Principles in Practice
For
Family Support Work

Section Three
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Introduction to the Family Support Principles in Practice
Prior to starting this section you should have completed sections 1 and 2 which provide the foundation to the Principles in Practice. If you have not already downloaded the *Principles in Practice: The Family Support Approach to Family Work* Manual, do so now from the FamS website: [www.nswfamilyservices.asn.au](http://www.nswfamilyservices.asn.au).

This manual discusses each principle in detail and outlines how the principle can be evidenced in practice. This practice guide is a companion to the manual providing activities designed to assist you to reflect and respond to each principle. As you read through the principles, reflect on how each principle could be evidenced in your own practice or service environment.

Each principle will be introduced and the elements of the principle outlined, following the introduction you will be asked to reflect on the principle in your own practice setting. Further readings are provided that relate to the Principle in Practice and can be accessed through the links provided.

**The Principles in Practice:**

**Principle 10:** The priority at the heart of all our work with families is the safety, health and wellbeing of children and young people.

**Principle 1:** Staff and Families work together in relationships based on trust and respect.

**Principle 2:** Services enhance families’ capacities to support the growth and development of all family members – adults, youth and children.

**Principle 3:** Services affirm and strengthen families’ social, cultural and racial identities and enhance their ability to function in a pluralist society.

**Principle 4:** Services are embedded in their communities and contribute to the community building process.

**Principle 5:** Services are flexible and responsive to emerging family and community needs.

**Principle 6:** Principles of family support are modelled in all aspects of the project, including planning, management and administration.

**Principle 7:** All members of a family should be safe from violence.

**Principle 8:** Children should be provided with safe quality alternatives if it is deemed they can never live with their birth family.

**Principle 9:** There is a recognition that families have multiple forms, not necessarily biologically based.
Principle 10: The priority at the heart of all our work with families is the safety, health and wellbeing of children and young people.

We start with Principle 10, as FamS acknowledges this is the outcome family services are aiming to achieve. Therefore it is the most important, overarching principle.

Practice Examples of this Principle in Action!

10.1 Safety of child is paramount.

10.2 Setting a standard with the family

10.3 Using supervision to assess priorities

10.4 Building family’s capacity to ensure safety

10.5 Child centred practice
Principle One: Staff and Families work together in relationships based on trust and respect

Relationship building is a dynamic and ongoing process that begins with the family’s first encounter with the Service and with a staff member’s first day on the job. Building and maintaining relationships based on equality and respect takes time and effort.

It is a process of continually seeking to understand assumptions and to share meanings and expectations. It requires mutual recognition that these roles change over time.

Practice Examples of this Principle in Action!

1.1 Services create a family friendly environment where stigmatising experiences are avoided.

1.1.1 The Service provides a welcoming environment

1.1.2 Staff are either representative of the community being serviced by the program or have knowledge which enables them to validate the experiences of families living in the local community.

1.1.3 The Service takes families’ schedules, time commitments and other needs into account in organised activities.

Read about Principle One and the Practice examples for 1.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)
What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

1.2  Family Workers understand family members’ values and perspectives.
1.2.1  Family Workers are aware of the priorities, beliefs and expectations of each family member for whom they are working.
1.2.2  Family Workers take time to get to know the family.
1.2.3  Goals for family work reflect the family’s priorities and concerns.
Read about Principle One and the Practice examples for 1.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to assist your service to improve practice in this area?

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Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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1   2   3   4   5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to improve your practice?

__________________________________________________________________________________
1.3 Family Workers and families develop collaborative partnerships.

1.3.1 Family Workers respect the resources, rights and responsibilities that each partner brings to the relationship.

1.3.2 Participants have opportunities to give formal and informal feedback which is acted on by Service management.

1.3.3 Participants have opportunities to contribute their leadership, time and skills to the project.

Read about Principle One and the Practice examples for 1.3, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to improve your practice?

