

Primary prevention of family and gender-based violence

Capability framework figures

Figure 1: Structure of the *Primary prevention of family and gender-based violence capability framework*

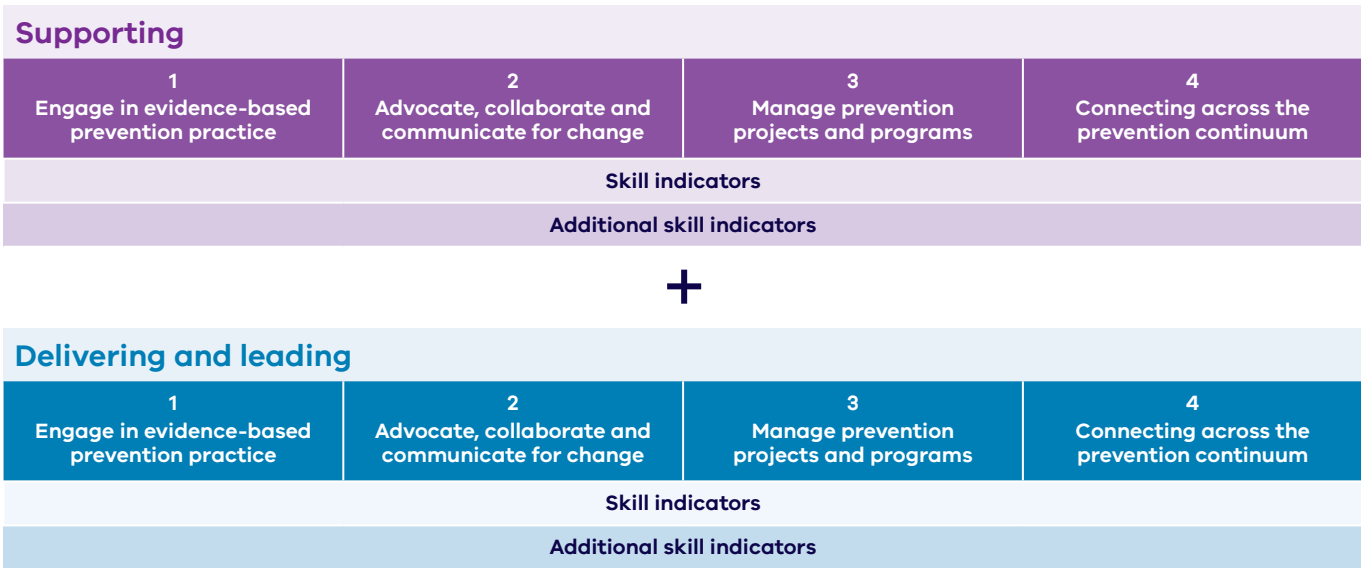


Figure 2: Capabilities and skill indicators for workers across the primary prevention workforce

