

Ending family violence: annual report

Family Violence Reform Rolling Action Plan 2020-2023 activities progress

Contents

Family Violence Reform Rolling Action Plan activities progress	3
Overarching priorities activities	3
Courts activities	4
Dhelk Dja activities.....	6
Housing activities	7
Legal assistance activities	8
MARAM and information sharing activities	10
Perpetrators and people who use violence activities	11
Primary prevention activities	14
Research and evaluation activities	17
The Orange Door network activities	19
Workforce development activities	20

Family Violence Reform Rolling Action Plan activities progress

The following table indicates the expected delivery timeframes for the *Rolling action plan* activities. It shows reporting from across departments, agencies or organisations. Activity timelines and the description of activities have been amended to reflect changes during implementation. Activities that do not commence until 2022 or 2023 are marked 'not commenced' and are not reported against. Some activities are marked 'not applicable'.

In progress (I)	Delayed (D)	Complete (C)	Not applicable (NA)	Not commenced (NC)
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Overarching priorities activities

Overarching priorities activities	2020	2021	2022	2023
Build the capacity of specialist family violence services to better support and respond to the complex needs of women victim survivors exiting prison	I	I	I	NA
Deliver the Family Violence and Disability Practice Leaders Initiative	I	I	I	NA
Deliver the LGBTIQ+ Family Violence Capacity Building Initiative	I	I	I	NA
Develop and release a Victorian Elder Abuse Statement	I	I	I	I
Continue to support Survivors' Advisory Council in its role, including designing and implementing a refreshed Survivors' Advisory Council model	I	I	I	I
Establish the Family Violence Reform Advisory Group	C	C	NA	NA
Develop and release a comprehensive sexual assault strategy, informed by victim survivors and in partnership with the sexual assault and family violence sector	I	I	I	I

Courts activities

Courts activities	2020	2021	2022	2023
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	I	I	I	I
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	NA	C	NA	NA
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	I	I	I	I
The Melbourne Children’s Court is exploring how court attendance safety plans previously designed to support vulnerable victim survivors physically attending proceedings at that venue can be redeveloped to promote the safety of individuals impacted by family violence participating in online hearings	I	I	I	I
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	I	I	I	I
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.	I	I	I	I
A strong focus on learning and development for judiciary and staff specialising in family violence. This includes multidisciplinary training that ensures workers from across the sector share a consistent message and approach, and it will result in a better experience across the system	I	I	I	I
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	I	I	I	I
The court will implement the Specialist Family Violence Court Capability Development Pathways to support the ongoing specialisation of the Specialist Family Violence Court staff	I	I	I	I

Continue to operate the Court-mandated Counselling Order Program to keep more perpetrators accountable and in view	I	I	I	I
Trial and 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. This provides greater opportunity to tailor responses for a wider range of perpetrators	I	I	I	I
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 respondents to a family violence intervention order	C	C	NA	NA
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	I	I	I	I
The Family Violence Contact Centre will continue to be expanded to support additional court locations, including to all specialist family violence court locations	I	I	I	I
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	I	I	I	I
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	I	I	I	I
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	I	I	I	I
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’ Court and Children’s Court can seek information held by DFFH in relation to family violence risk	C	C	NA	NA
Evaluation of the implementation and effectiveness of the Koori Family Violence Intervention Order Breaches pilot in Mildura	I	I	I	NA

Dhelk Dja activities

Dhelk Dja activities	2020	2021	2022	2023
Finalise review and update of the Indigenous Family Violence Primary Prevention Framework aligned to Dhelk Dja	I	I	I	NA
Aboriginal Data Mapping and Data Needs project to support baseline understanding of Aboriginal family violence and build the evidence base for prevention and intervention	I	I	I	NA
Extensive design process for the Aboriginal family violence prevention campaign	I	I	I	NA
Implement the Aboriginal family violence prevention campaign and education programs	I	I	I	I
Dhelk Dja Fund established and successful submissions funded	NA	I	I	NA
Final service design model for Aboriginal Access Points tabled for endorsement by the Dhelk Dja Partnership Forum	C	C	NA	NA
Aboriginal Family Violence Industry Strategy endorsed by the Dhelk Dja Partnership Forum	C	C	NA	NA
Commence strengthening cultural safety in The Orange Door network	I	I	I	NA
Establish three Aboriginal Access Point in The Orange Door network	I	I	I	NA
All Aboriginal Access Points established in line with the Orange Door network rollout	I	I	I	NA
Revise and expand Koori Family Violence Police Protocols to provide statewide coverage	I	I	I	NA
Regional Action Plans developed by the 11 place-based Dhelk Dja Action Groups presented to Dhelk Dja Partnership Forum and launched locally	I	I	I	NA
Review and update progress against Regional Action Plans	I	I	I	NA
The Dhelk Dja 10 Year Investment Strategy considered by the Dhelk Dja Partnership Forum	I	I	I	NA

