

Policy Document

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Date Created: 18-07-2024 15:15:50

Contents

Service delivery

Safety planning

Service delivery Category

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Version: 18-07-2024 15:15:50

Safety planning

"My moko and I are safe and we have planned for what we need to do if things start to escalate."

Intent

We will plan for situations where there is risk to the safety of people we work with, their whānau and our kaimahi. Unless impracticable, plans will be developed with the people who are at risk or who have concerns about their safety.

Kaimahi will be alert for risks to their own and others' safety and plan accordingly in line with policies and procedures.

Responsibilities

The Missioner will monitor compliance with this policy across service delivery and ensure kaimahi have adequate supervision.

Kaimahi with the necessary skills will undertake safety planning in accord with this and other policies and good practice standards.

Requirements

A safety plan will be developed when risk of harm to or by the client is identified. This may be at any time in the relationship with the Tangata Whaiora.

"Good practice principles" must be applied including those for working with family violence reflected in the Specialist Family Violence Organisational Standards.

Key steps

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Version: 18-07-2024 15:15:50

- Identify and address the dynamic risk factors (eg isolation of separated parent, child behaviour, uncertainty of legal status for recent migrant, post-separation for family violence)
- Identify signs of safety/ protective factors
- Obtain and incorporate the client's views about how to achieve safety into the plan
- Consult with a senior colleague/the Missioner as necessary
- Obtain and reflect input of support people/whānau and other involved agencies/persons (eg specialist family violence service, Oranga Tamariki where a notification has been made)
- Alert other kaimahi as necessary
- Make and support the Tangata Whaiora/whānau with appropriate referrals (eg offer to accompany the person/their supports to a specialist family violence service; follow up with the service to check the referral worked)
- Integrate the safety plan with other planning (eg service plan) and give a copy to all plan participants (as agreed by the Tangata Whaiora.)

Supported planning

Safety planning should not be delayed where the person has diminished capacity and is unable to give informed consent. In this situation, consider:

- their best interests
- current and any previously expressed views of the person
- input from whānau, other supports and any representative, who do not pose a danger to the Tangata Whaiora (eg legal guardian, caregiver, other support services and supporting family/whānau).

Family Violence

When assessing and planning for safety in the context of family violence, we will:

- Seek relevant information to gain an accurate understanding of the family violence and family context (eg immigration status).
- Differentiate between the victim-survivor (the person who is the main target of abuse and may use defensive aggression) and the person who is the main instigator of abuse) and plan for their different needs and circumstances.
- Focus on patterns of behaviour and the impacts (eg control, fear, and harm) rather than on isolated incidents.
- Identify and address barriers to safety and services including inaccessibility, monoculturalism and immigration status (for new migrants)

- Be alert to high-risk factors such as separation, pregnancy, strangulation, threats, caregiver stress and respond appropriately.
- Prioritise the victim-survivor's right to safety, autonomy and security in all interactions and interventions.
- Support a person who is perpetrating abuse to be accountable, change their behaviour and stop their offending.
- Work collaboratively with other agencies to provide a coordinated response that addresses the needs of both the victim-survivor and the perpetrator.
- Share relevant information (while maintaining confidentiality) to ensure the safety of the victim-survivor.
- Include emergency contacts, supports and safe places in victim-survivor plans.
- Take breach of legal orders seriously and notify the relevant agency.

Steps to take to monitor and ensure safety

- Monitor the safety plan and adjust plan and strategy to reflect changes in needs and risks. Some changes may alleviate risk (e.g perpetrator engaging in perpetrator programme) or can increase risk (e.g partner leaving an abusive relationship).
- Re-assess risks as necessary.
- Handle all disclosures with sensitivity and within protocols.
- Recognise cultural differences and respect cultural perspectives.
- Continue to monitor safety issues as they are disclosed.
- Comply with our abuse and protection and equity and inclusion policies.

Compliance

Social Sector Accreditation Standards Level 2, Client services and programmes 1.0-3.0;
Community wellbeing 2.0-3.0

Code of Health and Disability Services Consumers' Rights

NZS 8134: 2021 Our rights, Criterion 1.5

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Helpful links

[*Please visit this policy on our policy to view these links.*](#)

Best interests of child or young person

Signs of safety: approach to implementation

Client-centred services

Review

Date: January 2024

Next review: by December 2025