# Family Violence Reform Rolling Action Plan activities status

The following table outlined the current delivery timeframes for the *Rolling action plan* activities and includes an update on 2022 progress and achievements. It shows reporting from across departments, agencies or organisations. Activities that do not commence until 2023 are marked ‘not commenced’ and are not reported against.

## Overarching priorities activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
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| **Overarching priorities activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| 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 | This project was extended until June 2023 and we are exploring avenues to enable it to continue beyond this date. Key achievements in 2022 include:* Flat Out, in partnership with Safe and Equal, developed guidance for practitioners
* bespoke training was delivered to the Specialist Family Violence sector and key organisations in justice sector.
 |
| Deliver the Family Violence and Disability Practice Leaders Initiative. | I | I | I | This initiative has been extended to June 2025. Funding under the National Partnership Agreement has enabled up to five additional Practice Leaders to be funded for a two-year period commencing early 2023. An evaluation of the initiative will commence in 2023.  |
| Deliver the LGBTIQ+ Family Violence Capacity Building Initiative. | I | I | C | The pilot project at two The Orange Door sites has been completed, with further rollout of this work under consideration. Key achievements include the development of the Inclusive Refuge Guide and the roll out of LGBTIQ+ inclusion training to sexual assault services. |
| Develop and release a Victorian Elder Abuse Statement. | I | I | I | Work is under way, with background research undertaken to progress the Statement.  |
| Continue to support Victim Survivors’ Advisory Council in its role, including designing and implementing a refreshed Survivors’ Advisory Council model. | I | I | O | The Victim Survivors' Advisory Council (VSAC) is now in its third iteration, with seven new members inducted into the Council in October 2022. The VSAC model continues to be refreshed based on evaluations undertaken in 2021.The refreshed model includes trauma-aware and strength-based approaches, a two-year staggered term to support a mix of new and continuing members, as well as learning, development and support opportunities.  |
| Establish the Family Violence Reform Advisory Group. | C | C | NA | This activity was completed in 2021.  |
| 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 | The release of the Sexual Violence and Harm Strategy has been extended to 2023. Work is on track within these new timeframes, which will allow for further consultation. |
| Continue the Intersectionality Capability Building Project including the develop of resources that will support family violence organisations and workforces understanding and application of intersectionality.  | I | I | C | Successful pilots were completed, with feedback from these pilots informing the final resources released at the end of 2022. These resources aim to increase the capability of family violence and universal service workforces by embedding an intersectionality framework across family violence, sexual assault, and child and family wellbeing services. |

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## Courts activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
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| **Courts activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| 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 *State Budget 2020–21*. | I | I | I | Operations commenced at an additional seven courts in the Specialist Family Violence Court Division. This expanded the Specialist Family Violence Courts to 13 locations including Ballarat, Broadmeadows, Dandenong, Frankston, Geelong, Heidelberg, Latrobe Valley, Melbourne, Moorabbin, Ringwood, Shepparton and Sunshine Magistrates' courts. |
| 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 | This activity was completed in 2021. |
| 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 | C | The Remote Hearing Support Service was made available at 11 Victorian Magistrates’ Court locations in 2022, including: Broadmeadows, Dandenong, Geelong, Warrnambool, Latrobe Valley, Bairnsdale, Melbourne, Mildura, Ringwood, Sunshine, and Werribee.  |
| 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 | Court Attendance Safety Plan templates and supporting documentation to prioritise physical safety in the Melbourne Children’s Court precinct were reviewed to identify and incorporate relevant considerations for individuals participating in online and hybrid hearings.  |
| 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 | Development of the 'extend, vary or revoke' functionality of online FVIO applications is under way. |
| 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 | C | Family violence training for interpreters was delivered over four courses to 63 participants. Feedback from this training confirmed the course had increased skills and confidence of participants. |
