



Working together to achieve whānau wellbeing in Waitematā

Kia tau te rangimārie ki runga i a tātou

Let peace settle upon us all

“Everybody in the community, whoever they are, can play a part in a healthy community”.



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Working together to achieve whānau wellbeing in Waitematā

Kia tau te rangimārie ki runga i a tātou - Let peace settle upon us all

The working together to achieve whānau wellbeing in Waitematā project explored how to increase community-led primary prevention of family and sexual violence.

Primary prevention is about stopping violence before it begins through changing attitudes, behaviours, and norms. Primary prevention activity is focused on increasing the factors that protect against violence and decreasing the risk factors.

Community ownership and leadership are essential for successful prevention efforts. Community-led efforts ensure strategies are tailored to local needs and strengths and coordinated.

“what the community can do, and wants to do”

This project used a co-design approach that involved community members, members of the family and sexual violence sector and people from the community sector, local council and central government. We took a strengths-based approach and specifically focused on the factors that protect against violence.

What we learnt:

Our six key insights about activating community-led primary prevention

1. It's already happening!
2. Everyone has a role; but community mobilisers are key
3. Young people are actively engaged in promoting positive social norms
4. Knowing how everyday actions impact complex issues is motivating
5. We can build on community-led development work
6. A move towards primary prevention requires a significant shift in thinking and practice

Key outcomes

- We've increased our knowledge, readiness and capability for community-led primary prevention
- We've contributed to the evidence base for what is known about community-led primary prevention
- Community-led primary prevention has been activated in Waitematā

What we developed: Four tools

Protective factor cards - a flexible tool that can be used to help people learn more about primary prevention, and identify where they can create positive influence in their own lives, communities and workplaces



A workshop for how the protective factor cards can be used in community and organisational settings to activate community mobilisers and create start points for localised primary prevention activities

A model for activating community-led primary prevention, our different roles in enabling, supporting and mutually-reinforcing this approach in our communities.



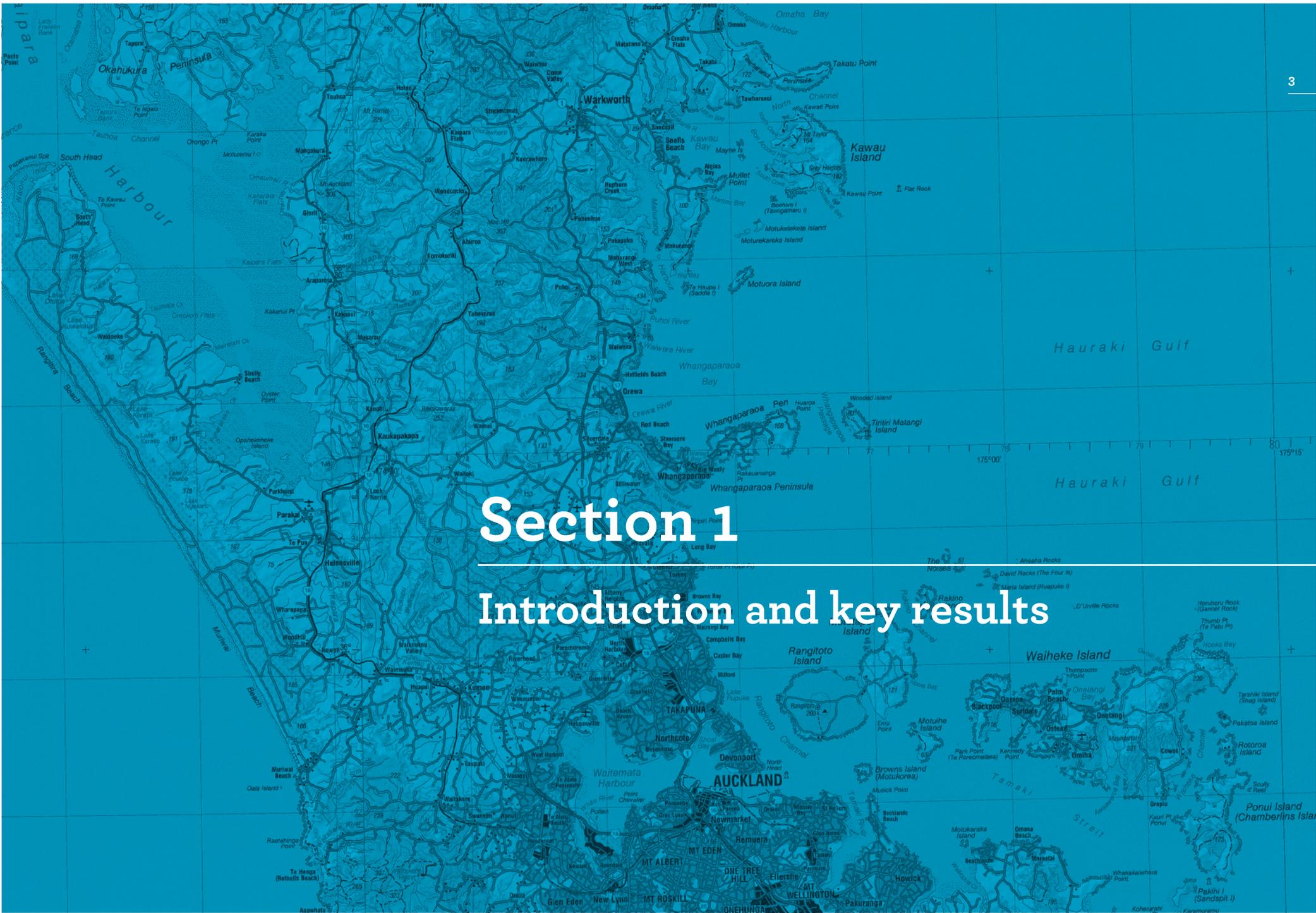
Personas that bring the model to life and demonstrate our different roles in community-led primary prevention and a template for using in your own organisation.

The focus of our work activates many of the protective factors and this extends the work we can do.



Section 1

Introduction and key results



Project Partners:



Te Rito Rodney



Supported by a Design Coach and Project Coordinator

Why Us?

- Auckland Council has confirmed its role in primary prevention and is implementing an empowered communities approach.
- Central government is developing a framework for the primary prevention of family and sexual violence, and is keen to understand how this could be operationalised.
- Family violence networks across the Waitemātā region are interested in extending their focus on primary prevention and are keen to develop deeper connections with each other and with people living in their communities

Why Here?

- The Waitemātā region represents a diverse range of Auckland communities, however we share a common health board district and a common Police district.

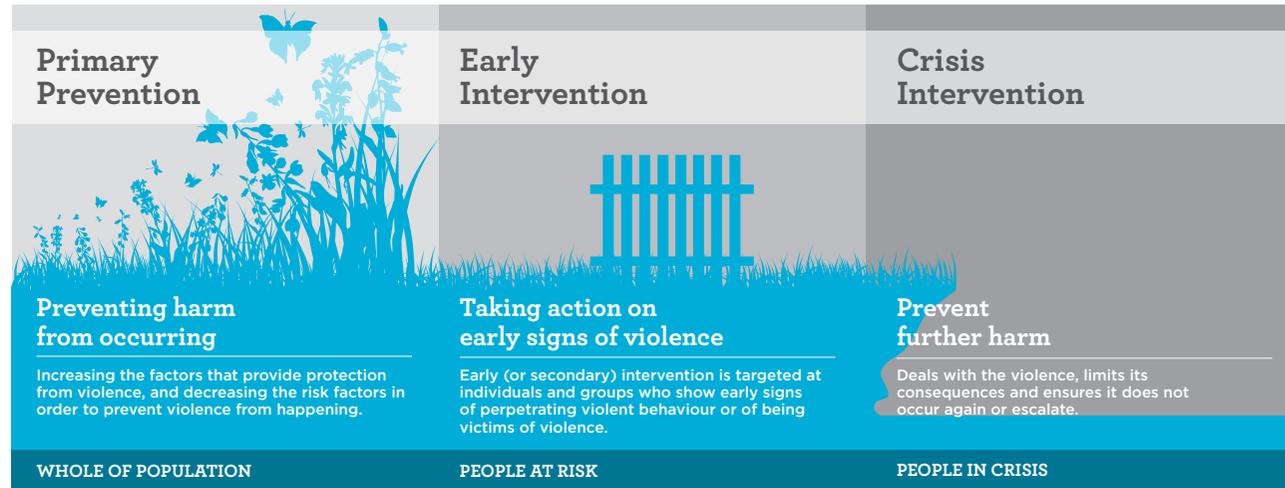
The Intent of the Project:

1. To prototype how primary prevention of family and sexual violence methods could be taken up by Waitemātā communities
2. To understand our roles in enabling and supporting community-led primary prevention of family and sexual violence
3. To demonstrate working together across community, local and central government to support the primary prevention of family and sexual violence.



What is Primary Prevention?

Primary prevention is about stopping violence before it begins through changing attitudes, behaviours, and norms. It is about creating a transformational change across all levels of society. Primary prevention seeks to increase the factors that provide protection from violence, and decrease the risk factors in order to prevent violence from happening. **It isn't about focusing on victims and perpetrators of family and sexual violence.**



The Ecological Model: A framework for violence prevention

The ecological model provides a useful framework for understanding the complexity of family and sexual violence at every level of our society.



Draft shared framework for the primary prevention of family and sexual violence in Aotearoa New Zealand

This year, the Ministry of Social Development (MSD) and the Accident Compensation Corporation (ACC) released a draft shared framework for the primary prevention of family and sexual violence in Aotearoa New Zealand³.

The framework identifies:

Protective Factors

- Non-violent social norms
- Connectedness and social supports
- Safe relationships
- Strong cultural and gender identities

Risk Factors

- Exposure to harm/violence
- Lack of social support and resources
- Harmful social norms
- Inequalities

Key changes that need to be made:

- Shift attitudes and behaviours that condone family and sexual violence
- Promote women's social and economic autonomy to build gender equality
- Strengthen safe and respectful relationships, whānau, families and communities
- Prevent exposure to violence in families and communities
- Strengthen cultural identities, connectedness and increase social equality
- Shift harmful behaviours relating to alcohol and drug use
- Support healing and mauriora/wellbeing after trauma and loss

What is good practice?

