want to wait for that to happen before you think about leaving?
- Do you have important documents at hand if you were to leave in a hurry? (for example: bank cards, passports, birth certificates)
- What, if anything, do you think could stop you from acting on this safety plan?
- If that happened, what else could you do?

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Women's Safety Plan

Your safety and your children's safety are most important.

Preventing violence is not women's responsibility, but making a safety plan might help you to survive a man's choice to use violence.

Things to think about now:

1. Where can you go if you need to leave the house in an emergency?
2. Have you told this person about your partner's violence?
3. If this person is not at home, who would you contact?
4. Are the local police aware of your partner's violence?
5. What would need to happen for you to think you had to leave the house immediately?
6. Do you want to wait for that to happen before you think about leaving?
7. Do you have important documents at hand if you were to leave in a hurry?
(for example: bank cards, passports, birth certificates)
8. What, if anything, do you think could stop you from acting on this safety plan?
9. If that happened, what else could you do?

Only keep this page if you know that it is safe to do so.

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Talking about children's safety with women



Rationale

When considering the safety of children with women, it is imperative to recognise and validate women's efforts in trying to protect their children and to recognise that if children are unsafe, it is because of their male family member's choices to use violence. Most women take considerable steps to try to keep their children safe, and this is the most appropriate starting point for conversations about children's safety.



Questions

Questions for women include:

1. Do you have children in your care?
2. Where are the children now?
3. Have the children ever heard or seen the violence?
4. What sort of violent behaviours have your children witnessed or overheard? (Prompts: punching, pushing, hair pulling, verbal abuse, undermining of decisions, dangerous driving, etc.)
5. What impact do you think the violence might be having on your children?
6. Have you noticed any changes in the children's behaviour immediately following the abusive episodes?
7. Has your partner ever hurt or threatened to hurt the children?
8. Do you think the children are at risk of physical injury from your partner?
9. Do you think the children are scared of their father as a result of him being violent?
10. Would you like to explore ways in which you could help support your children/deal with the effects?

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Children's safety plans: Information for women



Why are safety plans important?

Personal safety is extremely important for all children, especially if their families are experiencing violence. Children or teenagers who experience abuse can be profoundly affected. It is very traumatic for them to be faced with violence directed at them or at someone they love.

A safety plan is a simple, concrete strategy devised with your child to help them deal with a dangerous situation and get to safety. This safety plan is based on the belief that the most important thing that children can do for their mothers and their families is get out of the way! They cannot stop the abuse, although they often try by distracting the abuser or directly interfering in the abusive episode. It is important to tell your child that the best and most important thing for them to do is keep themselves safe.



Making plans towards safety

There are several strategies to help you develop a safety plan with your child(ren).

- Have your child identify a safe room/place in the house, preferably with a lock on the door, and a phone. The first step of any plan is for the children to get out of the room where the abuse is occurring.
- Stress the importance of being safe.
- Stress that it is not their responsibility to make sure you are safe.
- Teach them how to call the police for help, and rehearse what they will say when they call (in the case of young children it should be simple yet specific, i.e. 'someone is hurting mummy').
- Make sure that they know they should not use a phone that is in view of the abuser. This might put them at risk.
- Make sure that they know their address and full name.
- Tell them to leave the phone off the hook after they have finished talking. The police will call the number back if they hang up, which might make the situation more dangerous.
- Tell them which neighbours they could go to for help.

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Every kid's safety is important

These things might help YOU to be safe

This is your own safety plan. Remember:

- You are not to blame for the abuse.
- You must not put yourself in danger.
- Abuse is very dangerous and it is against the law.
- If you don't feel safe, go to your safe place if you can.
- You are not responsible for your mother's safety, but you might be able to get help for her.

If you can get to a phone in your own house, a neighbour's house, or a pay phone, you can call for help.

Here's what to do when you call:

Dial **000**

They will say: 'POLICE, FIRE, AMBULANCE'

You answer: Police

Then say:

My name is _____

I am _____ years old.

I need help. Send the police. Someone is hurting my mum.

The address here is _____

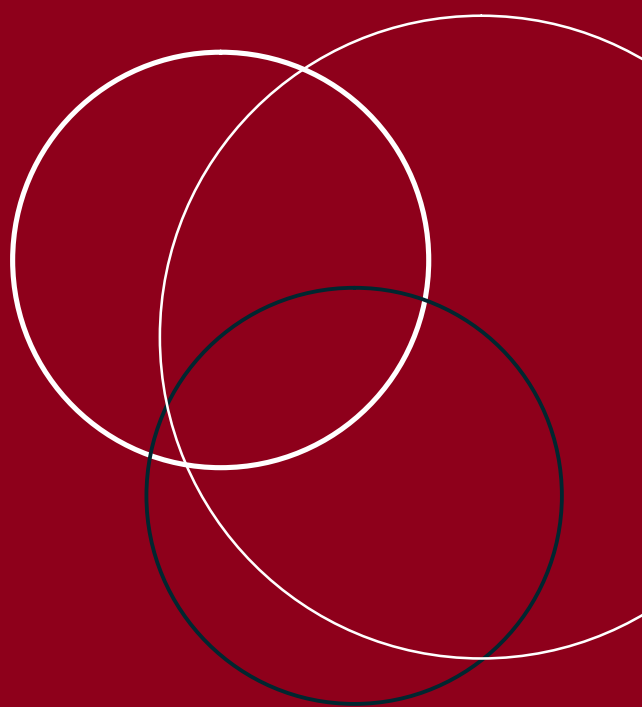
The phone number here is _____

It may not be safe for you to stay on the phone. If it is not safe, tell the person that and then just put the phone down. **DO NOT HANG UP.** If you hang up, the police might call you back.

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Observers





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Information for observers

Thank you for your willingness to observe our program. Your observations and comments are essential. We believe that other people's scrutiny is an important part of our program's accountability to women, children, and the broader community. We also believe that it helps us, as facilitators, to improve our practice.

This information pack provides some information about the group (see attachments) and your role. It also makes some suggestions about things we would like you to look out for as you observe the group.



Your role

Observers attend a group only to observe; this means that you will not participate in the group in any active way.

When you arrive in the afternoon, we will introduce you to everyone in the team.

We will spend approximately ninety minutes preparing for the group. This will include hearing feedback from the Contact Worker and reviewing the assessments of any new participants.

We then take a cup of tea over to the park for twenty minutes to have a bit of a break. This is also a time for you to ask any questions.

At about 6:50 we go back inside, so that we are ready for the men to arrive.

In our program, we ask you to sit outside the circle. We provide chairs and a table so that observers can write notes.

When the group begins, we will introduce you by your first name (and organisation if you wish).

Once the group begins, we will not acknowledge your presence and we would prefer you to observe without comments. Group members are used to this process.

We have a break about half way through the session, for 10 minutes. We usually use this as a chance to have a chat with participants and observers. You are welcome to talk with anyone you wish.

At the end of the session, after the men have left, we debrief about the session. To do this we ask questions of ourselves and observers. The spirit of our debriefing is one of critical reflection. We affirm positives, as well as identify areas for development or change.

We welcome your honest feedback about anything you noticed in the group. If participants' stories, attitudes, or behaviour disturb or upset you, we encourage you to talk about this in the debriefing. Of course, you are also welcome to contact us to talk about this further afterwards if you wish.



What might I observe or look for?

We welcome any observations you have about any aspect of the group process, our practice as facilitators, or the behaviour of individual men.

Specific things you could observe or look for in the group include:

- The dynamics between facilitators
- Any roles that you see the facilitators taking
- The group dynamics
- The focus of the group on violent and controlling behaviours
- The focus of the group on safety of women and children
- Any minimisation or denial of violent and controlling behaviours, or collusion with these
- Any sexist, racist, homophobic or other power-over language
- The practicality of strategies discussed
- The way that gender operates in the group
- The stated and implied messages from facilitators
- The content and quality of educational materials.



Confidentiality

Observers are bound by the same confidentiality as facilitators; that is, men's personal information is confidential, but information about their violence and the group process and outcomes is not.



Time commitment

We require all observers to meet with us in the week before the session for a briefing about the program. This usually takes about an hour, but it can vary greatly!

We feel it is important that you see all aspects of the group, from planning to debriefing. For this reason, we ask you to arrive two hours before the group arrives and remain behind for half an hour afterwards.

We encourage you to sit in on more than one session.

Session evaluation form for observers

This form is intended to help you to give us feedback about our program. We always welcome your comments and suggestions. If you would prefer to talk with us, please make a time for us to meet or call you.

Thank you!

Jill and Jack, facilitators

Is this the first time you have observed any men's behaviour change group? ☐ Yes ☐ No

Is this the first time you have observed our group? ☐ Yes ☐ No

Please show how much you agree with each statement	1 is strongly disagree, 5 is strongly agree					
I felt prepared for my observer role	1	2	3	4	5	Not sure
I felt that men weren't challenged enough	1	2	3	4	5	Not sure
I felt the voices of women were present in the group	1	2	3	4	5	Not sure
I felt the voices of children were present in the group	1	2	3	4	5	Not sure
Gendered ways of working were visible in the facilitators' practice	1	2	3	4	5	Not sure
The facilitators encouraged all men to participate	1	2	3	4	5	Not sure
I felt comfortable in my observer role	1	2	3	4	5	Not sure
I would advocate for this program	1	2	3	4	5	Not sure

We would appreciate you using the ranking scale to show us where you think we should be doing more or less. You are welcome to show rankings for the facilitators together or individually.

