

# Practice Framework

The Karinya House Practice Framework brings together our values, research and theory, with our practitioner wisdoms and the lived experience of the women that we serve. Our practice framework has been shaped by over 20 years of engagement with stakeholders and dialogue with women and their communities.

Karinya House recognises and acknowledges the unique lived experiences of women as they navigate building a future for themselves. Our practice framework is focused on developing a sense of hope and belonging, to effect lasting positive change in the lives of the women in contact with Karinya House.

By providing a framework of care that encompasses the whole person, practitioners walk alongside women as they develop their capacity to represent themselves and to make informed choices about their own lives. The Karinya House Practice Framework is founded within the principals of trauma informed care and practice. Individual casework management and flexibility in service provision are paramount at Karinya House. An individualised support plan is developed with each woman, in response to their presented needs. Our support plans are aimed at promoting self-direction, empowerment and competence which facilitate women moving forward on their own. Karinya House recognises that safety along with time and space for dialogue are powerful tools for reflection and action. Dialogue based in mutual trust and respect can guide and empower people in the positive transformation of their world. Through the supported development of positive peer relationships women are provided

an opportunity to increase their social support and social opportunities as well as developing new life skills. Women develop a greater sense of belonging and a stable platform from which to grow.

Karinya House was established by the community and we continue to draw strength and sustainability from our partnerships with community, government, and the business sectors. We are unwavering in our commitment to identify and support the development of networks around women. While strengthening partnerships with government and non-government agencies.

Karinya House is committed to ethical and effective practice. Innovation and development in service excellence is achieved through practicing critical reflection, engaging with research and peer based learning. The Karinya House Practice Framework recognises that personal growth comes from life's experiences and promotes ongoing personal and professional development for women, staff and volunteers. Practitioners exercise professional judgement within an organisation and policy context, complimented by professional supervision and ongoing evaluation and continued professional development.

**At Karinya House we value each individual and recognise their lived experience.**

We offer women practical support and opportunities that enable the development of confidence, a positive sense of self and personal skills.

We are dedicated to providing appropriate professional services and facilities.

We provide a place of sanctuary and growth for women.

<b>Our Vision</b>	To provide a place of welcome, sanctuary and community to women, where each woman is recognised for her unique story and where individual case planning nurtures her holistic wellbeing. Women are supported to develop their own pathway in finding their way forward.
<b>Our Principles</b>	Through an attitude of self-respect and respect for others we recognise the value of each person.
	We engage in genuine dialogue with women, listening to their lived experience and recognise that they are the experts in their own life.
	We build relationships to create a sense of belonging and to effect positive change in the lives of our women and the broader community.
	We work as a team, with women, the community, government and other service providers to multiply our energy and improve outcomes for all.
<b>Our Values</b>	Compassion Service to others Accountability Integrity Trust and Confidentiality
<b>Our Skills</b>	We continue to develop our skills through: <ul style="list-style-type: none"> <li>• Respectful engagement</li> <li>• Critical reflection</li> <li>• Professional development and training</li> <li>• Cultural consultation</li> </ul>
<b>Our Knowledge &amp; Wisdoms</b>	Our professional knowledge comes from: <ul style="list-style-type: none"> <li>• Women</li> <li>• Families</li> <li>• Communities</li> <li>• Peers</li> <li>• Research &amp; theory</li> </ul>
<b>Our Culture</b>	We work within a culture of: <ul style="list-style-type: none"> <li>• Compassion and empathy to reflect to women their unique worth and affirm their sense of self</li> <li>• Collaboration</li> <li>• Relationship-based practice</li> <li>• Shared management of risk</li> <li>• Continuous learning</li> </ul>
<b>Our Organisation</b>	Our approach is framed by: <ul style="list-style-type: none"> <li>• Legislation</li> <li>• Sound governance, policy and procedure</li> <li>• Sector best practice standards.</li> <li>• Flexible and resourceful service delivery</li> <li>• A commitment to culturally appropriate service provision</li> </ul>