



Prevention of Family Violence Action Plan 2022 – 2026

An action plan of the City of Kingston's Public Health and Wellbeing Plan 2021 – 2025



CITY OF
KINGSTON

Help and support

Help is available if you or someone you know is impacted by family violence. If urgent, call police on 000.

1800RESPECT

National sexual assault, domestic and family violence counselling service

1800 737 732 (24 hours)

1800respect.org.au

Safe Steps: Family Violence Response Centre

Crisis support and referral to safe accommodation

1800 015 188 (24 hours)

safesteps.org.au

The Orange Door, Bayside Peninsula

Family violence support services for Kingston residents. 1800 319 353 (9am to 5pm, Mon - Fri)

orangedoor.vic.gov.au

No to Violence Men's Referral Service

Telephone counselling and information for men.

1300 766 491 (8am to 9pm, Mon - Fri)

ntv.org.au

Djirra

Aboriginal family violence prevention and legal service. 1800 105 303

djirra.org.au

InTouch Multicultural Centre Against Family Violence

1800 755 988

intouch.org.au

Rainbow Door

Specialist helpline for LGBTIQ+ Victorians, their friends and family. 1800 729 367

www.rainbowdoor.org.au

Seniors Rights Victoria

Information, support, advice and education to help prevent elder abuse. 1300 368 821

seniorsrights.org.au

Acknowledgement of Country

The City of Kingston recognises the Bunurong people as the Traditional Custodians of the land on which the municipality is a part. We pay our respect to their Elders past, present and emerging, and to all Aboriginal and Torres Strait Islander peoples who call Kingston home. Their enriched knowledge and wisdom of our land and waterways is an essential part of the culture of our community.

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1. Introduction

The Prevention of Family Violence Action Plan 2022-2026 is a strategic document that will support Council to continue to strengthen its efforts in preventing family violence in our community. It has been developed to support the application of Council's Public Health and Wellbeing Plan (PHWP) 2021-2025.

The Action Plan outlines key priorities and actions to be implemented over the next four years. The overall implementation of the actions will be managed by the Social Development Team, with the support and collaboration of other departments across Council and with key community organisations, groups and agencies. Key achievements will be reported to Council and the community on an annual basis.

Further information about understanding family violence, its causes and priority populations is set out in the [Appendix](#).

2. Preventing Family Violence

GUIDED BY THE COUNCIL PLAN 2021-2025 AND COMMUNITY VISION

The Prevention of Family Violence Action Plan 2022-2026 is strategically guided by the Council Plan 2021-2025 and community vision, and aligns as follows:

Strategic Direction:	Safe
Strategic Objective:	Our community will feel safe, and be safe, in all aspects of their lives.
Strategy:	Strive to provide an environment free from all forms of family violence.

Community Vision:

Kingston is a resilient, inclusive and diverse community. We are building the most liveable and sustainable city in Victoria.

We champion and nurture our green and open spaces creating a safe, healthy environment.

Our shared legacy connects our community, embracing innovation, making Kingston the place to live.

GUIDED BY COUNCIL'S PUBLIC HEALTH AND WELLBEING PLAN 2021-2025

The PHWP 2021-2025 provides an overarching strategic direction that identifies key health and wellbeing priorities for Kingston. The Prevention of Family Violence Action Plan 2022-2026 will contribute toward the delivery of the following goal of the PHWP 2021-2025:

Goal 2: A Safe and Secure Community

This goal sets out a vision for Kingston as a **“safe, respectful and supportive place for all to live, work and play, that is free from all forms of inequality and violence”**. Specifically, Objective 2.3 of this goal seeks to 'reduce the prevalence of family violence in Kingston'.

A range of action plans across Council will deliver on the priorities of the PHWP 2021-2025. The Prevention of Family Violence Action Plan 2022-2026 will integrate with these plans in the shared delivery of PHWP goals and the implementation, measurement and evaluation of actions to help ensure an intersectional approach.

The action plans that have direct alignment and operate on the same four year cycle are listed below:

Figure 1: Public Health and Wellbeing Plan and aligned Action Plans



PUBLIC HEALTH AND WELLBEING PLAN 2021-2025: GOALS AND OBJECTIVES

Kingston's PHWP 2021-2025 provides a strategic direction for Council's actions to improve the health and wellbeing of the community. The goals and objectives of the PHWP outline how we will all work towards addressing these factors, in which many actions will contribute positive outcomes to more than one objective.

