



Supervision Resource Guide

Supervising Men's Domestic Violence Perpetrator Intervention Group Programs

Dr Brodie Evans, Micah Projects - Brisbane Domestic Violence Service (BDVS)

Pamela Robertson, Youth and Families Service (YFS)





Artwork: Coming Together by Luke Roma, Rocky Boy, Jagalingu Man from Rockhampton Region
This painting represents all Indigenous and Non-Indigenous Australians coming together without malice or discrimination.

Acknowledgement of Country

Micah Projects – Brisbane Domestic Violence Service (BDVS) and Youth and Families Services (YFS) in Logan acknowledge the Traditional Owners of Australia and acknowledge their continuing connection to land, sea and community. We recognise their sovereignty was never ceded and this report was prepared by the authors working on stolen land. We value the Aboriginal and Torres Strait Islander leaders and practitioners in the domestic and family violence workforce, who contribute vital knowledge in improving the sectors' response to the diverse needs of the communities we serve. As white people working in this space, the authors highlight the need to constantly reflect on how we may contribute to the trauma experienced by Aboriginal and Torres Strait Islander men engaging with the criminal processing system and consider how power dynamics and white privilege may manifest in men's perpetrator interventions.



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Foreword

Brian Sullivan, PhD

The past two decades has seen emerging evidence of the positive outcomes of supervision on staff well-being and job satisfaction (Kurtz, 2019). There is also emerging evidence of the positive impact of supervision on client outcomes (Bambling & King, 2013; Kellett et al., 2014). However, this research has not focused on the supervisory needs of those working with men who are using violence and coercion in their intimate relationships, making this work by Dr Brodie Evans and Pamela Robertson both timely and valuable.


The heart of men's domestic violence intervention group work is the transformation of dangerous men into safe and responsible men. The medium through which this transformation can happen is through facilitated programs with men critically reflecting on their beliefs that drive their harmful controlling behaviours, understanding the enduring traumatic harm caused to their partners/ex-partners and children, and choosing to be non-violent and non-controlling in the future. Experienced and effective facilitators are critical to this task of transformation. Many services struggle to find and keep such facilitators, especially services outside major cities.

Facilitating men's domestic violence intervention groups is both demanding and difficult work, not without significant safety challenges (Morran, 2008). However, this work can also be stimulating and rewarding (at times) (Bahner & Berkel, 2007). This requires a particular kind of supervision that is aware of danger, responsibility, and unintended consequences of well-intentioned programs. Supervision of this kind is often difficult to attain for practitioners.

Facilitators juggle and balance ethical awareness, self-awareness, the needs of victims for safety, legal requirements, policy requirements, risk assessment and management, warm referrals for clients, program curriculum and content, case notes, report writing, regular engagement with the wider intervention system (including courts, police, probation and parole, child safety etc), connecting with and collaborating with women's advocates, and the ongoing direct individual and group processes for men themselves.

Like the problem of domestic violence itself, working with perpetrators of violence is complex and complicated work. That is a burden too heavy for any individual to bear. One has only to consider the fatality statistics for domestic and family violence to understand this. So, it is important that facilitators do not feel isolated or alone in this work. Facilitators need support to grow as resilient, resourceful, and responsible professionals. We know the risk of burnout and vicarious trauma in this field (Morran, 2008). We pay a price for the traumatic stories we hear. Supervision can help make that price less personally and professionally expensive.

Supervision of facilitators, individually and as group, is vital for the practice of facilitators in terms of their professionalism and wellbeing and vital in terms of their accountability in their crucial role of working with perpetrators of domestic violence, supporting them in change. Supervision adds another layer to a program's safety and accountability measures as an effective domestic violence intervention. It should not be a luxury few



can afford – it needs to be built into any program working with perpetrators of violence and abuse, not as an added extra, but as an integral component.

It is obvious that the academic and practitioner Dr Brodie Evans and the very experienced men's group facilitator Pamela Robertson know about safety and accountability. They also know the importance of ensuring that male offenders in their care and under their responsibility receive the most engaging and stimulating transformational experience through their men's programs. This is what their live observational model of supervision brings to this space. I have been privileged to be a part of this project and I am a believer in this model of supervision for this kind of work. This model flows on from the critical reflection that facilitators undertake within their groups. Supervisors, then, have critical reflective conversations with their supervisees, the facilitators (Hewson & Carroll, 2016). The goal is to achieve transformational learning for supervisees (Carroll, 2010), that can enhance outcomes for men.