- Long-term sustained actions
- Coordinated in a strategic way
- Mutually-reinforcing initiatives that are clear about how they will enhance protective factors, and reduce risk factors
- Multi-layered, with a range of activities across government, communities, organisations and within families
- Māori and Pacific led prevention that works best for Māori and Pacific communities
- Community-led and owned initiatives
- Evidence based

The working together to achieve whānau wellbeing in Waitematā project focused on community-led and owned initiatives and how we could support this through mutually-reinforcing activities.

We took a strengths-based approach and specifically focused on the protective factors. As part of this we evolved how we represented the protective factors so community members could more readily engage with them (**see Protective Factors overleaf**).

This project provided the opportunity to operationalise and test how the framework could be used to inform the development of primary prevention projects.

³See Appendix Two

Factors that protect against violence



Key results from this work:

The action orientated nature of the co-design approach has lead to a number of different intended and unintended outputs and outcomes across three key areas.



1. Building the evidence base for what is known about enabling community-led primary prevention of family and sexual violence

Specific outputs include:

a. Insights about how to increase community-led primary prevention activity (see Section 3)

b. Four tools to help enable community-led primary prevention (see Section 4)

- **Protective factor cards** - a flexible tool that can be used to help people learn more about primary prevention, and identify where they can create positive influence in their own lives, communities and workplaces
- **A workshop** for how the protective factor cards can be used in community and organisational settings to activate community mobilisers and create start points for localised primary prevention activities
- **A model** for activating community-led primary prevention, our different roles in enabling, supporting and mutually-reinforcing this approach in our communities.
- **Personas** that bring the model to life and demonstrate our different roles in community-led primary prevention and a template for using in your own organisation.

2. Building knowledge, capability and increasing readiness within the community sector, family and sexual violence sectors and project partner organisations to enable primary prevention

- We have collectively strengthened our knowledge, understanding and experience of working in community-led primary prevention, the opportunities and barriers, and the most impactful places to start for our different organisations.
- We have demonstrated and built our capacity for working in collaboration and cross-sectorally.
- We have built our capacity for design-led approaches and evidence-based approaches that enable policy to be informed by community perspectives and lived experience
- The reach of each project partner has been extended, with new connections and reconnections made within and across the community, and potential for new partnerships within, between and outside of the traditional family and sexual violence sectors.

A proposal for how the project partner organisations could continue to work together to enable community-led primary prevention is provided in Appendix Three.

3. Activating community-led primary prevention of family and sexual violence in Waitematā

As a result of being involved in this project, community members, and others who participated in the project, have already begun to consider and implement changes and develop practices that promote the protective factors for family and sexual violence.



"This has led to us thinking about ways we can make playgroup more accessible to people who don't know about us or aren't confident in coming along to a new community group. We have also been discussing ways we can involve other.. locals in our playgroup whānau."

"I have taken time to go to my neighbour and introduce myself, I have subsequently been the happy recipient of home baked goodies"

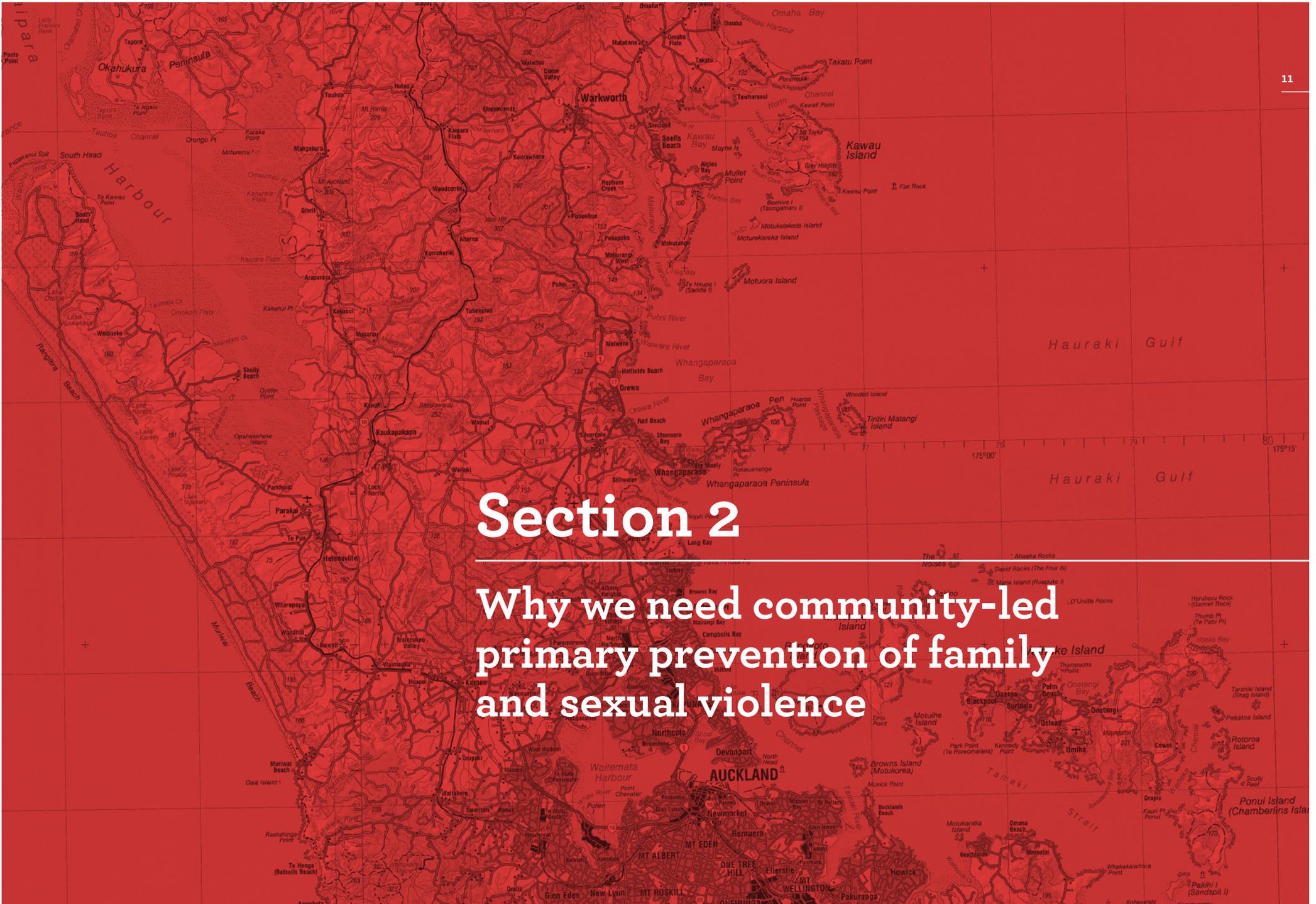


"I have spoken to my work colleagues about the workshop and discussed how these factors are relevant and we are embedding these in our practice already - fostering resilience and building communities."

"Do people who provide community events need to know that their work prevents violence, crime etc? How can we let them know?"

Section 2

Why we need community-led primary prevention of family and sexual violence



Why we need community-led primary prevention

The draft shared framework for the primary prevention of family and sexual violence in Aotearoa New Zealand identified community-led primary prevention as good practice.

Community ownership and leadership are essential for successful prevention efforts. Community-led efforts ensure strategies are tailored to local needs and strengths, and link in with other prevention activities so that they are mutually-reinforcing. Top-down, one size fits all initiatives are less successful in shifting attitudes and behaviours.

Auckland's multi-sector action plan to prevention violence "Tāmaki Makaurau - E Tu: Working together to end violence in Auckland"⁴ identifies community-led initiatives as a key area of action in its strategic approach.

"There is clearly a desire for change, but many individuals, families and communities are unsure of how. Auckland's domestic, family, whānau and sexual violence sector are highly skilled across a number of areas relating to violence. There is a significant opportunity to share the knowledge sitting within this sector and upskill all of Auckland. To do this we need to engage, upskill, connect and support community champions to drive change within their communities. We need a flexible approach that allows for different communities to develop different ways for creating change. By mobilising a series of local community movements we will be able to allow designs, ideas and innovations to circulate and connect, creating momentum across Auckland."

Tāmaki Makaurau - E Tu: Working together to end violence in Auckland

⁴ <https://nzfvc.org.nz/sites/nzfvc.org.nz/files/T%C4%81maki-Makaurau-E-Tu%21-Aug-2015.pdf>

What is community-led primary prevention?

- **Goes beyond violence and beyond the sector** - community-led and owned initiatives guided by the framework
- **Is about what the community can do, and wants to do** - need, energy, capability, capacity
- **Is localised and culturally appropriate**
- **Is about transferring leadership** - from agency-led to community-led
- **Brings community members** and specialists in family and sexual violence together in deep conversation
- **Prioritises community capacity building as essential** to sustaining the diverse activities - including our own capacity
- **Acknowledges that coordination is essential** - activities should be mutually-reinforcing
- **Is about building on existing relationships**, strengthening and fostering connections and trust in communities
- **Aims for change**, developing critical awareness and shifting norms - not just education or awareness.

Why invest in community-led primary prevention?

In New Zealand, family violence is estimated to cost between \$4.1 and \$7 billion per year. Sexual Violence is estimated at costing \$1.8 billion a year⁵.

By investing resources into the prevention of family and sexual violence, the number of people exposed to and experiencing violence will decrease over time. This will reduce physical, emotional and financial harms and costs to individuals, whānau, communities, businesses and the New Zealand government⁶.

Preventing occurrences of family and sexual violence will also reduce general levels of violence in New Zealand society, and help shift other complex social problems such as suicide, youth crime and drug and alcohol abuse.

New Zealand currently invests very little in the primary prevention of family and sexual violence. Only 1.5% of total government spend on family and sexual violence is on primary prevention and most of the worker time is dedicated to responding after violence has happened.

Why we need to do this together

- The draft shared framework for the primary prevention of family and sexual violence in Aotearoa New Zealand highlights the need for activities to be mutually-reinforcing and coordinated in order for them to have impact.
- Community-led primary prevention currently represents a gap and an opportunity in our prevention spectrum. We need to build capability within communities to lead, and community activities and efforts need to be supported, resourced, connected and mutually reinforced at the local, regional and national level.
- This five month partnership has achieved a number of outcomes, which would not have been possible by any one of the partners alone.

