



Violence Intervention Programme Training Plan

Executive Summary

The X District Health Board (XDHB) Violence Intervention Programme has been approved by the Ministry of Health. The Ministry has approved funding for the period 1 July 2015 – 30 June 2018 for the Violence Intervention Programme (VIP).

As identified in the XDHB VIP Plan, systems will be established to implement intimate partner violence and child abuse and neglect intervention within health services. These systems include policy, procedures, standardised documentation, resources and training. The implementation phase will be achieved by working in collaboration with community agencies.

To enable staff to identify, assess and refer persons experiencing child abuse and neglect or intimate partner violence a structured comprehensive training package is required.

Purpose

The purpose of this training plan is to identify the strategic approach for implementation of intimate partner violence and child abuse and neglect intervention training for XDHB. It is the intention of this plan to outline actions and broad timeframes as required by the Ministry of Health Service Specifications for the VIP contract.

Goals and Objectives

The XDHB VIP intention is that all staff in designated services will have the knowledge and skills to confidently identify, assess and refer persons experiencing child abuse and neglect or intimate partner violence. This plan will guide the VIP to achieve this objective by outlining the strategic approach used to implement a comprehensive training package with XDHB.

Approach

Senior management has mandated intimate partner violence and child abuse and neglect intervention training in designated services. The designated services by the Ministry of Health VIP Service Specifications are:

- Emergency Department
- Child Health
- Maternity

- Mental Health
- Alcohol & Drug
- Sexual Health

Collaboration is key to intimate partner violence and child abuse and neglect intervention. It is fundamental for the success of the programme to engage community agencies on the teaching team, for their expertise and so staff can be directly informed of the agency's role (Fanslow et al, 1998).

Training should take place once all policies, documentation, staff support processes, referral pathways and resources are available.

Training ensures that all staff have the necessary knowledge and skills to include intimate partner violence and child abuse and neglect intervention in their practice.

XDHB endorse a service by service approach during the roll out of training.

Environmental factors for example; department renovations or high service demands (e.g. winter workload) may impact on the implementation of the VIP in services. Therefore, these factors will be considered when determining service roll-out.

XDHB VIP training will be provided during a dedicated session

- VIP is profiled during DHB orientation (15 minute session) prior to the core training (8 hour session)
- Introduction session to VIP that is delivered over an hour or attendee completes pre-training package
- Core training on child abuse and neglect and intimate partner violence intervention that is delivered over a full day (8 hours)
- In-service training delivered as short targeted service updates for small groups/ individual staff members developed from ward/service area audit results.
- Refresher training (delivered annually) based on service needs lasting between 1 and 4 hours
- Advanced training for senior staff who are leaders of VIP within each service.

Types of Training

Orientation Session

Information about the VIP including DHB policy will be provided at the company orientation session for all new staff appointed to the DHB.

Introduction Session

A brief one-hour introduction session should be delivered to services:

- where VIP has not yet been rolled out

- where staff are not expected to routinely enquire
- such as community agencies

Alternatively, this information can be delivered via a pre-reading package for staff scheduled to attend the core training.

Ideally, for services that are scheduled to participate in core training an Introduction session or receipt of a pre-training package should occur four to six weeks prior to scheduled core training.

The session content includes;

- Intimate partner violence and child abuse and neglect prevalence
- Intimate partner violence and child abuse and neglect health impacts
- Rationale for intimate partner violence and child abuse and neglect intervention including routine enquiry
- Rationale for the dual approach (intimate partner violence and child abuse and neglect)
- Barriers and enablers for change.

This introduction session is valuable because it:

- Introduces the concept of intimate partner violence and child abuse and neglect intervention and enables staff to have time to consider its relevance to their practice prior to training
- Introduces intimate partner violence and child abuse and neglect as a legitimate health issue
- Recognises that, given the prevalence, there will be staff that have personal experience of intimate partner violence and child abuse and neglect. The delivery of the session and the timing offers staff time to seek any support required before attending the full training day. This reflects the DHB commitment to safe practice.

Core Training - Intimate partner violence and child abuse and neglect

The full intimate partner violence and child abuse and neglect intervention training day will integrate training for child abuse and neglect (4hours) and intimate partner violence (4 hours) using a dual assessment model. The training aligns to the national VIP training package

XDHB will access the Ministry of Health contracted VIP national trainer who will identify and provide support and direction regarding all resources and trainer training required.