1.4  Staff members demonstrate positive, responsive caring towards families with whom they work.
1.4.1  Genuine interest in and concern for families is demonstrated.
1.4.2  The cultural identity of participants is validated and supported.
1.4.3  Service participants are celebrated and appreciated.
1.4.4  Staff persevere.

Read about Principle One and the Practice examples for 1.4, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to improve your practice?

1.5 Staff communicate responsibly and effectively with families.
1.5.1 Staff listen with empathy and pay attention to family members’ responses.
1.5.2 Supportive, accepting interactions are balanced with open, honest communication about concerns and disagreements.

Read about Principle One and the Practice examples for 1.5, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?
Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to improve your practice?

Further Reading related to this Principle in Practice:

Australian Government: Australian Institute of Family Studies. What role can child and family Services play in enhancing opportunities for parents and families: Exploring the concepts of social exclusion and social inclusion. Myfanwy McDonald. May 2011

accessed March 2015
Principle 1 – Summary

- An inviting, casual, relaxed environment rather than corporate or institutional
- Staff represent a cross-section of the local community
- Family Workers take time to get to know the family
- Families set their own goals
Principle Two: Services enhance families’ capacities to support the growth and development of all family members – adults, youth and children

The role of Services is to help families identify, enhance and utilise their existing skills, knowledge and resources in the ongoing task of promoting a healthy environment for their family members.

Practice Examples of this Principle in Action!

2.1  Family Workers develop, with family members, a full understanding of a family’s strengths

2.1.1  Family Workers work with family members to identify their existing competencies and past successes

2.1.2  All family members are encouraged to participate

2.1.3  Families are helped to identify and acknowledge networks of informal support

Read about Principle Two and the Practice examples for 2.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

1  2  3  4  5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to assist your service to improve practice in this area?
Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

__________________________________________________________________________________

1 | 2 | 3 | 4 | 5
(Never) | (Some of the time) | (About half the time) | (Most of the time) | (Always)

What action/s could you take to improve your practice?

2.2 Services create opportunities to enhance family relationships and personal development.

2.2.1 A variety of resources are provided to inform parents about child development, the parent-child relationship and parenting issues.

2.2.2 Services maximise opportunities for parents and children to work and play together.

2.2.3 Opportunities are created for parents to experience personal development and learn new life skills.

Read about Principle Two and the Practice examples for 2.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

__________________________________________________________________________________

1 | 2 | 3 | 4 | 5
(Never) | (Some of the time) | (About half the time) | (Most of the time) | (Always)
What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

2.3 When family members express a desire to take action to resolve problems or make changes in their lives, Family Workers work with them to develop a realistic plan that is tailored to their strengths, needs, priorities and resources, and support them during the process of implementing and evaluating the plan.

2.3.1 Family Workers addressing family change have the necessary knowledge and skills to undertake this work.

2.3.2 Services employ Family Workers who have knowledge and skills about the range of issues facing families.

2.3.3 Family Workers work with families to set realistic outcomes when they seek to make changes in life situations.

2.3.4 Family Workers help families to identify and access networks of informal support.

2.3.5 Family Workers help families identify and access networks of formal support.

2.3.6 Family strengths are affirmed while families address challenges or work towards goals.

2.3.7 Families are assisted to ‘move on’ when their needs have been met, or when they need something that the Service does not offer.
Read about Principle Two and the Practice examples for 2.3, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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1  2  3  4  5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to assist your service to improve practice in this area?

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Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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1  2  3  4  5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to improve your practice?
2.4 Services work to ensure the well-being of children.

2.4.1 The Service has clear policies and procedures for child protection.
2.4.2 The Service gives families clear messages about the priority of meeting children’s needs.
2.4.3 All staff have appropriate skills in child protection for their role and responsibilities.
2.4.4 The Service has the capacity to address the complex issues raised by work with families where there are child protection concerns.

Read about Principle Two and the Practice examples for 2.4, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to improve your practice?

Further Reading related to this principle in practice:


Principle Two – Summary!

