



Education and Training Services, People Capability Command

## Training Outline

1/7/2022

|                         |  |
|-------------------------|--|
| <b>TRAINING PROGRAM</b> | <b>Domestic and Family Violence: The Holistic Approach</b>   |
| <b>CAPABILITY OWNER</b> | Domestic, Family Violence and Vulnerable Persons Command   |
| <b>TRAINING PURPOSE</b> | <p>In April and May 2022, Deputy Coroner Jane Bentley held coronial inquest proceedings into the deaths of Doreen Langham and Gary Hely; and Hannah Clarke, Aaliyah, Laianah and Trey Baxter and Rowan Baxter.</p> <p>A focal point of those inquests involved the training provided to QPS members in the prevention, disruption, investigation of and response to domestic and family violence (DFV).</p> <p>During the Clarke and Baxter inquest, the QPS committed to the development and delivery of face to face (F2F) DFV training to QPS members prioritising delivery to frontline members. Proactive delivery of training accords with the recent Government support of all 89 recommendations arising from the Women's Safety &amp; Justice Taskforce Report, and recent Critical Investigation Review Sub-Committee findings regarding the investigation of DFV involving the deceased, Ms Kelly Wilkinson.</p> <p>Several DFV training products are being developed to enhance recognition of and service delivery to victims and perpetrators of DFV, with the first training to be delivered in July 2022. This product is being developed by PCAP and supported by DFVVPC as subject matter experts, and will focus on:</p> <ul style="list-style-type: none"> <li>• Investigations (Victim Centric Trauma Informed (VCTI) approach)</li> <li>• Coercive Control</li> <li>• DV-PAF – quality risk assessment</li> <li>• Impact of culture on DFV policing responses.</li> </ul> <p>This training product will also re-enliven the cultural reform training which was delivered (in part) to 57 District members in late 2019. The cultural reform training was suspended due to COVID-19 and the immediate policing responses required to keep Queenslanders safe.</p> <p>The DFV Training was considered at ELT on 11 May 2022, with an endorsement by the Acting Commissioner to implement a three day train-the-trainer program. Train-the-trainers will then be responsible for delivery of the 3 day DFV training course to their respective areas.</p> |
| <b>COURSES</b>          | <p>DFV: The Holistic Approach training consists of two (2) courses:</p> <ol style="list-style-type: none"> <li>1. DFV: The Holistic Approach – User Course</li> <li>2. DFV: The Holistic Approach – Train the Trainer</li> </ol>   |
| <b>COURSE TITLE</b>     | <b>DFV: The Holistic Approach – User Course</b>  |
| <b>COURSE OVERVIEW</b>  | The <i>DFV: The Holistic Approach – User Course</i> will utilise de-identified case studies, lived experiences & BWC recordings to support deeper QPS member learning of the aspects of culture that impact on the policing of DFV incidents broadly and focus on  |

recognition and response to coercive control and patterned approaches employed by perpetrators. The training will focus on the use of the DV PAF throughout investigations as a vital tool to identify risk factors, identify the person most in need of protection, and to inform appropriate policing action in line with current legislation. The three-day course will include opportunities for participants to analyse policing DFV at their local level.

Course themes:

1. Investigations (Victim Centric Trauma Informed (VCTI) approach)
2. Coercive Control
3. DV-PAF – quality risk assessment
4. Impact of culture on DFV policing responses

**DURATION**

3 days

**TARGET AUDIENCE**

The target audience for the three (3) day *Domestic and Family Violence: The Holistic Approach – User Course* includes:

- All police officers up to and including the rank of Superintendent
- Select RPRSC civilian members (Policelink/Communications members)
- All Legal Division members who have engagement with members of the public
- All civilian members who have engagement with members of the public including client service officer, Watchhouse Assistants, PLO, TSIPLO, PSOs
- All High Risk team members

Recruit training intakes at the time of the statewide rollout will be trained during recruit training.

**LEARNING OUTCOMES**

On completion of the training participants should be able to:

1. Determine what workplace culture is and identify the cultural factors that contribute to policing DFV.
2. Explain why policing behaviours and attitudes towards DFV matter and recognise how these impact outcomes for people experiencing DFV.
3. Understand how workplace environment and personal stressors impact on responding to DFV.
4. Identify how their own bias and attitudes may impact on decision making.
5. Understand the principles of a Victim Centric Trauma Informed (VCTI) policing approach and apply these across policing responses.
6. Analyse cultural issues arising in their policing area around managing and responding to DFV (local issues).
7. Identify opportunities for continuously improving the policing response to DFV, including roles, responsibilities, and prevention strategies.
8. Understand the mindset of DFV perpetrators in committing offences against victims.
9. Recognise motivations and tactics utilised by DFV perpetrators to manage their image, and the impact these may have in the investigation of DFV.
10. Recognise coercive control behaviours as utilised by DFV perpetrators.
11. Identify a perpetrator’s patterned approach and expose coercive control behaviours (particularly history of sexual assault) that can negatively impact victims and their ability to report DFV.
12. Conduct thorough and objective investigations utilising VCTI practices and identify the person most in need of protection.

