Prevention of Family Violence
Action Plan

2019-2021
Family Violence in Australia

1 in 6 women and 1 in 16 men have experienced physical and/or sexual violence by a current or previous partner

1 in 5 women and 1 in 20 men have been sexually assaulted and/or threatened since age 15

1 in 6 women and 1 in 9 men were physically and/or sexually abused before the age of 15

1 in 4 women and 1 in 6 men have experienced emotional abuse from a current or previous partner since the age of 15

On average, 1 woman a week and 1 man a month is murdered by a partner or former partner in Australia

Intimate partner violence contributes to more illness, disability and deaths than any other risk factor for women aged 18-44 years

68% of women who experience violence said their children saw or heard the violence.

Help

Help is available if you or someone you know is experiencing family violence. Call 000 if you are in danger now.

1800RESPECT
National sexual assault, domestic and family violence counselling service
1800 737 732 (24 hours)
www.1800respect.org.au

The Orange Door
Local Support and Safety Hub for families experiencing family violence
1800 319 353 (9am-5pm weekdays)

safesteps: Family Violence Response Centre
Crisis support and referral to safe accommodation
03 9322 3555
Tollfree: 1800 015 188 (24 hours)
www.safesteps.org.au

Aboriginal Acknowledgement
The City of Kingston acknowledges the Kulin Nation as the custodians of the land on which the municipality is a part and pays its respect to their Elders past and present. Council is a member of the Inter Council Aboriginal Consultative Committee.
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A Message from the Mayor

It gives me great pleasure to present the Prevention of Family Violence Action Plan 2019-2021 to the Kingston community. Family violence is unacceptable. Kingston council is committed to preventing family violence and reducing the devastating impact it has on our community. This requires a co-ordinated approach with strong leadership, collaborative partnerships, and clear messages that violence is not tolerated. We want to create a safe and secure community for all Kingston residents. To do this, we need to address the underlying causes of family violence. This includes promoting gender equality and changing attitudes and behaviours that contribute to violence in our homes and our community.

Stopping family violence will be challenging, but we believe it is achievable through a community-wide commitment and sustained targeted action. This Family Violence Prevention Action Plan provides a framework with clear goals and actions for Council to implement over the next three years as the starting point of working towards the goal of reducing the prevalence of family violence in Kingston.

This strategic action plan has been developed following consultation with the community, key stakeholders, community organisations, government agencies and local service providers. On behalf of the City of Kingston, I would like to thank everyone who contributed to the Family Violence Prevention Action Plan 2017-2019 and acknowledge the dedicated members of the Kingston Family Violence Working Group who oversaw the development of the plan.
Executive Summary

Family Violence is widespread, serious and preventable. One in six women and one in sixteen men have experienced physical and/or sexual violence by a current or former partner. Preventing family violence is everyone’s responsibility. Local government has a strong role to play in leading the prevention activities across our community by influencing the social structures, norms and practices that promote respect and challenge the use of violence and discrimination.

As Kingston’s first Action Plan addressing family violence, the plan sets out the strategic direction of Council to work towards reducing the prevalence of family violence in our community. Aligned with state and regional frameworks, Kingston’s evidence-based approach for preventing family violence involves recognising gender inequality as a key cause of family violence. Our Vision is for safe, equal and respectful relationships in Kingston. We want to create a community where family violence and gender inequality are not tolerated.

The Goals and Actions presented in this plan have been developed with all members of our community in mind. We want to support victim survivors of family violence, help prevent reoffending, support community members who are more at risk of experiencing family violence, and make changes in our community to promote respect and help stop family violence before it starts. The initiatives in this 3-year plan will involve working collaboratively with community members and partner organisation across multiple settings.

The delivery of Kingston’s Prevention of Family Violence Action Plan 2019-2021 will help create a safe and secure community. This is seen as an essential part of building a connected, inclusive, healthy and learning community.

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Introduction

OUR COMMUNITY

The City of Kingston is a diverse and dynamic community with an estimated 161,089 residents. There are nearly equal proportions of male (49%) and female (51%) residents of all ages who live in Kingston. Our community includes approximately 23% of people from non-English speaking backgrounds. The majority of residents live with a partner (57%) and 33% of households are made up of couples with children. There are also 6,030 single parents with children who live in Kingston.

Kingston City Council is committed to creating a connected, inclusive, healthy and learning community. This includes creating a safe and secure community, building respectful relationships and preventing family violence.

WHAT IS FAMILY VIOLENCE?

Family violence includes a range of behaviours perpetrated to control the victim, including physical violence and verbal abuse, sexual abuse, financial abuse, spiritual abuse, psychological/emotional abuse, social abuse (such as isolation) and stalking. It includes threatening, controlling, dominating or making another person feel fearful. It can include:

- Any physical violence, such as slapping or punching,
- Forcing sexual relations, even if you are married,
- Making threats or calling you or other family members names,
- Constantly following, calling, texting and making them feel distressed,
- Controlling contact with other people,
- Denying access to money,
- Preventing them worshipping in their desired faith,
- Threatening or hurting pets, and/or
- When children hear, witness, or see the effects of violence on another family member.

The violence can occur in many different types of relationships including between intimate partners (domestic violence), from a parent to a child, from a child to a parent, between siblings, grandparents, extended families, kinship networks or carer relationships. Other terms can be used to describe different types of family violence (see Key Terms for definitions).

Family violence can affect anyone regardless of age, cultural background, education, sexuality or ability.

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FAMILY VIOLENCE IN OUR COMMUNITY

The rates of family violence in Victoria are alarmingly high with 76,500 incidents reported to police in 2016-2017.\(^8\) Within Kingston, 1,521 family violence incidents were reported in this same time period (2016-2017).\(^9\) However, it is estimated that only 25% of family violence incidents are reported to the police.\(^10\) Therefore, the true annual rate of family violence incidents in Kingston is likely to be closer to 6000 with more than 100 incidents every week.

Across Victoria, there are more female victims of family violence and more male offenders.\(^11\) The state averages are consistent with police data in Kingston. Women in Kingston are three times more likely to experience family violence than men. On the other hand, men are three times more likely to choose to use violence than women.\(^12\)

![Figure 1: Gender of affected family member](image1.png)

![Figure 2: Gender of alleged offenders](image2.png)

Family violence has a wide-reaching negative impact on the health and well-being of victim survivors, their children and our community. Intimate partner violence contributes to more illness, disability and deaths than any other risk factor for women aged 18-44 years.\(^13\) Within the Southern Metropolitan Region, three out of four women seeking support for family violence are not in paid employment, therefore they have limited access to financial resources.\(^14\)

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Family violence also has a profound impact on children. Witnessing or experiencing family violence can affect children’s physical and mental wellbeing, learning and development.\(^\text{15}\) Family violence is the leading cause of children’s homelessness in Australia.\(^\text{16}\) Within Kingston a child is present at approximately 28% of family violence incidents.\(^\text{17}\) National data suggests that police data is likely to be an underestimation with more than half of women who have experienced violence by a current or former partner reporting having children in their care at the time of the violence.\(^\text{18}\)

In addition to the impact on health and wellbeing, family violence leads to substantial financial costs for both the individual and society. The total cost of family violence in Victoria was estimated to be $5.3 billion in 2015-16.\(^\text{19}\) Therefore, preventing family violence will benefit everyone in the community.

