



2019-20 CENSUS OF WORKFORCES THAT INTERSECT WITH FAMILY VIOLENCE

Broader workforce summary results report for: Other Community Services

Notes for interpreting results presented in this report

This report presents a summary of the 2019-20 Census findings for respondents who indicated that they held a role within Other Community Services (n=283), in the broader workforce that intersects with family violence in Victoria. The broader workforce is defined as those who are sometimes in contact with victim survivors or perpetrators of family violence and are required to deal with the impacts of family violence, despite this not being a significant focus of their role.

Results have been suppressed where the number of respondents is fewer than 10, and caution should be applied when interpreting results where the number of respondents is low. Care should also be taken with extrapolating results to the population. Results presented as percentages throughout the report may not add up to 100% (particularly where displayed in chart form) due to rounding, or where participants were able to select more than one response.

Although this survey was an attempted census of all employees in the broader workforce, to aid in interpretation of results, the researchers have treated the survey data overall as though it is a quasi-random sample. However, it should be noted that accurate population estimates are not available for Other Community Services due to additional organisation type categories being added into the survey (and subsequently into this report) based on advice received at the sector consultation stage. These additional categories were not accounted for when collating the population estimates, and therefore no confidence intervals may be provided.

This report includes results for individuals who indicated that they worked in Counselling, Employment Services, LGBTIQ Services, Local Council / Local Government, Neighbourhood Houses, Older People (including elder abuse) Services, or Policy, Research and Advocacy.

Other Community Services

Summary results

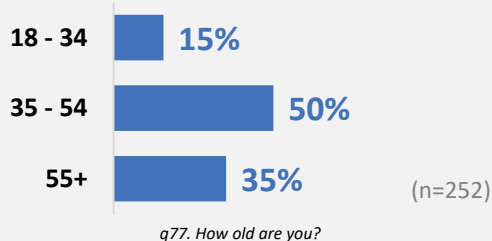


Demographic profile

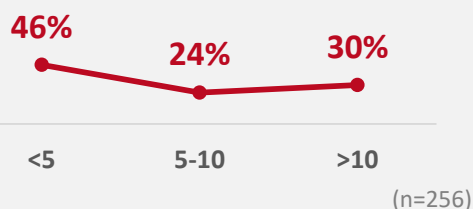
GENDER



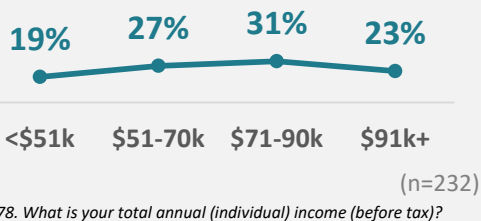
AGE



YEARS OF EXPERIENCE IN CURRENT ROLE



TOTAL ANNUAL INCOME



EDUCATION COMPLETED



Contact with victim survivors or perpetrators

37%

are in contact with individuals who are **experiencing or at risk of family violence**, at least weekly

q62a. Experiencing or at risk of family violence

(n=252)

16%

are in contact with individuals who are **perpetrating or at risk of perpetrating family violence**, at least weekly

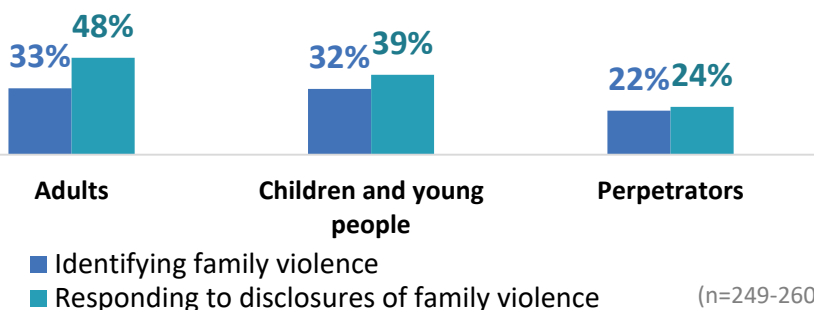
q62b. Perpetrating or at risk of perpetrating family violence

(n=247)



Confidence identifying / responding to FV

% Very or extremely confident



q48a. Identify adults that may be experiencing or at risk of family violence

q48b. Identify children and young people that may be experiencing or at risk of family violence

q48c. Identify individuals that may be perpetrating or at risk of perpetrating family violence

q48d. Respond appropriately to an individual disclosing, identified as experiencing, or at risk of family violence

q48e. Respond appropriately to children and young people disclosing, identified as experiencing, or at risk of family violence

q48f. Respond appropriately to an individual's disclosure that they are perpetrating, or at risk of perpetrating family violence



Barriers to responding to FV

Top 3 barriers:

35%

There are not enough referral options

27%

I haven't had sufficient training

22%

I am not confident dealing with cultural or language barriers that may exist

Furthermore:

7%

N/A – I have not yet been required to respond to family violence

26%

N/A – I have not experienced any barriers

(n=264)

q50. As part of your work, what are the top 3 barriers for you in responding to family violence? (Multiple Response)

