

# FAMILY VIOLENCE PREVENTION ACTION PLAN 2019-2021



GLEN EIRA  
CITY COUNCIL

Bentleigh  
Bentleigh East  
Brighton East  
Carnegie  
Caulfield  
Elsternwick  
Gardenvale  
Glen Huntly  
McKinnon  
Murrumbeena  
Ormond  
St Kilda East



# OUR COMMITMENT TO MAKING A DIFFERENCE

## Purpose

Reducing and preventing family violence and gender inequality in our community is a priority of Glen Eira City Council. We are working hard to help build a safer community in collaboration with our local and regional partners and our community.

## Family Violence Prevention Action Plan

This is the third *Family Violence Prevention Action Plan* to be delivered by Council.

The *Action Plan* outlines Council's approach to the prevention of family violence and violence against women and their children. It incorporates a whole of organisation approach to make a positive impact on the prevention of family violence within our community and Council as an organisation. Research, evidence, evaluation and sustainability practices drive all our activities.

## Our vision

Our vision is to create a safe, healthy and inclusive Glen Eira community that is free from all forms of violence.

## Defining family violence

Family violence can take many forms. It can include a range of behaviours that are used to take power and control from a person. It involves coercive, threatening and abusive behaviour that is designed to intimidate, humiliate, undermine and isolate a person so they feel fearful and insecure. It can include physical violence, verbal abuse, sexual abuse, financial abuse, spiritual abuse, psychological/emotional abuse, social isolation and stalking. Family violence can be experienced in a range of different relationships; between intimate partners, from a parent to a child, from a child to a parent, between siblings, grandparents, extended families, kinship networks or carer relationships. Family violence can affect anyone regardless of age, cultural background, education, sexuality or ability.

## Scope

Council is aware that for change to occur we all have a responsibility to reject and prevent violence in all its forms, to act on the underlying causes that condone violence against women and to work on promoting respect and equality.

Council can influence the prevention of family violence as an employer, a community leader and as a service provider.

## Council's approach

Council's approach to family violence has a focus on primary prevention which works to prevent violence before it occurs. Primary prevention applies a whole of population approach or is targeted at particular groups who are deemed vulnerable or at risk. Primary prevention is part of a whole system approach which includes early intervention and response to violence in our community.

Working with primary prevention strategies means we aim to address the deep seated drivers of family violence and violence against women in the broader sense. We do not work specifically with individuals or perpetrators. Primary prevention strategies challenge the underlying causes and drivers that lead to family violence and violence against women.

## The drivers of family violence

Evidence and research confirms family violence is a gendered issue in which women and children are predominantly the victims.

According to Our Watch, one of the peak body's on the prevention of violence against women, there are particular expressions of gender inequality that consistently predict higher rates of violence against women. These are:

1. Condoning of violence against women.
2. Men's control of decision-making and limits to women's independence in public and private life.
3. Rigid gender roles and stereotyped constructions of masculinity and femininity.
4. Male peer relations that emphasise aggression and disrespect towards women.

Council's *Family Violence Prevention Action Plan* delivers activities that address the underlying drivers of family violence including the social structures and norms that support rigid gender norms and gender inequality. This is done by:

- influencing individual attitudes and behaviours;
- building respect for women;
- challenging gendered discrimination for both men and women; and
- saying NO to violence towards women and children.

## Policy and partnership context

The *Southern Regional Preventing Violence Together Strategy 2016–2021* led by Women's Health in the South East (WHISE) is the foundation document which guides Glen Eira's *Family Violence Prevention Action Plan 2019–2021* (Attachment A).

Activity is aligned with the strategic pillars of the regional framework which is supported through partnership and organisational activity across the region.

The plan is underpinned by a rich compilation of evidence, research and policy at state and national levels (Attachment B). There is alignment with the national plan to *Reduce Violence against Women and their Children (2010–2022)* and the work of two peak bodies leading primary prevention work:

Our Watch: *Change the Story*

VicHealth: *Prevention of violence against women* (Attachment B)

The *Plan* is also supported by the work of the Southern Melbourne Primary Care Partnership (PCP) Family Violence Working Group which delivers local partnership projects across five local government areas.

The *Royal Commission into Family Violence Report 2016* with its 227 recommendations continues to be critical in changing and shaping the family violence and community sector. Ensuring shared responsibility and developing a more responsive and comprehensive service system that delivers primary prevention, early intervention and response, is imperative for change to occur where we become a society free from violence.

## How we engage on the issue of family violence in Glen Eira

Glen Eira's *Family Violence Prevention Action Plan* is driven internally through the Family Violence Prevention Champions Group, made up of staff from across Council departments. Group members are key conduits to drive the message internally and to the communities they have connections with.

Activities delivered as part of the plan are closely monitored and evaluated for their reach and effectiveness ensuring appropriate level of feedback is being sought for each activity. This engagement is critical as it raises the capacity for participants to share their feedback and views. The process also allows important messages to be disseminated that address the underlying drivers of family violence and provide opportunities to inform participants of supports available for those impacted by family violence.

Community engagement is also undertaken periodically to understand workforce and communities attitudes on issues relevant to family violence. This informs the development of strategies that support the continuous building of respectful relationships.

