



**Supporting Behaviour Change  
for Men Using Violence**

Procurement Roadshow: February - April 2023



**MINISTRY OF SOCIAL  
DEVELOPMENT**

TE MANATŪ WHAKAHIATO ORA

# Agenda for the day

- Whanaungatanga
- Background
- Opportunity
- Service categories and underpinning principles
- Service design
- Next steps
- Wraparound Housing Services



# Whakatauki

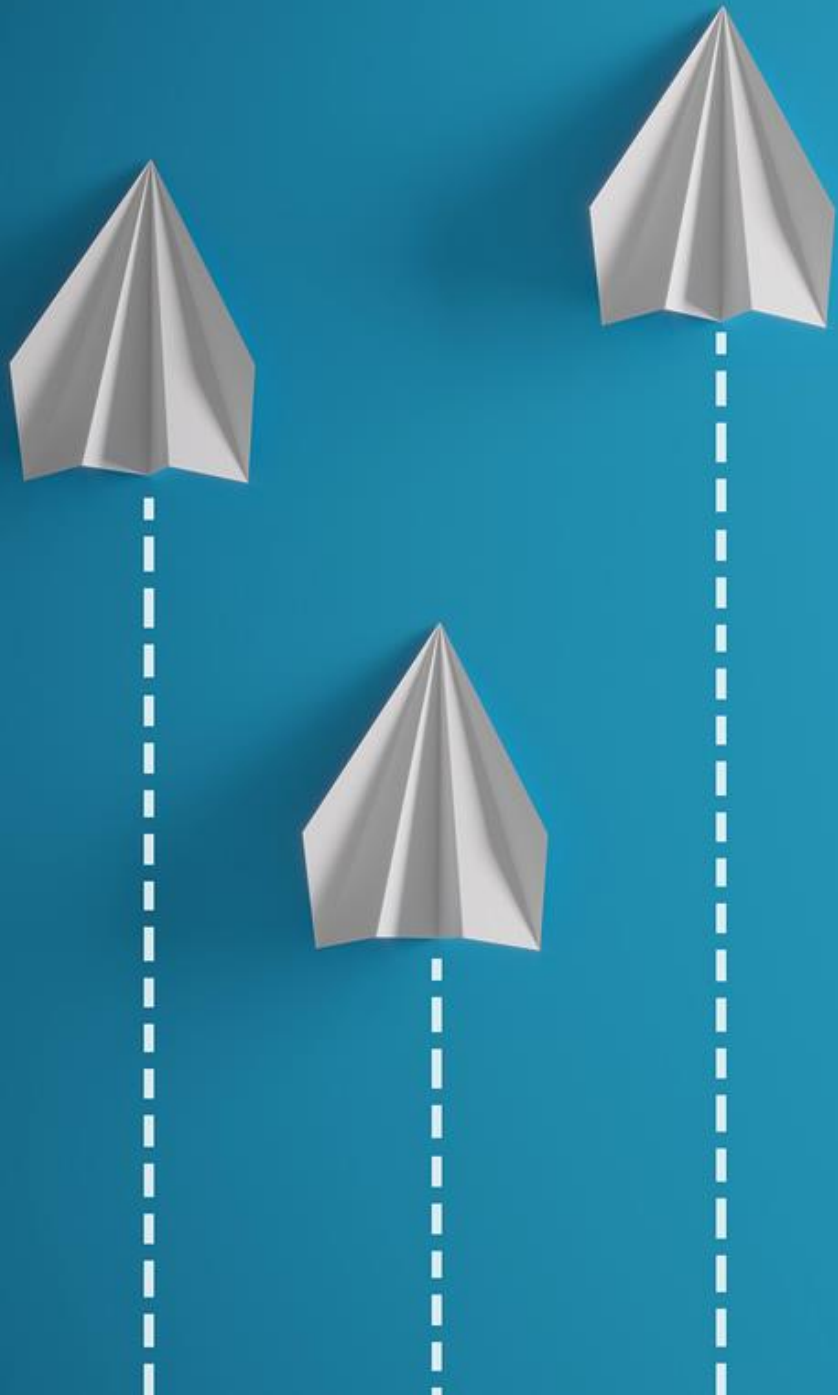
Kotahi te kākano, he nui ngā  
hua o te rākau

