

Domestic and Family Violence

**The NSW housing
and homelessness
response**

Homelessness Industry and Workforce Development Strategy

D O M E S T I C
V I O L E N C E
N S W

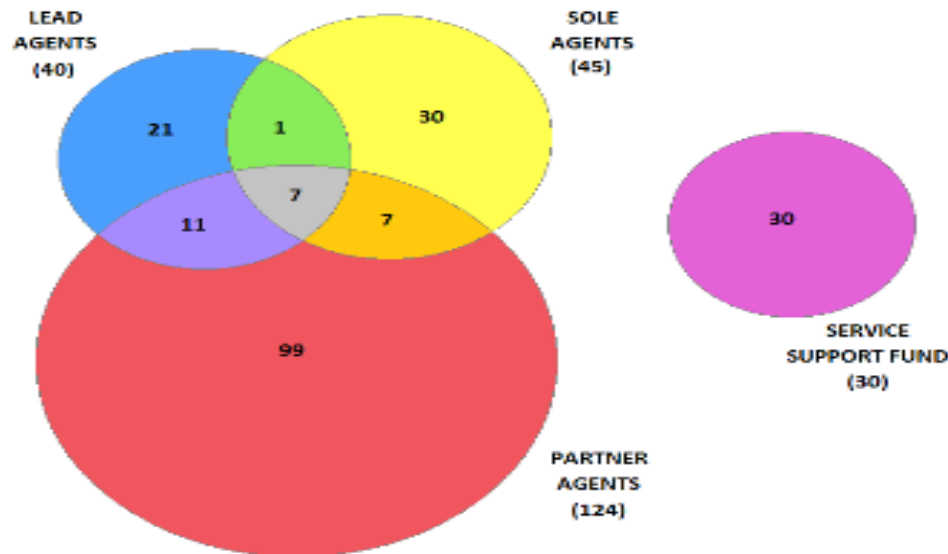


Homelessness NSW



Growing demand for domestic and family violence services

- Going Home Staying Home reforms implemented in 2014



- 26% increase in the number of women and children seeking support in two years

Increased community action on domestic and family violence

- Rosie Batty named Australian of the Year in 2015
- Victorian Royal Commission into Family Violence commenced in 2015

NSW Government response to increased demand

- NSW Domestic and Family Violence Blueprint
- Increased investment in Staying Home Leaving Violence and Start Safely
- Allocation of National Partnership Agreement on Homelessness funding towards expanding the Specialist Homelessness Service response to domestic and family violence

Sector response to increased demand and service system changes

- Roundtable bringing together ALL Specialist Homelessness Services that deliver support to women and children who have experienced domestic and family violence
- Development of Domestic and Family Violence Practice Guidelines –

<http://dvnsw.org.au/wp-content/uploads/2017/08/DFV-Practice-Guidelines.pdf>

DFV Practice Guidelines - Principles

- Prioritisation of the physical, cultural and emotional safety of victim-survivors
- Access and Equity
- Trauma Informed Practice
- Victim-Survivor Centred Practice and Empowerment
- Confidentiality and Informed Consent
- Non-judgemental support
- Collaboration
- Upholding, promoting and advocating for victim-survivors rights
- Prevention and early intervention
- Competency, Accountability and Continuous Improvement

Sector response to increased demand and service system changes

- Yearly good practice forums
- Establishment of domestic and family violence Community of Practice
- Joined up projects with Community Housing sector – eg DFV toolkit
- Alongside support to work in partnership, meet the Quality Standards, contracting and governance support

NSW SPECIALIST HOMELESSNESS SERVICES

Workforce Profile, 2017

WHO ARE WE?



Proportionally few staff aged 55+, compared with all NSW community sector staff



83% WOMEN
14% MEN
2% NON-BINARY/OTHER

7 In 10 SHS organisations have a female CEO



9% ABORIGINAL OR TORRES STRAIT ISLANDER STAFF
64% of SHS orgs have policies for recruiting ATSI staff compared with **51%** of all NSW community orgs

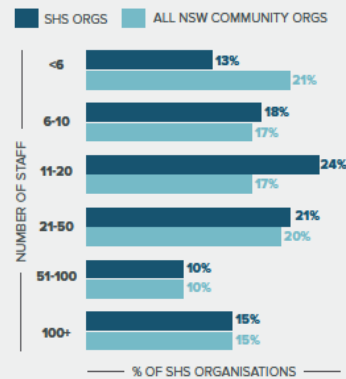


50% HAVE A UNIVERSITY QUALIFICATION
 Proportionally more SHS staff have degree qualifications than staff across the NSW community sector



23% HAVE A LIVED EXPERIENCE OF HOMELESS
 30% of providers have recruitment policies for people with lived experience/social disadvantage

SIZE OF SHS ORGANISATIONS



EMPLOYMENT CONDITIONS



29% fixed term (higher than 18% for community sector)
24% casual (on par with national figures)

SINCE 2013, there has been a shift in SHS contracts from permanent to fixed term or casual

4-10 YEARS' EXPERIENCE IN SECTOR FOR MOST SHS STAFF
59% workers have held 2 - 5 SHS sector jobs

What next?

- Investment in social and affordable housing
- Review of domestic and family violence service gaps across NSW and investment to meet these gaps
- Better integration & investment in integrating service system – policing, justice, housing and homelessness
- Quality Standards that include principles of DFV good practice guidelines