

# Family Violence Reform Rolling Action Plan

2020-2023

Activities index

## Glossary

<b>CSA</b>	Crime Statistics Agency
<b>CSV</b>	Court Services Victoria
<b>FSV</b>	Family Safety Victoria
<b>DET</b>	Department of Education and Training
<b>DHHS</b>	Department of Health and Human Services
<b>DJCS</b>	Department of Justice and Community Safety
<b>DPC</b>	Department of Premier and Cabinet
<b>OfW</b>	Office for Women

**Courts** 2

**Dhelk Dja: Safe Our Way** 5

**Housing** 7

**Legal Assistance** 9

**MARAM and Information Sharing** 13

**Perpetrators and  
People Who Use Violence** 14

**Primary Prevention** 22

**Research and Evaluation** 26

**The Orange Door Network** 32

**Workforce Development** 34

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Courts

Page 1 of 3

**Victim Survivors, vulnerable children and families are safe and supported to recover and thrive**

The court will establish Specialist Family Violence Courts at four further locations, Heidelberg (2021), Frankston (2021), Bendigo (2023) and Wyndham (TBC)

The Specialist Family Violence Court at Wyndham is part of a new investment in Law Courts for Wyndham announced in the 2020/21 State Budget

**CSV**



Review the implementation approach for the remaining Specialist Family Violence Court recommendations in the context of broader court reform including recent court innovations, post coronavirus (COVID-19) recovery and infrastructure planning

**DJCS  
CSV**



Remote hearing services will be expanded to several additional locations across the state

Pilots will continue to inform ongoing policy around addressing the safety of victim survivors, and making it easier for people to participate in their court hearing

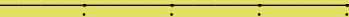
**CSV**



Court attendance safety plans are under development at the Melbourne Children's Court to prioritise the safety of victim survivors, including children

This may include the arrangement of remote witness facilities, staggered departure times, and appropriate support when entering court rooms and participating in proceedings

**CSV**

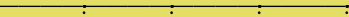


The Family Violence Intervention Order (FVIO) online form will be expanded to allow applicants to extend, vary or revoke an existing FVIO application online

This is the most commonly requested service enhancement to complete the FVIO application cycle

These changes mean that a victim survivor will not need to physically attend a court building to apply for changes to their intervention order or receive court services

**CSV**



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Courts

Page 2 of 3

Activities	Responsible entity	Timeline			
		20	21	22	23
<p><b>Victim Survivors, vulnerable children and families are safe and supported to recover and thrive</b> continued</p> <p>The court will work with peak organisations to develop family violence training for court interpreters, including innovative pilots, such as the VideoLink model where court interpreters are available remotely</p> <p>A strong focus on learning and development for judiciary and staff specialising in family violence. This includes multi-disciplinary training which will bring workers from across the sector to share a consistent message and approach, and result in a better experience across the system</p> <p>The court will continue to run the Delivering Culturally Safe Court Services program to provide court staff with the capability to deliver a culturally sensitive, trauma-informed service to Aboriginal court users</p> <p>The court will implement the Specialist Family Violence Court Capability Development Pathways to support the ongoing specialisation of the Specialist Family Violence Court staff</p>	CSV				
	CSV				
	CSV				
	CSV				
<p><b>Perpetrators are held accountable, connected and take responsibility for stopping their violence</b></p> <p>Continue to operate the Court Mandated Counselling Order Program to keep more perpetrators accountable and in view</p> <p>Trial an evaluation of the Integrated Counselling and Case Management Program pilot, a new perpetrator intervention program that addresses the complex interplay between family violence, alcohol and other drugs, and/or mental health issues and provides greater opportunity to tailor responses for a wider range of perpetrators</p> <p>Deliver the Koori Cultural Safety Initiative, in collaboration with an Aboriginal Community Controlled Organisation, to support mainstream men's behaviour change program providers to deliver culturally safe and appropriate programs to court-ordered Aboriginal people who use violence</p>	CSV				
	CSV				
	CSV				

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Courts

Page 3 of 3

### Preventing and responding to family violence is systemic and enduring

The court will continue to implement the MARAM Framework in full across the Magistrates' Court of Victoria and Children's Court of Victoria and embed it into practice

CSV

The Family Violence Contact Centre will continue to be expanded to support additional court locations, including to all specialist family violence court locations

CSV

Growing demand for information sharing across the family violence service sector will continue to be addressed, providing fast response through the Family Violence Information Sharing Scheme

CSV

Development and implementation of the Magistrates' Court of Victoria Koori Family Violence Strategy will guide how the courts approach family violence in the Aboriginal community

CSV

All-encompassing process and outcome evaluation of the Magistrates' Court led family violence reforms, with a focus on the implementation and effectiveness of the Specialist Family Violence Courts and associated reforms

CSV

Implementation of an information sharing protocol between the Magistrates' Court, Children's Court and Department of Health and Human Services (DHHS) to ensure that when a parent seeks a new or amended family violence intervention order, the Magistrates' and Children's Court can seek information held by DHHS in relation to family violence risk

CSV

Evaluation of the implementation and effectiveness of the Koori Family Violence Intervention Order Breaches pilot in Mildura