*“we can go faster alone,
but further together”*

⁵ Treasury working paper estimation of the cost of sexual violence to NZ.

⁶ Exposure to family violence and harsh physical punishment by parents are factors that contribute to perpetration of all forms of interpersonal violence (WHO. 2002. World Report on Health and Violence).

What we learnt about enabling community-led primary prevention in Waitematā

This section outlines the key insights gained about how to increase community-led primary prevention activity.

We know that everyone can play a role in the primary prevention of violence through their everyday actions. During the project we engaged with community members from the Waitematā region, people from the family and sexual violence sector and other community sectors (such as libraries and community development) through a combination of one on one conversations, workshops and open invitation walkthroughs.

We deliberately sought to connect with existing community mobilisers - people active within their community. From the evidence base we know that the activities these types of people are involved with is helping to grow factors that protect against violence and to address risk factors.

These conversations were intended to build our understanding of what community members were already doing and seeing within their communities, as well as to build relationships and whanaungatanga.

The community members we spoke to could be thought of as falling within three different categories:



Six key insights about activating community-led primary prevention

1. It's already happening!
2. Everyone has a role; but community mobilisers are key
3. Young people are actively engaged in promoting positive social norms
4. Knowing how everyday actions impact complex issues is motivating
5. We can build on community-led development work
6. A move towards primary prevention requires a significant shift in thinking and practice



1. It's already happening!

People are already doing many activities that support the primary prevention of family and sexual violence, but they haven't thought about it in this way. There is opportunity to maximise on existing activity.

We saw community-led primary prevention happening in communities of place, practice, culture and identity.

The spaces, groups and events where people already come together are important because attitudes, behaviours and norms are already set and reinforced here.

We also noticed that some aspects of primary prevention were not as visible or were harder to talk about such as gender equity and sexual violence.

"The movie starts about 5pm, we don't get home until 2am... we just stay in the car and keep talking"

"after G died T still came down here and... He makes us tea....he likes to do something"

*"we need to do this otherwise I am forever craving Europe and my network."
(on joining a community group)*

2. Everyone has a role; but community mobilisers are key

We can all contribute to the primary prevention of family and sexual violence through our everyday actions. The work of community mobilisers, who already stimulate action at community level, could easily be amplified to be more impactful.

For many community mobilisers primary prevention is about demonstrating their values and is a natural fit with who they are, what they do and how they see the world.

Existing community mobilisers are highly connected with everyday people living in our communities and in regular contact - they have a large and deep reach.

They also are often "holding" the places where we saw many aspects of primary prevention happening naturally, such as at the marae and in community activity groups.

"(the playgroup has) proven to be a great place for people to connect and you know have a friendly face"

"one year I organised a neighbours day in the garden"

"People feel safe here (at our marae), and feel welcomed here... taking responsibility for looking after each other, keeping an eye out"

3. Young people are actively engaged in promoting positive social norms

The power and role of peer influence is important when thinking about the primary prevention of family and sexual violence for young people.

The young people we interviewed had the capacity and the influence to lead change starting in their part of the world. They were clear on their own values and are prepared to take action.

The online environment is a key setting for young people and often poorly understood by adults. We heard that young people felt more confident positively intervening in a social media space.

There is opportunity to support young people to grow their contribution to primary prevention in the settings where they live.

“they told me to treat my bros how I would want to be treated, treat the girls how I would like to treat my mum or my grandmother”

“I need to be as kind as I can be to others as you don't know what's going on for them.”

“...everything together, like we all move as one, wherever one moves, the other one moves as well..”

4. Knowing how everyday actions impact complex issues is motivating

For the people we spoke to, knowing that their personal actions were impacting on complex issues like family and sexual violence provided a strong sense of agency and was a powerful motivation to do more. We found naming the protective factors and talking about the primary prevention work people are already doing activated people.

The protective factors for family and sexual violence strongly resonated with community mobilisers and those working in communities.

These people know what works in their community; are already concerned about the issue of violence but can be unsure about what to do.

With encouragement, “permission”, support, tools and resources people could grow and expand their contribution into the deeper and often harder to address aspects of primary prevention such as gender equity or sexual violence.

“while we are doing a good job with playgroup being involved in the community is definitely room for us to do a GREAT job.”

“I sat with and spoke to someone who is bullied, and now we are good friends.”

“I have had conversations with my family, people at the doctors, my neighbour. I am stepping forward and taking the time, I am connecting more.”

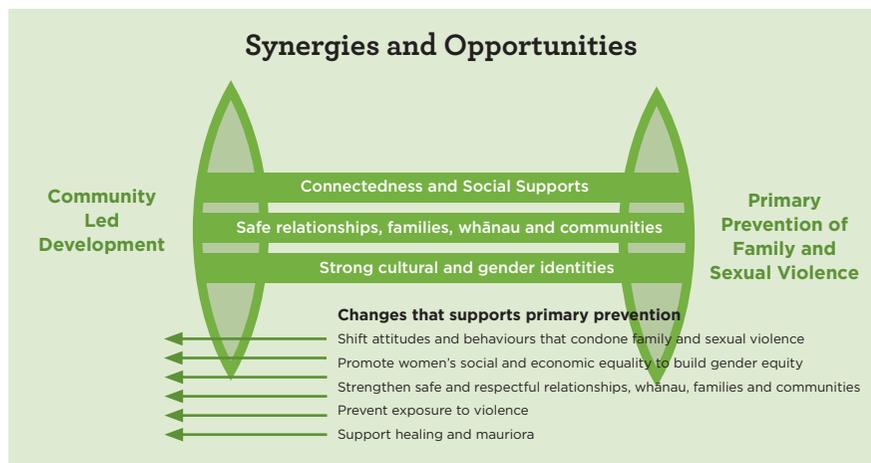
5. We can build on community-led development work

We identified strong synergies between community-led development work and the primary prevention of family and sexual violence. Primary prevention can build on and extend the significant amount of community-led development work already happening.

Community-led development is already strengths based and focused on building protective factors.

With the right support, community mobilisers, and people involved more formally in community-led development work, could become advocates for primary prevention.

We also identified the opportunity for us to support, enable and sustain the changes we need to make in primary prevention, into the community-led development work already happening in our communities.



6. A move towards primary prevention requires a significant shift in thinking and practice

The primary prevention of family and sexual violence requires a significant shift in thinking and in practice, including for those working in the family and sexual violence sector. The positive and proactive nature of primary prevention can complement the work in family and sexual violence crisis services

Many organisations are involved in activities that foster protective factors but do not see these activities as part of their core business.

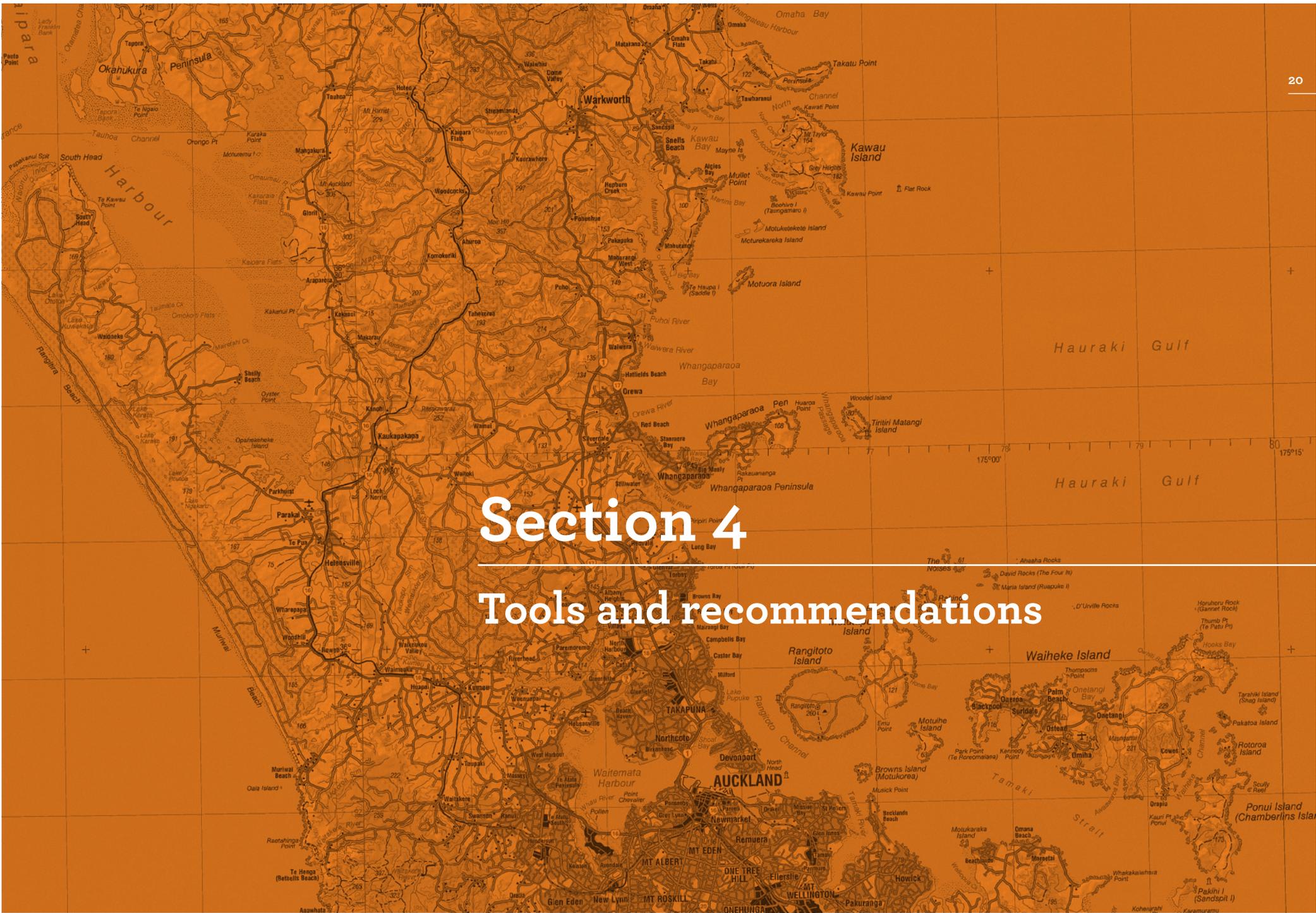
Primary prevention awareness and resourcing can validate and amplify these endeavours.