| A strong focus on learning and development for judiciary and staff specialising in family violence. This includes multidisciplinary 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. | I | I | I | Multidisciplinary engagement sessions were held prior to commencement of operations at the new seven Specialist Family Violence Courts and Bendigo court in preparation for 2023 commencement. Seven events were held at the new Specialist Family Violence Court locations with around 1,000 attendees in total participating from across the state. Feedback highlighted the importance of networking and sharing knowledge across different organisations.  |
| 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 | C | Training on cultural safety has been delivered to all sites where the Umalek Balit program operates. Expansion of the training to other sites will be incorporated into regular operations. |
| 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 | The Specialist Family Violence Court training and development program is a key part of preparation for commencement, with training being rolled out to Bendigo and in future, Wyndham. The Specialist Family Violence Court Capability Development Pathways will inform the design and implementation of an ongoing specialist family violence learning and development program.  |
| Continue to operate the Court Mandated Counselling Order Program to keep more perpetrators accountable and in view | I | I | O | The Court Mandated Counselling Order Program continued at the Specialist Family Violence Courts, keeping more respondents to family violence intervention orders accountable and supporting them to change their behaviour, be accountable, and supporting them to change their behaviour. |
| 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 and provides greater opportunity to tailor responses for a wider range of perpetrators. | I | I | C | The Integrated Counselling and Case Management Program was trialled and evaluated at the Ballarat Specialist Family Violence Court. The program addresses the complex interplay between family violence, alcohol and other drugs and/or mental health issues. The program enables greater opportunities to tailor responses through integrated case management.  |
| 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 respondents to a family violence intervention order. | C | C | NA | This activity was completed in 2021. |
| 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 | O | All Victorian Specialist Family Violence Courts have continued to implement the MARAM Framework and embed it into practice, ensuring family violence risk is better identified and managed. |
| 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 | O | The Family Violence Contact Centre continues to support courts across the state, including 10 of the operational Specialist Family Violence Courts across Victoria. The Family Violence Contact Centre is a centralised service that manages phone calls and emails from court users relating to family violence and personal safety intervention orders. This service alleviates call and email pressures at individual courts. It also improves accessibility of court services for people experiencing family violence. |
| 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 | O | The central information sharing team at Magistrates’ Court of Victoria continue to support implementation of the Family Violence Information Sharing Scheme. The team triages and responds to information requests and proactively shares information as required. The team responds to an average of 120 information sharing requests per day. |
| 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 | A draft strategy/framework is under development. |
| A process and outcomes evaluation of a broad suite of the Magistrates' Court-led family violence reforms, with a focus on the first tranche of Specialist Family Violence Courts. | I | I | I | The penultimate evaluation phase has been completed. Preparations have begun to support the final evaluation study - a court user-focused medium-term outcomes study - which will be delivered by September 2023. |
| 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 the department in relation to family violence risk. | C | C | NA | This activity was completed in 2021. |
| Evaluation of the implementation and effectiveness of the Koori Family Violence Intervention Order Breaches pilot in Mildura. | I | I | C | We evaluated the implementation and effectiveness of the Koori Family Violence Intervention Order Breaches pilot in Mildura. The key findings and recommendations from the final report will inform the ongoing establishment of Family Violence Intervention Order Breaches at the Mildura Koori Court. |

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## Dhelk Dja activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| **Dhelk Dja activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| Finalise review and update of the Indigenous Family Violence Primary Prevention Framework aligned to Dhelk Dja. | I | I | I | Research is under way on prevention from a First Nations perspective, which will inform the refreshed Indigenous Family Violence Primary Prevention Framework. Following this project, Family Safety Victoria will undertake a procurement process to engage a Victorian Aboriginal consultancy. |