Workforce category: ■ Supporting ■ Delivering and leading

Supporting			
1 Engage in evidence-based prevention practice	2 Advocate, collaborate and communicate for change	3 Manage prevention projects and programs	4 Connecting across the prevention continuum
Skill indicators			
Additional skill indicators			
Understands the definition, prevalence, nature and impacts of family violence, sexual violence and other forms of gender-based violence. Recognises how they vary across communities, particularly for those experiencing intersecting forms of inequality.	Advocates within own sphere of influence, using their professional role or community connections to support prevention messages, campaigns and initiatives to enhance change.	Supports prevention projects and programs in their workplace, sector and communities.	Identifies and appropriately responds to disclosures of family and gender-based violence from victim survivors and people using family violence, ensuring safe and effective referral prioritising victim survivor safety and avoiding collusion. ¹
Recognises the gendered drivers of family and gender-based violence and intersecting drivers, including colonisation, racism, ageism, heteronormativity, cisnormativity and ableism.	Takes action through networks and coalitions, supporting collaborative advocacy efforts within and across sectors, including gender equality, violence prevention, and Aboriginal-led and community-led organisations.	Supports staff and collaborators by contributing to project and program planning, implementation and sustainability.	Adheres to mandatory reporting and Child Safe Standards in relation to children and young people.
Seeks out further information on prevention through reference to evidence-based frameworks, policy documents and secondary consultation with subject matter experts where necessary.	Understands and practices active bystanding to challenge violence-supportive attitudes, when safe to do so.	Supports activities and initiatives through engagement in events or participation in stakeholder and advisory groups.	Follows any prescribed obligations under the MARAM Framework.
			Knows where to access further information and training to assist with disclosures of and referral pathways for family and gender-based violence.
			Understands the different ways primary prevention, early intervention, response and recovery address family and gender-based violence.
Identifies how social norms, attitudes and systemic inequalities reinforce and sustain patterns of violence.	Champions prevention publicly or in internal advocacy to increase support.	Actively supports staff and teams delivering prevention projects and programs, ensuring access to resources, supervision, organisation support mechanisms and professional development.	Ensures organisational policies and procedures support safe disclosures and referrals, aligning with MARAM where appropriate.
Understands the essential actions in primary prevention.	Promotes active bystanding among colleagues and networks to challenge violence-supportive attitudes that relate to the gendered drivers, including supporting others to ensure safety.	Prioritises staff and team wellbeing, fostering a culturally safe and supportive work environment for those undertaking prevention projects and programs.	Promotes access to debriefing and secondary consultation regarding disclosures and referrals, ensuring staff have adequate support and training.
Understands the socio-ecological model and how the primary prevention system acts across different settings and levels of society to address the drivers of family and gender-based violence.	Engages with men and different presentations of masculinity to enhance support for prevention, in ways that remain accountable to women.	Assists staff and teams in managing resistance and backlash, helping to navigate challenges and support prevention efforts.	Advocates for organisational family violence policies to improve workplace safety and responses to family and gender-based violence.
			Demonstrates an understanding of the connections between primary prevention, early intervention, response and recovery.

Additional capabilities may be applicable depending on seniority and the work context.

Workforce category: ■ Supporting ■ Delivering and leading

Delivering and leading

1 Engage in evidence-based prevention practice	2 Advocate, collaborate and communicate for change	3 Manage prevention projects and programs	4 Connecting across the prevention continuum
Skill indicators			
Additional skill indicators			
Adapts primary prevention actions, approaches and techniques to specific contexts and communities.	Develops prevention messaging, engagement and training tailored to the context and target audience, including their needs, interests and readiness for change.	Designs and implements prevention projects and programs, ensuring they align with evidence-based frameworks and policy, are mutually reinforcing, contribute to systemic change, and are responsive to context and community need.	Understands and articulates how their work complements and intersects with the work of others across the prevention continuum and family violence system.
Understands the reinforcing factors that influence the likelihood, frequency and/or severity of family and gender-based violence.	Understands government, policy, legislative and funding frameworks and systems, and applies this knowledge to their work.	Develops project plans and manages resources and timelines to deliver prevention initiatives.	Supports advocacy for comprehensive approaches to prevention, including the coordination necessary across workforces, sectors and systems.
Understands key concepts and principles, as outlined in evidence-based frameworks and policy documents, and guiding commitments for this work (see Capabilities for the primary prevention of family and gender-based violence for details).	Advocates strategically to influence reform, policy, funding and frameworks to support prevention efforts.	Develops evaluation frameworks and monitoring systems to ensure prevention initiatives are assessing progress, outcomes, impact and quality.	Builds alliances and partnerships with Aboriginal and Torres Strait Islander communities and Aboriginal Community Controlled Organisations to deliver culturally safe prevention messages and programs.
Applies principles of Aboriginal self-determination in prevention practice.	Builds alliances, partnerships and networks to enhance collective advocacy and ensure the effectiveness of messages and initiatives with a range of communities and audiences.	Reports on evaluation, analysing and documenting project outcomes, learnings and recommendations for the future.	
Interprets and uses evidence and data to inform program design, implementation and evaluation, while recognising the necessity to fill evidence gaps that can result from inequality.	Uses values-based messaging, storytelling and stakeholder engagement techniques to communicate effectively and influence individual, community, organisational and systems change.	Manages stakeholder and advisory groups to provide strategic guidance, enhance collaboration, identify risks, support sustainability and advocate for systemic change.	
Understands types of resistance and backlash to prevention and creates appropriate strategies to respond.	Proactively and collaboratively plans for and manages resistance and backlash across a variety of media and channels.	Develops and writes grant proposals to secure funding by articulating the need for investment, alignment with policy priorities, value and expected impact.	
Understands how the prevention system operates across the state, across a range of sectors, settings, communities and locations.	Models equitable and respectful communication with participants, colleagues and stakeholders, ensuring engagement is inclusive, non-collusive, flexible and supports long-term change.		
Provides content and technical expertise to staff and organisations, enabling them to apply a prevention lens to their work.	Provides support and training to others in active bystanding to challenge violence-supportive attitudes that relate to the gendered drivers.		
Maintains up-to-date knowledge of evidence and practice, supported through ongoing professional development and reflective practice.			