A tree comes from one seed but bears  
many flowers / fruits

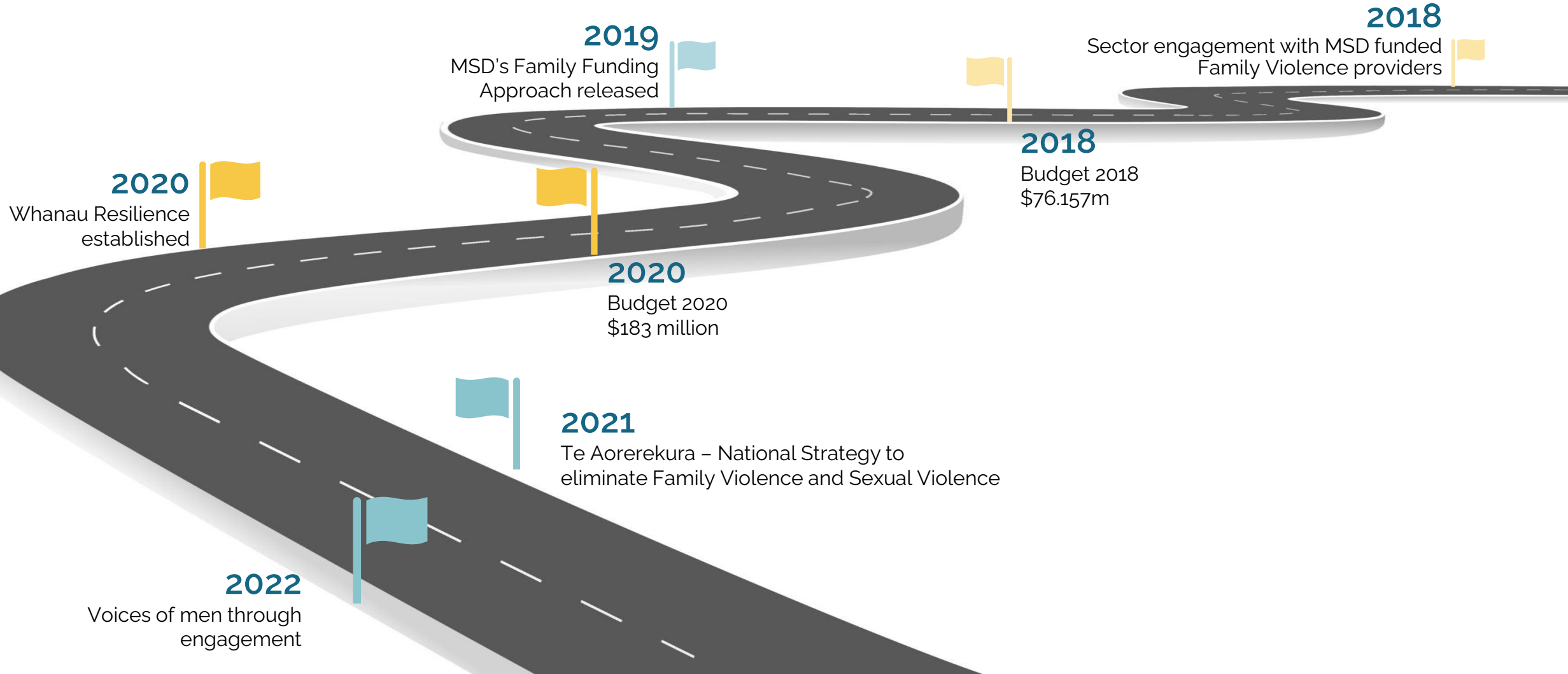
**Whanaungatanga**



**Background**



# The journey so far...



# Through sector engagement we've learnt...

- Staff are burnt out
- Covid-19 has impacted on service provision
- The types of services available are limited
- Tailored support options for whānau and families are limited
- Payment for services is a barrier to men accessing support
- Gaps in geographical coverage mean in men in particular areas have little or no access to support
- Waitlists are long and hours of operation of services are limited
- Programme structure can make it hard for men to engage
- Men are presenting with compounding, complex needs
- Rolling contracts have meant providers have been locked into the same programmes for a number of years, despite evidence or needs changing
- Contracts need to be flexible and focus on outcomes rather than outputs

**"Be bold!** Please don't invest more public funds in an outdated model that fails to recognise the complexity and needs of families experiencing violence. We can't continue to push the responsibility on women to take action to become safe.

We need to **reach out, connect** and **engage** with families much sooner in order to prevent escalation, and create a kaupapa around family violence that's grounded in **hope and possibility rather than stigma and shame.**"

Family Violence Service Provider

# We also commissioned research directly with men using violence...

"I like **expressing feelings**, but **men aren't allowed** to do that."

"**My idea of manhood comes from the men in my family and in my community...** You didn't talk much, **you just needed to harden... up.** We got tough love at times, kicks up the bum, that sort of thing."

"**I can't see that being kind and generous is good.** I still see it as being **weak.** You might get **hurt.**"

"Growing up, **I didn't feel like I belonged in my whānau...** I remember feeling deep down, like **I didn't belong, no one wanted me.**"

"It's a cultural thing to be tough. That's how you **show you're masculine**, like, **'I can be violent, let me show you.'**"

"Not one size fits all, **all men are different.** Some talk some don't."

"When **I imagine what help could look like.** Mine would look like the American diner. There would be table **food, comfortable, one on one, you can talk about anything.**"

"Group therapy is great and not being structured. **Just being loved and being accepted** – don't be hung out to dry."

"I'm not afraid to talk to people about what's going on, but **I need to have the right people in place.** Not non-violence programmes, just **someone you can call one-on-one.** For some people, those groups can be intimidating. I'd prefer a mentor, without making it sound like 'non-violence'".



“

I don't know what problem to fix first. It's like I'm sitting in the bath. And I've got all these taps, they're all on at the same time. I don't know which problem to fix first. What tap do I turn off? Is it the job, do I step back from the kids, work on my relationship with my parents?"

”



# Evidence and research also tells us...

- People that use violence, have their own histories, often involving historical and intergenerational trauma
- There is no single timeline for when healing happens
- Punitive legal systems make whānau and families reluctant to seek help
- Māori especially feel the system is punitive and does not help people heal
- There is lack of information about what help entails
- There is a need to take an intersectional approach when working with men
- Interventions need to be holistic in approach and work with men in the context of their whānau and community
- Services need to be culturally responsive and reflective of the need of the community
- The importance for indigenous approaches when working with men

“We need a fundamental change in the way that the family violence system responds to victims and perpetrators. This includes strategies for containing, challenging and changing the behaviours of those using violence, **beyond one-off interventions**, while **addressing the complexities of people's lives.**”