Housing activities

Housing activities	2020	2021	2022	2023
New Aboriginal-specific family violence refuges: – Constructions commenced for first Aboriginal-specific refuge (2020)	C	NA	NA	NA
New Aboriginal-specific family violence refuges: – Location for second refuge being sourced (2020)	C	NA	NA	NA
New Aboriginal-specific family violence refuges: – First refuge open (2021)	NA	C	NA	NA
New Aboriginal-specific family violence refuges: – Second refuge open (2022)	NA	I	I	NA
New Aboriginal-specific family violence refuges: – Third refuge open (2022)	NA	I	I	NA
Redevelopment of remaining family violence refuges: – Three refuges expected to be completed (2020)	C	NA	NA	NA
Redevelopment of remaining family violence refuges: – Three more refuges expected to be completed (2021)	NA	C	NA	NA
Redevelopment of remaining family violence refuges: – Two more refuges expected to be completed (2021)	NA	C	NA	NA
Redevelopment of remaining family violence refuges: – Five more refuges expected to be completed (2021)	NA	I	I	NA
Redevelopment of remaining family violence refuges: – All refuges expected to be operational (2022)	NA	NA	NC	NA
1,000 new public dwellings: – Building began on the first sites (2019) – Completion of first 10 homes (2020)	C	NA	NA	NA
1,000 new public dwellings: – Majority of homes completed (2022)	I	I	I	NA

Housing activities	2020	2021	2022	2023
Social Housing Growth Fund: – Expected delivery of more than 780 new social housing dwellings across 25 locations in Metropolitan Melbourne and Regional Victoria	I	I	I	NA
Real Estate Revitalisation project: – \$30 million to redevelop out-of-date public housing in Ballarat, Bendigo and Benalla over the next ten years	I	I	I	NA
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	C	C	NA	NA

Legal assistance activities

Legal assistance activities	2020	2021	2022	2023
Review legal assistance recommendations from the Positive Interventions for Perpetrators of Adolescent Violence in the Home report, completed by Australia’s National Research Organisation for Women’s Safety (ANROWS) and Centre for Innovative Justice	I	I	I	NA
Establish pathways for earlier legal assistance referrals	D	D	NA	NA
Work with Victoria Legal Aid on the continued implementation and evaluation of Specialist Family Violence Courts legal practice model	NA	I	I	NA
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	D	D	D	D
Explore opportunities to continue Women’s Legal Service Victoria Safer Families program	I	I	I	NA
Commonwealth, states and territories Attorneys-General embed family violence competency into continuing professional development frameworks for legal practitioners across Australia	I	I	I	NA
Work continues between legal services and courts to pilot early referrals to legal services	I	I	I	NA
Establish a statewide approach to the connection and coordination of legal services within The Orange Door network in every area	NA	I	I	NA

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	NA	I	I	I
Work with Magistrates' Court of Victoria, Victoria Police and Family Safety Victoria to explore broader referral options for perpetrator interventions	D	D	NA	NA
Work with No To Violence men's referral service, to establish referral pathways to legal services for men who use violence	D	D	NA	NA
Increase legal assistance referral pathways for victim survivors	D	D	NA	NA
Develop resources for integrated service providers to increase legal referrals	D	D	NA	NA
Identify opportunities across the family violence, justice and legal assistance sectors to support improved identification of client legal risks and needs	D	D	D	NA
The statewide approach to the connection and coordination of legal services is embedded across The Orange Door network	NA	NA	NC	NA
Support Djirra to expand regional service delivery capacity	D	D	NA	NA
Explore opportunities to build on the Victoria Legal Aid Legal Help Phoneline and Legal Help Chat	D	D	NA	NA
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	D	D	NA	NA
Consider the benefits of complementing the Specialist Family Violence Courts model with remote service delivery and enhanced audiovisual link technology, the use of which has been accelerated during COVID-19	I	I	I	NA
Begin evaluation of options to continue the use of audiovisual link for remote service delivery at court locations	I	I	I	NA
Develop cohort-specific responses for alternative engagements methods, for example digital platforms, online referral tools, telephone etc.	D	D	NA	NA
Review and assess COVID-19 pre-court legal assistance initiatives implemented by the courts, providing information and referrals earlier and electronically	I	I	I	NA
Consider options for expanding early engagement methods	I	I	I	NA
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	D	D	NA	NA