The goals and objectives are outlined below, with the objective relevant to this Action Plan identified:

PHWP Goal / Objective	This Action Plan
1. A healthy and well community	
1.1 Increase participation in physical activity	
1.2 Increase healthy eating	
1.3 Improve mental wellbeing	
1.4 Reduce harm from alcohol and other drugs, smoking and gambling	
2. A safe and secure community	
2.1 Improve safety in the home and community	
2.2 Improve feelings of safety in the home and community	
2.3 Reduce the prevalence of family violence	✓
3. A kind and connected community	
3.1 Increase participation in community activities and volunteering	
3.2 Reduce social isolation and loneliness	
3.3 Reduce discrimination	
3.4 Increase inclusion, respect and belonging	
4. A liveable community	
4.1 Increase preparedness and resilience for the impacts of climate change	
4.2 Increase the availability of social and affordable housing	
4.3 Increase participation in the workforce and local economy	
4.4 Increase the accessible and equitable supply of facilities, services and activities	
4.5 Increase access to and improve amenity of open spaces and the natural environment	
5. An informed and empowered community	
5.1 Improve provision of accessible health and wellbeing information, programs and services	
5.2 Increase participation in lifelong learning and education	

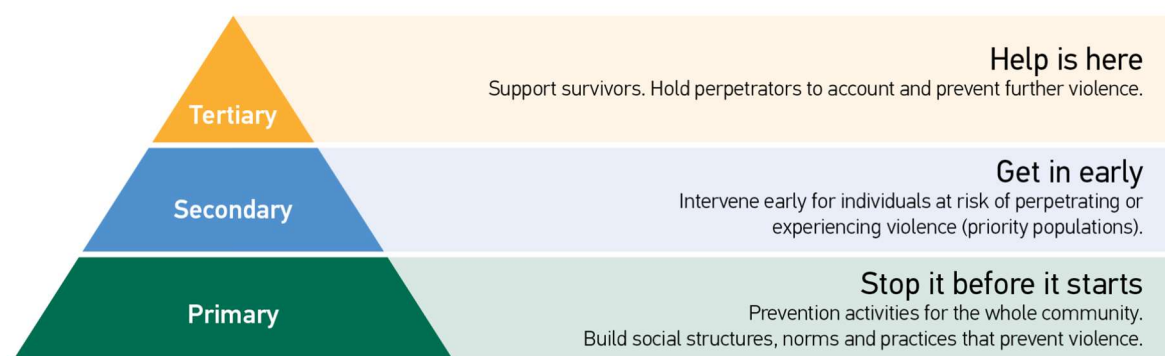
3. Actions

The Prevention of Family Violence Action Plan 2022-2026 sets out a number of actions across primary, secondary and tertiary prevention to address family violence in line with key goals and objectives of the PHWP 2021-2025.

Preventing family violence involves a range of initiatives to reach different members of our community. Primary prevention includes activities for the whole community that challenge the drivers of family violence. Secondary prevention (early intervention) focuses on priority populations and support for individuals more at risk of experiencing or perpetrating violence. Tertiary prevention (crisis response) aims to provide appropriate and effective support for victim survivors, hold perpetrators to account and prevent the reoccurrence of violence.

Priority populations include Aboriginal and/or Torres Strait Islander Peoples, women with disabilities, older people, Culturally and Linguistically Diverse (CALD) communities and people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and/or queer (LGBTIQ+). See [Appendix](#) for further information.

Figure 2: Types of prevention to reduce family violence.¹



Family violence is widespread, serious and preventable. It is a critical public health and safety issue in Australia, where 1 in 4 women and 1 in 13 men have experienced violence by an intimate partner since the age of 15.² Preventing family violence is everyone’s responsibility. It is the **number one public health and wellbeing priority for Kingston residents** (81%), as identified in community engagement conducted from November 2021 to January 2022.

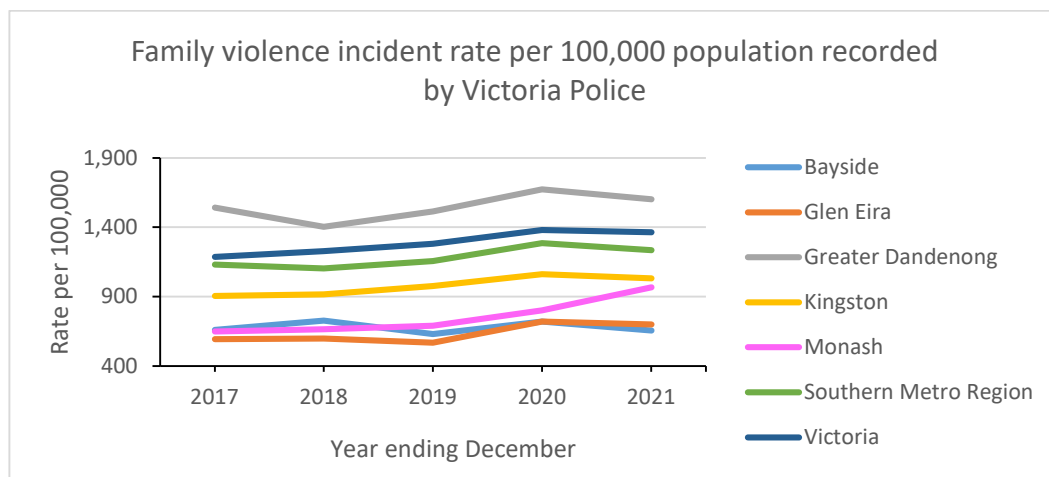
Impacts of the Coronavirus (COVID-19) pandemic

The pandemic has exacerbated gender inequality and the prevalence and severity of family violence.^{3,4} Children and young people are among those who have experienced and/or witnessed this increase in family violence during this time.