| 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 | O | Published in July 2022, the Aboriginal Family Violence Prevention Mapping Initiative mapped government-funded Aboriginal family violence prevention initiatives from 2016 to 2021. It found over $18.7 million has been invested in 251 initiatives since 2016, with over 88 per cent of this funding provided to Aboriginal Controlled Community Organisations and community groups. |
| Extensive design process for the Aboriginal family violence prevention campaign. | I | I | I | A steering group has been established with the first meeting held in September 2022.  |
| Implement the Aboriginal family violence prevention campaign and education programs. | I | I | I | This activity will be completed in 2023. |
| Dhelk Dja Fund established and successful submissions funded. | NA | I | C | In 2022, we provided funding to 33 Aboriginal-led initiatives and services under the $18.2 million Dhelk Dja Family Violence Fund. The Fund supports eligible Aboriginal organisations and community groups to enable a range of Aboriginal-led tailored responses for victim survivors and people who use violence to reduce the disproportionate prevalence and impact. |
| Final service design model for Aboriginal Access Points tabled for endorsement by the Dhelk Dja Partnership Forum. | C | C | NA | This activity was completed in 2021. |
| Aboriginal Family Violence Industry Strategy endorsed by the Dhelk Dja Partnership Forum. | C | C | NA | This activity was completed in 2021. |
| All Aboriginal Access Points established in line with The Orange Door network rollout. | I | I | I | Significant progress was made in partnership with Aboriginal Community Controlled Organisations towards establishing the Bayside Peninsula and Barwon Aboriginal Access Points. Due to commence operation in 2023, the Aboriginal Access Points will include service pathways within The Orange Door network for Aboriginal Victorians experiencing or using family violence. |
| Revise and expand Police and Aboriginal Community Protocols Against Family Violence to provide statewide coverage. | I | I | O | We expanded the Police and Aboriginal Community Protocols Against Family Violence to enable statewide coverage. There are currently 10 Protocol sites operating in: Dandenong, Mildura, Geelong, Warrnambool, Echuca, Swan Hill, Horsham, Latrobe, Bairnsdale and Shepparton.Seven additional sites are being established and are expected to launch in late 2023, in: Moonee Valley, Darebin, St Kilda, Hastings, Ballarat, Lilydale and Wodonga. |
| Regional action plans developed by the 11 place-based Dhelk Dja Action Groups presented to Dhelk Dja Partnership Forum and launched locally. | I | I | O | The *Dhelk Dja second three-year action plan* was endorsed by the Dhelk Dja Partnership Forum in October 2022 and regional action plans will be developed to support implementation and reviewed annually as per the *Monitoring, evaluation and accountability plan*. |
| The *Dhelk Dja 10-year investment strategy* considered by the Dhelk Dja Partnership Forum. | I | I | I | An evaluation of the *Dhelk Dja first three-year action plan* will be undertaken which will inform the proposed *10-year investment strategy* and enable key actions to be resourced adequately.  |

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## Housing activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| **Housing activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| New Aboriginal-specific family violence refuges:* Constructions commenced for first Aboriginal-specific refuge (2020).
 | C | NA | NA | This activity was completed in 2020. |
| New Aboriginal-specific family violence refuges: * Location for second refuge being sourced (2020).
 | C | NA | NA | This activity was completed in 2020. |
| New Aboriginal-specific family violence refuges:* First refuge open (2021).
 | NA | C | NA | This activity was completed in 2021. |
| New Aboriginal-specific family violence refuges:* Second refuge open (2022).
 | NA | I | D | The Warrnambool refuge (second Aboriginal-specific refuge) is in the early development stage. Aboriginal services and community will guide the design and process for this refuge in line with the Victorian Government’s commitment to Aboriginal self-determination. The first refuge in Shepparton is now operational.  |
| New Aboriginal-specific family violence refuges:* Third refuge open (2022).
 | NA | I | D | Horsham is the site for the third Aboriginal-specific refuge and is the early development stage.  |
| Redevelopment of remaining family violence refuges:* Three refuges expected to be completed (2020).
 | C | NA | NA | This activity was completed in 2020. |
| Redevelopment of remaining family violence refuges:* Three more refuges expected to be completed (2021).
 | NA | C | NA | This activity was completed in 2021. |
| Redevelopment of remaining family violence refuges:* Two more refuges expected to be completed (2021).