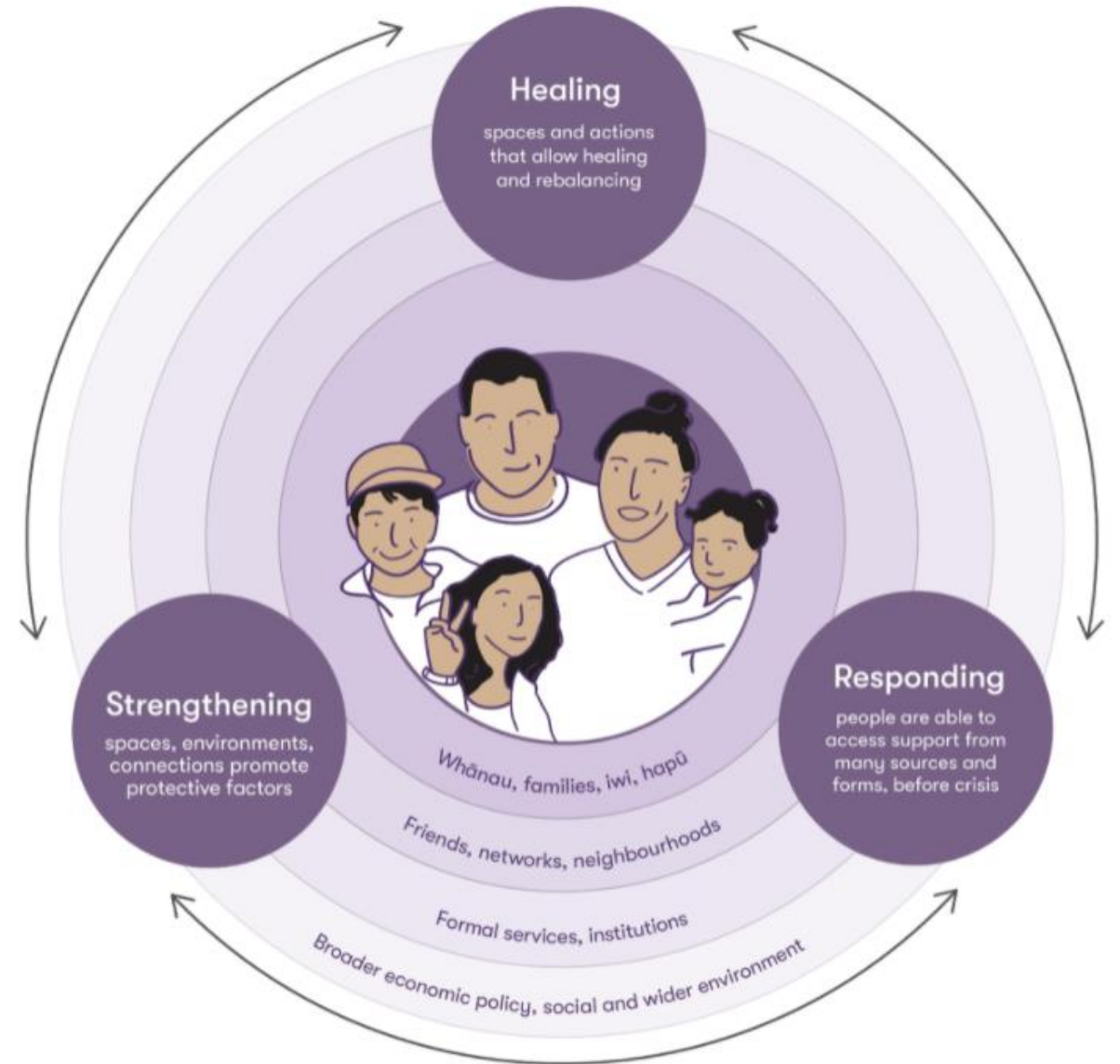
The Family Violence Death Review Committee  
5<sup>th</sup> Report



# Key shifts needed to support those using violence...



# Supporting Behaviour Change for Men Using Violence is part of a wider system response...



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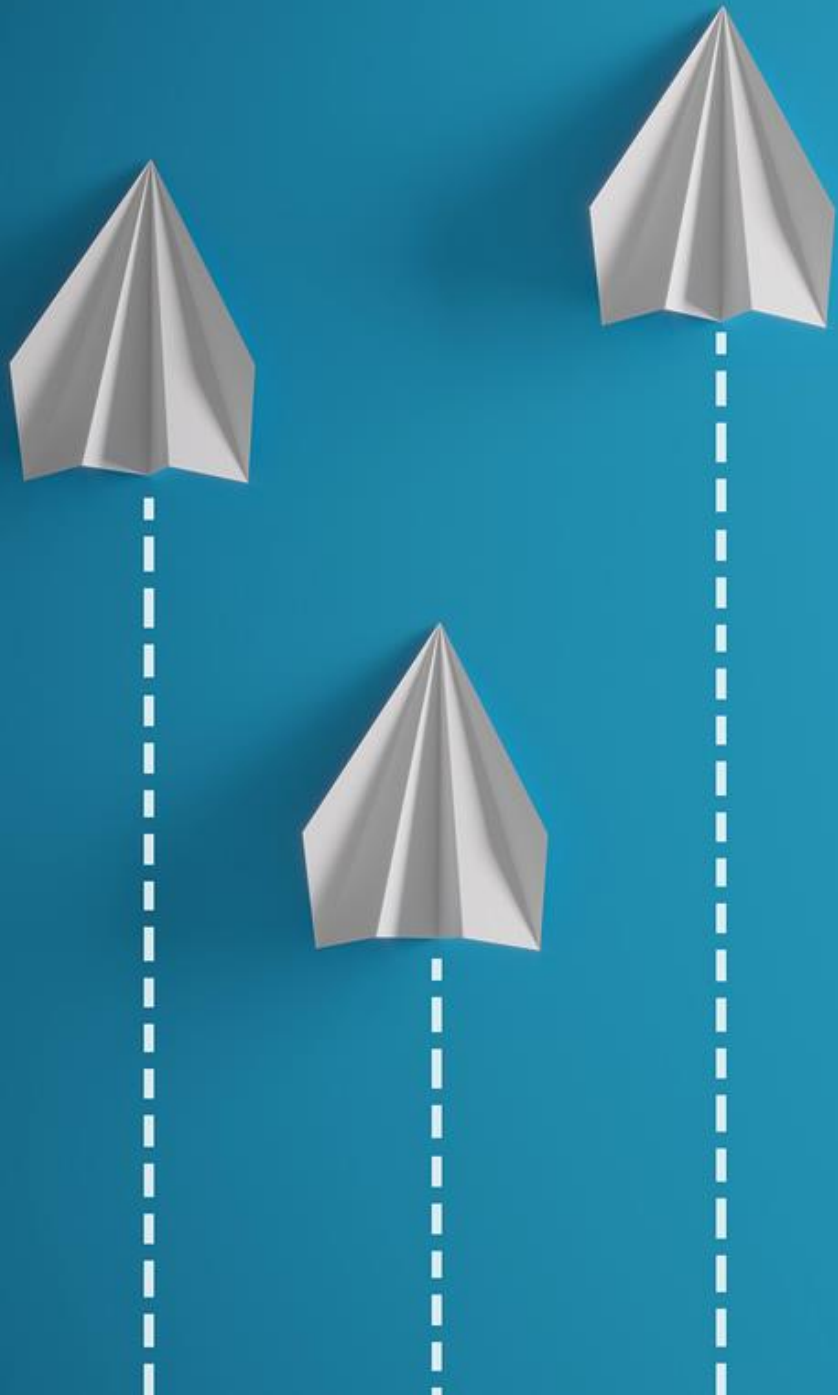
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Shift 5: Towards  
safe, accessible  
and integrated  
responses

