



Rob Veale Ltd
Family Violence Workshop Series



An Introduction to Safety Planning
Designed for community agencies and professionals

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Taking care of yourself

- The session today may raise issues which may be sensitive and/or distressing for some people.
- Your wellbeing is important to me.
- Today we may be discussing actual cases (with names), so please look after yourself and your colleagues.



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Today's workshop

- This session intends to introduce various topics relating to family violence, safety planning and wellbeing.
- This session is intended to complement your organisation's training materials by raising issues to enhance how we use safety planning tools.
- My comments are intended to raise awareness and promote discussion. They are not intended as criticism of policy, practice or staff of any organisation.
- **If you get one new idea to keep yourself or any other people, whanau and families safer, great!**

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Today's workshop

- Look back at what we know about family violence, power and control, coercive control and family harm
- Review various safety planning templates
- Practice with some safety planning 'models'
- We must always remember **to listen to the voice and experiences of the victim/survivor** – after all it is their plan. We need **more than a one size-fits-all** approach.

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3 Core Principles

- **Safety** – for victims/survivors, children, other vulnerable adults, children and ourselves
- **Accountability** – not only for people responsible for committing violence, but for the agencies delivering services
- **Partnership** – in that no single agency can effectively respond to family violence in isolation – it needs a collaborative approach



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Thoughts about safety plans

Different perspectives – different lenses

- **Personalised safety plan** – for victims/survivors, children, other vulnerable adults. Dealing with situations in and around the home
- **Plan involving a single agency** – as for the above but may also include an agency response, usually by a limited number of agencies
- **Plan developed around the information sharing table** – involving a number of agencies, with actions extending further than those undertaken by the victim/survivor or single agency alone.



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Discussion & Questions

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Safety planning



Let's brainstorm what we know

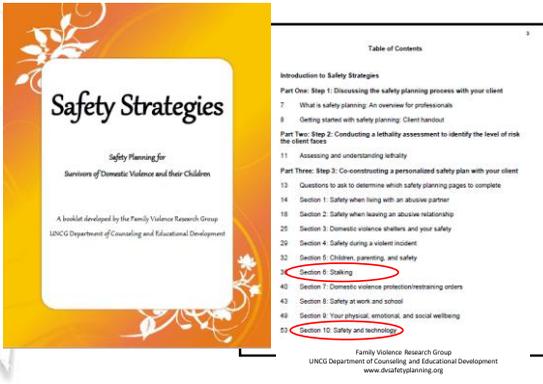
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Safety plans – well-known examples



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Safety Strategies



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Some Safety Options

	LEVEL OF RISK	PROCESSES	ACTIONS	
<div style="display: flex; align-items: center; justify-content: center;"> <div style="width: 100%; height: 100%; border-left: 2px solid red; border-right: 2px solid red; margin: 0 5px;"></div> <div style="writing-mode: vertical-rl; transform: rotate(180deg); color: red; font-weight: bold;">Risk Continuum</div> </div>	Extreme Risk	Relocation	Victim relocated overseas	<div style="display: flex; align-items: center; justify-content: center;"> <div style="width: 100%; height: 100%; border-left: 2px solid red; border-right: 2px solid red; margin: 0 5px;"></div> <div style="writing-mode: vertical-rl; color: red; font-weight: bold;">Likelihood of violence etc</div> </div>
	Extreme - High Risk	Re-establishment	Victim moved within New Zealand	
	High Risk	Police Safety Orders	Victim moved to safe refuge	
	High – Moderate Risk	Police Safety Orders	Victim remains in home, alarms and other security measures, Victim advocate follow-up	
	Moderate Risk	Police Safety Orders	Victim remains in home, Victim advocate follow-up	
	Low Risk	Case conference process	Action determined at Inter-agency meeting, both parties remain in their home	

Developed from a CSO perspective

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If the only tool you have is a hammer, **you tend to see every problem as a nail**



Abraham Maslow

This is a famous quote refers to a concept commonly known as the 'law of instrument' or Maslow's Hammer. It refers to an over-reliance on a familiar or favourite tool.