Challenging sexist language

0	1	2	3	4	5	6
Failed to do this	Some, but not enough	Adequate	About right	More than adequate	A bit much	Way overboard

Challenging other forms of power-over language

0	1	2	3	4	5	6
Failed to do this	Some, but not enough	Adequate	About right	More than adequate	A bit much	Way overboard

Focusing on violent and controlling behaviours

0	1	2	3	4	5	6
Failed to do this	Some, but not enough	Adequate	About right	More than adequate	A bit much	Way overboard

Focusing on men's responsibility

0	1	2	3	4	5	6
Failed to do this	Some, but not enough	Adequate	About right	More than adequate	A bit much	Way overboard

Focusing on women's and children's safety

0	1	2	3	4	5	6
Failed to do this	Some, but not enough	Adequate	About right	More than adequate	A bit much	Way overboard

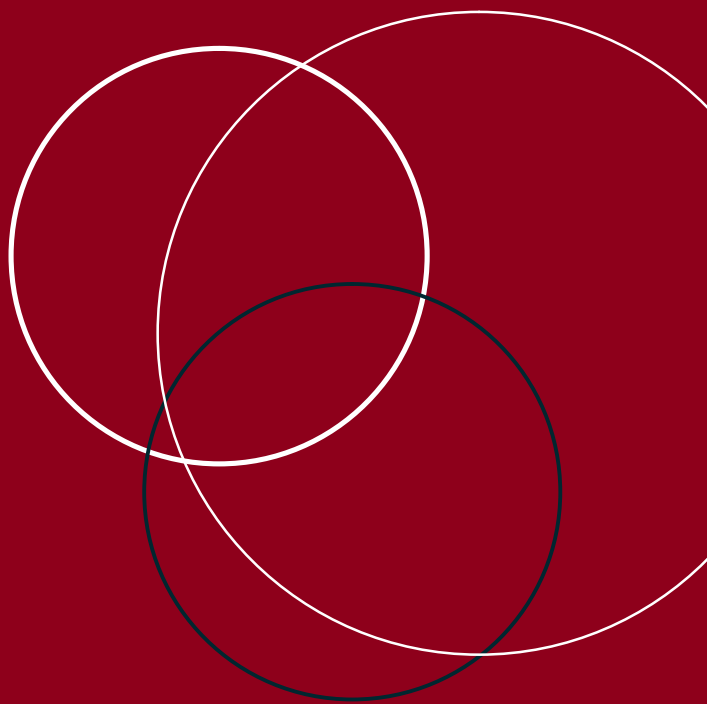
Challenging men's use of minimising, justifying, blaming and denying language

0	1	2	3	4	5	6
Failed to do this	Some, but not enough	Adequate	About right	More than adequate	A bit much	Way overboard

Please use the blank paper provided to write any comments or suggestions about your observations, or about the group or program.



Debriefing questions





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Debriefing questions



Rationale

Debriefing serves four purposes:

- It provides an opportunity for facilitators to reflect on individual or group issues, processes, dynamics and outcomes, including difficulties or achievements.
- It assists with follow-up and continuity of issues raised in each session.
- It helps to ensure timely and appropriate follow-up on issues for individual participants, and women and children.
- It provides a space for facilitators to reflect on and share their experiences of the session, including their dynamics, and any personal or professional issues raised within the session.



Questions to guide debriefing

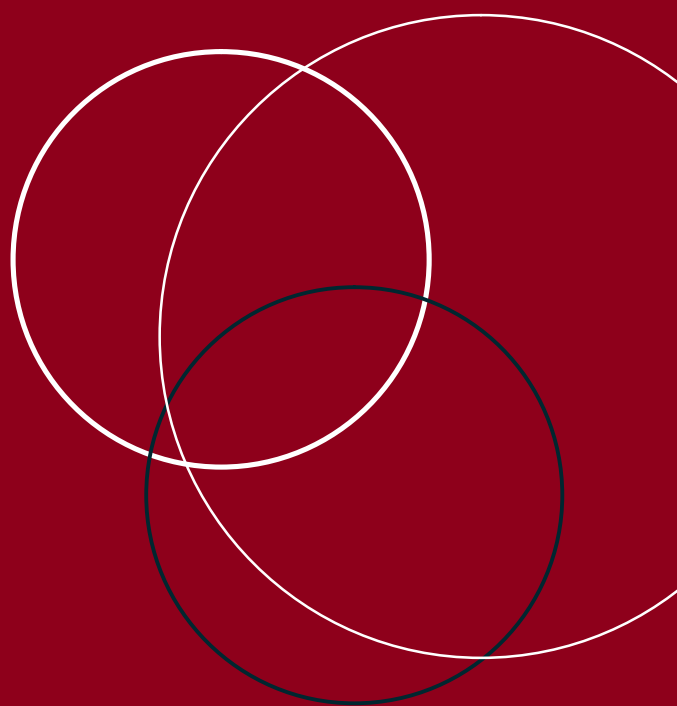
- What did we cover tonight?
- Thinking about individual men, what issues arise that we need to follow up on next week?
- Thinking about individual men, what issues arise that a staff member needs to follow up on during the week (decide on approach and allocate responsibilities)?
- Thinking about the group dynamics, what went well, what would we like to be different next time?
- Thinking about ourselves as facilitators, what feelings/thoughts/values came up for us tonight?
- Were there any gendered ways of working that we used tonight? What is our response if they did?
- Thinking about the dynamics between us as facilitators, how did things work tonight?
- Is there anything from the session tonight that will affect us when we drive home / be with our families / try to sleep tonight?
- The spirit of our debriefing is one of critical reflection. We affirm positives, as well as identify areas for development or change.



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Monitoring and evaluation tools





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Weekly check-in and feedback form for men

Name: _____

Date: _____



Reflections on my behaviour over the last week

My use of:	Not relevant (never happened)	Noticeable change for the worse	Small change for the better	No change at all	Small change for the better	Noticeable change for the better
Physical violence/abuse						
Verbal and emotional abuse						
Controlling behaviour						
Threatening or intimidating behaviour						
Economic violence/abuse						
Sexual violence/abuse						

Please show how much you agree with each statement (1 is strongly disagree, 5 is strongly agree)

I know I was controlling of my partner and/or children this week	1	2	3	4	5	Not sure
My partner and/or children were scared of me this week	1	2	3	4	5	Not sure
I took responsibility for my behaviour this week	1	2	3	4	5	Not sure
I think my partner and/or children were safe this week	1	2	3	4	5	Not sure
I used verbal and emotional abuse this week	1	2	3	4	5	Not sure
I blamed someone else for my behaviour this week	1	2	3	4	5	Not sure
I used physical violence/abuse this week	1	2	3	4	5	Not sure



Applying my learning

Strategies I used this week to stop or intervene in
my violent and controlling behaviours

Strategies I should have used this week, but
didn't



What I did this week

Please complete the following sentence about behaviour that is relevant to your men's behaviour
change process, giving as much information as possible about what you did.

In the past week, I:

Please use the space below to write any questions, feelings, suggestions or concerns you have
about our program.

Please give your completed form to the facilitators before you leave

Program evaluation form for men

Name: _____

Date: _____



Reflections on my behaviour over the program

My use of:	Not relevant (never happened)	Noticeable change for the worse	Small change for the better	No change at all	Small change for the better	Noticeable change for the better
Physical violence/abuse						
Verbal and emotional abuse						
Controlling behaviour						
Threatening or intimidating behaviour						
Economic violence/abuse						
Sexual violence/abuse						

Please show how much you agree with each statement (1 is strongly disagree, 5 is strongly agree)

I am less controlling of my partner and/or children than I was at the start of the program	1	2	3	4	5	Not sure
My partner and/or children are less scared of me than at the start of the program	1	2	3	4	5	Not sure
My partner and/or children are safer now than they were at the start of the program	1	2	3	4	5	Not sure
I use physical violence/abuse against my partner and/or children	1	2	3	4	5	Not sure
I use other forms of violent and controlling behaviours against my partner and/or children	1	2	3	4	5	Not sure
I feel I am a better partner and father than I was at the start of the program	1	2	3	4	5	Not sure
Other people are also to blame for my use of violent and controlling behaviours	1	2	3	4	5	Not sure



Applying my learning

Strategies I use to stop or intervene in my violent
and controlling behaviours

Strategies I would like to use, but don't (include
comments about what hinders you)



Reflections about how the program has affected my life

Please complete the following sentence about your , giving as much information as possible
about what is different or the same in your life.

After this program:

Please use the space below to write any questions, feelings, suggestions or concerns you have
about our program.

Please give your completed form to the facilitators before you leave

Feedback and check-in form for women

If you wish, you can use this form to give us feedback about how you are feeling about our program, your safety, or anything you want us to know about the behaviour of the man who is participating in our program. Everything that you tell us in this form will be confidential.

Name of man: _____

Date: _____

Please show how much you agree with each statement (1 is strongly disagree, 5 is strongly agree)

I feel more able to make decisions about my own and my children's future	1	2	3	4	5	Not sure
I have enough information about services and about my rights	1	2	3	4	5	Not sure
I have enough support	1	2	3	4	5	Not sure
He is being more honest about his violent and controlling behaviour	1	2	3	4	5	Not sure
He puts pressure on me to tell him what I've said to workers	1	2	3	4	5	Not sure
I feel safer around him	1	2	3	4	5	Not sure
I think my children safer around him	1	2	3	4	5	Not sure
He blames me for his behaviour	1	2	3	4	5	Not sure
I don't trust what he's saying about the program	1	2	3	4	5	Not sure
I'm worried about my own and my children's safety	1	2	3	4	5	Not sure



Reflections on his behaviour

It is not your responsibility to report on his behaviour, but if you would like us to know about what things are like for you at the moment, you could use the table below or talk to us.

