

National Plan to Reduce Violence  
against Women and Their Children:  
First Action Plan 2010-2013

Tasmanian Implementation Plan

**Background Paper  
and  
Consultation Template**

December 2011



Tasmania  
Explore the possibilities

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# 1. Summary

The National Plan to Reduce Violence against Women and their Children (the National Plan) was endorsed by the Council of Australian Governments (COAG) in February 2011. The National Plan will be implemented over 12 years as a series of four three-year Action Plans. The National Plan aims to achieve a significant and sustained reduction in violence against women and their children through the implementation of actions and strategies under six National Outcomes.

Each Action Plan is intended to represent a model of best practice to guide the development of the National Implementation Plan. The first three-year Action Plan, *Building a Strong Foundation 2010-13*, has a strong focus on primary prevention, attitudinal change, and building a solid evidence base. It is intended to form a foundation for future efforts to address family violence and sexual assault across the country.

Alongside the National Implementation Plan, each jurisdiction has been tasked with developing a jurisdictional implementation plan. Jurisdictions are required to report annually to Ministers on progress against the national and jurisdictional implementation plans.

The Department of Justice is the lead agency in Tasmania for the implementation of the National Plan and the development of the Tasmanian Implementation Plan. The development and implementation of the Tasmanian Implementation Plan, i.e. Tasmania's First Three Year Action Plan, will be overseen by a State Consultative Committee comprised of government and non-government representatives.

The first step in developing Tasmania's First Three Year Action Plan is to map all current family violence and sexual assault activity being undertaken in Tasmania so that gaps can be identified. This information will be used to develop Tasmania's first Implementation Plan and a Primary Prevention Strategy to Reduce Family Violence and Sexual Assault in Tasmania in 2012.

Tasmania's response to the National Plan will require all sectors of society to work cooperatively if we are to achieve the goal of a significant and sustained reduction in violence against women and their children.

## 2. Introduction

The National Plan to Reduce Violence against Women and their Children (the National Plan) was endorsed by the Council of Australian Governments (COAG) in February 2011. This means that all Australian governments have committed to implementing the National Plan.

The National Plan aims to achieve a significant and sustained reduction in violence against women and their children through the implementation of actions and strategies under six National Outcomes:

1. Communities are safe and free from violence
2. Relationships are respectful
3. Indigenous communities are strengthened
4. Services meet the needs of women and their children experiencing violence
5. Justice responses are effective, and
6. Perpetrators stop their violence and are held to account

The National Plan will be implemented over 12 years as a series of four three-year Action Plans. The Action Plans are:

1. Building a Strong Foundation – 2010-2013
2. Moving Ahead – 2013-2016
3. Promising Results – 2016-2019
4. Turning the Corner – 2019-2022

Each Action Plan will include a National Implementation Plan. The priorities identified for the First National Implementation Plan are:

1. Building Primary Prevention Capacity
2. Enhancing Service Delivery
3. Strengthening Justice Responses
4. Building the Evidence Base

Implementing the National Plan will require integrated governance arrangements that cut across traditional government boundaries and engage people across the community and private sectors.

Alongside the National Implementation Plan, each jurisdiction has been tasked with developing a jurisdictional implementation plan. Jurisdictions are required to report annually to Ministers on progress against the national and jurisdictional implementation plans.

The Department of Justice is the lead agency in Tasmania for the implementation of the National Plan and the development of the Tasmanian

Implementation Plan. The development and implementation of the Tasmanian Implementation Plan, i.e. First Three Year Action Plan, will be overseen by a Tasmanian National Plan Consultative Committee comprised of government and non-government representatives.

## **2.1 Purpose of this Paper**

The purpose of this paper is to:

- Facilitate the mapping of current family violence and sexual assault activity in Tasmania to inform the development of the *Tasmanian Implementation Plan for the First Three-Year Action Plan 2010-2013*
- Facilitate discussion on a primary prevention strategy to reduce family violence and sexual assault in Tasmania
- Contribute to the National Plan to Reduce Violence against Women and Their Children: First Action Plan: National Priority One:
  - Building Primary Prevention Capacity: Stopping Violence Before it Occurs
- Contribute to Tasmania *Together* Goal 2: Confident, friendly and safe communities.

## **2.2 The Consultation Process**

The first step in developing the Tasmanian Implementation Plan is to map current family violence and sexual assault initiatives which respond to the outcomes listed in the First Implementation Plan so that we have an understanding of what gaps exist in Tasmania.

In April 2011, the Department of Justice wrote to all Tasmanian Government agencies asking them to identify their agency's current and planned activities which respond to the six outcome areas of the National Plan.

In November 2011, non-government service providers are being asked to undergo the same process so that we have a clear picture of the current level of activity being undertaken in Tasmania.

A consultation template is attached at page 21 of this document. We are asking all organisations that respond to family violence and sexual assault victims, or offenders, to provide us with information on what services they provide so that we can identify where gaps exist.

## 2.3 Outcomes of this Consultation

The primary objectives of this consultation process are:

1. To map all current family violence and sexual assault activity being undertaken in Tasmania.
2. To use the information gathered through the consultation process to develop a Tasmanian Implementation Plan that complements the National Implementation Plan.
3. To develop a Primary Prevention Strategy to Reduce Family Violence and Sexual Assault in Tasmania.