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	Past Understandings	Current Understandings	Reframing
Framing of social problems: • structural inequity • family violence	Formal equality/Individual or group deficit The same response to everyone. The outcome of equal treatment is not the same because of individual or group deficit.	Substantive equality/Group deficit or social injustice People are differently placed. Some groups require different responses in order to arrive at an equal outcome. Compatible with a group deficit or social injustice understanding. Whose standards are the norm for everyone?	Promoting equity/Social injustice. Everyone has the right to dignity, safety and self-determination but these rights may have different meanings and require differential responses. There is a need to address social injustice.
	Apology and mediation Private disputes between individuals.	Gender neutrality and public health approaches Family violence is an epidemic that affects all people. Alcohol and family violence are linked. Stopping drinking will stop the violence	Intersectionality – approaches informed by an understanding of the gendered nature of violence and multiple oppressions Intersection of men's violence against women with multiple structural inequities.

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Contemporary Issues for Family Violence

Issues taken from the 5th Report from the Family Violence Death Review Committee

January 2014 to December 2015



Becoming Better Helpers
rethinking language to move beyond simplistic responses to women experiencing intimate partner violence

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Issues from Regional Reviews

- Agencies may engage in **simple safety planning** with **extremely high risk victims**
- Current safety plans are **often a mismatch** with actual victims needs
- Practitioners use **safety plans from brochures** – designed for the public
- Practitioners use **'one-size fits all' templates**
 - Don't always consider victim life experiences and vulnerabilities
 - Don't always acknowledge what victim has already tried
 - Characterised by limited options
- No concurrent safety planning**
 - What to do if they don't hear from the victim
 - Considering motivation, behaviour of the perpetrator



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How might we have the conversation

- How do we ask about safety and wellbeing
- How might we frame the discussion



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Current safety planning advice for victims	Considerations	Reframing safety advice in order to become a better helper
Instructions to contact the police if the victim thinks she or her children might be in danger	It is very likely the victim would have contacted the police before, or will have valid reasons why she would not.	<ul style="list-style-type: none"> Have you called the police before? Were they helpful? Would you call them again? What retribution might your partner take if you call the police? What has happened before?
Provision of relevant contact numbers for family violence services		

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Current safety planning advice for victims	Considerations	Reframing safety advice in order to become a better helper
Instructions to contact the police if the victim thinks she or her children might be in danger	It is very likely the victim would have contacted the police before, or will have valid reasons why she would not.	<ul style="list-style-type: none"> Have you called the police before? Were they helpful? Would you call them again? What retribution might your partner take if you call the police? What has happened before?
Provision of relevant contact numbers for family violence services	Services need to facilitate connections to other services.	<ul style="list-style-type: none"> Practitioner explains the different services available, such as family violence advocacy services, refuge accommodation and the Safe at Home service. They explain the responsibilities that services have to the victim and what she can expect. Practitioner asks about previous experiences with family violence services: <ul style="list-style-type: none"> Have you been in a refuge before? How was that? Would you go again? We can contact the refuge together at the end of this call if you like.

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Current safety planning advice for victims	Considerations	Reframing safety advice in order to become a better helper
Advise the victim as to what she can do to try to keep herself and her children safe	<p>A victim will have already tried many things to stay safe, and she will have knowledge of how she thinks her partner will react and retaliate.</p> <p>She is asking for help, as she is unable to keep herself or her children safe.</p> <p>Research shows that the women who approach statutory services are those with the least social supports available.</p>	<p>The practitioner asks what the victim has tried before, what worked, and what did not.</p> <p>This informs a tailored safety response based on what works for her. The practitioner explains what they can add to a victim's safety plan.</p> <p>List the actions you as a practitioner can undertake to make her safer or support her:</p> <ol style="list-style-type: none"> 1. 2. 3.