Preventing family violence is important to Kingston residents as shown by 97% of community members who completed the Preventing Family Violence in Kingston survey (2018). Survey respondents indicated many reasons why preventing family violence was important to them with 77% of survey respondents indicating that **everyone deserves, safe, equal and respectful relationships**. This survey also showed that 29% of respondents had experienced family violence and 49% of respondents knew people who had experienced family violence.

Preventing family violence involves understanding what family violence is and the causes of family violence. In a survey of Kingston residents in 2012 and 2016, there was a measurable deterioration in respondents who agreed that the following actions are family violence:

- Preventing another from worshipping in their desired faith.
- Controlling where another goes or who they see.
- Forcing another to engage in sexual activities against their will.

Similarly, the Preventing Family Violence in Kingston survey (2018) showed that only 19% of community members recognised gender inequality as a key cause of family violence. These results show that there is a need to increase understanding about family violence in our community.

## WHAT CAUSES FAMILY VIOLENCE?

A **key cause of family violence is gender inequality**, without which family violence would not occur\(^\text{21}\). Alcohol or drug use, problem gambling, and financial stress do not cause family violence. Violence is a choice. Alcohol, drug use, problem gambling and stress can be factors that contribute to how and when the person chooses to use violence.


What is gender equality?

- **Gender equality** refers to the equal rights, responsibilities and opportunities of women, men, transgender and gender-diverse people. Equality does not mean that all people will become the same but that their rights, responsibilities and opportunities will not depend on their gender.

- Gender inequality is a key cause of family violence.

**Achieving gender equality requires promoting gender equity.**

**Gender equity** involves the fair distribution of resources and responsibilities to all genders. It recognises that different people require different types of help to be successful.

![Figure 3. The difference between equality and equity.](image)

- Preventing family violence requires working together to promote gender equality by:
  - Challenging condoning of violence against women;
  - Promoting women’s independence and decision-making;
  - Challenging gender stereotypes and roles; and
  - Strengthening positive, equal and respectful relationships.

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GUIDING FRAMEWORKS

This Action Plan has been developed in accordance with National, State and Regional strategic frameworks that provide a strong evidence base for Council’s approach. The Victorian Government’s *Free from Violence: Victoria’s strategy to prevent family violence and all forms of violence against women,*\(^26\) sets out clear, shared outcomes that guided the development of this Action Plan. Victoria’s prevention strategy outcomes include:

- **Victorians hold attitudes and beliefs that reject gender inequality and family violence** – Victorians understand the causes and forms of family violence, who is affected by violence, and the impact on victims.
- **Victorians actively challenge attitudes and behaviours that enable violence** – Victorians discuss and condemn violence through challenging rigid gender roles, gender inequality, sexism and discrimination, to break the cycle of violence.
- **Victorian homes, organisations and communities are safe and inclusive** – the prevalence of violence is significantly reduced for all Victorians equally and people live free of fear.
- **All Victorians live and practise confident and respectful relationships** – Victorians are equipped with the knowledge and skills that inform and shape healthy, safe, equal and respectful relationships.

At a local level, Kingston Council is a partner organisation in the *Preventing Violence Together Strategy for the Southern Metropolitan Region 2016-2021.*\(^27\) The strategic pillars of this regional strategy include:

- Using a primary prevention approach to eliminating violence.
- Recognising gender inequality and rigid adherence to gender norms as the underlying causes of violence.
- Using an inclusive, equitable, collaborative, participatory, evidence-informed and human rights approach.

These strategic pillars have guided the development of Kingston’s Prevention of Family Violence Action Plan.

TYPES OF PREVENTION

Preventing family violence involves a range of initiatives to reach different members of our community. Primary prevention includes activities for the whole community that challenge the underlying causes of family violence. Secondary prevention (or early intervention) activities focus on priority populations and providing support to individuals more at risk of perpetrating or experiencing violence. Tertiary prevention activities (crisis response) aim to provide appropriate and effective support for victim survivors. Tertiary prevention activities also focus on holding perpetrators to account and preventing the reoccurrence of violence.

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This Action Plan focuses on primary prevention activities but also includes secondary and tertiary prevention activities that are within the scope of Council’s advocacy, education, partnerships and service delivery activities. The decision to include actions across all levels of prevention was guided by community consultation and led by the Kingston Family Violence Working Group.

PRIORITY POPULATIONS

Family violence can affect anyone regardless of age, cultural background, education, sexuality or ability. However, some individuals are more at risk of experiencing or perpetrating family violence. Apart from gender, race, ability, culture, language, sexual orientation, and age can increase the risk of experiencing family violence. The following groups of people have been identified as priority populations:

- Women
- New mothers
- Children
- Young people
- Aboriginal and or Torres Strait Islander peoples
- People who identify as lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ+)
- People with a disability
- Elder population
- Multicultural communities
- Sex industry workers.

These priority populations require additional prevention efforts (secondary prevention/early intervention) to reduce the risk of experiencing or perpetrating family violence.

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COUNCIL’S ROLE

Preventing family violence is everyone’s responsibility. Recommendation 94 from the Royal Commission into Family Violence resulted in an amendment to section 26 of the Public Health and Wellbeing Act 2008 that requires Councils to report on measures proposed to reduce family violence and respond to the needs of victims. Council not only has an obligation to meet these legislative requirements but also a responsibility to its community members to undertake activities that will help reduce and prevent family violence and build a safe and secure community. Kingston City Council is well placed to take a leading role in preventing family violence due to its strong partnerships and collaborative approach in working with the community, community organisations and the State Government.

Local government has a strong role to play in primary prevention activities because it can influence the social structures, norms and practices that challenge the use of violence and discrimination. Council has a broad reach across the community with all ages and can make a difference to how people live, work, learn and play. Figure 5 shows examples of the different areas where Council can have an impact on family violence prevention across the community.

![Figure 5. Examples of Council’s Role in Family Violence Prevention across the Community](image-url)

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GUIDED BY COUNCIL’S PUBLIC HEALTH AND WELLBEING PLAN 2017-2021

The Prevention of Family Violence Action Plan will contribute to the delivery of the second priority of Kingston’s Public Health and Wellbeing Plan 2017-2021 (PHWP): A Safe and Secure Community. Reducing the prevalence of family violence is one part of helping build a safer and more secure environment in Kingston. The combined outcomes from the actions will help improve the health and wellbeing of the Kingston community. The relationship of this Action Plan to the PHWP is seen below:

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Public Health and Wellbeing Plan 2017-2021

PRIORITIES & OBJECTIVES

Priority 1.  
A healthy and well community

Objective 1.1. Increase participation in physical activity
Objective 1.2. Increase healthy eating habits
Objective 1.3. Improve mental wellbeing
Objective 1.4. Reduce harm from consumption of alcohol and other drugs, smoking and gambling

Priority 2.  
A safe and secure community

Objective 2.1. Improve community safety
Objective 2.2. Improve perceptions of safety

Objective 2.3. Reduce the prevalence of family violence

Priority 3.  
A connected community that participates

Objective 3.1. Increase participation in community activities and volunteering; and reduce social isolation
Objective 3.2. Improve social cohesion
Objective 3.3. Ensure facilities, services and open spaces are accessible to everyone, and equitably developed and provided

Priority 4.  
A liveable community

Objective 4.1. Reduce the negative impact of the community on the environment
Objective 4.2. Explore options to support the increased supply of affordable and accessible housing
Objective 4.3. Increase participation in the workforce and local economy
Objective 4.4. Increase participation in learning and education
Our Vision

SAFE, EQUAL AND RESPECTFUL RELATIONSHIPS IN KINGSTON.
FAMILY VIOLENCE AND GENDER INEQUALITY ARE NOT TOLERATED.