13. Gather quality evidence through investigation that supports prosecution within the DFV legislative framework.
14. Complete and use the DV-PAF in line with requirements throughout investigations, as a vital tool to identify DFV risk factors and inform policing action, including referrals for all parties.

## COURSE CONTENT

Course content has been developed to ensure it meets the above learning outcomes. It includes the following key topics:

- Why do we need DFV leadership/cultural change training?
- The collective purpose of policing DFV
- History of the *Domestic and Family Violence Protection Act 2012*, reports and strategies in QLD – brief overview
- Environmental factors impacting policing DFV (including officer wellbeing)
- Unconscious bias relating to DFV
  - Prior to attending a job
  - At the job
  - Stereotypical depictions of DFV and the link to unconscious bias
  - Implicit and explicit bias
- Strategies to address unconscious biases - Framework of Continuous Improvement
- Understanding culture
  - What is workplace culture and the cultural factors that contribute to policing DFV?
- Influencing for change - The impact of the leader and driving change on the ground
- Influencing for change - Supporting others to change behaviour; giving feedback with care
- Personal action plan
- Coercive control – what is it and how to identify signs
  - Perpetrator tactics and image management
- Identifying the person most in need of protection (PMINOP)
  - Police practice and factors influencing decision-making about the aggrieved and respondent
- Victim trauma
  - Understanding complex trauma relating to DFV
  - How trauma might present at a DFV Incident
- Victim centric / trauma informed (VCTI) approaches – good practice
- Dealing with trauma in a police response to DFV incidents
- DV Protective Assessment Framework (DV-PAF)
  - Use and purpose
  - Process of DV-PAF
  - The categories and risk factors
- Police referrals and importance of DV-PAF
- Conducting thorough and complete investigations – in general and DFV
  - Why we investigate, types

- Relevant relationship
- Strangulation; sexual offences, stalking offences
- Child harm referrals
- Objection to bail; show cause provisions
- What makes a good submission?
  - Use of DV-PAF to articulate risk
  - Quality QP9s
  - Sufficiency of evidence; public interest

**ASSESSMENT**

Attendance and activity participation

**PRE-REQUISITES**

The following course is required to be completed prior to attending the *Domestic and Family Violence: The Holistic Approach – User Course*

1. Coercive Control OLP (QC1773\_01) – 1 hr

*Recommended reading*

It is recommended that the following courses are completed prior to attending *Domestic and Family Violence: The Holistic Approach – User Course*

1. Child Sexual Abuse Fundamentals Education (CSAFE) OLP (QC1832\_01) – 3 hrs
2. Challenging Beliefs, Inferences, Attitudes, and Stereotypes (CBIAS) – 3 hrs

**TRAINING DELIVERY**

|                                       |   |
|---------------------------------------|---|
| <b>Delivery strategy</b>              | District led delivery   |
| <b>Delivery dates:</b>                | Rollout of state-wide delivery can commence August (TTT is <b>scheduled</b> for 19 July to 1 September, 12 sessions over 6 weeks)   |
| <b>Location:</b>                      | District delivery/responsibility  |
| <b>State-wide training completion</b> | Complete the training by June 30 2023   |
| <b>Class size</b>                     | Maximum class size of 30 participants.<br>Recommended class size – 20 participants.<br>Where 25-30 participants attend – requires 3 facilitators.   |
| <b>Facilitation model:</b>            | 2 facilitator delivery model - Consist of one (1) DFV Champion and one (1) member with DFV investigations expertise / experience<br><br>Delivery of the training to the relevant areas should be undertaken by a team of two (2) trainers. It is recommended one trainer be a DFV specialist officer, e.g. DFVC or DVLO, who is paired with one trainer with DFV investigative and/or facilitator experience. It is recommended that two (2) training teams is required for district or larger operational areas with one (1) reserve/rotational trainer identified. This will enable two training courses to be held simultaneously. |
| <b>Training costs:</b>                | Training costs met by PCAP and DFVPC.   |

**TRAINER SUPPORT**

**Teams site - DFV: The Holistic Approach – Trainers**

**Owners:** DFVPC Training Coordinator and ETS (trainer support)

### Channel: General

Intended use:

- Posts relating to the rollout of training
- Messages from DFVPC
- Administrative posts
- Training resources

Files:

- Instructions for resource preparations
- Resources folder – lesson plan, workbook etc
- Dump folders for resources etc.

### Channel: Trainer Support and Delivery Resources

Intended use:

- Posts from trainers specific to training delivery, techniques, methods, help, delivery issues
- ongoing provision of online facilitation support

Files:

- Resources, videos, tips, guides

### Proposed inclusion in the TTT session:

5 – 10 minute briefing to the group about the Trainer Support and Delivery Resources Channel and the Teams site in general.

