



Preventing Family
Violence & Violence
Against Women
Capability Framework

December 2017

Aboriginal Acknowledgment

The Victorian Government proudly acknowledges Victorian Aboriginal people as the first peoples and Traditional Owners and custodians of the land and water on which we rely. We acknowledge and respect that Aboriginal communities are steeped in traditions and customs built on an incredibly disciplined social and cultural order. This social and cultural order has sustained up to 50,000 years of existence. We acknowledge the ongoing leadership role of the Aboriginal community in addressing, and preventing family violence and join with our First Peoples to eliminate family violence from all communities.

Support Services

If you have experienced family violence or sexual assault and require immediate or ongoing assistance, contact **1800 RESPECT (1800 737 732)** to talk to a counsellor from the National Sexual Assault and Domestic Violence hotline. **1800 RESPECT** can also provide support to workers.

For confidential support and information, contact Safe Steps' 24/7 family violence response line on **1800 015 188**. If you are concerned for your safety or that of someone else, please contact the police in your state or territory or **call 000** for emergency assistance.



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1 INTRODUCTION

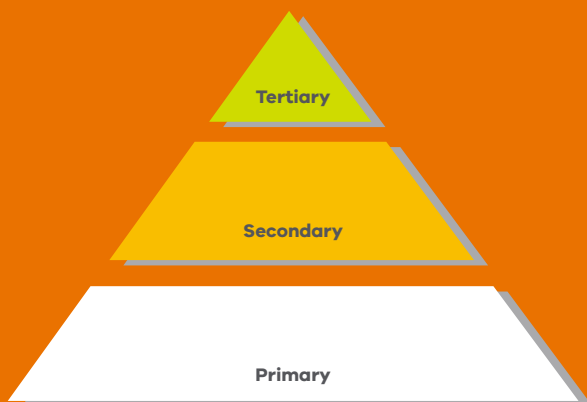
In 2017, the Victorian Government released *Free From Violence: Victoria's strategy to prevent family violence and all forms of violence against women*. The strategy indicates that:

Family violence, as described in *Ending family violence: Victoria's plan for change*, occurs when a perpetrator exercises power and control over another person. It involves coercive and abusive behaviours by the perpetrator that are designed to intimidate, humiliate, undermine and isolate, resulting in fear and insecurity. It can include physical, sexual, psychological, emotional and spiritual violence, and financial/economic abuse and control. While both men and women can be perpetrators or victims, intimate partner violence by men against women is the most common form of family violence.

Family violence and violence against women are different but overlapping and related forms of violence. While much violence against women occurs in a family or relationship context, violence against women is broader than what is covered by the term 'family violence', for example, sexual assault and harassment perpetrated by someone other than a partner or family member.

While both these forms of violence can stem from gender inequality and discrimination, inequalities resulting in racism, ageism, ableism and heterosexism can also on their own, or in combination, influence the patterns of violence perpetrated in society.

The 'primary prevention' of family violence means stopping violence from occurring in the first instance by identifying the underlying causes and acting on them. Primary prevention requires a whole-of-community approach to drive social and cultural change across a wide range of settings. It is typically delivered through a combination of settings-based universal approaches, including in workplaces, schools and other common settings where we interact in our day-to-day lives, and more intensive interventions (that is, more targeted) with specific communities and groups. Diagram 1 below, indicates the varying intervention points currently being addressed by the Victorian Government and the relationship between one another.



Tertiary prevention or response

Supports survivors and holds perpetrators to account (and aims to prevent the **recurrence** of violence)

Secondary prevention or early intervention

Aims to 'change the trajectory' for individuals at higher-than-average risk of perpetration or experiencing violence

Primary prevention

Whole-of-population initiatives that address the primary ("first" or underlying) drivers of violence

Diagram 1: The focus of interventions relevant to violence against women. (Our Watch, 2015).



Free From Violence:

Victoria's strategy to prevent family violence and all forms of violence against women

The social conditions that lead to violence are what we call 'drivers' or 'causes' of violence. These often reflect underlying inequalities in social or economic power among different groups of people. Understanding the drivers of violence is key to knowing how to prevent it.¹

This means that everyone in the community has a role to play in prevention – men, women, children and young people. Targeting the structures, norms and practices at a societal, community, organisation and individual level, in both universal and more tailored ways, will ensure that the prevention message reaches everyone and is consistently reinforced in all settings.²

¹ Victorian Government (2017), *Free from violence: Victoria's strategy to prevent family violence and all forms of violence against women*, p. 15.

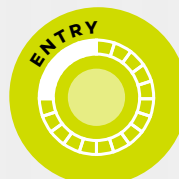
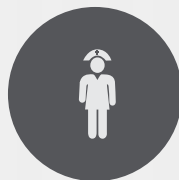
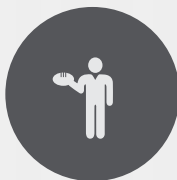
² *Ibid*, p. 13.

Government is committed to preventing all forms of family violence. This first iteration of the Framework articulates capabilities for the workforce involved in preventing violence against women in particular because:

- intimate partner violence perpetrated against women is the most common and pervasive form of family violence
- there is a strong and compelling body of national and international evidence for the prevention of violence against women
- it is acknowledged that a workforce with the capability to effectively prevent intimate partner violence is likely to be able to contribute significantly to the prevention of other forms of family violence.

STRUCTURE OF THE CAPABILITY FRAMEWORK

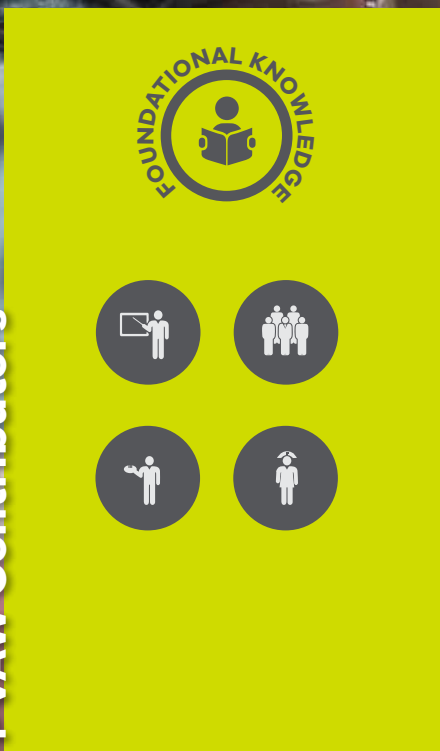
Preventing Family Violence and Violence Against Women Capability Framework





Structure of the framework:

PVAW Contributors



PVAW Practitioners



For PVAW practitioners, there are additional specialist knowledge and skills, described for the four levels of practice

1.1 AIM OF THIS FRAMEWORK

The Preventing Family Violence and Violence Against Women Capability Framework provides the foundational skill set required to deliver prevention of violence against women initiatives, with recognition that future development to encompass all forms of family violence will be required. As research and evidence is developed through *Free From Violence: Victoria's strategy to prevent family violence and all forms of violence against women* (2017), this framework will incorporate the primary prevention skills and knowledge required to address the drivers of family violence impacting a range of individuals and communities.