 | NA | C | NA | This activity was completed in 2021. |
| Redevelopment of remaining family violence refuges:Five more refuges expected to be completed (2021). | NA | I | D | Of the sites included in the Refuge Redevelopment (20 sites), 14 sites have been completed and handed over to agencies, one is near completion and handover, with construction under way on one site. The remaining four sites are at varying planning and design stages. The program has faced delays due to factors like material shortages, trade workforce availability issues, cost escalations, disruptions from COVID-19, and the need for cultural heritage assessments. |
| Redevelopment of remaining family violence refuges:* All refuges expected to be operational (2022).
 | NA | NA | D  | As above.  |
| 1,000 new public dwellings* Building began on the first sites (2019).
 | C | NA | NA | This activity was completed in 2020. |
| 1,000 new public dwellings* Completion of first 10 homes (2020).
 | C | NA | NA | This activity was completed in 2020. |
| 1,000 new public dwellings* Majority of homes completed (2022).
 | I | I | I  | Construction began in 2019–20 and continued throughout the pandemic. At 31 October 2022, a total of 955 homes have been completed, with another 487 under construction. |
| 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  | 148 new homes have been completed with a further 424 homes under way with most of the program’s homes progressing through the planning stages. Victim survivors and children affected by family violence are one of the priority cohorts who will be supported through these developments. |
| Regional Estate Revitalisation project: $30 million to redevelop out-of-date public housing in Ballarat, Bendigo and Benalla over the next 10 years. | I | I | I  | The final master plans for the Delacombe (Ballarat) and Virginia Hill (Bendigo) estates have been progressed, with public release to occur in early 2023. The draft master plan for the Benalla site has been progressed, with public release to occur in early 2023.Business cases for Big Housing Build investments at the Delacombe (Ballarat) and Virginia Hill (Bendigo) sites have been advanced by Homes Victoria. Victim survivors and children affected by family violence are one of the priority cohorts who will be supported through these developments.  |
| Real Estate Revitalisation project: 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 | NA | NA | This activity was completed in 2020. |

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## Legal assistance activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| **Legal assistance activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| 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. | I | I | C | A preliminary review of the legal assistance recommendations within the Positive Interventions for Perpetrators of Adolescent Violence in the Home report has been undertaken. Recommendations related to legal assistance will be considered through the program of work led by the Department of Justice and Community Safety.  |
| Establish pathways for earlier legal assistance referrals. | D | D | C | A number of pathways for earlier legal assistance referrals have been established including the Pre- Court Engagement program, Health Justice Partnerships, Legal Services in The Orange Door, and the Specialist Family Violence Legal Practice Model (see ‘Health Justice Partnerships’ in main report for more details of these initiatives).  |
| Work with Victoria Legal Aid on the continued implementation and evaluation of Specialist Family Violence Courts legal practice model. | NA | I | C | Specialist family violence legal services are a core feature of Specialist Family Violence Courts. Significant work has been undertaken by Victorian Legal Aid, Community Legal Centres, Victoria Police and the courts to develop the Specialist Family Violence Court Legal Practice Model (the Model). The first five Specialist Family Violence Court locations have implemented the Model (Shepparton, Ballarat, Moorabbin, Heidelberg, and Frankston). |
| 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 | I | Work with legal services is under way to align training with the Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework. Evaluation of this training is continuing to ensure its usefulness. |
| Explore opportunities to continue Women’s Legal Service Victoria Safer Families program. | I | I | I | Women’s Legal Service Victoria continues to deliver the Safer Families program to Community Legal Centres. This professional development program supports community legal centre lawyers to provide effective advice and representation to clients experiencing family violence. |
| Commonwealth, States and Territories Attorneys-General embed family violence competency into Continuing Professional Development frameworks for legal practitioners across Australia. | I | I | I | Victoria has co-led an initiative with the Commonwealth, which aims to ensure family violence competency is embedded into continuing professional development frameworks for legal practitioners across Australia. This work will be further considered through the Commonwealth Family Violence Working Group which reports into the Standing Council of Attorneys-General. |