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Current safety planning advice for victims	Considerations	Reframing safety advice in order to become a better helper
Advise the victim as to what she will do and where she will go if she needs to leave empty handed:	<p>Victims may have nowhere to go.</p> <p>Many victims have already thought about leaving.</p> <p>It is useful to understand what has stopped her from leaving.</p>	<ul style="list-style-type: none"> • Are her family/whānau members, friends and/or neighbours people she can trust? • Are they protective? • Would they suggest she could stay at their house? • Has she made any previous attempts to leave? • What helped her, or what made it unsafe? • If she wants to stay in her house, can her house be made more secure? • What are agencies doing to curtail her partner's ability to be abusive? • If a victim is telling a practitioner that she has to run from her home, the practitioner should be speaking with other services about the level of risk. In such circumstances, a multi-agency safety strategy needs to be developed.

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Current safety planning advice for victims	Considerations	Reframing safety advice in order to become a better helper
Advise the victim how to minimise the risk of serious injury in the event of immediate danger	<p>Times of increased risk are the period leading up to leaving, leaving, and up to two years after leaving.</p>	<ul style="list-style-type: none"> • If a practitioner thinks someone is likely to be seriously injured, then the practitioner should be taking protective actions.
Advise the victim how to access cash		

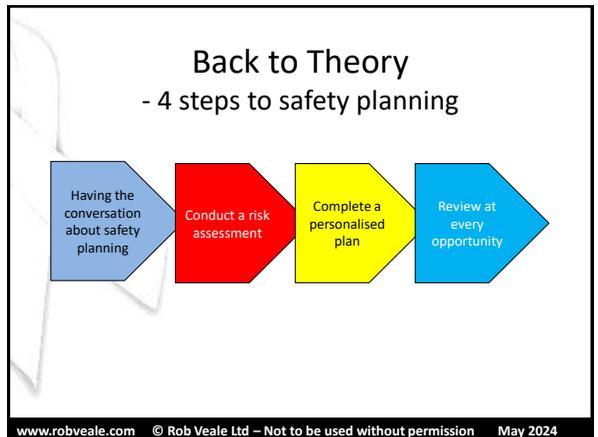
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Advise the victim how to minimise the risk of serious injury in the event of immediate danger	<p>Times of increased risk are the period leading up to leaving, leaving, and up to two years after leaving.</p>	<ul style="list-style-type: none"> • If a practitioner thinks someone is likely to be seriously injured, then the practitioner should be taking protective actions.
Advise the victim how to access cash	<p>There may be no money to access, or she may not have access to money.</p> <p>Many victims have limited access to money. This can be a deterrent to leaving as they worry about where they will live or how they can provide a safe home and food for their children.</p>	<ul style="list-style-type: none"> • The practitioner needs to help her access her full entitlements from Work and Income, as appropriate. • There may be a need for a support worker to advocate for her and attend appointments with her.

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Current safety planning advice for victims	Considerations	Reframing safety advice in order to become a better helper
Advise the victim how to identify people in her community who can help her to be safe (eg, a neighbour)	<p>Victims need to be able to determine who the safe people in their lives are, as not all people or family members understand the dynamics of family violence.</p> <p>Some people can inadvertently make her unsafe, particularly people who see it as important to be 'friends' to both the victim and their abusive partner.</p> <p>The general neighbourhood may also not be safe.</p>	<ul style="list-style-type: none"> • Do family/ whānau members or friends collude in the abuse? • Does she have safe people in her life? • Who does she identify as safe people? • What actions can she rely on them to take? • If she does not have any safe people who are proximate to her, then there is more responsibility on the agency to take protective actions.

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4 Steps to Safety Planning

Having the conversation about safety planning

Step 1: Discuss the safety planning process with your client.

Explain what **safety planning involves or why it is done.**

Without this understanding, they may not be motivated or able to implement the safety strategies that are outlined in **their plans.**

Always give special considerations regarding **safety planning for children.**

Use a victim-defined approach by ensuring the voice (experience) of your client is incorporated into the safety planning process.

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4 Steps to Safety Planning

Conduct a lethality assessment

Step 2: Conduct a risk assessment to identify the level of risk the client faces.

Risk assessment is the process by which information is collected for the purpose of completing a safety plan.