This Framework encompasses the following four capabilities required to deliver primary prevention of violence against women initiatives:

- 1 Designing logical, sequenced and sustainable prevention of violence against women initiatives, based on research, theory and evidence
- 2 Implementation and monitoring of prevention of violence against women initiatives
- 3 Documenting and disseminating process, impact and outcomes
- 4 Leadership, advocacy and policy reform.

Capabilities are described for all workforces, with an in depth focus on the capabilities required for the specialist prevention workforce.

This Framework supports the *Building from Strength: 10-Year Family Violence Industry Plan for Family Violence Prevention and Response* released in December 2017 to provide a roadmap for workforce development and training to both prevent and respond to family violence and violence against women and their children. This Framework was developed alongside the *Responding to Family Violence Capability Framework*.

1.2 WHO IS THIS FRAMEWORK FOR AND HOW CAN IT BE USED?

Capabilities are 'the knowledge, skills and abilities required [by individuals] to perform their roles efficiently and effectively'.³

Learning and development encompasses a wide range of activities designed to improve the capabilities of people. A capability framework is an instrument to identify the critical factors or capabilities required now and in the future for high performance.⁴

This Framework is designed to be applicable to a range of audiences and for a range of purposes. It will guide and support the development of the future workforce by:

- clearly articulating the knowledge and skills needed to plan, implement and evaluate prevention of violence against women initiatives efficiently, effectively and appropriately
- acting as a benchmark to ensure consistency, mutually reinforcing activities and best practice approaches
- supporting the development of job descriptions and a better understanding of prevention activity
- providing a tool for use in career planning and deciding on professional development and training needs
- supporting identification of opportunities for movement across roles and organisations focusing on prevention activity
- articulating potential career pathways for those engaged in the discipline, and to inform their professional and career development goals
- making performance appraisal processes more relevant and transparent
- shaping training and professional development programs and qualifications to make them relevant for the work carried out in the field
- promoting better communication and team work in multidisciplinary projects by providing a common language and shared understanding of key concepts and practices used in prevention of violence against women
- contributing to greater recognition and validation of the knowledge and skills of prevention of violence against women practitioners and the value of their work.

It is primarily designed for use by government departments, peak, regulatory and professional bodies, and education and training providers (including Registered Training Organisations, TAFEs and universities), sector leaders and human resources staff in organisations.

This Framework is not intended to replace industry-specific codes or standards. It is anticipated that specific capabilities outlined in this Framework will either be embedded within industry-specific codes/standards or will be used alongside existing codes/standards. The way in which this Framework is used will be determined in partnership with specific sectors/industries and organisations as part of implementation planning led by the Centre for Workforce Excellence at Family Safety Victoria.

The level of detail in a capability framework is different to that in a tailored practice framework (which is designed to articulate the depth and nuance of tailored prevention initiatives and practice in any given context). Whilst this framework includes detail on core skills and knowledge required for the primary prevention of violence against women, significant additional detail – in particular relating to the drivers of family violence across a range of diverse individuals, groups and communities – will need to be included in this framework and any subsequent education or training materials that are developed in line with the evidence base as it becomes available.

³ NSW Public Service Commission (2013), *The NSW Public Sector Capability Framework*, p.2.

⁴ Australian Public Service Commission (2003), *Building Capability A Framework for managing learning and development in the APS*, p.7.

2 FRAMEWORK SCOPE AND INTERSECTIONS WITH CURRENT EVIDENCE, POLICY AND PLANS

2.1 UNDERSTANDINGS UNDERPINNING EVIDENCE-BASED PRACTICE

Based on decades of research and practice, there is now a solid knowledge base regarding the drivers and reinforcing factors underpinning violence against women.

As with all primary prevention strategies and initiatives, a sustained, long term effort is required to address the ingrained attitudes and behaviours that are drivers of family violence and violence against women. There is also an understanding of models of good practice designed to prevent this violence from occurring in the first place. These understandings form the basis of good practice to prevent violence against women and underpin the capabilities contained in this Framework.

The key understandings underpinning evidence-based Preventing Violence Against Women (PVAW) practice are:

- Violence against women is serious and has a significant impact on individuals, communities, our society and the economy and is preventable⁵
- Violence against women is prevalent and occurs across the social spectrum⁶
- Violence against women is driven by gender inequality and reinforced by discrimination and harmful cultural and social norms, structures and practices⁷
- The use of violence is a choice. It is important that men who use violence are held accountable for their behaviour⁸
- Preventing violence against women requires a rights-based approach that prioritises the safety, agency and empowerment of women⁹
- Preventing violence against women requires implementation of mutually reinforcing actions across the settings in which we live, work, learn and play¹⁰
- A range of factors will influence and shape the planning, implementation and evaluation of initiatives to prevent violence against women, including age, culture, religion, disability, sexuality and gender identity, and social, economic and geographic circumstances of communities.¹¹

2.2 RECOGNISING ABORIGINAL SELF-DETERMINATION

This Framework can be used to inform workforce development for those working specifically to prevent violence against Aboriginal women – many of the elements will be relevant for this purpose. However, this generalist resource, designed for relevance across the prevention workforce, is not on its own a sufficient framework to guide every aspect of this specialist work.

