

Family Violence Reform Rolling Action Plan

2020-2023

Activities index

Glossary

CSA	Crime Statistics Agency
CSV	Court Services Victoria
FSV	Family Safety Victoria
DET	Department of Education and Training
DFFH	Department of Families, Fairness and Housing
DH	Department of Health
DJCS	Department of Justice and Community Safety
DPC	Department of Premier and Cabinet

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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

20 21 22 23

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

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Courts

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Activities	Responsible entity	Timeline				
		20	21	22	23	
Victim Survivors, vulnerable children and families are safe and supported to recover and thrive continued	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	CSV				
	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	CSV				
	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	CSV				
	The court will implement the Specialist Family Violence Court Capability Development Pathways to support the ongoing specialisation of the Specialist Family Violence Court staff	CSV				
Perpetrators are held accountable, connected and take responsibility for stopping their violence	Continue to operate the Court Mandated Counselling Order Program to keep more perpetrators accountable and in view	CSV				
	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	CSV				
	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	CSV				

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Courts

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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 Families, Fairness and Housing 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 DFFH 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

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**Dhelk Dja:
Safe Our Way**

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

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**Dhelk Dja:
Safe Our Way**

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

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Housing

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

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Housing

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Priority area	Activities	Responsible entity	Timeline					
			20 21 22 23					
Housing	House-building and upgrades	1,000 new public dwellings	Building began on the first sites (2019)	DFFH				
			Completion of first 10 homes	DFFH	■			
			Majority of homes completed	DFFH	■	■	■	
		Social Housing Growth Fund	Expected delivery of more than 780 new social housing dwellings across 25 locations in Metropolitan Melbourne and regional Victoria	DFFH	■	■	■	■
Housing development in rural and remote communities	Real Estate Revitalisation project	\$30 million to redevelop out-of-date public housing in Ballarat, Bendigo and Benalla over the next ten years	DFFH	■	■	■	■	
		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	DFFH	■	■			

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Intersectionality

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Workforce	Build the capacity of specialist family violence services to better support and respond to the complex needs of women victim survivors exiting prison	FSV	██████████
	Deliver the Family Violence and Disability Practice Leaders Initiative	FSV	██████████
	Deliver the LGBTIQ+ Family Violence Capacity Building Initiative	FSV	██████████
Older Victorians	Develop and release a Victorian Elder Abuse Statement	DFFH FSV DJCS	██████████

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Legal Assistance

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Legal Assistance	Earlier access to legal assistance 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

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
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	■

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Legal Assistance

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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



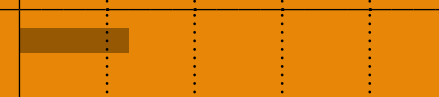
Begin evaluation of options to continue the use of audio-visual link for remote service delivery at court locations

DJCS



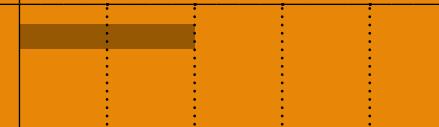
Develop cohort-specific responses for alternative engagements methods, e.g. digital platforms, online referral tools, telephone etc.

DJCS



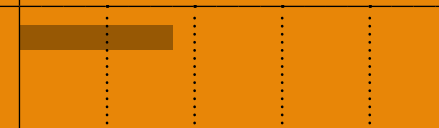
Review and assess COVID-19 pre-court legal assistance initiatives implemented by the courts, providing information and referrals earlier and electronically

DJCS
CSV



Consider options for expanding early engagement methods

CSV
Victoria Police



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Legal Assistance

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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



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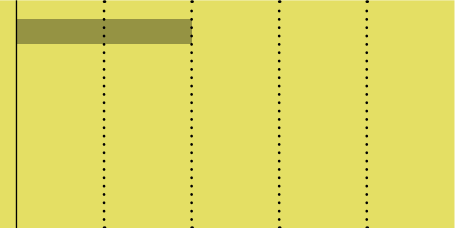
Lived Experience

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Victim Survivors' Advisory Council

Continue to support VSAC in its role, including designing and implementing a refreshed VSAC model

FSV & DFFH



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MARAM and Information Sharing