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## Action 29 – Develop a plan to fill service gaps for FV

- Te Aorerekura is a 25 year strategy which aims to strengthen the family violence sector
- Action 29 of Te Aorerekura, which relates to fill the service gaps for family violence, particularly in the users of family violence space
- This work programme addresses a specific gap as part of Action 29, however there are a number of other gaps that will be addressed by the relevant agency, over time



# The Opportunity



# What's the opportunity?



## The vision:

1. Fill geographical gaps
2. Think more broadly and increase the range of supports available for men
3. Create the space to re-imagine and enhance support

# What's the opportunity?



- The Government is investing \$10 million to strengthen and improve support services for men who use violence
- It is an opportunity for MSD to work in partnership with communities and organisations to think differently, and design tailored approaches that reflect communities' needs
- \$130,000.00 per FTE for service delivery / 76 additional FTEs across the country in total
- Five-year contracts – up to one year service design, four-year service delivery building in time to transition from design to delivery
- Service design – a lengthier process for those wanting to develop new ideas
- Service enhancement – a shorter process available for those that have clear ideas about what's needed to enhance what they are already doing
- The approach will prioritise areas of high-med need & no provision with the intent to establish geographical coverage
- We are working regionally, focusing in the first year on regions with high need and the second year we will then go to regions with lower levels of need

# Service requirements...



- Have Level 2 Social Service Accreditation or be able to obtain this prior to service delivery
- Legal entity
- Physically based in area of high need
- All kaimahi must have entry level family violence skills as defined by Entry to Expert Framework
- The provider's current core business must include existing delivery of specialist and direct interventions with men perpetrating family violence where the aim of the service must be to support behaviour change to reduce and/or eliminate the use of family violence by men
- Has local awareness and understanding of demographics and challenges in community



# Tranche One: July 2023

Approximate spread of the workforce

Police District	Target Area	Current FTE	Estimated** new FTEs
Counties Manukau	Mangere-Otahuhu, Manurewa, Otara-Papatoetoe, Papakura, Waikato District*, Franklin, Howick	5	22
Waitemata	Henderson-Massey, Kaipatiki, Waitakere Ranges, Whau*	5	6
Auckland City	Albert-Eden, Orakei, Puketapapa, Waitemata, Maungakiekie-Tamaki*, Whau*	3	7
Waikato	Hamilton City, Hauraki District, Matamata-Piako District, Waikato District*, Waipa District	3	8
Bay of Plenty	Rotorua District, South Waikato District, Western Bay of Plenty, Whakatane District, Kawerau District, Opotiki District, Tauranga	5	8
Wellington	Porirua City, Kapiti Coast District*, Lower Hutt City, Upper Hutt City	7	6

\*\*This is estimated FTE only. The FTE distribution may change, dependent on the procurement process.

\* indicates the Target Area is split across two Police Districts

# Tranche Two: July 2024

Approximate spread of the workforce

Police District	Target Area	Current FTE	Estimated** new FTEs
Canterbury	Christchurch City	4	4
Central	Kapiti Coast District*, New Plymouth District, Palmerston North City, Ruapehu District	7	4
Northland	Far North District, Whangarei District	2	5
Southern	Invercargill City	4	1
Tasman	Marlborough District	4	1
Eastern	Hastings, Wairoa	7	4

\*\*This is estimated FTE only. The FTE distribution may change, dependent on the procurement process.

\* indicates the Target Area is split across two Police Districts

What would support you to engage in this process?

Funded?

Unfunded?