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Delivering and leading			
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Skill indicators			
Additional skill indicators			
Interprets and uses evidence and data specific to sectors, settings, communities, cohorts and locations, including considerations for prevention in specific contexts.	Advocates within specific contexts, based on in-depth knowledge of relevant sectors, settings and systems, informed by the unique needs, challenges and opportunities.	Delivers projects and programs within specific sectors, settings and locations, adapted to local context and need.	Builds connections with family and sexual violence services, ensuring collaboration and coordination.
Seeks out and incorporates sector and community knowledge to ensure prevention strategies are effective and relevant.	Advocates with and for specific communities, ensuring prevention efforts are community-led, culturally safe and responsive.	Delivers projects and programs in partnership with specific communities, ensuring co-designed, culturally responsive and community-led approaches.	Delivers integrated programs of work across primary prevention, early intervention and response services, depending on community need and the cohort involved.
Conducts research to advance the evidence base, ensuring this is conducted ethically, in collaboration with practitioners and communities, and addresses critical evidence gaps.	Designs and delivers training that translates evidence into effective practical, skills-based capability development activities for various audiences, using adult learning principles and facilitation and training skills.	Develops and delivers prevention programs that engage men and boys, in ways that are accountable to women.	
Effectively and safely addresses socially dominant forms and expressions of masculinity, drawing on best-practice guidance.	Analyses and advises on policy, based on an in-depth understanding of prevention-related legislation, government systems and structures, and policy-making processes.	Develops and delivers prevention programs that engage children and young people.	
	Builds, facilitates and manages networks, coalitions and partnerships to amplify collective impact and drive systemic change.	Manages budgets and financial reporting to meet grant requirements, and manages resources to ensure projects and programs are financially viable and compliant.	
	Plans and implements communications and campaigns, applying strategic messaging and engagement techniques to inform, persuade and mobilise different audiences across a variety of media and channels.	Manages staff, including recruitment, professional development and supervision, with a focus on workforce wellbeing and safety.	
	Coordinates inclusive and accessible events to educate, build collaboration and drive momentum for prevention.	Understands the specific challenges faced by the prevention workforce, including responding to disclosures, managing resistance and backlash, and working at times in isolation.	
	Draws on evidence, practice and lived experience to effectively translate evidence and complex ideas into practical resources and tools to support prevention practice.	Manages complex, multi-party projects and programs, navigating cross-sector partnerships, governance structures and collaborative decision-making processes.	
		Conducts program evaluation to assess the effectiveness, sustainability and scalability of prevention initiatives, and ensure lessons are shared.	

Additional capabilities may be applicable depending on seniority and the work context.

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