In addition to the elements covered in this Framework, consideration will need to be given to the broader context for violence against Aboriginal women, the other forms of violence, and processes and structures of discrimination and oppression with which this intersects, and the unique and additional drivers and contributing factors for this violence. This additional work will need to inform specific approaches to workforce development in this context, with care and attention paid to ensure that this includes (for example) the building of appropriate cultural capabilities, and capabilities associated with trauma informed practice and healing approaches. Further, because violence against Aboriginal women does not only occur in Aboriginal community contexts, and is not only perpetrated by Aboriginal men, these specialist capabilities will be a relevant consideration for both Aboriginal and mainstream organisations.

Our Watch is developing a new resource to guide the prevention of violence against Aboriginal women, (expected to be launched by the end of 2017), which will be a valuable source of guidance to inform workforce development in this area.

Throughout this document, the term Aboriginal is used to refer to both Aboriginal and Torres Strait Islander people. Use of the terms Koori, Koorie and Indigenous are retained in the names of programs and initiatives and, unless noted otherwise, are inclusive of both Aboriginal and Torres Strait Islander peoples.

⁵ Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth (2015), *Change the story: A shared framework for the primary prevention of violence against women and their children in Australia*, p.7.

⁶ Ibid, p. 19.

⁷ Ibid, p. 8.

⁸ Erin Mackay, Althea Gibson, Huette Lam and David Beecham (2015), *Perpetrator interventions in Australia: State of knowledge paper*.

⁹ Practice Notes. (1999). *Australian Domestic & Family Violence Clearinghouse Newsletter*, (1), p. 4.

¹⁰ Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth (2015), *Change the story: A shared framework for the primary prevention of violence against women and their children in Australia*, p.45.

¹¹ Ibid, p.36.

¹² Victorian Government (2017). *Diversity & Intersectionality Framework*, p. 1.

2.3 AN INTERSECTIONAL APPROACH

As indicated in the Victorian Government *Diversity and Intersectionality Framework* (2017), some groups of women experience multiple forms of discrimination and disadvantage due to individual and structural power imbalances they face. This can compound their experience of violence and reduce their access to resources and support.

Taking an intersectional approach means looking beyond a person's individual identities and focusing on the points of intersection that their multiple identities create. These points of intersection will alter the way family violence is experienced by individuals, and in many instances will increase risk and amplify barriers to disclosure and service access. Intersectional risk can be shaped by a range of factors. These include structural and individual racism, discrimination, misunderstanding and ignorance (including trauma associated with migration or pre-migration experiences); institutional or interpersonal prejudice, including faith-based prejudice; homophobia, biphobia, transphobia and intersex phobia; distrust or fear of mainstream services, police and child protection; ineligibility for, or invisibility to, specialist or mainstream services; social isolation or exclusion; economic disadvantage; educational disengagement; prolonged experiences of discrimination and disempowerment; childhood trauma and trauma associated with past experiences of family violence or sexual assault¹². Among these are some women:

- from varying socio-economic backgrounds
- from migrant and refugee backgrounds
- from culturally and linguistically diverse communities
- from varying geographic locations
- of varying ages
- with a disability
- with mental illness
- diverse in their sex and/or sexuality
- diverse in their gender expression and identities
- working in the sex industry
- in prison, exiting prison or in contact with forensic institutions.

The language of diverse individuals, groups and communities is used throughout this framework to reflect the breadth of experience and diversity across the Victorian community.

The key principle for the prevention of violence against women is to transform norms, structures and practices for a gender equal society, whilst addressing other forms of social inequality and discrimination to create gender equality for all women. As such, when planning and implementing activity to prevent violence against women, issues relevant to these diverse groups and communities must be considered and addressed.

2.4 INTERSECTION WITH THE RESPONDING TO FAMILY VIOLENCE CAPABILITY FRAMEWORK

Widespread activity to strengthen capacity to both prevent and respond to violence against women and their children, family violence and sexual assault is currently taking place in Victoria. Consequently, further development of workforces with the capacity to undertake expanded and coordinated activity in both the primary prevention and tertiary response domains is a key focus of government and multidisciplinary practitioners across the state. Development of this Framework took place in alignment with development of a capability framework for responding to those experiencing family violence and violence against women.

For the purposes of this Framework, response practitioners are expected to have prevention contributor capabilities.

¹² Victorian Government (2017). *Diversity & Intersectionality Framework*, p. 1.

INTERSECTION WITH *FREE FROM VIOLENCE: VICTORIA'S STRATEGY TO PREVENT FAMILY VIOLENCE AND ALL FORMS OF VIOLENCE AGAINST WOMEN (2017)*

2.5

The *Free From Violence* strategy emphasises the need to build the infrastructure and system for primary prevention. This Framework will support these efforts by articulating the capabilities required to assist in expanding the specialist prevention workforce that understands and can embed prevention in our communities.

The current evidence base illustrates the benefits for the entire community in addressing the drivers of violence against women. The *Free From Violence* strategy acknowledges that further work is required to understand the interplay of these and additional drivers across all communities. The development of an evidence base to inform future work to address the drivers of all manifestations of family violence will be an emerging and critical future landscape.

3 KNOWLEDGE AND SKILL CAPABILITIES

3.1 STRUCTURE OF THIS FRAMEWORK

The preventing violence against women workforce (PVAW workforce) is comprised of both prevention practitioners and those contributing to the prevention effort. If our efforts to prevent violence against women are to succeed, it is critical that both practitioners and contributors are valued for the work undertaken and their varying roles are acknowledged and understood.

PVAW contributors

PVAW contributors are those who are located within specific sectors or disciplines where participation in PVAW practice may be a part of their role, but is not their primary focus. These practitioners include teachers, health sector staff, sports administrators, local government staff, human resources staff, child and family services staff, evaluators, workforce trainers or communications personnel.

PVAW practitioners

PVAW practitioners specialise in designing, implementing and monitoring actions to prevent violence against women. PVAW practitioners must understand the drivers of violence against women and are engaged in activity that focuses on actions to prevent violence before it starts.

PVAW practitioners are responsible for adopting a range of approaches to implementing projects and programs and use a variety of actions including, awareness raising, partnership development, community development, advocacy, structural, environmental, organisational and systems development. Workforce development is a critical underpinning of this work.

The PVAW practitioner workforce is made up of a range of roles reflecting varying levels of expertise and work type. To reflect this, knowledge and skills have been developed, along with abilities and indicators of achievement that vary depending on the role.

