



The Centre for Family Violence  
and Sexual Violence Prevention  
Responding, healing, strengthening



# 2025 Family Violence and Sexual Violence Workforce Pulse Survey Data Tables

April 2026

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# About this report

**This report provides the findings of the data for the 2025 Workforce Pulse Survey of people working in the family violence and sexual violence workforces. This information contributes to the Outcomes and Measurement Framework (OMF).**

The Centre for Family Violence and Sexual Violence Prevention (the Centre) measures the implementation of Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence via our Outcomes and Measurement Framework (OMF). This OMF defines national outcomes and the indicators that are used to measure progress in the shifts of Te Aorerekura. Part of measuring these outcomes includes understanding the Family Violence and Sexual Violence (FVSV) workforces.

The shorter 2025 Workforce Pulse Survey, a follow-up to the longer 2024 survey, focused on questions to help the Centre measure how well the second action plan has made progress towards the moemoeā (vision) of Te Aorerekura. The survey was undertaken between 25 August and 17 October 2025.

A version of the survey will be regularly conducted to measure progress and inform future OMF reporting.

See Appendix 1 for a description of the survey development and dissemination, Appendix 2 for limitations, and Appendix 3 for survey questions.



# Survey Sample

The survey was distributed to workforces through a snowball sampling method, aiming to reach as many people as possible by encouraging people to forward the survey link to their networks. There were 399 respondents which was similar to the 2024 survey. The 2025 survey was a shorter pulse survey and did not collect demographic information, but the longer biennial version of the survey will continue to do so.

Due to the way the survey was distributed and the time required to complete it some groups may have had more opportunity, motivation, or capacity to complete the survey than others. Little is known about the population of the FVSV workforces; therefore, it is not possible to determine if the responses received were representative of the workforces as a whole.

In terms of their roles, respondents included a range of frontline and back-office roles, those who work in FV and SV, government and non-government organisation workers. This year the numbers of prevention-only workers who responded dropped considerably compared to the year before (34 down from 102). The 2024 survey was co-lead with the Accident Compensation Corporation (ACC), and it is likely the difference is due to changes in how the survey was distributed and viewed. Overall, the number of respondents is similar which suggests we reached a different subset of the FVSV workforces.



# Data Tables: Employment

## Which of these types of work do you primarily do or support others to do?

	Number	Percentage
Prevention only	34	8%
Response only	195	49%
Prevention and response	156	39%
None of the above	14	4%
<b>TOTAL</b>	<b>399</b>	

## What sort of services do you and your organisation provide?

	Number	Percentage
With or for people affected by family violence	74	18%
With or for people affected by sexual violence	83	21%
With or for people affected by family violence or sexual violence	242	61%
<b>TOTAL</b>	<b>399</b>	

## What sort of organisation do you work for?

	Number	Percentage
Government	177	44%
Kaupapa Māori or iwi/hapu organisation group	19	5%
Non-government organisation (NGO)	163	41%
Other organisation	21	5%
Work as an individual (e.g. community leader, independent specialist)	19	5%
<b>TOTAL</b>	<b>399</b>	

## Do you work for a government agency?

Some individual's responses to the question differed from their response to the previous question. We believe this may be due to the different phrasing of the questions.

	Number	Percentage
Yes	187	47%
No	212	53%
<b>TOTAL</b>	<b>399</b>	

## In your current role do you primarily work directly with members of the community who do or may experience violence, or do you work in a back office role?

	Number	Percentage
Frontline	225	56%
Back office	96	24%
Both	78	20%
<b>TOTAL</b>	<b>399</b>	

## Do you support a family violence multi-agency response in your role?

	Number	Percentage
Yes	251	63%
No	148	37%
<b>TOTAL</b>	<b>399</b>	

# Data Tables: Training & Capability

How would you rate your own understanding of how to meet the needs of people, whānau and families impacted by family violence and/ or sexual violence?\*

	Number	Percentage
Very good	141	35%
Good	171	43%
Okay	71	18%
Limited	15	4%
<b>TOTAL</b>	<b>398</b>	

Proportion who rated their understanding as “very good” or “good”

Overall	FV workers	SV workers	Non-government**	Kaupapa Māori or iwi/hapu organisation group	Government	Frontline	Back office	Work in a multi-agency response
78%	76%	78%	87%	58%	68%	81%	69%	78%

\*"not applicable" removed

\*\*those who responded “no” to the question, “do you work for a government agency”.

# Data Tables: Training & Capability

To what extent do you have access to the training, guidance, information, and resources to support you to develop in your practice and your role?

	Number	Percentage
Always	99	25%
Often	149	37%
Sometimes	139	35%
Never	10	2%
Don't know	2	1%
<b>TOTAL</b>	<b>399</b>	

Proportion who answered “always” or “often”

Overall	FV workers	SV workers	Non-government*	Kaupapa Māori or iwi/hapu organisation group	Government	Frontline	Back office	Work in a multi-agency response
62%	59%	64%	68%	63%	53%	63%	60%	65%

\*those who responded “no” to the question, “do you work for a government agency”.