**What are the opportunities you see in this kaupapa?**

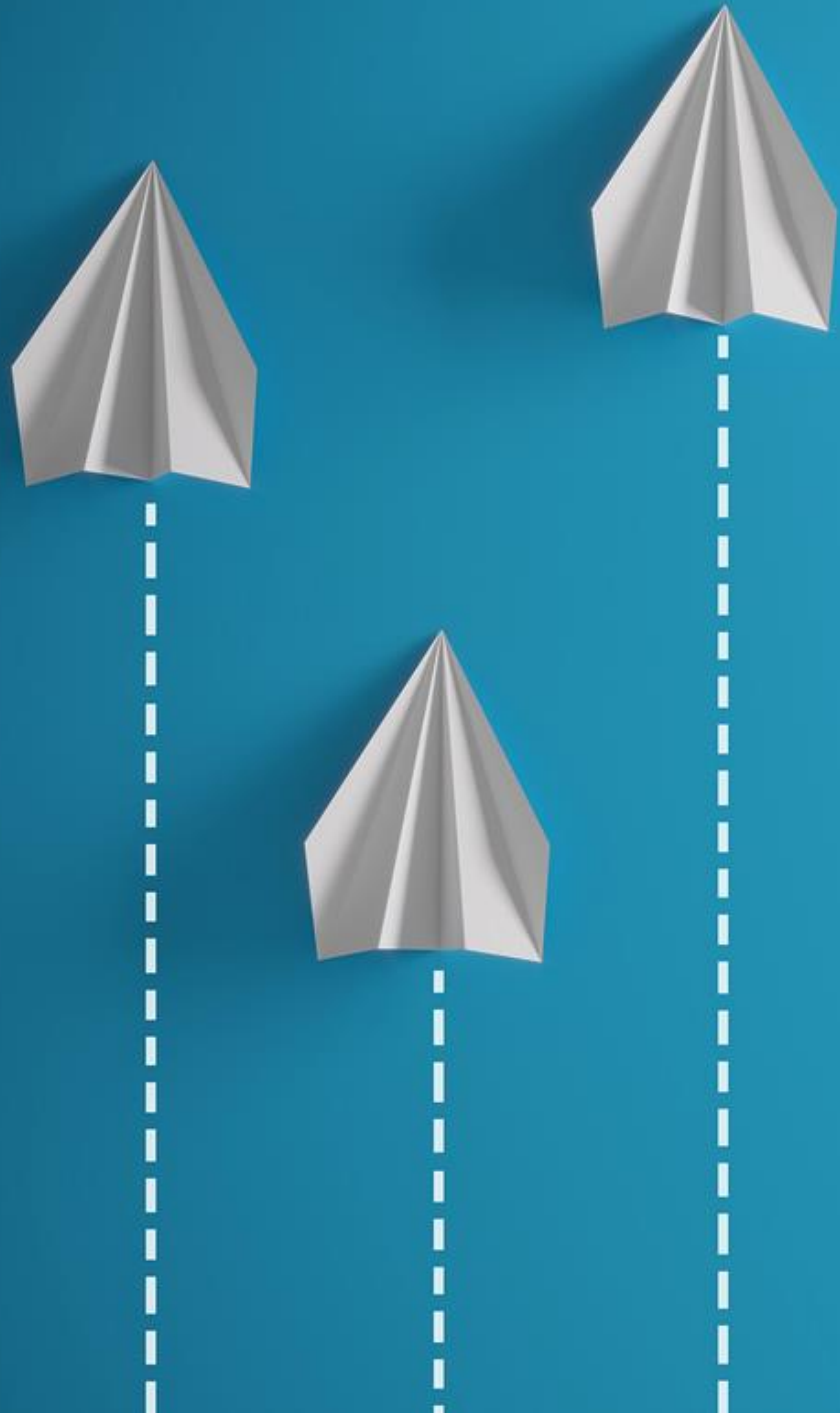
# Supporting Behaviour Change for Men Using Violence

## What it is

- Intervention services for men using violence
- Experienced and specialist family violence, Kaupapa Māori, Pacific and ethnically marginalised community services
- Across the crisis and long-term continuum of violence
- Seeking a range of responses, including indigenous approaches
- Whānau-centric approaches
- Integrated services supporting all members of the family/whānau/aiga

## What it isn't

- MSD designing the service specifications
- One size fits all approach
- Primary prevention
- Victim/survivor only services
- General social services
- Services for men without a key focus on supporting behaviour change for men using violence



# **Service Categories and Underpinning Principles**



Healthy relationships

Whānau wellbeing

Responsibility and accountability

Safe and healthy masculinity

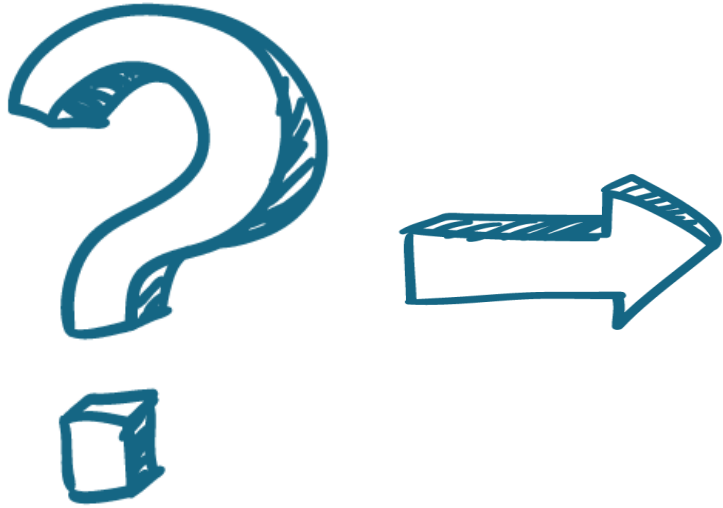
Tāne and men as fathers

Healing and connection



**Potential service categories to support behaviour change for men using violence**

# Underpinning principles of service delivery...



- Enact Te Tiriti o Waitangi practice
- Services are free and accessible
- Whānau-led and whānau-centred
- Actively address collusion (condoning or encouraging abuse)
- Prioritise the safety and wellbeing of victim/survivors and children
- have skilled specialist workforce to effect change (refer to SoS and E2E)
- Continuous improvement through ongoing evaluation and reflective learning
- Intersectional approach that is culturally, spiritually and physically safe and responsive to tāne and men
- Collaboration and integration with specialist services, iwi and hapūto support the affected women, children, family and whānau

