

Australian & New Zealand Social Role Valorisation Group (ANZSG)

Information Booklet

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Background to the Formation of the Australian and New Zealand SRV Group

An SRV 'movement' probably began to form in Australia in the late seventies and early eighties following several visits by Professor Wolfensberger to Australia. From these visits people who were concerned about the significant devaluation and poor life conditions of many people in Australia, formed groups. They also recognised that SRV Theory presented an excellent way of maintaining focus on social devaluation and framing both a service system and a personal response to it.

Groups developed in most states and aimed to further their own understanding and teaching, as well as disseminating information on SRV and forming networks of like-minded people.

Over the years these groups have been active in organising large numbers of SRV Theory events, PASSING workshops and SRV-related training events using Australian Senior Trainers and visiting SRV teachers from overseas. People in State and Local groups maintained very close links with one other, not only over the sharing of information and the mutual running of events, but also through the very real appreciation of the value of maintaining a national network of committed people. There was initially a reticence to create a formal national group. However, following a meeting of national representatives of SRV groups in Adelaide in October 1992, 17 people were nominated to investigate the formation of an Australian SRV Group. This was viewed as an opportunity for key SRV Leaders from around Australia to come together in the belief that the combined effort of this group would be greater than the combined efforts of all individuals. It was not the intention for the group to be representative of each State, or to co-ordinate State efforts.

Twelve people met in Melbourne in February 1993 to develop the purpose, goals, objectives and criteria for membership of the group. These matters have been reviewed several times since and are intended to guide the activities of the group.

The name changed from Australian Social Role Valorisation Group (ASG) to Australian and New Zealand Social Role Valorisation Group (ANZSG) in 1999. This occurred to include an attending member from New Zealand. The close ties and shared geography make this a successful arrangement.

The current membership list is attached.

Vision

People with a devalued status are enabled to be perceived positively and have good lives.

Purview

(taken to mean span of authority, influence and control)

- To foster, safeguard and develop the theory and application of SRV.

ANZSG's principal points of influence are the content of SRV Teaching, the processes used, and the People who apply and write about SRV.

Goals

- i. Engage in authentic evolution of the theory
- ii. Ensure that the teaching methods are relevant, vibrant and focussed on devalued people
- iii. Develop leadership of individuals in the teaching, application of, and writing about SRV
- iv. Safeguard the coherency, relevance and integrity of SRV
- v. Foster the development of local, state, and international SRV networks
- vi. Enable the wider application of SRV
- vii. Sustain ANZSG as a vital and progressive group

Criteria for Membership of ANZSG

People living in Australia and New Zealand become eligible for membership of ANZSG through A plus C or B plus C below.

- A** A person may qualify for membership of ANZSG
1. As a Senior Trainer in SRV Theory and/or PASSING or
 2. As someone who is on the path towards Senior Trainership.
- B** A person may qualify for membership of the group as a promoter of SRV-related training. The person must have an established record of commitment to SRV and of promoting SRV-related training events and also meet one of the three following criteria. In addition this person will have achieved a standard to qualify as an SRV presenter and/or team leader under the supervision of a qualified independent SRV trainer.
1. The person has been closely involved in non-trainer roles in significant SRV training promotion on repeated occasions during the preceding 4 years.
 2. The person has been actively involved in the development of significant original SRV-related material for at least 4 years.
 3. The person has used SRV based practice to support devalued people, They have repeatedly promoted SRV training and learning for at least the past 4 years.
- C.** The person must:
- be able to demonstrate a commitment to the stated goals of ANZSG
 - be able to regularly attend meetings
 - show interest in SRV at a national level
 - display national SRV leadership potential.

ANZSG, as a group, has the final decision over who will be invited and subsequently becomes a member. Qualified and active independent SRV or PASSING trainers will only be excluded for serious reasons, e.g. not supporting the stated goals for the group or being regularly unavailable. The group reserves the right to exercise flexibility in regard to these criteria.

Associate Members

ANZSG may accord Associate member status to a person who meets the criteria for membership but is not able to attend meetings, perhaps because of residence overseas, circumstances preventing travel, lack of resources or other major impediments. Associate members will receive a synopsis letter of each meeting and are expected to attend ANZSG meetings when they are held in the associate member's geographical location.