CSV

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

**Dhelk Dja:  
Safe Our Way**

Page 1 of 2

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
<b>Aboriginal-led prevention</b>	Finalise review and update of the Indigenous Family Violence Primary Prevention Framework aligned to Dhelk Dja	<b>FSV Respect Victoria Dhelk Dja</b>	■
	Aboriginal Data Mapping and Data Needs project to support baseline understanding of Aboriginal family violence and build the evidence base for prevention and intervention	<b>FSV</b>	■
	Extensive design process for the Aboriginal family violence prevention campaign	<b>FSV</b>	■
	Implement the Aboriginal family violence prevention campaign and education programs	<b>FSV</b>	■
<b>Frontline services</b>	Dhelk Dja Fund established and successful submissions funded	<b>FSV</b>	■
	Final service design model for Aboriginal Access Points tabled for endorsement by the Dhelk Dja Partnership Forum	<b>FSV</b>	■
	Aboriginal Family Violence Industry Strategy endorsed by the Dhelk Dja Partnership Forum	<b>FSV</b>	■
	Commence strengthening cultural safety in The Orange Door network	<b>FSV</b>	■
	Establish the first Aboriginal Access Point in The Orange Door network	<b>FSV</b>	■
	All Aboriginal Access Points established in line with the Orange Door network rollout	<b>FSV</b>	■
	Expand the Koori Family Violence Police Protocol to provide statewide coverage	<b>Victoria Police</b>	■

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities




Responsible entity

Timeline

20 21 22 23

**Dhelk Dja:  
Safe Our Way**

Page 2 of 2

<b>Community action</b>	Regional Action Plans developed by the 11 place-based Dhelk Dja Action Groups presented to Dhelk Dja Partnership Forum and launched locally	<b>Dhelk Dja</b>				
	Review and update progress against Regional Action Plans	<b>Dhelk Dja</b>				
<b>Developing a long-term investment strategy</b>	The Dhelk Dja 10 Year Investment Strategy considered by the Dhelk Dja Partnership Forum	<b>Dhelk Dja FSV</b>				

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Housing

Page 1 of 2

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Housing	<b>Refuges</b>  <b>New Aboriginal-specific family violence refuges</b>	Construction has commenced for the first Aboriginal specific refuge	DHHS
		Location for the second refuge is being sourced	DHHS
		First refuge is due to open	DHHS
		Second refuge is due to open	DHHS
	<b>Redevelopment of remaining family violence refuges</b>	Three refuges expected to be completed	DHHS
		Three more refuges expected to be completed	DHHS
		Two more refuges expected to be completed	DHHS
		Five more refuges expected to be completed	DHHS
		All refuges expected to be operational	DHHS

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Housing

Page 2 of 2

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
<b>House-building and upgrades</b>	<b>1,000 new public dwellings</b>	Building began on the first sites (2019)	DHHS
		Completion of first 10 homes	DHHS
		Majority of homes completed	DHHS
	<b>Social Housing Growth Fund</b>	Expected delivery of more than 780 new social housing dwellings across 25 locations in Metropolitan Melbourne and regional Victoria	DHHS
<b>Housing development in rural and remote communities</b>	<b>Real Estate Revitalisation project</b>	\$30 million to redevelop out-of-date public housing in Ballarat, Bendigo and Benalla over the next ten years	DHHS
		Agencies who already provide social housing will be collectively funded \$9.6 million to provide an additional 84 units for women in non-metropolitan areas	DHHS



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Legal Assistance

Page 1 of 4

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Legal Assistance	<b>Earlier access to legal assistance</b> Review legal assistance recommendations from the Positive Interventions for Perpetrators of Adolescent Violence in the Home report, completed by Australian National Research Organisation for Women's Safety (ANROWS) and Centre for Innovative Justice	DJCS	20 21 22 23
	Establish pathways for earlier legal assistance referrals	DJCS Victoria Police CSV	20 21 22 23
	Work with Victoria Legal Aid on the continued implementation and evaluation of Specialist Family Violence Courts legal practice model	CSV	20 21 22 23
Workforce capability	Working with legal services to ensure that training aligns with the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) where appropriate  While legal professionals are not prescribed under the MARAM Framework, the training is informed and guided by the MARAM principles	DJCS	20 21 22 23
	Explore opportunities to continue Women's Legal Service Victoria Safer Families program	DJCS	20 21 22 23
	Commonwealth, States and Territories Attorneys-General embed family violence competency into Continuing Professional Development frameworks for legal practitioners across Australia	DJCS	20 21 22 23

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Legal Assistance

Page 2 of 4

### Improved service delivery and integration

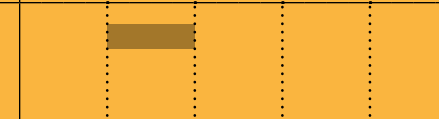
Work continues between legal services and courts to pilot early referrals to legal services

CSV



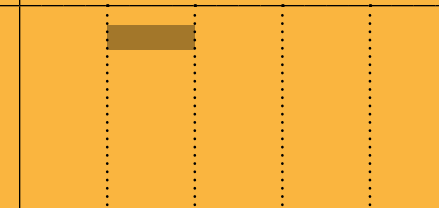
Establish a statewide approach to the connection and coordination of legal services within The Orange Door network in every area