Primary prevention could be used to support the wellbeing of the family and sexual violence workforce and help with issues around sustainability.

"I believe the focus on social connectedness and inclusion provides a different way forward in working with family violence and one I strongly advocate. The emphasis here is about creation of a matrix in which people can act as effective members of their community."

Section 4

Tools and recommendations



A practice model: community-led primary prevention

As a result of this project we have developed four key tools that can be used to activate community-led primary prevention and support this change in approach in an ongoing way.

- a. **Protective factor cards** - a flexible tool that can be used to help people learn more about primary prevention, and identify where they can create positive influence in their own lives, communities and workplaces
- b. **Workshop** of how the protective factor cards can be used in community and organisational settings to activate community mobilisers and create start points for localised primary prevention activities
- c. **A model** that shows what community-led primary prevention can look like, our different roles in enabling, supporting and mutually-reinforcing this approach in our communities.
- d. **Personas** that bring the model to life and demonstrate our different roles in community-led primary prevention and a template for using in your own organisation

This section also includes recommendations for how to achieve the activation of community-led primary prevention of family and sexual violence as outlined in the model.



Protective Factor Cards

As part of this project we developed and then tested a version of the protective factors designed for use in communities. The protective factor cards strongly resonated with the diverse group of people we tested them with. These cards act as a great entry point into conversations about primary prevention and are particularly well suited to engaging community members because they are positive.

They also helped to ground what contribution people could make to the primary prevention of family and sexual violence through their everyday actions and within their own lives. This is significant, given people often feel overwhelmed when thinking about complex issues like family and sexual violence.

For people working in community-led development, or in the family and sexual violence sector, these are a useful start point for learning about the primary prevention of family and sexual violence in more detail. The workshop described on the next page is an example of how these protective cards can be used.



Workshop

A session to encourage and support community members to take action to prevent family and sexual violence



What: A workshop and tool set to enable people to identify actions they can take to model and reinforce positive norms and behaviours that promote the protective factors that help to reduce and prevent family and sexual violence.

How: The process works by:

1. Increasing the participants' understanding of the protective factors that together help communities thrive (and prevent violence)
2. Connecting people's everyday actions and capacity for influence (personally and organisationally) to known protective factors. This acts as a motivation factor for people to continue existing efforts and start new ones
3. Encouraging participants to identify areas where they can take action in the future to increase or introduce a focus on particular protective factors
4. Connecting mobilisers to each other and helping people to see how their activities can be part of a mutually-reinforcing picture
5. Following up with participants afterwards to evaluate and reinforce the actions and activities discussed during the workshop.

When can it be used:

With community members, mobilisers as well as in a workforce development setting - it helps people to think as citizens. We believe elements of this workshop could be repackaged for different audiences and settings.

Expected outcomes:

- Participants have a greater awareness of how their existing activities link to support protective factors and are able and motivated to identify additional things they can do (independently or through connections made at the workshop)
- Activities (and language) identified in the workshop will be different for each community and capturing these can help to build the evidence-base for what community-led primary prevention looks like in different local settings.

Considerations:

The workshop is a useful and safe way to introduce primary prevention. It is not enough on its own to drive community-led primary prevention and needs to be part of other ongoing activities and resources.

Appendix Four includes a copy of the workshop facilitators guide and supporting resources.

Based on the above workshop we also identified three other potential ways to use the protective factor cards that could be further prototyped and developed with community members.

1. Mobiliser meet ups

Develop a one hour version of the workshop for use with community mobilisers in their own usual settings e.g. libraries, community houses.

Rationale: Provides a way to more easily engage with community mobilisers. Creates the opportunity to connect community mobilisers and provide peer support.

2. Game for events:

A game that can be played at events that helps activate people's thinking around the protective factors. E.g., involving questions such as "When did you last connect with your neighbour? How many neighbours do you know by name? Could be developed with local schools.

Rationale: A comprehensive calendar of events, with significant community engagement, is already in existence across the Waitematā. It makes sense to build upon these opportunities by incorporating primary prevention activities and messaging.

3. Group activity for team meetings

Develop a short activity, using the protective factor cards, that can be built into team meetings and promoted online and through social media.

Rationale: Supports employers and community coordinators to maximise opportunity for engagement without committing significant staff or volunteer time to concentrated training.

A Model: Community-led Primary Prevention in Action

We know that community-led primary prevention will be substantially more effective if community actions are well supported and mutually reinforced in the different settings and environments where people live, learn, work and play. Our model for activating community-led primary prevention shows how different roles contribute to enabling this approach in our communities. It shows the differing areas of influence different roles have, and encourages us all to consider how primary prevention can be an extension of **our existing work, focus and sphere of influence**.

The roles represented in the model include those of community members and mobilisers as well as those working in the community and social sector. To develop the roles we've drawn on existing behaviour change models including the Behaviour Change Wheel (BCW)⁷, an evidence-based model for characterising and designing behaviour change interventions. The BWC allows us to indicate the diversity of interventions needed and helps people to move beyond the perception that prevention is merely education.

While the model currently describes actions for those either working in the family and sexual violence sector already, or in the complementary social and community sector, there is also significant opportunity for business and industry to play a role, and become another key mutually-reinforcing influence by adopting similar approaches.

The model is brought to life through personas which describe some of the roles in action. Personas are a tool that can be used to communicate the specific opportunities for primary prevention in different settings.

A persona template has been included in the Appendix Four of this document to support you to think through and communicate the opportunities for primary prevention in your own organisation.

Lastly we describe what support, resourcing and changes are needed for these opportunities for action to be realised.



⁷ Michie, S., Stralen, M. M. v., & West, R. (2011). The behaviour change wheel: A new method for characterising and designing behaviour change interventions. *Implementation Science* 6(42). doi:<http://doi.org/10.1186/1748-5908-6-42>

The Model: Nine roles for activating community-led primary prevention of family and sexual violence.

What is my primary area of influence and how can I promote the primary prevention of family and sexual violence?



1 I am a Community Member
I can promote primary prevention by modelling positive social norms.
M



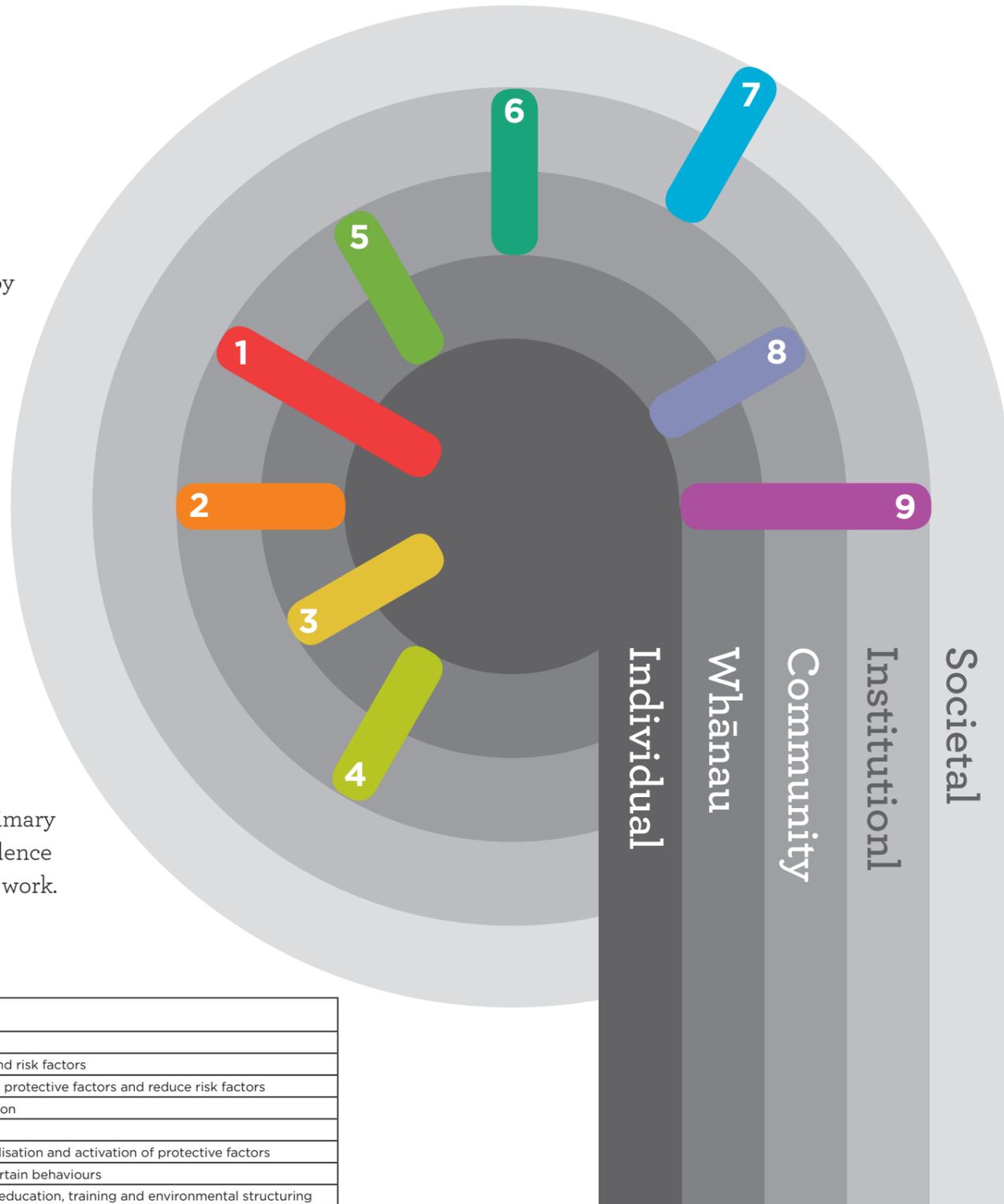
2 I am a Community Mobiliser
I can promote primary prevention by encouraging positive social norms within the community spaces I organise.
M E E R P



3 I work in the Family & Sexual Violence sector
I can share my knowledge of family and sexual violence and provide specialist support and advice.
M E P



4 I work in Community-led Development
I can identify ways to embed the primary prevention of family and sexual violence in my community-led development work.
M E E R P




5 I work in Community settings
I can enable spaces for connection and promote activities that support protective factors in the setting where I work.
M E E R E N



6 I manage Community Facilities
I can ensure primary prevention principles are reflected in the social and physical environments I manage.
M T E R I E N

7 I am a Policy Advisor
I can provide high quality advice so that policy supports primary prevention.
M E E R I E N

8 I am a Community Champion
I can work with my community to localise primary prevention messages and resources.
M E T P

9 I am a Primary Prevention Activator
I can engage and activate people, groups and organisations around primary prevention.
M P I T E N

Key: Behaviour Change Interventions can take different forms:

M	Modeling	Exemplar social norms and behaviours
E	Education	Increase understanding of protective factors and risk factors
ER	Environmental restructuring	Shape physical and social contexts to reinforce protective factors and reduce risk factors
P	Persuasion	Stimulate action through positive communication
I	Incentives	Encourage particular kinds of behaviour
T	Training	Build skills to support primary prevention, localisation and activation of protective factors
R	Restriction	Guidelines or policies that promote/demote certain behaviours
EN	Enablement	Remove barriers, create opportunities beyond education, training and environmental structuring

Personas - the model in practice

1

I am a **Community Member**

M

What can I do?