	Not relevant (never happened)	Noticeable change for the worse	Small change for the better	No change at all	Small change for the better	Noticeable change for the better
His use of:						
Physical violence/abuse						
Verbal and emotional abuse						
Controlling behaviour						
Threatening or intimidating behaviour						
Economic violence/abuse						
Sexual violence/abuse						



Your voice and needs are important

Please use the space below to write any comments you have about:

- Your needs
- Your safety
- His behaviour
- Any questions, feelings, or concerns you have about our program

You are also welcome to talk with us about your comments.

Program evaluation form for women

If you wish, you can use this form to give us feedback about how you are feeling about our program. Everything that you tell us in this form will be confidential.

Name of man: _____

Date: _____



Reflections on your own life now

Please show how much you agree with each statement (1 is strongly disagree, 5 is strongly agree)

I feel more able to make decisions about my own future	1	2	3	4	5	Not sure
I have enough information about services and about my rights	1	2	3	4	5	Not sure
I have enough support	1	2	3	4	5	Not sure
My children and I feel safer	1	2	3	4	5	Not sure



Reflections on his behaviour since the start of the program

His use of:	Not relevant (never happened)	Noticeable change for the worse	Small change for the better	No change at all	Small change for the better	Noticeable change for the better
Physical violence/abuse						
Verbal and emotional abuse						
Controlling behaviour						
Threatening or intimidating behaviour						
Economic violence/abuse						
Sexual violence/abuse						



Your voice and needs are important

How has our program impacted on you and your children?

What would you say to other women who are being affected by a man's violent and controlling behaviour?

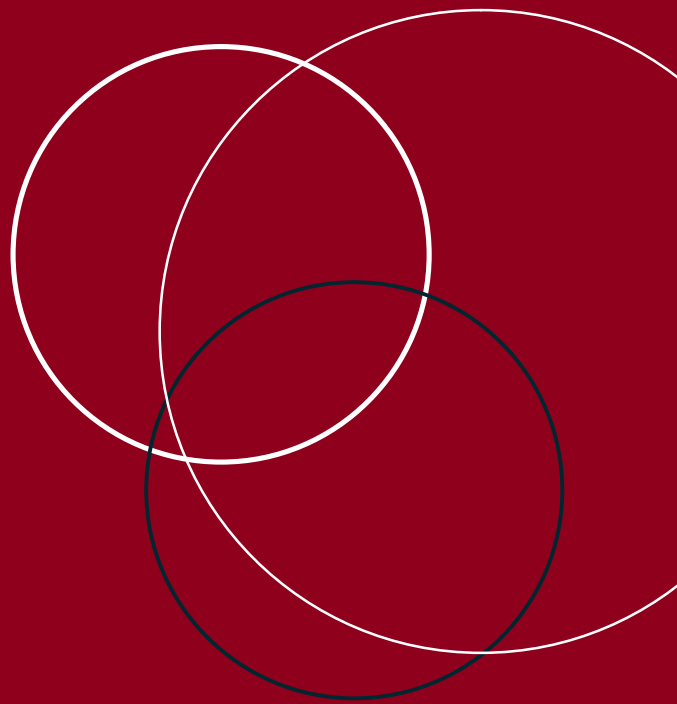
Please use the space below to write any comments you have about:

- Your needs
- Your safety
- His behaviour
- Any questions, feelings, or concerns you have about our program

You are also welcome to talk with us about your comments.



Overheads or handouts





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Core messages of our program

- The safety of women and children always comes first.
- There are many different ways that a man can be violent and controlling.
- Violence and abusive reactions are controlling of others, even though men might feel 'out of control'.
- Male family violence has wide-ranging, long-lasting negative effects on those who experience it.
- Male family violence is never acceptable or excusable, and some forms of violence are illegal.
- Every man has a choice to use or not use violence.
- It is each man's responsibility to stop his violence and abuse.
- Being responsible means giving up using force and power to get what you want.
- Male family violence has a context in patriarchal attitudes and structures, and the association between masculinity and violence is socially constructed.
- There is a difference between a feeling and a behaviour, and men have a choice about how to behave when they are experiencing a certain feeling.
- Responsibility, equality, respect and trust can promote more equal and non-violent relationships.
- Being aware of others' feelings is important in non-violent ways of relating.

From Southern Collective Against Violence and Abuse, 12 Golden Rules for Men's Responsibility

Male family violence: a definition

Male family violence occurs in the context of intimate relationships.

It is 'a pattern of coercive control that one person exercises over another in order to dominate and get his way. It is behaviour that physically harms, arouses fear, prevents a person from doing what she wants, or compels her to behave in ways she does not freely choose.'¹

Family violence can occur in many different kinds of intimate relationships. For example, from one partner towards another, between partners, from a parent to a child, from an adult to an elderly relative, from an adolescent towards a parent. Most frequently however, family violence is perpetrated by men against women and children. Male family violence is an expression of gendered power; that is, the power that men – individually and collectively – have over women and children.

1 Jones, A, Schechter, S, 1992, When Love Goes Wrong, HarperCollins, Melbourne

Statistics on male family violence (1)

The prevalence of intimate partner violence among Australian women²

Age group (years)	% reporting recent physical or sexual violence (< 12 months ago)	% reporting past physical or sexual violence (>12 months ago)
18–24	4.9	9.5
25–34	4.5	19.3
35–44	3.3	22.7
45–54	2.1	23.1
55+	0.8	11.8
% of all women reporting intimate partner violence	2.8	17.1

2 Australian Bureau of Statistics, 1996, Women's Safety Australia, Catalogue No. 4128.0, Australian Bureau of Statistics, Canberra, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

Statistics on male family violence (2)

Data from the Women's Safety Survey³ indicates that one in five Australian women identified at least one experience of physical or sexual violence by a current or former partner since the age of 15. Specifically:

Almost 195,000 or 2.8 per cent of women had experienced recent physical or sexual violence.

Over one million or 17.1 per cent of women had experienced past physical or sexual violence.

Less than 20 per cent of women exposed to violence reported this to authorities⁴.

In 2000–2001, the Victoria Police attended 21,618 incidents involving violence between intimates. There were 19,933 children present during these incidents⁵.

In the same year, Victorian housing agencies assisted 10,200 clients who gave intimate partner violence as their reason for seeking assistance, and of these 95 per cent were female.⁶

3 Australian Bureau of Statistics, 1996, Women's Safety Australia, Catalogue No. 4128.0, Australian Bureau of Statistics, Canberra, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

4 Office for Women's Policy, A Policy Framework: A Co-ordinated Approach to Reducing Violence Against Women, Office of Women's Policy, State Government of Victoria, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

5 Victorian Community Council Against Violence, 2002, Victorian Family Violence Data Base, First Report, Victorian Community Council Against Violence, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

6 Office for Women's Policy, A Policy Framework: A Co-ordinated Approach to Reducing Violence Against Women, Office of Women's Policy, State Government of Victoria, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

Effects of male family violence on women (1)⁷

Fatal impacts

Femicide

Suicide

Life-threatening sexually transmitted infections (eg HIV)

Death of mother or infant during or following childbirth

Physical injuries

Bruising

Lacerations or tears

Fractures

7 VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

Effects of male family violence on women (2)⁸

Mental health problems

Attempted suicide and self-harming behaviours

Depression

Anxiety

Eating disorders

Traumatic and post-traumatic stress symptoms

Other psychiatric disorders such as phobias

Behaviours and practices affecting health

Harmful tobacco and alcohol use

Illicit and licit drug use (eg tranquillisers and sleeping pills)

Other health problems

Chronic pain disorders (eg headaches, neck pain)

Gastrointestinal and digestive disorders

Somatisation disorder (the physical expression of psychological symptoms)

Sleep problems

8 VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

Effects of male family violence on women (3)⁹

The risk of experiencing male family violence is higher in pregnant women and in the period following the birth of a child.¹⁰ Some 42 per cent of all women responding to the Australian Women's Safety Survey who reported they had experienced violence at some time in their lives were pregnant at the time of the violence.¹¹

Women who experience male family violence also have more reproductive health problems. They are more at risk of:

- Sexually transmitted diseases
- Urinary tract infections
- Human papilloma virus, which leads to abnormal Pap tests
- Termination of pregnancy
- Complications of pregnancy (eg inadequate weight gain, infections during pregnancy, miscarriage, haemorrhage, low birth weight)

9 VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

10 World Health Organisation, 2000, Women and Mental Health: An Evidence Based Review, World Health Organization, Geneva; Taft, A. 2003, Promoting Women's Mental Health: The Challenge of Intimate Partner/Domestic Violence, Issues Paper No. 8, Australian Domestic and Family Violence Clearing House, Sydney; Gazmararian, J.A., Lazorick, S. et al., 1996, 'Prevalence of violence against pregnant women', JAMA, 275 (24), 1915-20, Erata 277 (14): 1125. All cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

11 World Health Organisation, 2000, Women and Mental Health: An Evidence Based Review, World Health Organization, Geneva, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

In summary ... effects of male family violence on women (4)

Women who have been exposed to violence have a greater risk of developing a range of physical and mental health problems including injury, death, reproductive problems, stress, anxiety and depression.¹²

They report poorer physical health overall, are more likely to engage in practices that are harmful to their health and experience difficulties in accessing health services.¹³

Intimate partner violence is responsible for more ill-health and premature death in Victorian women under the age of 45, than any other of the well-known risk factors, including high blood pressure, obesity, and smoking¹⁴

12 World Health Organisation, 2000, Women and Mental Health: An Evidence Based Review, World Health Organization, Geneva, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

13 World Health Organisation, 2000, Women and Mental Health: An Evidence Based Review, World Health Organization, Geneva, cited in VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 21

14 VicHealth, 2004, The Health Costs of Violence, State Government of Victoria, Melbourne, p 8

Effects of male family violence on babies

Whilst many people think that babies aren't aware of what's going on around them, the complete opposite is true. Babies are soaking up every sight and every sound, and respond very strongly to the feelings and actions of people around them.