In Kingston, the total number of family violence incidents recorded by Victoria Police between December 2019 and December 2020 increased by 9.9% to 1,779 incidents (only about 25% of family violence incidents are reported to police).^{5,6} In the year ending December 2021, the total number recorded was 1,710 incidents. The rates of reported family incidents within Kingston per 100,000 people are provided in [Figure 3](#) and compared to neighbouring councils, State and Regional levels. These rates reflect current historical trends in Victoria, Australia and globally around family violence.

The reported increase in family violence has been compounded by reduced access to services and support during social isolation, and the emergence of new forms of intimate partner violence, including enhanced tactics to achieve social isolation and specifically relating to the threat and risk of COVID-19 infection.⁷

Figure 3: Family incident rate per 100,000 population recorded by Victoria Police to the year ending December.⁵



Priority areas of the Prevention of Family Violence Action Plan 2022-2026 – *What we'll do*

1. Grow community awareness, education and engagement about family violence and gender equality.
2. Foster strong collaboration with local and regional strategic partners and networks.
3. Advocate and build the collective impact of family violence prevention at the local, state and national level.
4. Strengthen Council leadership, organisational and workforce development.

Actions – *How we'll do it*

This Action Plan provides a framework to guide the work of Council and its partners in the prevention of family violence over 2022-2026. It is an iterative plan, with actions and workplans to be built upon in response to emerging needs, a growing evidence-base and identification of any gaps.

This Action Plan focuses on reducing the prevalence of family violence in Kingston through a range of actions that respond to the gendered drivers of family violence set out in the Our Watch 'Change the Story' framework. These drivers are also outlined in the Appendix.

Goal 2 of the PHWP 2021-2025. A safe and secure community

Kingston is a safe, respectful and supportive place for all to live, work and play, that is free from all forms of inequality and violence.

1. Primary prevention actions – *Stop it before it starts*

Number	Action	Department (Lead) / Partners
Priority Area 1. Grow community awareness, education and engagement about family violence and gender equality		
1.1.1	Strengthen community awareness and understanding of gender inequality as a core driver (underlying cause) of family violence, other core drivers of family violence, bystander action and available support. (E.g. Public campaigns, community workshops, information sessions, training and events).	Social Development
1.1.2	Increase community awareness and understanding of the types of family violence and diversity of relationships, family and kinship structures in which it can be experienced. (E.g. Through family violence awareness beginner/refresher training for teams working with community, communications used in campaigns such as 16 Days of Activism, etc).	Social Development; AccessCare; Communications & Community Relations; Family, Youth & Children's Services
1.1.3	Support a community-wide commitment to promoting respect and equality, to help shift the underlying attitudes, behaviours and beliefs that allow family violence and discrimination to occur. (E.g. Facilitated training with sporting clubs, Early Childhood Educators, local schools, community and faith groups).	Social Development; Active Kingston (Sport & Recreation); Family, Youth & Children's Services
1.1.4	Deliver targeted training and support that responds to community needs and priority populations at increased risk of experiencing family violence and additional forms of violence. (E.g. Information sessions and workshops with the community, partner organisations and Council teams).	Social Development, AccessCare; Family, Youth & Children's Services; Hubs
1.1.5	Develop place-based campaigns, community education events and activities including in places with increased rates of family violence and/or sexual harassment. (E.g. Place-based initiatives in particular Council wards, community awareness activities in public spaces identified by community in the 2021 Your Ground survey, etc).	Social Development Family, Youth & Children's Services; Libraries and Hubs; Community Centres
1.1.6	Engage men and boys as allies, including working with sector partners to deliver training, events and initiatives that promote healthy masculinities and highlight men and boys as part of the solution. (E.g. Modelling Respect and Equality (MoRE) program through Jesuit Social Services).	Social Development Family, Youth & Children's Services; Active Kingston (Sport & Recreation)