## Vulnerable groups

Violence against women occurs across the whole community, however, certain groups of women experience much higher rates of male violence than others. These groups include women with disabilities, Aboriginal women, women in rural and remote areas, and immigrant and refugee women.

## Our commitment

Glen Eira's *Family Violence Prevention Action Plan* is based on Council's signed commitment to a regional partnership to prevent violence against women involving more than 30 organisations that have made a pledge of commitment to work together. This partnership is driven by a region-wide action plan for change: *Preventing Violence Together — A Strategy for the Southern Metropolitan Region 2016–2021* (WHISE 2016).

Glen Eira City Council's commitment to the prevention of family violence is further embedded in Council's *Municipal Public Health and Wellbeing Plan 2017–2021*. This actively works to address family violence in collaboration with our Southern Melbourne Primary Care Partnership members.

In addition, Council's *Community Safety Plan 2018–2022* delivers important activities on living safely that supports violence prevention.

## Evaluation and review

Glen Eira City Council will review this two year *Family Violence Prevention Action Plan* annually and report on the performance and activities outlined in the plan.

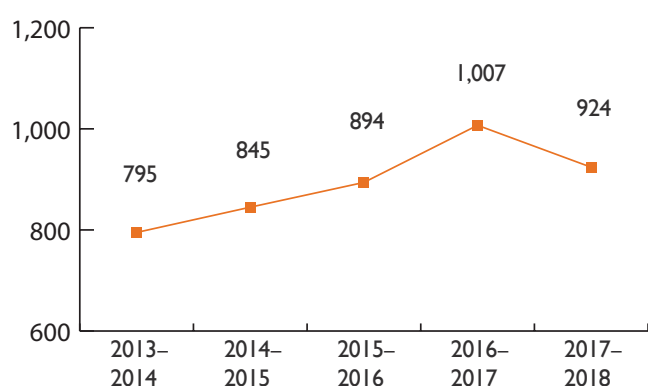
A document outlining the key achievements and overall performance of the *Plan* will be available on Council's website.

# WHAT WE KNOW ABOUT FAMILY VIOLENCE IN THE COMMUNITY?

It is often difficult to provide an accurate picture on the prevalence of family violence in the community as data reflects only those incidents that are reported, reach the attention of authorities or support organisations. There is therefore an incomplete picture of the prevalence of family violence in the community.

The most recent data for the Glen Eira community is illustrated below. It shows a slight decrease in the number of family violence incidents reported to the police overall. There has also been a small decrease in the number of intervention orders applied for and the number of family members on intervention orders. Women continue to be the main victims.

Number of family incidents reported to Police in Glen Eira over time<sup>1</sup>.



Number of family incidents per 100,000 population reported to Police in 2017–18<sup>2</sup>.

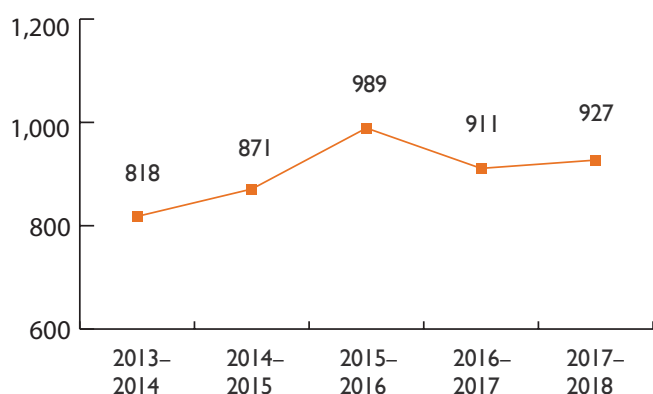
Glen Eira — 599.8



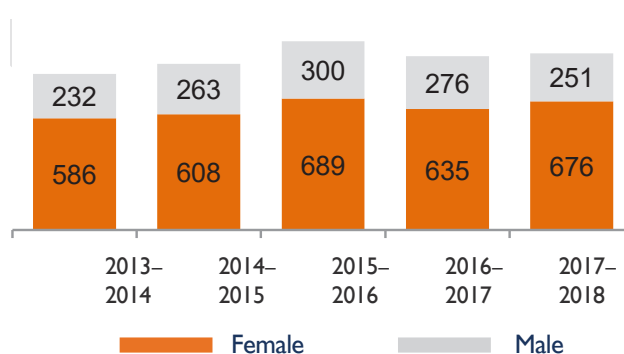
Victoria — 1,176.7



Number of affected family members identified in family incidents reported to Police in Glen Eira over time<sup>3</sup>.



Gender of affected family members identified in family incidents reported to Police in Glen Eira over time<sup>4</sup>.