DJCS  
FSV



Explore opportunities to expand school lawyer programs delivered by Community Legal Centres  
These programs have a crime prevention focus and provide prevention and early intervention supports, including legal education on interacting with police and protective services officers, fines and consequences of getting a criminal record

DJCS  
DET



Work with Magistrates' Court of Victoria, Victoria Police and Family Safety Victoria to explore broader referral options for perpetrator interventions

DJCS



Work with No To Violence men's referral service, to establish referral pathways to legal services for men who use violence

DJCS



Increase legal assistance referral pathways for victim survivors

DJCS



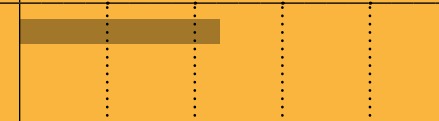
Develop resources for integrated service providers to increase legal referrals

DJCS



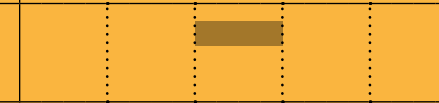
Identify opportunities across the family violence, justice and legal assistance sectors to support improved identification of client legal risks and needs

DJCS



The statewide approach to the connection and coordination of legal services is embedded across The Orange Door network

DJCS  
FSV



Support Djirra to expand regional service delivery capacity

DJCS



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Legal Assistance

Page 3 of 4

### Initiatives and projects in response to coronavirus (COVID-19)

Explore opportunities to build on the Victoria Legal Aid Legal Help Phonenumber and Legal Help Chat

DJCS



Explore opportunities to further embed and expand upon improved pathways from Victoria Legal Aid's Legal Help to Duty Lawyer service for pre-court legal assistance

DJCS



Consider the benefits of complementing the Specialist Family Violence Courts model with remote service delivery and enhanced Audio-Visual Link technology, the use of which has been accelerated during COVID-19

CSV  
DJCS



Begin evaluation of options to continue the use of audio-visual link for remote service delivery at court locations

DJCS



Develop cohort-specific responses for alternative engagements methods, e.g. digital platforms, online referral tools, telephone etc.

DJCS



Review and assess COVID-19 pre-court legal assistance initiatives implemented by the courts, providing information and referrals earlier and electronically

DJCS  
CSV



Consider options for expanding early engagement methods

CSV  
Victoria Police



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

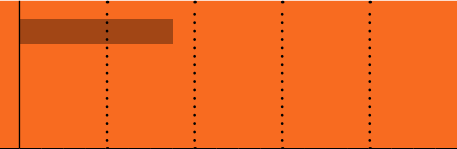
## Legal Assistance

Page 4 of 4

### Responding to consultation feedback

Develop solutions to access to justice barriers, for example, perpetrators' exploitation of legal processes, including deliberately creating conflict of interest issues to limit victim survivors' access to legal assistance

DJCS



Identify avenues to better support access to legal assistance for children and young people

DJCS



Establish stronger pathways between legal services and related supports, with attention to the importance of financial counsellors

DJCS



Develop pre-separation legal information for victim-survivors to ensure they are informed of their rights and responsibilities prior to making the decision to leave the relationship

DJCS



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## MARAM and Information Sharing

Page 1 of 1

<b>Sector alignment to MARAM</b>	Adolescent focused MARAM practice guides for release	<b>FSV</b>	[Progress bar: 20%]			
	MARAM annual reports tabled in Parliament	<b>FSV</b>	[Progress bar: 100%]			
<b>Training and workforce development</b>	<p>We are introducing accredited MARAM training through the tertiary education system</p> <p>Providers will be encouraged to offer delivery models which recognise the training needs of different workforces</p> <ul style="list-style-type: none"> <li>Course commences in Identifying and responding to family violence (August 2020)</li> <li>All accredited courses being delivered cover all levels of MARAM responsibility from identifying and responding through to comprehensive risk assessment and management (2021)</li> </ul>	<b>FSV</b>	[Progress bar: 100%]			
<b>Keeping perpetrators in view</b>	Release of MARAM practice guides focused on how to respond to perpetrators of family violence (for practitioners outside specialist family violence perpetrator services)	<b>FSV</b>	[Progress bar: 10%]			
	Release of MARAM practice guides focused on how to respond to perpetrators of family violence (for specialist services)	<b>FSV</b>	[Progress bar: 20%]			
<b>Evaluation and improvement of MARAM and FVISS</b>	MARAM and FVISS 5-year review commences	<b>FSV</b>	[Progress bar: 100%]			
	CIP 5-year review commences	<b>FSV</b>	[Progress bar: 100%]			
	MARAM and FVISS 5-year review scheduled for tabling in Parliament	<b>FSV</b>	[Progress bar: 10%]			
	CIP 5-year review scheduled for tabling in Parliament	<b>FSV</b>	[Progress bar: 10%]			