1.1.7	Strengthen community understanding of intersectionality and applying an intersectional lens to prevention work. (E.g. Embedding education around this as part of facilitated training opportunities with community).	Social Development; Family, Youth & Children's Services
1.1.8	Support events that advocate for gender equality and the prevention of family violence and violence against women. (E.g. International Women's Day; International Day of People with Disability; World Elder Abuse Awareness Day; International Day Against Homophobia, Biphobia, Discrimination against people with an Intersex variation and Transphobia (IDAHOBIT); National Reconciliation Week; NAIDOC Week; Seniors Festival; World Homelessness Day; 16 Days of Activism Against Gender-Based Violence; White Ribbon Day).	Social Development; Celebrating Inclusion Working Group Councillors; Senior Management; Departments partnering in delivery of these events (e.g. Communications & Community Relations; Libraries and Hubs; Property & Arts; Open Space)
1.1.9	Celebrate women's achievements and empower women's voices, including through the annual Kingston Woman of the Year Award and other community initiatives.	Social Development Libraries
1.1.10	Develop cross-sector programs to educate participants about family violence through engaging activities in safe settings. (E.g. Billion Stars project with Neighbourhood Houses).	Social Development Hubs, Community Centres; Neighbourhood Houses
1.1.11	Ensure that images used in all Council publications reflect and promote gender diversity and equity, including challenging rigid gender stereotypes.	Social Development; Communications & Community Relations; Senior Management
1.1.12	Increase awareness about the links between gender inequality, the disproportionate burden of unpaid work on women and the adverse impact this can have on mental health, financial security and other areas. (E.g. As part of staff training and community engagement on preventing family violence, informed by research following the COVID-19 pandemic).	Social Development; Access Care, Hubs; Family, Youth & Children's Services
1.1.13	Support and promote initiatives to address common barriers and challenges for women and underrepresented groups considering campaigning for Councillor positions, including potential training, mentoring and opportunities for skill development, such as maintaining safety online.	Councillors; Communications & Community Relations; Governance

Priority Area 2. Foster strong collaboration with local and regional strategic partners and networks

1.2.1	Participate in regional partnerships and networks. (E.g. The Municipal Association of Victoria's Gender Equality, Prevention of Violence Against Women and Gender-Based Violence Network, Bayside Peninsula 'Promoting Respect & Equality Together' (PRET) Partnership Group and Southern Melbourne Primary Care Partnership.	Social Development
1.2.2	Align Council's work to prevent family violence with relevant national, state and regional strategies. (E.g. Victoria's 'Free from Violence Second Action Plan 2022-2025' and Women's Health in the South East 'Promoting Respect & Equity Together – A Strategy to End Gendered Violence in the Southern Metropolitan Region 2021-2025').	Social Development; Family, Youth & Children's Services
1.2.3	Continued co-ordination of the Kingston Family Violence Working Group as a key community advisory and consultation mechanism to Council.	Social Development
1.2.4	Work with community partners to support the delivery of the Respectful Relationships program in local schools, including continued engagement with the Critical Friends Network.	Family, Youth & Children's Services
1.2.5	Work in partnership with Kingston's Aboriginal community to build on and identify new opportunities for place-based, community-led projects to prevent family violence and support healthy and strong families.	Social Development Libraries and Hubs; Family, Youth & Children's Services; Active Kingston (Sport & Recreation)
1.2.6	Work with Council teams, sporting clubs and local community health service providers to encourage that service user agreements include a clause for family violence prevention, inclusivity and gender equality training to be undertaken on a regular basis.	Social Development AccessCare; Active Kingston (Sport & Recreation); other relevant Departments with service user agreements
1.2.7	Work with community partners to integrate mental health and sexual and reproductive health literacy into Council's work to prevent family violence, including within priority populations at increased risk of experiencing family violence. This includes alignment with Women's Health in the South East <i>Good Health Down South Regional Strategy 2021-25</i> .	Social Development; Family, Youth and Children's Services, Women's Health in the South East, other specialist organisations
1.2.8	Support and promote community-led initiatives that seek to raise awareness of family violence and improve gender equity, including through connection to the Kingston Annual Community Grants Program and other relevant funding opportunities.	Social Development Hubs; Community Centres; Active Kingston (Sport & Recreation); other Departments with connection to community groups

Priority Area 3. Advocate and build the collective impact of family violence prevention at the local, state and national level

1.3.1	Promote and advocate for policy, legislative and institutional reform to support gender equality and family violence prevention.	Councillors; Senior Management; Family, Youth & Children's Services; Social Development
1.3.2	Ensure an evidence-based approach to Council's work to prevent family violence, including in the development of policies, programs and initiatives.	Social Development; Family, Youth & Children's Services; other Departments delivering family violence prevention initiatives
1.3.3	Develop and implement a clear and consistent evaluation framework for Council's family violence prevention activities that has regard to relevant national, state and local guidelines (e.g. ANROWS' National Community Attitudes Towards Violence Against Women Survey).	Social Development Family, Youth & Children's Services; other Departments delivering family violence prevention initiatives
1.3.4	Engage in relevant forums, partnerships and Communities of Practice, including to support data collection for evaluating and scaling-up what works to prevent family violence. (E.g. With Respect Victoria, the Commission for Gender Equality or Diversity Council Australia).	Social Development: People Support; other Departments delivering family violence prevention initiatives (as applicable)
1.3.5	Advocate for and promote opportunities from peak industry bodies for women to enter politics, including useful resources, training, programs and events.	Councillors; Communications & Community Relations; Governance; Social Development
1.3.6	Support local businesses with the provision of family violence prevention education and information.	Social Development; City Economy & Innovation