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			20 21 22 23
Sector alignment to MARAM	Adolescent focused MARAM practice guides for release	FSV	
	MARAM annual reports tabled in Parliament	FSV	
Training and workforce development	<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"> Course commences in Identifying and responding to family violence (August 2020) All accredited courses being delivered cover all levels of MARAM responsibility from identifying and responding through to comprehensive risk assessment and management (2021) 	FSV	
Keeping perpetrators in view	Release of MARAM practice guides focused on how to respond to perpetrators of family violence (for practitioners outside specialist family violence perpetrator services)	FSV	
	Release of MARAM practice guides focused on how to respond to perpetrators of family violence (for specialist services)	FSV	
Evaluation and improvement of MARAM and FVISS	MARAM and FVISS 5-year review commences	FSV	
	CIP 5-year review commences		
	MARAM and FVISS 5-year review scheduled for tabling in Parliament	FSV	
	CIP 5-year review scheduled for tabling in Parliament		

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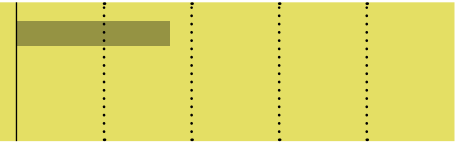
Oversight

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Reform governance

Establish the Family Violence Reform Advisory Group

FSV



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Perpetrators and People Who Use Violence

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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				

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Perpetrators and People Who Use Violence

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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	■

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Perpetrators and People Who Use Violence

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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

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Perpetrators and People Who Use Violence

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Perpetrators and People Who Use Violence	<p>Enhanced service responses continued</p> <p>Delivering effective and responsive interventions continued</p> <p>Explore and implement, where appropriate, peer facilitations models for perpetrator interventions</p> <p>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</p> <p>These models can also provide employment opportunities for disadvantaged people and communities</p>	<p>DJCS FSV</p>	<p>20 21 22 23</p>
	<p>Continue Common Clients reform work</p> <p>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</p> <p>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</p>	<p>DJCS DFFH</p>	<p>20 21 22 23</p>

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Perpetrators and People Who Use Violence

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Priority area	Activities	Responsible entity	Timeline		
			20 21 22 23		
Perpetrators and People Who Use Violence	Cultural safety and inclusion	Improving Aboriginal cultural safety	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
	Supporting inclusive and equitable practice		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

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Perpetrators and People Who Use Violence

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Enablers	Data and evidence		Responsible entity	Timeline
				20 21 22 23
	Develop outcomes measures for the refreshed 'perpetrator domain' of the Family Violence Outcomes Framework		FSV	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		FSV	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		DPC CSA	20 21 22
	Continue to strengthen and mature the collection and analysis of client and service use data, including waiting list data		FSV	20 21 22 23
	Develop and implement client outcomes measurement and monitoring for perpetrator interventions		FSV	20 21 22
	Deliver a meta-evaluation for perpetrator interventions		DJCS	20 21

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Priority area	Activities	Responsible entity	Timeline
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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: <ul style="list-style-type: none"> • 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 

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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

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Primary Prevention

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			20 21 22 23	
Strengthening the foundations	Gender Equality Act 2020	Gender Equality Act 2020 comes into effect to address gender inequality in Victorian public sector and local government workplaces	DFFH	
		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	DFFH	
	Free from Violence Second Action Plan (2021-2024)	Free from Violence Second action plan developed	DFFH	
		Free from Violence Second action plan implemented	DFFH	
	Governance	Establish a new governance group to advise government, comprising key community organisations working in prevention of family violence	DFFH	

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Primary Prevention

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		20 21 22 23
<p>Scaling up prevention programs and campaigns</p> <p>Prevention system coordination model</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>	DFFH	20 21 22 23
<p>Prevention projects in multiple settings</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>	DFFH	20 21 22 23
<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>	DFFH	20 21 22 23
<p>All government schools are signed onto Respectful Relationships</p>	DET	20 21 22 23
<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>	DET DFFH	20 21 22 23
<p>First phase of up to 15 councils selected to implement the local government primary prevention model</p>	DFFH	20 21 22 23
<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>	Respect Victoria	20 21 22 23
<p>Support local, regional and sector partnerships, including those led by Women’s Health Services, to drive collective community action on prevention</p>	DFFH Respect Victoria	20 21 22 23
<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>	DFFH	20 21 22 23

Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

Primary Prevention

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Scaling up prevention programs and campaigns continued	Respect Victoria campaigns	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	Workforce capability	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	DFFH
		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