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 1 of 8

Enhanced service responses	Adapting and learning from responses to coronavirus (COVID-19)	Activities	Responsible entity	Timeline			
				20	21	22	23
		Continue to deliver Operation Ribbon during the response to COVID-19 and the use of Specialist Family Violence Investigation Units to proactively monitor perpetrators associated with the highest risk victim survivors	Victoria Police				
		Identify learnings about service adaptations made in response to COVID-19, including through the Department of Health and Human Services rapid review of perpetrator interventions during COVID-19, to inform future service delivery approaches	FSV				
		Support victim survivors to access justice and keep perpetrators in view during COVID-19, through operation of the Online Magistrates' Court which hears family violence matters	CSV				
		Identify learnings and opportunities from implementation of initiatives that support perpetrators and people who use violence to access crisis accommodation and short-term interventions	FSV				
		Addressing the men's behaviour change backlog in Community Corrections through a combination of men's behaviour change programs and one-on-one case management	CSV				

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 2 of 8

Enhanced service responses continued	Strengthening justice and legal responses		Responsible entity	Timeline
				20 21 22 23
		Consider options to address perpetrators' use of coercive control	DJCS FSV	■
		The court will establish Specialist Family Violence Courts at four further locations, Heidelberg (2021), Frankston (2021), Bendigo (2023) and Wyndham (TBC)	CSV	■
		The Specialist Family Violence Court at Wyndham is part of a new investment in Law Courts for Wyndham announced in the 2020/21 State Budget		
		Consolidate the use of the redeveloped Courts Mandated Counselling Order Program across the courts, including Specialist Family Violence Courts	CSV	■
		Expand 'Tuning into Respectful Relationships', a culturally inclusive program suitable for remand and short sentence prisoners, to seven additional prisons	DJCS	■
		Consider whether family violence should be incorporated as a sentencing factor in the Sentencing Act 1991	DJCS	■
		Explore options for earlier access to therapeutic programs for justice clients, including culturally appropriate programs for Aboriginal people and people from culturally diverse backgrounds	DJCS	■
		Strengthen responses to perpetrators who commit multiple intervention order breaches	DJCS CSV	■
		Evaluation of the implementation and effectiveness of the Koori Family Violence and Intervention Order Breaches pilot in Mildura	CSV	■
		Review and expand justice interventions for perpetrators of family violence for whom a justice response is the only appropriate mechanism for managing risk	DJCS	■
		Ensure family violence offences are appropriately flagged on offenders' criminal records and relevant IT systems	DJCS	■

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 3 of 8

Enhanced service responses continued	Delivering effective and responsive interventions		Responsible entity	Timeline
				20 21 22 23
		Develop a theory of change and monitoring and evaluation framework for perpetrator interventions, aligned to the Family Violence Outcomes Framework and the Dhelk Dja Monitoring, Evaluation and Accountability Plan	FSV	20 21
		Explore longer-term accommodation models for perpetrators and people who use violence, to keep them engaged and in view of the system and support victim survivors to remain safely in their own homes and communities	FSV	20 21
		Apply lessons from the evaluations of cohort-specific interventions and the broader evidence base, to inform ongoing improvement and future design and delivery of interventions for perpetrators and people who use violence  This includes people with multiple and complex needs, Aboriginal communities, people from culturally diverse communities and people who are LGBTIQ+	FSV	22 23
		Trial and evaluate a new perpetrator intervention program that addresses the complex interplay between family violence, alcohol and other drugs and/or mental health issues  The program will enable greater opportunity to tailor responses through integrated case management and counselling services for eligible court-mandated clients	CSV	20 21 22



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 4 of 8

**Enhanced service responses**  
continued

**Delivering effective and responsive interventions**  
continued

Explore and implement, where appropriate, peer facilitations models for perpetrator interventions

These models involve people who have completed a program being trained in delivering the program and can be an effective way of encouraging behaviour change, as participants relate to the lived experience of the facilitator

These models can also provide employment opportunities for disadvantaged people and communities

**DJCS  
FSV**

Continue Common Clients reform work

This reform recognises that many perpetrators of family violence may interact with multiple services across mental health, drug and alcohol, child protection and the criminal justice system

It involves greater integration of these services to ensure that people with multiple and complex needs are supported in a more holistic way to avoid duplication of service delivery and ensure that the breadth of a person's needs are met

**DJCS  
DHHS**

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 5 of 8

Priority area	Activities	Responsible entity	Timeline		
			20 21 22 23		
Perpetrators and People Who Use Violence	<b>Cultural safety and inclusion</b>	<b>Improving Aboriginal cultural safety</b>	Work with community to consider ways to document whole-of-family practice in working with people who use violence and develop holistic healing practice guidance and training for mainstream service providers, in line with Nargneit Birrang	FSV	20 21 22 23
			Deliver the Koori Cultural Safety Initiative, in collaboration with an Aboriginal Controlled Organisation, to support mainstream men's behaviour change program providers to deliver culturally safe and appropriate programs to court-ordered Aboriginal people who use violence	CSV	20 21 22 23
			Revise and expand Koori Family Violence Police Protocols to provide statewide coverage	Victoria Police	20 21 22 23
	<b>Supporting inclusive and equitable practice</b>		As part of risk-management practice improvement implement the perpetrator-focused MARAM Practice Guides for those who work with people who use violence. These guidelines support an intersectional, trauma-informed approach that responds to circumstances and needs to stabilise and increase motivation of perpetrators, building their capacity and readiness to change	FSV	20 21 22 23
			Implement the Everybody Matters: Inclusion and Equity Statement by developing the associated Inclusion and Equity Blueprints, which will include perpetrator intervention activities	FSV	20 21 22 23
			Continue the Intersectionality Capability Building Project and the development of resources that support workforces to embed the intersectionality framework, ensuring that resources are applicable and appropriate to perpetrator responses	FSV	20 21 22 23