The content of the one day core training that will be delivered in the DHB includes:

- the epidemiology of intimate partner violence and child abuse and neglect and the effects on all persons experiencing the abuse
- theories and dynamics of intimate partner violence and child abuse and neglect
- why and how to routinely enquire for intimate partner violence and what to do if the person discloses abuse
- strangulation identification, assessment, management and response
- child abuse and neglect identification, assessment and referral including principles and practice
- the role of community agencies for intimate partner violence, child abuse and neglect
- needs and responsibilities to Māori incorporating the 12 kaupapa identified in the Family Violence Assessment and Intervention Guideline - Child abuse and intimate partner violence 2016 (FVAIG 2016)
- professional dangerousness with regard to intimate partner violence and child abuse and neglect intervention; responses that can lead to unsafe practice
- Resources available to support VIP

Training provides an opportunity for attendees to practice these newly acquired skills via role plays with clinically relevant scenarios.

In-service Training

In-service training is delivered as short targeted service updates for small groups/ individual staff members. The content of the in-service training package is specific to the service it is being presented to. It should be developed to address areas of the programme where improvement potential has been identified from ward/service area audit results. Additionally it may include programme updates that need to be communicated to staff.

Annual Updates/Refresher Training

Annual refresher training is required to update staff and ensure practice standards are revised. Refresher training can be tailored to the needs of the unit or department, or it can take the form of a generic presentation, depending on demand and staff members' levels of confidence with intimate partner violence and child abuse and neglect intervention.

A refresher training package should contain:

- Intimate partner violence and child abuse and neglect updates
- The 6 step process focusing on local DHB processes and documentation

For a generic presentation the recommended format is an on-line module under 1 hour in length.

Staff should complete refresher training between 18-24 months after completing core training. This training is also suitable for staff that transfer between DHBs and have completed core training at their previous DHB in the last 2 years.

Advanced Training

Advanced training will be available for self selecting staff within services who:

- will act as champions,
- are resource staff,
- assist with provision of training
- have additional interest regarding intimate partner violence and child abuse and neglect intervention..

Content can include (but is not limited to):

- Advanced knowledge and skills in intimate partner violence and child abuse and neglect
- Problem solving skills so they can be an intimate partner violence and child abuse and neglect intervention resource for colleagues
- Leadership skills to address barriers, such as colleagues reluctance to routinely enquire
- Peer supporter training

Peer Supporter Training

Peer support/supervision after a disclosure of intimate partner violence and/or child abuse and neglect is mandatory. In services where supervision is already available this will be accessed in the usual way.

In services where clinical supervision is not an established practice, a peer support process will be developed to provide peer support. Peer supporter training will be provided to self-selected staff who agree to provide peer support for intimate partner violence and child abuse and neglect intervention within their service. It is anticipated that this training could be incorporated into an advanced training package.

Training Evaluation

A pre-post training evaluation will be completed by attendees following the core refresher and advanced training sessions to assess confidence with and knowledge of intimate partner violence and child abuse and neglect intervention. The results will be collated and inform future programme development.

Assumptions and Constraints

- The VIP policy and procedures and resources will be in place before applying for training.

- Policies for Intimate partner violence and Child abuse and neglect have been approved by the DHB and authorised by the National VIP Manager for DHB's
- The Core DHB VIP training package has been updated to align with the 2016 FVAIG and is approved by the National VIP Trainer
- Implementation of the training plan within services and roll out of training will be discussed within the steering group process.
- Service department managers will support the roll out of training within their services by providing opportunities for in-service training, rostering staff to attend study days and promoting/profiling VIP when implemented in their service dept.
- Costs associated with the implementation of the VIP training will be managed within the budget and signed off by the Programme Sponsor.

Timeline

Training implementation start date

Training implementation/review/end date

Implementation

Following the development (and where required approval) of VIP policies, documentation, staff support processes, referral pathways and an appropriate resource package, an application for training will be forwarded to the National VIP Trainer. A process of accreditation to assess readiness for training, including alignment of the core training package to the FVAIG 2016, will determine what support to XDHB is required to enable approval to train. Attainment of approval will be determined by the National VIP Trainer and notified to XDHB by same.

Before launching routine enquiry in any area, most staff will need to be trained, including medical and nursing or midwifery staff. Peer supporter/mentor training may also be required if supervision is not a usual process within practice.

Monitoring and evaluation through clinical audits and evaluation processes will support change because staff appreciate feedback and hearing about how the violence intervention programme is being implemented. Programme evaluation with staff involvement is valuable as they are well placed to provide feedback on how the new programme is impacting on clinical practice. Staff are also well placed to tell the researcher about the barriers and enablers for routine enquiry that they are experiencing regarding intimate partner violence and child abuse and neglect intervention.

Change Requests

Once the training plan has been approved and signed off any major changes to the scope need to be approved by the Project Sponsor. Requests need to be made using the Change Request Form.

Approval

Approval to proceed with the project is indicated by the following signatures:

Name and Position	Date	Signature