## 2.4 Governance Structure for the National Plan

<b>Council of Australian Governments</b>
<b>Select Council on Women's Issues (Relevant Commonwealth, state and territory Ministers)</b>  <b>Role:</b> Approve recommendations, provide strategic direction and report annually to the Council of Australian Governments for the first three years.  <b>Tasmanian Minister:</b> Hon Cassy O'Connor MP
<b>Senior Officials Working Group</b>  <b>Role:</b> Provide advice and recommendations to Ministers.  <b>Tasmanian Representative:</b> Ms Robyn Yaxley, Senior Consultant, Strategic Policy and Projects Branch. Department of Justice
<b>National Plan Implementation Panel (NPIP)</b>  <b>Role:</b> Provide advice to the Senior Officials Working Group, develop the National Implementation Plan, monitor and report on progress, identify emerging issues and future priorities, and strategically engage with the non-government sector. Provide strategic direction to working groups.  <b>Tasmanian Representatives:</b> <b>Government:</b> Ms Robyn Yaxley, Senior Consultant, Strategic Policy and Projects Branch. Department of Justice <b>Non-government:</b> Ms Liz Little, Manager, Hobart Sexual Assault

Support Service

**Working Groups to progress specific actions nationally**

**Role:** To undertake work on national priorities, to make recommendations to the NPIP

**Tasmanian National Plan Consultative Committee**

**Role:** To provide strategic advice to Government on the development and implementation of Tasmania's first Implementation Plan

### **3. Tasmanian Implementation Plan: Progress to date**

Based on the mapping process thus far, Tasmania's response to the four agreed National Priorities in the first National Implementation Plan can be summarised as follows:

#### **3.1 Building Primary Prevention Capacity**

A number of primary prevention programs and initiatives are currently being undertaken in Tasmania by State Government agencies and the non-government sector. However, there is no overarching primary prevention strategy to provide the strategic direction needed for the development of positive and respectful community attitudes to create safe communities. A whole-of-community approach is needed to support individuals to build respectful relationships.

A Primary Prevention Strategy to Reduce Family Violence and Sexual Assault will be developed in 2012 as a key action in Tasmania's Implementation Plan.

#### **3.2 Enhancing Service Delivery**

Tasmania is well situated to address this priority area. The *Family Violence Act 2004* and supporting Safe at Home response system have established a solid service response to victims and perpetrators of family violence.

In 2011, the Tasmanian Sexual Assault Interagency Steering Committee was convened to develop a Statewide Sexual Assault Response Framework which will meet the needs of sexual assault victims. The Sexual Assault Response Framework will be implemented in 2011-12.

During the first year of the First Action Plan, the Commonwealth 1800 RESPECT: National Sexual Assault, Family and Domestic Violence Counselling Service successfully commenced operation. The counselling line also provides back up support for frontline workers whose clients may disclose family violence and/or sexual assault and who are unsure of the next steps to take.

#### **3.3 Strengthening Justice Responses**

Tasmania is well situated to address this priority area. The *Family Violence Act 2004* and supporting Safe at Home response system have ensured Tasmania has one of the strongest criminal justice responses to family violence in Australia.

The development of the Safe at Home Information Management System (SIMS), which will come online shortly, will further improve information sharing on family violence cases resulting in a seamless coordinated service response.

### **3.4 Building the Evidence Base**

Tasmania is well situated to address this priority area. The implementation of the Safe at Home Information Management System (SIMS) will be a major step towards building the Tasmanian evidence base. Moreover, the Australian Institute of Criminology, Sentencing Advisory Committee, and Department of Health and Human Services (DHHS) Kids Come First Project<sup>1</sup> are poised to conduct research into patterns of offending, sentencing outcomes in family violence matters, and the proportion of indigenous children exposed to family violence respectively using this database.

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<sup>1</sup> The Kids Come First project is a whole-of-government initiative to improve health and wellbeing outcomes for Tasmanian children and young people. The project has developed an outcomes-based framework with a database that allows analysis at a locality/suburb level for children from birth to age 17 for a number of indicators. This includes key indicators of health, wellbeing, safety, development and learning that reflect the influences of child, family, community and service systems.

## 4. Family Violence Services in Tasmania

### 4.1 Safe at Home

The Tasmanian Government enacted the *Family Violence Act 2004* and supporting response system, Safe at Home, in 2004-05.

Safe at Home is a whole-of-government, criminal justice response to family violence and includes secondary and tertiary intervention strategies through the following services:

- Family Violence Response and Referral Line (DPEM)
- Victim Safety Response Teams (DPEM)
- Police Prosecutors (DPEM)
- Court Support and Liaison Service (including the Child Witness Service service) (DoJ)
- Magistrates Court (DoJ)
- Legal support (Legal Aid Commission of Tasmania)
- Family Violence Offender Intervention Program (DoJ)
- Family Violence Counselling and Support Service (including the Children and Young Persons Program) (DHHS)
- Defendant Health Liaison Service (DHHS)

### Governance Structure for Safe at Home

<b>Safe at Home Steering Committee</b>
<b>Role:</b> To provide strategic advice to the Tasmanian Government and the Inter-departmental Committee on the direction of Safe at Home
<b>Representatives:</b> Senior executive members of the Departments of Education, Health and Human Services, Justice, Police and Emergency Management and Premier and Cabinet
<b>Inter-departmental Committee</b>
<b>Role:</b> Identify, develop and oversee the implementation of Safe at Home policies and procedures
<b>Representatives:</b> Safe at Home service managers from the Departments of Education, Health and Human Services, Justice, Police and Emergency Management and Premier and Cabinet

**Regional Coordinating Committees (South, North and North-West)**

**Role:** Identify and resolve regional service delivery and coordination issues, build and maintain networks and linkages in each region

**Representatives:** Team Leaders from the Departments of Education, Health and Human Services, Justice, Police and Emergency Management

Inter-agency Case-coordination Committees (ICCs) meet weekly to discuss Safe at Home cases. They are an essential component of the integrated whole-of-government response to family violence.