| Work continues between legal services and courts to pilot early referrals to legal services. | I | I | C | The Pre-Court Engagement project has been successfully established, with early referrals to legal services a key function. This is supported by the Family Violence Coordination Tool which facilitates real time information sharing between police, legal services, The Orange Door and courts, and streamlines administrative processes.  |
| Establish a statewide approach to the connection and coordination of legal services within The Orange Door network in every area. | NA | I | I | A significant amount of work has been progressed on this activity, in partnership with the Department of Justice and Community Safety and the legal sector. A pilot of the service model commenced in October 2022 at The Orange Door in Bayside Peninsula area. |
| 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 | C | The School Lawyer Program operates by embedding lawyers in schools to provide free, accessible and confidential legal assistance to students and to provide pragmatic legal education within these schools. Students accessing the School Lawyer Program who are victim survivors of family violence are offered practical family violence advice such as assistance with family violence intervention order applications and representation at court. |
| Work with Magistrates’ Court of Victoria, Victoria Police and Family Safety Victoria to explore broader referral options for perpetrator interventions. | D | D | O | The Victorian Legal Aid Duty Lawyer service continues to regularly refer respondents to Men's Behaviour Change Programs (MBCPs). Exploration of referral options for perpetrator interventions from legal settings is continuing. Victorian Legal Aid has partnered with No to Violence and Kids First Australia to provide tailored training on the interaction between legal services and MBCPs. This training has been provided to MBCP facilitators and participants, as well as lawyers. |
| Work with No To Violence men’s referral service, to establish referral pathways to legal services for men who use violence. | D | D | I | A Health Justice Partnership is being implemented by a community legal centre to increase referral options for perpetrators participating in Men's Behaviour Change Programs (MBCPs). Through the Health Justice Partnership, one-on-one support is provided to help respondents understand obligations under intervention orders, how certain behaviours will lead to a breach of their order and prepare them for possible future engagement in MBCP programs. |
| Increase legal assistance referral pathways for victim survivors. | D | D | I | The implementation of the Victims Legal Service, Pre-Court Engagement Pilot and the Legal Services in The Orange Door pilot has increased legal assistance referral pathways for victim survivors at various points within the family violence system. There is opportunity to explore additional pathways to support an increase in referral pathways for victim survivors in 2023.  |
| Develop resources for integrated service providers to increase legal referrals. | D | D | I | Further work will progress in 2023 to define the scope of integrated service providers. |
| Identify opportunities across the family violence, justice and legal assistance sectors to support improved identification of client legal risks and needs. | D | D | I | Training related to the identification of client legal risks has been planned into 2023. This includes a Victorian Legal Aid initiative to help identify migration, tenancy and infringement legal requirements where there are intersecting family violence legal needs, and the provision of foundational training to The Orange Door practitioners and legal services as part of the Legal Services in The Orange Door pilot, to better equip workers to identify clients' legal risks and needs. |
| The statewide approach to the connection and coordination of legal services is embedded across The Orange Door network. | NA | NA | I | Commencement of this activity is dependent on the completion of the legal services in The Orange Door 12-month pilot.  |
| Support Djirra to expand regional service delivery capacity. | D | D | O | In 2022, Djirra was able to enhance service delivery across metropolitan Melbourne and four new regional offices in Morwell, Echuca, Bendigo and Ballarat, bringing their total of regional offices to seven. Further consideration of broader regional expansion will occur in 2023. |
| Explore opportunities to build on the Victoria Legal Aid Legal Help Phoneline and Legal Help Chat. | D | D | I | The Victorian Legal Aid Legal Help Line and Webchat are providing legal guidance, information and referrals earlier and electronically, to support parties in feeling prepared and well informed for court. In the year to 30 June 2022, the Victorian Legal Aid Legal Help Line received over 9,000 calls. The Victorian Legal Aid Webchat has continued to provide clients with fast, easy to understand and secure legal support. |
| 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 | C | The expansion of the Pre-Court Engagement and Resolution Program to more courts has provided greater access to pre-court assistance across the state including increased referral numbers from Victoria Legal Aid’s Legal Help to Duty Lawyer services. |