Our Goals

### Primary Prevention Goals
**Stop it before it starts**

1. Increase understanding of family violence and gender inequality as an underlying cause.
2. Challenge behaviours and attitudes that support violence, sexism and discrimination.
3. Promote and normalise gender equality in public and private life.
4. Develop Kingston infrastructure, community spaces and activities that are safe, welcoming and inclusive.
5. Strengthen existing partnerships, opportunities for collaboration, and develop evidence-based practice.
6. Position Kingston as an exemplary organisation across Victoria and Australia in its commitment and advocacy efforts to prevent family violence.

### Secondary Prevention Goals
**Get in early**

7. Support Kingston community members at higher risk of experiencing violence to receive early access to information and support services. *(Priority populations include: women; new mothers; children; young people; Aboriginal and or Torres Strait Islander peoples; people who identify as lesbian gay, bisexual, transgender, intersex or queer (LGBTIQ+); people with a disability; elder population; multicultural communities; sex industry workers.)*

8. Support Kingston community members at higher risk of perpetrating violence to receive education and interventions that prevent offending and promote respectful relationships.

### Tertiary Prevention Goals
**Help is here**

9. Ensure victim survivors of family violence receive practical and appropriate support in a timely manner.

10. Support victim survivors of family violence to feel safe, connected, heard and empowered.

11. Ensure perpetrators of violence are held to account and supported to access services to prevent reoffending.
Our Actions

Kingston Council currently provide a range of initiatives to prevent family violence in our community.

Current Primary Prevention Activities *(Stop it before it starts)*

- Advocate for policy, legislative and institutional reform to support gender equality and family violence prevention.
- Align with national, state and local organisations and alliances that undertake a diverse range of advocacy and activism to promote gender equality and family violence prevention.
- Deliver primary prevention family violence initiatives through regional partnerships including promoting state awareness-raising campaigns.
- Celebrate and undertake local promotion of relevant national and International events that support family violence prevention.
- Inform the community about Council’s family violence prevention strategies and activities.
- Actively participate in the delivery of the Preventing Violence Together Strategy Southern Metropolitan Region.
- Use gender-neutral and gender-sensitive language in service delivery and communications.
- Family and Children’s Centres continue to provide non-gender specific experiences to all children and encourage all family members to participate in events and information sessions.
- Model and build respectful relationships with children in Council’s early childhood settings and actively teach children that violence is not acceptable.
- The Kingston Youth Strategy will address gender inequity that includes incorporating actions to challenge rigid stereotypes, encouraging positive body image and supporting diversity.
- Use books that challenge gender stereotypes in story time at Libraries.
- Investment in facilities to support girls and women’s participation in sport.
- Increase street lighting in residential areas to improve safety.
- Traffic & Transport Department participate in behaviour change programs working with schools to increase gender equity.
- The provision of up-to-date systems and processes to ensure the security and confidentiality of information held by Council.
- Development of Kingston Family Violence Working Group as a key community advisory and consultation mechanism to Council.
Current Secondary Prevention Activities *(Get in early)*

- Advocate for safe and affordable housing for community members and vulnerable groups.
- Challenge drinking cultures that support aggression, sexual conquests, position alcohol as an excuse for violence, and use alcohol as a means of blaming victims.
- Continue to monitor massage parlours in Kingston operating illegally as a brothel.
- Educate and raising awareness about the reinforcing factors of family violence (including alcohol and/or drug abuse, mental health issues, economic disadvantage, social exclusion, discrimination).
- Continue to provide free Counselling, Youth Work, Family Support Services, and responsive community group and school programs based on community-identified needs, priority populations and higher risk groups.
- Active participation in the Early Years Compact (State Government Project) that has identified gaps and priority areas in family violence identification and response.
- Maternal Child Health staff continue to implement the family violence assessment at 4-week visits and throughout Key Ages and Stages as required.
- Maternal Child Health staff continue to implement the family violence assessment at 4-week visits and throughout Key Ages and Stages and provide support/referrals as required.
- Support Playgroup Facilitators, Early Years and School Aged care staff to identify and respond to children and families who are experiencing or have experienced family violence.
- Family services provide parenting programs for men, women and couples.
- Incorporate elder abuse awareness as part of Community and Access Care service delivery and resources.
- Promote decision making amongst senior women and women with a disability through case management practice.

Current Tertiary Prevention Activities *(Help is here)*

- Advocate for funding, structural and/or policy changes that support improved outcomes for victim survivors of family violence in police, legal, financial, and support services sectors.
- Consider the role and provision of housing for families experiencing family violence through the Social and Affordable Housing Strategy.
- Support therapeutic interventions for victim survivors.
- Support victim survivors of family violence through referral to specialist family violence services as appropriate.
- Support victim survivors of family violence to apply for internal review of parking infringements.
- As part of the Local Laws induction process, officers receive information about the signs of family violence and referral pathways to better support community members.
- Support perpetrators of family violence through referral to specialist family violence services as appropriate.
- Continue to respond diligently when notified about intervention orders for children using Council Children’s Services.

Kingston Council recognises the importance of family violence prevention and has developed the following additional actions to be delivered over the next 3 years.
## 1.1 ADVOCACY

<table>
<thead>
<tr>
<th>1.1.1</th>
<th>Advocate for a community-wide commitment to promote respect and challenge behaviours and attitudes that support violence, sexism and discrimination.</th>
<th>Councillors; Senior Management; all Departments through service delivery; community organisations</th>
<th>Kingston Community</th>
<th>2019-21</th>
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<tbody>
<tr>
<td>1.1.2</td>
<td>Promote advocacy efforts for policy, legislative and institutional reform to support gender equality and family violence prevention.</td>
<td>Councillors; Senior Management; Social Development</td>
<td></td>
<td>2019-21</td>
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<tr>
<td>1.1.3</td>
<td>Inform Councillors, Local, State and Federal Members of Parliament about local issues of Family Violence and Gender Equity.</td>
<td>Social Development</td>
<td>Kingston Councillors, Local, State and Federal MPs</td>
<td>2019-21</td>
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</table>