Identify avenues to better support access to legal assistance for children and young people	D	D	NA	NA
Establish stronger pathways between legal services and related supports, with attention to the importance of financial counsellors	D	D	NA	NA
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	D	D	NA	NA

MARAM and information sharing activities

MARAM and information sharing activities	2020	2021	2022	2023
Supplementary adolescents using family violence and comprehensive child risk and wellbeing MARAM practice guidance for release	I	I	I	NA
MARAM annual reports tables in Parliament	NA	I	I	I
Release of MARAM Practice Guides focused on how to respond to perpetrators of family violence (for practitioners outside specialist family violence perpetrator services)	C	C	NA	NA
Release of MARAM Practice Guides focused on how to respond to perpetrators of family violence (for specialist services)	I	I	I	NA
MARAM and FVISS 5-year review commences	NA	NA	NC	NC
Central Information Point 5-year review commences	NA	NA	NC	NC
MARAM and FVISS 5-year review scheduled for tabling in Parliament	NA	NA	NA	NC
Central Information Point 5-year review scheduled for tabling in Parliament	NA	NA	NA	NC

Perpetrators and people who use violence activities

Perpetrators and people who use violence activities	2020	2021	2022	2023
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	I	I	I	I
Identify learnings about service adaptations made in response to COVID-19, including through the Department of Health and Human Services (now Department of Families, Fairness and Housing) rapid review of perpetrator interventions during COVID-19, to inform future service delivery approaches	C	C	NA	NA
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	I	I	I	NA
Identify learnings and opportunities from implementation of initiatives that support perpetrators and people who use violence to access crisis accommodation and short-term interventions	C	C	NA	NA
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	I	I	I	NA
Consider options to address perpetrators' use of coercive control	I	I	I	NA
Consolidate the use of the redeveloped Courts Mandated Counselling Order Program across the courts, including Specialist Family Violence Courts	I	I	I	NA
Expand Tuning into Respectful Relationships, a culturally inclusive program suitable for remand and short sentence prisoners, to seven additional prisons	I	I	I	NA
Consider whether family violence should be incorporated as a sentencing factor in the <i>Sentencing Act 1991</i>	I	I	I	NA
Explore options for earlier access to therapeutic programs for justice clients, including culturally appropriate programs for Aboriginal people and people from culturally diverse backgrounds	I	I	I	NA
Strengthen responses to perpetrators who commit multiple intervention order breaches	I	I	I	NA
Review and expand justice interventions for perpetrators of family violence for whom a justice response is the only appropriate mechanism for managing risk	I	I	I	NA
Ensure family violence offences are appropriately flagged on offenders' criminal records and relevant IT systems	I	I	I	NA
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	I	I	I	NA

Perpetrators and people who use violence activities	2020	2021	2022	2023
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	C	C	NA	NA
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+	NA	NA	NC	NC
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	I	I	I	NA
Explore and implement, where appropriate, peer facilitations models for perpetrator interventions. These models involve people who have completed a program being trained in delivering the program and can be an effective way of encouraging behaviour change, as participants relate to the lived experience of the facilitator. These models can also provide employment opportunities for disadvantaged people and communities	C	C	NA	NA
Continue Common Clients reform work This reform recognises that many perpetrators of family violence may interact with multiple services across mental health, drug and alcohol, child protection and the criminal justice system. It involves greater integration of these services to ensure that people with multiple and complex needs are supported in a more holistic way to avoid duplication of service delivery and ensure that the breadth of a person's needs are met	I	I	I	I
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	NA	D	D	D
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	C	C	NA	NA
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	I	I	I	NA

Perpetrators and people who use violence activities	2020	2021	2022	2023
Implement the <i>Everybody Matters: Inclusion and Equity statement</i> by developing the associated Inclusion and Equity Blueprints, which will include perpetrator intervention activities	I	I	I	NA
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	I	I	I	NA
Develop outcomes measures for the refreshed ‘perpetrator domain’ of the Family Violence Outcomes Framework	I	I	I	NA
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	I	I	I	NA
Continue to strengthen and mature the collection and analysis of client and service use data, including waiting list data	I	I	I	NA
Develop and implement client outcomes measurement and monitoring for perpetrator interventions	I	I	I	NA
Deliver a meta-evaluation for perpetrator interventions	I	I	I	NA
<p>Finalise and release the perpetrator-focused MARAM Practice Guides, tools and training. These resources will include a focus on:</p> <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 	I	I	I	I
Align policies, practice, job descriptions, minimum standards and guidelines for perpetrator interventions with perpetrator-focused MARAM practice guidance	NA	I	I	NA
Develop and deliver accredited and non-accredited family violence prevention and response training to support the alignment of MARAM	I	I	I	NA