| 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 | C | The Magistrates’ Court of Victoria has designed the Remote Hearing Support Service and introduced the Online Magistrates’ Court to deliver a more efficient service. The Remote Hearing Support Service supports victim survivors to give evidence online from remote locations. The Online Magistrates’ Court has been implemented across all courts, enabling matters to be heard online with parties appearing from remote locations.  |
| Begin evaluation of options to continue the use of audiovisual link for remote service delivery at court locations. | I | I | C | This activity was completed through the *Justice Legislation Amendment (Criminal Procedure Disclosure and Other Matters) Act* *2022*, which enables the use of remote hearings in the context of family violence proceedings, and the expansion of the Remote Hearing Support Service to 10 non-court locations. |
| Develop cohort-specific responses for alternative engagements methods, e.g. digital platforms, online referral tools, telephone etc. | D | D | I | Interjurisdictional work has commenced to document what legal assistance is currently available to diverse cohorts. This will inform further work on the development of cohort-specific responses for alternative engagement methods, to commence in 2023 |
| Review and assess COVID-19 pre-court legal assistance initiatives implemented by the courts, providing information and referrals earlier and electronically. | I | I | C | An evaluation of Pre-Court Engagement and resolution service was completed in 2022. Pre-Court Engagement supports affected family members and respondents to access legal assistance to ensure they are better prepared and informed for the court hearing. This promotes informed decision making, improved risk management and oversight. |
| Consider options for expanding early engagement methods. | I | I | I | Initial planning has identified the need for interjurisdictional work on what is currently available in this space. This work will be prioritised in 2023. |
| 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 | I | A sub-working group has been established to provide oversight and implement key access to justice issues, including an agreed pathway forward and policy solutions. The sub-working group has defined the scope of the work and undertaken problem identification to categorise a broad range of issues across the sector. Further work will continue into 2023 to focus on developing solutions to access to justice barrier issues. |
| Identify avenues to better support access to legal assistance for children and young people. | D | D | I | Work has commenced to develop a program of work to improve the justice response to the use of family violence by adolescents, children and young people. |
| Establish stronger pathways between legal services and related supports, with attention to the importance of financial counsellors. | D | D | I | Two key pathways have been established:* Financial Counselling Services funded by Good Sheppard are co-located at Victorian Legal Aid (Bourke St) and provide email referrals, telephone conferences and in person consults one day a week.
* Consumer Affairs Victoria financial counsellors assess clients’ legal needs and identify appropriate services for referral.
 |
| 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 | C | Pre-separation legal information has been embedded within the Victorian Legal Aid website, providing free, easily accessible information to support victim survivors in understanding their rights prior to leaving a relationship. Additionally, Victorian Legal Aid has launched the Screening, Triage and Referral Tool, which identifies a user’s legal needs (related to family law, family violence and child protection) and directs them to relevant legal information and referrals. The tool will be able to triage matters and suggest suitable legal services for users who may require tailored or urgent legal advice. |

## MARAM and information sharing activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| **MARAM and information sharing activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| Supplementary adolescents using family violence and comprehensive child risk and wellbeing MARAM practice guidance for release. | I | I | I | Commenced development of additional MARAM guidance and tools for working directly with children and young people to identify, assess and manage family violence risk and wellbeing. This includes development of a standalone children and young person practice guides and tools, anticipated for release in 2024. |
| MARAM annual reports tables in Parliament. | NA | I | O | Released the 2021-22 annual report on the implementation of the MARAM, which outlines the key activities and achievements of Victorian Government departments, sector peak bodies and prescribed organisations in aligning their policies, procedures, practice guidance and tools to MARAM. |
| 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 | This activity was completed in 2021.  |
| Release of MARAM practice guides focused on how to respond to perpetrators of family violence (for specialist services). | I | I | C | In February 2022, the perpetrator-focused MARAM practice guides and tools for specialist organisations who hold comprehensive level MARAM responsibilities were released. These practice guides and tools complement the set of perpetrator-focused MARAM resources released in July 2021 for non-specialist organisations. The guides strengthen the system’s capability to identify, assess, and manage family violence risk. |