Allies of ANZSG

ANZSG may accord Ally status to an existing Australian or NZ State Group as a collective whose sole purpose is to further the training and promotion of SRV, and to individuals who were previously Corresponding members but who do not fulfil the Associate member criteria. Allies will receive a synopsis letter of each meeting.

Observer Status

Observer status can be granted to an individual for a single meeting only. S/he should be nominated by a member of ANZSG but confirmed by the person organising the meeting in question. An observer will be encouraged to attend where they have a particular contribution to make on a topic to be discussed, or as part of their development as an SRV leader. Observer status will only be accorded ordinarily to a person who endorses the group's purpose and has a sound understanding of SRV. Observers will be asked to adhere to the protocol for guests at meetings.

Process for Joining the Australian & New Zealand SRV Group

People who are supportive of SRV principles and meet the previously stated criteria for membership may apply to join the ANZSG. This may occur in two ways:

1. by approaching a current attending member of the ANZSG, or writing to the ANZSG as a whole, or
2. a current attending member may nominate an additional member for consideration.

In either case a discussion must occur amongst current attending members at a face-to-face meeting or an electronically facilitated meeting (teleconference, video link, Skype). This discussion should focus on how well the person meets the criteria.

If the person meets the criteria a current attending member will take the role of nominator.

The nominator will approach the person to gauge interest.

The nominator will provide the person with the information in this document, and other current information about the activities of ANZSG.

Should the person express interest, s/he will be asked to apply in writing, addressing the membership criteria. This application will be addressed to ANZSG.

The contact person for this application will be the nominator.

At this stage the person becomes a candidate.

The nominator will provide written information to support the nomination.

The written application and supporting documents will be circulated to all current attending members and be discussed at the next meeting.

Any nomination, at this stage, should have a seconder who must be a current attending member.

A decision must be reached by consensus.

If the agreement is reached in the affirmative the candidate will be invited to attend the next meeting in person.

A current attending member will be appointed by the group to act as a guide to the candidate. The responsibilities of this role will be to supply information and support prior to and during the first meeting to introduce, to provide background, interpret and debrief.

The responsibilities of the guide will be sustained for a period of at least 3 meetings.

The nominator or the seconder may be or may not be the guide. This will depend on individuals and should be decided by the group.

Should the candidate not receive an appropriate level of support from the guide, the candidate may ask the group for additional support.

During the first meeting debrief, which must take place within a month of the meeting, the candidate will communicate whether or not s/he has decided to accept the offer of membership.

If the decision of the candidate is in the affirmative:

- all current attending members will be notified by email by the guide
- name and contact numbers of the candidate will be added to the contact list which will be immediately circulated
- an official welcome will be extended at the next face-to-face meeting.

Should the application by the candidate and the written support material by the nominator not meet the required criteria, ANZSG will:

- appoint a person to convey the decision to the candidate.

The person will convey that decision in a sensitive and appropriate manner within 1 week of the decision.

Following the personal contact a follow-up letter will be sent within seven days.

Resignations from the Australian & New Zealand SRV Group

If a member wishes to resign, ANZSG asks that member to discuss his/her intentions at a meeting.

Should the reason for resignation be the inability to attend meetings, ANZSG will offer Associate membership.

Withdrawal of Membership

ANZSG has the right to withdraw membership. Basis for withdrawal of membership will include failure to meet any of the criteria for membership or for other reasons deemed to be in conflict with ANZSG stated purposes, principles and practices including matters contained in the right relationship statement.

Working Groups

The Senior Trainer Strategy Group

An important function of the Australian and New Zealand SRV Group is to ensure the availability of Senior Trainers to provide SRV training and to maintain a high quality of training. A sub-committee of the ANZSG, known as the Senior Trainer Strategy Group (STSG), has a particular responsibility for this task. Members are Judith Ellis, Peter Millier, John Armstrong, Jayne Barrett, and Jane Sherwin.