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 6 of 8

Enablers	Data and evidence	Activities	Responsible entity	Timeline
				20 21 22 23
		Develop outcomes measures for the refreshed 'perpetrator domain' of the Family Violence Outcomes Framework	<b>FSV</b>	20 21
		Develop and implement Family Violence and Sexual Assault Data Dictionary to establish data standards and improve data quality, including for key cohorts and diverse communities	<b>FSV</b>	20 21
		Build our understanding about perpetrator characteristics and service use by analysing existing data sources, and broadening the analysis with additional data sources, via the Family Violence Perpetrator Data Linkage Partnership Project	<b>DPC CSA</b>	20 21 22
		Continue to strengthen and mature the collection and analysis of client and service use data, including waiting list data	<b>FSV</b>	20 21 22 23
		Develop and implement client outcomes measurement and monitoring for perpetrator interventions	<b>FSV</b>	20 21 22
		Deliver a meta-evaluation for perpetrator interventions	<b>DJCS</b>	20 21

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 7 of 8

**Enablers**  
continued

**Workforce capacity, capability and practice**

Finalise and release the perpetrator focused MARAM Practice Guides, tools and training. These resources will include a focus on:

- trauma-informed practice
- working with fathers
- supporting culturally safe engagement
- risk factors and events that relate to a change or escalation in risk and situation- and time-based actions required in response
- system-level protocols that reinforce the MARAM Principles and Pillars, and support practitioners to understand their MARAM responsibilities and what these mean for their day-to-day practice

**FSV**

Align policies, practice, job descriptions, minimum standards and guidelines for perpetrator interventions with perpetrator focused MARAM practice guidance

**FSV**

Develop and deliver accredited and non-accredited family violence prevention and response training to support the alignment of MARAM

**DET**  
**FSV**

Implement mandatory minimum qualifications for specialist family violence practitioners, including men's services (other than men's behaviour change programs), with development and delivery of a vocational education and training Graduate Certificate in Family Violence as a minimum qualification option that provides training for working in the men's services sector

**FSV**

Continued rollout of the attraction and recruitment campaign for specialist family violence and primary prevention roles, including professionals who work with perpetrators

This will include tailored messages and materials to attract students and graduates, people from Aboriginal, culturally diverse, LGBTIQ+ and rural and regional communities and people with disabilities

**FSV**

Explore opportunities to strengthen practice leadership to foster consistency, integration and safety in the delivery of perpetrator interventions and enhance workforce capability across the sector

**FSV**

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Perpetrators and People Who Use Violence

Page 8 of 8

Enablers continued	Information-sharing and risk coordination		Responsible entity	Timeline
				20 21 22 23
	Perpetrator-focused MARAM practice guidance, tools and training to include time and situation-based actions required to respond to change/escalation in risk and opportunities to engage around behaviour change		FSV	20 21 22 23
	Continue to embed the family violence and child information sharing and MARAM reforms, with a view to the rollout of Phase 2, to commence in April 2021		FSV	20 21 22 23
	Identify barriers to risk coordination, local practices that are working well and opportunities to strengthen current approaches to improve perpetrator engagement and accountability		FSV	20 21 22 23

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Primary Prevention

Page 1 of 4

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
<b>Strengthening the foundations</b>	<b>Gender Equality Act 2020</b>	Gender Equality Act 2020 comes into effect to address gender inequality in Victorian public sector and local government workplaces	OfW [Progress bar: 20-21]
		First gender equality action plans due from required entities. The Plans will include strategies and measures to improve gender equality in each workplace, based on a gender audit of that workplace	OfW [Progress bar: 20-21]
	<b>Free from Violence Second Action Plan (2021-2024)</b>	Free from Violence Second action plan developed	OfW [Progress bar: 20-21]
		Free from Violence Second action plan implemented	OfW [Progress bar: 22-23]
	<b>Governance</b>	Establish a new governance group to advise government, comprising key community organisations working in prevention of family violence	OfW [Progress bar: 20-21]