## 1.2 AWARENESS-RAISING AND EDUCATION

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<thead>
<tr>
<th>1.2.1</th>
<th>Develop online and hardcopy resources to educate the community about the role of local government in family violence prevention, definitions of family violence, and gender inequality as an underlying cause.</th>
<th>Led by Social Development, Communications &amp; Community Relations; Family, Youth &amp; Children’s Services; Women’s Health in the South East; Preventing Violence Together Strategy</th>
<th>Kingston Community; Community Leaders; Priority - Early Years, Youth and Parents</th>
<th>2019-21</th>
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<tr>
<td>1.2.2</td>
<td>Promote and facilitate face-to-face family violence education and awareness programs for the Kingston community.</td>
<td>Led by Social Development; Communications &amp; Community Relations; Women's Health in the South East; partner with Specialist Prevention Agencies and Community Organisations.</td>
<td>Priority - Early Years, Youth and Parents</td>
<td>2019-21</td>
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| 1.2.3 | Celebrate and promote relevant, local, national and international events that support family violence prevention including:  
  - International Women’s Day (8 March) – Kingston Woman of the Year Award  
  - Family Week (15-21 May)  
  - World Elder Abuse Awareness Day (15 June)  
  - Seniors Festival (October) World Homelessness Day (10 October)  
  - 16 Days of Activism Against Gender-Based Violence (25 November to 10 December)  
  - White Ribbon Events | Social Development; Communications & Community Relations; People Support; Property & Arts; Family, Youth & Children’s Services; Diversity & Inclusion Group; partner with local organisations (Women’s Health in the South East, Southern Metropolitan Primary Care Partnerships Family Violence Working Group, Holmesglen TAFE) | | 2019-21 |
| 1.2.4 | Provide local businesses with access to family violence prevention education and information. | Economic Growth and Innovation; Social Development | Local businesses | 2019-21 |
| 1.2.5 | Follow up with local businesses who attended Preventing Violence Against Women training in 2014/15 and use their stories as case studies to raise awareness through practical examples. | Economic Growth and Innovation; local businesses | | 2019 |

## 1.3 COMMUNICATIONS AND PROMOTION

<table>
<thead>
<tr>
<th>1.3.1</th>
<th>Develop and promote an effective community communication campaign with a clear ‘no to violence’ message.</th>
<th>Led by Social Development; Communications &amp; Community Relations; Community Buildings; Property &amp; Arts; Leisure Centres; Parks &amp; Recreation; Infrastructure; Traffic &amp; Transport; All Departments promote through networks.</th>
<th></th>
<th>2019</th>
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<tr>
<td>1.3.2</td>
<td>Ensure Council communications and reporting on family violence adheres to relevant national, state and regional guidelines.</td>
<td>Communications &amp; Community Relations; Social Development</td>
<td></td>
<td>2019-21</td>
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<td>1.3.3</td>
<td>Ensure images used in Council publications, including online material, reflects gender diversity and equity.</td>
<td>Communications &amp; Community Relations; Social Development</td>
<td></td>
<td>2019-21</td>
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<tr>
<td>1.3.4</td>
<td>Promote online information and tools for parents and family members to have conversations with children about respect and the drivers of family violence.</td>
<td>Family, Youth &amp; Children’s Services; Communications &amp; Community Relations; Social Development</td>
<td>Children, young people and families.</td>
<td>2019-21</td>
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<tr>
<td>1.3.5</td>
<td>Develop a gender equity parenting pamphlet.</td>
<td>Communications &amp; Community Relations; Family, Youth &amp; Children’s Services; Libraries &amp; Social Development</td>
<td>Priority: Early Years, parents and families.</td>
<td>2019-21</td>
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### 1.4 COMMUNITY STRENGTHENING AND PARTNERSHIPS

| 1.4.1 | Support healthy relationship programs in Kingston primary and secondary schools by responding to specific needs, issues, and opportunities that arise from school requests. | Family, Youth & Children's Services; Social Development; Department of Education Employment and Training; Kingston schools; Family Violence specialist services; Domestic Violence Resource Centre Victoria; Central Bayside Community Health Service; Family Life | Kingston Primary and Secondary Schools | 2019-21 |
| 1.4.2 | Consult with sporting clubs and peak associations to determine how to best support clubs to 1) respond to violence, discrimination, and harassment and 2) build capacity around women in governance, coaching and general participation roles. | Parks & Recreation; Sporting clubs and associations | Sporting clubs | 2019-21 |
| 1.4.3 | Partner with community leaders, groups and organisations to deliver programs that promote respect and challenge the drivers of violence. | Social Development; Family, Youth & Children’s Services; Emerge; InTouch; Empowering Community Network and Interfaith Networks; Women’s Health in the South East; Southern Metropolitan Primary Care Partnership Family Violence Working Group | Multicultural communities and Interfaith Networks | 2019-21 |
| 1.4.4 | Support community-driven initiatives that raise awareness of family violence and improve gender equity through the Kingston Annual Community Grants Program. | Social Development; community members and organisations | Community groups and organisations | 2019-21 |
| 1.4.5 | Deliver a culturally-responsive and community-led project about the prevention of family violence and gender equality to residents of Clayton South/Westall/Clarinda. | Social Development; Family, Youth & Children’s Services; InTouch and Empowering Community Network and Interfaith Networks; Women's Health in the South East; Domestic Violence Resource Centre Victoria | Clayton South/Westall/Clarinda multicultural and interfaith communities and leaders | 2019 |

### 1.5 RESEARCH, EVALUATION AND MONITORING

| 1.5.1 | Develop and implement a clear evaluation framework for Council’s prevention activities that has regard to federal, state and local guidelines and partnerships. | Social Development; Southern Metropolitan Primary Care Partnerships Family Violence Working Group; Family Safety Victoria; Municipal Association of Victoria | | 2019 |
| 1.5.2 | Collect gender data as part of annual council maintenance processes to inform the use and design of public spaces, recreational facilities, council buildings, infrastructure and planning. | Community Buildings; Infrastructure; Traffic & Transport; City Strategy; Parks & Recreation | | |
## 1.6 SERVICE DELIVERY AND PLANNING

<table>
<thead>
<tr>
<th>1.6.1</th>
<th>Co-ordination of Kingston Family Violence Working Group as a key community network and consultation mechanism.</th>
<th>Social Development; Emerge; Central Bayside Community Health Service; Family Life; Women's Health in the South East; LifeWorks; Victoria Police and Community Members</th>
<th>Target Group</th>
<th>Timeframe</th>
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<td>2019-2021</td>
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<tr>
<th>1.6.2</th>
<th>Raise awareness about how gender inequality increases the burden on females to fulfil caring roles with adverse consequences.</th>
<th>Community Care and Access Care; Social Development; Central Bayside Community Health Service</th>
<th>Target Group</th>
<th>Timeframe</th>
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<td>2019-2021</td>
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<th>1.6.3</th>
<th>Support the implementation of healthy relationships and gender equity programs in Council's early childhood settings.</th>
<th>Family, Youth &amp; Children's Services; Social Development; Department of Education Employment and Training; Family Violence specialist services; Domestic Violence Resource Centre Victoria; Central Bayside Community Health Service; Family Life; Women's Health in the South East</th>
<th>Target Group</th>
<th>Timeframe</th>
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<td></td>
<td>Prioritise prevention strategies in the Early Years</td>
<td>2020-2021</td>
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</table>