Priority Area 4. Strengthen Council leadership, organisational and workforce development

1.4.1	Support awareness and education initiatives for staff under Council's Gender Equality Action Plan to increase workforce understanding of gender inequality as a core driver of family violence, other core drivers of family violence, bystander action and available support. (E.g. Leadership training, promotion of relevant training and eLearning modules, etc).	Social Development Councillors; Senior Managers, People Support
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1.4.2	Continued coordination, training and promotion of internal Family Violence Staff Support Officers and the Family Violence Staff Support Policy.	Social Development Family Violence Staff Support Officer network, Senior Management; Communications & Community Relations
1.4.3	Regular review of the Family Violence Staff Support Policy. Including provisions and processes for leave, to ensure best practice, effectiveness and appropriateness for staff (i.e. at least every two years).	Social Development People Support; Staff consultation.
1.4.4	Monitor staff awareness and uptake of the Family Violence Staff Support Policy, including through questions in the (anonymous) bi-annual People Matter Survey, as detailed in the Gender Equality Action Plan, and communicated to Council leadership as applicable.	Social Development People Support, Senior Management; Family Violence Staff Support Officer network.
1.4.5	Support uptake and implementation by staff of relevant guides for local council to prevent family violence, including the statewide 'Local Government Guide for Preventing Family Violence and All Forms of Violence Against Women' and the 'Gender Equality in Advertising and Communications Guidelines for Local Government'.	Social Development
1.4.6	Support Council teams with conducting Gender Impact Assessments on all of Council's policies, programs and services that significantly impact the community.	Social Development People Support
1.4.7	Provide training for staff engaged in family violence prevention activities on managing and responding to resistance and backlash. This includes alignment with the VicHealth '(En)countering resistance' and Our Watch 'Dealing with backlash' practice guidelines.	Social Development Active Kingston (Sport & Rec); Communications & Community Relations; Libraries; Family, Youth & Children's Services
1.4.8	Invite Councillors to present and engage with community at relevant meetings and events, including to promote the engagement of women and gender diverse people to enter politics. (E.g. May include International Women's Day, Kingston Woman of the Year Award, Kingston Interfaith Network events, events with Kingston's multicultural community).	Social Development Councillors
1.4.9	Collate insights and information received about challenges and barriers for women and diverse candidates running for Council positions, to help inform and advocate future training and support opportunities from peak bodies.	Councillors; Communications & Community Relations; Governance.

2. Secondary prevention actions – *Get in early*

Number	Action	Council Department Lead / Partners
Priority Area 1. Grow community awareness, education and engagement about family violence and gender equality		
2.1.1	Promote opportunities to amplify the voices of priority groups, including Aboriginal, multicultural, senior and LGBTIQ+ communities and women with disabilities. (E.g. As guest speakers, training facilitators, membership of the Kingston Family Violence Working Group, etc).	Social Development; Councillors; Communications & Community Relations; People Support; Libraries; Hubs
2.1.2	Advocate for targeted education and training for disability support workers on understanding family violence, prevention and bystander action.	Social Development; AccessCare; specialist organisations
2.1.3	Explore trauma-informed practice training for Community Centre and other staff providing emergency relief for family violence.	Social Development Community Centres; Family, Youth and Children's Services
2.1.4	Strengthen staff and community awareness and understanding of elder abuse, including across the community and service sector, and appropriate training for those working with older people.	Access Care; Social Development
2.1.5	Build on work-to-date with cultural and faith diverse community leaders to understand and challenge violence-supportive attitudes, behaviours and beliefs, promote gender equality and respond to family violence.	Social Development Hubs
2.1.6	Advocate and support existing work that supports sex industry workers, including identifying needs and service gaps, awareness raising and prevention strategies.	Social Development , specialist organisations
2.1.7	Deliver and promote early intervention parenting programs for men (e.g. Pit Stop) and families (e.g. Strengthening and Raising Healthy Families).	Family, Youth & Children's Services Active Kingston; Libraries and Hubs; Social Development
2.1.8	Advocate for greater awareness of alcohol-related harm on the prevalence of family violence, including through home delivery services.	Families, Youth & Children's Services; Social Development Social Development

2.1.9 Advocate for greater awareness of gambling-related harm on the prevalence of family violence.

Social Development

Priority Area 2. Foster strong collaboration with local and regional strategic partners and networks

2.2.1 Provide family violence help and support information to local primary and allied health services (e.g. on understanding types of family violence, support services and access pathways, in settings such as General Practice clinics, dentists, for disability service providers, etc).