- **Foundational knowledge:** Knowledge required by all contributors and PVAW practitioners as demonstrated by indicators
- **Specialist knowledge, abilities and skills:** Described across four levels of specialist PVAW practice (entry to expert)

3.2 FOUNDATIONAL KNOWLEDGE (PVAW CONTRIBUTORS AND PRACTITIONERS)

All PVAW practitioners and contributors are required to have foundational knowledge specific to the prevention of violence against women. This foundational knowledge is summarised in the following table.



FOUNDATIONAL KNOWLEDGE CAPABILITY ONE

Knowledge of behaviours that constitute violence against women, the nature, dynamics and impacts of this violence and knowledge of the terms and concepts used by PVAW practitioners

Knowledge Indicators

Demonstrates an understanding of:

- what constitutes intimate partner violence and sexual assault
- what constitutes other forms of violence against women
- what constitutes other forms of family violence
- the prevalence of violence against women, including the nature of family violence and sexual assault as the most pervasive forms of violence against women
- the different manifestations and impacts of family violence and violence against women within diverse groups and communities
- the power based coercive nature of family violence and violence against women
- the links between gender inequality, family violence and violence against women
- the gendered nature of violence against women and the distinctions between violence experienced and perpetrated by men and women
- drivers and reinforcing factors underpinning family violence and violence against women
- the myths associated with family violence and violence against women
- the prevalence of beliefs in broader society which condone violence and gender inequality
- the health and social impact of family violence and violence against women on children
- the unique status and experiences of Aboriginal communities as First Nations people
- the need to consider socioeconomic status, culture, geography, age, disability, sexuality and gender identity when developing initiatives to prevent violence against women
- culturally safe and responsive practices including adapting practice in the context of continuous cultural learning
- the differences between tertiary response, secondary prevention and primary prevention practice as it relates to violence against women
- PVAW activity takes place across varying sectors and settings
- PVAW activity focuses on addressing the drivers and reinforcing factors underpinning violence against women
- there are a range of actions and techniques that can be implemented to address the drivers of violence against women.

PVAW
CONTRIBUTORS

In addition to the above, demonstrates an understanding of:

- the relationship between the gendered drivers and reinforcing factors associated with violence against women
- different prevalence, forms and impact of violence against women on diverse groups and communities
- varying attitudes to violence against women existing across diverse groups and communities
- multiple forms of discrimination and disadvantage that individual and structural power imbalances can create for diverse individuals, groups and communities, which can reduce their access to resources and support and compound their experience of violence
- embedding the principles of cross cultural practice in PVAW work.

PVAW
PRACTITIONERS

3.2 FOUNDATIONAL KNOWLEDGE
(PVAW CONTRIBUTORS AND PRACTITIONERS)



FOUNDATIONAL KNOWLEDGE CAPABILITY TWO¹³

Knowledge of the indicators of violence against women and how to respond to and refer those who disclose their experience

Knowledge Indicators

Skill Indicators

PVAW CONTRIBUTORS

PVAW PRACTITIONERS

Demonstrates an understanding of:

- warning signs and risk indicators, including specific indicators for children and young people
- their own organisational policies, protocols and procedures in relation to risk assessment and responding to family violence
- information sharing laws and regulations, including when risk indicates that privacy and consent must be superseded
- the emotional, psychological and physical safety needs of children and young people
- their professional obligations under the Family Violence Risk Assessment and Risk Management Framework in accordance with their role
- the broader definition of family violence for Aboriginal communities.

- Articulates the physical, emotional and behavioural indicators of family violence victimisation
- Engages in active listening and asks open ended questions of victim survivors of family violence in a sensitive, respectful and non-judgemental manner to explore their family violence risks and protective factors
- Seeks information required to assess whether victim survivors of family violence are at risk of further violence or witnessing this violence
- Identifies family violence risk factors in accordance with the Family Violence Risk Assessment and Risk Management Framework
- Monitors and assesses risk to own safety and reports any threats to personal safety according to agency/organisation policies and procedures
- Explains rights and responsibilities in regard to limited confidentiality and informs clients when risk indicates that information-sharing with specific services or authorities is required.

¹³ Aligned with Tier 4 response capability from the Responding to Family Violence Capability Framework



FOUNDATIONAL KNOWLEDGE CAPABILITY THREE¹⁴

Manages risk and prioritises the safety of victim survivors of family violence and violence against women

Knowledge Indicators

Skill Indicators

PVAW CONTRIBUTORS

PVAW PRACTITIONERS

Demonstrates an understanding of:

- their role and remit in contributing to safety planning where there is immediate risk of further violence
- importance of undertaking secondary consultation with specialist family violence providers and/or statutory authorities in order to make appropriate referrals for victim survivors and/or perpetrators family violence
- practitioners and services involved with multi agency responses to family violence
- referral pathways within the family violence and sexual assault systems for victim survivors and perpetrators of family violence, including services for specific populations/groups
- mandatory reporting requirements and Child Safe Standards in regard to children and young people.

- Follows own organisational policies and procedures in responding to family violence;
- Provides information about the services available to provide support to victim survivors
- Provides input into development and implementation of safety plans, in conjunction with a specialist provider, as required
- Makes reports to relevant authorities, where assessments indicate significant risk of harm to children and young people
- Implements responses that attend to emotional, psychological and physical safety of children and young people, including those in contact with perpetrators
- Refers perpetrators to appropriate specialist services following identification or disclosure of perpetration.

¹⁴ Aligned with Tier 4 response capability from the Responding to Family Violence Capability Framework

3.3 SPECIALIST KNOWLEDGE AND SKILLS FOR EACH CAPABILITY – PVAW PRACTITIONERS

This section focuses on the capabilities required for all levels of the PVAW practitioner workforce.

The knowledge and skill indicators below are designed to show the progression from entry level practice through to an expert practitioner level.

In addition to the foundational knowledge, practitioners are required to have capability in:

- ① Designing logical, sequenced and sustainable prevention of violence against women initiatives, based on research, theory and evidence
- ② Implementation and monitoring of prevention of violence against women initiatives
- ③ Documenting and disseminating process, impact and outcomes
- ④ Leadership, advocacy and policy reform

The tables following are designed to show the specialist knowledge and skill indicators across the four levels of practice as a way of articulating the knowledge required by specialist PVAW practitioners.