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<thead>
<tr>
<th>1.6.4</th>
<th>Libraries promote books and resources that encourage gender equality and challenge gender stereotypes.</th>
<th>Libraries &amp; Social Development</th>
<th>Target Group</th>
<th>Timeframe</th>
</tr>
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<tbody>
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<td></td>
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<td>2019-21</td>
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<tr>
<th>1.6.5</th>
<th>Encourage gender-balanced staffing and programs at community facilities to increase participation of men, women and gender-diverse people.</th>
<th>Social Development; Service Managers from relevant Council Departments</th>
<th>Target Group</th>
<th>Timeframe</th>
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<td></td>
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<td>2019-21</td>
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<tr>
<th>1.6.6</th>
<th>Understand gender differences in perception of safety and respond sympathetically to public requests for enhancements to community safety strategies and infrastructure (e.g., street lighting, residential parking permits etc.).</th>
<th>Traffic &amp; Transport; Property &amp; Arts; Parks &amp; Recreation; Community Buildings</th>
<th>Target Group</th>
<th>Timeframe</th>
</tr>
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<tbody>
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<td></td>
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<td>2019-21</td>
<td>2019-21</td>
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<tr>
<th>1.6.7</th>
<th>Review the current projects and policies that promote and encourage the equal participation of women and girls in sport and recreational activities.</th>
<th>Parks &amp; Recreation; Property &amp; Arts</th>
<th>Target Group</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>2019-21</td>
<td>2019-21</td>
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<thead>
<tr>
<th>1.6.8</th>
<th>Use the Local Government Gender Analysis Toolkit for planning and implementation of all Council services.</th>
<th>All Council Departments; Women’s Health in the South East</th>
<th>Target Group</th>
<th>Timeframe</th>
</tr>
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<tbody>
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<td></td>
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<td>2019-21</td>
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## 1.7 COUNCIL LEADERSHIP, ORGANISATIONAL AND WORKFORCE DEVELOPMENT

### Organisational Leadership

<table>
<thead>
<tr>
<th>1.7.1</th>
<th>Provide a leadership role in improving gender equity and educating about the drivers of family violence.</th>
<th>Councillors; Senior Management; all Departments through service delivery</th>
<th>Target Group</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>2019-21</td>
<td>2019-21</td>
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</table>