- Reach out to others
- Foster positive relationships
- Encourage norms around equality and inclusion
- Discourage discrimination in my local settings

Me and my friends are about making a positive contribution to our families and community, this helps show what we are doing makes a difference.



Role	Community Member
Personal History	16 year-old high school student who is part of a student action group
Sees?	Other young people struggling with difficulties at home, friends struggling with low self esteem, common use of discriminatory, racist and bullying language and behaviour online, even between supposed friends
Feels?	Worried and upset about the potential consequences, a strong sense that things aren't right, but some confusion about what he can best do
Motivated by?	Always told by whānau to treat others as you want to be treated, keen to be a role model for his younger siblings
Opportunities for action	<p>Connecting with those young people who are feeling ostracised, talking and listening to what is going on for them</p> <p>Encouraging isolated young people to become part of groups and activities</p> <p>Choosing not to use derogatory or discriminatory language and talking to others about the impact that language can have.</p>

2

I am a Community Mobiliser

eg. volunteer at men's shed or sports coach

MEERP

What can I do?

- Actively promote positive norms and attitudes within the community spaces that I organise
- Translate the protective factors into local contexts
- Connect with other mobilisers and share my learning

I already work to build positive connections, spaces and experiences in my community, this helps me know what else I can do and see I am making a difference.



Role	Community Mobiliser, coaches his children's sports team
Personal History	Born in NZ, Dad
Sees?	Parents yelling on sideline, kids fighting, abuse, derogatory language "run like a girl!", "that's gay"
Feels?	Uncomfortable, conflicted, wants to say something but doesn't know what
Motivated by?	Wants sports to be a platform for positive influence and has seen the effects of negative stereotyping and kids dropping out due to the negative environment
Opportunities for action	<p>Create code of conduct, set guidelines about participation by parents and young people based on positive behaviour</p> <p>Create opportunities for mixed gender teams</p> <p>Build social connection through shared meals</p> <p>Talk to parents around why it's important.</p>

3

I work in the **Family & Sexual Violence** sector

eg. counsellor or social worker

MEP

What can I do?

- Share knowledge of family and sexual violence including challenging norms, myths and stereotypes
- Enable spaces for connection that support the protective factors
- Provide specialist support and advice
- Influence policy and legislation through submissions

I already work to prevent family and sexual violence, this extends the work I can do by focusing on building strengths and positive actions.



Role	Social worker for a family services and support agency
Personal History	Born in NZ, mother of 3, grandmother of 2
Sees?	Families struggling with stress and having parenting issues
Feels?	Frustrated at times by some families being stuck in the same reoccurring situation
Motivated by?	A desire to help parents and children have healthier and happier family lives
Opportunities for action	Role model and promote prosocial norms, language and behaviour Create opportunities for families and whānau to make social connections and participate in positive activities within their neighbourhoods and communities.

4

I work in **Community-led Development**

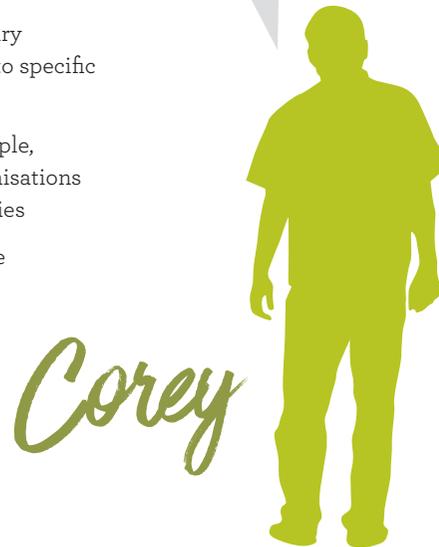
eg. community co-ordinators, health promotion or injury prevention

M E E R P

What can I do?

- Identify ways to embed primary prevention across my organisation’s activities, processes and relationships
- Support communities to localise primary prevention messages and resources into specific community contexts
- Act as a connector between young people, community mobilisers and other organisations around primary prevention opportunities
- Influence policy through quality advice

I already work to grow the capability of communities, this extends what I can do and helps to show its broader value.



Role	Community development project worker for a local youth trust
Personal History	Born in NZ, father of 2 teenagers
Sees?	<p>Lots of resources and opportunities in his community that aren’t connected up</p> <p>Young people feeling isolated and not valued</p> <p>Highly transient population with significant recent immigration and a lack of connection between different groups</p>
Feels?	Concerned by some of the tensions that come with fast growing diversity and excited about the opportunity to work with the community to build their own responses
Motivated by?	The potential for communities to work on their own issues
Opportunities for action	<p>Work with young people and other community mobilisers to understand how the protective factors come to life in their neighbourhoods and use this to direct new programme initiatives</p> <p>Ensure that youth programmes don’t reinforce gender stereotyping</p> <p>Model inclusive behaviours and language</p> <p>Act as a connector between young people, community mobilisers and other organisations around primary prevention opportunities.</p>

5

I work in Community settings

eg. community hub, school or marae

M E E R E N

What can I do?

- Enable spaces for connection and promote activities that support protective factors in settings where I work
- Act as a connector to community members, community mobilisers and other local organisations
- Support communities to localise primary prevention messages and resources into specific community contexts
- Influence policy through quality advice

My work is already linked to activating many of the protective factors and this extends the work I can do.



Role	Community librarian
Personal History	Born in Samoa, came to NZ 30 years ago, 3 adult children and 1 grandchild
Sees?	Lonely older people and migrant mums, school kids hanging out after school unsupervised
Feels?	Empathy, unqualified to provide specialist advice on non-library matters
Motivated by?	Paying it forward, her 'aiga and especially grandchild, wanting to create a positive community
Opportunities for action	<p>Invite community groups into the library to run information sessions on what is available for example, for the older adults "Never Too Old" by local recreation centre and community gardens, for migrant parents, ESOL classes</p> <p>Use the library to connect young people with local platforms/activities/clubs</p> <p>Run sessions featuring real-life inspirational stories by local people</p> <p>During storytime, choose books that promote gender equality and non-violence</p> <p>Continue to promote books and resources in other languages</p> <p>Build staff awareness with examples of success stories</p> <p>Co-design activities to promote the protective factors with community members.</p>

6

I manage **community facilities**

eg. manager of library or sports centre

M T E R I R E N

What can I do?

- Provide training for staff on primary prevention
- Review facilities' programmes against primary prevention and measure
- Include primary prevention principles in terms and conditions of use of facilities
- Create environmental and social structures, policies, incentives and an organisational culture that supports primary prevention

The focus of our work activates many of the protective factors and this extends the work we can do.



Role	Manager of Community Facility
Personal History	Born in NZ, married with 2 children
Sees?	Hundreds of community groups using dozens of facilities, staff who are dedicated to their local community
Feels?	Responsibility to provide safe place for staff and community to learn and grow
Motivated by?	Getting the best out of people, empowering others to achieve
Opportunities for action	<p>Primary Prevention training for staff so understanding of primary prevention is threaded through practice</p> <p>Create opportunities for communities to learn about primary prevention and apply to their own life</p> <p>Include specific primary prevention principles in terms and conditions of use agreements</p> <p>Ensure the norms promoted in the physical and social spaces of facilities reflect the protective factors</p> <p>Review facilities' programmes, target populations against primary prevention principles.</p>

7

I am a Policy Advisor

*eg. local, regional
or national level*

MEERIREN

What can I do?

- Provide high quality policy advice for the development of policy that supports primary prevention
- Build strong working relationships with stakeholders and community active in primary prevention.
- Create a primary prevention evidence base through the collation of research and case studies to inform policy direction

8

I am a Community Champion

*eg. It's Not OK Champions,
White Ribbon Ambassadors,
Kahukura, SKIP Champions*

METP

What can I do?

- Actively promote positive norms and attitudes within community spaces
- Share knowledge of family and sexual violence including challenging norms, myths and stereotypes
- Act as a connector to community members, community mobilisers and other local organisations
- Work with my community to localise primary prevention messages and resources
- Create a primary prevention evidence base through the collation of research and case studies to inform policy direction

9

I am a Primary Prevention Activator

new role

MPITEN

What can I do?

- Engage and activate people, groups and organisations around primary prevention
- Connect, co-ordinate, support and mentor people, groups and organisations active in primary prevention
- Deliver ongoing primary prevention training
- Support the development and distribution of messages, resources, ideas for action and engagement tools
- Support the development of the primary prevention evidence base.

What do we need to make the community-led primary prevention happen?

