Alignment Action Plan Template

The Multi-Agency Risk Assessment and Management (MARAM) Framework: Alignment action plan [insert dates]

Victorian hospitals become ‘prescribed framework organisations’ under the *Family Violence Protection Act 2008* in early 2021. Hospitals are required to align policies, procedures, practice guidance and tools to the four pillars of the MARAM Framework also applying the 10 principles as detailed in this document. The action plan has been developed by [insert team], in consultation with [insert hospital or health service name]’s staff and [insert relevant governance groups]. The [insert name] team have also conducted a preliminary audit of family violence practice, policies, procedures, guidelines and tools and benchmarked these against MARAM practice guides. The Gantt chart provides a high-level overview of activities to support MARAM alignment, including information sharing, that it is recommended we undertake by early 2021, which is when our hospital is required to be compliant with information sharing.

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| **Recommended action to support MARAM alignment** | **May** | **Jun** | **Jul** | **Aug** | **Sep** | **Oct** | **Nov** | **Dec** | **Jan** | **Operational lead** |
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| **Pillar 1: Shared understanding of family violence** | **Evidence of work that is MARAM aligned** | **Gaps in alignment** | **Recommended actions to support MARAM alignment** | **Time**  **Frame** | **Operational Lead** |
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| Demonstration of alignment to Pillar 1 through activities, actions and policy’s which increase a shared understanding of the following MARAM principles and understandings of family violence:   * A common understanding of what constitutes family violence * Recognition of the underlying drivers of family violence, and how the prevalence and impact of family violence is linked to intersecting historical, social and structural inequality, and community attitudes, particularly towards gender * Awareness of an individual’s personal identities, and the related experience of discrimination and disadvantage that increase risk and impact of family violence, and creates further barriers to service access and responses * A trauma-informed approach that recognises how different experiences of trauma in adults and children, might affect a person’s presentation, needs and ability to engage with services * Evidence-based family violence risk factors, particularly those that relate to increased likelihood and serious risk of family violence * Creating a shared responsibility to keep perpetrators in view and accountable for their actions and behaviours |  |  |  |  |  |

| **Pillar 2: Consistent and collaborative practice** | **Evidence of work that is MARAM aligned** | **Gaps in alignment** | **Recommended actions to support MARAM alignment** | **Time frame** | **Operational Lead** |
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| Demonstration of alignment to Pillar 2 through procedures and practice reflecting the following MARAM principles:   * Professionals should work collaboratively to provide coordinated and effective risk assessment and management * The agency, dignity and intrinsic empowerment of victim/survivors must be respected by partnering with them in risk assessment and management * Services’ responses should acknowledge and respond to unique experiences, vulnerabilities and needs * Services provided to people from Aboriginal communities should be culturally responsive and safe, recognise the Aboriginal communities understanding of family violence and promote their right to self-determination * Services provided to diverse communities and at risk cohorts should be accessible, culturally responsive and safe, client-centred, inclusive and non-discriminatory * Services provided to child victim survivors should acknowledge their unique experiences, vulnerabilities and needs. * Ensure family violence used by adolescents is seen as a distinct form of family violence and requires a different response to family violence used by adults.   Alignment requirements of Pillar 2 (dependent on staff role and responsibilities) include:   * Use of MARAM evidence-based risk assessment tools for adults and children * Seriousness of risk is assessed through the Structured Professional Judgement model * Family violence risk relevant information is shared proactively and on request via FVISS * Information relevant to the children’s broader safety and wellbeing issues are shared proactively and on request in line with CISS * All other information sharing legislative requirements are complied with * Barriers to engagement are identified and addressed |  |  |  |  |  |

| **Pillar 3: Responsibilities for Risk Assessment and Management** | **Evidence of work that is MARAM aligned** | **Gaps in alignment** | **Recommended actions to support MARAM alignment** | **Time frame** | **Operational Lead** |
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| Demonstration of alignment to Pillar 3 through actions, procedures and practice reflecting the following MARAM principles:   * Professionals should work collaboratively to provide coordinated and effective risk assessment and management responses   Alignment requirements are to:   * Identify and map organisational roles against MARAM risk assessment and risk management responsibilities * Map responsibilities across and outside of the organisation * Embedding the relevant responsibilities into policies, procedures, practice guidelines and training competencies. * Facilitate the infrastructure, and resources required to competently undertake the responsibilities. * Establishing communication protocols with key organisations and engagement with specialist family violence services |  |  |  |  |  |

| **Pillar 4: Systems, outcomes and continuous improvement** | **Evidence of work that is MARAM aligned** | **Gaps in alignment** | **Recommended actions to support MARAM alignment** | **Time frame** | **Operational Lead** |
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| Alignment requirements for Pillar Four are to:   * Establish governance and advisory groups to implement MARAM * Collect information on client outcomes relating to family violence including diverse patient cohorts * Organisational leaders to contribute to, and engage with, system-wide data collection, monitoring and evaluation of tools, processes and implementation. * Undertake activities to change organisational culture and practice, promote continuous improvement in risk assessment and management practice, information sharing and enhance collaboration with other services |  |  |  |  |  |