­Updated 15 August 2020

Strengthening Hospital Responses to Family Violence: Baseline Cultural Change Survey

The survey has been updated to reflect the introduction of MARAM within hospitals. New questions are shaded in purple. Some questions have been taken from the [MARAM design implementation review](https://www.vic.gov.au/review-implementation-activities) which has been developed to assist services check that the implementation activities are being successfully embedded into your organisation.

Questions 9 and 11 have two sets of questions, the first set are from the previous culture survey and the second set, reflect MARAM practice. If you wish to compare staff results to previous years, use the first set, if not, use the new MARAM set.

Introduction

**Purpose**

The purpose of this survey is to gauge your awareness and understanding of violence against women and family violence and other related issues. This survey is designed for completion by all hospital/health service staff.

Data collected by this survey will be used to assist with strategic development of the hospital/health service, help engage staff across the organisation and inform the implementation of the Strengthening Hospital Responses to Family Violence

model. Your individual responses to this survey will remain confidential.

**Further information**

If you have any queries about this survey, please contact the following:

Name Surname

Job Title

Hospital Name

name.surname@hospital.org.au

(00) 0000 0000

**Support**

If you become upset or distressed as a result of any of the questions, please contact:

- Your organisation's EAP service

- Safe Steps Family Violence Response Centre: (03) 9322 3555, toll free: 1800 015 188

- Sexual Assault Crisis Line: 1800 806 292 (24 hours)

- In-Touch Multicultural Centre Against Family Violence: (03) 9413 6500

- Djirra Aboriginal family violence service 1800 105 188

- With Respect LGBTIQ family relationship service 1800 542 847

- Your GP

The Hospital Name thanks you in advance for taking the time to complete this survey.

**About you**

1. What is your current position?

* Clinical
* Non-Clinical
* Executive/Corporate Services
* Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. To which gender do you most identify?

* Female
* Male
* Non-binary/non-conforming
* Prefer not to say
* Other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Are you employed

* Full time
* Part time
* Casually

4. Are you a manager?

* Yes
* No

**Previous training**

5. Have you received any family violence training within the last two years?

* Yes, I have received family violence training within the last two years?
* No, I have not received any family violence training within in the last two years?

Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_

6. If you answered yes to the previous question, which of the following family violence training sessions have you attended?

* Common Risk Assessment Framework (CRAF)
* DV Alert Training
* Centre for Non-Violence
* Vic Health Leaders courses (including short course)
* Strengthening Hospital Response to Family Violence Module 1 & 2 training
* Family Violence Workplace Support Program Manager Training
* SHRFV Foundational Practice
* SHRFV Sensitive Practice
* SHRFV Brief and Intermediate training
* Leading Alignment
* Comprehensive Renewing Practice: CRAF to MARAM
* Comprehensive Newer Family Violence Specialist
* Collaborative Practice
* Information Sharing e-learning modules – shares
* Information Sharing e-learning modules - leaders

Other (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Your perceptions**

7. To what extent do you agree or disagree with the following statements?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Disagree nor Agree | Agree | Strongly Agree |
| Violence against women is common in Australia |  |  |  |  |  |
| Family violence is a significant health issue |  |  |  |  |  |
| Family violence is a gendered issue |  |  |  |  |  |
| Family violence can be prevented |  |  |  |  |  |
| My organisation has a role in the prevention of violence against women and family violence |  |  |  |  |  |
| My organisation has a role to play in promoting gender equity |  |  |  |  |  |
| Do you believe our organisation is welcoming and respectful to all people regardless of identity? |  |  |  |  |  |

Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

8. To what extent do you agree that the following are acts of violence against women

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Disagree nor Agree | Agree | Strongly Agree | Not sure |
| rape |  |  |  |  |  |  |
| Sexual assault |  |  |  |  |  |  |
| Physical assault |  |  |  |  |  |  |
| Domestic abuse |  |  |  |  |  |  |
| Emotional abuse |  |  |  |  |  |  |
| Psychological abuse |  |  |  |  |  |  |
| Financial abuse |  |  |  |  |  |  |
| Verbal abuse |  |  |  |  |  |  |
| Cyber abuse |  |  |  |  |  |  |
| Sexual harassment |  |  |  |  |  |  |
| Bullying or harassment |  |  |  |  |  |  |
| Stalking |  |  |  |  |  |  |
| Controlling behaviour |  |  |  |  |  |  |

Other (please specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Understanding family violence**

9a. These are the questions from the 2018/19 survey for comparison.