**4.2 Non-Government Services Responding to Family Violence Victims and Offenders**

In addition to the Safe at Home criminal justice response system, non-government organisations deliver a range of services to family violence victims and offenders. Some of the services are family violence specific, others include family violence responses within their services. Examples include:

<b>Family Violence Specific</b>	<b>Counselling and Support Programs</b>	<b>Legal Services</b>
<p><b>Counselling and Support</b></p> <p>Huon Domestic Violence Service</p> <p>Support, Help, Empowerment (SHE)</p> <p>Yemaya Women's Support Service</p> <p><b>Women's Refuges</b></p> <p>Annie Kenney Young Women's Refuge</p> <p>Bethany Family Home</p> <p>Caroline House</p> <p>Hobart Women's Shelter</p> <p>Jireh House</p> <p>Karinya Young Women's Refuge</p>	<p>Anglicare</p> <p>Centacare</p> <p>Hobart City Mission</p> <p>Launceston City Mission</p> <p>Migrant Resource Centres</p> <p>Mission Australia</p> <p>Positive Solutions</p> <p>Relationships Australia</p> <p>Family Relationship Centres</p> <p>Salvation Army</p> <p>UnitingCare</p> <p><b>Financial Assistance</b></p> <p>Centrelink</p> <p><b>Men's Refuges/Shelters</b></p>	<p>Aboriginal Legal Services</p> <p>Hobart Community Legal Service</p> <p>Launceston Community Legal Service</p> <p>Legal Aid Commission of Tasmania</p> <p>NW Community Legal Service</p> <p>Women's Legal Service</p>

Launceston Women's Shelter (Magnolia Place) Mara House – Colony 47 McCombe House Oakleigh House Warrawee Women's Shelter West Coast Crisis Accommodation & Referral	Bethlehem House City Mission (Launceston) Youth Futures (Launceston)	
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A range of services also provide a variety of programs, funded through a number of grant programs, that are aimed at primary prevention or early intervention to address family violence or sexual assault. For example, the Tasmanian Early Years Foundation has funded the Salvation Army 'Safe from the Start' program over several years. The 'Safe from the Start' project trains workers and parents to work therapeutically with young children aged 0-5 years who have witnessed family violence. 'Safe from the Start' was recognised for this work through a 2011 Australian Crime and Violence Prevention Award.

In addition, organisations such as the Clarence Plains Community Health Centre have introduced programs such as *FUTI – Facing up to it – Challenging family violence* and *POP – Playing Our Part – Protecting Our Children* into their communities.

### **4.3 Domestic Violence Coordinating Committees**

The Domestic Violence Coordinating Committees (North-West, North, South and Statewide) are the forums where the State Government and non-government service providers share information on family violence developments in Tasmania.

### **4.4 Non-Government Input into Family Violence Policy Development**

There are a range of organisations who advocate for the continued development of family violence and sexual assault policy and action. Through their work, the needs of our diverse population are considered in policy development. For example:

- Women With Disabilities Australia (WWDA) is the peak organisation for women with disabilities in Australia. WWDA ensures that the needs of women with disabilities in relation to family violence and sexual assault policy are considered in all policy development.

- The Migrant Resource Centres advocate on behalf of our diverse multicultural community to ensure policies are inclusive of all Tasmanians.
- Amnesty International Australia has continued to advocate for initiatives to reduce violence against women.

#### **4.5 Australian Government Grant Funding**

As part of the National Plan to Reduce Violence against Women and their Children, the Australian Government provides funding to the non-government sector for primary prevention activities through two grant programs.

##### **Respectful Relationships Projects Grants**

Respectful Relationships is a primary prevention strategy that seeks to prevent sexual assault and family violence through education. The grants are intended to support young people in raising awareness of ethical behaviour, to develop protective behaviours and to develop their skills in conducting respectful relationships. Applicants can apply for a total of up to \$400,000 (over three financial years) for each project.

Round three of the Respectful Relationships grants is now open and will close on **9 December 2011**.

##### **Community Action Grants**

Community Action Grants are open to community groups, not-for-profit organisations and local government organisations with innovative primary prevention projects aimed at engaging their community to prevent violence against women and to encourage and promote respectful relationships. These grants are intended to increase community awareness of the issue and change attitudes and behaviours so that violence against women is not tolerated.