This learning is about enhancing the effectiveness of group facilitation. Supervisees reflect on their beliefs about the men, about their facilitation, about challenging and changing, about accountability and safety. Supervisees reflect on how their beliefs may be driving their practice within the group with the men. Supervisees are not responsible for men changing (that is the men's work), but they are responsible for developing a group context and culture where change mechanisms can emerge. They are responsible for monitoring safety and risk. And they are responsible for holding men accountable without alienating them. This is complex and compelling work. Without adequate supervision, it is all the harder and riskier.

It has been said that "supervision interrupts practice" (Ryan, 2004, p.44). I believe that at times, supervision must *disrupt* our practice. Supervision should make us stop and think and think again. Supervision can be uncomfortable as it promotes growth and change in our practice. And that is often uncomfortable, because it wakes us up from our complacency and unexamined assumptions. Evans and Robertson are to be commended for their sensitively disruptive supervision initiative. Their supervision model is different from general counselling or psychotherapy supervision because the clients are often court-ordered and always involuntary (although they may protest that they are there of their own accord). If they are not court-mandated, they all have a social mandate to be there from someone or other. So, a model of supervision which is focused on safety, risk, and accountability is an urgent need. Their model of live supervision has the potential to improve facilitators' knowledge, skills, and attitudes.

Men's violence against women is intentional, deliberate, and strategic. Our interventions need to be the same. This model of supervision for men's domestic violence intervention programs is intentional in its approach, focusing on individual competencies and co-facilitation competency, with an inbuilt safety and accountability focus, and therein lies its value.

Authorship and Acknowledgements

This project was designed in partnership by Dr Brodie Evans with Micah Projects - Brisbane Domestic Violence Service (BDVS), and Pamela Robertson with Youth and Families Services (YFS) in Logan. Dr Brodie Evans served as the Project Lead and lead author of this Supervision Resource Guide. Both BDVS and YFS are Not-For-Profit community organisations that receive funding from the Queensland State Government's Department of Justice and Attorney-General to coordinate and deliver our perpetrator intervention efforts.

The authors would like to acknowledge and thank those who assisted in the development of this Supervision Resource Guide as noted below. We also acknowledge the organisational support we received and the significant contributions made by the workers in our Facilitation Teams, who graciously participated in this project and its evaluation.

Project Funding

BDVS and YFS acknowledge the financial support received from WorkUp Queensland's *Collaborative Workforce Grant* to deliver this project and develop this material in partnership. This funding enabled the project to also contract an External Supervisor, Dr Brian Sullivan, to ensure rigour and ethical concerns were responded to with evaluating the project.

This project also received funding upon receipt of the *QUT Centre For Justice Practitioner Engagement Award (2020)* which was granted to Dr Bridget Harris, Queensland University of Technology, to undertake an evaluation project with Dr Brodie Evans (Men's Program Coordinator, Micah Projects - BDVS). This funding enabled the employment of a research assistant, Dr Justine Hotten, to design and deliver the evaluation of the project under the supervision of Dr Bridget Harris and in consultation with Dr Brodie Evans.

Research Expertise

Dr Bridget Harris, Queensland University of Technology
Dr Justine Hotten, Queensland University of Technology
Dr Brian Sullivan, Central Queensland University

Practitioner Expertise

Services and Practitioners for the Elimination of Abuse (SPEAQ) - We thank our fellow members of the (SPEAQ) Steering Committee, and the wider SPEAQ network membership, for their conversations and solidarity in this space and their encouragement towards our initial ideas in exploring the needs of supervision across services in this field.

We thank Michelle Royes, DFV Program Manager for Relationships Australia Queensland (RAQ) and a member of the SPEAQ Steering Committee, for her helpful feedback on an earlier draft version of this Supervision Resource Guide.