Handout to provide overview of the support and the rollout resources.

| COURSE TITLE               | DFV: The Holistic Approach – Train the Trainer   |
|----------------------------|--|
| COURSE OVERVIEW            | The purpose of the <i>Domestic and Family Violence: The Holistic Approach – Train the Trainer</i> is to familiarise the participants with the resources to be utilised during the delivery of the face-to-face course; advise the participants of how and when to appropriately use these resources as they are facilitating their F2F courses; and provide additional information and deeper insight into the course content.   |
| DURATION                   | 3 days   |
| TARGET AUDIENCE            | Selected Districts/Regions/Divisions/Commands champions/trainers   |
| PROPOSED LEARNING OUTCOMES | Participants completing the <i>Domestic and Family Violence: The Holistic Approach – Train the Trainer</i> , should be able to: <ul style="list-style-type: none"><li>• develop requisite knowledge and skills to understand coercive control behaviours and how they present</li><li>• develop the requisite knowledge and skills of victim-centric trauma-informed (VCTI) practices</li><li>• understand the impact of trauma on victim memory and behaviour as relevant to gathering evidence</li><li>• demonstrate knowledge and skills to deliver face-to-face sessions on the impact of culture in investigating and policing DFV; in particular focusing on:<ul style="list-style-type: none"><li>○ VCTI practices</li><li>○ the vital role of conducting a DV-PAF, throughout investigations, as a risk assessment tool to assist in determining the protective needs of the victim</li><li>○ identifying the person most in need of protection &amp; informing policing</li></ul></li></ul> |

action

- o recognising coercive control behaviours, patterned approaches, and image management by perpetrators
- develop the facilitation skills and knowledge to deliver the *Domestic and Family Violence: The Holistic Approach – User Course*.

**ASSESSMENT**

Attendance and activity participation

**PRE-REQUISITES**

The following courses are required to be completed prior to attending the *Domestic and Family Violence: The Holistic Approach – Train the Trainer*:

1. Coercive Control OLP (QC1773\_01) – 1 hr

*Recommended reading*

It is recommended that the following courses are completed prior to attending *Domestic and Family Violence: The Holistic Approach – User Course*

1. Child Sexual Abuse Fundamentals Education (CSAFE) OLP (QC1832\_01) – 3 hrs
2. Challenging Beliefs, Inferences, Attitudes, and Stereotypes (CBIAS) – 3 hrs

**TRAINING DELIVERY**

**Participants:**

Trainers will need to be identified from Districts/Regions/Divisions/Commands to attend a 3-day *Domestic and Family Violence: The Holistic Approach – Train the Trainer* and to then deliver the three (3) day *Domestic and Family Violence: The Holistic Approach – User Course* to their respective area. The delivery of the three (3) day DFV training course is expected to commence in the Districts/Regions/Divisions/Commands from August 2022 and to be completed by 30 June 2023.

The effectiveness and validity of this training is dependent on identifying appropriate members with the relevant skills, knowledge, and expertise to deliver the product to their respective areas. Identifying suitable trainers should also consider:

- the member’s skills, knowledge, expertise and experience with the subject matter
- good communication skills to facilitate the training product
- ability to release the member to undertake the train-the-trainer from mid-July and capability to deliver training in their respective area from August 2022 - June 2023
- be able to drive cultural understanding and, where appropriate, reform (cultural change champions).

**Recruit Training Facilitators**

Recruit Training facilitators will need to participate in the TTT as they will be required to delivery the training to current recruit intake groups.

**Delivery dates:**

Twelve (12) TTT sessions are scheduled to be held from 18<sup>th</sup> July to 2<sup>nd</sup> September with a recommended maximum class size of no more than 25 participants per course.

|          |                 |
|----------|-----------------|
| Course 1 | 19-21 July 2022 |
| Course 2 | 19-21 July 2022 |
| Course 3 | 26-28 July 2022 |
| Course 4 | 26-28 July 2022 |

|           |                             |
|-----------|-----------------------------|
| Course 5  | 2-4 August 2022             |
| Course 6  | 2-4 August 2022             |
| Course 7  | 16-18 August 2022           |
| Course 8  | 16-18 August 2022           |
| Course 9  | 23-25 August 2022           |
| Course 10 | 23-25 August 2022           |
| Course 11 | 30 August -1 September 2022 |
| Course 12 | 30 August -1 September 2022 |

**Location:** Oxley Academy

**Facilitation model:** In total, six (6) Super Trainers are required for 2 x facilitation teams. Each facilitation team to consist of one (1) SME and one (1) DFVPC member, with the third member to be either. An additional two (2) backup/reserve Super Trainers are also required.

**Super Trainer Prep / Pilot** Super Trainer preparation week is scheduled for the 27 June to 1 July. This will include a pilot TTT course for the 28 to 30 June.

**Training costs:** Train the Trainer costs met by PCAP and DFVPC  
Academy accommodation: Seeking advice for Academy availability of accommodating up to 30 participants each week for 3-4 days.