1. [www.crimestatistics.vic.gov.au/family-violence-data-portal/family-violence-data-dashboard/victoria-police](http://www.crimestatistics.vic.gov.au/family-violence-data-portal/family-violence-data-dashboard/victoria-police)

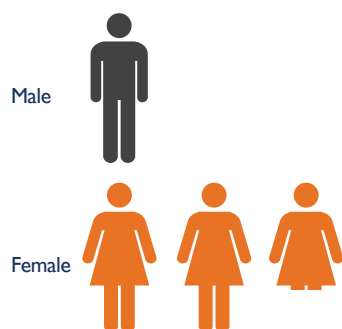
2. [www.crimestatistics.vic.gov.au/family-violence-data-portal/family-violence-data-dashboard/victoria-police](http://www.crimestatistics.vic.gov.au/family-violence-data-portal/family-violence-data-dashboard/victoria-police)

3. [victorianwomenshealthatlas.net.au/#!/atlas/Violence%20Against%20Women/V/Family%20Violence/V\\_04/2018%20Reported%20Incidents/198/F/state/all/false](http://victorianwomenshealthatlas.net.au/#!/atlas/Violence%20Against%20Women/V/Family%20Violence/V_04/2018%20Reported%20Incidents/198/F/state/all/false)

4. [victorianwomenshealthatlas.net.au/#!/atlas/Violence%20Against%20Women/V/Family%20Violence/V\\_04/2018%20Reported%20Incidents/198/F/state/all/false](http://victorianwomenshealthatlas.net.au/#!/atlas/Violence%20Against%20Women/V/Family%20Violence/V_04/2018%20Reported%20Incidents/198/F/state/all/false)



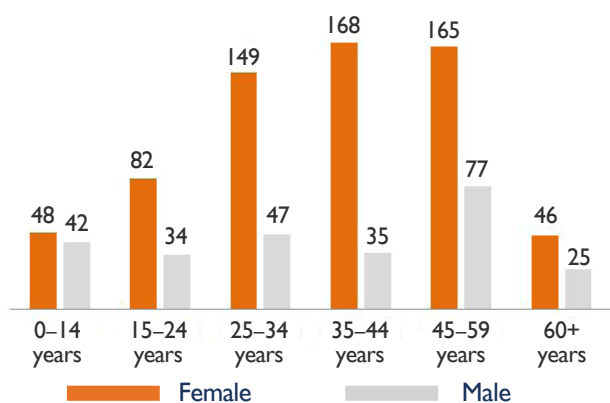
In Glen Eira, 2.6 women experienced a recorded incident of family violence (all types) for every one male in 2017–18.



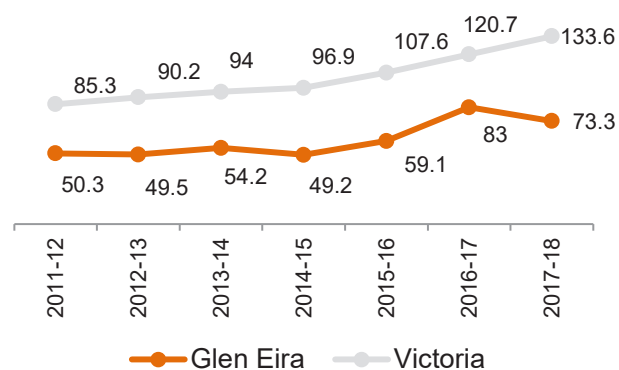
In Glen Eira, 4.8 women experienced a recorded incident of intimate partner family violence (where violence was perpetrated by a current or former partner) for every one male in 2017–18.



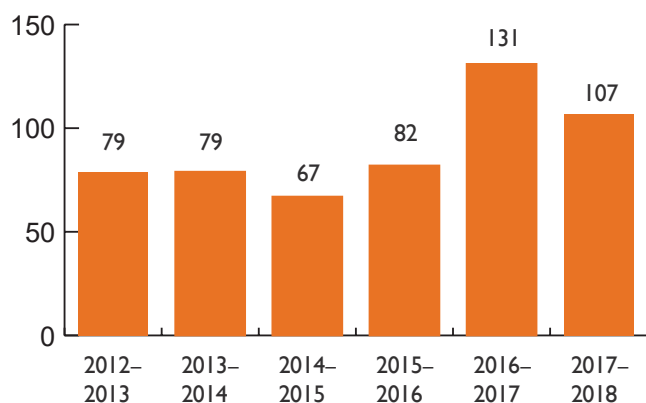
Affected family members in 2017–18, by age and gender<sup>5</sup>.



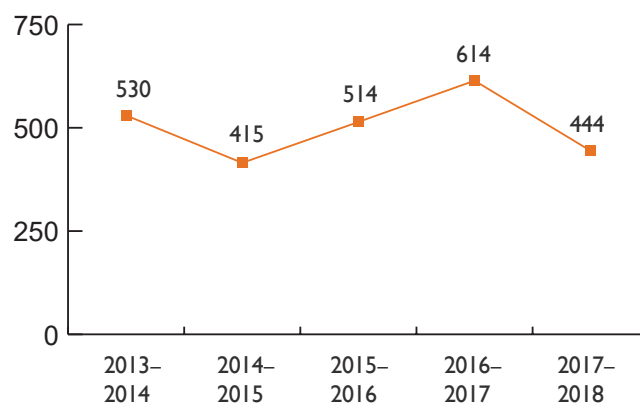
Number of incidents where the primary offence was sexual<sup>6</sup>, per 100,000 population in Glen Eira and Victoria over time<sup>7</sup>.