Supervision Resource Guide

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Introduction to the Guide

This Supervision Resource Guide is to be adapted to suit the needs of your organisation. Most organisations will have their own internal supervision frameworks and models that underpin the supervision that staff receive, as well as a professional development policy. For example, BDVS' Team Leaders use the evidence informed 'PASE' model of supervision with staff members, developed by Tracey Harris (2020) guiding workers to reflect on four key components. Briefly, these are: practice; administration and planning; support and job satisfaction; education and training. Practitioners may also engage with external clinical supervision, encouraged by organisations. This guide is to be seen as an additional layer of supervision that can complement existing organisational or clinical supervision, providing direction on the live observation demands of perpetrator intervention group work space. As such, this guide relates specifically to supervising group facilitators, and not partner/victim advocates or other program staff.

This Supervision Resource Guide has been designed to be delivered by an experienced Senior Facilitator in accordance with the Queensland Government's *Perpetrator Intervention Services Requirements* governing this work (see Appendix A). Supervisors with practice experience doing this work, provide critical insight for facilitators to help with their own skill development and engagement with the work. However, this guide may also be useful for line managers who do not meet these requirements in providing additional supervision of staff in this field.

This guide has been developed with the aim that it can be utilised by services that deliver men's perpetrator intervention group programs from a variety of approaches and curriculums. At its core, however, are the below three key beliefs:

1. Practitioners' work should align with the realities of adult and child victims-survivors
2. The woman/man mixed gender co-facilitation dynamic is paramount in demonstrating equality in the room for the male group members (Wheeler 2006).
3. Invitational narrative approaches are key in inviting participants into critical dialogue to reflect on their own behaviours and attitudes (ANROWS 2019)

In accordance with the *Perpetrator Intervention Service Requirements*, the programs should involve partner contact work (see Chung et al 2020). Programs must also invite the presence of observers as per Section 7 of the *Perpetrator Intervention Services Requirements*.

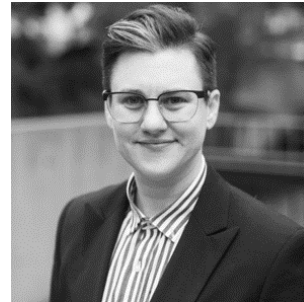
A full Evaluation Report is to be published separately by *QUT Centre for Justice* for further reading.

Who we are

Brodie Evans, PhD

Micah Projects – Brisbane Domestic Violence Service (BDVS)

BDVS is an activity of Micah Projects and is the regional specialist domestic violence service in the Brisbane metropolitan region. Within the wider BDVS remit, our Men's Program delivers perpetrator interventions in a variety of formats. Specific to this project, the 'Men's Domestic Violence Offender Program' (MDVOP) is a 25-week, open-ended, mandated program offered to men who have used violence in their intimate relationships and are under the supervision of statutory authorities (*Queensland Corrections, Child Safety, and Queensland Drug and Alcohol Court (QDAC)*) underpinned by the *Duluth* community-coordinated systems framework. The MDVOP team is currently made up of six group facilitators and one full-time Women's Advocate, delivering three groups per week, typically held across *Probation and Parole* sites North, Central, and South of Brisbane. The program relies on the *Duluth* curriculum and the 'Equality Wheel' and 'Power and Control Wheel' as foundations for discussion and encouraging personal responsibility when addressing a participant's use of controlling and violent behaviour. The BDVS Men's Program has a core belief that victims of domestic violence have a right to safety, and that perpetrators of violence must be held to account for their behaviour and provided the opportunity for change. Core to this mission is the direct engagement with victim-survivors by the Women's Advocate, increasing women's access and support to safety and justice.



At the time of writing, the BDVS Men's Program is coordinated by Dr Brodie Evans, who supervises the team of group facilitators. Brodie has been working in the domestic violence sector since January 2017. Trained in the Safe and Together Model and the Duluth Model, Brodie has been facilitating perpetrator intervention groups at BDVS since the start of 2019. Brodie has a PhD in Justice from *Queensland University of Technology (QUT)* and is currently a Visiting Fellow at *QUT Centre for Justice* researching issues of discourse, law and public policy, and political activism. Brodie has 10 years of university teaching and learning experience in areas of justice, politics, gender, and violence, enabling them to continue building connections between their professional practice, teaching and research. Brodie currently serves as Co-Convenor on the Services and Practitioners for the Elimination of Abuse (SPEAQ) Steering Committee and the WorkUp Queensland Reference Group.