## Grants Allocated to Date

Grant Program	Successful Applicant	Amount \$
Respectful Relationships 2009 (Round 1)	Latrobe University (Victoria and Tasmania) Trial and evaluate a Respectful Relationships program for people with an intellectual disability and other cognitive disabilities – <i>Living Safer Sexual Lives (LSSL): Respectful Relationships</i> . The program will also increase knowledge about primary prevention of violence against women with disabilities.	N/A
Respectful Relationships 2010 (Round 2)	Youth and Family Focus Inc. Project to educate and empower young people in Devonport and central Tasmania to make healthy relationship choices	327,274.00
Community Action Grants (Stream 1)	Montagu Community Living Find a Friend, Keep a Friend project support women with disabilities	250,000.00

For further information on these grant programs visit the FaHCSIA website at <http://www.fahcsia.gov.au>

## **5. Sexual Assault Services in Tasmania**

### **5.1 Tasmanian Sexual Assault Inter-agency Steering Committee**

In 2011, the Tasmanian Sexual Assault Interagency Steering Committee was convened to develop a Statewide Sexual Assault Response Framework which will meet the needs of sexual assault victims.

The first priority of the Framework is ensuring forensic procedures are of a high standard and meet the needs of sexual assault victims throughout the State. The ultimate goal of the Framework is the development of a system in which:

1. 100 per cent of recent sexual assault victims access crisis support
2. 100 per cent of recent sexual assault victims who choose to, have access to a forensic medical examination
3. 100 per cent of sexual assaults are reported (including those perpetrated against children)

### **5.2 Sexual Assault Support Services**

There are three dedicated sexual assault organisations funded through the Department of Health and Human Services (DHHS) which respond to sexual assault victims:

- Sexual Assault Support Service Inc (South)
- Laurel House Sexual Assault and Rape Crisis Service (North)
- Centre Against Sexual Assault (West Coast and North-West)

The core business of the sexual assault services is:

- Crisis intervention
- Counselling and group work
- Advocacy and support
- Community education
- Professional training and support

The sexual assault services are community based and are governed by independent boards.

Other Tasmanian Government services which respond to family violence and sexual assault victims include:

- Victims of Crime Service (DoJ)
- Witness Assistance Service (Office of the Director of Public Prosecutions)

## **Appendix 1: Strategies for the Primary Prevention of Violence against Women**

A number of activities are undertaken in Tasmania that directly respond to family violence and sexual assault. There are also a range of activities that indirectly contribute to the prevention or early intervention of family violence and sexual assault. To assist in the development of the Tasmanian Implementation Plan it is useful to have a primary prevention framework to assist with the identification of all activities which contribute to the prevention of family violence and sexual assault.

There are three levels at which strategies to prevent violence against women and their children may be implemented:

### **Primary Intervention Strategies**

Primary intervention strategies aim to prevent violence before it occurs. Interventions can be delivered to the whole population or to particular groups at higher risk of using or experiencing violence in the future. Primary prevention strategies may focus on changing behaviour/attitudes or building knowledge and skills of individuals to empower them.

An example of a current primary intervention strategy being introduced into some Tasmanian schools is Love Bites. The Love Bites program has been developed to educate young people aged 14-18 years about respectful relationships and reduce the incidence of relationship violence in the community.

Strategies that do not have a particular focus on violence against women but address its underlying causes, such as gender inequality or poverty, are also examples of primary prevention strategies.

### **Secondary Intervention Strategies**

Secondary intervention strategies are targeted at individuals and groups who exhibit early signs of being subject to, or perpetrating, violence. Intervention strategies are aimed at changing behaviour, before the behaviour escalates. Secondary intervention strategies may be targeted at environments in which there are strong signs that violence may occur, such as sporting clubs.

### **Tertiary Intervention Strategies**

Tertiary intervention strategies involve providing support and treatment to women and children who are affected by violence or to men who use violence. The intervention strategies are implemented after violence has occurred and aim to deal with the violence and prevent its reoccurrence.

Interventions include crisis accommodation, counselling, court support and therapeutic interventions for perpetrators.

## **Violence against Women Primary Prevention Framework**

In 2007, VicHealth produced a framework to guide the primary prevention of violence against women in Victoria.<sup>2</sup> The following material has been reproduced directly from the VicHealth framework.

The framework lists seven well-established methodologies that have proven effective in addressing other significant health and social issues:

### **1. Direct Participation Programs**

These programs can be targeted at men, women and children at the individual, relationship or group level to build the knowledge and skills required to establish and sustain equal, respectful, non-violent gender relationships; build individuals' access to the resources required for such relationships (such as effective early parenting and connections to social networks and institutions); or to seek to prevent or address the impacts of other factors linked to violence against women (for example, child abuse).

<b>Strategies</b>	<b>Comments</b>	<b>Underlying determinant / contributing factor addressed</b>
Education programs delivered to adolescents and young adults to address violence-supportive attitudes and violent behaviour and to promote respectful gender relations	<ul style="list-style-type: none"> <li>• Good evidence of effectiveness in schools and universities</li> <li>• Critical conditions for success are that these programs are intensive, lengthy, use a variety of teaching and learning approaches and take a whole-of-school approach</li> <li>• Further work required to refine approaches and build technical support and workforce skills</li> <li>• Further investigation required to explore the viability and efficacy of developing primary prevention programs for pre-school and primary school children</li> <li>• Evidence of implementation in sporting environments but not of effectiveness to date. Focus has been largely on dating violence</li> </ul>	<ul style="list-style-type: none"> <li>• Violence-supportive attitudes and norms</li> <li>• Beliefs about gender roles and identities and gender equality</li> </ul>
Education and self-defence programs to	<ul style="list-style-type: none"> <li>• Small beneficial effect for education programs</li> </ul>	<ul style="list-style-type: none"> <li>• Violence-supportive</li> </ul>