The STSG has developed a process for identifying potential Senior Trainers and supporting their development. It has also developed and documented an Australian and New Zealand process for accreditation that is based on the achievement of a set of defined competencies.

Accredited Senior Trainers and those meeting membership requirement 'B' or 'C' who are eligible for membership of ANZSG can be recommended for membership of the STSG. However, it is suggested that the membership of the STSG continues to maintain a gender balance and at least two people who have a strong interest in the area but do not intend to become Senior Trainers.

While National, State and Local groups are responsible for their own leadership development strategies, they will be encouraged to nominate people who may be potential Senior Trainers.

The STSG will endeavour to facilitate, encourage and support all Senior Trainer trainees and other people who are highly likely to become Senior Trainer trainees. This work will be carried out in partnership with national, state and local groups.

More information about the Senior Trainer accreditation process is available on request.

Trainer Group

Senior Trainers and other accredited trainers formed a group to frequently assess the workshops which are part of the core business of ANZSG. These include SRV 2, SRV 7, SRV 10 and PASSING.

The purpose of this meeting is to keep these events as standard events which offer consistency across Australia and New Zealand, and to share ideas about examples and exercises.

As ANZSG has the role of safeguarding the quality of these events, the trainer group will report to ANZSG at each meeting.

Members of the Trainer Group are John Armstrong, Peter Millier, Jane Sherwin and Di Turner.

2011 International Conference Reference Group

The group has been formed for the purpose of supporting Imagine Better (the Host agency) in the organisation of the International SRV Conference 2011 in Australia.

The purpose of the group is to:

- establish the spirit of the event

- plan and safeguard the themes, sub-themes and the content of the conference
- attend to the selection of and invitations to speakers
- provide communication and liaison with State and Local groups, Imagine Better, ANZSG, North American Council, and international contacts.

Members are John Armstrong, Di Turner (co-chairs), Bob Jackson, Greg Mackay, Lorna Sullivan, Joyleen Thomas.

Right Relationship.

This is a clarification of roles and expectations of the significant parties in the promotion of SRV in Australia & New Zealand, and an exploration of the authority of the parties.

The parties referred to in this section are:

- ANZSG
- Senior Trainers
- Senior Trainer Strategy Group
- Trainers Group
- Conference Group
- Local, State and New Zealand Groups.

What State/Local/NZ groups do in collaboration with ANZSG and what National, State and Local Groups do in collaboration with Senior Trainers are also outlined.

ANZSG

Role:

- Foster, safeguard and develop the theory of SRV and its application in Australia and New Zealand
- Provide a national perspective

Responsibilities:

- i. Develop and safeguard the content of and the processes in SRV training events
- ii. Develop and safeguard the people who do the training of SRV
- iii. Promote the implementation of SRV
- iv. Develop and safeguard new materials and products
- v. Accredite and support Senior Trainers
- vi. Provide analyses and critique
- vii. Review events
- viii. Encourage collegiality and the momentum of SRV
- ix. Provide a problem-solving forum for implementation issues, as a critical friend

- x. Encourage the existence of National/State/Local groups
- xi. Keep National/State/Local groups informed of ANZSG activities and consider their responses
- xii. Engage with groups whenever opportunities arise
- xiii. Seek information and resources from groups for curriculum development
- xiv. Keep the North American Council informed on matters of mutual interest
- xv. Keep the Training Institute informed on matters of mutual interest

Scope of concern and influence

ANZSG keeps its gaze on the following:

- Integrity of accredited events, namely SRV7, SRV10, PASSING, the 2 day event, and the 2011 International Conference
- Quality of teaching and materials
- Leadership development
- People who apply and write about SRV
- That other TI events and allied events are held.

Nature of the authority:

- Autonomous

What ANZSG does in collaboration with National/State/Local groups:

- Succession planning: development of presenters, Team Leaders and Senior Trainers
- Use of evaluations to review events
- Developing leadership of individuals in the teaching, application of, and writing about SRV
- Fostering the development of local, state, and international SRV networks
- Enabling the wider application of SRV.