CAPABILITY ONE AND TWO

Designing, implementing and monitoring logical, sequenced and sustainable prevention initiatives, based on research, theory and evidence

| Level | Specialist Knowledge |
|--------|---|
| ENTRY | <p>Demonstrates an understanding of the need to design and implement PVAW initiatives:</p> <ul style="list-style-type: none"> • which have synergy with current National and state PVAW policies and plans • that contain mutually reinforcing actions or which add value to other PVAW programs in operation • are tailored to meet the needs of the whole population in addition to tailored initiatives which take into account the needs of specific populations and the compounding impacts of disadvantage • in partnership with relevant stakeholders in order to develop and implement initiatives appropriate to specific populations and settings • are developed in consultation and collaboration with relevant stakeholders • are in line with feminist and social justice theories which underpin actions to prevent violence against women. |
| MID | <p>Demonstrates an understanding of theoretical models and frameworks relevant to PVAW including:</p> <ul style="list-style-type: none"> • ecological models which seek to achieve change at the individual, organisational, community and societal level • intersectional frameworks which identify the need to consider the ways that structural inequality and discrimination impact on women's experience of violence and understand how this impacts on the setting or the community where work is occurring or across society as a whole • program planning and evaluation which seeks to establish aims and objectives and link actions to desired outcomes and impacts • varying partnership models that can be applied to PVAW activity • varying monitoring and evaluation models that can be applied to PVAW activity. |
| SENIOR | <p>Demonstrates an understanding of how to translate:</p> <ul style="list-style-type: none"> • PVAW theoretical models and frameworks into design and implementation of initiatives; • appropriate PVAW actions into varying initiatives • appropriate partnership models into initiatives • appropriate monitoring and evaluation models to PVAW initiatives and modify initiatives as required. <p>Demonstrates an understanding of:</p> <ul style="list-style-type: none"> • initiatives which are implemented within a range of systems relevant to particular sectors, settings, diverse groups and communities, geographic locations and that reforms in these systems may be required to achieve desired outcomes • evaluation methods utilised to capture the outputs and outcomes of initiatives. |
| EXPERT | <p>Demonstrates an understanding of the infrastructure and operations of a range of systems relevant to particular settings or diverse groups and communities and the actions and techniques required to secure desired change.</p> |

3.3 SPECIALIST KNOWLEDGE AND SKILLS FOR EACH CAPABILITY – PVAW PRACTITIONERS

| CAPABILITY THREE | |
|--|---|
| Documenting and disseminating process, impact and outcomes | |
| Level | Specialist Knowledge |
| ENTRY | Demonstrates an understanding of the need to document and disseminate outcomes of initiatives in a variety of formats including the use of social media. |
| | + |
| MID | Demonstrates an understanding of the need to analyse and document the results of PVAW interventions and formulate recommendations for future consideration. |
| | + |
| SENIOR | <p>Demonstrates an understanding of:</p> <ul style="list-style-type: none"> • integration of program planning and evaluation into the development and implementation of dissemination plans • the importance of monitoring dissemination activity and adjusting approaches and products, as required • the range of dissemination products that are likely to attract the attention of a variety of audiences including policy-makers, other stakeholders and the media • techniques used to develop recommendations arising from initiatives which will be acceptable to the target audience. |
| | + |
| EXPERT | <p>Demonstrates an understanding of:</p> <ul style="list-style-type: none"> • techniques to formulate recommendations arising from initiatives that will have the most significant influence on legislative, policy and practice reform • the workings of the media and mechanisms available to disseminate information at both a whole of population and within diverse groups and communities • communication systems utilised by diverse groups and communities and how to utilise these in dissemination activity. |

CAPABILITY FOUR

Advocacy for policy and practice reforms

| Level | Specialist Knowledge |
|--------|---|
| ENTRY | <p>Is aware of the:</p> <ul style="list-style-type: none"> • range of advocacy actions that can be applied to secure required reforms • role of networks and coalitions in advocating for change • the impact of policy on diverse individuals, groups and communities. |
| | + |
| MID | <p>Is aware of theoretical frameworks relevant to the formation of networks, coalitions and partnerships to secure change.</p> |
| | + |
| SENIOR | <p>Demonstrates an understanding of:</p> <ul style="list-style-type: none"> • the policy making process • the utility of theoretical frameworks relevant to the formation of networks, coalitions and partnerships to secure change • varying communication and public speaking techniques. |
| | + |
| EXPERT | <p>Demonstrates an understanding of:</p> <ul style="list-style-type: none"> • theoretical frameworks relevant to the policy making process • the utility of theories of change relevant to securing reform across the range of systems relevant to particular settings or diverse groups and communities • techniques associated with the framing of issues relevant to violence against women that are likely to attract media attention • policy development considerations to mitigate the impact on diverse individuals, groups and communities. |

CAPABILITY ONE

Designing logical, sequenced and sustainable prevention of violence against women initiatives, based on evidence

Specialist skill indicators

| Level | Ability 1a: Able to use research and evidence in the design of PVAW initiatives |
|--------|---|
| ENTRY | <ul style="list-style-type: none"> Locates current evidence on effective PVAW practice including primary prevention theory, program design, implementation and evaluation Accesses data as it pertains to violence against women and attitudes to violence against women in diverse communities Identifies the evidence base relevant to PVAW with diverse groups and communities Identifies the evidence base relevant to PVAW initiatives implemented within specific settings Assists in accessing data on community demographics and community attitudes to violence against women at the regional, local government or community level. |
| | + |
| MID | <p>In addition:</p> <ul style="list-style-type: none"> appraises current evidence on effective PVAW practice and identifies effective ways to address the drivers and reinforcing factors of violence against women seeks advice from stakeholders on actions that are likely to achieve outcomes with diverse groups and communities articulates the issues that need to be addressed when undertaking PVAW activity with diverse groups and communities articulates the issues that need to be addressed when undertaking PVAW activity in a given setting based on available evidence and identifies where evidence needs to be built accesses and analyses data with community demographics and community attitudes to violence against women at the regional, local government or community level. |
| | + |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> applies knowledge of the PVAW evidence base including evidence as it relates to designing, implementing and evaluating complex PVAW initiatives articulates which activities are best suited to PVAW with diverse cohorts and communities designs whole of population approaches and tailored approaches to meet the needs diverse groups and communities designs whole of population approaches and tailored approaches to meet the requirements of specific setting analyses data and draws on relevant theory to identify the readiness of communities to implement PVAW initiatives. |
| | + |
| EXPERT | <p>In addition:</p> <ul style="list-style-type: none"> draws on evidence pertaining to a systems approach to PVAW in order to contribute to the design of state and national initiatives provides expert advice on actions that are likely to secure desired outcomes across diverse groups and communities identifies whole of population approaches likely to succeed and issues that need to be addressed in implementing initiatives with diverse groups and communities identifies whole of population approaches likely to succeed and issues that need to be addressed in implementing initiatives in particular settings advises on the environments and factors that need to be present or addressed when mobilising community action to prevent violence against women. |