Number of family incidents recorded by Police in Glen Eira, where an intervention order was applied for<sup>8</sup>.



Number of family members on intervention orders in Glen Eira over time<sup>9</sup>.



5. Unpublished data, requested from [www.crimestatistics.vic.gov.au](http://www.crimestatistics.vic.gov.au)

6. Sexual offences include rape, indecent assault, and other acts of a sexual nature against another person, which are non-consensual or where the person is deemed incapable of giving consent because of youth or temporary/permanent incapacity.

7. [www.crimestatistics.vic.gov.au/crime-statistics/latest-crime-data/recorded-criminal-incidents-2](http://www.crimestatistics.vic.gov.au/crime-statistics/latest-crime-data/recorded-criminal-incidents-2)

8. Unpublished data, requested from [www.crimestatistics.vic.gov.au](http://www.crimestatistics.vic.gov.au)

9. Unpublished data, requested from [www.crimestatistics.vic.gov.au](http://www.crimestatistics.vic.gov.au)

# GLEN EIRA CITY COUNCIL'S FAMILY VIOLENCE PREVENTION ACTION PLAN

## Vision

A safe, healthy and inclusive community that supports gender equality and is free from all forms of violence.

## Glen Eira City Council's Family Violence Prevention Action Plan

- adopts a primary prevention approach to eliminating violence against women and their children;
- recognises the underlying causes of family violence as gender inequality that includes disrespect towards women and rigid gender norms;
- is informed by evidence, research, policy and best practice directions; and
- is based on partnership, participation and collaboration.

### GECC Family Violence Prevention in the Community Policy

Guides Council's commitment to the prevention of family violence.

### GECC Municipal Public Health and Wellbeing Plan 2017–2021 and Community Safety Plan 2018–2022

Identifies family violence prevention as a strategic priority for Council and delivers a set of defined actions.

### GECC Family Violence Preventions Champions Group

Oversees the development, co-ordination and implementation of the family violence prevention action plan.

## Strategic pillars

### Community change

#### Objectives

1. To provide Council services that support both prevention and early intervention of family violence.
2. To facilitate activities that will increase the capacity of community organisations/ individuals to support the prevention of family violence.
3. To increase Council communications and media on the prevention of family violence.

### Leadership through partnerships

#### Objectives

4. To actively participate and work with established partnerships on responding to and preventing family violence across the region.
5. To develop new opportunities for partnerships and collaboration across community groups in the municipality.

### Organisational change

#### Objectives

6. To develop family violence prevention initiatives and support staff who may be experiencing family violence.
7. To improve understanding across the workforce in the prevention of family violence and support for diversity, gender equality and respectful relationships.
8. To apply best practice approaches outlined in Victoria's state strategy Safe and Strong to prevent violence against women through gender equality.

### Supporting evidence and research

#### Objectives

9. To implement evaluation and review of initiatives that respond to and prevent family violence.
10. To share knowledge with other organisations and build collective understanding of local service needs.

### Sustaining commitment

#### Objectives

11. For Council to embed the prevention of family violence in its strategic frameworks.
12. To participate in advocacy opportunities to drive the prevention of family violence on a regional and statewide level.

# STRATEGIC PILLAR — COMMUNITY CHANGE

**Objective one — to provide Council services that support both prevention and early intervention of family violence.**

Strategy	Actions	Timelines	Who
<b>1.1</b> Deliver family violence assessment by maternal and child health nurses to mothers and children attending the service.	Implement the redeveloped <i>Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM)</i> previously known as the <i>Common Risk Assessment Framework</i> during identified Key Ages and Stages visit.  Review and analyse the assessment and referral data relating to family violence and use this data to inform practice.	Annual	Maternal and Child Health Service
<b>1.2</b> Deliver a legal practitioner partnership program.	Engage legal practitioner to provide responsive services to Glen Eira community members.	Commencing July 2019	Family Children and Youth Services
<b>1.3</b> Provide support to young people experiencing family or relationship issues.	Reach 1,000 young people to provide information, referral and support.	Annual	Youth Services
<b>1.4</b> Provide opportunities for the <i>Girl Up</i> group to increase the positive self-image and gender development of girls and young women in Glen Eira.	Engage the <i>Girl Up</i> group to deliver two community initiatives and evaluate its impact on positive development of girls and young women.	April 2020	Youth Services
<b>1.5</b> Support fathers in parenting.	Explore a community initiative to engage fathers in celebrating their important role, eg. Father's Day pram walk.  Provide support to expand Glen Eira's fathers' play groups.	September 2019  June 2021	Maternal and Child Health Service
<b>1.6</b> Provide all new mothers with information on respectful relationships.	Include a respectful relationships page with contact details of support services available in each child health record.	Annual	Maternal and Child Health Service



# STRATEGIC PILLAR — COMMUNITY CHANGE

**Objective two — to facilitate activities that will increase the capacity of community organisations/individuals to support the prevention of family violence.**