Perpetrators and people who use violence activities	2020	2021	2022	2023
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	I	I	I	NA
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	NA	I	I	NA
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	I	I	I	NA
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	I	I	I	NA
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	I	I	I	I
Identify barriers to risk coordination, local practices that are working well and opportunities to strengthen current approaches to improve perpetrator engagement and accountability	I	I	I	NA

Primary prevention activities

Primary prevention activities	2020	2021	2022	2023
<i>Gender Equality Act 2020</i> comes into effect to address gender inequality in Victorian public sector and local government workplaces	C	C	NA	NA
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	C	C	NA	NA
<i>Free from Violence Second Action Plan</i> developed	C	C	NA	NA
<i>Free from Violence Second Action Plan</i> implemented	NA	NA	NC	NC

Primary prevention activities	2020	2021	2022	2023
Establish a new governance group to advise government, comprising key community organisations working in prevention of family violence	C	NA	NA	NA
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	I	I	I	NA
Community organisations targeting men and boys delivering grassroots programs that are designed to promote healthier masculinities, gender equality, building relationship skills, and social connections	I	I	I	I
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	I	I	I	NA
All government schools are signed onto Respectful Relationships	C	C	NA	NA
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	C	C	NA	NA
First phase of up to 15 councils selected to implement the local government primary prevention model	I	I	I	NA
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	NA	I	I	I
Support local, regional and sector partnerships, including those led by Women's Health Services, to drive collective community action on prevention	I	I	I	I
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	NA	I	I	I
Finalise a medium-term primary prevention campaign strategy	C	C	NA	NA
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	I	I	I	NA
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	I	I	I	NA

Primary prevention activities	2020	2021	2022	2023
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	I	I	I	NA
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)	I	I	I	NA
Primary Prevention Research Agenda established	I	I	I	
Respect Victoria primary prevention research summit held	NA	I	I	NA
Test and evaluate community-based primary prevention activity with LGBTIQ+ communities and prevention organisations to help build evidence of what works	I	I	I	I
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	I	I	I	NA
Launch the Prevention of Family Violence Data Platform, developed by Respect Victoria and the Crime Statistics Agency	NA	C	NA	NA
Prevention of Family Violence Data Platform – build on initial datasets and support effective use of the platform	I	I	I	I
Deliver Free from Violence Monitoring and Evaluation Strategic Framework for primary prevention, and commence implementation	I	I	I	NA
Deliver the first three-yearly report on progress in primary prevention to Parliament under the <i>Prevention of Family Violence Act 2018</i>	NA	I	I	NA
Develop an endorsement model including guidance, design and delivery standards, endorsement processes and promoting the use of the endorsement model	I	I	I	I

Research and evaluation activities

Research and evaluation activities	2020	2021	2022	2023
Publish the first Family Violence Outcomes Framework report, with yearly reporting thereafter. The Department of Families, Fairness and Housing will lead this activity, supported by relevant government entities	NA	I	I	NA
Refine the Family Violence Outcomes Framework, including the development of further measures across all domains	I	I	I	NA
Develop and implement client outcomes measurement and monitoring for family violence therapeutic interventions and perpetrator interventions	NA	I	I	NA
Deliver a whole of Victorian government family violence research agenda	C	C	NA	NA
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	I	I	I	NA
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	I	I	I	NA
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	I	I	I	NA
Undertake research in job role design in the specialist sectors and develop options for current and future system requirements	I	I	I	NA
Systematic review of published literature on family violence program and initiative effectiveness	C	C	NA	NA