<sup>2</sup> VicHealth, *Preventing violence before it occurs: a framework and background paper to guide the primary prevention of violence against women in Victoria*, Melbourne, 2007, pp.45-49

young women to reduce risk of victimisation / enhance chances of escape		attitudes and norms <ul style="list-style-type: none"> <li>• Beliefs about gender roles and identities and gender equality</li> <li>• Situational factors associated with violence exposure</li> </ul>
Programs to enhance parenting of young women, improve their attachment to school communities and supportive adults, and enhance school achievements	<ul style="list-style-type: none"> <li>• Theoretical rationale</li> <li>• No evaluations of impact on violence identified in the review</li> </ul>	<ul style="list-style-type: none"> <li>• Poor parenting and care of children</li> <li>• Limited access to systems of support</li> <li>• Social isolation</li> </ul>
Interventions to increase young men's school retention and achievement	<ul style="list-style-type: none"> <li>• Theoretical rationale</li> </ul>	<ul style="list-style-type: none"> <li>• Educational attainment</li> </ul>
Programs to promote responsible fatherhood	<ul style="list-style-type: none"> <li>• Some implementation of collaborative policies and practices across domestic violence and fatherhood services</li> <li>• Some programs have targeted young parents through ante-natal clinics</li> </ul>	<ul style="list-style-type: none"> <li>• Poor parenting and care of children</li> <li>• Beliefs about gender roles and identities and gender equality</li> <li>• Male dominance in relationships</li> </ul>
Counselling prior to cohabitation / marriage	<ul style="list-style-type: none"> <li>• Limited evaluation to date suggests that counselling prior to cohabitation / marriage has some effectiveness in preventing violence</li> </ul>	<ul style="list-style-type: none"> <li>• Poor parenting and care of children</li> <li>• Beliefs about gender roles and identities and gender equality</li> <li>• Male dominance in relationships</li> <li>• Marital and relationship conflict</li> </ul>
Intensive clinical and social support for women and young children affected by intimate partner violence and for children affected by child abuse and neglect (counselling, psycho-educative groups, support groups, mentoring, home visiting)	<ul style="list-style-type: none"> <li>• Includes numerous interventions specifically addressing the impacts of violence, such as psycho-educative programs for children who have witnessed intimate partner violence, as well as broader support programs</li> </ul>	<ul style="list-style-type: none"> <li>• Witnessing or experiencing interpersonal violence as a child</li> <li>• Negative peer associations</li> </ul>
Interventions to build women's connections to social networks and support services	<ul style="list-style-type: none"> <li>• Theoretical rationale and some evidence of implementation</li> </ul>	<ul style="list-style-type: none"> <li>• Social isolation</li> <li>• Poor access to systems of support</li> <li>• Divorce/separation</li> </ul>

<p>(neighbourhood houses, support groups, recreational activities, school/community initiatives, mentoring programs Programs to build men's connections to social support networks, especially following separation</p>		
<p>Broader programs targeting identified risk factors for violence against women in the course of addressing other health and social issues including:</p> <ul style="list-style-type: none"> <li>• Interventions to support positive early parenting and family functioning (home visitation services, casework support, group programs</li> <li>• Interventions to prevent delinquency, especially among young men</li> <li>• Alcohol and drug prevention programs</li> <li>• Programs to increase men's participation in education, employment and training</li> <li>• Mental health programs for young men, especially early intervention programs for Post Traumatic Stress Disorder, depression and personality disorders</li> <li>• Programs aimed at reducing the use and acceptance of violence and building non-violent means of relating</li> </ul>	<ul style="list-style-type: none"> <li>• Theoretical rationale but no evaluations identified that assessed the effectiveness of these approaches in preventing violence against women</li> </ul>	<ul style="list-style-type: none"> <li>• Alcohol an illicit drug use</li> <li>• Peer violence</li> <li>• Education, occupation, income</li> <li>• Employment</li> <li>• Personality characteristics</li> <li>• Poor parenting and care of children</li> <li>• Social isolation</li> </ul>

## 2. Organisational and Workforce Development

This methodology is based on the understanding that organisations and organisational cultures have a powerful role in influencing the behaviours of individuals and groups and so can play a role in violence prevention by modelling non-violent, equitable and respectful gender relations. Organisational development strategies can also seek to harness resources for undertaking primary prevention. Workforce development involves building the skills of relevant workforces to implement primary prevention activity either informally and opportunistically or at a more formal level.

Strategies	Comments	Underlying determinant / contributing factor addressed
Support of key workforces (voluntary and paid, government and non-government) to build their capacity to influence attitudes and behaviours of target populations in naturalistic contexts, includes, for example, technical resources, training, support	<ul style="list-style-type: none"> <li>• Existing programs have targeted health care personnel, faith leaders, and sports coaches working with young boys</li> <li>• Evaluation of workplace training to prevent sexual harassment demonstrates evidence of effect on broader organisational cultures, regardless of whether or not individual training had been undertaken</li> </ul>	<ul style="list-style-type: none"> <li>• Masculine peer and organisational cultures</li> <li>• Belief in rigid gender roles / weak support for gender equality</li> <li>• Male sense of entitlement</li> <li>• Male dominance and control of wealth</li> </ul>
Building organisational environments that are safe and welcoming for women and that model respectful gender relations, abhorrence for violence against women and non-violent means of communication and conflict resolution. May involve a range of strategies including coalition-building within organisations, policies and procedures and workplace training	<ul style="list-style-type: none"> <li>• No evaluations of effectiveness, though such programs have been implemented in a range of settings, including health care facilities, sports clubs, places of worship/faith, and other workplaces</li> </ul>	<ul style="list-style-type: none"> <li>• Masculine peer and organisational cultures</li> <li>• Belief in rigid gender roles/weak support for gender equality</li> <li>• Male sense of entitlement</li> <li>• Male dominance and control of wealth</li> </ul>
Building skills and technical capacity in key workforces to plan, implement and evaluate primary prevention interventions	<ul style="list-style-type: none"> <li>• No evaluations identified. However, these interventions have a sound theoretical rationale and are important given that primary prevention is an emergent area of practice</li> </ul>	<ul style="list-style-type: none"> <li>• All</li> </ul>