| MARAM and FVISS 5-year review commences. | NA | NA | I | The role of the Family Violence Reform Implementation Monitor (FVRIM) in conducting the legislative review MARAM, Family Violence Information Sharing Scheme (FVISS) and Central Information Point 5-year review commenced on 1 May 2022 and will conclude on 31-May-2023. The 5-year evidence base review is due for completion in December 2023. |
| Central Information Point 5-year review commences. | NA | NA | I | The role of the Family Violence Reform Implementation Monitor (FVRIM) in conducting the legislative review MARAM, Family Violence Information Sharing Scheme (FVISS) and Central Information Point 5-year review commenced on 1 May 2022 and will conclude on 31-May-2023. The 5-year evidence base review is due for completion in December 2023. |
| MARAM and FVISS 5-year review scheduled for tabling in Parliament. | NA | NA | I | To meet requirements under the *Family Violence Protection Act 2008*, the Review will be tabled in Parliament by August 2023. |
| Central Information Point 5-year review scheduled for tabling in Parliament. | NA | NA | I | As above.  |

## Perpetrators and people who use violence activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| **Perpetrators and people who use violence activities** | **2020** | **2021** | **2022** | **2022 progress update**  |
| --- | --- | --- | --- | --- |
| 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 | C | NA | This activity was completed in 2021. |
| 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 | This activity was completed in 2021. |
| 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 | O | The transition to hearing matters online in response to the COVID-19 pandemic ensured continuing access to justice in relation to family violence matters. Further enhancements, such as the Remote Hearing Support Service continue to support family members affected by violence, providing greater agency regarding how they engage with court hearings. |
| 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 | This activity was completed in 2021. |
| 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 | O | Placements continue to be made for behaviour change interventions, with over 641 placements for Men’s Behaviour Change Programs and 203 Individual Case Management placements in Community Correctional Services in 2021-22.  |
| Consider options to address perpetrators’ use of coercive control. | I | I | C | Victoria contributed to the national principles on coercive control, which were endorsed in August 2022. The national principles will enable a high-level shared understanding of coercive control across jurisdictions. This will inform system responses to coercive control. |
| Consolidate the use of the redeveloped Courts Mandated Counselling Order Program across the courts, including Specialist Family Violence Courts. | I | I | O | The Court Mandated Counselling Order Program continued at the Specialist Family Violence Courts, keeping more respondents to family violence intervention orders accountable and supporting them to change their behaviour. Staff and judiciary at all new Specialist Family Violence Courts received training on the Courts Mandated Counselling Order Program, bringing the total to 12 sites that can order counselling. |
| Expand ‘Tuning into Respectful Relationships’, a culturally inclusive program suitable for remand and short sentence prisoners, to seven additional prisons. | I | I | C | Tuning into Respectful Relationships, a culturally inclusive program suitable for remand and short sentence prisoners was expanded to nine additional prisons, with the program now available at 11 prisons. In 2021-22, Anglicare delivered over 40 programs to 206 participants including 148 men, 59 women, 2 transgender people and one gender-diverse person. |
| Consider whether family violence should be incorporated as a sentencing factor in the Sentencing Act 1991. | I | I | I | This proposal continues to be under active consideration by Government. |
| 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 | O | Work is under way including the expansion of the Courts Mandated Counselling Order Program led by Courts Victoria and the high-risk perpetrator initiative led by Family Safety Victoria. In 2022:The Court Mandated Counselling Order Program continued at the Specialist Family Violence Courts, keeping more respondents to family violence intervention orders accountable and supporting them to change their behaviour.We designed the intensive interventions for high-risk perpetrators pilot service model (the serious-risk pilot) to increase the visibility of serious-risk perpetrators across the system and the coordination and management of responses. The pilot will provide a dedicated, coordinated response to serious-risk perpetrators and victim survivors impacted by their violence, including access to therapeutic services.  |
| Strengthen responses to perpetrators who commit multiple intervention order breaches. | I | I | I | This activity is under way. |