I am a **Community Member**

(The below is also needed in all other roles)

- Awareness of protective factors to help build capability and motivation
- Ability and opportunity to localise into personal actions and settings
- Key messaging, resources and ideas for action
- Information/connections to further specialist support and advice
- Permission and encouragement

I am a **Community Mobiliser**

- Tools to help with engagement
- Mentoring
- Opportunity to connect with other mobilisers
- Ongoing training around primary prevention

I work in **Community-led Development**

- Organisational mandate
- Tools to help with engagement
- Co-ordination support
- Mentoring
- Ongoing training around primary prevention

I am a **Policy Advisor**

- Organisational mandate
- Good information and evidence
- Support with developing strong working relationships with stakeholders active in primary prevention
- Ability and opportunity to translate and apply as new policy is developed
- Ongoing training around primary prevention

I am a **Community Champion**

- Mandate from national campaigns.
- Encouragement to collaborate within the sector and outside with community mobilisers and other community organisations
- Tools to help with engagement
- Co-ordination support
- Mentoring (and opportunity to mentor)
- Ongoing training around primary prevention
- Ability to hand over to others

I work in **Community Settings**

- Organisational mandate
- Tools to help with engagement
- Co-ordination support
- Mentoring
- Ongoing training around primary prevention

I work in the **Family & Sexual Violence sector**

- Mandate and validation to resource prevention
- Encouragement to collaborate within the sector and outside with community mobilisers and other community organisations
- Tools to help with engagement
- Co-ordination support
- Mentoring
- Ongoing training around primary prevention

I manage a **Community Facility**

- Organisational mandate
- Incentives
- Tools to help with engagement
- Co-ordination support
- Mentoring
- Ongoing training around primary prevention

I am a **Primary Prevention Activator**

- Education and training in primary prevention, community-led engagement and development and cross-sector collaboration
- Mentoring (and opportunity to mentor)
- Co-ordination support
- Ongoing training around primary prevention

Key Recommendations

The following recommendations highlight the five key areas of focus we believe are necessary to achieve the activation of community-led primary prevention of family and sexual violence as outlined in the model.

- 1. A Common Agenda:** Work together to create a common agenda around the potential and value of primary prevention. Use the draft shared framework for the primary prevention of family and sexual violence in Aotearoa New Zealand to build a shared understanding, bring in new partners, create joint goals and activate mutually-reinforcing activity.
- 2. Leadership:** Confirm leadership support from the key partner organisations including resourcing to continue this collaboration, the ongoing socialising of this work and development of further prototypes. Appendix Three provides further detail about what the ongoing partnership could look like and the different leadership roles the three partnership organizations (alongside other partners) could play in enabling primary prevention.
- 3. Support further community-led family and sexual violence primary prevention including the development of:**
 - a. key primary prevention messaging, examples of different actions, engagement tools, stories and supporting resources
 - b. wellbeing indicators to support the evaluation of primary prevention activity
 - c. research into how to support the primary prevention of family and sexual violence with people who are socially isolated.
- 4. Secure funding to support the resourcing of community-led primary prevention activity including:**
 - a. the piloting of a Primary Prevention Activator role within family violence networks
 - b. workforce development with the aim to increase core skills and competencies relating to primary prevention across the family and sexual violence sector and more broadly into all community-facing roles.
 - c. support kaupapa Māori primary prevention initiatives by harnessing national and local knowledge and resources
 - d. foster primary prevention within Pacific communities that is aligned to the Pacific conceptual frameworks.
 - e. ongoing action research into community-led primary prevention
- 5. Community of Practice:** Create a community of practice for those active in primary prevention to support shared learning, training, mentoring and development.

Appendices



Overview of Project Process

Project Structure

We developed a novel temporary project and team structure to support this project, and work within our geographical, time and resource constraints.

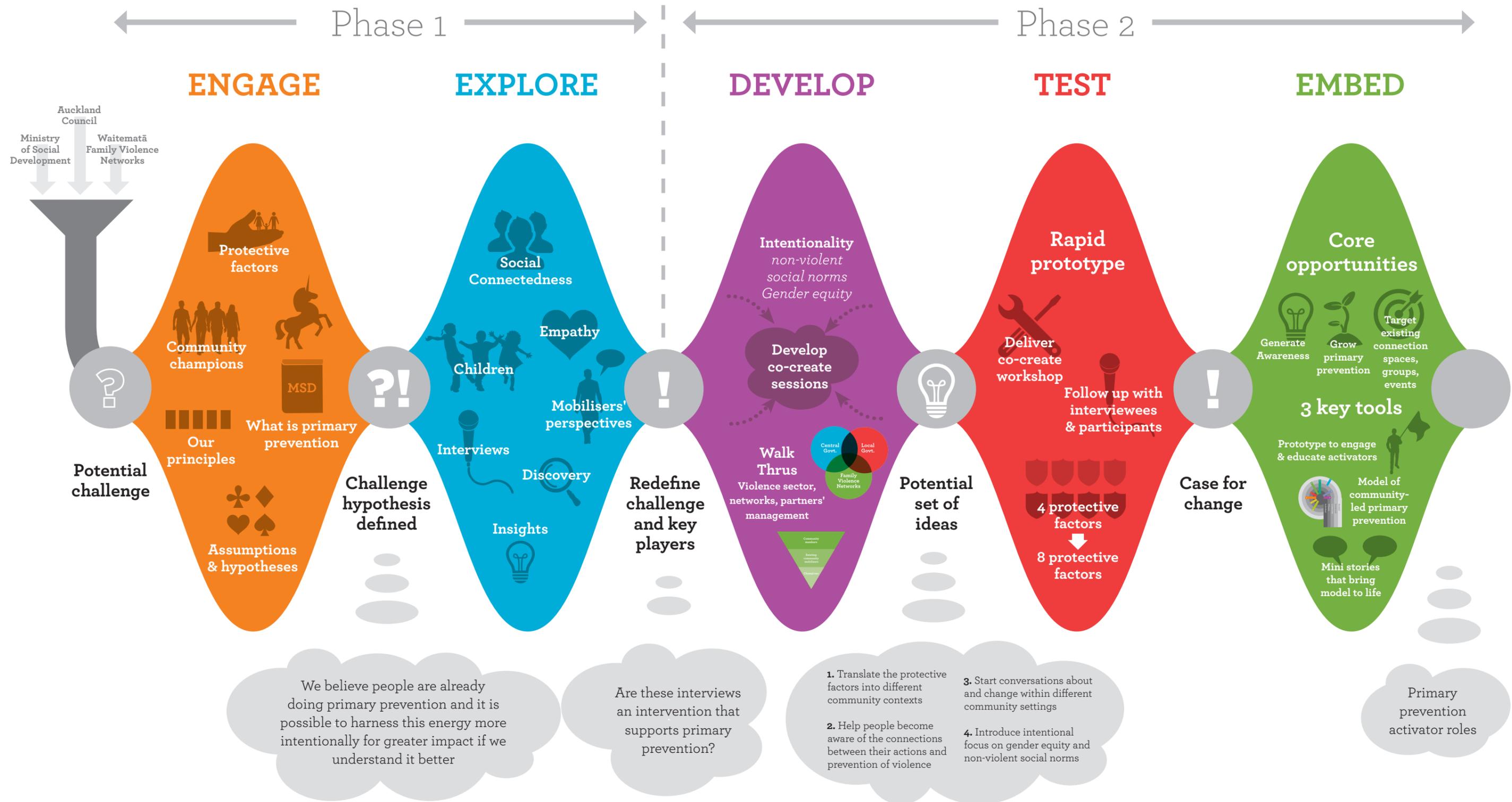
- Five months between June - November 2016.
- Five Core team members: Charlotte Moore from WAVES (West Auckland Anti-Violence Essential Services), Deb Humphries from FVPNNS (Family Violence Prevention Network North Shore), Jane Fleming from Te Rito Rodney, Sheryl Hann from Ministry of Social Development, and Natia Tucker from the Community Empowerment Unit of Auckland Council
- Supported by design coach, Penny Hagan, and project co-ordinator, Kelly Maung
- Meeting once weekly for a total of 15 face to face sessions plus additional walkthroughs (public and internal) and remote working time
- A leadership team also provided remote input and guidance. The leadership team members were Tiaria Fletcher of WAVES, Yvonne Powley of Auckland North Community and Development, Quentin Jukes of Te Rito Rodney, Ann Dysart and Justine Pivac-Solomon of Ministry of Social Development, and Manu Pihama of Auckland Council

- We thank Monique Zwaan for her hard work initiating this project
- We also thank Justine-Pivac Solomon, Cristy Trewartha, Jenny Janif, Mihi Blair, Bridget MacFarlane and Teresa Pomeroy for their specialist input and support

Our Process

This project has utilised a co-design approach that involved travelling through a number of phases in which we developed a series of questions, explored these through engaging with people in our communities and from this developed and then tested some new ideas.

The Project Process



Overview of Project Process

ENGAGE	EXPLORE	DEVELOP	TEST	EMBED - ONGOING
<ul style="list-style-type: none"> Established a shared focus/intent, principles and temporary collaboration structure Explored the framework and community-led primary prevention Agreed focus for explore phase - protective factors and active community members <hr/> <p><i>We worked with:</i></p> <ul style="list-style-type: none"> Core team and leadership group 	<ul style="list-style-type: none"> Worked with community members in Waitematā to identify existing primary prevention activities and opportunities, and localise the 'protective factors' <hr/> <p><i>Via interviews we worked with 22 people representing:</i></p> <ul style="list-style-type: none"> Marae workers Rangatahi School students Older adults New migrants Community Volunteers and Organisers Parent Leaders It's not OK Champions 	<ul style="list-style-type: none"> Developed, socialised and iterated key insights into supporting community-led primary prevention with Waitematā family violence networks and community sector Developed prototype to engage with community around primary prevention <hr/> <p><i>Via walkthroughs we worked with:</i></p> <ul style="list-style-type: none"> Members of the family and sexual violence sector People from the community sector, local council and central government Community members 	<ul style="list-style-type: none"> Tested and iterated tools and a process (workshop) for engaging community members in primary prevention Further developed, socialised and iterated key insights about supporting community-led primary prevention Developed a model for how community-led primary prevention can be enabled <hr/> <p><i>Via walkthroughs we worked with:</i></p> <ul style="list-style-type: none"> Members of the Waitematā family violence networks Via co-design session we worked with community members and practitioners to test protective factors prototype 	<ul style="list-style-type: none"> Seeking opportunities to further socialise the outputs and ways of working Following up with participants to encourage and monitor change Continuing to prototype tools and process for engaging different parts of the system in primary prevention Communicating the project process, outcomes and potential through a visual artefact
JULY	JULY - AUGUST	AUGUST	SEPTEMBER - NOVEMBER	NOVEMBER AND BEYOND

SHARED FRAMEWORK FOR THE PRIMARY PREVENTION OF FAMILY AND SEXUAL VIOLENCE IN AOTEAROA NEW ZEALAND

STEP 1 – EVIDENCE BASE

FAMILY VIOLENCE AND SEXUAL VIOLENCE ARE PREVENTABLE

Family violence and sexual violence cause significant social and economic harm for New Zealand, but they can be prevented.