Strategy	Actions	Timelines	Who
<b>2.1</b> Deliver activities and events to build community capacity to prevent family violence.	<p>Deliver an annual community event to raise awareness and build capacity for the prevention of family violence in the community.</p> <p>Participate in the <i>International Day for the Elimination of Violence against Women</i> and the <i>16 Days of Activism</i> campaign.</p> <p>Deliver an activity that supports gender equality in Glen Eira's four libraries and promote widely to all library user groups.</p>	Annual	<p>Family Violence Prevention Champions Group</p> <p>Community Planning and Engagement</p> <p>Library Services</p>
<b>2.2</b> Promote opportunities for community groups and organisations to apply for Council community grants to address family violence and gender inequality.	<p><i>Community Grants Program</i> lists family violence and gender equality projects as a high priority.</p> <p>Receive three community grant applications that address the prevention of family violence or promote gender equality each year.</p>	<p>Annual</p> <p>June 2020 June 2021</p>	Community Planning and Engagement
<b>2.3</b> Work in partnership with community groups/ organisations to deliver health promotion activities and events that address the prevention of family violence in the community.	Partner with a community organisation/ group to deliver one health promotion initiative on the prevention of family violence each year.	June 2020 June 2021	<p>Family Violence Prevention Champions Group.</p> <p>Community Planning and Engagement</p>
<b>2.4</b> Promote a state-wide initiative supporting gender equity principles with the Glen Eira community.	Support the VicHealth's <i>This Girl Can</i> campaign.	April 2020	Glen Eira Leisure
<b>2.5</b> Engage priority populations in the prevention of family violence.	<p>Deliver one initiative that supports women with disabilities to build capacity and safety against family violence.</p> <p>Work with Glen Eira Adult Learning Centre to explore delivering a respectful relationship initiative with culturally linguistically diverse students.</p>	<p>March 2020</p> <p>March 2021</p>	<p>Diversity and Inclusion</p> <p>Community Planning and Engagement</p>



# STRATEGIC PILLAR — COMMUNITY CHANGE

**Objective three — to increase Council communications and media on the prevention of family violence.**

Strategy	Actions	Timelines	Who
<b>3.1</b> Promote information on support services available for community members who may be experiencing family violence.	Review, update and distribute the <i>Family Violence Fact Sheet</i> . (Distribution to include, hardcopy, online and electronically).  Distribute <i>Family Violence Fact Sheet</i> in community locations in other languages including: Chinese; Greek; Hebrew; Hindi; Russian and Vietnamese.	Annual	Community Planning and Engagement
<b>3.2</b> Promote family violence prevention to community organisations and residents in Glen Eira.	Publicise Glen Eira information, resources and events on SouthSafe website.  Share family violence resources through relevant networks, mailing lists and staff.  Promote information on family violence prevention in <i>Glen Eira News</i> and Council's website, social media and relevant Council newsletters.	Annual	Family Violence Prevention Champions Group  Community Planning and Engagement  Media and Communications
<b>3.3</b> Deliver a community-wide bystander action activity.	Deliver a bystander training workshop to the community.  Explore a new activity on bystander action.	June 2021	Community planning and Engagement  Family Violence Prevention Champions Group
<b>3.4</b> Promote awareness of elder abuse.	Run awareness raising activities and messaging during <i>Elder Abuse Awareness Week</i> (15 June).	Annual	Diversity and Inclusion Team
<b>3.5</b> Develop signage and media messages in public spaces that address the drivers of family violence.	Implement a media and messaging project on the drivers of family violence.  Display banners in prominent places in Glen Eira, eg. Town Hall portico/Duncan Mackinnon Reserve and/or Glen Eira Sports and Aquatic Centre.	April 2020  Annual	Family Violence Prevention Champions Group  Media and Communications



# STRATEGIC PILLAR — LEADING THROUGH PARTNERSHIP

**Objective four — to actively participate and work with established partnerships on responding to and preventing family violence across the region.**

Strategy	Actions	Timelines	Who
<b>4.1</b> Participate and contribute to the <i>Regional Preventing Family Violence Together — A Strategy for the Southern Metropolitan Region 2016–2021</i> (WHISE).	Represent Glen Eira City Council at WHISE Steering Group meetings and Community of Practice meetings according to meeting schedule.  Participate in projects with WHISE.	Annual	Community Development and Care
<b>4.2</b> Participate and contribute to the Southern Melbourne Primary Care Partnership (SMPCP) Family Violence Working Group.	Represent Glen Eira City Council at SMPCP Family Violence Working Group meetings. Participate in projects with SMPCP Family Violence Working Group.	Annual	Community Planning and Engagement
<b>4.3</b> Explore a partnership with local sport teams to deliver an initiative on the prevention of family violence, gender equality and respectful relationships.	Engage a sporting club association to deliver the <i>You the Man</i> *.	May 2020	Open Space and Recreation

\**You the Man* is a brief theatre-based intervention that promotes bystander engagement that promotes equal and respectful relationships; non-violent social norms; reduces the effects of prior exposure to violence; and improves access to resources and systems of support.