Pamela Robertson
Youth and Families Services (YFS) in Logan



YFS is a Not-For-Profit community organisation servicing the Logan region. YFS has several programs, and relevant to this project is the ‘Responsible Men (RM) Program’. This program focuses on how men can take responsibility to change their behaviour and choices, moving from abuse and violence to safe and respectful behaviour. The YFS RM Team is made up of six facilitators and two women’s advocates, currently facilitating five groups per week. The RM Program has a variety of referral pathways, including being open to men who are self-referred, referred by court, *Child Safety Services*, *Queensland Police Service*, internal referrals through YFS, and a number of other external referral pathways. Similar to BDVS, RM is a 16-week men’s intervention program lending from the *Duluth ‘Equality Wheel’* and ‘Power and Control Wheel’, with the same core belief that victims of domestic violence should be at the focus of decisions by the system with their safety paramount. Further, those using violence should be made viewable by the system and they should be made responsible and be given the opportunity to address their abusive behaviour and change.

At the time of writing, Pamela Robertson is the Program Manager of the YFS Domestic Violence Perpetrator Program. Pamela holds a Bachelor of Social Science, and Advanced Diploma in Counselling and Family Therapy. Trained in the Safe and Together Model and the Duluth Model, Pamela has been working in this field for close to 14 years. Pam’s diverse experience includes working with families who had children at risk of entering the child protection system in part due to domestic and family violence, and facilitating a number of perpetrator intervention programs, counselling, and assessment, working across *Queensland Corrective Services – Lotus Glen Prison*, *Uniting Care*, *Domestic Violence Prevention Centre (DVPC)*, and now at YFS. In December 2020, Pam presented at the STOP DV Conference at the Gold Coast, speaking to “Learnings from COVID and how we reimagined the work” with the delivery of a Pilot project of online men’s intervention group work. Pamela is actively involved in the SPEAQ network as Co-Convenor, as well as ongoing research and development in partnership with *Central Queensland University (CQU)*.

Background and Context

Perpetrator intervention programs (also referred to as men's behavior change programs) have been identified as vital stakeholders in the safety outcomes for adult and child victim-survivors (ANROWS, 2020). Regular and quality organisational supervision is crucial in ensuring effective practice of service delivery (Munson, 2002) and is particularly important in high-risk work including frontline domestic and family violence work (Cortis et al., 2020). Research on the needs of domestic and family violence frontline staff have found that practitioners face specific challenges relevant to their overall wellbeing, including vicarious trauma and burnout (Taylor et al., 2019; Tarshis & Baird, 2019). However, limited organisational resources has been identified as a barrier to achieving adequate supervision (Cortis et al., 2020).

In 2021, Dr Brodie Evans with Micah Projects – Brisbane Domestic Violence Service (BDVS) and Pamela Robertson with Youth and Families Services (YFS) in Logan, embarked on a 12-month project involving the design and delivery of a supervision resource that is tailored for perpetrator group facilitation to assist organisations to deliver supervision in this space that is in line with the Queensland Government's *DFV Services Practice Principles, Standards and Guidance* (2020). Funded by *WorkUP Queensland* and evaluated by *QUT Centre for Justice*, this project was delivered across the two connecting organisations, covering 12 facilitators. The outcome is this evidence-informed Supervision Resource Guide that has been designed to be adapted by other services alongside appropriate training and professional development.

Supervision

This project focuses on direct work observational supervision and suggests a Reflective Learning Model of Supervision (Davys & Beddoe, 2020). Moving away from a managerial focus on organisational and task orientated aims, reflective practice is where “the supervisor aims to get workers to think critically about their perceptions and actions” (Gibbs, 2001, p. 7). In this sense, a Reflective Model of Supervision promotes a way of thinking - much like facilitators aim to achieve with men throughout the group process. Davys and Beddoe (2020, p. 101) say that “the supervisor's role becomes one of ensuring the space and context for learning”. And as reflective learning is adaptable for a variety of practice contexts (Davys & Beddoe, 2020, p. 101), Supervisors can adjust to relevant theoretical and practical frameworks of perpetrator intervention programs encouraging reflective learnings to the purpose of this unique field of work.