Social Development

Communications & Community Relations

2.2.2 Explore the use of community mobilisation programs to promote positive gender norms and challenge the drivers of family violence. (E.g. Men working with other men, including on findings of the recent 'Man Box' research).

Family, Youth & Children's Services; Social Development

2.2.3 With community partners, develop and deliver strategies and initiatives with a clear 'no to violence' message. This will include support service information for priority groups, including where information is most needed and/or not being provided (e.g. in multiple languages, suitable format for older people and people with accessibility needs, supporting LGBTIQ+ community members, etc).

Social Development

Access Care; Communications & Community Relations; Libraries and Hubs; Family, Youth & Children's Services; Open Space; Property & Arts; Active Kingston (Leisure centres); Infrastructure; Traffic and Transport

2.2.4 Explore engagement with the Kingston Liquor Accord to increase education and awareness in local venues about family violence prevention and applying a gender lens to alcohol (and other) promotions.

Social Development

2.2.5 Support the provision of extra Maternal and Child Health Nurse visits to parents at high-risk for family violence, to provide support, early intervention and referrals to appropriate support services.

Family, Youth & Children's Services

2.2.6 Explore the development of a pilot family violence primary prevention program for all new parents.

Social Development; Family, Youth & Children's Services; specialist organisations

Priority Area 3. Advocate and build the collective impact of family violence prevention at the local, state and national level

2.3.1 Advocate for increased health and community service provision for priority populations at increased risk of experiencing family violence.

Councillors, Senior Management, Access Care; Social Development, Family Youth & Children's services

2.3.2	Advocate for and support increased services for Kingston community members at higher risk of perpetrating violence, to receive education and interventions that promote respectful relationships and help prevent offending.	Councillors, Senior Management, Family, Youth & Children's Services; Social Development
2.3.3	Utilise and build on current data for priority populations at increased risk of experiencing family violence to help inform service planning for Council and community.	AccessCare; City Strategy; Family, Youth & Children's Services; Social Development
2.3.4	Promote national, state, regional and local campaigns and resources that challenge the normalisation of violence and identify early warning signs of family violence.	AccessCare; Active Kingston; Communications & Community Relations; Libraries and Hubs, Family, Youth & Children's Services; Social Development; Community Centres

Priority Area 4. Strengthen Council leadership, organisational and workforce development

2.4.1	Provide regular training for staff, particularly those working with priority populations at increased risk of experiencing family violence, to screen for family violence and intervene early. (e.g. Maternal and Child Health Services, Early Years, Youth and Family Services, Aged and Disability Services).	AccessCare; Family, Youth & Children's Services; Social Development
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3. Tertiary prevention actions – *Help is here*

Number	Action	Council Department / Lead
Priority Area 1. Grow community awareness, education and engagement about family violence and gender equality		
3.1.1	Work with community partners to identify and respond to emerging and on-going needs of at-risk groups in response to the COVID-19 pandemic. This includes the provision of targeted, timely and easily accessible family violence help and support information.	Social Development Councillors; Senior Management; AccessCare; Family, Youth & Children's Services; Hubs
3.1.2	Provide and increase awareness of support service information for people impacted by family violence. Ensure information is up-to-date and easily accessible for staff and community.	Social Development Councillors; Senior Management; AccessCare; Family, Youth & Children's Services; Libraries and Hubs; Community Centres
3.1.3	Support family violence victim survivors to feel safe, connected, heard and empowered. This includes centering their voices across Council's work to prevent family violence.	Councillors; Senior Management; Social Development; AccessCare; Family, Youth & Children's Services; Hubs; Community Centres; Council Advisory Committees
3.1.4	Continue to raise awareness with service providers about the additional challenges for families with a child with a disability who are experiencing family violence.	Social Development AccessCare; Family, Youth & Children's Services
Priority Area 2. Foster strong collaboration with local and regional strategic partners and networks		
3.2.1	Build informal support mechanisms with local businesses to receive targeted training to recognise, refer and support family violence victim survivors. (E.g. Hair salon staff through the 'Hair 3Rs: Recognise, Respond and Refer' family violence training with the Eastern Domestic Violence Service (EDVOS), training opportunities for Vets, Dentists, Banks, Real Estate Agents, Café staff, Men's Sheds, etc).	City Economy & Innovation; Social Development EDVOS
3.2.2	Engage with community partners to ensure a focus on preventing family violence is enduring and sustained over time, including on the gendered impact of disaster recovery. (E.g. Through building and maintaining strong networks, evidence-informed approaches to preventing family violence based on latest research. provision of advice to Council on emerging needs and service gaps, the Kingston Family Violence Working Group, etc).	Councillors; Senior Management; AccessCare; Family, Youth & Children's Services; Social Development