### 3. Community Strengthening

This methodology aims to mobilise and support communities to address violence against women and the social norms that make it acceptable. These strategies can also be used to increase community access to the resources required for action and to address broader community-level risk factors for violence against women, such as high rates of early school leaving or localised violent peer cultures.

Strategies	Comments	Underlying determinant / contributing factor addressed
Identifying and supporting leadership to promote primary prevention of violence against women	<ul style="list-style-type: none"> <li>Evidence of implementation</li> </ul>	<ul style="list-style-type: none"> <li>Attitudes and social norms pertaining to violence against women</li> </ul>
Building networks and coalitions to address violence against women and address social norms that make it acceptable	<ul style="list-style-type: none"> <li>Has been implemented in a range of developed and developing country settings, including Indigenous communities in Australia, other Western contexts and international contexts, with evaluations suggesting high levels of acceptability and good reach</li> <li>Knowledge and technical resources for community development strategies are well developed, although they must be adapted to local settings</li> </ul>	<ul style="list-style-type: none"> <li>Beliefs and practices relating to gender roles and identities</li> <li>Attitudes to violence against women</li> <li>Neighbourhood characteristics</li> </ul>
Interventions to increase collective efficacy and social cohesion with a focus on taking action on violence against women	<ul style="list-style-type: none"> <li>As above</li> </ul>	<ul style="list-style-type: none"> <li>Collective efficacy</li> <li>Social cohesion</li> </ul>
Interventions that increase supportive community infrastructure, particularly supports for women affected by violence	<ul style="list-style-type: none"> <li>Theoretical rationale</li> </ul>	
Broad-based initiatives which seek to build social connections, social cohesion and community efficacy	<ul style="list-style-type: none"> <li>No evaluations identified assessing impact on violence against women</li> </ul>	

## 4. Communications and Social Marketing

These methodologies aim to use a range of communication media to raise awareness of violence against women and address attitudes, behaviours and social norms that contribute to this problem. This includes mainstream television, radio and print media as well as the Internet and other new communication media, community forums, community arts and so on.

Strategies	Comments	Underlying determinant / contributing factor addressed
Whole-of-population advertising campaigns (television, radio, print media, new technologies)	<ul style="list-style-type: none"> <li>• Few evaluations of effectiveness, but where these exist there is evidence that they work</li> <li>• Most effective when implemented in concert with other strategies (community strengthening, direct participation programs)</li> </ul>	<ul style="list-style-type: none"> <li>• Gender role identity and beliefs about gender equality</li> <li>• Attitudes and social norms pertaining to violence against women</li> </ul>
Use of existing media to canvass issues associated with violence and its perpetration (opinion pieces, articles)	<ul style="list-style-type: none"> <li>• No evaluations identified assessing impact on violence against women</li> </ul>	<ul style="list-style-type: none"> <li>• Gender role identity and beliefs about gender equality</li> <li>• Attitudes and social norms pertaining to violence against women</li> </ul>
Training and technical resources for media personnel to improve the portrayal of violence, violence against women and gender roles and relations in the media May also include organisational development strategies in media organisations (policy and protocol development)	<ul style="list-style-type: none"> <li>• Evidence of implementation and of impact on media portrayals</li> </ul>	<ul style="list-style-type: none"> <li>• Gender role identity and beliefs about gender equality</li> <li>• Attitudes and social norms pertaining to violence against women</li> </ul>
Community forums to raise awareness of violence against women and its correlates	<ul style="list-style-type: none"> <li>• Evidence of implementation</li> </ul>	
Use of community arts and community theatre to raise awareness of violence against women and its impacts and causes	<ul style="list-style-type: none"> <li>• Evidence of implementation</li> </ul>	

## 5. Advocacy

Advocacy involves building collective activity and mobilisations to raise awareness of the issue of violence against women and to encourage governments, organisations, corporations and communities to take action on factors contributing to the problem.

<b>Strategies</b>	<b>Comments</b>	<b>Underlying determinant / contributing factor addressed</b>
Identifying and supporting key opinion leaders to take a stand on violence against women	<ul style="list-style-type: none"> <li>• Evidence of implementation, including the White Ribbon Day campaign</li> </ul>	<ul style="list-style-type: none"> <li>• Attitudes and social norms towards violence against women</li> </ul>
Mobilising networks to take a stand on violence in communities and organisations and to lobby for legislative and program reforms	<ul style="list-style-type: none"> <li>• Evidence of implementation in local and community based events and campaigns</li> </ul>	<ul style="list-style-type: none"> <li>• Attitudes to violence against women</li> <li>• Weak sanctions against violence against women</li> </ul>

## 6. Legislative and Policy Reform

This involves the development of legislation, policies and programs that seek to address the factors underlying or contributing to violence against women.

