

**Voices of the sector:**

# MARAM leading alignment training for organisational leaders

To assist organisational leaders and managers with the MARAM alignment process, DVRCV has been contracted by Family Safety Victoria to develop a suite of training modules. DVRCV recently piloted the MARAM Leading Alignment training module, developed in partnership with Family Safety Victoria.

The Common Risk Assessment Framework (CRAF) has recently been redeveloped into the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) to address the issues identified by the Royal Commission into Family Violence. Unlike the CRAF, which was voluntary, prescribed organisations are required by law (Part 11 of the Family Violence Protection Act 2008) to align their practices, policies and procedures to the MARAM Framework. This is a staged process, with phase one having commenced in September 2018. The MARAM framework has been developed to ensure that all relevant services are contributing effectively to the identification, assessment and management of family violence risk.

The organisations prescribed under the law represent a wide variety of services and organisations beyond traditional family violence services. It is not expected that all organisations will be able to implement the requirements of the MARAM framework immediately. Instead, aligning practices, procedures and policies will be a gradual process, with organisations beginning from different starting points along the alignment spectrum.

To assist organisations in their alignment journey, Family Safety Victoria have contracted DVRCV to develop the MARAM Leading Alignment training module. This training module has been designed to assist organisational leaders in assessing

their organisations' current alignment with the MARAM framework. The training is designed to utilise the existing knowledge and expertise of participants, complementing other work being done through Family Safety Victoria to support organisational alignment. The structure of the training module recognises that organisations will be at different stages in the alignment process and seeks to be relevant to leaders from a broad range of services.

**Training outcomes**

The MARAM Leading Alignment training has been designed to support leaders in promoting and leading MARAM alignment in their own organisations. It offers a strengths-based, capability-building approach to alignment, guiding participants towards a shared understanding of the framework model in a collaborative, multi-disciplinary environment.

The training seeks to assist managers and organisational leaders to:

- Increase familiarity with the MARAM framework including core principles, key responsibilities and the application of practice guidance and tools;
- Understand the concept of alignment with the MARAM framework;
- Lead organisational implementation of the MARAM framework, through alignment of policy and procedures, partnership development and staff support and management;

- Recognise the implications, challenges and complexities of applying the MARAM framework, through the application of the four MARAM pillars;
- Understand the application of an intersectional lens in the alignment process; and
- Undertake a leadership role in communicating and supporting the wider vision of the family violence reforms.

**Training structure**

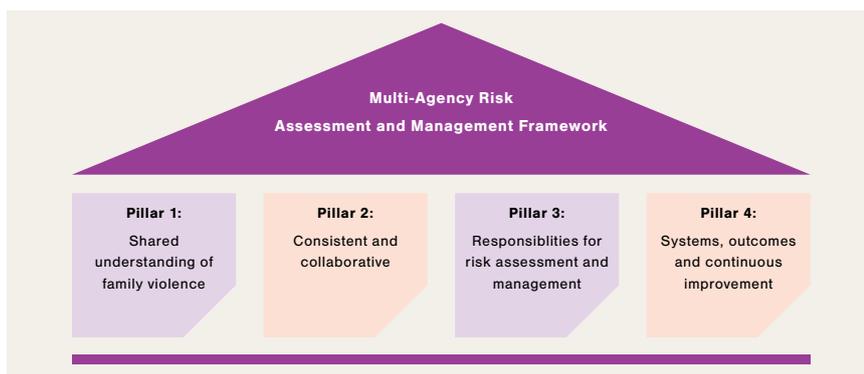
The MARAM Leading Alignment training module is a one-day training session. Participants will be required to undertake a pre-session self-assessment task to assist trainers in understanding participants' familiarity with the MARAM framework. Some foundational knowledge of family violence and the MARAM is assumed so that participants can spend time focussing on the application of the framework in an organisational context.

The training session covers a summary of the key elements of the MARAM framework, and the central leadership role required to support alignment against the four pillars of the MARAM.

Over the course of the training, participants will touch on the ten MARAM principles outlined in the MARAM legislative instrument. These principles reflect the values underpinning the MARAM framework and are the key to providing consistent, effective and safe responses to family violence. They are structured into four conceptual 'pillars', against which all prescribed organisations are required to align. The pillars form the structure of the training module, as participants explore the application of each pillar through a series of group discussions and activities.

The four pillars are:

- a shared understanding of family violence
- consistent and collaborative practice
- responsibilities for risk assessment and management





- systems, outcomes and continuous improvement

The training focuses on what each pillar looks like in practice within an organisation, including the administrative and practical support required. Particular attention is paid to areas that mark a significant departure from the CRAF.

Leaders participating in the training module will spend time exploring what alignment with the MARAM might look like for their organisations. Alignment with the MARAM framework involves the incorporation of the four Pillars into existing policies, procedures, practice guidelines and tools, as appropriate to the roles and functions of the prescribed organisation.

#### **Supporting MARAM alignment through a maturity model**

The language of 'alignment' supports the flexibility required for organisations to

start from any point along the alignment scale, moving from positions of little to no alignment to positions of higher alignment over time. This approach to implementation is known as a 'maturity model'. Under this model, organisations do not need to commence using the risk assessment tools and practice guidelines straight away. Instead, organisations are encouraged to identify which parts of their practice can be brought into alignment with the MARAM, and which segments of their organisation will require ongoing alignment work.

#### **Pilot program**

The MARAM Leading Alignment training module was piloted by DVRCV in late 2018 with a group of organisational leaders from a range of prescribed organisations. Feedback on the training pilot was very positive and following testing, further work was undertaken to strengthen the module based

on feedback from participants. The module is in the final stages of development and Family Safety Victoria is continuing to work with DVRCV to establish a delivery approach to ensure availability of this training module to organisational leaders from prescribed framework organisations across the state. ■

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To be notified when the MARAM Leading Alignment training is available for enrollment, subscribe to the DVRCV e-news at [www.dvrcv.org.au/about/our-ewsletter](http://www.dvrcv.org.au/about/our-ewsletter).