Priority Area 3. Advocate and build the collective impact of family violence prevention at the local, state and national level

3.3.1	Advocate for funding, structural and/or policy changes across police, legal, financial and support service sectors, to support improved outcomes for family violence victim survivors.	Council; Senior Management; AccessCare; Family, Youth & Children's Services; Social Development
3.3.2	Advocate for greater Federal and State Government funding for temporary accommodation and housing support services, including additional Rapid Response Housing in Kingston.	Council; Senior Management; AccessCare; City Strategy; Family, Youth & Children's Services; Social Development
3.3.3	Advocate for greater Federal and State Government funding for programs responding to perpetrators of family violence, including men's behaviour change programs.	Council; Senior Management; Family, Youth & Children's Services; Social Development
3.3.4	Regular review of local family violence incident and sexual assault data to help identify specific needs of the municipality.	Social Development AccessCare; Family, Youth & Children's Services
3.3.5	Support initiatives for data-sharing through Council and community-based networks and partnerships. (E.g. Sharing family violence incident data with support services to help inform referrals and evidence-based practice).	Social Development AccessCare; Family, Youth & Children's Services

Priority Area 4. Strengthen Council leadership, organisational and workforce development

3.4.1	Training for Local Laws Officers to understand family violence, identify risk and establish referral pathways to support community members. (E.g. 'Animal 3Rs: Recognise, Respond and Refer' training through the Eastern Domestic Violence Service (EDVOS)).	Compliance and Amenity EDVOS
3.4.2	Support targeted training for staff in community-facing roles to increase their knowledge about family violence support services, bystander action and providing appropriate referral information.	Councillors; Senior Management; AccessCare; Active Kingston; Customer Service; Family, Youth & Children's Services; Libraries and Hubs; Social Development
3.4.3	Provide training for internal customer service staff and staff in non-community service based areas to identify family violence and the steps to safely recognise and respond to community members impacted by family violence. (E.g. Through the '3Rs: Recognise, Respond and Refer' training with the Eastern Domestic Violence Service (EDVOS)).	Customer Experience; City Economy & Innovation; Property & Arts; other Departments (as applicable)

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| 3.4.4 | Ensure that any Council reporting of family violence adheres to relevant national, state and local guidelines, including Our Watch reporting guidelines for reporting of Aboriginal people's experiences of family violence. | As applicable for AccessCare; Family, Youth & Children's Services; People Support; Social Development; other Departments delivering and/or reporting on family violence prevention initiatives. |
| 3.4.5 | Support the implementation of trauma-informed and culturally-safe service delivery. | Access Care; Family, Youth & Children's Services; other Departments (as applicable); Family Violence Staff Support Officers; BlueKnot |

4. Background information

Legislative and policy context

The Prevention of Family Violence Action Plan 2022-2026 was developed to align with the international, national, state and local policies, plans and legislation listed below:

INTERNATIONAL

- United Nations Convention on the Elimination of All Forms of Discrimination Against Women
- United Nations: Sustainable Development Goals - including Goal 5. Gender Equality
- Australia's National Research Organisation for Women's Safety (ANROWS) - Intimate partner violence during the COVID-19 pandemic: A survey of women in Australia

NATIONAL

- National Plan to End Violence against Women and Children 2022-2032
- Our Watch: Changing the Landscape – Victoria's national evidence-based resource to guide the prevention of violence against women and girls with disabilities
- Our Watch: 'Change the Story' – A shared framework for the primary prevention of violence against women in Australia (second edition)

STATE

- Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families
- Education State Early Childhood Reform Plan: Ready for kinder, ready for school, ready for life
- Ending family violence – Victoria's 10-year plan for change and Rolling Action Plan 2020-2023
- Free from Violence: Victoria's strategy to prevent family violence and violence against women
- Gender Equality Act 2020
- Local Government Act 2020
- Pride in Prevention Evidence Guide
- Guiding principles of the Prevention of Family Violence Act 2018
- Public Health and Wellbeing Act 2008
- Respect Victoria and the University of Melbourne: 'No More Excuses' – Primary Prevention of Violence Against Women with Disability Report
- Roadmap for Reform: Strong Families, Safe Children – and the Priority Setting Plan 2021-2024
- Royal Commission into Family Violence (2016)
- Safe and Strong: A Victorian Gender Equality Strategy
- Victoria's 10 Year Mental Health Plan 2015-2025
- Victorian Public Health and Wellbeing Plan 2019–2023: Priority 3: Preventing all forms of violence
- Women's sexual and reproductive health – Key priorities 2017-2020

LOCAL

- Kingston Public Health and Wellbeing Plan 2021-2025
- Promoting Respect & Equity Together – A Strategy to End Gendered Violence in the Southern Metropolitan Region 2021-2025

Data and demographic profile

The actions of this plan have been informed by the analysis of demographic data collated as part of the development of the PHWP 2021-2025. This included from a variety of government sources, including the Australian Bureau of Statistics, VicHealth and the Crime Statistics Agency Victoria.