# Thoughts and feedback...

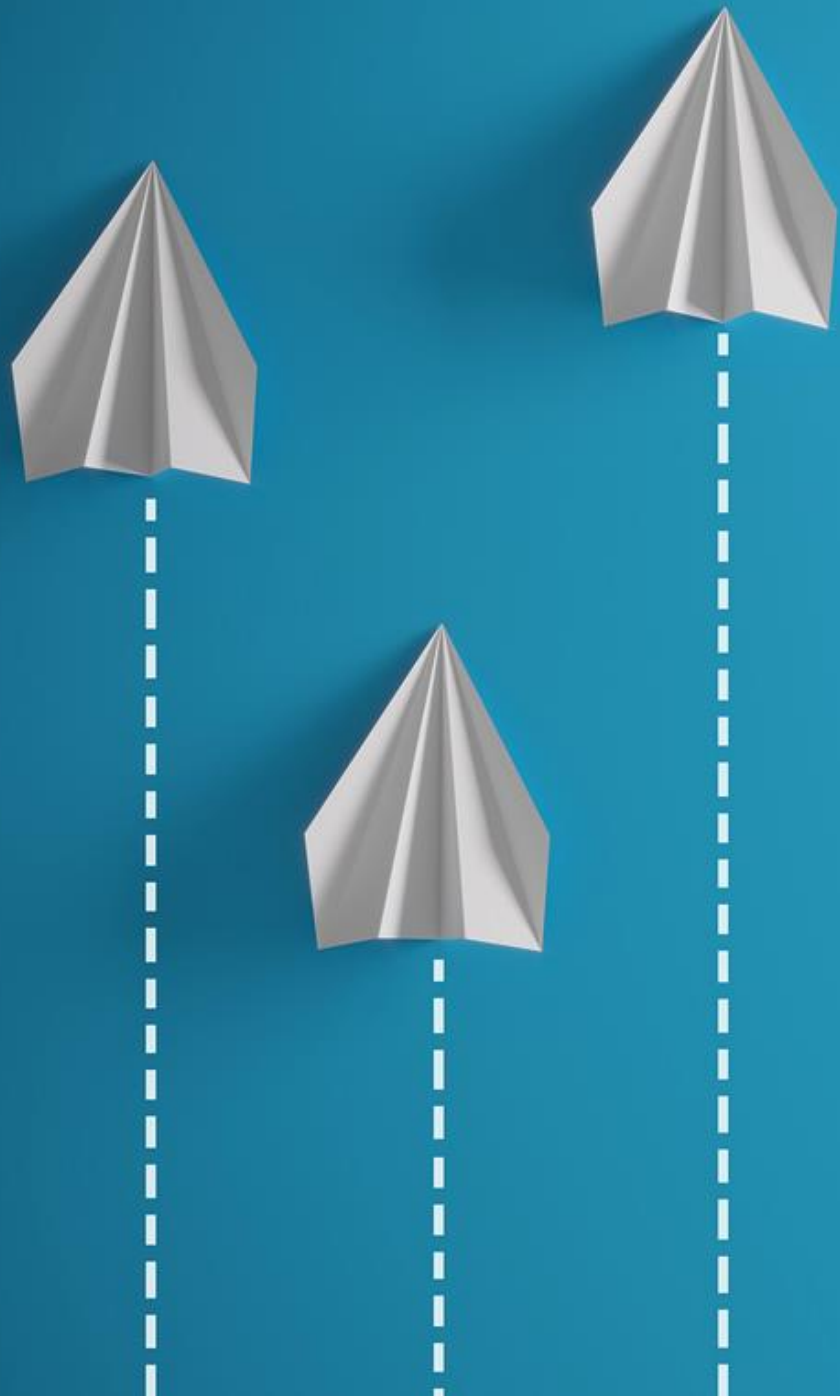
On what's been presented

Around anything we've missed

Imagine the future and possibilities



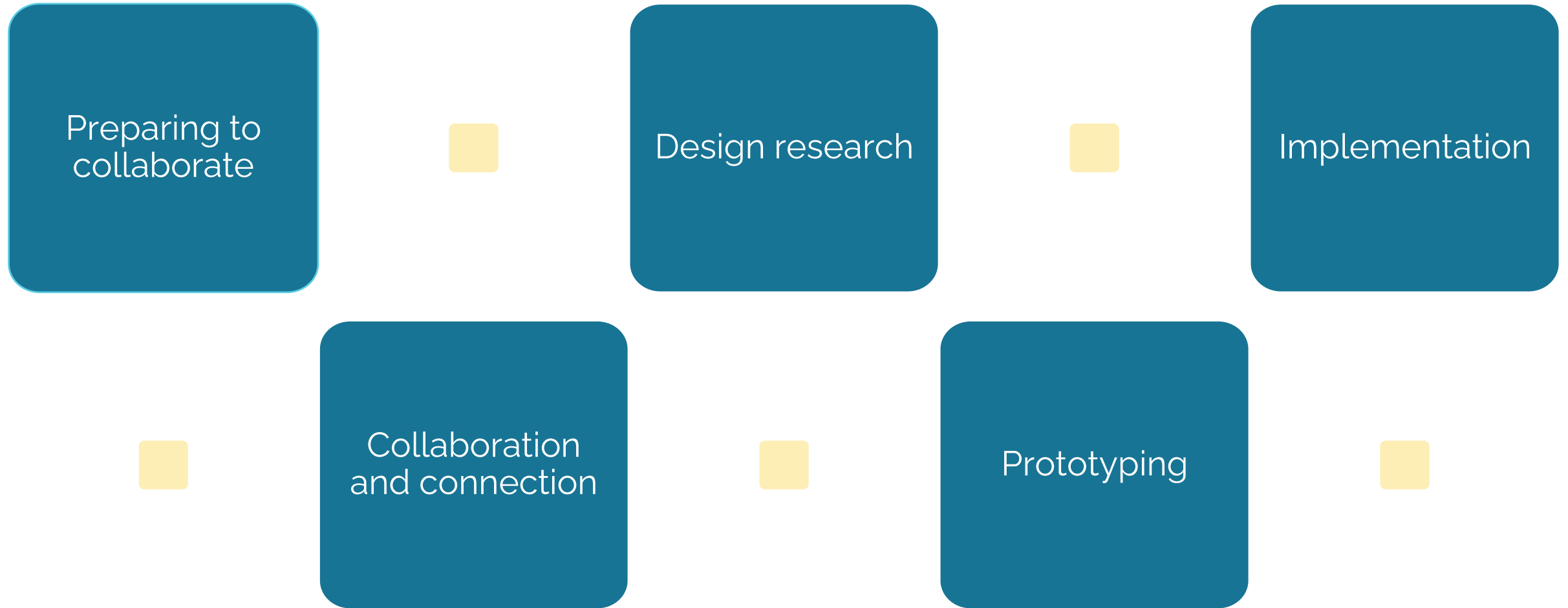




# **Service Design: The proposed process**



# A potential service design or review approach...



# About the approach we are taking

## New evolutions:

- Trying to focus less on an intermediary role between MSD and community, but work as much as we can directly with providers
- Being very clear about the opportunity (men using violence and looking for specialist organisations already doing this mahi)
- Offering a tailored design approach dependent on provider appetite and capacity (service enhancements/ tweaks versus a full design process)