Primary prevention aims to stop violence before it begins. It is transformative change that includes working at the population level to change attitudes, behaviours, and social norms to increase the factors that provide protection from violence, and decrease the risk factors to prevent violence from happening in the first place.

Investing in primary prevention can prevent family violence and sexual violence from occurring.

Primary prevention will help decrease people's exposure to family and sexual violence, and reduce the physical, emotional and financial costs to individuals, whānau, communities, businesses and the New Zealand government.

VISION

New Zealand families/whānau and communities are safe, respectful and free from family violence and sexual violence



Build on gains already made through current primary prevention activities



PRIORITY 1

Invest in protecting populations with the greatest burden of harm and risk, particularly Māori, Pacific, refugee, migrant, disabled, queer and trans communities



PRIORITY 2

Focus on young people and families with children



PRIORITY 3

WHAT IS THE SHARED FRAMEWORK FOR?

This Framework is the first step to align primary prevention efforts across government, NGOs and communities with a shared reference point and overarching guide for future primary prevention activities for all forms of family violence and sexual violence.

It is based on an internationally-supported population health approach which is used in New Zealand to shift other serious social problems.

WHAT DO WE NEED TO CHANGE?

- Shift attitudes and behaviours that condone family violence and sexual violence
- Promote women's social and economic autonomy to build gender equality



- Strengthen safe respectful relationships, whānau, families and communities
- Prevent exposure to violence in families and communities



- Strengthen culture identities, connectedness and increase social equality
- Shift harmful behaviours related to alcohol and drug use



- Support healing and mauri ora/ wellbeing after trauma and loss



HOW CAN WE DO IT?

- Legislative change, law reform, and public policy
- National and local coordination of prevention efforts
- Social norms campaigns (whole of population and targeted)
- Community mobilisation and development
- Healthy relationships and consent programmes for children and youth (in and out of school)
- Bystander intervention and informal helping
- Champions and leadership
- Primary prevention workforce development and capacity building
- Environmental design

WHAT IS GOOD PRACTICE?

PRIMARY PREVENTION IS BEING USED INTERNATIONALLY WITH AN EMERGING EVIDENCE BASE AND IS SHOWING EFFECTIVENESS

- Long-term sustained actions
- Coordinated in a strategic way



- Mutually-reinforcing initiatives that are clear about how they will enhance protective factors, and reduce risk factors



- Māori and Pacific led prevention that works best for Māori and Pacific communities



- Community led and owned initiatives



- Evidence based



WHAT ARE THE RISK FACTORS AND SOCIAL DETERMINANTS?

- Exposure to harm/violence
- Lack of social support and resources
- Harmful social norms
- Inequalities

WHAT ARE THE PROTECTIVE FACTORS AND SOCIAL DETERMINANTS?

- Strong cultural and gender identities
- Safe relationships
- Connectedness and social supports
- Non-violent social norms

Continuing the mahi: a proposal for an ongoing partnership approach

The primary prevention of family and sexual violence is in all our interests and for it to be successful we need to work together across our different areas of influence. A key intent of this project has been to understand how Auckland Council, Ministry of Social Development and the Waitemātā Family Violence Networks might work together (alongside other partners) to support community-led primary prevention.

Collaboration comprises four core components: governance and structure; systems and processes; managing and leveraging relationships; and people and culture. For genuine collaboration to occur each of these must be addressed and be successful⁸. We believe that there is a particular role for the project partners to play in providing leadership, governance, structures, coordination and resourcing of primary prevention.

Why Us?

A primary prevention approach aligns with the intent and strategic goals of all three partners.

Waitemātā Family Violence Networks

Community-led primary prevention aligns with the strategic purpose of the Family Violence networks. Family Violence networks are contracted to provide local family violence prevention coordination activities that improve outcomes for families/whānau, including (but not restricted to):

- i) Developing local, effective joined-up responses to family violence
- ii) Building relationships in and outside the family violence sector
- iii) Sharing knowledge and resources to improve service capacity e.g. through training
- iv) Mobilising communities to change attitudes and behaviour towards family violence⁹.

A community-led approach to primary prevention supports the above, and creates a positive framework through which to build connections more widely across the community, outside and between the family and sexual violence sector. There is currently a gap in the support of primary prevention within communities and Networks could play a role in addressing this gap.

“In order to improve the effectiveness of local initiatives, New Zealand experts have recommended sustained investment and support for current family violence networks. These networks and their coordinators are the main groups driving local Community Mobilisation initiatives. According to the expert group there is a need for dual coordination roles with distinct functions – one to focus on primary prevention and another to coordinate local responses to family violence”¹⁰

⁸ http://www.aracy.org.au/publications-resources/command/download_file/id/243/filename/Advancing_Collaboration_Practice_-_Fact_Sheet_14_-_Collaborative_competencies_capabilities.pdf

⁹ MSD Grant and Provider Return description

¹⁰ <https://nzfvc.org.nz/sites/nzfvc.org.nz/files/issues-paper-8-creating-change-2015.pdf>

Auckland Council

Auckland Council has acknowledged in The Auckland Plan the significant impact that family and sexual violence has on the people of Auckland and committed to work with central government and non-government organisations to make Auckland a safer place¹¹. A community-led approach to the primary prevention of family and sexual violence strongly aligns with the Empowered Communities Approach, which Auckland Council's Community Empowerment Unit is now implementing. The Empowered Communities Approach aims to promote inclusion and equity, while building community capacity to do things for themselves.

Central Government

Primary prevention is one of the key strands of work in the cross-agency work programme to reduce the impact of family violence and sexual violence. Led by the Ministers of Justice and Social Development, the work programme focuses on getting victims the help they need, holding perpetrators to account, and working harder to stop these forms of violence from happening in the first place. Government has established investment boards to give advice on government spend and effectiveness of primary prevention of family and sexual violence. A primary prevention focus is new for New Zealand, and learnings from community-led efforts will contribute to a better understanding of what works here. Central government has developed a framework on primary prevention and is keen to understand how this could be operationalised.

A proposal for an ongoing partnership approach

The following table describes the different potential roles of the partners to enable primary prevention and how we can work together to achieve this. The project partner roles have been aligned across the Spectrum of Prevention commonly used in health promotion contexts. The Spectrum of Prevention¹² identifies the multiple and complementary levels of intervention required for activities to be effective and mutually-reinforcing. The table can also be used to help prompt thinking about the role you and/or your organisation can make to the primary prevention of family and sexual violence and we invite you to think about the contribution you could make to this prevention ecosystem.

Importantly the activities described in the table are proposed and do not yet represent policy. While some of these activities are already underway, under the current structure (and as a result of this project), this proposal represents the potential of a future ongoing partnership and requires dedicated commitment and resourcing.

¹¹ <http://theplan.theaucklandplan.govt.nz/aucklands-people/>

¹² <https://www.preventioninstitute.org/publications/spectrum-prevention-developing-comprehensive-approach-injury-prevention>

Influencing Policy and Legislation				
Enacting laws and policies that support healthy community norms and violence free society	Central government	Local government	Family Violence Network Coordination	Check your influence
Ensure primary prevention framework is included in strategic policy and/legislation eg policy mandate for social connectedness in new housing developments, infrastructure and city assets	X	X	X	
Support research and evaluation of primary prevention activities that can inform policy advice	X	X	X	
Influence policy at local and national level through collaborative submissions		X	X	
Support flow of information up from community to regional and national decision makers		X	X	

Changing Organisational Practices				
Adopting regulations and shaping norms to prevent violence and improve safety	Central government	Local government	Family Violence Network Coordination	Check your influence
Establish and build community and sector readiness and support for primary prevention	X	X	X	
Fund and support long term healing and recovery for mauriora	X			
Develop and activate inclusion of primary prevention as objectives measures or outcomes in funding agreements	X	X		
Embed primary prevention into funding agreements' objectives, measures or outcomes and into terms and conditions of use of sports fields and other community spaces		X		
Build primary prevention into government funded roles including health promotion, injury prevention, crime prevention and community development	X			
Fund innovation, community learning and testing prototypes	X	X		
Promote implementation of primary prevention framework and build buy-in at leadership level of governance and operations	X	X	X	
Provide national support and infrastructure to enable community-led primary prevention e.g., funding activator roles, research, tools and resources, innovation, community learning and testing prototypes	X			

Fostering Coalitions and Networks	Central government	Local government	Family Violence Network Coordination	Check your influence
Bringing together groups and individuals for broader goals and greater impact				
Support for communities of practice: providing venues and participation		X		
Activating primary prevention within networks such as business		X	X	
Build mandate and support for primary prevention of family and sexual violence across a range of government agencies	X			
Link with national campaigns on related issues e.g., It's Not OK, SKIP, E Tu Whānau, Pasifika Proud	X			
Bring knowledge to community where needed e.g., connecting community to services	X		X	
Establish new relationships and build ongoing relationships with those working inside and outside of the family and sexual violence sector	X		X	
Foster connections and collaboration across sectors and with community including linking in with other primary prevention activities	X		X	

Educating Providers	Central government	Local government	Family Violence Network Coordination	Check your influence
Informing providers who will transmit skills and knowledge to others				
Train all customer facing staff in primary prevention	X	X		
Mentor community mobilisers			X	
Facilitate the development of tools/presentations/resources/workshops (promoting key primary prevention messages)	X	X	X	
Facilitate primary prevention training			X	
Build family and sexual violence prevention skills into existing community development, crime prevention and public health roles	X	X		

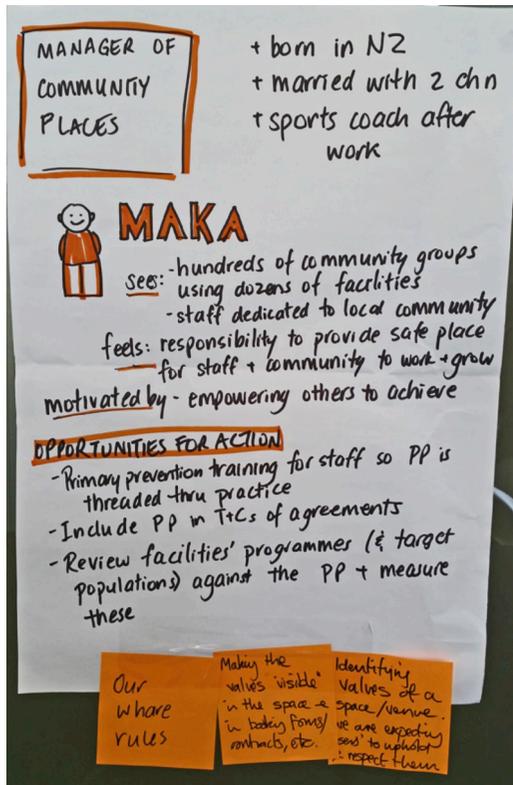
¹³ The workshop outlined in Section Four of the document is an example of what this training could look like.