Research and evaluation activities	2020	2021	2022	2023
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	I	I	I	NA
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	I	I	I	NA
Evaluation of the Safer Stronger Communities pilot	C	C	NA	NA
Complete Mid-Term review of <i>Free from Violence strategy</i>	NA	I	I	NA
Evaluation of maternal and child health investment for children and families at risk of family violence	I	I	I	NA
Evaluation of the Risk Assessment and Management Panels	NA	I	I	NA
Evaluation of Rainbow Tick and HOW2 program	NA	C	NA	NA
Multicultural COVID-19 Family Violence program evaluation	NA	I	I	NA
Aboriginal-led evaluation of capacity- building for the Preventing the Cycle of Violence Aboriginal Fund and the Aboriginal Community Initiatives Fund	NA	C	NA	NA
Implementation of the Dhelk Dja Monitoring, Evaluation and Accountability Plan	I	I	I	I
Develop a 10-year Monitoring and Evaluation framework for the <i>Everybody Matters: Inclusion and Equity statement</i>	NA	I	I	NA
Implement the monitoring and evaluation framework for Strengthening the Foundations	I	I	I	NA
Complete evaluation of selected activities within Strengthening the Foundations	C	C	NA	NA
Completion of the Building Family Violence Evaluation Capacity Project	I	I	I	I
Consider ways to share evaluation capability uplift resources with the broader family violence sector	I	I	I	NA
Develop consultation guidelines on incorporating lived experience into family violence program evaluations	C	C	NA	NA
Routine reporting on key family violence data	I	I	I	I

Research and evaluation activities	2020	2021	2022	2023
Aboriginal data mapping and data needs project to support baseline understanding of Aboriginal family violence and build the evidence base for prevention and intervention	I	I	I	NA
Incorporation of sexual assault data into the Family Violence Data Portal	C	C	NA	NA
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	I	I	I	NA

The Orange Door network activities

The Orange Door network activities	2020	2021	2022	2023
The Orange Door in Loddon commences	C	NA	NA	NA
The Orange Door network implementation plan released	NA	C	NA	NA
Commence operations in Goulburn, Melbourne's South and Inner-East, Ovens Murray, Wimmera South-West, Hume Moreland, Outer Gippsland	NA	I	I	NA
The Orange Door operational in all areas statewide	NA	NA	NC	NA
Commence implementation of the Aboriginal Inclusion Action Plan	I	I	I	NA
Commence cultural safety training across The Orange Door workforce*	I	I	I	NA
Plan developed for the transition of The Orange Door network to deliver the full statewide concept*	NA	I	I	NA
Development of agreed and consistent service connections with legal, housing and homelessness and financial services	I	I	I	NA
The Orange Door partnership performance Framework finalised and implemented and commence monitoring against The Framework	I	I	I	NA
The Orange Door network – statewide demand management approach finalised	I	I	I	NA
Data Strategy for The Orange Door network completed	I	I	I	NA
Ongoing upgrades to Client Relationship Management system*	I	I	I	NA

The Orange Door network activities	2020	2021	2022	2023
Commence implementation of the inclusion action plan	I	I	I	NA
Refresh of induction training completed	NA	I	I	NA
Second evaluation of The Orange Door completed	I	I	I	NA
Revised Interim Integrated Practice Framework completed*	I	I	I	NA
Consistent approach to assessment of children and young people established*	I	I	I	NA
Third evaluation commences	NA	NA	NC	NA

Workforce development activities

Workforce development activities	2020	2021	2022	2023
<p>Accredited family violence prevention and response courses for the specialist family violence workforce and broader workforces that intersect with family violence:</p> <ul style="list-style-type: none"> Intermediate Risk Assessment and Management of Family Violence Risk is delivered Comprehensive Risk Assessment and Management course to be developed Primary Prevention Contributors and Practitioners courses to be developed 	I	I	I	I
<p>Minimum qualifications introduced for the Specialist Family Violence Response workforce:</p> <ul style="list-style-type: none"> begin five-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 2024 	NA	I	I	I
<p>Fast Track Professional Development Program to support the rapid development of practitioners in prevention and response roles:</p> <ul style="list-style-type: none"> 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 	NA	I	I	NA

Workforce development activities	2020	2021	2022	2023
Building the family violence and sexual assault workforce by supporting training pathways with funding to support up to 240 traineeships across the state	I	I	I	I
Analysis of 2019 Workforces Census <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 	C	C	NA	NA
Deliver a new Best Practice Education model that: <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 	C	C	NA	NA
Job role design: <ul style="list-style-type: none"> • undertake research in job role design in the specialist sectors • develop options for current and future system requirements The research may inform a range of products that support future specialist family violence job-role enhancements Insights will be critical to informing innovative approaches to organisational performance in the specialist family violence sector, potentially providing the basis for: workforce planning, organisation design, health, safety and wellbeing, and career and succession	I	I	I	NA
Prioritise the health, safety and wellbeing of the workforce and develop the Family Violence Health, Safety and Wellbeing program. This program is for specialist family violence organisations to provide positive and supportive work environments	I	I	I	NA