Strategies	Comments	Underlying determinant / contributing factor addressed
Regulation of the portrayal of women, gender roles and relations and violence in the media	<ul style="list-style-type: none"> <li>Evidence of implementation</li> </ul>	<ul style="list-style-type: none"> <li>Gender role identity and beliefs about gender equality</li> <li>Attitudes and social norms towards violence against women</li> </ul>
Legislation and policy to maximise women's safety in the course of divorce and separation	<ul style="list-style-type: none"> <li>Theoretical rationale</li> </ul>	<ul style="list-style-type: none"> <li>Separation as a situational factor associated with the initiation or intensification of intimate partner violence</li> </ul>
Support for policy platforms and programs to: <ul style="list-style-type: none"> <li>Address gender inequality</li> <li>Support poverty reduction</li> <li>Address the use and acceptance of interpersonal and collective violence</li> <li>Strengthen access to education and employment and income</li> <li>Build social cohesion and collective efficacy at the community level</li> </ul>	<ul style="list-style-type: none"> <li>Theoretical rationale</li> </ul>	<ul style="list-style-type: none"> <li>Institutional and cultural support for, or weak sanctions against, gender inequality and rigid gender roles</li> <li>Support for the privacy and autonomy of the family</li> <li>Unequal distribution of material resources (employment, education)</li> <li>Community cohesion, collective efficacy</li> </ul>
Support for policy platforms and legislation to address the use and acceptance of violence, in particular violence against women	<ul style="list-style-type: none"> <li>Evidence of implementation in international contexts at national levels in developing and developed countries, and at local and state levels</li> </ul>	<ul style="list-style-type: none"> <li>Ethos condoning violence as a means of settling interpersonal, civic or political disputes</li> </ul>

## 7. Research, Monitoring and Evaluation

Research and evaluation underpin activity in the other six areas by informing action, improving the evidence and knowledge base for future planning and enabling efforts to be both effectively targeted and monitored. Research findings are also important for advocacy and awareness raising activity.

<b>Strategies</b>	<b>Comments</b>	<b>Underlying determinant / contributing factor addressed</b>
Research to use as a basis for planning, advocacy and awareness raising (including research to document the problem) Evaluation to build an evidence base for future activity	Theoretical rationale. No evaluations identified assessing impact on violence against women.	All

## **Appendix 2: National Plan to Reduce Violence against Women and Their Children: First Action Plan 2010-2013 - Tasmanian Implementation Plan Consultation Template**

The primary objectives of this consultation process are:

1. To map all current family violence and sexual assault activity being undertaken in Tasmania.
2. To use the information gathered through the consultation process to develop a Tasmanian Implementation Plan that complements the National Plan.
3. To develop a Primary Prevention Strategy to Reduce Family Violence and Sexual Assault in Tasmania.

Please provide any information that you think is relevant to building a complete picture of responses to family violence and sexual assault in Tasmania in the space provided below. You may be providing a service or program that does not fit within the outcomes listed, but contributes to building primary prevention capacity in Tasmania (refer to Appendix 1), please list this information in the Additional Information section at the end of the table. Your assistance in helping to gain a complete map of family violence and sexual assault activity in Tasmania is greatly appreciated.

Please return the completed consultation template by **16 December 2011** to:

[safeathome@justice.tas.gov.au](mailto:safeathome@justice.tas.gov.au) (preferred method) or

Safe at Home  
c/- Department of Justice  
GPO Box 825  
HOBART TAS 7001

## National Plan to Reduce Violence against Women and Their Children: First Action Plan 2010-2013 Tasmanian Implementation Plan Consultation Template

<b>Name of Organisation:</b>	
<b>Key Contact:</b>	<b>Email:</b>
<b>Address:</b>	<b>Phone:</b>
<b>Primary Function of Organisation:</b>	

<b>Outcome</b>	<b>What services, programs or activities does your organisation deliver that meet each outcome?</b>
<b>1.1 Promote community involvement</b>	
1.1.1. Encourage schools, community, sporting and business groups to prevent, respond to, and speak out against violence	
1.1.2 Foster community initiatives to reduce alcohol and substance abuse	
1.1.3 Change community attitudes and behaviours through a national social marketing campaign complemented by local initiatives	Eg: <i>The Line</i> national social marketing campaign aimed at teenagers and young adults to ensure they understand the importance of respectful relationships – ongoing through Australian Government
1.1.4 Promote positive media	

	representations of women	
<b>1.2 Focus on Primary Prevention</b>		
1.2.1	Expand and apply national best practice benchmarks for work in primary prevention	
1.2.2.	Build primary prevention into the work of school, local community and sporting groups, local government agencies, and business groups	
1.2.3	Draw on evidence to develop targeted primary prevention strategies for key groups	
<b>1.3 Advance gender equality</b>		
1.3.1	Improve women's economic participation and independence	
1.3.2	Improve the participation of women in leadership positions	
1.3.3	Build and support legal literacy among migrants and refugees on Australian law and gender equality principles	
1.3.4	Develop workplace measures to support women experiencing and escaping from domestic violence	