Promoting Community Education Reaching groups of people with information and resources to support primary prevention of violence and promote safety	Central government	Local government	Family Violence Network Coordination	Check your influence
Support primary prevention at community level by providing venues, promoting through communications, channels and events, navigating different parts of council		X		
Support development and dissemination of primary prevention tools	X	X	X	
Support local communities to adapt national campaigns and messaging for local contexts	X	X	X	

Strengthening Individual Knowledge and Skills Enhancing people’s capability to support the prevention of violence and promote safety	Central government	Local government	Family Violence Network Coordination	
Provide primary prevention training to all staff	X	X		
Activators and Network Coordinators are provided with ongoing opportunities to develop their knowledge and skills round primary prevention through professional development and peer mentoring	X	X	X	

Personas Template

We have found the development of personas as a simple yet effective way to help people explore what contribution they could make to the primary prevention of family and sexual violence in different settings. We encourage you to use this to think through and communicate the opportunities for primary prevention in your own organisation.



Role	
Personal History	
Sees?	
Feels?	
Motivated by?	
Opportunities for action	

Facilitator's guide: a session to encourage and support community members to take action to prevent family and sexual violence

Objectives:

- Explore what actions people can take and promote in their own lives that help to support whānau and community wellbeing and therefore help to prevent family and sexual violence by increasing protective factors and reducing risk factors
- Give inspiration, encouragement and 'social permission' to people to encourage them to take some preventative steps
- Address possible challenges and barriers to implementing some of protective factors/actions
- Provide a space to start conversations about preventative action and change within different community settings
- Connect different mobilisers, and people taking action to prevent family and sexual violence.

Feedback

We're continuing to evolve this workshop and would like you to be part of its evolution. Help us refine and improve this work, track and understand its impact. Your feedback on how you are using and adapting this workshop would be valuable. Please contact us at ppcoreteam@gmail.com

Principles for the session:

- Strengths based approach
- Welcoming and comfortable
- Community members are the know best about their own lives and communities
- Celebrate what people are already doing
- Reciprocity - shared value for everyone

Preparation

- Post it notes
- Coloured Pens
- Printouts of the 8 protective factors hexagons
- Plain cardboard cut into postcard size

Workshop run sheet and script

<p>5 min</p>	<p>Welcome and Overview</p> <ul style="list-style-type: none"> • Welcome and karakia • Overview <p><i>We know that there is a set of actions, values, behaviours that help build whānau and community wellbeing, which can help protect against family and sexual violence. Things like connected communities where people know and look out for each other, and parenting in a way that values boys and girls equally, can help reduce levels of violence or, if violence does happen, it can mean people get help early.</i></p> <p><i>Through the “Wellbeing in Waitematā” project, we looked at the research about what contributes to family and sexual violence, and what protects people, and talked to different community members to find out what they were doing to contribute to preventing violence.</i></p> <p><i>This workshop is based on what we learnt in that project. This workshop is about understanding the important actions that we are already taking and can take within our own family, whānau, neighbourhood, workplace, sportsclub, faith community or other group, that helps create safe whānau and communities.</i></p> <p><i>It doesn’t require any special skills or language, other than us just talking about what we already do in our lives, our volunteer roles etc.</i></p> <p><i>We hope that you will get a better idea of the things you already do, that you could do more of, or start to do, that will help prevent family and sexual violence. If all people in a community take some action, and we all work together with a shared purpose, then we can make a difference to stop the harm and hurt that happens to so many people in our communities.</i></p> <p><i>Today is a creative session where we’ll be talking about things that happen in our community that are really good and also things that we can do to make our communities stronger. Sometimes when we share things and reflect deeply this can bring up emotions or memories. Please look after yourself - if this brings up issue for you:</i></p> <ul style="list-style-type: none"> • Take some time out • Talk to someone - friend or facilitator • Contact a support service or help line (see information provided)
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<p>10 min</p> <p>Pens Post-its</p>	<p>Introductions</p> <p><i>Please create 3 notes on post-its</i></p> <p><i>1: Your Name & where you are from</i></p> <p><i>2: The best thing about your local community</i></p> <p><i>3: A picture/symbol that represents how you see yourself in your community, what is a role that you play?</i></p> <p>Each person reads out theirs as they stick them up on a white piece of paper on the wall.</p>
<p>10 min</p> <p>Post its Large pieces of white paper</p>	<p>Mapping What We Already Do</p> <p><i>Most of us already do things in our community that are about building strong connections, supporting others, contributing to family wellbeing.</i></p> <p><i>What activities are you a part of in your community?</i></p> <p><i>Start by thinking about the things you are part of, groups, activities, what different things do you do, or contribute to in your community.</i></p> <p><i>For example, it might be helping out at your kids school, church or local library, or volunteering with sports, supporting neighbours, or being part of an arts group.</i></p> <p><i>Write each of these things down - one idea on one post-it</i></p> <p>After a few minutes - ask everyone to put them up on the wall</p> <p><i>Now let's think about what motivates us to do these things, - let's add some post its down here around motivations.</i></p> <p>Give time for people to look at what is up on the wall</p> <ul style="list-style-type: none"> • <i>What do we see?</i> • <i>Anything we notice?</i> <p>Awesome! Celebrate the energy and commitment just in this room.</p>

<p>5 min</p> <p>Large pieces of plain paper on the wall with one of the 8 protective factor hexagons in the middle of each piece of paper to create 8 different stations around the room.</p>	<h3>Introducing The Protective Factors</h3> <p><i>Now we are going to look protective factors - the actions that help create well-being and violence free environments. These have come from international research about what causes family and sexual violence, and what makes violence less likely. They have also come from what we have learnt in NZ about what looks promising for preventing violence.</i></p> <p><i>First of all take a look at the 8 different protective factors on the wall and see what you think. Take a few minutes to read them and get a little bit familiar with what is up here.</i></p> <p>Facilitator may need to explain some of them if there are questions.</p>
<p>20 min</p> <p>8 large pieces of paper each with a protective factor hexagon on it (as above)</p> <p>Post-it notes</p> <p>Pens</p>	<h3>Examples of Prevention From Our Worlds</h3> <p><i>Now we are going to focus on actual examples of how these protective actions look in everyday lives.</i></p> <p><i>Start with the actions already identified in “Mapping What We Already Do”. do any of these actions relate to the protective factors? If so, move the post-it note from the white paper to the relevant protective factor poster.</i></p> <p>E.g. someone wrote “I invite all my neighbours around for BBQ every month” - that’s an example of Social Connection in practice. So take the post-it note with that example written on it, and place it on the poster with the Social Connection hexagon.</p> <p>Invite everyone to move any action that can be placed on one of the 8 protective factors hexagons.</p> <p><i>Now, we will add more examples of preventative actions. Work in pairs, and we will have the opportunity to work on all of them. Start at one station, and we will move around them all.</i></p> <p>What are some everyday examples of what these things look like?</p> <p>What are some examples of what these things look like within the groups, community and activities you are a part of?</p> <p>Allow people 5 minutes for the first one, then ask people to move through all the stations adding new examples.</p> <p><i>Now let’s spend 5 minutes walking around and take a look at what we have created. Let’s review our work.</i></p> <ul style="list-style-type: none"> • <i>What do you see here?</i> • <i>What did you notice?</i> • <i>What surprised you about doing this?</i>

<p>5 min</p> <p>Blank postcards Coloured pens</p>	<h3>Take Home Message</h3> <p><i>Today we've been focussing on the things we can all do to increase wellbeing of whānau and communities, and to prevent family and sexual violence. We can all take small steps to do more that will help prevent violence. Many of you are doing this already. You might have thought about what more you could do, or what opportunities there are for you to start to do things that will make a difference.</i></p> <p><i>Talk to the person next to you:</i></p> <ul style="list-style-type: none">• <i>Can you think of preventative actions that you might do more of in your worlds?</i>• <i>Or that you might you do less of?</i>• <i>Are there actions and behaviours that you might encourage more, or discourage more?</i> <p><i>Then record this on a postcard for your take home message. Please write or draw on the postcard: One thing you will do, or share as a result of today.</i></p> <p>Allow 4 minutes for drawing/writing</p>
<p>5 min</p>	<h3>Check Out and Thanks</h3> <p>Ask for feedback and final insights.</p> <p>Share what's written on their postcard</p>

Protective factor cards



These factors are underpinned by the following values:

E Tu Whānau

- Te mana kaha o te whānau
- Aroha
- Whānaungatanga
- Whakapapa
- Mana / Manaaki
- Kōrero Awhi
- Tikanga

Nga Vaka O Kāiga Tapu: Pacific Conceptual Framework

- Family harmony, peace, well-being and abundance
- Strengths-based
- Reciprocity
- Belonging
- Respect
- Genealogy
- Tapu relationships
- Language

Te Rito Strategy

- Safety
- Freedom from violence
- Protection of children and young people
- Accountability

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For further information, contact ppcoreteam@gmail.com