Senior Trainers

Role:

- Teach SRV

Responsibilities:

- i. Lead events
- ii. Interpret the teaching points
- iii. Identify potential presenters and team leaders
- iv. Mentor people in teaching leadership roles
- v. Teach specific events: SRV7, PASSING, 2 day SRV
- vi. Provide and ensure good quality teaching materials

- vii. Ensure quality in the organisation of events
- viii. Provide guidance to local and state groups to run events
- ix. Provide feedback to local group following an event: through the evaluation forms and verbally
- x. Maintain relationships between key groups and individuals
- xi. Cultivate improved SRV teaching processes in light of androgogy and technology
- xii. Honour financial agreements with the Training Institute.

Nature of the authority

- Entrusted by ANZSG as the accrediting body
- Conditions for entrustment:
 - Report to ANZSG about possible new presenters and team leaders
 - Report to local groups following events
 - Be faithful to standard of the event and the material
 - Retain relationships and involvements with network
 - Gain support for initiatives

Responsibilities that are assumed by each Senior Trainer independently:

- Develop own materials for non-ANZSG accredited events
- Respond to and do official evaluations and requests for work
- Bring information and insights to ANZSG

Nature of the authority:

Autonomous

Senior Trainer Strategy Group

Role:

- Develop and accredit Senior Trainers

Responsibilities:

- i. Provide appropriate monitoring and ensure appropriate mentoring
- ii. Provide ideas about the range of developmental experiences
- iii. Collaborate with local/state/NZ groups to develop STs
- iv. Accredit Senior Trainers
- v. Report to ANZSG.

Nature of the authority:

- delegated by ANZSG

Conditions:

- Provide report to ANZSG

Trainers' Group

Role:

- Safeguard the training materials

Responsibilities:

- i. Share materials
- ii. Ensure consistency in materials among Senior Trainers and teachers of SRV
- iii. Review curriculum and materials
- iv. Consider learning needs and styles of contemporary audiences
- v. Invite participation, commentary and feedback by SRV proponents
- vi. Report to ANZSG

Nature of the authority:

- Delegated

Conditions:

- Provide report to ANZSG

Conference Sub Committee

Role:

- Develop the content and key processes of the 2011 National Conference

Responsibilities:

- i. Develop a Memorandum of Understanding with the Host
- ii. Develop a partnering relationship with the Host organisation (Imagine Better)
- iii. Identify the conference theme, topics, and speakers
- iv. Invite keynote speakers and discern other speakers
- v. Maintain a partnering relationship with the Host organisation
- vi. Take an active role at the conference
- vii. Promote a welcoming and inclusive spirit at the conference
- viii. Ensure presence and participation of people who are aged, have a disability, mental illness or are otherwise devalued at the conference
- ix. Report to ANZSG

Nature of the authority:

- delegated by ANZSG

Conditions:

- Provide report to ANZSG

Local, State and NZ groups

Role:

- Promote SRV and conduct SRV events

- Develop and nurture a localised network of people who want to foster and apply SRV

Responsibilities:

- Conduct SRV events

Nature of the authority:

- Entrusted by ANZSG

Responsibilities that are assumed by each State or Local Group independently:

- i. Decide to run events
- ii. Develop and maintain networks
- iii. Foster and mentor presenters and Team Leaders
- iv. Support people to pursue the Senior Trainer path
- v. Provide post-event discussions
- vi. Collect and analyse evaluations ⇒ feed these to ANZSG
- vii. Provide support to other groups to host events
- viii. Host T.I. events; host SRV related events
- ix. Decide raison d'être: as a grassroots initiative and/or as a training body
- x. Pay Senior Trainers fairly
- xi. Seek information and resources from Local and State Groups for curriculum development
- xii. Remain financially sustainable

Nature of the authority:

- Autonomous

What State/Local/NZ groups do in collaboration with ANZSG:

- Succession planning: foster the development of presenters, TLs and STs
- Use evaluations to review events
- Develop leadership of individuals in the teaching, application of, and writing about SRV
- Foster the development of local SRV networks

What National, State and Local Groups do in collaboration with Senior Trainers

- Ensure logistics around events, and quality of events
- Identify potential presenters and team leaders