Please rate your level of understanding of the following in relation to family violence.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Very Low | Low | Medium | High | Very High | Not sure |
| The definition of family violence |  |  |  |  |  |  |
| The biggest risk factors for family violence |  |  |  |  |  |  |
| How to respond to a patient, colleague, friend or family members who disclosures family violence |  |  |  |  |  |  |
| Strategies to prevent family violence |  |  |  |  |  |  |
| Actions to promote gender equality in the workplace |  |  |  |  |  |  |

9b. These questions are from the MARAM Review Guide.

Please rate your level of understanding of the following in relation to family violence?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very Low | Low | Medium | High | Very High |
| What behaviour constitutes family violence |  |  |  |  |  |
| The drivers of family violence |  |  |  |  |  |
| How issues of diversity and intersectionality intersect with family violence |  |  |  |  |  |
| The nature of perpetrator accountability? |  |  |  |  |  |

10. Do you understand the term intersectionality?

* Yes
* No

Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Family violence skills and capabilities**

11a. These questions are from the 2018 and 2019 survey. Similar questions that reflect MARAM practice expectations are in an alternate Q.11b. If you wish to compare data from previous years, you may wish to use 11a, otherwise use 11b.

How confident are you that you have the sufficient skills and understanding to do the following?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Very Low confidence | Low  confidence | Some  confidence | High  confidence | Very High  confidence | Not sure |
| Identify risk indicators of family violence |  |  |  |  |  |  |
| Ask a patient, colleague, friend or family member about family violence |  |  |  |  |  |  |
| Respond to patient, colleague, friend or family members disclosure of family violence |  |  |  |  |  |  |
| Assess the level of risk for a person experiencing family violence |  |  |  |  |  |  |
| Provide referrals to appropriate services or supports |  |  |  |  |  |  |
| Document a patient's experience of family violence (including use of the hospital's alert systems) |  |  |  |  |  |  |

11b. This set of questions that reflect MARAM practice expectations are in an alternate Q.11a. If you do not need to compare answer data from previous years, then use these questions.

How confident are you in the following?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Not at all confident | Not very confident | A bit confident | Very confident |
| Being familiar with the evidence-based family violence risk factors |  |  |  |  |
| Recognising observable signs of trauma that may indicate that family violence is occurring |  |  |  |  |
| Creating a safe environment to ask about family violence - if it is your role to do so |  |  |  |  |
| Recognising and addressing barriers that impact a person’s support and safety options |  |  |  |  |
| Asking a patient, colleague, friend or family member about family violence using evidence -based risk assessment questions (if it is your role to do so) |  |  |  |  |
| Responding to a patient, colleague, friend or family members who disclosures family violence in a respectful, sensitive and safe way |  |  |  |  |
| Assessing the level of risk for a person experiencing family violence (if it is your role) |  |  |  |  |
| Knowing what to do if an immediate risk management response is required |  |  |  |  |
| Discussing support options and providing information to support informed decision making |  |  |  |  |
| Providing referrals or connection to appropriate services or supports (internally or externally) |  |  |  |  |
| Documenting a patient's experience of family violence (including use of the hospital's alert systems) (if it is your role) |  |  |  |  |
| Knowing who to seek internal supervision or secondary consultation from |  |  |  |  |
| Understanding the organisation’s legal obligation regarding information sharing and how your role contributes to this. |  |  |  |  |
| Discussing information sharing and limits of confidentiality with patients |  |  |  |  |
| Understanding how health services or our organisation contributes to the integrated service system’s response to family violence |  |  |  |  |

**The workplace**

12. To the best of your knowledge, are there any policies to address family violence experienced by staff in our workplace?

* Yes
* No
* Don't know

Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

13. To the best of your knowledge, are there any policies to address family violence experienced by patients in our workplace?

* Yes
* No
* Don't know

Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

14. Do you know where to find foundational knowledge about family violence within our organisation’s policies and procedures?