- A variety of resources are provided to inform parents about child development, the parent-child relationship and parenting issues
- Family Workers work with families to identify their strengths
- Family Workers give clear messages about the priority of meeting the child’s needs
Principle Three: Services affirm and strengthen families’ social, cultural and racial identities and enhance their ability to function in a pluralist society.

Family services work in many different ways to assist families to prepare their children to grow up in a society that is increasingly diverse.

Australian society also carries the legacy from past and present policies and attitudes that discriminate against certain groups, in particular, although not only, Aborigines and Torres Strait Islanders. Such discrimination has had a destructive effect on family and community wellbeing.

Family services have an important role in countering the effects of discrimination and oppression and so building stronger family and community bonds.

Practice Examples of this Principle in Action!

3.1 Services affirm and strengthen families’ social, cultural and racial identities.

1.1.1 The cultural beliefs and practices of families are affirmed.

1.1.2 Families of the same cultural and linguistic group have opportunities to spend time together.

1.1.3 Families receive support to pass on their culture and language to their children.

Read about Principle Three and the Practice examples for 3.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)
What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

3.2 Services work to combat discriminatory and racist attitudes and to promote the development of positive identities among children.

3.2.1 The Service environment reflects positive images of different groups and avoids negative portrayals.

3.2.2 Services provide opportunities for people from different cultures to have positive experiences together.
Read about Principle Three and the Practice examples for 3.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

_______________________________________________________________________________

1  2  3  4  5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to assist your service to improve practice in this area?

__________________________________________________________________________________

1  2  3  4  5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to improve your practice?

__________________________________________________________________________________
3.3 Services work to ensure that families have access to mainstream organisations.

3.3.1 The organisation has a written access and equity policy.

3.3.2 Families are assisted to understand and negotiate the mainstream culture and social systems.

3.3.3 Action is taken to challenge institutional discrimination.

Read about Principle Three and the Practice examples for 3.3, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to improve your practice?
Further Reading related to this principle in practice:


Principle Three – Summary!

- Staff take time to learn about the family’s culture and/or religious traditions
- Staff are trained to use interpreters
- Service environment reflects positive images of different groups and avoids negative portrayals
Principle Four: Services are embedded in their communities and contribute to the community building process.

Family services reflect a broad outlook that sees community building as an important key to supporting family life.

Services can serve not only as places where family members meet their own needs but as places where families can support each other for the good of the whole community.

This means that Services can assist in the creation of the ‘social capital’ necessary for family wellbeing, as spelt out in the premises underlying the principle.

Practice Examples of this Principle in Action!

4.1 Services facilitate a sense of belonging and a connection to the community among program participants.

4.1.1 The project’s location is easily accessed by families.
4.1.2 Participants have opportunities to identify with the project.
4.1.3 Participants are encouraged to take part in community activities.

Read about Principle Four and the Practice examples for 4.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

4.2 Services use volunteers in ways that reinforce community building.

4.2.1 The Service identifies tasks that can effectively be undertaken by volunteers.

4.2.2 The Service promotes a sense of reciprocity in relationships with volunteers.

Read about Principle Four and the Practice examples for 4.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to improve your practice?

4.3 Services respond to community issues and engage families as partners in this process.
4.3.1 The Service is informed by an understanding of community strengths, needs and resources.
4.3.2 The Service takes action in response to needs and priorities identified by community members.
4.3.3 Parents are trained to be advocates and leaders around community issues and are supported in these roles.
4.3.4 The Service collaborates with the general public and other community agencies and institutions to promote awareness of and to respond to community issues.
Read about Principle Four and the Practice examples for 4.3, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to improve your practice?
4.4 Programs work to develop a co-ordinated response to community needs.
4.4.1 The Service participates in a co-ordinated response to community needs.
4.4.2 The Service collaborates with other community institutions and agencies in tangible ways.
4.4.3 The Service initiates action in the community to support families.

Read about Principle Four and the Practice examples for 4.4, then answer the following reflection questions:

How is your service going on this principle?
On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?
Further Reading related to the principle in practice:


accessed March 2015


accessed March 2015.

Principle Four – Summary!