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4 Steps to Safety Planning

Complete a personalised plan

Step 3: Construct a personalised safety plan together with your client.

- Safety planning process must be a **collaborative, individualised process with each client.**
- The **client's unique needs, safety risks, resources, and other life circumstances must be considered** in order for safety planning to be effective.
- **Tailor the forms and information to clients' unique background characteristics** that influence her/his experiences with family violence.

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4 Steps to Safety Planning

Complete a personalised plan

Step 3: Construct a personalised safety plan together with your client continued ...

- Characteristics such as **clients' cultural background, sexual orientation, personal goals for the relationship, geographic location, and socio-economic resources can have a significant impact** on their safety needs for the safety planning process.

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4 Steps to Safety Planning

Complete a personalised plan

Step 3: Construct a personalised safety plan together with your client.

- Characteristics such as **clients' cultural background, sexual orientation, personal goals for the relationship, geographic location, and socio-economic resources can have a significant impact** on their safety needs for the safety planning process.

Safety planning is a process, not a product.

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Plan A
Plan B
Plan C

Changed plans are not failed plans

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4 Steps to Safety Planning

Review at every opportunity

Step 4: Maintain an ongoing focus on safety planning for as long as you are working with your client.

- Safety risks can change dramatically over time in family violence situations, often very quickly.
- You should consider a safety plan to be a **'living document'**.
- You can **re-consult** all of the available resources as part of the ongoing conversation that you have with your clients about their safety and the safety of their children.



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Safety planning - ideas

- Safety planning is about expanding options to be **safer AND expand well-being**
- Safety requires **more than the absence of physical violence**. A victim who is no longer hit by a partner but can no longer feed her children or pay the rent is not safe. Nor is she safe if she still experiences debilitating effects of trauma or lives in social isolation.
- Victims are safe when there is no violence, their **basic human needs are met**, and they **experience social and emotional well being**.

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Safety planning - ideas

- Flexibility vs perfection. Rather than safety should we be working towards keeping people safer, where economic stability is increased and well-being is strengthened?
- **'Safer'** must include adequate levels of:
 - Basic human needs
 - Emotional and social well-being
 - Freedom from violence



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Does your conversation include?

 NOW LATER	 Strategies to reduce violence	 Addressing children's needs	 Staying strategies	 Leaving strategies
				

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Making things better

- Working in partnership makes room for pets and whatever else makes things better.



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Summary

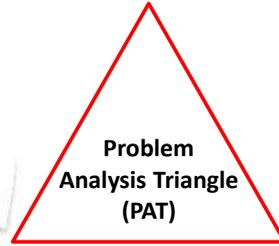
- Safety planning is central to our work.
- Safety planning isn't just about safety (it's about enhancing wellbeing).
- Safety planning **is a process, not a product**.
- Safety planning works best as a partnership.



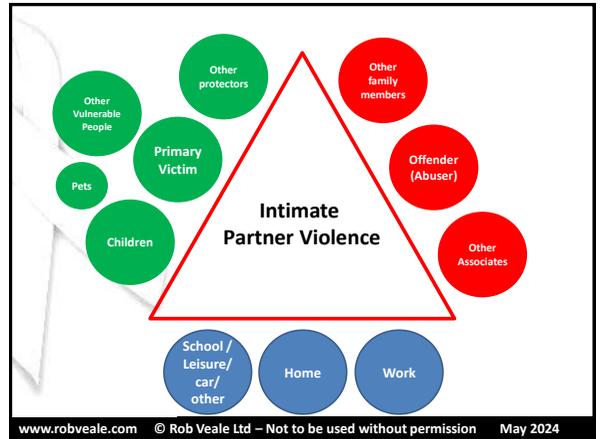
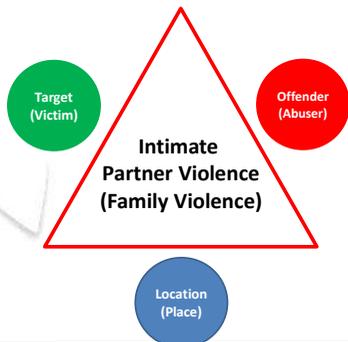
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Discussion & Questions