# Data Tables: Training & Capability

## Which of these communities/groups have you had training to specifically work with?

Communities/Groups	Overall	FV workers	SV workers	Non-government*	Kaupapa Māori or iwi/hapu organisation group	Government	Frontline	Back office	Work in a multi-agency response
Whānau Māori	69%	69%	72%	72%	84%	66%	72%	63%	73%
Children and young people	65%	63%	66%	66%	79%	66%	68%	55%	67%
Pacific people	47%	45%	50%	47%	37%	45%	47%	45%	46%
LGBTQIA+ people	53%	51%	55%	58%	42%	47%	56%	46%	52%
Disabled people	46%	43%	49%	50%	37%	40%	48%	43%	46%
Ethnic communities	44%	42%	43%	49%	32%	38%	46%	39%	45%
Older people	37%	40%	34%	36%	47%	36%	39%	28%	39%
People who use violence	38%	42%	36%	44%	58%	32%	38%	39%	41%
Rural communities	19%	23%	18%	19%	26%	19%	19%	20%	21%
People in prison/justice settings	24%	25%	23%	25%	37%	21%	24%	22%	25%
None of these	7%	8%	7%	7%	11%	8%	5%	16%	7%
Don't know	3%	3%	3%	3%	5%	3%	3%	2%	3%
<b>TOTAL</b>	<b>399</b>	<b>316</b>	<b>325</b>	<b>212</b>	<b>19</b>	<b>177</b>	<b>303</b>	<b>96</b>	<b>251</b>

\*those who responded "no" to the question, "do you work for a government agency".

# Data Tables: Relationships

**In general, how would you rate the quality of your relationships with branches of government agencies?**  
This question was filtered by “no” responses to the previous question, “do you work for a government agency”.

	Local branches		National branches	
	Number	Percentage	Number	Percentage
Very good	30	14%	10	5%
Good	73	34%	45	21%
Okay	76	36%	70	33%
Poor	14	7%	35	17%
Very poor	6	3%	9	4%
Not applicable	7	3%	27	13%
Don't know	6	3%	16	8%
<b>Total</b>	<b>212</b>		<b>212</b>	

## Proportion who answered “good” or “very good”

	Overall	FV workers	SV workers	Kaupapa Māori or iwi/hapu organisation group	Frontline	Backoffice	Work in a multiagency response
<b>Local branches</b>	48%	57%	42%	67%	48%	51%	56%
<b>National branches</b>	26%	31%	24%	39%	22%	37%	29%

# Appendix 1: Survey Development and Dissemination

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## Survey Development

Due to the need to collect data from large workforces, spread across Aotearoa New Zealand, without a clear sample to pull from, the Centre conducted an online survey via snowball sampling. This ensured that respondents could remain anonymous and participate with as little time investment as possible.

In 2024 survey questions were developed within the Centre beginning with the short-term outcomes in Te Aorerekura Outcomes and Measurement Framework and these were integrated with questions supplied by ACC for their prevention workforce survey. Both surveys were sent out together in an integrated format.

For 2025 the two surveys were separated as ACC were not planning on running their prevention workforce survey. The decision was made by the Centre to run a shorter survey biennially, alternating with the original longer format survey, to reduce burden and survey fatigue for the workforce. Accordingly, the 2025 survey was made shorter, and questions were focused on measuring progress towards outcomes relating to the 2025-2030 Te Aorerekura Action Plan. The Centre consulted with IEB agencies and representatives from the FVSV sectors to ensure the questions were fit for purpose to measure the intended outcomes. Some open text response questions were also added based on stakeholder feedback. The Centre ran the survey in-house, via Citizen Space.

## Survey Content

See Appendix 3 for the questions asked by the Centre.

# Appendix 1: Survey Development and Dissemination

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## Dissemination and Analysis

The Centre disseminated the survey link via their mailing list, Pānui newsletters, and peak bodies, and then used a snowball sampling method (i.e., respondents forward the survey link on to their networks). The benefit of snowball sampling is that it enables a survey to reach harder-to-access participants through referrals from their peers, making it suitable when the full population is unknown. The snowball sampling method also has limitations, as recruiting participants through networks can introduce bias and limit the generalisability of the findings (as the sample is not random – see limitations below).

The survey was open for eight weeks, from 25 August to 17 October 2025. Participation in the survey was voluntary and anonymous, with respondents providing informed consent by clicking through to the survey questions. Reminders were sent to encourage further participation and by forwarding of the survey link.

Once the survey closed, the data was analysed in house by the Centre. Most of the data was disaggregated into groups for analysis, including sexual violence workers and family violence workers, back-office and frontline workers, and government and non-government. These groups vary in size, but all contain at least 19 respondents. Kaupapa Māori and iwi/hapu organisation groups were aggregated. For one question, 'not applicable' responses were removed and footnoted. For others, 'not applicable' and 'don't know' responses were retained and included as categories due to being informative.

Open text questions were coded by analysts at the Centre and then organised into themes.

