



2019-20 CENSUS OF WORKFORCES THAT INTERSECT WITH FAMILY VIOLENCE

Broader workforce summary results report for: Settlement 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 Settlement Services (n=34), 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 the survey was an attempted census of all people in the broader workforce, to aid the interpretation of results, the researchers have treated the survey responses as though they have been obtained from a random sample of the workforce. Accordingly, the data presented in this document can be interpreted as having up to a +/- 16% margin of error at the 95% level of statistical confidence. The survey did not obtain enough responses to meet the target margin of error of +/- 10% at the 95% confidence level.

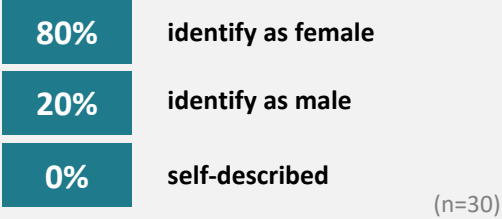
Settlement Services

Summary results



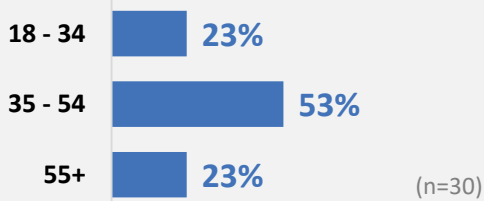
Demographic profile

GENDER



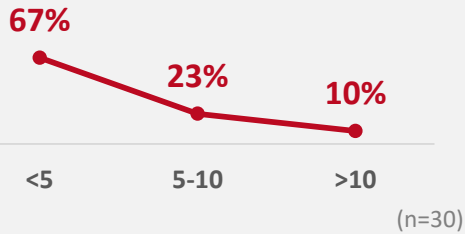
q83. What gender do you identify as?

AGE



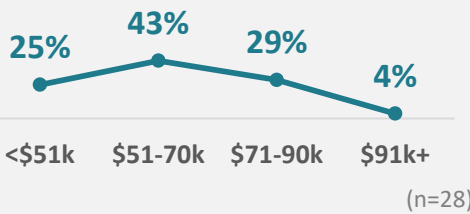
q77. How old are you?

YEARS OF EXPERIENCE IN CURRENT ROLE



q79. How many years experience do you have working in your current role?

TOTAL ANNUAL INCOME



q78. What is your total annual (individual) income (before tax)?

EDUCATION COMPLETED



q81. Which of the following have you completed? (Multiple Response)
Although respondents could select multiple options, the results suggest that not all respondents selected every level of their education.



Contact with victim survivors or perpetrators

27%

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=30)

13%

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

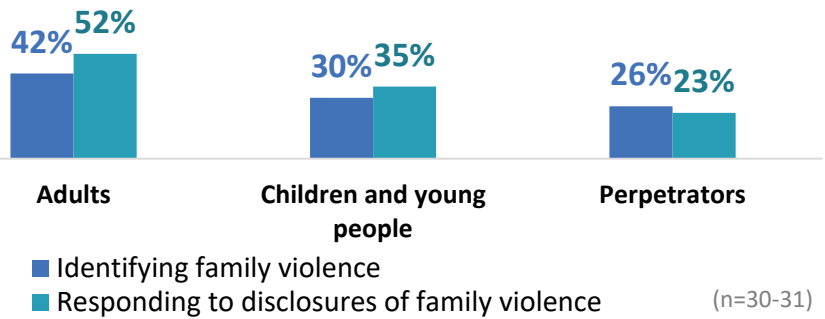
q62b. Perpetrating or at risk of perpetrating family violence

(n=30)



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:

42%

I haven't had sufficient training

23%

There are not enough referral options

19%

I am not familiar with referral options

Furthermore:

6%

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

26%

N/A – I have not experienced any barriers

(n=31)

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

Settlement Services

Summary results

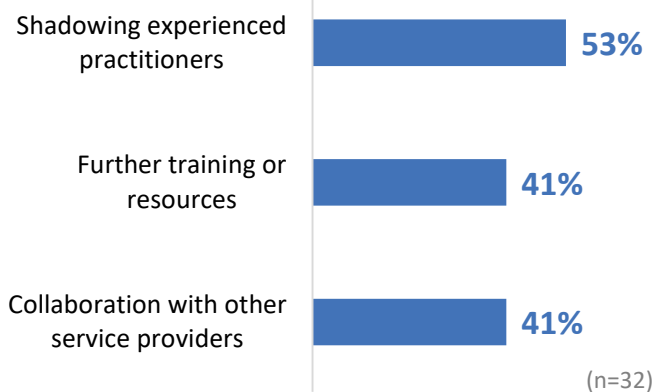


Support

91% 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=23)

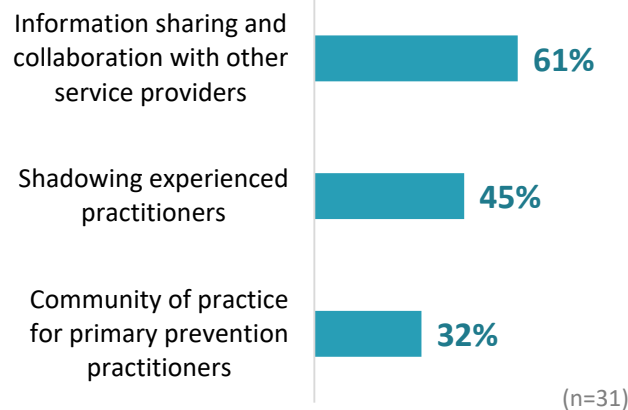
Top 3 sources of additional support that would increase confidence in relation to:

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



59%

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)?



76%

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)



23%

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?



14%

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=27-31)

Top 3 topics in which further training is desired:

68%

Multi-Agency Risk Assessment and Management (MARAM)

64%

Working with perpetrators of family violence / Working with adolescents

59%

Working with children exposed to family violence

Furthermore:

0%

did not wish to complete training in any of the listed topics (n=22)

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)

Settlement Services

Summary results



Barriers to accessing training and development

Top 3 barriers:

55%

Lack of time

38%

Cost of study

34%

Not aware of any training that exists

Furthermore:

14%

N/A – I have good access to training

3%

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

0%

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=29)

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

0%

do not experience work-related stress;

80%

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

20%

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

(n=30)

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 100%

Staff turnover 50%

Poor management or organisational issues 50%

(n=6)

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

Access to support:

85%

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

52%

Yes – support if I encounter resistance or backlash

15%

No

(n=27)

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:



70%

find this support to be very or extremely effective

(n=20)

q64. Overall, how effective is this support?



3%

often / always experience resistance or backlash in undertaking their work

(n=29)

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