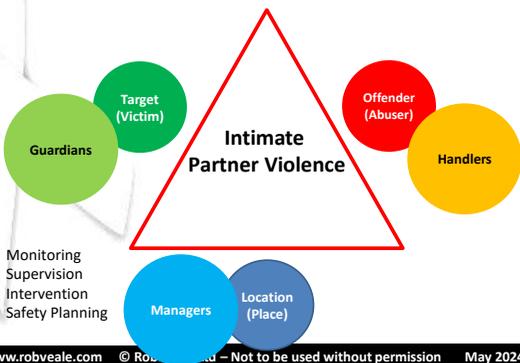
Introducing Problem Solving



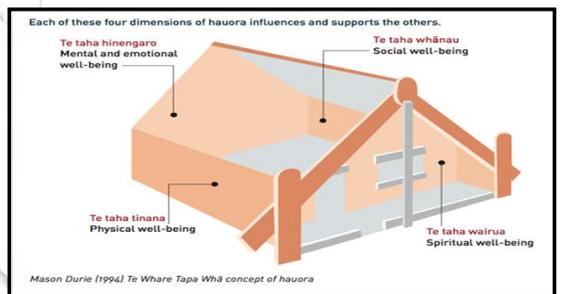
Safety Planning for IPV



Safety through collaboration



Te Whare Tapa Whā



Another Model

In this activity, we will look at examples of 'safety plans' and recognise potential trade-offs when the advice is compared alongside the 'domains' described in the **'Full Frame Initiative toolkit'**.

Let's look at the **'Full Frame Initiative'** involves and then re-consider our 'safety plan examples'.

HELP PEOPLE MAKE CHANGE THAT LASTS

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Focusing on Wellbeing

Non Trauma Informed	Trauma Informed	Wellbeing
What's wrong with you? What's the matter with you?	What happened to you?	What matters to you?
Behaviors need to be stopped or started.	All behavior has a meaning.	All behavior serves a purpose - towards meeting universal needs for wellbeing.
Problematic behaviors are maladaptive.	Behaviors are adaptations and coping strategies in response to trauma.	All behavior serves a purpose - towards meeting universal needs for wellbeing.
Focus on problems, crisis response and doing no harm.	Focus on strengths that have helped overcome adversity.	Start with what's going well for the whole person, including outside of context of problems and adversity.
They're unmotivated; not ready for change; lazy.	Experiences of trauma make it difficult to want to take risks or make change.	What about this change feels the hardest? What doesn't feel worth it? What would make it more worth it to you? (change means weighing tradeoffs.)

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Shift What We Think, Say and Ask

Instead of...	Try...
They're unmotivated. They don't care. They care more about him than being safe.	What is making this change difficult or not worth it? What would make it more worth it? How can I help make it more worth it?
I can't believe they're doing that. They know better.	What are they weighing? What do they gain and lose by doing that (from their point of view)?
Getting safe should be most important to you.	What's most important to you?
What do you need to get safe?	What will be hard for you? What would make the change less hard?
Why did you do <i>that</i> when you know it makes you less safe?	You've been able to avoid <i>that</i> for three weeks in a row, even when things were tough. What made it possible before? What was different this time? What changed?
Good job ...not calling her. ...seeking services.	That's a great step and a positive change from what was happening before. What made it worth it this time?

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There are Tradeoffs - Now What?!

It doesn't mean we don't move forward.

Things we can do or try:

- Be aware.
- Talk about it ahead of time, and ongoing.
- Talk about **all** Five Domains of Wellbeing and what is/isn't worth it to **them**.
- Change the what or how:
 - Add something.
 - Take something out.
 - Alter something, even slightly.
- * Prioritize control and choice whenever possible!

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Social Connectedness

What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
Survivors may develop new relationships as a result of new routines.	Survivors may lose connection to key people. For example if a different bus route means a new bus driver or passengers they've developed relationships with or if it means changing to a new doctor.
	Going into stores or appointments at different times may mean losing connection to other 'regulars' and a lost sense of belonging.

