

WHAT DO PREVENTION PRACTITIONERS NEED FROM MANAGERS?



Who is this video for?

This video is for managers who are providing supervision and support to prevention practitioners, but may not be prevention practitioners themselves. These workers might be:

- + Undertaking prevention work in an organisation that has a broader purpose and focus
- + Working alone or with a small team to lead prevention initiatives

Therefore, managers have a vital role in supporting and advocating for prevention practitioners in their organisations, and helping them connect to initiatives and support from outside their organisation.

This video might also be used by practitioners to understand what might help them do their work, or know what to advocate for in terms of support for their role.

When might you use this video?

This video can be used for inducting new managers into roles where they will be supporting prevention practitioners.

This video might also be used by prevention practitioners at their inductions, or when they are undertaking work planning, to help them identify areas where they would like more support from their managers, or where they might pursue professional development opportunities.

So, what do prevention practitioners need from their managers?



Prevention practitioners need their managers to have knowledge and understanding of primary prevention.

This might mean managers undertaking their own independent learning, or enrolling in training offered by the sector.

“My manager took the time to sit down with me and go through our key resources... those frameworks are particularly important because they are drawn on the evidence base around what works to prevent violence against women in a variety of settings and across different communities.”



Prevention practitioners need space for creativity, professional development, and to participate in networks.

This is particularly important for practitioners working in isolation, and might mean managers finding time and budget for things like Communities of Practice, training programs and partnership work.

“The main thing for me was that support to engage, and to not feel isolated in the role.”



Prevention practitioners need to feel that they are part of the team, and that their work is a part of the broader mission of the organisation.

It is the role of the manager to find strategic links between prevention work and other work, and facilitate team discussions about themes relevant to primary prevention.

“There’s nothing more dispiriting than coming to work every day and battling to have your program and voice heard, so actually giving it a proper home within that organisation and being integrated to the broader mission is really fundamental.”

WHAT APPROACHES TO STAFF WELLBEING AND COLLECTIVE CARE WILL HELP PREVENTION PRACTITIONERS?



Who is this video for?

This video is for anyone who has a role in creating a safe and supportive working environment for staff undertaking primary prevention work. This might be:

- + Organisational leaders
- + HR or operational staff
- + Managers and teammates of prevention practitioners
- + Prevention practitioners themselves

Building a strong organisational culture around staff wellbeing and 'collective care' will help prevention practitioners to do their jobs, and also make it more likely that they stay in the job.

When might you use this video?

This video can be used at any time when organisations that have staff engaging in prevention work are considering staff wellbeing and reviewing the practices and policies that support this. Some examples might be:

- + Managers undertaking training or professional development to aid in supporting staff wellbeing
- + Managers reviewing supervision structures to help them support their teams
- + HR and operations department reviewing workplace policies and practices that support staff wellbeing
- + Prevention practitioners advocating for better collective care practices in their organisations

So, what do practitioners need to cultivate wellbeing and collective care in prevention?



Practitioners need workplaces that take responsibility for staff wellbeing at the organisational level, rather than making it the responsibility of the individual.

This approach, known as collective care, acknowledges how systems and structures create barriers to wellbeing in the workplace, and attempt to address these from the top down.

“It needs to be driven by leadership, so there is a number of things workplaces can do at a structural level, at a practical level, through their communications, in order to say we value your wellbeing.”



Practitioners need space to unpack and talk about their work, and to ask for support when needed.

This might mean regular supervision and open lines of communication with organisational leadership.

“They need to be able to unpack what's difficult about this work, what's confronting about this work, because that's a really big part of it.”



Practitioners need long-term funding to allow them the security to deliver their work effectively, and short-term milestones to fill up their cups.

Managers can ensure day to day wins are celebrated, while acknowledging the constraints created by short-term contracts, and advocating to change this organisationally, and with funders.

“Build in short term milestones that can be celebrated and promoted, that fill up the cup again in terms of how you feel about: 'am I making a difference?'”

HOW DO PREVENTION PRACTITIONERS ADVOCATE WITHIN THEIR OWN ORGANISATIONS?



Who is this video for?

This video provides tips on advocating for prevention work within an organisation, and promoting understanding about why the organisation has chosen to have a focus on prevention.

It is for practitioners who are advocating for their own work, as well as their managers who may be required to advocate on their behalf or on behalf of the organisation as a whole.

When might you use this video?

This video is a useful resource for any time a worker is required to advocate for the importance of prevention work. This could be the result of organisational resistance, or more general funding and operational barriers.

This video might also be used by prevention practitioners at their inductions, or when they are undertaking work planning, to help them identify skills they would like to develop through training and other professional development opportunities.

Advocacy is particularly important when dealing with competing priorities and funding pressures.

So, what is needed for effective advocacy in primary prevention?



Managers need to champion prevention messages within organisational leadership, and ensure the work is understood from the top down.

This means knowing the evidence base, and advocating to leaders about how the work applies to them.

“It’s important that the work is understood from the top down, because that’s where the decisions are made, that’s where the space is made in the organisation to focus on work like this.”



Managers need to understand their power and reflect on how they use it in organisations and community spaces.

Managers must continue the prevention conversation when practitioners are no longer present.

“It’s important for managers to reflect on their position, the power that they have, and reflect deeply on the way they use their power and the messaging that they’re giving, particularly external to their organisation.”



Practitioners must have a practiced narrative about the importance of their work, so they can ensure it does not drop off entirely when response needs to be prioritised.

This might be the in the wake of climate or public health disasters, or as the result of funding pressures.

“We absolutely have to work alongside colleagues in the response sector, but we also have to make sure that at the same time we’re talking to decision makers, policy makers, those within organisations, organisational leaders, about what prevention is, and what that has to do with them and their role.”

“Don’t back down.”

WHAT HELPS PREVENTION PRACTITIONERS TO FLOURISH?



Who is this video for?

This video is for prevention practitioners and managers who are interested in finding ways of working that support excellence and wellbeing.

It might also be used by anyone working alongside or in a team with prevention practitioners, and who could collectively benefit from better ways of working together.

When might you use this video?

This video might be used as part of professional development for prevention teams or those working alongside prevention practitioners, in order for them to understand what practitioners need to do their jobs well.

It might also be used in onboarding for new practitioners and managers, so ways of working can be identified that both achieve outcomes and foster a safe and caring environment for practitioners.

So, what do prevention practitioners need to flourish?



Practitioners need a home within their organisation, and to be connected to the broader organisational vision.

For example, prevention work should be embedded into organisational plans and strategies.

“Put them in a team that’s going to really help them to thrive, and make sure that the work that they do is greater than the sum of its parts.”



Practitioners need to be enabled to evaluate and gather evidence on their work as they complete it.

This allows them to contribute to the evidence base and recognise their vital role in the long-term work of prevention.

“Make sure that that person feels seen and valued for the contribution that they made, and that they can see where their piece of work fits into a broader story of change.”



Practitioners need the space to be creative and try different approaches in their work.

This allows them to determine what will have a lasting impact in their community.

“We just don’t stop doing it, because sometimes things land and we just don’t know that they are going to be game changers.”