| Level | Ability 1b: Able to apply a program logic model to design logical initiatives |
|--------|---|
| ENTRY | <ul style="list-style-type: none"> • Articulates appropriate aims and objectives of PVAW actions at the project level • Identifies varying project actions that can be applied to PVAW • Understands and articulates the long term scope of outcomes. |
| | + |
| MID | <p>In addition:</p> <ul style="list-style-type: none"> • designs appropriate aims and objectives at the program level • identifies the actions that are likely to achieve required project or program outcomes. |
| | + |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> • designs appropriate aims and objectives as they apply to complex PVAW initiatives • designs logical complex initiatives that will be effective for implementation at the whole of population level and/or with diverse groups and communities. |
| | + |
| EXPERT | <p>In addition:</p> <ul style="list-style-type: none"> • designs appropriate aims and objectives as they apply to systems re-engineering, and large scale state and national activity • provides expert advice on actions required to meet the aims and objectives of large scale state and national PVAW initiatives, including necessary systems re-engineering. |

| Level | Ability 1c: Able to identify and establish appropriate partnerships to support design and ensure initiative success |
|--------|--|
| ENTRY | Identifies and engages partners and uses relationships to gain advice on project design and effective implementation strategies. |
| | + |
| MID | In addition, identifies, engages and manages partners and uses relationships to gain advice on inform program design and effective implementation strategies. |
| | + |
| SENIOR | In addition, has strong working relationships with people across settings and is able to establish partnerships with stakeholders, gatekeepers and diverse community representatives to support program design and sustainability of initiatives. |
| | + |
| EXPERT | In addition, maintains high-level strategic partnerships and draws on these partnerships to design state and national initiatives to prevent violence against women. |

CAPABILITY ONE

Designing logical, sequenced and sustainable prevention of violence against women initiatives, based on evidence

Specialist skill indicators

| Level | Ability 1d: Able to identify monitoring & evaluation systems to capture outcomes |
|--------|---|
| ENTRY | Understands project monitoring systems and inputs to the selection of impact and outcome measures in conjunction with senior practitioners. |
| | + |
| MID | In addition, develops project and program monitoring systems and selects impact and outcome evaluation measures for projects and programs in conjunction with senior practitioners or external evaluators. |
| | + |
| SENIOR | In addition, develops systems to monitor complex or large scale initiatives and inputs to the design of evaluations being undertaken by other practitioners or external evaluators. |
| | + |
| EXPERT | In addition, provides leadership and expert advice on monitoring and evaluation mechanisms appropriate for implementation at the systems level. |

| Level | Ability 1e: Able to plan for the sustainability of initiatives |
|--------|---|
| ENTRY | Identifies the range of mechanisms that could support project sustainability. |
| | + |
| MID | In addition, inputs into development of project and program sustainability plans. |
| | + |
| SENIOR | In addition, oversees development of sustainability plans and advises on effective mechanisms to support sustainability of PVAW initiatives. |
| | + |
| EXPERT | In addition, provides expert advice on processes that could be adopted with senior stakeholders in order to achieve sustainability of initiatives. |

| Level | Ability 1f: Able to communicate about initiative designs in order to engage partners, secure resources and guide implementation |
|--------|--|
| ENTRY | Able to clearly articulate aims, objectives, actions and rationale behind project designs. |
| | + |
| MID | In addition, effectively communicates with a broad range of stakeholders about designs including aims, objectives, activities, desired outcomes and budget requirements of projects and programs. |
| | + |
| SENIOR | In addition, effectively communicates regarding large scale or complex projects. |
| | + |
| EXPERT | In addition, effectively communicates with a broad range of stakeholders to garner support for state or national level initiatives. |

3.3 SPECIALIST KNOWLEDGE AND SKILLS FOR EACH CAPABILITY – PVAW PRACTITIONERS

CAPABILITY TWO

Implementation and monitoring of prevention of violence against women initiatives

Specialist skill indicators

| Level | Ability 2a: Able to identify, develop and manage appropriate partnerships |
|--------|---|
| ENTRY | <ul style="list-style-type: none"> Establishes appropriate partnerships to facilitate collaborative action to meet project objectives Documents and supports project accountability. |
| + | |
| MID | <p>In addition:</p> <ul style="list-style-type: none"> leads and oversees program governance oversees program accountability mechanisms. |
| + | |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> establishes appropriate partnerships to facilitate collaborative action to meet complex whole of population or tailored program objectives documents and oversees governance and accountability mechanisms for complex programs interventions. |
| + | |
| EXPERT | <p>In addition:</p> <ul style="list-style-type: none"> secures partnership engagement across settings, diverse groups and communities, government and nongovernment sector oversees and advises on governance and accountability mechanisms necessary for statewide, national or highly complex initiatives. |

| Level | Ability 2b: Able to implement initiatives to facilitate individual behaviour change |
|--------|--|
| ENTRY | <ul style="list-style-type: none"> Assists in development of information resources to underpin project implementation and support individual behaviour change Implements project activities which engage individuals to support attitude and behavioral change. |
| | + |
| MID | <p>In addition:</p> <ul style="list-style-type: none"> drives development of resources to support individual behaviour change as part of project and program activity across the community or in particular settings implements program activities to support attitude and behaviour change. |
| | + |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> oversees development of multi-pronged communication strategies driven by other practitioners and/or communication experts to support individual behaviour change implement community level initiatives to support attitude, behaviour and norm change. |
| | + |
| EXPERT | <p>In addition:</p> <ul style="list-style-type: none"> advises on appropriate communication strategies to support individual behaviour change implements statewide or national initiatives which engage individuals to support attitude, behaviour and norm change. |