Research has found that where there is male family violence, babies:

- Often cry excessively.
- Show signs of anxiety and irritability. Frequently have feeding and sleep difficulties.
- Are often underweight for their age and have delayed mobility.
- Often react to loud noises.
- Are wary of new people.
- Might be very demanding or very passive.

Children of any age might have Post Traumatic Stress Disorder. Symptoms including re-experiencing of events, fearfulness, numbing, and increased arousal.

Effects of male family violence on pre-schoolers

Pre Schoolers might lack the maturity to understand the meaning of the abuse they observe, but they certainly experience emotional distress. This is often shown by:

- Clinginess.
- Eating and sleeping difficulties.
- Concentration problems
- Inability to play constructively
- Physical complaints
- Immature behaviour, insecurities, and reduced ability to empathise with other people.
- Adjustment problems, for example, difficulty moving from kindergarten to school.

Children of any age might have Post Traumatic Stress Disorder. Symptoms including re-experiencing of events, fearfulness, numbing, and increased arousal.

Effects of male family violence on older children

As they get older, children have a deeper understanding of the intentions behind violent behaviour. They also often wonder what they could have done to prevent it.

Common effects of experiencing male family violence are:

- Repressed anger and confusion.
- Limited tolerance and poor impulse control.
- Conflict avoidance, over compliant behaviour.
- Loss of interest in social activities – with family or with peers.
- Reduced social competence.
- Low self esteem.
- Poor school performance.
- Rebelliousness, defiant behaviour, temper tantrums, irritability, cruelty to pets, physical abuse of others.
- Inability to cope.

Children of any age might also have Post Traumatic Stress Disorder. Symptoms include re-experiencing of events, fearfulness, numbing, and increased arousal.

Effects of male family violence on teenagers

The teenage years are hard enough, but teenagers who experience male family violence find things much harder than their peers. They:

- Are at risk of academic failure, school drop out, delinquency and substance abuse.
- Might have difficulty trusting adults.
- Might use controlling or manipulative behaviour.
- Are at increased risk of homelessness, eating disorders, and engaging in delinquent/violent/risk taking behaviour.
- Are more likely to be depressed, have suicidal thoughts or behaviours.

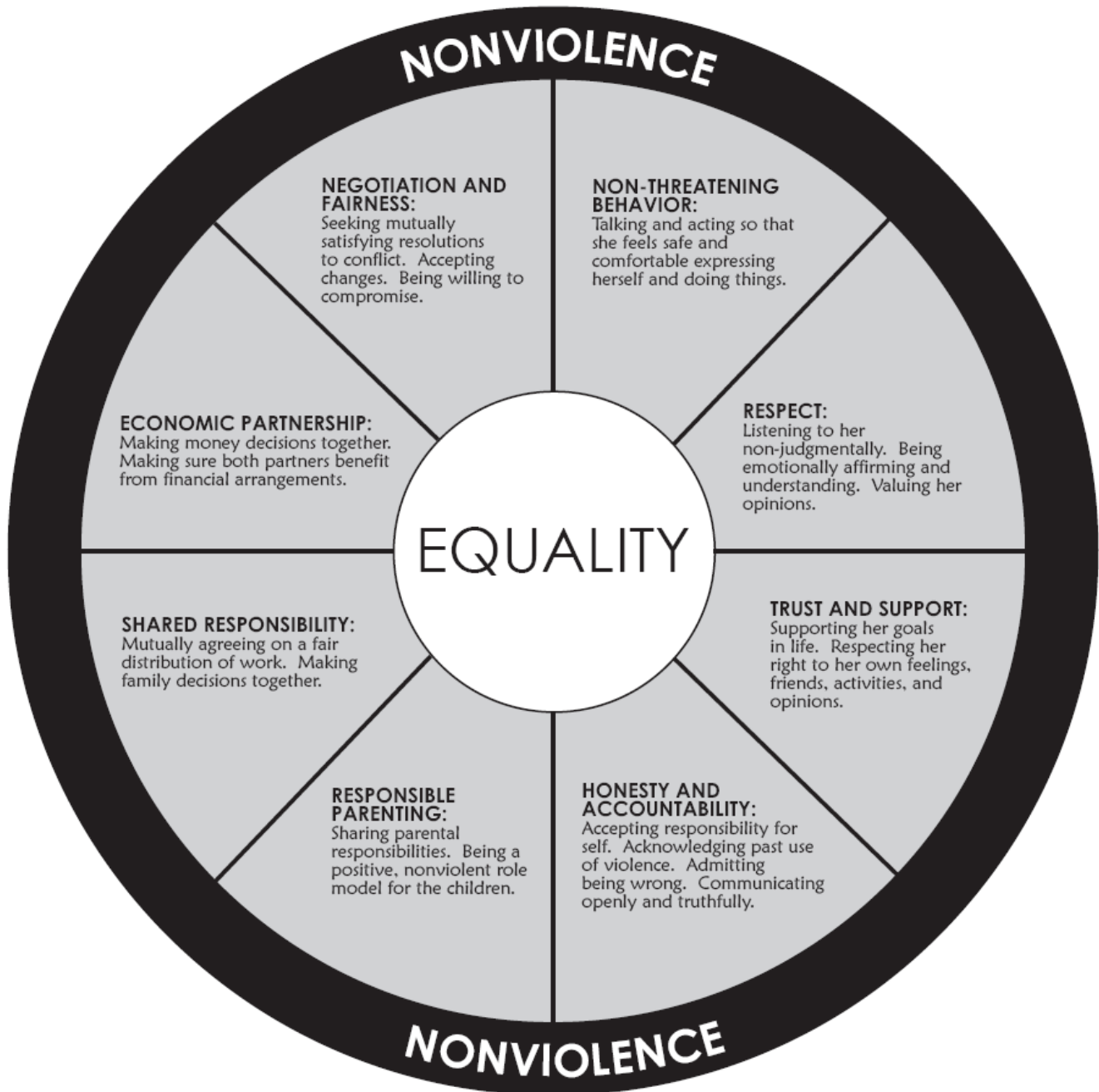
Adolescents of any age might also have Post Traumatic Stress Disorder. Symptoms include re-experiencing of events, fearfulness, numbing, and increased arousal.

The Power and Control Wheel¹⁵



15 Minnesota Program Development Inc., Domestic Abuse Intervention Project, 202 East Superior Street, Duluth, MN 55802

The Equality Wheel¹⁶



16 Minnesota Program Development Inc., Domestic Abuse Intervention Project, 202 East Superior Street, Duluth, MN 55802



He used to threaten me constantly that he would send me back to Poland without the children if I did not do what he wanted. The lawyer the refuge found for me has told me that he can't do that and that's made a big difference to me. I can now plan for a good future for me and the children.

Annette

(Cited in VicHealth, 2004, The health costs of violence, State Government of Victoria, Melbourne, p 14)



The kids saw it all. I was grabbed by the hair and he slammed my head into the shed wall. I fell and while I was on the ground he kicked me. Now the kids and I all sleep in the lounge. We are afraid he will break in and hurt us.

Karen

(Cited in VicHealth, 2004, The health costs of violence, State Government of Victoria, Melbourne, p 16)



He was angry this morning because I had not cleaned his clothes. Then he lost the back gate key and came back into the house and hit me in the head. He gave me a black eye, broken nose and dislocated shoulder, and bruises all over my neck.

Kaye

(Cited in VicHealth, 2004, The health costs of violence, State Government of Victoria, Melbourne, p 18)



If someone knocked on the door when I was arguing with my wife, I could stop mid-sentence – I would instantly become MISTER NICE GUY. The second they left it was like turning a tape recorder back on – I could start EXACTLY where I left off.

George

(Cited in VicHealth, 2004, The health costs of violence, State Government of Victoria, Melbourne, p 22)



After I moved out of the refuge, I went to another place far away from where I used to live. My new doctor has helped me to think differently about my depression. I am gradually coming off the medication and getting out more, to the parents' club at the school and things like that. I could never have done that when I was with my ex – he just didn't let me go anywhere.

Angela

(Cited in VicHealth, 2004, The health costs of violence, State Government of Victoria, Melbourne, p 27)



The course has made me aware that I can change and that I am responsible for my self and behaviour. I feel that I am in touch with myself and my feelings and it is my choice how I act and relate to my partner. I could have stayed as I was and destroyed everything I hold dear. I chose to seek help. I'm glad I did and stuck to it. I've given my wife, my son and myself a chance to be happy and I am at peace instead of out of control.

Royce

(Cited in VicHealth, 2004, The health costs of violence, State Government of Victoria, Melbourne, p 33)



I used to drink a lot during the day – just to cope with the stress really. Now that I've left my violent ex, I still drink, but only when I go out with my friends. I just don't feel the need to drink during the day to block things out any more.