<table>
<thead>
<tr>
<th>1.7.2</th>
<th>Demonstrate commitment through visible action from leadership to imbed gender equitable culture, norms and practices.</th>
<th>Senior Management; All Managers; Diversity &amp; Inclusion Group; Women's Health in the South East</th>
<th>Target Group</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Council Leadership</td>
<td>2019-21</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>1.7.3</th>
<th>Council leadership teams undertake training on family violence prevention.</th>
<th>Senior Management; Domestic Violence Resource Centre Victoria; Women's Health in the South East</th>
<th>Target Group</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Council Leadership</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Primary Prevention Stop it before it starts</td>
<td>Council Department/ Potential Partners</td>
<td>Target Group</td>
<td>Timeframe</td>
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<tr>
<td><strong>Family Violence Awareness</strong></td>
<td>Educate and raise awareness about family violence prevention for Council staff including Council's role, definitions of family violence, gender inequality as an underlying cause, bystander action and responding to disclosures.</td>
<td>Led by Social Development; People Support; Communications &amp; Community Relations; All Departments; Diversity &amp; Inclusion Group; Women's Health in the South East; Domestic Violence Resource Centre Victoria</td>
<td>All Council Staff</td>
<td>2019-21</td>
</tr>
<tr>
<td><strong>Structure and Processes</strong></td>
<td>Promote, support and retain women in leadership roles.</td>
<td>Senior Management in collaboration with People Support, Social Development, and the Diversity &amp; Inclusion Group</td>
<td>All departments</td>
<td>2020-21</td>
</tr>
<tr>
<td>1.7.6</td>
<td>Revise recruitment and promotion processes to ensure equitable processes and opportunities for all regardless of gender.</td>
<td>People Support; Communications &amp; Community Relations; Diversity &amp; Inclusion Group</td>
<td>All departments</td>
<td>2019</td>
</tr>
<tr>
<td>1.7.7</td>
<td>Ensure Council Strategies and Plans reflect gender-neutral and inclusive language, and prioritise gender equity as primary prevention for family violence.</td>
<td>All relevant Departments</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.8</td>
<td>Conduct a gender equity analysis of policies and procedures.</td>
<td>Governance; Women's Health in the South East</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>1.7.9</td>
<td>Extend the Guidelines for policy development to include using a gender lens and awareness of family violence prevention where relevant.</td>
<td>Governance</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>1.7.10</td>
<td>Actively support staff to take up flexible work arrangements where achievable regardless of gender and role.</td>
<td>Senior Management and All Managers; Diversity &amp; Inclusion Group</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.11</td>
<td>Review the Working from Home Policy to ensure it includes guidelines and expectations of flexible working arrangements.</td>
<td>People Support in consultation with Information Services, Strategy and the Diversity &amp; Inclusion Group</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>1.7.12</td>
<td>Apply a gender lens to Kingston City Council's Enterprise Bargaining Agreement with a view to improve workplace flexibility, parental leave and return from parental leave, carers leave and transition to retirement provisions.</td>
<td>People Support; Diversity &amp; Inclusion Group</td>
<td>2019-20</td>
<td></td>
</tr>
<tr>
<td>1.7.13</td>
<td>Encourage and promote equal gender representation on Council Advisory Committees.</td>
<td>Governance</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.14</td>
<td>Review Council Advisory Committees Terms of Reference with a gender equity lens.</td>
<td>Governance</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td><strong>Culture and Practices</strong></td>
<td>Encourage and support staff to discuss issues about gender inequality.</td>
<td>Senior Management; Managers; Team Leaders; Co-ordinators; Diversity &amp; Inclusion Group</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.16</td>
<td>Improve female interest in traditionally male-oriented roles and male interest in traditionally female-oriented roles.</td>
<td>Traffic &amp; Transport; People Support; Diversity &amp; Inclusion Group</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.17</td>
<td>Celebrate women's achievements and empower women's voices.</td>
<td>All Departments; Kingston Community Members; Diversity &amp; Inclusion Group</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.18</td>
<td>Deliver 'Unconscious Bias' training to staff to encourage reflection about the role of unconscious and conscious bias in workplace diversity and inclusion.</td>
<td>People Support; Australian HR Institute</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Primary Prevention</td>
<td>Council Department/ Potential Partners</td>
<td>Target Group</td>
<td>Timeframe</td>
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<tr>
<td>1.7.19</td>
<td><strong>Stop it before it starts</strong></td>
<td>All Departments; Diversity &amp; Inclusion Group</td>
<td>All staff</td>
<td>2019-21</td>
</tr>
<tr>
<td>1.7.20</td>
<td><strong>Responding to Violence and Supporting Staff</strong></td>
<td>Senior Management, Managers; Team Leaders; Co-ordinators; Employee Assistance Program; People Support; Diversity &amp; Inclusion Group</td>
<td>All staff</td>
<td>2019-21</td>
</tr>
<tr>
<td>1.7.21</td>
<td>Encourage and support staff to report experiences of sexism, discrimination and harassment in the workplace.</td>
<td>Social Development; People Support; Equal Opportunity Officers; Diversity &amp; Inclusion Group; Domestic Violence Resource Centre Victoria.</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.22</td>
<td>Train staff representatives who volunteer to provide a Family Violence peer support role to support staff disclosures within each department.</td>
<td>Social Development; People Support; Equal Opportunity Officers; Diversity &amp; Inclusion Group; Domestic Violence Resource Centre Victoria.</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.23</td>
<td>Promote awareness of Family Violence Policy and Leave procedures.</td>
<td>Senior Management; Managers; Team Leaders; Co-ordinators; People Support; Diversity &amp; Inclusion Group</td>
<td>All staff</td>
<td>2020</td>
</tr>
<tr>
<td>1.7.24</td>
<td>Review Family Violence Policy and Leave procedures to ensure the effectiveness and appropriateness of these processes.</td>
<td>People Support and Social Development with staff consultation; Diversity &amp; Inclusion Group</td>
<td>All staff</td>
<td>2019-21</td>
</tr>
<tr>
<td>1.7.25</td>
<td>Conduct annual audits of gender representation across departments, banding levels, staff representative committees and Council Advisory Committees.</td>
<td>People Support; Governance; Social Development</td>
<td>2019-21</td>
<td></td>
</tr>
<tr>
<td>1.7.26</td>
<td>Analyse banding pay rates across local government sector to determine if current practices are gender equitable.</td>
<td>People Support</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>1.7.27</td>
<td>Establish organisational KPI’s to monitor improvements in gender equality across the organisation.</td>
<td>Executive Management; Victorian Government</td>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Secondary Prevention</td>
<td>Council Department/ Potential Partners</td>
<td>Target Group</td>
<td>Timeframe</td>
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</tr>
<tr>
<td>2.1 ADVOCACY</td>
<td>Get in early</td>
<td>Councillors; Senior Management; Social Development; Family, Youth &amp; Children’s Services; Community and Access Care</td>
<td>Priority populations</td>
<td>2019-21</td>
</tr>
<tr>
<td>2.1.1</td>
<td>Advocate for increased health and community service provision for priority populations.</td>
<td></td>
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</tr>
<tr>
<td>2.2 AWARENESS-RAISING AND EDUCATION</td>
<td></td>
<td>Family, Youth &amp; Children’s Services</td>
<td>Prioritise Children, Young People and Families</td>
<td>2019-21</td>
</tr>
<tr>
<td>2.2.1</td>
<td>Challenge the normalisation of violence and early warning signs of family violence through promotion of national, state and regional campaigns and resources.</td>
<td>Social Development; Family, Youth &amp; Children’s Services; Orygen Mental Health; specialist priority population groups</td>
<td>Young People and Parents</td>
<td>2020-21</td>
</tr>
<tr>
<td>2.2.2</td>
<td>Expand activities that educate and raise awareness about the reinforcing factors of family violence (including alcohol and/or drug abuse, mental health issues, economic disadvantage, social exclusion, discrimination, trauma).</td>
<td></td>
<td></td>
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<tr>
<td>2.2.3</td>
<td>Raise awareness of the importance of family violence prevention in priority populations.</td>
<td>Communications &amp; Community Relations</td>
<td></td>
<td>2019-21</td>
</tr>
<tr>
<td>2.2.4</td>
<td>Promote awareness of elder abuse more broadly across the community and service sector.</td>
<td>Community Care and Access Care; Social Development; Southern Metropolitan Primary Care Partnerships Elder Abuse Network</td>
<td></td>
<td>2019-21</td>
</tr>
<tr>
<td>2.2.5</td>
<td>Provide access to accurate information regarding the legal rights of migrants and refugees, enabling victim survivors of family violence to make informed decisions.</td>
<td>Social Development; in Touch; Peninsula Legal Aid</td>
<td></td>
<td>2019-21</td>
</tr>
<tr>
<td>2.3 COMMUNICATIONS AND PROMOTION</td>
<td></td>
<td>Social Development; Communications &amp; Community Relations</td>
<td></td>
<td>2020-21</td>
</tr>
<tr>
<td>2.3.1</td>
<td>Promote circulation of family violence resources and information to local primary and allied health sectors.</td>
<td></td>
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<tr>
<td>2.4 COMMUNITY STRENGTHENING AND PARTNERSHIPS</td>
<td></td>
<td>Social Development; inTouch; Empowering Community Network</td>
<td>Multicultural and interfaith community leaders</td>
<td>2019-21</td>
</tr>
<tr>
<td>2.4.1</td>
<td>Partner with multicultural and interfaith community leaders to challenge violence supportive attitudes and support disclosures of family violence.</td>
<td>Social Development; Indigenous Family Violence Regional Action Group; Djirra</td>
<td>Aboriginal and Torres Strait Islander peoples</td>
<td>2019-21</td>
</tr>
<tr>
<td>2.4.2</td>
<td>Consult with Aboriginal and Torres Strait Islander community members and groups to identify needs, gaps and family violence prevention strategies.</td>
<td>Social Development; inTouch; family Violence Working Group</td>
<td>LGBTQ+ community</td>
<td>2019-21</td>
</tr>
<tr>
<td>2.4.3</td>
<td>Consult with people who identify as lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ+) community members and groups to identify needs, gaps and family violence prevention strategies.</td>
<td>Social Development; Access and Community Care; MOIRA; Women with Disabilities Victoria</td>
<td>People with a disability</td>
<td>2019-21</td>
</tr>
<tr>
<td>2.4.4</td>
<td>Consult with people with a disability, families/carers with a person with a disability and disability support services to identify needs, gaps and family violence prevention strategies.</td>
<td>Social Development; Scarlet Alliance</td>
<td>Sex industry workers</td>
<td>2019-21</td>
</tr>
<tr>
<td>2.4.5</td>
<td>Consult with sex industry workers peak organisations to identify needs, gaps and family violence prevention strategies.</td>
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</table>
### 2.4.6 Seek interest from the Kingston Liquor Accord to raise awareness about family violence prevention in their venues and examine gender imbalances in alcohol promotions.

- **Council Department/Potential Partners**: Social Development; Kingston Liquor Accord
- **Target Group**:
- **Timeframe**: 2020

### 2.5 RESEARCH, EVALUATION AND MONITORING

#### 2.5.1 Evaluate relevant data from priority populations to inform service planning for Council and the community.

- **Council Department/Potential Partners**: Social Development; Family, Youth & Children's Services; Southern Metropolitan Primary Care Partnerships; partner with research institution and community organisations.
- **Target Group**:
- **Timeframe**: 2019-21

### 2.6 SERVICE DELIVERY AND PLANNING

#### 2.6.1 Reflect the diversity of relationships in which violence occurs (for example, same sex relationships, elder abuse) in conversations about family violence prevention and early intervention.

- **Council Department/Potential Partners**: Community Care and Access Care Southern; Family, Youth & Children's Services; Social Development
- **Target Group**:
- **Timeframe**: 2019-21

#### 2.6.2 Maternal Child Health staff conduct extra visits for high risk parents to increase support and early intervention of family violence.