# STRATEGIC PILLAR — LEADING THROUGH PARTNERSHIP

**Objective five — to develop new opportunities for partnerships and collaboration across community groups in the municipality.**

Strategy	Actions	Timelines	Who
<b>5.1</b> Connect with local police on the status of family violence in the community.	Invite Victoria Police to report on the status of family violence issues in the Glen Eira community every six months.	December 2019 June 2020 December 2020 June 2021	Community Planning and Engagement
<b>5.2</b> Collaborate with local community organisations servicing Glen Eira on the prevention of family violence.	Convene two meetings with local community organisations to discuss service needs and possible working together opportunities on the prevention of family violence.	June 2020 June 2021	Community Planning and Engagement
	Participate in the Regional Family Services/ Orange Door Network to support children and families at risk.	Annual	Maternal and Child Health Service
<b>5.3</b> Deliver a family violence messaging initiative with local family violence experts/organisations.	Implement a collaborative community messaging initiative.	April 2020	Family Violence Prevention Champions Group  Community Planning and Engagement  Media and Communications



# STRATEGIC PILLAR — ORGANISATIONAL CHANGE

**Objective six — to develop family violence prevention initiatives and support staff who may be experiencing family violence.**

Strategy	Actions	Timelines	Who
<b>6.1</b> Build commitment through Glen Eira City Council cross divisional Family Violence Prevention Champions Group.	Convene meetings of the Family Violence Prevention Champions group bi-monthly.	Meetings held every two months: July, September, November, January, March and May	Community Planning and Engagement
<b>6.2</b> Provide staff with access to specialist counselling support.	Contract the <i>Employment Assistance Program (EAP)</i> to provide counselling support for staff experiencing family violence.	Annual	People and Culture
<b>6.3</b> Provide family violence provisions in Council's <i>Enterprise Bargaining Agreement (EBA)</i> .	Advise staff about Council's <i>EBA</i> provisions in relation to family violence including the provision of up to 20 days leave for staff impacted by family violence.	Annual	People and Culture





# STRATEGIC PILLAR — ORGANISATIONAL CHANGE

**Objective seven — to improve understanding across the workforce in the prevention of family violence and support for diversity, gender equality and respectful relationships.**

Strategy	Actions	Timelines	Who
<b>7.1</b> Inform staff about family violence services available that support people experiencing family violence.	Deliver information to staff on a range of family violence support services, on three occasions over the year.  Promote the <i>Family Violence Resource Kit</i> to staff.	Annual	Community Planning and Engagement  People and Culture
<b>7.2</b> Implement the family violence and gender equity e-module to all new staff.	Direct new staff to complete e-module as part of their compliance training.  Explore inclusion of repeating family violence e-module every two years in the compliance training framework.	Six months post commencement of employment  March 2020	People and Culture
<b>7.3</b> Educate staff on delivering bystander action.	Deliver at least one bystander training module to staff annually.  Promote Council's bystander action video on the intranet and on Workplace Facebook.	June 2020 June 2021	Community Planning and Engagement  People and Culture
<b>7.4</b> Train staff to respond to family violence disclosures.	Educate 90 per cent of identified frontline staff on responding appropriately to disclosures of violence by 2020.  Distribute <i>First Aid Checklist for Disclosures of Violence</i> to all Council departments.	June 2021	Community Planning and Engagement  People and Culture
<b>7.5</b> Use <i>16 Days of Activism</i> to promote family violence prevention awareness.	Deliver at least four awareness raising activities and events during <i>International Day for the Elimination of Violence against Women</i> and the <i>16 Days of Activism</i> , eg. social; promotion of messages; events articles; website and social media.	December 2019 December 2020	Family Violence Prevention Champions Group  Media and Communications
<b>7.6</b> Promote gender equality	Participate in MAV initiatives supporting the <i>Local Government Women's Charter</i> .  Deliver an <i>International Women's Day</i> event.	May 2020  March 2020	Community Planning and Engagement  Arts and Culture  Diversity and Inclusion

# STRATEGIC PILLAR — ORGANISATIONAL CHANGE

**Objective eight — to apply best practice approaches outlined in Victoria's state strategy Safe and Strong to prevent violence against women through gender equality.**

Strategy	Actions	Timelines	Who
<b>8.2</b> Scope the development of a community-wide diversity strategy which incorporates gender equity.	Complete research and benchmarking to develop a case for the development of a diversity strategy.	December 2020	Diversity and Inclusion
<b>8.3</b> Develop a messaging project that outlines the evidence-based benefits of gender equality.	Messaging project delivered that clearly articulates the evidenced-based benefits of gender equality.	April 2021	Community Planning and Engagement Diversity and Inclusion
<b>8.4</b> Implement Council's internal <i>Diversity Strategy</i> .	<i>Diversity Strategy</i> delivers at least one initiative that provides gender equality messages. Measure staff attitudes to gender equity.	June 2020	People and Culture