## What are we continuing to implement:

- Funding providers to first design and then go on to deliver on the contract
- Contracting in FTEs
- Providing sufficient time to allow organisations to design and build their own connections (whanaungatanga)
- Providing opportunities to develop bespoke solutions based on whānau voice and community need
- Long-term contracting that allows for flexibility in service concepts to meet the diverse needs of whanau
- Community-led, nationally supported

**What would a process that added value to you, your organisation and the whānau you serve, look like?**

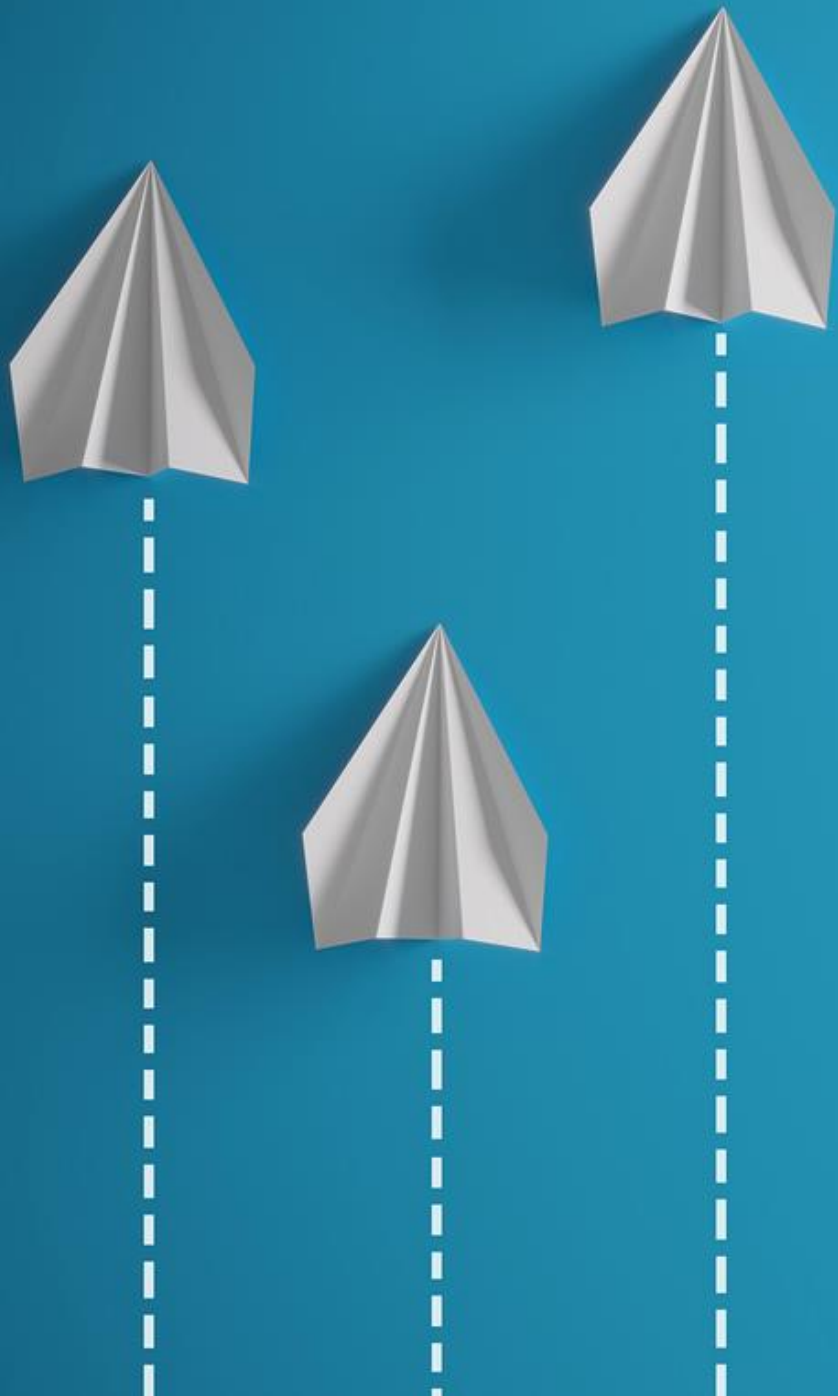
**What would you prioritise for providers who are new to this process of change, design, refinement?**