By focusing on direct work observations by the Supervisor, we encourage both reflection ‘in action’ and reflection ‘on action’ (Schön, 1987). Reflection ‘in action’ in this context, would relate to facilitators making conscious decisions as the groups progresses shaping their lines of inquiry with the men and when and how they challenge perspectives in the room. Whereas Reflection ‘on action’ in this context, relates to the debriefing and exploring learnings post-session. Davys and Beddoe (2020, p. 105) highlight the importance of both forms of reflection to “new understandings and new knowledge of practice”.



We believe that supervision in this space makes a contribution towards:

- » Enhancing professional practice
- » Sharing of knowledge and skills
- » Improving job satisfaction, role and job quality
- » Supporting organisations to provide accountable group programs
- » Improving outcomes for adult and children victim-survivors, and group participants
- » Building confidence within the Integrated Service Response (ISR)

Supervising Domestic Violence Perpetrator Intervention Group Programs

Supervisors must consider the unique challenges facilitators are navigating in this work and their needs in supervision. Taking up Gibb's (2001) conclusions when studying the impact of supervision in the child protection space, supervision needs to refocus on the emotional impacts of the work on front-line workers via reflective learning. Research has identified the importance of trust and respect in a mixed gender co-facilitation team, highlighting how gendered power dynamics can manifest in co-facilitation teams through unequal division of labour and a woman co-facilitator's lack of support from the man co-facilitator with how the male perpetrators treat the women co-facilitator or speak about women (Apps & Gregory, 2011). For male co-facilitators, there is a need to continually assess one's own male privilege and entitlement, to ensure accountability to the female co-facilitator and woman victims-survivors not in the room, and not be invited to collude with the male participants (Vlais, 2014, p. 18). One recommendation from the literature is to ensure women co-facilitators have a "women's only space" to discuss and debrief on their experiences with each other (Vlais et al., 2017, p. 102).

However, at the commencement of this project, the authors had found that to date, there has been no research specifically examining how responding to the needs of facilitators should look in practice for supervisors in this unique field of work. This Supervision Resource Guide aims to provide this practical direction. The evaluation of its implementation aims to deliver empirical research that investigates the realities of facilitators, and their needs and experiences of supervision, specifically their experiences on the sufficiency and quality of the supervision model outlined in this Supervision Resource Guide. Our work supports future research in this space to assist us in better understanding supervision and the role it plays for facilitators of domestic violence perpetrator intervention groups.

Relevance to Current Standards

At the time of writing, Queensland Government's *Domestic and Family Violence (DFV) Services Practice Principles, Standards and Guidance* (2020) provides practice guidance around supervision for Queensland Government funded DFV services as noted below.

2.1 Understanding of domestic and family violence

ix - Staff seek out information and training in order to build their knowledge and skills to better recognise the early signs of vicarious trauma. Staff regularly access trauma-informed supervision provided by their organisation.

3.1 Evidence-informed practice

vi. Staff in supervisory roles enable critical reflection for their team to assist in translating theory into evidence-informed practice.

Working alongside the *DFV Services Practice Principles*, are the Queensland Government's *Domestic and Family Violence (DFV) Support Services Investment Specification* (2021) and the *Perpetrator Intervention Services Requirements* (2021). Department-funded perpetrator intervention services will be required to comply with the requirements by 1 January 2022.

The *Perpetrator Intervention Services Requirements* no longer set requirements for supervisors, hours and frequency of supervision, and mandatory agenda topics, acknowledging the range of supervision undertaken in the sector and that this can be determined by the organisation. However, Section 7 of the *Perpetrator Intervention Services Requirements* does outline those services must be open to the presence of observers to promote safety, accountability, and professional development. Section 7.6 states services must have a minimum of six sessions per program observed, two of whom must be observed by a practitioner who meets the experience and qualification criteria of a Senior Facilitator (see Appendix A), which may include:

- » Internal supervisors
- » Paid external practitioners
- » Practitioners from another service

Therefore, the development of this Supervision Resource Guide is intended to assist both Queensland government funded and non-funded organisations in determining best practice around supervision internally and assist with appropriate compliance with Sections 2.1 and 3.1 of the *DFV Services Practice Principles, Standards and Guidance* and Section 7 of the *Perpetrator Intervention Services Requirements* for this specialist domestic violence work.

The Supervision Model

As a minimum, we recommend the below:

- » Two DV group observation sessions per cycle of the program's curriculum, per co-facilitation team, delivered by a Supervisor who meets the requirements of a Senior Facilitator (see Appendix A). This includes debrief of up to 1 hour with both facilitators within one week of the observation.