- Participants are encouraged to take part in community activities.
- Services respond to community issues and engage families as partners in the process
- The Service participates in a co-ordinated response to community needs.
Principle Five: Services are flexible and continually responsive to emerging family and community needs.

One of the reasons for the effectiveness of family services is their capacity to start where families are and to respond to their needs rather than offering an inflexible set of services.

Family services are designed to respond in a holistic way to the multiple needs of whole families. They must be open to implement what they learn through their contact with families into their activities and Service design.

Family services are also in a strategic position to advise the wider community about family needs.

Practice Examples of this Principle in Action!

5.1 Service planning and implementation are flexible and continually respond to the concerns of families.

5.1.1 Staff are creative and flexible and prioritise the well-being of families and children.
5.1.2 The Service design is dynamic and responsive to family needs.

Read about Principle Five and the Practice examples for 5.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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(Never) (Some of the time) (About half the time) (Most of the time) (Always)
What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to improve your practice?

5.2 The Service is aware of family and community needs.
5.2.1 The Service assesses information about family and community issues.
5.2.2 The Service identifies and disseminates information about family perspectives and effective strategies.

Read about Principle Five and the Practice examples for 5.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

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What action/s could you take to improve your practice?

Further Reading related to this practice principle:


Principle Five – Summary!

- Service planning and implementation is flexible and continually respond to the concerns of families.
- The Service is aware of family and community needs.
- The Service identifies and disseminates information about family perspectives and effective strategies.
Principle Six: Principles of family support are modelled in all aspects of the project, including planning, management and administration.

It is essential that there is congruence between the principles that govern practice and those governing all other aspects of the project’s operation.

Where the principles are expressed through all aspects of the program the stage is set for consistent learning for both staff and families as they pursue outcomes which promote family wellbeing.

Practice Examples of this Principle in Action!

6.1 The purpose and goals of the Service are consistent with family support principles.

6.1.1 The Service has a written statement of purpose which refers explicitly to family support principles.

6.1.2 The project’s operations are consistent with the statement of purpose.

Read about Principle Six and the Practice examples for 6.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to improve your practice?

6.2 **Organisation structures and processes reflect family support principles.**

6.2.1 The needs of families are prioritised in all decisions about Service design and development and service delivery.

6.2.2 The Governing Body or Management Committee is representative of the diverse needs of the community where Services operate, and members have knowledge of community needs.

6.2.3 Employment practices affirm staff and their contribution to the project.

6.2.4 The Service has clear policies and procedures to ensure the safety of staff.

Read about Principle Six and the Practice examples for 6.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to improve your practice?

6.3 Relationships between staff at all levels of the Service are based on trust and respect.

6.3.1 Interactions between staff model trust and respect.

6.3.2 Where conflict occurs between staff members, strategies are implemented to address disagreements and difficulties in positive ways which acknowledge the concerns of all parties.

6.3.3 The contribution of staff is recognised through opportunities to participate in regular Service meetings and review and evaluation activities.
Read about Principle Six and the Practice examples for 6.3, then answer the following reflection questions:

How is your service going on this principle?

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What action/s could you take to improve your practice?
6.4 Relationships with other organisations reflect family support principles.
6.4.1 Staff work collaboratively with the staff of other organisations in ways which promote mutual respect.
6.4.2 Staff develop relationships with a diverse range of organisations.
6.4.3 Service staff welcomes feedback from other organisations regarding their work.
6.4.4 Services address conflict with other organisations using strategies that promote respect and trust between colleagues and families.

Read about Principle Six and the Practice examples for 6.4, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to assist your service to improve practice in this area?

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Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to improve your practice?

__________________________________________________________________________________
### 6.5 All supervision and learning activities are structured to enable staff members to learn from each other and to develop their skills.

6.5.1 The Service has a supportive orientation program for new staff.

6.5.2 Supervision provides effective and consistent support for staff members and ensures accountability at all levels within the organisation.