**What does successful collaboration look like?  
What are the conditions that foster this?**

**How do we hold space for a design/refinement process?**



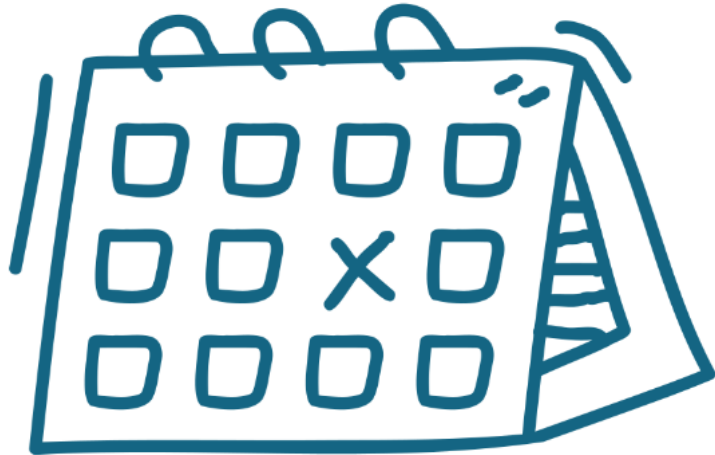
**What sort of design process would you want to participate in?**



**Next steps and pātai**



# Next steps...

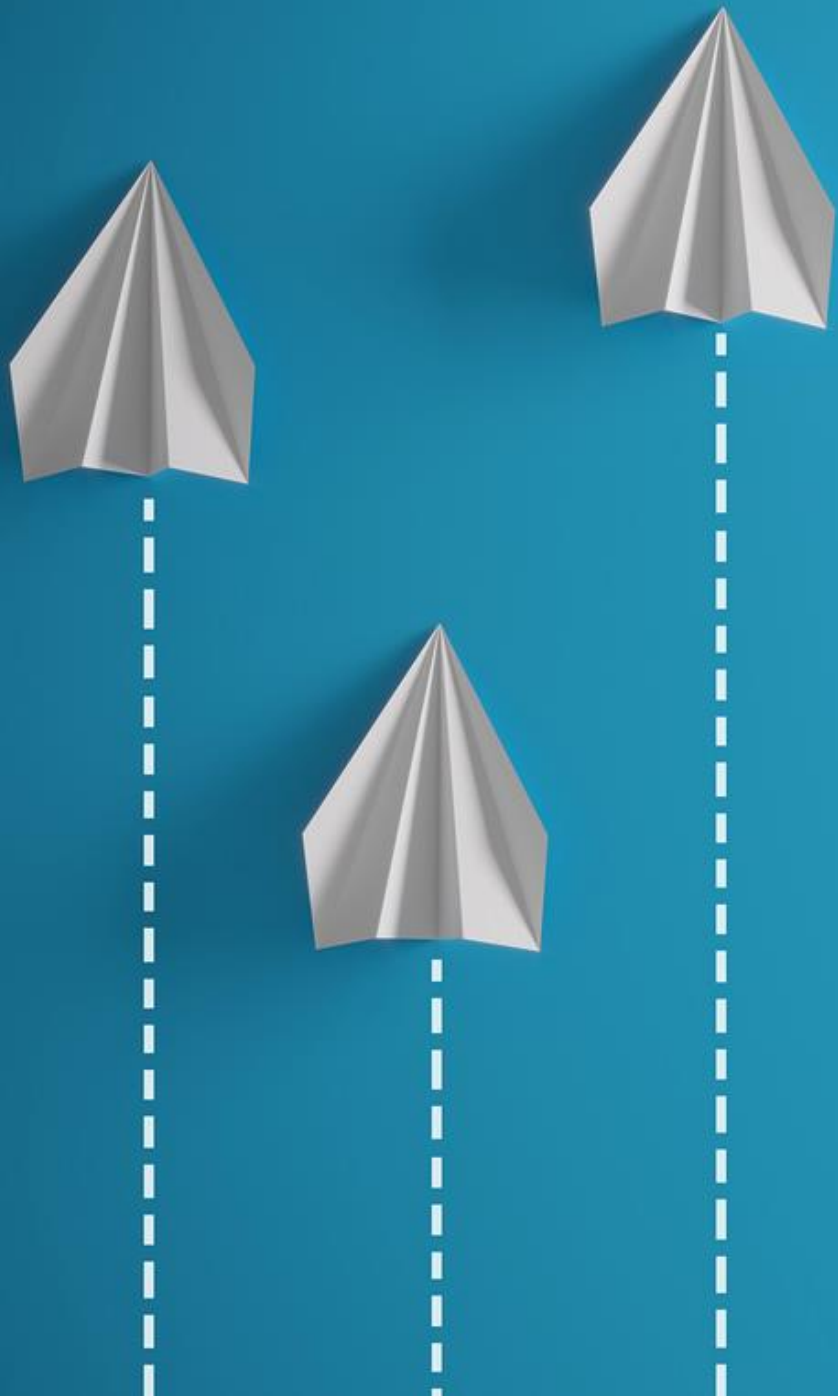


- This presentation and a Q&As will be made available
- Feedback from all roadshows will be collated and used to inform the final Outcomes Framework for this work programme
- Further details about the ROI will be available in March 2023
- July 2023 Service design or refinement process for Tranche One providers to commence



There have been some changes since the roadshow. **New key dates** will be communicated once confirmed.

Please note: the ROI has not yet been posted on GETS.



**Pātai?**



**Thank you for your time!**



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