| Level | Ability 2c: Able to implement initiatives which strengthen the capacity of organisations and institutions to prevent violence against women |
|--------|--|
| ENTRY | <ul style="list-style-type: none"> Accesses appropriate tools and resources to assist organisations in their internal and external efforts to prevent violence against women Supports organisations to implement community projects to prevent violence against women. |
| | + |
| MID | <p>In addition:</p> <ul style="list-style-type: none"> implements initiatives which support organisations internal and external efforts to address structures, norms and practices that drive violence against women supports a network of organisations and/or institutions to implement community programs to prevent violence against women. |
| | + |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> leads development of appropriate tools and resources and implementation of a whole of organisation approaches to prevent PVAW oversees development of tools, resources, networks and action plans which to strengthen the capacity of organisations to engage community members in activity to prevent violence against women. |
| | + |
| EXPERT | <p>In addition:</p> <ul style="list-style-type: none"> advises on organisational development actions that can be replicated across a range of organisations in multiple settings to prevent violence against women mentors and support leadership development to prevent violence against women with a range of stakeholders located across diverse groups and communities, geographic locations, sectors and settings. |

| Ability 2d: Able to implement initiatives to address structural and systemic barriers to PVAW initiatives | |
|---|--|
| Level | |
| ENTRY | Identifies systems which are likely to impact on projects. |
| | + |
| MID | In addition, identifies systems which are likely to impact on program activity and solutions that may be required to secure desired outcomes. |
| | + |
| SENIOR | In addition, identifies systems which are likely to impact on large scale PVAW initiatives and the systems reform that may be required during implementation. |
| | + |
| EXPERT | In addition, contributes to the re-engineering of systems in order to embed sustainable PVAW activity. |

| Ability 2e: Able to implement universal and tailored initiatives which ensure that PVAW activity is relevant to and reaches diverse groups and communities | |
|--|--|
| Level | |
| ENTRY | Draws on intersectional frameworks and works with relevant stakeholders to integrate a focus on addressing the needs of diverse groups and communities into PVAW projects. |
| | + |
| MID | In addition, draws on intersectional frameworks and works with relevant stakeholders to integrate a focus on addressing the needs of diverse groups and communities into PVAW programs. |
| | + |
| SENIOR | In addition, draws on intersectional frameworks and works with relevant stakeholders to integrate a focus on addressing the needs of diverse groups and communities into large scale, complex PVAW initiatives. |
| | + |
| EXPERT | In addition, inputs to the development of intersectional frameworks and supports others to implement these frameworks into state based activity. |

| Level | Ability 2f: Able to anticipate and manage resistance to change and 'backlash' arising from PVAW activity |
|--------|--|
| ENTRY | In consultation with others, proactively identifies likely sites of resistance and/or backlash, and manages concerns that arise during project implementation. |
| MID | |
| SENIOR | In addition , proactively identifies likely resistance and/or backlash from target audience, stakeholders or media and manages the impact of this backlash during complex program implementation. |
| EXPERT | In addition , proactively identifies likely political resistance and/or backlash and advises others on the management of backlash and/resistance arising from complex PVAW interventions. |

| Level | Ability 2g: Ability to identify and manage risk in implementation of PVAW initiatives |
|--------|--|
| ENTRY | Identifies risks associated with implementation of projects and manages these with input from others. |
| MID | In addition , identifies risks associated with implementation of programs and manages these with input from senior practitioners. |
| SENIOR | In addition , identifies risks associated with implementation of complex PVAW initiatives and manages these with input from stakeholders or project partners. |
| EXPERT | In addition , manages risks associated with implementation of PVAW activity at the state or national level, and keeps senior stakeholders informed of risks, as they arise. |

3.3 SPECIALIST KNOWLEDGE AND SKILLS FOR EACH CAPABILITY – PVAW PRACTITIONERS

| Level | Ability 2h: Able to monitor progress of initiatives and implement changes to initiatives as required |
|--------|--|
| ENTRY | Implements project level monitoring mechanisms, documents progress and adjusts actions if they are not achieving desired outcomes. |
| MID | |
| SENIOR | In addition, implements monitoring mechanisms for complex initiatives, documents progress and adjusts actions if they are not achieving desired outcomes. |
| EXPERT | In addition, reviews the progress of initiatives and advises on how to increase efficacy and impact or whether to cease activity. |



CAPABILITY THREE

Documenting and disseminating process, impact and outcomes

Specialist skill indicators

| Level | Ability 3a: Able to document an effective work plan to guide implementation activity |
|--------|--|
| ENTRY | Documents project work plans that include engagement, implementation, communication, evaluation, monitoring and risk mitigation strategies with support from senior practitioners. |
| | + |
| MID | In addition, documents program work plans that include engagement, implementation, communication, evaluation, monitoring and risk mitigation strategies. |
| | + |
| SENIOR | In addition, provides oversight and advice to others developing and documenting initiative work plans. |
| | + |
| EXPERT | In addition, provides input to state and national implementation plans. |

| Level | Ability 3b: Able to analyse and document and the key outcomes and learnings of initiatives |
|--------|--|
| ENTRY | Analyses and documents project outcomes and learnings. |
| | + |
| MID | In addition: <ul style="list-style-type: none"> analyses and documents program outcomes, makes modifications to ongoing initiatives and identifies key learnings to inform future programs, research and practice develops a range of materials which showcase the key outcomes, and learnings arising from programs in formats suitable to a range of audiences. |
| | + |
| SENIOR | In addition: <ul style="list-style-type: none"> analyses the outcomes of large scale whole of setting, regional, state or national initiatives materials which identify the strengths and limitations of whole of setting, regional, state and national activity to prevent violence against women in formats relevant to senior stakeholders. |
| | + |
| EXPERT | In addition: <ul style="list-style-type: none"> advises on appropriate communication strategies to support individual behaviour change implements statewide or national initiatives which engage individuals to support attitude, behaviour and norm change. |