Bella

(Cited in VicHealth, 2004, The health costs of violence, State Government of Victoria, Melbourne, p 39)



No particular thing set him off which is the hardest to cope with. At least if you know exactly what will [trigger it] you can take steps to prevent it. For example the butter maybe hard instead of easy spreading consistency because you overlooked toasting it from the fridge early. This would trigger off verbal abuse, which in seconds became violent behaviour, chair overthrown backwards at the table and a mad rage – his demonstration of what I'd get if I didn't oblige every whim type of thing.

(Cited in Family Violence Professional Education Taskforce, 1991, Everybody's Business, Somebody's Life, The Federation Press, Sydney, p 79)



I spent every second of every minute of every hour, each day of my life during the last years of that marriage, in observing, calculating, preparing – in trying to predict all the things that may go wrong, so that I could be ready to prevent myself being blamed and punished.

Lisa Bennett

(Cited in Family Violence Professional Education Taskforce, 1991, Everybody's Business, Somebody's Life, The Federation Press, Sydney, p 79)



He used to say it was me, that it was the things I'd done that made him behave the way he did. So I used to think, well ... perhaps I've done something that I'm not aware of. He was always very jealous. Even if I just spoke to my brother-in-law I'd be accused of having an affair with him ...

Lisa Bennett

(Cited in Family Violence Professional Education Taskforce, 1991, Everybody's Business, Somebody's Life, The Federation Press, Sydney, p 91)



I am very frightened and bewildered as John has become so violent, hostile and withdrawn this year. He is harsh, impossible to talk to, at times incoherent and very worried, harried, insecure, No one else knows what he is like as his public face is so friendly, sympathetic, funny and balanced. When I try to tell people about his violence, no one wants to believe me.

(Cited in Family Violence Professional Education Taskforce, 1991, Everybody's Business, Somebody's Life, The Federation Press, Sydney, p 58)



He says he loves my Mum but he lies. He tells mum to do everything at home. He never gave Mum any money. He hit my Mum, I saw it. I tried to look happy but I wasn't inside. He never played with me – I felt lonely. I feel sad for my Dad, he's an idiot. I do not like my Dad. My Dad hit my sister with a plate and she started bleeding on her head. She was red everywhere.'

Boy, aged 6

(Cited in Mullender and Morley, 1994, Children Living With Domestic Violence: Putting Men's Abuse of Women on the Child Care Agenda, Whiting and Birch, London, p 20)



My Dad attacked my Mum with a knife. My Dad cut my Mum's toe. He fell asleep. I was at Auntie's. I saw my Mum and I fainted. He used to hit my brother and me. Felt pretty sad. Domestic violence: I think it's bad that it should happen ... Dad is abusive, needs mental help. I help Mum so she doesn't get bad memories and my baby brother is OK.

We arranged to see Dad but he didn't turn up. I felt disappointed.'

Boy, aged 13

(Cited in Mullender and Morley, 1994, Children Living With Domestic Violence: Putting Men's Abuse of Women on the Child Care Agenda, Whiting and Birch, London, p 21)



I was really upset sometimes because my Dad: sometimes he hit my Mum and he hit me and my brother, sometimes he could be really nice and we could have lots of fun. It made me feel very unhappy when he hit me, and it hurt. We left and went into a refuge because he was hitting my Mum ...

At my Dad's, I wet my knickers by accident and Daddy hit me. I felt scared and unhappy. Sometimes I did not want to see my Dad. I haven't seen my Dad for six weeks now, I feel unhappy because I haven't seen him.

Sometimes my Dad still threatens my Mum – it makes me feel unhappy.

Girl, aged 7

(Cited in Mullender and Morley, 1994, Children Living With Domestic Violence: Putting Men's Abuse of Women on the Child Care Agenda, Whiting and Birch, London, p 21)



When I was in hospital after delivering the baby he would not give me any money for me to buy the baby's 'Cradle Photo' or for sanitary products. I felt totally ashamed and humiliated when a nurse reprimanded me for 'poor hygiene' as I had run out of pads and had no money to buy more. I felt too ashamed to ask anyone to bring me in some or explain the situation to the nurses ...

We set up a trust account with the family allowance money that I should have received for the baby. He also started taking over running the finances and paying the bills as I was often in pain, too sick or tired ... He started complaining heavily about me wasting money contacting family/friends via STD phone calls and using petrol driving the car. He began monitoring the phone bills and the mileage of the car.

Lydia

(Cited in Branigan, E, 2004, His Money or Our Money? Financial Abuse of Women in Intimate Partner Relationships, Coburg-Brunswick Community Legal and Financial Counselling Centre, p 19)



For maternity clothes I wore his things when I got bigger. I never thought of asking for something like this, you just get too scared.

Sharon

(Cited in Branigan, E, 2004, His Money or Our Money? Financial Abuse of Women in Intimate Partner Relationships, Coburg-Brunswick Community Legal and Financial Counselling Centre, p 23)



I would call him and ask him to pick me up and he wouldn't tell me whether he would come or not. I would stand there hoping and hoping he would come and being so grateful if he did.

Margaret

(Cited in Branigan, E, 2004, His Money or Our Money? Financial Abuse of Women in Intimate Partner Relationships, Coburg-Brunswick Community Legal and Financial Counselling Centre, p 23)



He spends his money on telephone betting and the TAB. I'll show you the latest 3 month phone bill (\$1,700). But that was a low one, they are usually between \$2000-\$3000 a month. When the TAB closes the races have to be available on Foxtel. He always leaves me only with the front page of the bill to pay and takes the pages that let you track where all the calls go. They all go to the phone betting number. You can ban this number with the telephone company but the consequences would be too many for me, so I just pay it."

Janine

(Cited in Branigan, E, 2004, His Money or Our Money? Financial Abuse of Women in Intimate Partner Relationships, Coburg-Brunswick Community Legal and Financial Counselling Centre, p 25)



A lot of times there is hardly any marks on you. The physical marks are not really as bad as the emotional. The physical you get used to it, emotionally it takes away yourself. Financial is tied to the emotional. The physical part stops at a certain point – they won't hit you for a week or so – emotional and financial goes on, it doesn't let up.

Fiona

(Cited in Branigan, E, 2004, His Money or Our Money? Financial Abuse of Women in Intimate Partner Relationships, Coburg-Brunswick Community Legal and Financial Counselling Centre, p 28)

Quality Assurance Tool

This tool has been developed for NTV members who wish to evaluate whether and how they meet NTV's Minimum Standards and Good Practice Guidelines, and to identify areas for action . Use of this tool is optional.

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
1	Responsibility for implementation of NTV's Minimum Standards rests with the governance body of the lead provider.			
2	Program providers only provide couple therapy or relationship counselling if the woman is willing to participate, does not feel threatened in the counselling situation and feels safe at home. They never provide couple therapy or relationship counselling when the man is still using physical violence or significant levels of controlling behaviour.			
3	For every men's behaviour change group session: - At least one facilitator is a Level Three Facilitator. - A second facilitator is at least a Level Two Facilitator. - Third and subsequent facilitators are at least Level One Facilitators. Level One Facilitators meet all the following Level One criteria: - Has a demonstrated understanding of the men's behaviour change process and the gendered nature of male family violence - Has observed a minimum of 10 men's behaviour change group sessions. Level Two Facilitators meet all the following Level Two criteria: - Has a demonstrated understanding of the men's behaviour change process and the gendered nature of male family violence - Has at least 80 hours of experience facilitating relevant group work - Has observed a minimum of 10 men's behaviour change group sessions - Has at least 2 years experience in direct service provision with women in the context of family violence OR in a program that adheres to NTV Minimum Standards (or an equivalent for men's behaviour change). This includes the MRS. Level Three Facilitators meet all the following Level Three A criteria: - Has a demonstrated understanding of the men's behaviour change process and the gendered nature of male family violence - Has at least 3 years professional experience in counselling - Has at least 2 years experience facilitating relevant group work - Has a 4 year degree from a recognised tertiary institution in a relevant discipline (for example, Social Work, Psychology, Psychiatry, Community Welfare, Behavioural Science or Medicine) - Has at least 100 hours of experience facilitating men's behaviour change groups			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
	OR Level Three B criteria: - Has a demonstrated understanding of the men's behaviour change process and the gendered nature of male family violence - Has a Graduate Certificate of Social Science (Male Family Violence - Group Facilitation)* - Has at least 100 hours of experience facilitating men's behaviour change groups. * Or an equivalent men's behaviour change group facilitator qualification from a recognised tertiary or training institution Note that that the NTV Management Committee may deem a person's experience and qualifications to be equivalent to these criteria.			
4	Contact workers meet all the following Contact Worker criteria: - Has a demonstrated understanding of the men's behaviour change process and the gendered nature of male family violence - Has knowledge of the processes and content of the provider's group sessions Has observed a minimum of 6 men's behaviour change group sessions - Has experience in direct service provision with women in the context of family violence OR a Graduate Certificate of Social Science (Male Family Violence - Group Facilitation)*. * Or an equivalent men's behaviour change group facilitator qualification from a recognised tertiary or training institution Note that that the NTV Management Committee may deem a person's experience and qualifications to be equivalent to these criteria.			
5	Staff undertaking assessments of men: Are a Level 3 (A) Facilitator OR Have a Graduate Certificate of Social Science (Male Family Violence - Group Facilitation)* AND at least 200 hours of experience facilitating men's behaviour change groups. * Or an equivalent men's behaviour change group facilitator qualification from a recognised tertiary or training institution Note that that the NTV Management Committee may deem a person's experience and qualifications to be equivalent to these criteria.			
6	Supervisors of men's behaviour change program staff meet all the following Supervisor Criteria: - Has a Graduate Certificate of Social Science (Male Family Violence - Group Facilitation)* OR a 4 year degree from a recognised tertiary institution in a relevant discipline (for example, Social Work, Psychology, Psychiatry, Community Welfare, Behavioural Science or Medicine) - Has relevant and diverse skills in counselling and group work - Has at least 3 years professional experience in the family violence field - Has at least 100 hours of experience facilitating men's behaviour change groups - Has current knowledge of issues in male family violence and the men's behaviour change field. * Or an equivalent men's behaviour change group facilitator qualification from a recognised tertiary or training institution Note that that the NTV Management Committee may deem a person's experience and qualifications to be equivalent to these criteria.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
7	Initial contact is made by a female worker and women are able to have contact solely with female staff if they wish.			
8	Facilitators and contact workers participate in at least four relevant professional development activities each year (of which two are activities conducted by NTV) and keep a log of their professional development activities.			
9	All group programs are facilitated by at least two co-facilitators, one male and one female co-facilitator, unless there are demonstrably exceptional circumstances, in which case, they are facilitated by two male facilitators, both of whom: ▪ Have at least fortnightly contact with at least one experienced woman worker in peer supervision, individual supervision, telephone supervision (in cases of geographical isolation) or the program's Reference Group AND ▪ Have their sessions observed (directly or via audio or video tape) by an appropriately experienced female at least monthly.			
10	Men's behaviour change program providers have a Reference Group that meets at least quarterly. This group comprises representatives of local women's services and as many other relevant service providers as possible.			
11	Programs provide men with access to a minimum of 24 contact hours of men's behaviour change group-work, spread over a minimum of 12 sessions and spaced no more than fortnightly. Contact hours do not include time spent on initial assessment or follow-up processes.			
12	Providers emphasise all of the following core messages in all aspects of program promotion and delivery: ▪ The safety of women and children always comes first. ▪ There are many different ways that a man can be violent and controlling. ▪ Violence and abusive reactions are controlling of others, even though men might feel 'out of control'. ▪ Male family violence has wide-ranging, long-lasting negative effects on those who experience it. ▪ Male family violence is never acceptable or excusable, and some forms of violence are illegal. ▪ Every man has a choice to use or not use violence. ▪ It is each man's responsibility to stop his violence and abuse. ▪ Being responsible means giving up using force and power to get what you want. ▪ Male family violence has a context in patriarchal attitudes and structures, and the association between masculinity and violence is socially constructed. ▪ There is a difference between a feeling and a behaviour, and men have a choice about how to behave when they are experiencing a certain feeling. ▪ Responsibility, equality, respect and trust can promote more equal and non-violent relationships. ▪ Being aware of others' feelings is important in non-violent ways of relating. ▪ Being aware of one's own feelings is important in non-violent ways of relating.			

STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
- Everyone needs to challenge sexism and secrecy about male violence – including within men's behaviour change programs. - Women and children are in the best position to judge whether men are behaving in less violent and controlling ways.			
13 Providers help men to develop skills to: - Identify and challenge any of their ideas, attitudes, beliefs and myths that stand in the way of them taking responsibility for their behaviour in the past, present and future. - Recognise the many ways that they can be violent and/or controlling. - Recognise the effects of their violent and controlling behaviour on others. - Listen to, accept and integrate feedback about their behaviour from women and children. - Place others' needs and emotions on at least an equal footing to their own. - Respond to their own and others' strong emotions in non-violent and non-controlling ways. - Use appropriate non-violent and non-controlling behaviours and ways of relating. - Manage and use appropriately their feelings of guilt and shame about their violent behaviours, in ways that enable them to take responsibility for their behaviour. - Prioritise settings and personal relationships (for example, friendships) that support their choice to use non-violent and non-controlling behaviours and ways of relating. - Enhance and draw upon positive personal qualities such as persistence and openness. - Identify thoughts, feelings, physiological reactions and behaviours that are part of the 'winding up' process; use strategies to interrupt that process; and use 'winding down' thoughts before using non-violent and non-controlling alternatives. - Advocate against men's use of violent and controlling behaviours, especially in male-dominated spaces, and challenge the social contexts and conditioning in which these take place. - Reshape their own masculine identity and sense of manhood so that they are characterised by non-violence. Identify how non-violent and non-controlling behaviour and ways of relating will help them to strengthen their existing positive attributes and become a better person, partner and parent.			
14 Groups' eligibility requirements include that men must: - Acknowledge that they have a problem, or at least demonstrate a willingness to consider the possibility of acknowledging their violent behaviour. - Show a desire, commitment and capacity to attend and participate in the entire program. - Show a willingness to keep their partner and children safe (or acknowledge their right to be and feel safe, where men do not have contact). - Agree to program staff having regular contact with any women and children who might be affected by their violent and controlling behaviour. - Agree to abide by the law, including all the requirements of any legal orders in force. - Agree to the provider's policies on limited confidentiality and responding to criminal acts or breaches of court orders. - Agree to give up their access to guns or other weapons, unless they require them for their livelihood (in which case staff should discuss this safety risk with their partner and incorporate this factor into safety planning). - Agree to an ongoing evaluation and monitoring of their progress in changing their violent behaviour and attitudes.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
15	All men who enquire about a men's behaviour change program are provided with a Men's Referral Service brochure and encouraged to use the service as a complementary source of support.			
16	Men or women making an enquiry about a men's behaviour change program are contacted by program staff within one week, but preferably within 48 hours.			
17	Intake assessment includes at least one face-to-face interview conducted by an appropriately qualified family violence worker.			
18	At a minimum, assessment covers the man's: ▪ Current relationship status and relationship history. ▪ Parenting status. ▪ History of using all forms of violent and controlling behaviours. ▪ Capacity for using all forms of violent and controlling behaviours. ▪ Possession of weapons. ▪ Legal standing, including current or previous court proceedings or orders, charges or convictions, and any reports required by statutory or other bodies. ▪ Understanding of the need for change and willingness to change. ▪ Commitment and ability to attend group sessions. ▪ Ability to keep women and children safe, particularly in relation to physical violence. ▪ Acceptance that, throughout the group program, group facilitators will contact women and children who are affected by his violence. ▪ Willingness to accept the provider's policies regarding limited confidentiality and responding to criminal acts and breaches of court orders. ▪ Any potential barriers to the man's participation are also assessed and managed appropriately. ▪ If women and children affected by the man's violence agree to contact with the program, they are invited to contribute information to the man's assessment.			
19	Program providers have a process to continue to engage and support men, women and children, in circumstances when men cannot enter a group immediately.			
20	Program providers give men, women and children documentation about the rights and responsibilities of all parties.			
21	Participation in the provider's program is contingent upon men signing a contract agreeing to: ▪ Program staff contacting any women and children affected by their use of violence. ▪ Limited confidentiality. ▪ Staff disclosing information about them to statutory bodies as required by law. ▪ Pay fees as set by the provider.			
22	All groups have an agreement about acceptable conduct and behaviour within the group and about the consequences of breaking the agreement.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
23	In all record keeping: ▪ File notes discriminate between fact and interpretation. ▪ Records never contain speculation about future behaviour. ▪ Quotes are written down wherever possible. ▪ Disclosures are attributed to the person who makes them (for example, 'Mr N said ...').			
24	Information that might reasonably be considered to have the potential to jeopardise a person's safety is never recorded.			
25	Women's and children's files are separate to men's files.			
26	Files and notes never leave the provider's premises. They are stored in a secure environment, with access limited only to relevant personnel.			
27	Men are permitted to join a men's behaviour change group only if they have agreed that their personal information will have limited confidentiality.			
28	All conversations between women and program staff, and all information given to staff by women, are kept confidential unless women wish otherwise or unless the circumstances require mandatory reporting.			
29	When providing any information to a court or other statutory body, providers include information about the complexities and uncertainties of men's behaviour change work. They do not: ▪ Provide any feedback about men that helps them to avoid penalties, or that lessens the strength of a justice or child protection response to their use of violent and controlling behaviour. ▪ Provide a court or other statutory body with any comments about men's behaviour outside the group, or with timelines for behaviour change or family reunification.			
30	Contact with and support of women and children is primarily about their safety and wellbeing.			
31	Men are encouraged to talk about and reflect on the impacts of their violence on women and children. Men are provided with information and evidence about the effects of their violence on women and children, and women's and children's voices have a place in every group session.			
32	Program staff always ask about and respect the wishes of women when they share information about men's behaviour.			
33	Information provided by women and children is shared with men or the group only if they have given explicit permission, and the program staff agree that it is safe to do so.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
34	At minimum, contact workers ask women and children about: Their safety. What information and support they need. Their experiences of the man's behaviour.			
35	Contact workers tell women about: - Any threats, direct or indirect, to their or their children's safety. - The man's attendance and participation in the group. - What the group has been talking about. - The limitations of groups for men and the possibility that the violence and controlling behaviours might not stop. - Their rights, including rights to live in safety, legal protection, support and information. - What they, as the provider, will do in the event of a man breaching a court order or committing any act of violence against them or their children. - Services and resources that might help them to make decisions for themselves and in their and their children's interests. - Any concerns that they have about the wellbeing or safety of their children.			
36	Initial contact with women and children occurs as part of a man's intake assessment, or if this is not possible, before a man attends his first group session. Where women and children express interest in being contacted by program staff, additional contact occurs at least: - After the man's second or third session. - Every three or four weeks through the program. - When the man leaves the program. More or less contact than this is at the discretion of individual women and children. Contact arising from specific safety concerns (for example, to advise a woman that her partner has not attended) is imperative and is counted as extra to the schedule of contact outlined above.			
37	Providers make all reasonable attempts to contact any woman who has had an intimate relationship (co-habitation, co-parenting of a dependent child or adolescent, or a sexual relationship) in the last two years with a man wishing to participate in a men's behaviour change group. Women who currently live with or have recently separated from a man wishing to participate in a men's behaviour change group are sent an introductory letter, followed up by a telephone call. Women who have been separated from a man wishing to participate in a men's behaviour change group for more than three months are sent a letter inviting them to make contact.			
38	Program providers have and implement written procedures for: - Documenting all risk assessments. - Monitoring threats or risks to safety in an ongoing and systematic way. - Responding to perceived threats to safety. - Reviewing critical incidents. - Responding to criminal acts. - Notifying relevant authorities of possible risk to children, consistent with the notification pathways of their relevant authority. - Relevant aspects of the procedures are explained to men, women, and children upon entry to the program, and thereafter as needed.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
39	Program providers assist women and children to make and revise safety plans to cover foreseeable contingencies.			
40	Providers ensure that women and children who do not want to see the man who has violated them are not on the premises at the same time as him, or that if they are, there is no chance that they will encounter each other.			
41	At a minimum, when a participant in a men's behaviour change group commits any act of violent and controlling behaviour, whether reported by the man, a family member or a third party, program providers always have contact with the woman to: ▪ Revisit her safety plan ▪ Offer support, or offer to organise support, for her to pursue legal action or to discuss her legal option ▪ Offer support, or offer to organise support, if she wishes to speak with police ▪ Discuss whether she wishes to pursue legal action (for example, criminal charges, seeking a court order) against the man ▪ Discuss any risks to her safety that she or the provider believe could arise from her taking legal action or speaking with police and make changes – as needed – to her safety plan ▪ Discuss any other action she would like the provider to take, including when and how often the provider should contact her again ▪ Discuss any risks to children and action that program staff feel they might need to take regarding a child protection notification ▪ Report back to her about what has been done in response to the man's act, what further support she can get, and what (if any), further action she needs to take.			
42	Men's behaviour change groups focus on violence and control as primary themes. Cessation of violent and controlling behaviour is prioritised over other potential outcomes, such as personal development.			
43	Program providers work with specialist services and draw on information about good practice to maximise their inclusiveness for men who are marginalised because of their indigeneity, ethnicity, sexuality or other factors.			
44	Group agreements include processes for facilitators and participants to respond to misogyny and collusion with, or minimisation of, violent and controlling behaviours within the group.			
45	Facilitators debrief for a minimum of twenty minutes at the conclusion of each group session.			
46	Level Two and Three Facilitators, and Contact Workers, have at least monthly, one-on-one supervision, with a Supervisor who meets NTV's criteria for supervisors. Level One Facilitators have at least fortnightly, one-on-one supervision, with a Supervisor who meets NTV's criteria for supervisors. Staff undertaking assessments of men have at least monthly, one-on-one supervision, with a Supervisor who meets NTV's criteria for supervisors.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
47	Program providers evaluate each program they deliver, drawing on quantitative and qualitative data, including information and feedback collected from participants, women and children, and other stakeholders. The findings of evaluation are reported to all members of the Program Reference Group and are used to inform future program planning and delivery.			
	Good Practice Guidelines			
1	Position descriptions and performance appraisals for all staff involved in the provision or management of a men's behaviour change program are informed by the NTV Minimum Standards.			
2	Providers delegate a staff member to oversee implementation of the NTV Minimum Standards.			
3	When involving a previous group participant in a men's behaviour change program in an ongoing formal capacity in a group (for example, as a mentor, educator or facilitator), program providers: ▪ Provide a written role description, including aims, prerequisites and selection criteria for the role; rights and responsibilities of both the participant and the provider; accountability processes; and, scope, limitations and boundaries for the role. ▪ Ensure that the man satisfies all of the provider's selection criteria. ▪ Provide effective training and induction. ▪ Have regular contact with his partner, if he has one (including if he commences a relationship). ▪ Involve him in briefing and debriefing for every group session. ▪ Provide regular supervision with a professional facilitator. ▪ Have a formal contract with him for the provision of his services (whether paid or voluntary). Have a policy on payment/honoraria for volunteers. ▪ Conduct an exit interview upon his departure from the program.			
4	Providers document the theoretical underpinnings of their men's behaviour change program.			
5	Providers make all reasonable attempts to have contact with their local family violence outreach service, family violence networker, and police at least quarterly.			
6	Providers attend meetings or other activities of their local family violence network at least quarterly.			
7	All staff in men's behaviour change programs have access to up-to-date information about services that could be used by men, women and children, including those provided by regional and state-wide providers.			