* Yes
* No
* Don't know

Comments\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

15. Do you feel supported by your manager and the organisation in responding to family

violence in respect of service users?

* Yes
* No

Why or why not?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

16. Do you think the family violence risk assessment and risk management process is helping to keep perpetrators in view and accountable?

* Yes
* No

Why or why not?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

17. This question applies to two new information sharing legislations, the Family Violence Information Sharing Scheme (FVISS) and the Child Information Sharing Scheme (CISS).

How confident are you in the following?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Not at all confident | Not very confident | A bit confident | Very confident |
| Understanding your role with regards to the sharing of patient information under FVISS and CISS? |  |  |  |  |
| Understanding the process of sharing information with other prescribed entities |  |  |  |  |
| Discussing with a patient how their information can be shared and the limits of confidentiality to ensure informed disclosures. |  |  |  |  |

**Staff mapped at Intermediate or Comprehensive level**

Please fill in the following section if you have a responsibility to undertake intermediate and/or comprehensive risk assessment and risk management.

18. When completing a risk assessment, how often do you:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Always | Most of the time | Some of the time | Never |
| Ask the victim survivor for their own assessment of the level of risk, fear and safety |  |  |  |  |
| Use the Intermediate or Comprehensive Risk Assessment tool to identify the range of evidence-based family violence risk related behaviours a perpetrator is using by asking a victim survivor questions about known evidence-based risk factors. |  |  |  |  |
| Explore the presentation of family violence evidence-based risk factors to understand the nature and risk of the behaviors and the impact on each victim survivor. |  |  |  |  |
| Ask about the most recent violence, and the history of violence, by exploring patterns in previous episodes, changes in behavior, frequency and escalation of severity. |  |  |  |  |
| Ask questions about imminent risk. |  |  |  |  |
| Request information from other agencies to inform the risk assessment as permitted under legislation. |  |  |  |  |
| Asking about any barriers or discrimination a victim survivor may have experienced that would impact on their experience of risk and/or ability to access services. |  |  |  |  |
| Identify protective factors that support safety and recovery, and explore needs or wellbeing issues that might worsen the effects of the violence for the victim survivors and affect the likelihood of experiencing continued violence |  |  |  |  |
| Use the structured professional judgment model to determine the seriousness of risk and safety for each victim survivor |  |  |  |  |
| Communicate to a victim survivor the level of risk you assessed them at and the rationale. |  |  |  |  |
| Complete a separate risk assessment for each child (either directly with them if it is safe, reasonable and appropriate to do so or with the non-offending parent) This includes identifying what children have experienced or have been exposed to. |  |  |  |  |
| Record in client files a client’s identity and the context and circumstances of risk factors, barriers and discrimination and protective factors that are identified and the rationale for determination of seriousness of risk. |  |  |  |  |

19. When managing a client’s risk of family violence, how often do you:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Always | Most of the time | Some of the time | Never |
| Develop a comprehensive risk management strategy to reduce harm and risk with victim survivors. |  |  |  |  |
| Address any barriers or discrimination identified to accessing safety and support options. |  |  |  |  |
| Engage with external services to undertake a range of risk management activities. |  |  |  |  |
| Engage in a conversation with victim survivors about safety planning in an emergency, in the home, when not ready to leave, when leaving and post separation or other situations identified. |  |  |  |  |
| Support victim survivors to engage with the justice system. |  |  |  |  |
| Tailor risk management activities for Aboriginal people, or people who identify as belonging to a diverse community or at-risk age groups. |  |  |  |  |
| Re-assess risk on a regular basis to actively monitor family violence risk and respond to changes in risk levels through adjusting risk management activities and safety plans.. |  |  |  |  |
| Proactively share and request information with other agencies as permitted under legislations for risk assessment and risk management purposes. |  |  |  |  |
| Coordinate risk management strategies with other agencies |  |  |  |  |
| Take actions to facilitate opportunities for the integrated system to keep perpetrators in view and accountable. |  |  |  |  |
| Provide appropriate risk management for children and young people |  |  |  |  |

Thank you

Thank you for taking the time to complete this survey. If you have any queries about this survey, please contact the following:

Name Surname

Job Title

Hospital Name

Name.Surname@hospital.org.au