<b>2.1 Build on young people's capacity to develop respectful relationships</b>	
2.1.1	Embed evidence based best practice respectful relationships education in schools
2.1.2	Foster whole-of-school approaches to respectful relationships involving staff, parents, students and community agencies
2.1.3	Extend access to respectful relationships programs in non-school settings
<b>2.2 Support adults to model respectful relationships</b>	
2.2.1	Encourage broader societal and cultural change that promotes respectful relationships
2.2.2	Increase support for parents to learn positive parenting skills and promote positive fathering
2.2.3	Increase awareness of, and education on, cyber safety issues
<b>2.3 Promote positive male attitudes and behaviours</b>	
2.3.1	Actively engage men to promote gender equality
2.3.2	Encourage men to speak out against violence and to promote

	non-violence	
2.3.3	Expand men's knowledge and skills in sustaining respectful relationships	
<b>3.1 Foster the leadership of Indigenous women within communities and the broader Australian society</b>		
3.1.1	Promote the leadership of senior women in governance and decision-making for communities and organisations	
3.1.2	Create new opportunities to improve economic outcomes for Indigenous women	
3.1.3	Improve employment and retention strategies for Indigenous women at senior levels	
3.1.4	Foster Indigenous women's participation in policy and program development design to reduce violence against women	
<b>3.2 Building community capacity at the local level</b>		
3.2.1	Support national healing and locally developed healing places, programs or activities	
3.2.2	Work with communities to deliver integrated local contingency planning and responses	

3.2.3	Develop effective Community Safety Plans including in remote service delivery locations which include primary prevention	
3.2.4	Support culturally appropriate Indigenous male role models and community leadership	
<b>3.3 Improve access to appropriate services</b>		
3.3.1	Improve the cultural competence of mainstream and specialist services	
3.3.2	Improve community responses to perpetrators	
3.3.3	Improve services for Indigenous women and their children	
3.3.4	Develop effective culturally appropriate therapeutic responses for Indigenous children who have been exposed to family violence, to prevent the transmission of intergenerational trauma	
<b>4.1 Enhance the first point of contact to identify and respond to needs</b>		
4.1.1	Deliver high quality integrated national helpline and online support services which meet national benchmarks	

4.1.2	Reduce the need for victims to retell their story through improved information sharing and integrated case management	
4.1.3	Extend the use of best practice risk assessment and management frameworks to identify and respond to violence against women	
<b>4.2</b>	<b>Support specialist domestic violence and sexual assault services to deliver responses that meet need</b>	
4.2.1	Build the capacity of domestic violence services to respond to the needs of children who are exposed to domestic violence	
4.2.2	Extend sexual assault services and domestic violence services' work with other agencies to provide flexible, innovative, inclusive and integrated services which recognise diversity	
4.2.3	Provide survivors of sexual assault with access to timely, best practice forensic medical and crisis response/counselling services	
4.2.4	Support the specialist domestic violence and sexual assault workforces	

4.2.5 Support culturally responsive services for Aboriginal children and young people impacted by the experience of family violence	
<b>4.3 Support mainstream services to identify and respond to needs</b>	
4.3.1 Improve early identification of violence against women through routine home visits and screening tools for antenatal, maternal and child health services	
4.3.2 Improve and expand cross-agency support for women and children to remain safely in their homes and communities while the perpetrator is removed	
4.3.3 Increase the number of families who maintain or secure long term safe and sustainable housing post-violence	
<b>5.1 Improve access to justice for women and their children</b>	
5.1.1 Enhance legal aid funding arrangements to ensure women and their children at risk of violence are a key priority	
5.1.2 Improve the capacity of the civil and criminal justice systems to respond effectively to patterns of risk and accumulative effects of	

violence	
<b>5.1.3</b> Enhance the family law system's response to family violence	
<b>5.2 Strengthen leadership across justice systems</b>	
5.2.1 Adopt best practice investigation and prosecution of sexual assault and family violence	
5.2.2 Drive continuous improvement through sharing outcomes of reviews into deaths and homicides related to domestic violence	
5.2.3 Develop and promote the uptake of multi-disciplinary training for professionals to improve consistency and responsiveness in the handling of family violence cases	
<b>5.3 Justice systems work better together and with other systems</b>	
5.3.1 Improve cross-jurisdiction mechanisms to protect women and children through a national approach to domestic and family violence protection orders	
5.3.2 Consider the recommendations of the Australian Law Reform Commission Inquiry into Family	

Violence	
<b>6.1 Hold perpetrators accountable</b>	
6.1.1 Adopt effective pro-active policing	
6.1.2 Implement strong domestic violence and sexual assault legislative responses to offending	
6.1.3 Enforce strong penalties for repeat offences and breaches of sentencing and protective orders	
<b>6.2 Reduce the risk of recidivism</b>	
6.2.1 Track sexual assault and domestic violence offenders to improve monitoring and management of the risk of violence	
6.2.2 Enforce attendance at mandatory domestic violence and sexual assault perpetrator programs	
6.2.3 Set and monitor national minimum standards for domestic violence perpetrator programs and ensure programs for sex offenders continue to adhere to evidence-based best practice	
6.2.4 Develop, test and roll out specific evidence-based best practice	

domestic violence programs to be tested in correctional, juvenile justice and community settings	
6.2.5 Identify effective post-intervention services and programs to sustain long term behavioural change and reduce re-offending	
<b>6.3 Intervene early to prevent violence</b>	
6.3.1 Provide access to interventions for people with complex needs at risk of committing violence	
6.3.2 Provide services for children and young people showing early indicators of violence or sexually harmful behaviours	

**Additional Information:**