# STRATEGIC PILLAR — SUPPORTING EVIDENCE AND RESEARCH

**Objective nine — to implement evaluation and review of initiatives that respond to and prevent family violence.**

Strategy	Actions	Timelines	Who
<b>9.1</b> Evaluate family violence initiatives and activities.	<p>Monitor and review the following primary prevention initiatives and events:</p> <ul style="list-style-type: none"> <li>• family violence prevention e-module;</li> <li>• legal practitioner program data;</li> <li>• review <i>Employment Assistance Program</i> data;</li> <li>• family violence training data; and</li> <li>• partnership initiatives undertaken (ie. <i>16 Days of Activism</i>).</li> </ul>	<p>June 2020 June 2021</p>	<p>Community Planning and Engagement  People and Culture  Maternal and Child Health</p>
<b>9.2</b> Support staff in relation to family violence and gender equity.	<p>Monitor and/or implement the following initiatives that support Glen Eira staff:</p> <ul style="list-style-type: none"> <li>• continue payment of super on parental leave;</li> <li>• flexibility with work arrangements;</li> <li>• breastfeeding breaks/carer breaks;</li> <li>• women's committee to oversee gender issues; and</li> <li>• ten keeping in touch days for parental leave.</li> </ul>	<p>June 2021</p>	<p>Community Planning and Engagement  People and Culture</p>



# STRATEGIC PILLAR — SUPPORTING EVIDENCE AND RESEARCH

**Objective 10 — to share knowledge with other organisations and build collective understanding of local service needs.**

Strategy	Actions	Timelines	Who
<b>10.1</b> Review the response to the family violence questions in the staff engagement survey.	Analyse survey results relating to family violence questions.  Share findings of survey to the Family Violence Prevention Champions Group and across Council.  Identify one improvement activity that responds to survey results.	April 2021	Family Violence Prevention Champions Group  Community Planning and Engagement  People and Culture
<b>10.2</b> Improve our data collection and research in family violence.	Review data to inform on the impact of family violence on our community and monitor change.	May 2020 May 2021	Community Planning and Engagement
<b>10.3</b> Promote and advertise Council activities related to family violence on the SouthSafe website.	Advertise two Glen Eira City Council activities/media messaging and publications on SouthSafe website each year.	Annual	Community Planning and Engagement  Maternal and Child Health





# STRATEGIC PILLAR — SUSTAINING COMMITMENT

**Objective 11 — for Council to embed the prevention of family violence in its strategic frameworks.**

Strategy	Actions	Timelines	Who
<b>11.1</b> Implement a <i>Family Violence Prevention Action Plan 2019–2021</i> .	Deliver 90 per cent of actions in Council's <i>Family Violence Prevention Action Plan 2019–2021</i> completed.	Annual	Family Violence Prevention Champions Group Community Planning and Engagement
<b>11.2</b> Implement <i>Priority 03: Respond to Family Violence</i> in Council's <i>Municipal Public Health and Wellbeing Plan 2017–2021</i> .	Deliver 90 per cent of measures in <i>Priority 03</i> of the <i>Municipal Public Health and Wellbeing Plan</i> completed.	Annual	Family Violence Prevention Champions Group Community Planning and Engagement
<b>11.3</b> Apply for grant funding to deliver or expand Council's primary prevention of family violence work.	Apply for relevant grants to implement prevention projects each year when available.	Annual	Family Violence Prevention Champions Group Community Planning and Engagement Maternal and Child Health

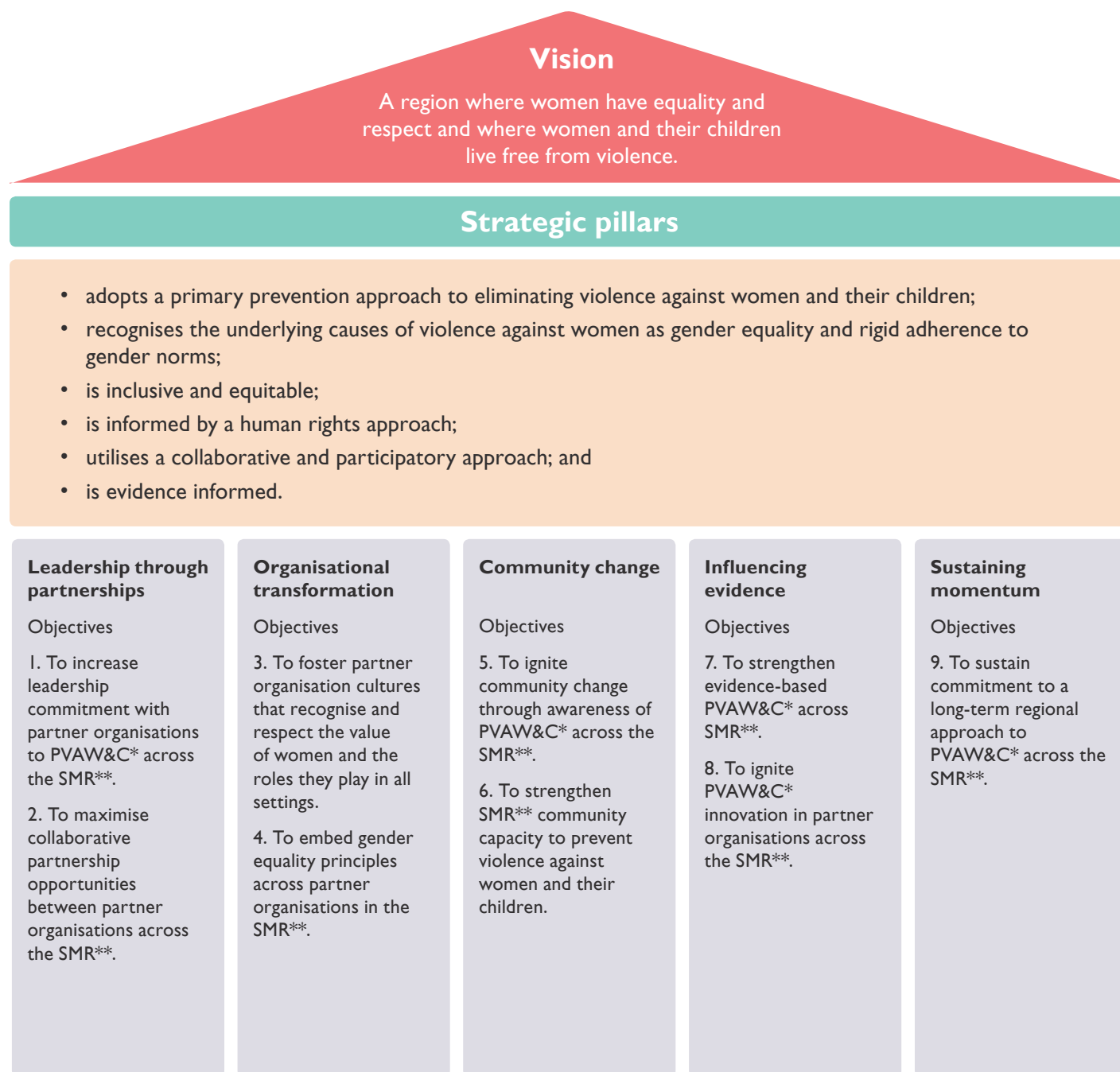
**Objective 12 — to participate in advocacy opportunities to drive the prevention of family violence on a regional and state-wide level.**