We recommend more as required if there are Emerging Facilitators in the co-facilitation team or if additional skill development areas and training needs are identified through the supervision process.

If the Supervisor is external to the organisation, supervisor notes should be shared with the organisation to assist line management and internal supervision. We recommend the supervisor notes also be shared with facilitators to assist in their own ongoing reflective practice.

- » One DV group observation session per cycle of the program's curriculum delivered by the Line Manager, per co-facilitation team, if different to the above (example if the Line Manager does not meet the requirements of a Senior Facilitator and the Supervisor is external to the organisation). We recommend supervisor notes be shared with facilitators to assist in their own ongoing reflective practice.
- » One group supervision session with all facilitators in the team per cycle of the program's curriculum delivered by a Supervisor or Line Manager. This is to assist with connectedness, peer-support, and cross-skilling. As a less formal space, we consider supervisor notes of the session are not required to be kept. However, it is suggested that agenda items include common themes present across the group observation sessions, safety issues and liaison with advocacy work, and worker self-care.
- » Additionally, we recommend a group supervision session with the women facilitators to be delivered by a woman Supervisor or Line Manager. This is to ensure there exists a "women-centered space" to share their experiences and challenges specific to them as the only women in the room when delivering group sessions. This should be less structured, driven by the needs of the women facilitators. As such, we consider supervisor notes of the session are not required to be kept.
- » Regular (non-supervision) observations of the group sessions, inviting further reflections and debriefing opportunities to facilitators. This should be in line with the four types of observers outlined in Section 7.4 of the *Perpetrator Intervention Services Requirements*. The feedback from observers should be drawn upon by the Supervisor and/or Line Manager to assist in their supervision of facilitators.



The Templates

Provided in the following pages, this Supervision Resource Guide includes templates to be directly used in your teams. BDVS and YFS support adapting these templates to suit your practice, provided credit is noted to the authors on your organisational templates.

The '**Observation Session - Supervisor Notes' Template** is to be used by the Supervisor with facilitators.

The 1 – 10 traffic lights scaling concept forms our check-in and check-out process that we ask of the men in the group setting. This was guided by the “Check Out Sheet” developed by Heath Addison (2018). Similarly here, we suggest building this into the supervision process inviting the Facilitators to reflect on how the session made them feel about their practice, the work with the men, and themselves. It may also be useful for Facilitators to reflect back on.

The '**Observation Session – Observer Notes' Template**' is to be used by people who are invited to observe a session of the group program not in the capacity of a Supervisor.

Domestic Violence Perpetrator Intervention Group Programs

Observation Session – Supervision Notes

Date: Group: Location:

Facilitator 1: Facilitator 2:

Supervision Provided By:

General Reflections:

How did we feel at the end of the group session:

1 2 3 4 5 6 7 8 9 10
 GREEN AMBER RED

- » What did we set out to do?
- » What happened? (including culture and energy of the room)
- » What went well?
- » What went badly?
- » What have we learned?
- » What will we do differently?

Facilitator 1:

- » Engagement – Is there an invitation for critical dialogue to happen?
- » Use of Logs, other tools and reflective/fertile questioning
- » Missed opportunities

Notes:

Facilitator 2:

- » Engagement – Is there an invitation for critical dialogue to happen?
- » Use of Logs, other tools and reflective/fertile questioning
- » Missed opportunities

Notes:



Facilitator Team:

- » Partnership – how was mutual respect modelled through co-facilitation
- » Tasks – how is the load being shared by facilitators in and out of group?

Notes:

Considerations for next session:

- » For the Group
- » For Individual Facilitator/s
- » For Facilitator Partnership

Notes:

Signed Supervisor: Date:

Signed Facilitator 1: Date:

Signed Facilitator 2: Date:

How did we feel at the end of the supervision session:

1 2 3 4 5 6 7 8 9 10

GREEN

AMBER

RED



Domestic Violence Perpetrator Intervention Group Programs

Observation Session – Observer Notes

Observer Name: Email:

Organisation/Role: Phone:

Observation Date:Program Location:

1. What particular themes, concepts or techniques did you witness during the session which particularly resonated with you?

