

Building gender-sensitive and safe practice

A training program and resource to support the
Service guideline on gender sensitivity and safety:
Promoting a holistic approach to wellbeing

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Supporting mental health and alcohol and other drug services to provide gender-sensitive and safe care to consumers

Building gender-sensitive and safe practice is an interactive training program and resource that has been developed by the Women’s Mental Health Network Victoria with support from industry representatives and selected consumers and carers.

The training program and resource is designed to support gender-sensitive and safe care for all consumers – women, men, transgender and intersex – of mental health and alcohol and other drug (AOD) services in Victoria.

The training program will support staff and management to:

- » Ensure a gender-sensitive and safe approach to work.
- » Build organisational capacity for gender-sensitive and safe practice.
- » Embed the *Service guideline on gender sensitivity and safety* into everyday practice.
- » Discuss and review what gender-sensitive and safe practice looks like.

Design and delivery of the training program is based on adult learning principles, emphasising problem-solving and collaborative learning. **women**

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The training program

The training program is made up of four modules. Each module is made up of a number of topics and activities to engage participants in the defined learning objectives.

Module 1

The importance of gender: An introduction to gender-sensitive and safe practice

This module is an introduction to gender-sensitive and safe practice and the guideline. Participants are encouraged to explore their practice through a gender lens.

Module 2

Safe Practice: Supporting gender-sensitive and safe care in the service setting

The prime focus for this module is on safe practice and an approach to care that takes into account the physical, sexual and emotional safety and wellbeing of all consumers.

Module 3

Communication skills:

Effective communication to support gender-sensitive and safe practice

This module explores how effective communication can support gender sensitive and safe practice.

Module 4

Building capacity:

Building organisational capacity for gender-sensitive and safe practice

This module is designed to support service managers and leaders understand their responsibilities in providing support for gender-sensitive and safe practice. Participants explore the guideline in depth and learn more about the guidance offered to organisations.

The resource

The resource supports facilitators who deliver the training program. For each module the resource contains:

- » a facilitator guide
- » workshop handouts
- » PowerPoint slides
- » key terms and definitions
- » case studies
- » audio-visual material



Each module is divided into a number of topics. This allows each facilitator to customise the workshop according to their participant group and how much time is available.

It is envisioned that a train-the-trainer program will be offered. This will familiarise attendees with the resource and how it can be used to support mental health and AOD staff build skills to provide gender-sensitive and safe care to consumers.

Further details

To find out more about this training program and resource contact:

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