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Primary Prevention

Page 2 of 4

Activities	Responsible entity	20	21	22	23
<p><b>Scaling up prevention programs and campaigns</b></p> <p><b>Prevention system coordination model</b></p> <p>Prevention system coordination model developed – continuing to build and better coordinate statewide, regional and local grassroots activities and underpin work across a wider range of settings and sectors through sustained investment</p>	<b>OfW</b>	[Timeline bar: 2020-2021]			
<p><b>Prevention projects in multiple settings</b></p> <p>Community organisations targeting men and boys delivering grassroots programs that are designed to promote healthier masculinities, gender equality, building relationship skills, and social connections</p>	<b>OfW</b>	[Timeline bar: 2020-2021]			
<p>Local government whole-of-setting primary prevention model developed, providing evidence-based guidance to councils on how to embed prevention in the range of services they deliver and through leadership in the community</p>	<b>OfW</b>	[Timeline bar: 2020-2021]			
<p>All government schools are signed onto Respectful Relationships</p>	<b>DET</b>	[Timeline bar: 2020-2021]			
<p>Develop TAFE whole of institution prevention model to support TAFEs to build an environment where staff and students feel safe, respected and valued, including tools, resources and evaluation report</p>	<b>DET</b> <b>OfW</b>	[Timeline bar: 2020-2021]			
<p>First phase of up to 15 councils selected to implement the local government primary prevention model</p>	<b>OfW</b>	[Timeline bar: 2020-2021]			
<p>Develop strategic partnership arrangements between Respect Victoria and key bodies in and across multiple sectors to extend and embed primary prevention efforts in the Victorian community</p>	<b>Respect Victoria</b>	[Timeline bar: 2021-2023]			
<p>Support local, regional and sector partnerships, including those led by Women’s Health Services, to drive collective community action on prevention</p>	<b>OfW</b> <b>Respect Victoria</b>	[Timeline bar: 2020-2023]			
<p>Grant funding to ethno-specific, multicultural and faith-based organisations to design and deliver family violence prevention and early intervention activities, delivering on a \$9.7 million commitment over four years in the 2020/21 State Budget</p>	<b>OfW</b>	[Timeline bar: 2020-2023]			

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Primary Prevention

Page 3 of 4

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Scaling up prevention programs and campaigns continued	<b>Respect Victoria campaigns</b>	Finalise a medium-term primary prevention campaign strategy	Respect Victoria
		Deliver a portfolio of campaigns for all Victorians, including culturally and linguistically diverse Victorians, people with disabilities, people who identify as LGBTIQ+ and Aboriginal Victorians	Respect Victoria
Workforce development	<b>Workforce capability</b>	A plan for supporting the current and growing primary prevention workforce is developed in consultation with stakeholders, including ways to engage with broader workforces to help in prevention efforts. This plan will complement the Industry Plan for workforce development	OfW
		Work with the emergency management sector to embed a framework for planning for primary prevention of family violence in diverse communities in disaster management training to ensure preparedness and build capacity	Respect Victoria
		Produce resources to assist the primary prevention sector to better monitor and proactively plan for response to potential 'backlash' and 'resistance' (ranging from denial, inaction to more aggressive opposition) to gender equality and to challenge violence-supportive attitudes (in conjunction with Our Watch)	Respect Victoria



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Primary Prevention

Page 4 of 4

Priority area	Activities	Responsible entity	Timeline		
			20 21 22 23		
Primary Prevention	<b>Research and evaluation</b>	<b>Build knowledge</b>	Primary Prevention Research Agenda established as part of the whole of government research program for family violence	Respect Victoria	2020-2021
			Respect Victoria primary prevention research forum held	Respect Victoria	2021
			Test and evaluate community-based primary prevention activity with LGBTIQ+ communities and prevention organisations to help build evidence of what works	OfW	2020-2023
			Respect Victoria will develop a Theory of Change, describing how changes to attitudes, behaviours and social norms will happen in the short, medium and long term to reduce and prevent family violence and violence against women. This will support well targeted approaches to the prevention of all forms of family violence, building on Change the Story, which is focused on the prevention of men's violence against women	Respect Victoria	2020-2021
	<b>Primary Prevention Data Platform</b>		Launch the Prevention of Family Violence Data Platform, developed by Respect Victoria and the Crime Statistics Agency	Respect Victoria	2021
			Build on initial datasets and support effective use of the platform	Respect Victoria	2020-2023
	<b>Monitor and share outcomes</b>		Deliver Free from Violence Monitoring and Evaluation Framework for primary prevention, and commence implementation	Respect Victoria	2020-2021
			Deliver the first three-yearly report on progress in primary prevention to Parliament under the Prevention of Family Violence Act 2018	Respect Victoria	2022-2023
	<b>Endorsement model</b>		Develop an endorsement model including guidance, design and delivery standards, endorsement processes and promoting the use of the endorsement model	Respect Victoria	2020-2023

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Research and Evaluation

Page 1 of 6

Measuring change against a refreshed Family Violence Outcomes Framework	Measuring change		Responsible entity	Timeline
				20 21 22 23
		Publish the first Family Violence Outcomes Framework report, with yearly reporting thereafter DPC will lead this activity, supported by relevant government entities	DPC	20 21 22 23
		Refine the Family Violence Outcomes Framework, including the development of further measures across all domains	DPC	20 21 22 23
		Develop and implement client outcomes measurement and monitoring for family violence therapeutic interventions and perpetrator interventions	FSV	20 21 22 23

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Research and Evaluation

Page 2 of 6

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Progressing research on family violence	Progressing research	Deliver a whole of Victorian government family violence research agenda	FSV Respect Victoria
		Develop a Victorian Family Violence Research Program that complements and builds on existing research activities across government, universities and the sector FSV is leading this activity, supported by relevant government entities	FSV Respect Victoria
		Completion of the Harmony Study, a partnership between Latrobe University and inTouch Multicultural Centre Against Family Violence, that is working with primary care clinicians to increase identification and early intervention for family violence among migrant and refugee communities	FSV
		Targeted research projects on COVID-19 and family violence in Victoria including: <ul style="list-style-type: none"> <li>Family Safety Victoria is commissioning research to better understand the impact of the pandemic on family violence presentation, risk, intensity and responses, including the effectiveness of service changes during COVID-19</li> <li>Respect Victoria is commissioning research to understand the impact of the pandemic on key populations, and on the work, support and resourcing requirements of primary prevention practitioners</li> </ul> These research projects include a procurement approach that encourages collaboration and multidisciplinary research practice across government, academia and the service sector	FSV Respect Victoria