- **Council Department/Potential Partners**: Family, Youth & Children's Services
- **Target Group**:
- **Timeframe**: 2019-21

#### 2.6.3 Maternal Child Health staff pilot the primary prevention program 'Baby Makes 3' to promote equal and respectful relationships for first-time parents.

- **Council Department/Potential Partners**: Family, Youth & Children's Services; Central Bayside Community Health Service
- **Target Group**: First-time parents
- **Timeframe**: 2020

#### 2.6.4 Run additional early intervention parenting programs for men (e.g., Pit Stop) to increase accessibility for more Kingston residents.

- **Council Department/Potential Partners**: Family, Youth & Children's Services (Family Support) in partnership with Better Men Australia; Women's Health in the South East as co-facilitator if needed
- **Target Group**: Fathers
- **Timeframe**: 2020-21

### 2.7 COUNCIL LEADERSHIP, ORGANISATIONAL AND WORKFORCE DEVELOPMENT

#### 2.7.1 Embed continuous professional development practices for Kingston staff that work with priority populations to improve early identification of family violence and effective referrals.

- **Council Department/Potential Partners**: Social Development; Family, Youth & Children's Services; Community Care and Access Care; Women's Health in the South East; inTouch; specialist family violence prevention agencies
- **Target Group**:
- **Timeframe**: 2019-21

#### 2.7.2 Family, Youth & Children’s Services staff participate in trauma-informed care training.

- **Council Department/Potential Partners**: Family, Youth & Children’s Services; Department of Education and Training
- **Target Group**: Maternal Child Health Staff; Early Years educators
- **Timeframe**: 2019-21

#### 2.7.3 Provide elder abuse identification and response training to staff working with elder population.

- **Council Department/Potential Partners**: Community Care and Access Care; Seniors Rights Victoria
- **Target Group**: 150 Direct Care Workers
- **Timeframe**: 2019-21
### 3.1 Advocacy

| 3.1.1 | Expand advocacy efforts for funding, structural and/or policy changes that support improved outcomes for victim survivors of family violence in police, legal, financial, and support services sectors. | Council; Senior Management; Social Development; Community Care and Access Care networks; Family, Youth & Children's Services networks; Family Safety Victoria; Peak bodies | 2019-21 |
| 3.1.2 | Advocate for additional Rapid Response Housing in Kingston. | City Strategy; Communications & Community Relations | 2019-21 |
| 3.1.3 | Advocate for increased services for perpetrators. | Council; Senior Management; Social Development | 2019-21 |

### 3.2 Awareness-Raising and Education

| 3.2.1 | Raise awareness of family violence support services for victim survivors. Ensure up-to-date information is easily accessible to community members and staff. | Social Development; Communications & Community Relations; BlueKnot; Family Safety Victoria | Victim Survivors | 2019-21 |
| 3.2.2 | Provide community members and Council staff with easily accessible, up-to-date information about services for perpetrators. | Social Development; Communications & Community Relations; BlueKnot; Family Safety Victoria | Perpetrators | 2019-21 |
| 3.2.3 | Encourage Community Hubs, Centres and Neighbourhood Houses to include family violence referral information on their websites. | Libraries & Social Development | 2019 |
| 3.2.4 | Raise awareness with service providers about the additional challenges for families with a child with a disability who are experiencing family violence. | Social Development; Brotherhood of St Laurence; MOIRA; Family Violence Support Services | Disability and Family Violence Support services | 2019-21 |

### 3.3 Communications and Promotion

| 3.3.1 | Use trauma-informed digital design principles to design a webpage with up-to-date information about family violence services in Kingston. Ensure service information is inclusive of genders, ages and specialist groups. | Social Development; Communications & Community Relations; BlueKnot; Family Safety Victoria; Men's Referral Service | 2019 - design; 2020-21 - maintain and update |
| 3.3.2 | Ensure communication (both verbal and written) does not blame victims. | Communications & Community Relations; Social Development | 2019-21 |

### 3.4 Community Strengthening and Partnerships

| 3.4.1 | Provide opportunities for victim survivors to share their story. | Social Development; Community Care and Access Care; Family, Youth & Children's Services | 2019-21 |
| 3.4.2 | In partnership with relevant organisations, support therapeutic interventions for victim survivors. | Social Development; Emerge; Family Life | Victim survivors | 2019-21 |
| 3.4.3 | In partnership with relevant organisations, support therapeutic interventions for perpetrators of violence. | Social Development; Men's Referral Service; Lifeworks; Family Life | Perpetrators | 2019-21 |
### 3.5 RESEARCH, EVALUATION AND MONITORING

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
<th>Owner</th>
<th>Year</th>
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<tbody>
<tr>
<td>3.5.1</td>
<td>Monitor the availability of family violence services in the municipality to inform community members, service providers, and Council staff.</td>
<td>Social Development</td>
<td>2019-21</td>
</tr>
<tr>
<td>3.5.2</td>
<td>Promote collation of local data on family violence and sexual assault incidences to help identify specific needs of the municipality and community members.</td>
<td>Social Development; Family, Youth &amp; Children’s Services; Victoria Police Family Violence Investigation Unit; Southern Metropolitan Primary Care Partnerships Family Violence Working Group</td>
<td>2019-21</td>
</tr>
<tr>
<td>3.5.3</td>
<td>Support new initiatives for data-sharing through networks and partnerships (e.g., family violence incidences in support services, referrals, and evidence-based practice).</td>
<td>Social Development; Victoria Police Family Violence Investigation Unit; Southern Metropolitan Primary Care Partnerships Family Violence Working Group</td>
<td>2019-21</td>
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### 3.6 SERVICE DELIVERY AND PLANNING

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<th>Section</th>
<th>Description</th>
<th>Owner</th>
<th>Year</th>
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<tbody>
<tr>
<td>3.6.1</td>
<td>Support Council staff to provide community members with up-to-date information about family violence support services.</td>
<td>Customer Services; Libraries &amp; Social Development</td>
<td>2019-21</td>
</tr>
<tr>
<td>3.6.2</td>
<td>Explore options for supporting crisis accommodation for pets from families experiencing family violence.</td>
<td>Social Development; Statutory Education; Lost Dogs Home Cranbourne</td>
<td>2019-21</td>
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### 3.7 COUNCIL LEADERSHIP, ORGANISATIONAL AND WORKFORCE DEVELOPMENT

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<th>Section</th>
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<th>Owner</th>
<th>Year</th>
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<tbody>
<tr>
<td>3.7.1</td>
<td>Local Laws Council Officers attend Family Violence training via the Regional Management Forum Family Violence Project and Risk Assessment.</td>
<td>Statutory Education and Compliance</td>
<td>2019-21</td>
</tr>
<tr>
<td>3.7.2</td>
<td>Support the implementation of trauma informed service delivery to relevant staff.</td>
<td>Community Care and Access Care; Family, Youth &amp; Children's Services</td>
<td>2019-21</td>
</tr>
</tbody>
</table>
Background Information

LEGISLATIVE AND POLICY CONTEXT

The Prevention of Family Violence Action Plan was developed to align with the national, state and regional plans, strategies, frameworks and guidelines listed below.