| Ability 3c: Able to construct research, policy and practice recommendations resulting from initiatives | |
|--|--|
| ENTRY | Based on key outcomes and learnings arising from projects, formulates clear practice recommendations. |
| + | |
| MID | In addition, based on key outcomes and learnings arising from programs, formulates recommendations for relevant future research, policy or practice reform. |
| + | |
| SENIOR | In addition, based on key outcomes and learnings arising from complex or large scale programs, formulates clear research, policy and practice recommendations. |
| + | |
| EXPERT | In addition, based on key outcomes and learnings arising from whole of setting, regional, state and national activity, formulates research, policy and practice recommendations including identification of future system development that may be required. |

| Ability 3d: Able to document and implement dissemination and communication plans | |
|--|--|
| ENTRY | Documents and implements project dissemination and communication plans using a range of communication strategies to share information and engage with target audiences. |
| + | |
| MID | Documents and implements project dissemination and communication plans using a range of communication strategies to share information and engage with target audiences. |
| + | |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> • oversees development of dissemination and communication plans for large scale, complex initiatives • prepares and implements dissemination plans for large scale, complex initiatives. |
| + | |
| EXPERT | In addition, documents and implements dissemination and communication plans designed to engage senior stakeholders to support the sustainability of interventions in the longer term. |

CAPABILITY FOUR

Advocacy for policy and practice reforms

Specialist skill indicators

| Level | Ability 4a: Able to develop advocacy plans, utilising a range of communication mediums, to underpin action to secure required reforms |
|--------|---|
| ENTRY | Inputs to development of advocacy plans which articulate actions required to support policy and practice reform. |
| | + |
| MID | In addition , develops advocacy plans underpinned by a logic model, which articulate actions required to support required policy and practice reform. |
| | + |
| SENIOR | In addition , oversees development of advocacy plans developed by others and develops advocacy plans which articulate actions required to support required legislative reform. |
| | + |
| EXPERT | In addition , leads development of advocacy plans, in partnership with key stakeholders, which articulate actions required to support legislative, policy and practice reform. |

| Level | Ability 4b: Able to support community mobilisation in order to garner support for the PVAW |
|--------|---|
| ENTRY | Accesses appropriate tools and resources to raise awareness of issues pertaining to violence against women and its prevention across specific communities. |
| | + |
| MID | In addition , identifies formal and informal community networks and leaders able to drive activity to prevent violence against women. |
| | + |
| SENIOR | In addition , supports leadership development to drive activity to prevent violence against women across specific populations. |
| | + |
| EXPERT | In addition , engages with community leaders and speaks at large public meetings and community forums focusing on violence against women and its prevention. |

| Level | Ability 4c: Able to build government support and create an authorising environment for the PVAW |
|--------|--|
| ENTRY | Communicates effectively with stakeholders to ensure PVAW project outcomes are shared and traction for on-going work is gained. |
| MID | In addition, draws together information on multiple interventions and communicates the gains made via whole of population, tailored and setting specific initiatives. |
| SENIOR | In addition, influences stakeholders and decision-makers to ensure success and sustainability of complex community or organisation wide programs. |
| EXPERT | In addition, influences high level stakeholders, senior government decision-makers and the media to maintain support for the prevention of violence against women. |

| Level | Ability 4d: Able to inform government policy and legislative reform |
|--------|---|
| ENTRY | <ul style="list-style-type: none"> • Demonstrates an understanding of the role of policy in shaping practice • Demonstrates an understanding of current relevant policies and legislation • Able to participate in networks focusing on policy reform and supports development of policy submissions for government. |
| MID | <p>In addition:</p> <ul style="list-style-type: none"> • articulates areas of policy requiring development or reform, as it pertains to program activity • supports policy and legislation reviews and analysis • contributes to development of policy submissions for government. |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> • leads activity to secure policy development or reform at the organisation or settings level • leads policy review and analysis and is seen as a trusted source of advice amongst key stakeholders • assists with the identification of policy gaps and opportunities and provides advice to state and national governments on required policy reform. |
| EXPERT | <p>In addition:</p> <ul style="list-style-type: none"> • has a sophisticated understanding of the policy reform process, priority policy reforms required and leads activity to secure reforms which will make an impact at the whole of population level • influences senior decision makers through evidence-based advice and is seen as a trusted source of advice amongst key stakeholders and government • identifies policy gaps and opportunities for reform, advocates at a political level for change and supports development of national, state and local government policies and plans. |

| Level | Ability 4e: Able to work with the media to raise awareness of violence against women and gain support in shifting social norms |
|--------|--|
| ENTRY | <ul style="list-style-type: none"> Identifies material that could be used to support media coverage of issues pertaining to PVAW Supports preparation of material for media including social media. |
| | + |
| MID | <p>In addition:</p> <ul style="list-style-type: none"> supports journalists across a range of media to develop appropriate PVAW material provides input into development of media engagement strategies and prepares material for different communications channels and audiences. |
| | + |
| SENIOR | <p>In addition:</p> <ul style="list-style-type: none"> oversees media engagement that utilises appropriate PVAW messaging for specific populations makes media comment on issues pertaining to PVAW. |
| | + |
| EXPERT | <p>In addition:</p> <ul style="list-style-type: none"> works with and utilises the media strategically to draw attention to priority issues requiring reform oversees development and implementation of communication strategies and acts as a spokesperson on violence against women and its prevention. |

| Level | Ability 4f: Able to build coalitions and alliances |
|--------|--|
| ENTRY | Participates in cross sector network and coalition meetings. |
| | + |
| MID | In addition, actively engages and leads discussion in cross sector networks and coalitions to advocate for required reforms. |
| | + |
| SENIOR | In addition, establishes cross sector alliances to advocate on particular issues and represent alliances at meetings with government. |
| | + |
| EXPERT | In addition, builds and leads a coalition of senior cross sector stakeholders to act as one voice on specific issues. |

| Level | Ability 4g: Effective communication and information sharing |
|--------|--|
| ENTRY | <p>Openly shares information including resources and practice learnings.</p> |
| MID | <p>In addition, establishes mechanisms to share information and resources.</p> |
| SENIOR | <p>In addition, negotiates access to resources produced by stakeholders working to prevent violence against women.</p> |
| EXPERT | <p>In addition, encourages a culture of sharing of information and resources across all stakeholders and engaged in work to prevent violence against women.</p> |

Preventing Family Violence and Violence Against Women Capability Framework

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PREVENTING FAMILY
VIOLENCE & VIOLENCE
AGAINST WOMEN
CAPABILITY FRAMEWORK