## Appendix 2: Limitations

It is important to note some limitations when relying on voluntary self-reported survey data. This survey is unlikely to provide a representative view of the workforces as it is not possible to know if all members of the workforces received an invitation to complete the survey, and those who did receive the invitation may not have completed the survey. As we did not collect demographic data we cannot comment on the demographic distributions of respondents and whether any group was potentially over or underrepresented.

Surveys are limited in terms of the depth of information that can be gained, and the requirement for respondents to interpret the questions based on limited information (e.g., their own interpretation of 'training', 'right information', and capabilities).

Self-report methods rely on the ability of respondents to remember (e.g., what training they have had and when), to estimate their experiences (e.g., using their training, accessing information), and to assess their own levels of capability. These responses are likely to be subject to a range of biases.

Due to the need to measure specific predetermined indicators within one survey, and the desire to keep the survey to an even shorter length than the previous survey, there was limited space to ask further questions in addition to OMF indicators. This means questions which may have provided further insight into the needs or demographics of the workforces were not able to be included in this iteration of the survey.

# Appendix 3: Survey Questions

The survey began with questions around the types of work respondents did, and the people and communities they work with, followed by questions around knowledge and skills, then relationships with government agencies. The survey concluded by asking for feedback on the questions asked and what emerging issues they thought government needs to be aware of.

The below questions were asked by The Centre:

## 1. Which of these types of work do you primarily do, or support others to do?

Select all that apply

- Work to stop violence before it has happened and prevent harm
- Work to respond after violence has happened (e.g., crisis response, support to heal and reduce further harm)
- None of the above

## 2. What sort of services do you and your organisation provide?

- Mostly work with or for people impacted by family violence
- Mostly work with or for people impacted by sexual violence
- Work with or for people impacted by both family violence and/or sexual violence

## 3. What sort of organisation do you work for?

- Non-government organisation (NGO)
- Hapū or Iwi organisation
- Kaupapa Māori organisation
- Government
- Other organisation (please specify type of organisation)
- Work as an individual (e.g. community leader, independent specialist)
- Other individual (please specify type of role)

## 4. In your current role, do you primarily work directly with members of the community who are affected by family violence and / or sexual violence, or do you work in a support role?

- Work directly with people, whānau, families, and communities
- Work in a support role (for example, manager, policy, research, or administration)
- Both

## 5. Do you support a family violence multi-agency response in your role (including taking referrals, or contributing to triage tables (for instance, ISR, FVIARS, Whāngaiā Ngā Pā Harakeke, SAM tables))?

(A multi-agency response refers to a collaborative approach where multiple organisations, often from different sectors, coordinate support for people, whānau, and families experiencing family violence).

- Yes
- No

## 6. Which of these communities/groups (if any) have you had training to specifically work with?

Select all that apply

- Whānau Māori
- Children and young people
- Pacific people
- LGBTQIA+ people and families
- Disabled people
- Ethnic communities
- Older people
- People who use violence
- Rural communities
- People in prison/justice settings
- None of these
- Don't know

## 7. How would you rate your own understanding of how to meet the needs of people, whānau and families impacted by family violence and / or sexual violence?

- Very good
- Good
- Okay
- Limited
- No understanding
- Don't know
- Not applicable

# Appendix 3: Survey Questions

**8. What barriers have you encountered to building your understanding of how to meet the needs of people, whānau, and families impacted by family violence and / or sexual violence (e.g., time, funding, travel, employer support)?**

Please type your answer in the space provided

- Open text box
- Don't know/prefer not to say

**9. To what extent do you have access to the training, guidance, information, and resources to support you to develop in your practice and your role? (e.g., research, data, practice guidance)**

- Always
- Often
- Sometimes
- Never
- Don't know
- Not applicable

**10. What types of training, guidance, information, or resources would help you feel more prepared or supported in your practice and your role?**

**(This could include preferred training modes (e.g., in-person, online, wānanga, self-paced) or communities/groups you would like to feel more prepared or supported to specifically work with.)**

Please type your answer in the space provided

- Open text box
- Don't know/prefer not to say

**11. Do you work for a government agency?**

- Yes
- No

**IF NO:**

**12. In general, how would you rate the quality of your relationships with local branches of government agencies?**

- Very good
- Good
- Okay
- Poor
- Very poor
- Don't know
- Not applicable

**12. In general, how would you rate the quality of your relationships with national offices of government agencies?**

- Very good
- Good
- Okay
- Poor
- Very poor
- Don't know
- Not applicable

# Appendix 3: Survey Questions

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**13. We want to ask questions that are important to you. This is an annual survey, and while the focus might change slightly year to year, we want to make sure we are monitoring the right things to enable us to better support the family violence and sexual violence sectors.**

**Is there anything that we have not asked in this survey that you think is important for us to understand about your experience working in this sector? Your answer will help us design future surveys to be meaningful and relevant.**

Please type your answer in the space provided

- Open text box
- Don't know/prefer not to say

**14. We would like to get your thoughts on what emerging issues you think government needs to be aware of, as we continue working towards the elimination of family violence and sexual violence.**

**What do you see as being important for government to address in the future?**

Please type your answer in the space provided

- Open text box
- Don't know/prefer not to say