Full Frame Initiative: From Safety Planning to Wellbeing Planning: A Toolkit for Change

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Safety

What may survivors gain in this domain? Which key aspects are increased?	What may survivors lose in this domain? Which key aspects are lost?
This may mean that other people can't follow or predict survivors' schedules and show up where survivors are.	This may create a false sense of safety, survivors may be less vigilant or aware when threats happen.
	Survivors may not feel safe expressing one or more of their identities (race, gender, expression, religion etc) with new people they are meeting on the new routes.
	The risk of getting lost on a new route may make survivors feel unsafe.
	Being in a new unpredictable situation may feel unsafe, particularly for people in non-dominant identity groups.
	Survivors who are undocumented may feel unsafe travelling a new route without knowing how heavily patrolled it is by police.

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Stability

What may survivors lose in this domain? Which key aspects are lost?

Routines and possible anchors may be disrupted.

There may be a loss of a sense of familiarity of place and the loss of predictability that comes from losing anchors.

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Mastery

<p>What may survivors gain in this domain? Which key aspects are increased?</p> <p>Survivors may experience a sense of control from learning new routes, schedules, routines and having better knowledge of the area.</p> <p>Survivors may experience pride and accomplishment if safety is indeed increased (if a survivor was afraid to do something on their own in the past, for example).</p>	<p>What may survivors lose in this domain? Which key aspects are lost?</p> <p>Survivors may lose a sense of control due to the loss of predictability.</p> <p>Survivors may feel less control and more 'helplessness' in a new environment where they may not know what to do if something unexpected happens.</p>
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Meaningful access to resources

<p>What may survivors gain in this domain? Which key aspects are increased?</p> <p>Survivors may discover new ways of gaining access to relevant resources by travelling in new areas.</p>	<p>What may survivors lose in this domain? Which key aspects are lost?</p> <p>Previous routines and social connections may have increased meaningful access (for example, if by always grocery shopping at 4pm, a survivor gets a discount on expiring produce, but changing their routine means shopping in the morning, food will cost more).</p>
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Another example

Strategy	Description	Examples
1. PREVENTION	Preventing future violence	<ul style="list-style-type: none"> Going to a shelter. Moving to another residence. Getting a peace bond. Hiding or disarming weapons. Changing schedules and routes to avoid being found.
2. PROTECTION	Looking at ways the person can protect themselves during a violent incident	<ul style="list-style-type: none"> Having an escape route. Having the person seek shelter in a room where a door can be locked from inside, with a working phone available.

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Another example

Strategy	Description	Examples
3. NOTIFICATION	Arranging ways to get help in a crisis	<ul style="list-style-type: none"> Cell phone. Emergency numbers on hand. Life-lines (personal security devices). Security system. Waving a towel in a window. Having secret code words with trusted family, neighbours or friends.
4. REFERRAL	Finding services that can help	<ul style="list-style-type: none"> Regional Health Authority. Sexual Assault Crisis and Prevention Centre. Mental Health Crisis Line. Justice system. Victim Services. Transition houses/shelters. Faith or spiritual community.

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Another example

Strategy	Description	Examples
5. EMOTIONAL SUPPORT	Finding emotional support and ways to become less isolated	<ul style="list-style-type: none"> Exercise/yoga group. Hobby, art, music classes. Trusted friends and family. Peer support; support groups. Community groups

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What You Can Do as a Helper

A good safety plan is victim-driven and victim-centred. It is based on the goals of the individual who is experiencing violence, and not the helper's opinions.

As a helper, you can:

- Build rapport and help the person feel safe through active listening.
- Learn what the person fears about the perpetrator and what might happen if harmful actions or threats are carried out.
- Ask what the person wants to do and why. Learning about the motivation behind the person's decisions can help you understand her or his goals. You may be able to suggest other options for reaching the same goal.
- Brainstorm creative options and ideas together.