STANDARD OR GUIDELINE		OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
8	Providers offer information about their men's behaviour change program to all local health, welfare, legal and other providers that provide services to women, men, children and families. This information includes the provider's approach to men's behaviour change; intake and assessment process; processes for accountability to women and children; program structure; statement of rights and responsibilities for male program participants and their family members; and, a clear differentiation between men's behaviour change programs and anger management groups.			
9	All eligibility criteria have a documented rationale.			
10	In following up an initial enquiry, staff provide the enquirer with information about what the provider can offer and the timelines and processes for assessment.			
11	Providers encourage men to make their own bookings for assessment.			
12	Providers taking a booking for a man from a woman first assess her safety, situation and options before discussing the pros and cons of her making a booking on his behalf.			
13	Providers accept referrals from other providers or staff outside the program only if the man is involved in the process.			
14	When a man is returning to a group program after an absence of more than three months, he is re-assessed.			
15	If a man is not eligible to enter a provider's men's behaviour change program, or decides against joining a group, staff try to assist him to identify and explore other options.			
16	If a man participates in an intake assessment but is not eligible to enter the provider's men's behaviour change program, or decides against joining the program, staff request his permission to make contact with relevant women and children in order to check on their safety.			
17	Providers document how they engage with Indigenous communities and individuals in the context of Indigenous family violence.			
18	Providers who work with Indigenous individuals have regular contact with a relevant Indigenous family violence service for the purposes of secondary consultation and support.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
19	Engagement with Indigenous communities and individual Indigenous men in the context of Indigenous family violence issues is consistent with the findings and recommendations of the Victorian Indigenous Family Violence Task Force.			
20	Providers : ▪ Invite representatives from their local Indigenous organisation and Migrant Resource Centre or other relevant ethnic community organisation to participate in their Reference Group. ▪ Provide information about their men's behaviour change program to local Indigenous and ethnic community workers. Provide interpreters for assessment, groups and contact with men's families wherever possible. ▪ Avoid Anglo-centrism in educational materials by using a variety of cultural settings for scenarios in group work. Ensure appropriate referrals for men who have experienced torture or trauma. ▪ Monitor group dynamics and respond to marginalisation or other forms of exclusion on the basis of race, culture or English language ability. ▪ Take care to avoid language that implies that male family violence is acceptable in some places or cultures. ▪ Challenge racism and racist stereotypes from group participants, making it clear that these power-over ways of relating are another form of violent and controlling behaviour.			
21	Providers document the processes they use to ensure cultural and linguistic inclusiveness.			
22	Providers never condone or excuse violent or controlling behaviour on the basis of culture or men's experiences.			
23	To challenge homophobia and be sexually inclusive, providers: ▪ Provide appropriate referrals, information and resources for men who are in same-sex relationships. ▪ Have regular contact with a relevant gay men's health worker or counsellor for the purposes of secondary consultation and support. ▪ Monitor group dynamics and respond to marginalisation or other forms of exclusion. ▪ Challenge homophobia and homophobic stereotypes from group participants, making it clear that these power-over ways of relating are another form of violent and controlling behaviour.			
24	Providers document the processes they use to ensure sexual inclusiveness.			
25	Providers never condone or excuse violent behaviour on the basis of sexuality or men's experiences.			
26	Facilitators who undertake to sign the attendance sheets of legally mandated clients negotiate any further feedback with the mandating provider, bearing in mind Minimum Standard 29.			