6.5.3 Supervision is a collaborative process.

6.5.4 Regular opportunities are provided for staff to reflect on their work.

6.5.5 Staff have access to workplace-based training.

6.5.6 Staff development includes access to external training.

6.5.7 The work environment facilitates learning and skills development.

**Read about Principle Six and the Practice examples for 6.5, then answer the following reflection questions:**

**How is your service going on this principle?**

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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**What action/s could you take to assist your service to improve practice in this area?**

**Reflecting on your own practice – how would you rate in evidencing this practice example in your work?**

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What action/s could you take to improve your practice?

6.6  Service planning and evaluation is a collaborative, ongoing process that involves staff, families, management and the wider community.

6.6.1 The Service has a framework which ensures that evaluation processes are undertaken regularly and inform planning and review.

6.6.2 All evaluation procedures, including those used by outside evaluators, are collaborative and involve families and staff from the beginning of the process.

Read about Principle Six and the Practice examples for 6.6, then answer the following reflection questions:

How is your service going on this principle?

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What action/s could you take to assist your service to improve practice in this area?
Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

Further Reading relevant to this principle in practice:

The following link provides you with some good practice information relevant for professional supervision in a child protection environment and links to further information that is relevant to this topic.


This link relates to good governance. The NCOSS website provides you with a range of information and links related to this and other topics.


http://www.ncoss.org.au/component/option,com_docman/Itemid,158/
Principle Six – Summary!

- Participants are encouraged to take part in community activities and thus reduce “disconnect” e.g. having youth group design & distribute flyers for event.
- Services respond to community issues and engage families as partners in the process.
- The Service participates in a co-ordinated response to community needs.
- Each staff member receives regular supervision.
- Staff work collaboratively with the staff of other organisations & model appropriate behaviour with one another.
- Staff have access to training.
- The Service has a framework which ensures that evaluation processes are undertaken regularly and inform planning and review.
Principle Seven: All members of a family should be safe from violence.

Safety is a vital prerequisite for positive family functioning and for the healthy development of children.

Violence impairs the development of respectful and trusting relationships, and undermines the capacity of family members to meet personal needs and to promote positive change.

Practice Examples of this Principle in Action!

7.1 Family Workers take a consistent position identifying violence as behaviour which includes physical, sexual and emotional abuse and which is never acceptable.

7.1.1 Where Family Workers identify violent behaviour, it is clearly named as such in interactions with family members.

7.1.2 Family Workers support any available legal sanctions against violent behaviour in the home.

7.1.3 Services recognise that domestic violence and other forms of family violence occur across all culturally and linguistically diverse communities.

Read about Principle Seven and the Practice examples for 7.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to improve your practice?

7.2 Services work to ensure the safety of all family members and staff within the context of the family situation.
7.2.1 Family Workers recognise and address the particular risks for women whose partners use tactics of power and control in intimate relationships.
7.2.2 Family Workers identify and respond to the impact of violence on children.
7.2.3 Family Workers prioritise safety in work with family members.
Read about Principle Seven and the Practice examples for 7.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

7.3   Services contribute to community action opposing domestic violence and other forms of family violence.

7.3.1  Family Workers encourage mutual support opportunities for women and children affected by domestic violence and other forms of family violence.
7.3.2 Service Family Workers participate in community networks addressing domestic violence and other forms of family violence.

Read about Principle Seven and the Practice examples for 7.3, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to assist your service to improve practice in this area?

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Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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1 2 3 4 5
(Never) (Some of the time) (About half the time) (Most of the time) (Always)
What action/s could you take to improve your practice?

Further reading related to this principle in practice:


Principle Seven – Summary!

- Family Workers receive training to assist them to recognise and respond to domestic violence and other forms of family violence.
- Family Workers provide information on the impact of living with violence on children to the adults responsible for their care.
- Information and support is provided to enable women to access Services which can promote safety such as legal responses, housing options and specialist domestic violence Services.
Principle Eight: Children should be provided with safe quality alternatives if it is deemed they can never life with their birth family.

Being raised within their birth family provides children with continuity of relationships, a sense of identity and links with other family members.