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Timeline

20 21 22 23

Primary Prevention

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Priority area	Activities	Responsible entity	Timeline	
			20 21 22 23	
Primary Prevention	Research and evaluation	Build knowledge 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	DFFH	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
	Primary Prevention Data Platform	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
	Monitor and share outcomes	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
	Endorsement model	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

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Research and Evaluation

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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 DFFH will lead this activity, supported by relevant government entities	DFFH	
		Refine the Family Violence Outcomes Framework, including the development of further measures across all domains	DFFH	
		Develop and implement client outcomes measurement and monitoring for family violence therapeutic interventions and perpetrator interventions	FSV	

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Activities

Responsible entity

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Research and Evaluation

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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"> 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 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 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

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Research and Evaluation

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Progressing research on family violence continued	Progressing research continued Undertake research in job role design in the specialist sectors and develop options for current and future system requirements	FSV	20 21
	Systematic review of published literature on family violence program and initiative effectiveness	FSV	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	DFFH Respect Victoria	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	Victorian Government	20 21 22
Monitoring and evaluation of service delivery and response	Primary Prevention Deliver Free from Violence Monitoring and Evaluation Framework for primary prevention, and commence implementation	Respect Victoria	20 21
	Evaluation of the Safer Stronger Communities pilot	DFFH	20 21
	Evaluate the first Free from Violence Action Plan (2018-21)	Respect Victoria	21 22
	First three yearly report to Parliament on progress in primary prevention as specified under the Prevention of Family Violence Act 2018	Respect Victoria	21 22 23

Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

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Research and Evaluation

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Research and Evaluation	Monitoring and evaluation of service delivery and response continued	The Orange Door Network 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
	Family violence services and early interventions	Evaluation of maternal and child health investment for children and families at risk of family violence	DH 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	DFFH 2022
	Interventions for perpetrators and people who use violence	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
	MARAM and information sharing	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

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Priority area	Activities	Responsible entity	Timeline		
			20 21 22 23		
Research and Evaluation	Monitoring and evaluation of service delivery and response continued	Magistrates Court of Victoria	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
	Aboriginal-led research and evaluation		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
	Everybody Matters: Inclusion and Equity Statement		Develop a 10-year Monitoring and Evaluation framework for the Everybody Matters, Inclusion and Equity Statement	FSV	20 21 22 23
	Strengthening the Foundations - First Rolling Action Plan 2019-2022		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
	Evaluation capability building		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

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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 network completed	FSV	→			
		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

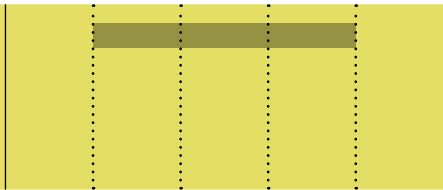
Sexual Assault and Family Violence

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Sexual assault strategy

Develop and release a comprehensive sexual assault strategy, informed by victim survivors and in partnership with the sexual assault and family violence sector

FSV



Family Violence Reform Rolling Action Plan 2020-2023

Priority area

Activities

Responsible entity

Timeline

20 21 22 23

The Orange Door Network

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Operating The Orange Door network statewide	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	■
Strengthening Aboriginal inclusion, access and equity	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	■
Planning for transition to the full service model	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

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Priority area	Activities	Responsible entity	Timeline
			20 21 22 23
Data, reporting and monitoring improvements	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	██████████
Continuous improvement and ongoing evaluation	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

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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

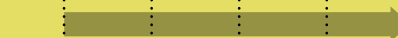
DET
FSV



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

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<p>Building an evidence base</p>	<p>Analysis of 2019 Workforces Census</p> <ul style="list-style-type: none"> • 2020 - Publication of census findings for primary prevention workforce • 2021 - Publication of census findings for specialist and broader workforces 	<p>FSV</p>				
	<p>Deliver a new Best Practice Education model that:</p> <ul style="list-style-type: none"> • provides an evidence-base to inform the delivery of high-quality family violence accredited training • supports expert-informed high-quality and safe training practices • provides professional development for existing trainers • supports the growth in supply of trainers across the TAFE system • 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 	<p>DET FSV</p>				
	<p>Job Role Design</p> <ul style="list-style-type: none"> • undertake research in job role design in the specialist sectors • develop options for current and future system requirements <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"> • workforce planning • organisation design • health, safety and wellbeing • career and succession planning 	<p>FSV</p>				
<p>Supporting the family violence workforce</p>	<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>	<p>FSV</p>	