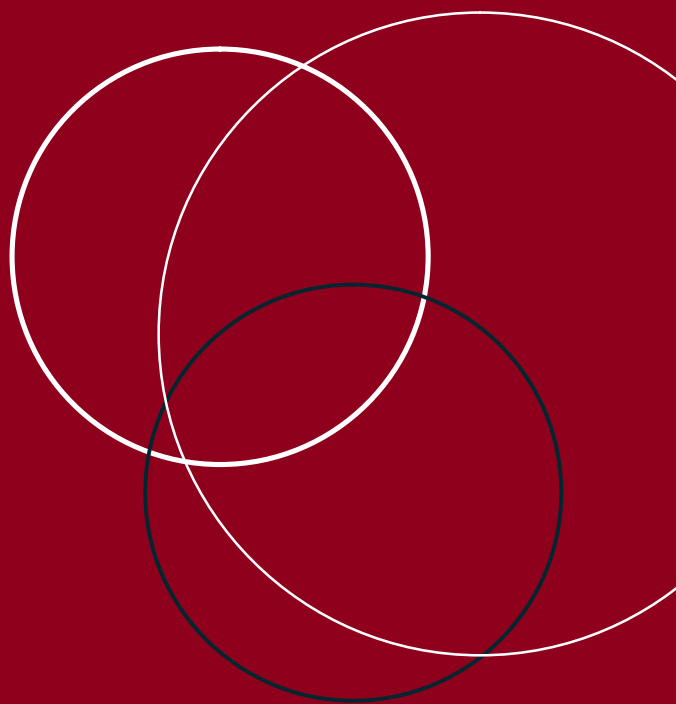
	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
27	Program staff who provide reports to statutory bodies at the request of women take into account the possible implications for their safety now and in the future. Upon written requests from women, they can choose to provide information about: ▪ Anything women have disclosed about their experiences and feel safe to make public. ▪ Anything men have disclosed about their violence during assessment and group sessions. ▪ Any behaviour or attitudes of men that facilitators have observed in the group.			
28	Reasonable attempts are made to have further contact with men who drop out of a program.			
29	Men who are making a planned exit from a program are invited and assisted to develop an exit plan.			
30	Men are contacted at least once after their departure from a program, to reinforce the importance of maintaining behaviour change, and remind men that the program has a continuing interest in their changed behaviour.			
31	Women are always notified when a man leaves or drops out of a program.			
32	Children are included in decision making on an age-appropriate basis.			
33	Contact workers do not make any comment to family members about any positive changes in the man's behaviour.			
34	If a provider will no longer provide services to women and children for any reason, staff formulate and implement an exit plan or a handover plan (if another provider is to provide future support) and make all reasonable attempts to conduct an exit interview.			
35	Providers conduct program activities in places that are safe, well-lit, comfortable, physically accessible, located close to public transport and child-friendly.			
36	Providers ensure that men's behaviour change groups always start and finish at the designated time.			
37	In the extraordinary event that a group session is being facilitated by a single facilitator, another staff member is present in the building and within easy reach for the duration of the session, and is aware that the session is being conducted.			

	STANDARD OR GUIDELINE	OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
38	Providers have documented occupational health and safety procedures specific to the context of men's behaviour change program.			
39	Providers and staff review staff safety procedures before the commencement of each group program, or every six months where the group is ongoing.			
40	Men are referred for counselling from appropriate generalist or specialist services for issues other than their use of violent and controlling behaviours.			
41	All group programs regularly talk about ways that men try to avoid responsibility for their violent and controlling behaviours, including misogyny, objectification of women, denial, justification, blaming others, minimisation, collusion, secrecy, disruption of the group process or portraying themselves as victims.			
42	Facilitators point out to men when they try to avoid responsibility or collude with others' avoidance of responsibility.			
43	Facilitators foster a group culture in which men monitor and point out each others' attempts to avoid responsibility or collude with others' avoidance of responsibility.			
44	Providers encourage and support observers to attend their men's behaviour change groups.			
45	Observers are briefed before the session and participate in debriefing afterwards.			
46	Observers are bound by the same confidentiality as facilitators.			
47	Processes and the length of time that will be spent debriefing are agreed by facilitators before the beginning of a group program.			
48	Providers seek women's and children's views about their own safety before, during and six months after men's participation in a men's behaviour change program.			
49	Providers monitor the behaviour of individual men on an ongoing basis.			
50	Providers seek women's and children's views about men's behaviour before, during and six months after their participation in a men's behaviour change group.			

STANDARD OR GUIDELINE		OUR PROGRESS Rate on scale of 0= no progress 5= complete	OUR EVIDENCE	ACTION REQUIRED
51	Providers undertake an assessment of the behaviour change of individual men at least every six sessions.			
52	Providers never participate in research that establishes control groups.			
53	Any research undertaken by third parties (including students) has the approval of a relevant ethics committee, and the research proposal and approval are sighted by the program provider.			
54	Position descriptions and performance appraisals for all staff involved in the provision or management of a men's behaviour change program are informed by the NTV Minimum Standards.			



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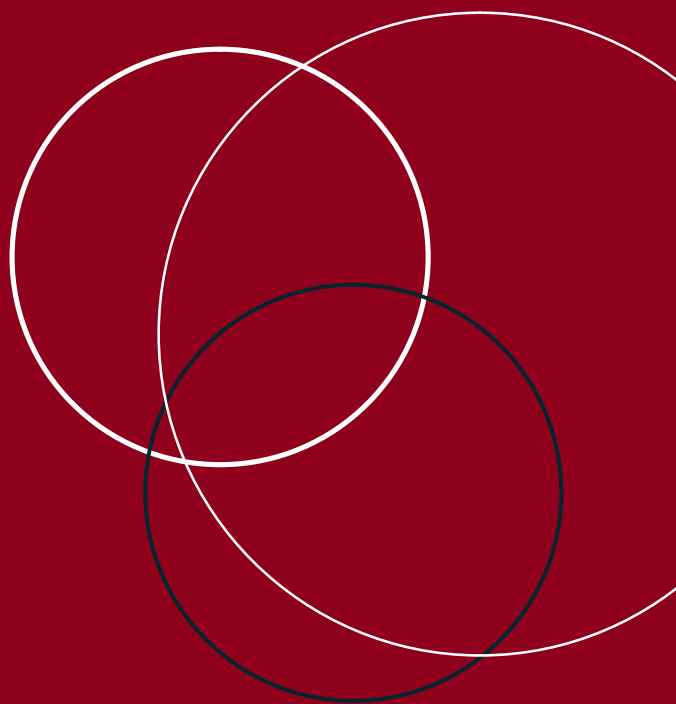
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Promotional brochures



When a man contacts us for the first time, we will:

- Meet with him at least twice to assess his behaviour, suitability for the program and risk to family
- Contact any women and children with whom he has had family or intimate relationships in the past two years (this is a condition of joining our program; we do it because all women and children who might be experiencing family violence need support)
- Give him information about how our program operates

If he is eligible and willing to sign a program contract, he can join our weekly sessions. We will then work with him and his family members to monitor his change and respond to his family's needs accordingly.

For the safety of women and children, men wishing to enter the program must contact us directly.

We are happy to provide professionals with advice or information on raising or responding to the difficult issue of male family violence.

To contact us, call

9123 1234

and ask for the Men's Program Worker

**Men can be
better
partners
and fathers**

**MEN
(CAN)
STOP
family
violence**

A program of
Fictionville Community
Health Service

Women and children have the right to live their lives freely and safely.

When the men they love use their power as men to hurt, punish, or control them, then that right is violated.

Using male power like this is called family violence, and men can stop it.

As someone who works with women, children, men, or families, there's a very good chance that you'll have contact with someone who's experiencing or perpetrating male family violence. Reliable research has shown that almost 20% of women experience male family violence at some point in their life.

Finally, somewhere to refer men!

– Caroline, MCH Nurse

Working with men, whilst placing women & kids at the centre, is an important part of the jigsaw.

– Max, Youth Worker

As a community, we are all responsible for challenging male family violence and supporting those who experience it.

The Fictionville's Men (Can) Stop Family Violence Program runs groups for men who have been violent and controlling towards family members. Participants talk, share information, and challenge and support each other to act in ways that are non-violent and non-controlling.

Our Contact Worker supports women and children and provides them with information and resources. If women wish, we also share with them any relevant information about what their male family member is doing and saying in the group.

We strongly encourage women not to base their decisions on their partner's participation in our program, but rather, on what he is doing at home.

We will always inform women (and police if necessary) if we become aware of any threat to their safety.

The Fictionville program is not an 'anger management' program. We:

- Recognise the social and systemic ways in which men have power over women.
- Recognise that there is a difference between an emotion (for example, anger) and an action (for example, hitting a woman).
- Believe we must be accountable to women and children in all aspects of our program.
- Believe that working with men is only one of many ways that our society needs to change to stop family violence.

We welcome observers at group sessions and have a Reference Group comprising local service providers. Please contact us for more information.

When you contact us for the first time, we will:

- Meet with you at least twice so you can tell us about your situation and behaviour, and what you want to change.
- Contact any women and children who you have family or intimate relationships with (this is a condition of joining our program; we do it because all women and children who might be experiencing family violence need support).
- Give you information about how our program operates.

If you are eligible, you can join our weekly sessions and work with other men who want to change their own behaviour and their families' lives.

Contact us
today on
9123 1234

Ask for the Men's
Program Worker

Do you want
to be a
better
partner
and father?

MEN
(CAN)
STOP
family
violence

A program of
Fictionville Community

In your relationships with your partner or with your kids ...

- Are you acting like the boss?
- Are you doing or saying things you later feel bad about?
- Are you trying to control everything?
- Are you lashing out with your tongue or your fists?
- Are you making your partner or kids scared of you?
- Is your relationship being affected?
- Are you hurting the people you love most?

Women and children have the right to live their lives freely and safely.

When the men they love use their power as men to hurt, punish, or control them, then that right is violated.

Using male power like this is called family violence and men can get help to stop it.

If you're thinking about making changes to become a better partner or dad, you don't have to go it alone!

Fictionville's Men (Can) Stop Family Violence Program runs groups for men who have been violent and controlling towards family members. Participants talk, share information, and challenge and support each other to be better men, partners, and fathers.

These groups can help you to make things different, and to stop family violence.

'Meeting other men in similar situations made me realise that I wasn't the only one dealing with this stuff' – Jamie

'I still get angry ... everyone does ... but I don't take it out on my wife anymore' – Miguel

'I haven't saved my relationship, but now my kids feel safe to see me and Katie trusts me with them' – Peter

'I don't worry so much, even if he's had a bad day' – Louise

'Our kids have started playing noisily again' – Jodie

'My dad used to yell at my mum' – Michaela (aged 7)

'I can bring my friends home from school now' – Thanh (aged 12)