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What **Not** to Do as a Helper

- Tell the person what to do ("I think you should live with your son.")
- Simply refer the person to local agencies ("Here's a list of agencies you can call. Let me know how it goes.")
- Impose your cultural, spiritual or generational values that may impact the person's choices. ("I think your only choice is to divorce him.")
- Talk to the perpetrator on your own.
- Recommend strategies that could increase risk for the person (such as recommending attending couples counselling; saying "just stand up to him".)
- Blame the person if she or he does not follow the safety plan and experiences further violence.

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Planning for Your Own Safety

Everyone who cares for others has the right to feel and be safe.

However, your safety may be at risk in the presence of:

- People with a history of violent or unpredictable behaviour;
- Firearms or other weapons; and
- Dangerous animals such as guard dogs.

The guidelines below may help in making decisions about visiting a person who may experience violence at their home.

- Ahead of time
- During the home visit

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shine+
Safer homes in New Zealand

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<https://www.zshine.org.nz/get-help/safety-and-wellbeing-planning>

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1800RESPECT
NATIONAL DOMESTIC FAMILY AND SEXUAL VIOLENCE COUNSELLING SERVICE

Healthy Relationships Domestic, family & sexual violence Support and resources For professionals

Support and resources » Safety planning

<https://www.1800respect.org.au/help-and-support/safety-planning>

ABOUT Safety planning MAKE A PLAN Safety planning checklist

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Safety Apps

Safety apps for mobile phones

- Safety apps may help to increase your safety when using devices like mobile phones, iPads and tablets
- They can be downloaded to your device
- Each app has different information and services, some are linked to where you live
- You don't need to be experiencing violence or abuse to use a safety app.

Telephone and online counselling

- Safety planning
- Escape bag checklist
- Supporting someone
- Services overview
- Violence and the law
- Technology and safety
- Safety apps for mobile phones
- Mental health
- Using violence
- Self isolation and COVID-19
- Daisy app
- Sunny app

What do safety apps do?

There are many apps for mobile phones that are made to keep people safer. Some have information on healthy relationships, others can link you to support services. There are also safety apps that you can use to send messages or call 000 if you are in danger. Because there are different laws and services in each state and territory, some apps have information just for that area. Apps like Daisy can be used wherever you are in Australia.



1800RESPECT
NATIONAL SEXUAL ASSAULT, DOMESTIC
FAMILY VIOLENCE, CHILDREN'S SERVICES

<https://www.1800-respect.org.au/help-and-support/safety-planning/checklist>

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Violence Prevention Initiative

<https://www.gov.nl.ca/vpi/information-about-violence/safety-planning/>



Welcome

About

Information About Violence

Where to Get Help

Safety Planning

Emergency Protection Orders

Internet Safety

Violence Prevention Initiative > Information About Violence > Safety Planning

[Click here to exit site](#)

Safety Planning

Safety planning is important for persons who have experienced violence or who are in a relationship in which a person and a trusted helper work together to ensure their safety. It is a form of protection through the justice system.

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Victims Protection Act 2018

- Defines domestic violence
- Domestic violence leave
 - Paid or other leave
 - 10 days of leave
 - Pay rates
 - Taking leave
 - What if there is not enough leave
- Proof of domestic violence
 - For domestic violence leave
 - For short-term flexible working
- Other sources for information and guidance



GOVERNMENT OF NEW ZEALAND
Domestic Violence – Victims' Protection Act 2018

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Other resources

Other resources include:

- Safety for staff – lone worker policies and practice
- Safety planning for children and young adults
- Safety at work and school
- Safety and technology
 - Pamphlets, brochures
 - Online resources
- Stalking
 - Brochures, handouts
 - And more ...



STALKED?

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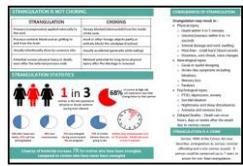
Further contact

- Thank you for your time today.
- If you would like any further information following the session or follow-up training, please feel free to contact me on robveale@xtra.co.nz



Strangulation & Intimate Partner Violence

Rob Veale Ltd



Domestic Violence

1 in 3

Strangulation brochure

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