Strategy	Actions	Timelines	Who
<b>12.1</b> To deliver advocacy activities on a regional and state-wide level.	Attend Municipal Association Victoria (MAV) Prevention of Violence Against Women (PVAW) Network and communicate initiatives being implemented in Glen Eira on the prevention of family violence. Partner with other local governments and Municipal Association Victoria (MAV) to advocate on the prevention of family violence.	June 2020 June 2021  June 2020 June 2021	Council and Executive Group  Family Violence Prevention Champions Group Community Development and Care

# APPENDIX A — REGIONAL FRAMEWORK FOR FAMILY VIOLENCE PREVENTION

*Preventing Violence Together — A Strategy for the Southern Metropolitan Region 2016–2021.* (WHISE)

Women's Health in the South East Regional Framework (below) guides the work undertaken in Glen Eira. The regional strategy identifies a vision, core principles and strategic pillars, which can be used within an organisational and municipal context.



Source: *Preventing Violence Together Strategy 2016–2021 Women's Health in the South East* (WHISE).

\* *Prevention of Violence Against Women and their Children.*

\*\* Southern Metropolitan Region.

The regional strategy incorporates partnerships across 10 Local Government areas in the region, through a structure including a Steering Committee for oversight, and Communities of Practice to guide knowledge, learning, and project activity.

## APPENDIX B — SUPPORTING STRATEGIES



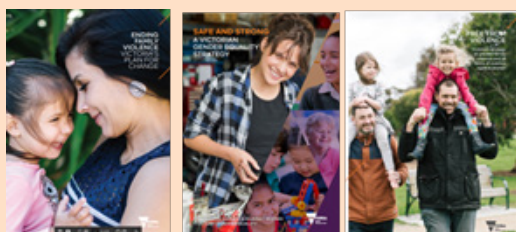
### Regional Strategy 2016

*Preventing Violence Together — A Strategy for the Southern Metropolitan Region 2016–2021 (Women's Health in the South East).*



### State Government initiatives

*Victorian Royal Commission into Family Violence Report and Recommendations 2016.*



*Ending Family Violence; Victoria's Plan for Change 2017 (Vic Gov).*

*Safe and Strong; A Victorian Gender Equality Strategy 2016 (Vic Gov).*

*Free from Violence: Victoria's Strategy to Prevent Family Violence and all forms of Violence Against Women.*



### Foundation documents/national campaigns

*The National Plan to Reduce Violence against Women and their Children 2010–2022.*

*The National Plan to Reduce Violence against Women and their Children Third Action Plan 2016–2019.*

*Change the Story; A shared framework for the primary prevention of violence against women and their children in Australia (Our Watch) 2015.*



*Framework for Preventing Violence against Women 2007 (VicHealth).*

## CONTACT US

For further information, contact one of Council's community grants officers on 9524 3333 or visit Council's website at [www.gleneira.vic.gov.au](http://www.gleneira.vic.gov.au)

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### **National Relay Service**

If you are deaf, hearing or speech-impaired, we ask that you call us via the National Relay Service and then ask for 9524 3333.

Online: <https://internet-relay.nrscall.gov.au>

Teletypewriter (TTY): 13 36 77

Speak and Listen: 1300 555 727



Glen Eira City Council acknowledges the Boon Wurrung people of the Kulin Nation as the traditional landowners and the historical and contemporary custodians of the land on which the City of Glen Eira and surrounding municipalities are located.

We acknowledge and pay tribute to their living culture and their unique role in the life of this region.