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Research and Evaluation

Page 3 of 6

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
<b>Progressing research on family violence continued</b>	<b>Progressing research continued</b> Undertake research in job role design in the specialist sectors and develop options for current and future system requirements	<b>FSV</b>	20 21
	Systematic review of published literature on family violence program and initiative effectiveness	<b>FSV</b>	20 21
	Progress research under the primary prevention research agenda to build a more comprehensive understanding of the intersectional drivers and contributing factors of family violence for diverse and priority populations, and of effective approaches to primary prevention across a variety of sectors and settings	<b>OfW Respect Victoria</b>	20 21 22
	Continue to support and work with Australia's National Research Organisation for Women's Safety Limited (ANROWS) through to the end of the National Plan to Reduce Violence against Women and their Children 2010-2022	<b>Victorian Government</b>	20 21 22
<b>Monitoring and evaluation of service delivery and response</b>	<b>Primary Prevention</b> Deliver Free from Violence Monitoring and Evaluation Framework for primary prevention, and commence implementation	<b>Respect Victoria</b>	20 21
	Evaluation of the Safer Stronger Communities pilot	<b>OfW</b>	20 21
	Evaluate the first Free from Violence Action Plan (2018-21)	<b>Respect Victoria</b>	22 23
	First three yearly report to Parliament on progress in primary prevention as specified under the Prevention of Family Violence Act 2018	<b>Respect Victoria</b>	22 23

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Research and Evaluation

Page 4 of 6

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Research and Evaluation	<b>Monitoring and evaluation of service delivery and response continued</b>	<b>The Orange Door Network</b> Statewide Demand Management framework finalised	FSV 2020-2021
		The Orange Door partnership performance framework implemented and commence monitoring against the framework	FSV 2020-2021
		Second evaluation of The Orange Door completed	FSV 2020-2022
	<b>Family violence services and early interventions</b>	Evaluation of maternal and child health investment for children and families at risk of family violence	DHHS 2020
		Evaluation of the Risk Assessment and Management Panels	FSV 2021
		Evaluation of Rainbow Tick and HOW2 program	FSV 2021
		Multicultural COVID-19 Family Violence program evaluation	OfW 2022
	<b>Interventions for perpetrators and people who use violence</b>	Develop a theory of change and monitoring and evaluation framework for perpetrator interventions, aligned to the Family Violence Outcomes Framework and the Dhelk Dja Monitoring, Evaluation and Accountability Plan	FSV 2020-2021
		Deliver a meta-evaluation for perpetrator interventions	DJCS 2020-2021
	<b>MARAM and information sharing</b>	MARAM and FVISS 5-year review commences CIP 5-year review commences	FSV 2022
		MARAM and FVISS and 5-year review scheduled for tabling in Parliament CIP 5-year review scheduled for tabling in Parliament	FSV 2023

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Research and Evaluation

Page 5 of 6

Priority area	Activities	Responsible entity	Timeline		
			20 21 22 23		
Research and Evaluation	<b>Monitoring and evaluation of service delivery and response</b> continued	<b>Magistrates Court of Victoria</b>	All-encompassing process and outcome evaluation of the Magistrates' Court led family violence reforms, with a focus on the implementation and effectiveness of the Specialist Family Violence Courts and associated reforms	CSV	20 21 22 23
			Evaluation of the implementation and effectiveness of the Koori Family Violence Intervention Order Breaches pilot in Mildura	CSV	20 21 22 23
	<b>Aboriginal-led research and evaluation</b>		Aboriginal-led evaluation of capacity-building for the Preventing the Cycle of Violence Aboriginal Fund and the Aboriginal Community Initiatives Fund	FSV Dhelk Dja	20 21 22 23
			Implementation of the Dhelk Dja Monitoring, Evaluation and Accountability Plan	Dhelk Dja	20 21 22 23
	<b>Everybody Matters: Inclusion and Equity Statement</b>		Develop a 10-year Monitoring and Evaluation framework for the Everybody Matters, Inclusion and Equity Statement	FSV	20 21 22 23
	<b>Strengthening the Foundations - First Rolling Action Plan 2019-2022</b>		Implement the monitoring and evaluation framework for Strengthening the Foundations	FSV	20 21 22 23
			Complete evaluation of selected activities within Strengthening the Foundations	FSV	20 21 22 23
	<b>Evaluation capability building</b>		Completion of the Building Family Violence Evaluation Capacity Project	DJCS	20 21 22 23
			Consider ways to share evaluation capability uplift resources with the broader family violence sector	DJCS	20 21 22 23
			Develop consultation guidelines on incorporating lived experience into family violence program evaluations	DJCS	20 21 22 23