Any child who cannot be raised within their family experiences a very significant loss. The decision that a child can never live with their birth family has consequences for their lifetime, and should only be made after the most careful, albeit timely, consideration.

Children who cannot be raised within their birth family are owed special attention to ensure the provision of high quality alternative care.

Practice Examples of this Principle in Action!

8.1 Services assist families to work towards restoration of children in out of home care where there are reasonable prospects for successful restoration.

8.1.1 Services can be accessed by families working towards restoration of children.

8.1.2 Family Workers make decisions about the prospects of restoration on the basis of careful assessment that takes into account the needs of the child.

8.1.3 Family Workers provide honest and respectful feedback to family members about the prospects of restoration.

8.1.4 Family Workers provide assistance to parents during court and planning processes.

8.1.5 Services continue to assist families after children are restored.

Read about Principle Eight and the Practice examples for 8.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

8.2 Family Workers participate in an honest and respectful way in statutory processes and proceedings.

8.2.1 Family Workers prioritise the needs of the child in their participation in statutory processes and proceedings.

Read about Principle Eight and the Practice examples for 8.2, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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(Never) (Some of the time) (About half the time) (Most of the time) (Always)

What action/s could you take to improve your practice?

8.3 Family Workers are available to and supportive of families where children will not return to their parents’ care.
8.3.1 Family Workers recognise the grief and loss experienced by parents where it is deemed that children cannot live with their birth family.
8.3.2 Family Workers assist parents to recognise and address rights and responsibilities in relation to children who will not return to their care.
Read about Principle Eight and the Practice examples for 8.3, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

__________________________________________________________________________________

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

______________________________________________________________________________

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What action/s could you take to improve your practice?

__________________________________________________________________________________
8.4 Services recognise and respond to the needs of the kinship carers i.e. family members who are caring for children who cannot be cared for by their parents.

8.4.1 Services can be accessed by kinship carers.

8.4.2 The particular needs of kinship carers are acknowledged and addressed.

8.4.3 Services recognise and respond to the particular needs of Aboriginal families.

Read about Principle Eight and the Practice examples for 8.4, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

1  2  3  4  5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to assist your service to improve practice in this area?

__________________________________________________________________________________

1  2  3  4  5
(Never)  (Some of the time)  (About half the time)  (Most of the time)  (Always)

What action/s could you take to improve your practice?

__________________________________________________________________________________
Further Readings relevant to this principle in practice.


Principle Eight - Summary!

- Family Workers prioritise the needs of the children their participation in statutory processes and proceedings.

- Family workers are well positioned to advocate for families & their needs regardless of their service priorities/needs.
Principle 9: There is recognition that families have multiple forms not necessarily biologically based.

Services recognise that people make meaningful relationships beyond limited biological ties and that many different combinations of people can provide the safe, secure and committed web of relationships children need to grow and develop.

Services allow families to define what family means in their context, and avoid placing barriers that could limit the effectiveness of outcomes for family members.

Practice Examples of this Principle in Action!

9.1 Services are respectful of and welcoming to all families.
   9.1.1 Family Workers invite family members to identify their unique understanding of their family composition.
   9.1.2 Services are welcoming to all families and to the range of family members.
   9.1.3 Services recognise that different individuals will have different preferences for general or for targeted activities or for workers who share important characteristics with the individual.

Read about Principle Nine and the Practice examples for 9.1, then answer the following reflection questions:

How is your service going on this principle?

On a scale of 1 – 5 circle where you feel your service is in regard to evidencing this practice example:

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What action/s could you take to assist your service to improve practice in this area?

Reflecting on your own practice – how would you rate in evidencing this practice example in your work?

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What action/s could you take to improve your practice?

Further Readings relevant to this principle in practice.


Principle Nine - Summary!

- Family Workers invite family members to identify their unique understanding of their family composition.
- Services are welcoming to all families and to the range of family members.
- Service publicity shows visual images of different family forms.
Congratulations!

You have reached the end of Section 3

You are now ready to move to Sections 4 and 5.