This is presented in the City of Kingston Health and Wellbeing Profile, available on Council's website: www.kingston.vic.gov.au/healthwellbeing

How we developed this action plan

DATA AND LITERATURE

- Evaluation of Council's previous Public Health and Wellbeing Plan 2017-2021
- Evaluation of Council's first Prevention of Family Violence Action Plan 2019-2021
- Survey data from the Family Violence, Workplace Equality and Respect Staff Survey 2020
- Review and analysis of national, state and local policies, plans and literature
- Collation and analysis of health and demographic data from a variety of government sources

COMMUNITY ENGAGEMENT

The Prevention of Family Violence Action Plan 2022-2026 was developed in consultation with the Kingston community, local family violence and community health support services, Council staff and Councillors, and partners including the Kingston Family Violence Working Group.

The following community engagement activities were undertaken to inform the development of this plan:

- Kingston Council's 2020 Health and Wellbeing Survey
- *Your Kingston Your Say* Community Survey
- *Your Kingston Your Say* Ideas Wall
- Discussions with internal Council staff and departments
- Consultation with key stakeholders via a Stakeholder Workshop
- Discussions with community members at community 'pop-up' consultations

The purpose of engagement was to consult with community, staff and partner organisations to understand the diverse experiences, needs and wants of consultation partners in relation to the PHWP objectives. The community overwhelmingly rated 'Reducing family violence' as the highest priority objective of the PHWP.

REPORTS

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

- Kingston's Public Health and Wellbeing Plan 2021-2025 and Health and Wellbeing Profile
- Health and Wellbeing Survey 2020
- COVID-19 Social Impact Survey
- Public Health and Wellbeing 2021-2025 Objectives – Intersectional Data

FEEDBACK

Feedback on the draft Prevention of Family Violence Action Plan 2022-2026 was sought in **July 2022**.

ADOPTION

The Prevention of Family Violence Action Plan 2022-2026 was adopted by Council on **...2022**.

How we will implement this action plan

This Action Plan outlines details about Council's commitments to reducing the prevalence of family violence, helping to 'stop it before it starts' and improving health and wellbeing outcomes for the community. Each action lists what will be done over 2022-2026 and who in Council will lead the initiative.

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

How we will monitor this action plan

Yearly tracking and reporting of the outcomes of this Action Plan will be undertaken. This will provide feedback about the achievements and challenges of the plan, and help determine how Council is progressing in achieving the PHWP objectives for a **safe and secure community** and **reducing the prevalence of family violence**.

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

- Yearly – reviewing the outcomes of this Action Plan and progress being made towards the PHWP objectives.
- Four-yearly – reviewing the outcomes of all health and wellbeing work across Council and its overall impact on the long term performance measures of the PHWP objectives.

More information

If you would like more information about this Action Plan or are **interested in leading change in our community** please contact the Prevention of Family Violence Officer, Social Development via 1300 653 356 or community@kingston.vic.gov.au


References

1. Adapted from **Women's Health in the South East (WHISE)**. 2016. *Preventing Violence Together: A Strategy for the Southern Metropolitan Region 2016-2021*. WHISE: Melbourne, www.whise.org.au/assets/docs/policy/preventing_violence_together_strategy.pdf
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3. **Municipal Association of Victoria**. 2020. *16 Days of Activism Toolkit - Respect Women: Call it Out*, www.respectvictoria.vic.gov.au/sites/default/files/documents/202010/Toolkit_16%20Days%20of%20Activism%202020.pdf
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5. **Crime Statistics Agency**. 2022. *Latest crime data by area - Family Violence Dashboard*. 17 March 2022, viewed 1 April 2022, www.crimestatistics.vic.gov.au/crime-statistics/latest-crime-data-by-area
6. **Hutcheson E**. 2017. *Family Violence in the Southern Metropolitan Region – a data analysis. Executive Summary*. Southern Metropolitan Region Integrated Family Violence Executive Committee, <https://southsafe.com.au/wpcontent/uploads/2016/09/Family-Violence-in-the-SMR-Summary-Document-v3.pdf>
7. **Pfitzner N, Fitz-Gibbon K & True J**. 2020. *Responding to the 'shadow pandemic': practitioner views on the nature of and responses to violence against women in Victoria, Australia during the COVID-19 restrictions*. Melbourne: Monash University (Monash Gender and Family Violence Prevention Centre), https://bridges.monash.edu/articles/report/Responding_to_the_shadow_pandemic_practitioner_views_on_the_nature_of_and_responses_to_violence_against_women_in_Victoria_Australia_during_the_COVID-19_restrictions/12433517



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