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Research and Evaluation

Page 6 of 6

Building data quality and availability	Data Collection	Activities	Responsible entity	Timeline			
				20	21	22	23
		Routine reporting on key family violence data	CSA FSV	→			
		Launch of the Prevention of Family Violence Data Platform, developed by Respect Victoria and the Crime Statistics Agency, to monitor trends in primary prevention	Respect Victoria	█			
		Aboriginal data mapping and data needs project to support baseline understanding of Aboriginal family violence and build the evidence base for prevention and intervention	Dhelk Dja	█			
		Data Strategy for The Orange Door completed	CSA	█			
		Incorporation of sexual assault data into the Family Violence Data Portal	CSA	█			
		Develop and implement Family Violence and Sexual Assault Data Dictionary to establish data standards and improve data quality, including for key cohorts and diverse communities	FSV	█			

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## The Orange Door Network

Page 1 of 2

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
<b>Operating The Orange Door network statewide</b>	The Orange Door in Loddon commences	FSV	■
	The Orange Door network Implementation Plan released	FSV	■
	Commence operations in Goulburn, Melbourne's South and Inner-East, Ovens Murray, Wimmera South-West, Hume Moreland and Outer Gippsland	FSV	■
	The Orange Door operational in all areas statewide	FSV	■
<b>Strengthening Aboriginal inclusion, access and equity</b>	Commence implementation of the Aboriginal Inclusion Action Plan	FSV	■
	The first Aboriginal Access Point established	FSV	■
	Commence cultural safety training across The Orange Door workforce*	FSV	■
<b>Planning for transition to the full service model</b>	Plan developed for the transition of The Orange Door network to deliver the full statewide concept*	FSV	■
	Development of agreed and consistent service connections with legal, housing and homelessness and financial services	FSV	■



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## The Orange Door Network

Page 2 of 2

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
<b>Data, reporting and monitoring improvements</b>	The Orange Door network partnership performance framework finalised*	FSV	██████████
	Statewide Demand Management framework finalised*	FSV	██████████
	Data Strategy for The Orange Door network completed*	FSV	██████████
	Ongoing upgrades to Client Relationship Management system*	FSV	██████████████████
<b>Continuous improvement and ongoing evaluation</b>	Commence implementation of the Inclusion Action Plan	FSV	██████
	Refresh of induction training completed	FSV	████
	Second evaluation of The Orange Door network completed	FSV	██████████████████
	Review of the Interim Integrated Practice Framework completed*	FSV	██████████
	Consistent approach to assessment of children and young people established*	FSV	██████████
	Work with the sector to develop practice development support and training activities*	FSV	██████████
	Third evaluation commences	FSV	██████

# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Workforce Development

Page 1 of 2

### Skill building and career development

Accredited family violence prevention and response courses for the specialist family violence workforce and broader workforces that intersect with family violence:

- Intermediate Risk Assessment and Management of Family Violence Risk will be ready for delivery in 2021
- Comprehensive Risk Assessment and Management course to be developed
- Primary Prevention Contributors and Practitioners courses to be developed

DET  
FSV



Minimum qualifications introduced for the Specialist Family Violence Response workforce:

- Begin 5-year transition period for existing specialist family violence workforce to upskill where required
- Support officers and grants available to support transition
- Pathway Graduate Certificate course developed to provide a training-based pathway to minimum qualifications with delivery to commence in 2022

FSV



Fast Track Professional Development Program to support the rapid development of practitioners in prevention and response roles:

- Early 2021 - delivery of first round of prevention and response programs
- Mid-late 2021 - delivery of second round of prevention and response programs
- Mid 2022 - delivery of third round of prevention and response programs, and program complete

FSV



Building the family violence and sexual assault support workforce by accelerating training pathways

\$81 million over three years will support coordination of up to 240 traineeships across the state

FSV



# Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

## Workforce Development

Page 2 of 2

Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Building an evidence base	<p>Analysis of 2019 Workforces Census</p> <ul style="list-style-type: none"> <li>2020 - Publication of census findings for primary prevention workforce</li> <li>2021 - Publication of census findings for specialist and broader workforces</li> </ul>	FSV	■
	<p>Deliver a new Best Practice Education model that:</p> <ul style="list-style-type: none"> <li>provides an evidence-base to inform the delivery of high-quality family violence accredited training</li> <li>supports expert-informed high-quality and safe training practices</li> <li>provides professional development for existing trainers</li> <li>supports the growth in supply of trainers across the TAFE system</li> <li>developed in collaboration with the family violence sector and Aboriginal workforce experts, ensuring Aboriginal cultural safety and contemporary family violence expertise sits at the heart of accredited family violence training</li> </ul>	DET FSV	■
	<p>Job Role Design</p> <ul style="list-style-type: none"> <li>undertake research in job role design in the specialist sectors</li> <li>develop options for current and future system requirements</li> </ul> <p>The research may inform a range of products that support future specialist family violence job-role enhancements.</p> <p>Insights will be critical to informing innovative approaches to organisational performance in the specialist family violence sector, potentially providing the basis for:</p> <ul style="list-style-type: none"> <li>workforce planning</li> <li>organisation design</li> <li>health, safety and wellbeing</li> <li>career and succession planning</li> </ul>	FSV	■
Supporting the family violence workforce	<p>Prioritise the health, safety and wellbeing of the workforce and develop the Family Violence Health, Safety and Wellbeing program</p> <p>This program is for specialist family violence organisations to provide positive and supportive work environments</p>	FSV	■