2. Has anything stayed with you since observing the session?

3. Feedback for facilitators, positive or constructive



4. Feedback regarding the program in general, positive or constructive

5. Would you like further information on anything to do with the program?

6. Please outline any other reflections you had about the program.

Signed Observer:Date:

Signed Program Manager:Date:



Conclusion

This Supervision Resource Guide has offered practical direction on the live observation demands of men’s perpetrator intervention groups and provided theoretical context on the reasoning and benefits to supervision in this unique space of domestic violence work. It has been the aim to respond to sector need in improving the quality and consistency of supervision, presenting recommendations for a benchmark model of supervision for perpetrator intervention group programs.

The model presented here is evidence-informed from existing literature, as well as drawing from practice experience within both BDVS and YFS. At the time of writing this conclusion for publication in August 2021, this model has been implemented now for one full cycle of BDVS’ 25-week Men’s Domestic Violence Offender Program, and near two full cycles of YFS’ 16-week Responsible Men Program. *QUT Centre for Justice* will be publishing an Evaluation Report speaking to its delivery for the entirety of 2021 across the two organisations, with insights from the experiences of Facilitators and Supervisors. We hope this will contribute to the body of evidence around supervision in the domestic violence sector, and particularly highlights the importance of structured and purposeful supervision involving live observation of men’s perpetrator intervention group programs.

Just prior to publishing, Reneham’s (2021, p. 1) research reinforced the need for organisational support to assist with “well-being, professional identities, and practice” of facilitators of domestic violence perpetrator intervention group programs. Therefore, we wish for this Supervision Resource Guide to be taken up, adapted, and embraced by our ‘sibling’ organisations in the sector to assist in providing this support to workers, and we continue to look for ways to support and connect with each other.

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Additional Resources for Services

Domestic and Family Violence Services Practice Principles, Standards and Guidance. (2020). <https://www.justice.qld.gov.au/about-us/services/women-violence-prevention/violence-prevention/service-providers/practice-principles-standards-guidance>

Domestic and Family Violence Services Regulatory Framework. (2021). <https://www.justice.qld.gov.au/about-us/services/women-violence-prevention/violence-prevention/service-providers/domestic-and-family-violence-services-regulatory-framework>

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Appendix A


Section 5 of the *Perpetrator Intervention Services Requirements* (2021) details the experiences and qualifications of a Senior Facilitator, who is qualified to observe a group session in the capacity of a supervisor.

Senior Facilitator knowledge requirements:

- » demonstrated understanding of the behaviour change process in relation to domestic and family violence
- » demonstrated nuanced and intersectional understanding of the drivers, dynamics and impacts of domestic and family violence and the dynamics of gender, power and control
- » demonstrated recognition of the significance of patterns of perpetrator behaviour beyond individual incidents of violence and are able to meaningfully assess these patterns to develop appropriate responses for the victim and appropriate interventions for the perpetrator
- » demonstrated gendered analysis of violence in their practice acknowledging that gender inequality is a predominant cause and consequence of domestic and family violence
- » demonstrated recognition of the complex ways in which children are harmed through experiencing violence, and the tactics of control and abuse of power that they experience
- » demonstrated understanding of the Domestic and Family Violence Protection Act 2012 and Child Protection Act 1999 and Child Protection Reform Amendment Act 2017
- » demonstrated understanding of the domestic and family violence definitions and provisions in the *Family Law Act 1975*
- » demonstrated understanding of the *Domestic and family violence services practice principles, standards, and guidance*
- » demonstrated understanding of the *Domestic and Family Violence Information Sharing Guidelines 2017* and *Information Sharing Guidelines 2018*.

Senior Facilitator qualifications and experience requirements:

- » Observed a minimum of 32 hours of perpetrator intervention group work.
- » At least three-years' full-time (or equivalent part-time) relevant professional experience, in one or more of the following fields:
 - domestic, family, and sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field

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- » Experience facilitating a minimum of 160 hours of perpetrator intervention group work, or experience facilitating 96 hours of perpetrator intervention work and 80 hours of relevant group work.
 - » At least a three-year tertiary qualification in a relevant discipline (such as social work, community services, counselling, psychology, human services)
 - » The equivalent of a graduate certificate in male family violence or facilitating men's behaviour change for example, as developed by CQU Australia, and/or completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training developed by Ken McMasters.

