

Specialist Endorsement – Sexual Violence

Assessment worksheet



Name of candidate	
Candidate's provider group	
Date of professional conversation	

Criteria	Assessment	Competent	
		Yes	No
Training and experience working with sexual violence	Professional conversation		
Can explain sexual violence theory	Professional conversation		
Can explain the impact and limitations of restorative justice in sexual violence cases	Professional conversation		
Can identify suitable support for participants in sexual violence cases	Professional conversation		
Can identify power and control issues in sexual violence cases	Professional conversation		
Can complete readiness, capacity and risk assessment for sexual violence cases	Professional conversation		
Can develop safety plans	Professional conversation		
Participates in professional supervision	Professional conversation		
Additional criteria for Specialists seeking endorsement without restorative justice facilitator accreditation (these criteria are assessed in facilitator accreditation for facilitators)			
Able to self-reflect	Professional conversation		
Makes sound judgements about acceptance of referrals	Professional conversation		
Makes sound judgements relating to involvement and safety of children in restorative justice	Professional conversation		
Makes sound judgements relating to working with Māori	Professional conversation		
Makes sound judgements relating to working across cultures	Professional conversation		

Overall assessment

Competent

Not yet competent

Assessor

Date

Strengths

Recommendations for further development

Training and Experience Assessment

Criteria	✓	Comments & evidence
Training/Education		
Experience		
Restorative Justice		

Guidelines for Facilitators:

- Need a mix of education/training and experience; related to both victim/survivors and offenders
- As a general guideline a minimum would be:
 - 40 hours training; and
 - 2 years or 160 hours of experience with victim/survivors or offenders in groups or individually and a minimum of 4 sexual violence restorative justice conferences co-facilitated with a person with significant expertise in working with sexual violence (this could be a sexual violence accredited/endorsed mentor or a specialist from the sexual violence sector); or
 - 16 sexual violence restorative justice conferences co-facilitated with a person with significant expertise in working with sexual violence (this could be a sexual violence accredited/endorsed mentor or a specialist from the sexual violence sector).

Guidelines for Specialist roles (Survivor or Offender Specialists):

- Need a mix of education/training and experience
- As a general guideline a minimum would be:
 - Experience working in sexual violence agency – for a minimum of 1 year FTE or equivalent experience; and
 - Experience working with victim/survivors and or offenders of harmful sexual behavior – for a minimum of 4 years FTE
 - Psychology, social work, counselling or similar training and registered or member of and accredited by a professional body
 - Completed restorative justice induction training modules 1-5
 - Participate a minimum of 4 restorative justice conferences with an accredited facilitator

Professional Conversation Assessment

PROFESSIONAL CONVERSATION:

Assessor and candidate discuss evidence to enable a judgement on each of the criteria. Evidence may be experience, training or obtained through questioning or with follow up referee information. Possible questions are given as a guide only – assessors may not ask these questions and may also ask other questions.

Can explain sexual violence theory

Judgement criteria	Possible questions	✓	Comments
Understands contributing factors to sexual violence offences in NZ.	– Tell me about what causes or contributes to sexual violence offences in NZ?		
Understands the relationships between gender and sexual violence in NZ.	– What is the relationship between gender and sexual violence in NZ?		
Can explain power and control dynamics, indicators of these and how they impact on RJ cases.	– Tell me about power and control dynamics?		
Can explain the effects of sexual violence on victims, including being able to distinguish between sexual violence and wider familial or gendered violence.	– Tell me about the effects of sexual violence on the victims?		
Can explain the effects of sexual violence on children – both in households where sexual violence is occurring and when children are sexually violated.	– What does research say about the impacts of sexual violence on children?		

Can explain the impact and limitations of restorative justice in sexual violence cases

Judgement criteria	Possible questions	✓	Comments
Can explain the impacts and limitations of restorative justice in sexual violence.	– Tell me about a SV case where restorative justice has had a positive impact?		
Makes sound decisions on proceeding to conferences, especially where there is an ongoing relationship.	– Tell me about a case where you decided a conference was not appropriate?		

Can identify suitable support for participants in sexual violence cases

Judgement criteria	Possible questions	✓	Comments
Demonstrates commitment to appropriate support people at conferences for both the offender and victim.	– Tell me about a SV case where the offender wanted to come to pre-conference alone?		
Assesses whether support people are able to provide appropriate support to the victim/survivor.	– How do you assess support people and other participants for appropriateness to participate?		
Is effective in briefing support people at the pre-conference	– Tell me about how you prepare support people for the conference?		

stage and maximizing their effectiveness.			
Identifies and contacts appropriate support services in the area.	– Tell me about the working relationships you have with sexual & family violence services in your area?		

Can identify power and control issues in sexual violence cases

Judgement criteria	Possible questions	✓	Comments
Able to describe indicators of power and control	– Tell me about a sexual violence case where you identified power and control issues?		
Demonstrates ability to identify power and control	– Tell me about a family sexual violence case where power and control was NOT the issue?		