Other Community Services

Summary results

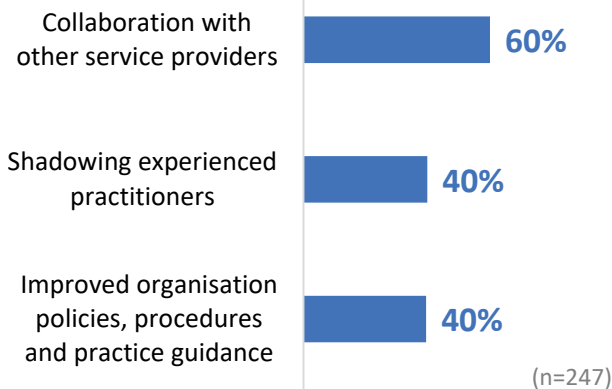


Support

77% feel that they have **enough support** in their role to respond to family violence if or when they identify it
q49. Do you feel that you have enough support in your current role to respond to family violence if or when you identify it? (n=229)

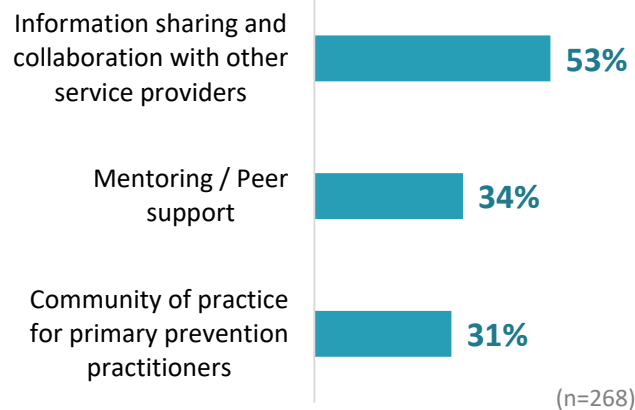
Top 3 sources of additional support that would increase confidence in relation to:

FAMILY VIOLENCE RESPONSE



q38. In relation to family violence response, what additional support would increase your confidence in performing your role(s)? (Multiple Response)

PRIMARY PREVENTION OF FAMILY VIOLENCE



q40. In relation to primary prevention of family violence, what additional support would increase your confidence in performing your role(s)? (Multiple Response)



Training



56%

understand that they are **required to undertake family violence training** as part of their role
q51. Are you required to undertake family violence training as a part of your role(s)?



83%

have **completed training in at least one topic** in relation to family violence prevention and response
q52. In relation to family violence prevention and response, which topics have you completed training in, and which topics would you like further training on? (Multiple Response)



30%

are **confident that they have had enough training and experience** in relation to **family violence response** to perform their role effectively
q37. In relation to family violence response, how confident are you that you have had enough training and experience to perform your role(s) effectively?



25%

are **confident that they have had enough training and experience** in relation to **primary prevention of family violence** to perform their role effectively
q39. In relation to primary prevention of family violence, how confident are you that you have had enough training and experience to perform your role(s) effectively?

(n=240-268)

Top 3 topics in which further training is desired:

55%

Multi-Agency Risk Assessment and Management (MARAM)

46%

Legal issues for family violence

44%

Working with perpetrators of family violence

Furthermore:

5%

did not wish to complete training in any of the listed topics

(n=177)

q52. In relation to family violence prevention and response, which topics have you completed training in, and which topics would you like further training on? (Multiple Response)

Other Community Services

Summary results



Barriers to accessing training and development

Top 3 barriers:

44%

Lack of time

33%

Cost of study

29%

Location of training facility

Furthermore:

15%

N/A – I have good access to training

2%

N/A – I don't require access to such training

6%

N/A – I have not experienced any barriers to such training

0%

Not interested in further training as past experiences have been negative / not useful

(n=256)

q54. Overall, what are the main barriers for you in accessing further training and development in relation to family violence response or prevention? (Multiple Response)



Health and wellbeing

2%

do not experience **work-related stress**;

70%

experience **low or moderate levels of work-related stress**; and

28%

experience **high, very high or severe levels of work-related stress**.

(n=257)

q56. On average, how would you rate your level of work-related stress?

Top 3 causes of work-related stress:

High volume of work /
high demands

81%

Vicarious trauma

38%

Poor management or
organisational issues

37%

(n=73)

q57. What is the primary cause(s) of your work-related stress? (Multiple Response)



9%

often / always experience
resistance or backlash in
undertaking their work

(n=256)

q61. In your role, how often do you experience resistance or backlash in undertaking your work?

Access to support:

88%

Yes – support if I encounter **cases of family violence or disclosures**

56%

Yes – support if I encounter
resistance or backlash

9%

No

(n=226)

q63. Do you have access to support to assist you if you encounter cases of family violence or disclosures, or resistance or backlash in your work? (Multiple Response)

Furthermore:



63%

find this support to be **very or extremely effective**

(n=174)

q64. Overall, how effective is this support?