National

- National Plan to Reduce Violence against Women and their Children 2010-2022
- Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia

State

- Safe and Strong: A Victorian Gender Equality Strategy
- Ending Family Violence: Victoria’s Plan for Change and Rolling Action Plan 2017-2020
- FREE FROM VIOLENCE Victoria’s strategy to prevent family violence and all forms of violence against women
- Roadmap for Reform: strong families, safe children The first steps
- Strong Culture, Strong Peoples, Strong Families: Towards a safer future for Indigenous families and communities
- Victoria’s 10-year Mental Health Plan
- Education State Early Childhood Reform Plan: Ready for kinder, ready for school, ready for life
- Women’s Sexual and Reproductive Health Key Priorities 2017-2020

REGIONAL

- Preventing Violence Together: A Strategy for the Southern Metropolitan Region

HOW WE DEVELOPED THIS ACTION PLAN

The actions and partnerships detailed in this Action Plan were overseen by the Kingston Family Violence Working Group. This group was formed with the primary purpose of developing the Prevention of Family Violence Action Plan and consisted of community members, state (Victoria Police) and community organisations (Central Bayside Community Health Service, Emerge, Family Life, LifeWorks, and Women’s Health in the South East) and Kingston Council representatives. Development of the Action Plan involved an analysis of relevant data and demographic information; review of policy and legislative contexts; and Council, stakeholder and community consultations.
DATA AND LITERATURE

- Collation and analysis of data and demographics from a variety of sources such as the Australian Bureau of Statistics, VicHealth and Crime Statistics Agency Victoria informed the development of the PHWP and Prevention of Family Violence Action Plan. This is presented in the City of Kingston Health and Wellbeing Profile and is available on Kingston Council’s website: https://www.yourkingstonyoursay.com.au/25401/documents/59526
- Evaluation of Council’s previous Community Safety Strategies.
- Review and analysis of local, state and federal policies, plans and literature.
- Survey data from the Kingston Health and Wellbeing Survey 201633, the Preventing Family Violence in Kingston Survey 201834, and the Family Violence, Workplace Equality and Respect Staff Survey 2018 was used to inform the development of this Action Plan.

COMMUNITY ENGAGEMENT

- Kingston Council’s 2016 Health and Wellbeing Survey provided a representative sample of Kingston’s residents and their views on health, wellbeing and safety in Kingston.
- Consultation with key stakeholders and the community to gather information and suggestions for family violence prevention activities including through the Kingston Family Violence Working Group, Your Kingston Your Say, and the Preventing Family Violence in Kingston 2018 community survey.
- Consultation with each Council department to identify opportunities to support family violence prevention activities through Council’s services.

REPORTS

The following reports are available on Council’s website kingston.vic.gov.au:

- Health and Wellbeing Profile, City of Kingston Public Health and Wellbeing Plan 2017-2021
- 2016 Health and Wellbeing Survey, September 2016
- Community Engagement Report, City of Kingston Public Health and Wellbeing Plan 2017-2021

FEEDBACK

Feedback on the action plan was sought between 6-21 September 2018.

ADOPTION


HOW WE WILL IMPLEMENT THIS ACTION PLAN

This action plan outlines details about what Council commits to doing to improve safety outcomes for the community. Each action lists what will be done, the Council teams and potential partner organisations involved, the target group (if identified), and the timeline for its implementation.

The Social Development Team will oversee the development and coordination of this action plan and support and guide other teams with their actions. Working collaboratively within Council and with external organisations and with the community is an important aspect of implementing the identified actions.

HOW WE WILL MONITOR THIS ACTION PLAN

Yearly tracking and reporting of the outcomes of this action plan will be undertaken. This will provide short term feedback about the successes and challenges of the action plan, allow opportunities to revise actions and track how Council is progressing towards the Goals of this Action Plan and Objective 2.3 of the Public Health and Wellbeing Plan 2017-2021 to reduce the prevalence of family violence.

Council is developing a new system for collating the short term outcomes related to all action plans as part of the Public Health and Wellbeing Plan 2017-2021. This will provide a standard process for all teams across Council working in the health and wellbeing space and a central location for the collation of health and wellbeing outcomes data. Council will then have a comprehensive overview of how we are helping our community to be healthy and well in the short and long term. The outcomes used to measure family violence prevention will be guided by national and state recommendations and consistent with regional outcome frameworks where possible.

Outcome reports will be presented to Council and posted on the Kingston website:

- **Yearly** – reviewing the outcomes of this action plan and their impact on the short term measures
- **Four yearly** – reviewing the outcomes of all health and wellbeing work across Council and its impact on the long term measures of the Public Health and Wellbeing Plan 2017-2021 objectives.
Key Terms

Family violence is when a person (perpetrator) uses coercive and abusive behaviours to exercise power and control over another member of their family (victim survivor) that causes harm and distress.\(^\text{35}\) The types of violence can include physical, sexual, psychological, emotional, spiritual and financial abuse. Family violence is used as a general term for abusive behaviours that occur between different members of the family including family-like, kinship or carer relationships. Family violence can affect anyone regardless of age, cultural background, education, sexuality or ability. The types of relationships that family violence occurs can be referred to using different terms including domestic violence, intimate partner violence, child abuse, and elder abuse.

Domestic violence or intimate partner violence is when the abusive behaviour occurs between intimate partners of all genders and sexualities who have had a close personal and/or sexual relationship.\(^\text{36}\)

Child abuse is when the abusive behaviour is perpetrated by an adult or adolescent to a child or young person. Physical and emotional neglect and exposure to domestic or intimate partner violence are also forms of child abuse.\(^\text{37}\)

Elder abuse is when the abusive behaviour is perpetrated by a person in a position of trust and is directed towards an older person. Intentional or unintentional neglect can also be a form of elder abuse.\(^\text{38}\)

Gender equality refers to the equal rights, responsibilities and opportunities of women, men, transgender and gender-diverse people. Equality does not mean that all people will become the same but that their rights, responsibilities and opportunities will not depend on their gender.\(^\text{39}\)

Gender equity involves the fair distribution of resources and responsibilities to all genders. It recognises that different people require different access to power based on their gender and require different types of help to address these inequalities.\(^\text{40}\)

Primary prevention is a public health approach that uses activities for the whole community that challenge the underlying causes of family violence to stop violence before it starts.\(^\text{42}\)

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Secondary prevention (or early intervention) activities focus on changing the trajectory for priority populations by providing support to individuals and groups who are more at risk of perpetrating or experiencing violence.\textsuperscript{43} Priority populations include: new parents; children; young people; Aboriginal and or Torres Strait Islander peoples; people who identify as lesbian gay, bisexual, transgender, intersex or queer (LGBTIQ+); people with a disability; elder population; multicultural communities; sex industry workers.

Tertiary prevention activities (crisis response) aim to provide appropriate and effective support for victim survivors, hold perpetrators to account and prevent the reoccurrence of violence.\textsuperscript{44}


\textsuperscript{44} Free from Violence: Victoria’s Strategy to Prevent Family Violence and All Forms of Violence Against Women, pp. 50-51, State of Victoria (Department of Premier and Cabinet), https://www.vic.gov.au/familyviolence/prevention-strategy.html