Can complete readiness, capacity and risk assessment for sexual violence cases

Judgement criteria	Possible questions	✓	Comments
Uses an effective risk assessment process in all SV cases.	– What risk assessment tools do you use?		
Able to identify risk situations and indicators.	– Tell me about a high risk SV case you have facilitated?		
Makes sound decision on risk, proceeding to conference and reducing risk.	– What risk strategies do you implement?		
Gathers information on risk prior to proceeding to pre-conference meetings.	– How do you get information to screen the offender for risk?		
Demonstrates effective use of pre-conferences to assess and reduce risk.	– Tell me about your pre-conferencing practice?		
Considers the offenders motivation and capacity to engage productively in RJ in assessing capacity and readiness.	– How do you assess capacity and readiness with offender?		
Prepares the offender to participate effectively in the conference.	– What things do you work through with an offender when preparing for a conference?		
Considers the victim/survivor's emotions, motivation and support in assessing capacity and readiness.	– How do you assess capacity and readiness with the victim/survivor?		
Prepares the victim/survivor to effectively participate in the conference.	– What things do you work through with a victim/survivor when preparing for a conference?		

Can develop safety plans

Judgement criteria	Example questions	✓	Comments
Prepares safety plans with the victim/survivor and offender and ensures that safety measures are in place.	– When do you prepare a safety plan?		
Prepares thorough conference safety plans, including plans for assistance if required.	– Tell me about your safety planning for a conference and what that covers?		
Identifies when a case is high risk that further safety planning is required.	– Tell me about a case where you have identified some serious risks - what did your safety plans cover?		
Can describe the process for obtaining a protection order.	– Tell me about a case where a protection order was needed and why it was needed?		
Puts a plan or process in place for follow-up and completes follow-up.	– What is your process for following up on offender agreements and reporting back to the court?		

Participates in professional supervision

Judgement criteria	Example questions	✓	Comments
Participates in regular appropriate professional supervision.	– Tell me about your professional supervision arrangements?		
Effectively uses professional supervision to reflect on practice and identify areas for learning.	– How does your professional supervision link to CPD plans?		

Additional criteria for Specialists seeking endorsement without restorative justice facilitator accreditation

Able to self-reflect

Judgement criteria	Possible questions	✓	Comments
Uses self-reflection to develop own practice.	– Tell me about a case you have facilitated that went particularly well?		
Owens mistakes and shows learning from mistakes.	– We all make mistakes in restorative justice. Tell me about a case where you made a mistake?		

Makes sound judgements relating to acceptance of referrals

Sound judgements are those in line with Ministry policy, provider policy, restorative justice principles.

Judgement criteria	Possible questions	✓	Comments
Understands what referrals they could not manage (for whatever reason).	– Tell me about cases that you would not take on?		
Knows what referrals they are qualified to handle and what they are not qualified to handle.	– What is MoJ policy around facilitation of family violence cases and how does your group ensure compliance with that?		
Can correctly identify FV and SV cases.	– What constitutes a family violence case?		
Ensures informed consent of participants to proceed.	– What things do you take into account in considering if you have informed consent from participants to proceed to pre-conference meetings?		

Makes sound judgements relating to involvement and safety of children in restorative justice

Sound judgements are those in line with Ministry policy, provider policy, restorative justice principles.

Judgement criteria	Possible questions	✓	Comments
Ensures appropriate support in place when children are involved in conferences.	– What experience have you had with cases involving children?		
Identifies and manages the risks of children involved in conferences.	– What are the risks associated with a child being involved in RJ?		
Understands obligations and notification process when a child is at risk.	– What are your obligations where a child is at risk?		

Makes sound judgement related to working with Māori

Sound judgements are those in line with Ministry policy, provider policy, restorative justice principles.

Judgement criteria	Possible questions	✓	Comments
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Identifies the cultural needs of victim and/or offender at pre-conference.	- Tell me about a time when you've had a conference with Māori victim or offender?		
Demonstrates an awareness of the things that may need to be considered with Māori participants and uses cultural advisers as required.	- What expertise did you need to call on?		
Adjusts RJ process to meet needs of victim in particular, and offender.	- What changes do you make to meet the needs of the victim and/or offender?		

Makes sound judgements relating to working across cultures

Sound judgements are those in line with Ministry policy, provider policy, restorative justice principles.

Judgement criteria	Possible questions	✓	Comments
Questions the cultural needs of victim and/or offender at pre-conference.	- What is a conference where you had 2 very different cultures together?		
Identifies need for and uses cultural advisers as required.	- In relation to your ability to work with people from other cultures, what are your limitations?		
Adjusts RJ process to meet needs of victim in particular, and offender.	- What changes do you make to meet the needs of the victim and/or offender?		
Demonstrates good practice in working with an interpreter.	- Tell me about working with an interpreter?		