| 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 | The expansion of the Courts Mandated Counselling Order Program led by Courts Victoria and the High-risk Perpetrator Initiative Family Safety Victoria are developing meet the intent of this activity. In 2022: The Court Mandated Counselling Order Program continued at the Specialist Family Violence Courts, keeping more respondents to family violence intervention orders accountable and supporting them to change their behaviour.We designed the intensive interventions for high-risk perpetrators pilot service model (the serious-risk pilot) to increase the visibility of serious-risk perpetrators across the system and the coordination and management of responses. The pilot will provide a dedicated, coordinated response to serious-risk perpetrators and victim survivors impacted by their violence. |
| Ensure family violence offences are appropriately flagged on offenders’ criminal records and relevant IT systems. | I | I | I | A number of enhancements have been implemented to improve flagging of family violence related cases and links between Victoria Police, Courts and Corrections Victoria case management systems.A new Case Management System (CMS) is being developed for the Magistrates' Court of Victoria and the Children's Court of Victoria to strengthen and share appropriate information across the courts and key external parties including Victoria Police and Corrections. |
| 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 | The development of a whole-of-Victorian Government theory of change and monitoring and evaluation framework for perpetrator interventions is under way. An evidence review has been completed which was used to inform the design of perpetrator interventions and perpetrator accountability policy. |
| 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 | This activity was completed in 2021. |
| 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 | I | This project is on track to be delivered by end 2023.Findings from evaluations of cohort-specific interventions along with the broader evidence base have informed:Development of the perpetrator-focused MARAM practice guides and tools.Design of the Medium-term Perpetrators Accommodation Service and serious-risk perpetrator program.  |
| 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 | C | The Integrated Counselling and Case Management Program was trialled and evaluated at the Ballarat Specialist Family Violence Court. Lessons from the trial will inform future mandated counselling options. |
| 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 | This activity was completed in 2021. |
| 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 | C | From June 2022, the Better, Connected Care reform (formerly Common Clients) has been operating statewide with the establishment of 17 Local Site Executive Committees. In 2022, Better, Connected Care also began testing new integrated, person-centred service models through the Putting Families First pilot. |
| 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 | I | This work is in progress, with actions in 2022 including:Djirra commenced exploratory work on women who use violence and work to support the development of an ‘Addressing Trauma and Healing Model.’Family Safety Victoria engaged Swinburne University of Technology and consortium partners, Uniting Victoria/Tasmania, and Boorndawan Willam Aboriginal Healing Service to undertake development of non-accredited MARAM training for working with adults using family violence.Consultations and design activities have commenced for the development of the *Child and young person MARAM practice guides*.Aboriginal sexual assault support services trials have commenced with a focus on victim survivors with learnings to inform a whole of Victorian Government sexual assault strategy. |
| 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 | This activity was completed in 2021. |
| 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 | C | This work was completed with publication and commencement of the comprehensive Adults Using Violence MARAM Practice Guides in February 2022, to support specialist workforces responding to and working with perpetrators to identity and respond to coercive control, misidentification and manage risks of system abuse. As part of this work, the MARAM Predominant Aggressor Identification tool and practice guidance was launched to support professionals across the family violence system, including police, to accurately identify perpetrators of family violence who are claiming to be victims. |
| Implement the Everybody Matters: Inclusion and Equity Statement by developing the associated Inclusion and Equity Blueprints, which will include perpetrator intervention activities. | I | I | O | The *Everybody Matters: inclusion and equity blueprint 2023–2025* has been developed and is planned for release in early 2023, along with the 10-Year Monitoring and Evaluation Framework. |
| Develop outcomes measures for the refreshed ‘perpetrator domain’ of the Family Violence Outcomes Framework. | I | I | D | Development of refreshed perpetrator domain measures will be aligned with broader work to review and improve use of the Family Violence Outcomes Framework. Family Safety Victoria has made good progress on client level outcomes measurement for perpetrator interventions including commencement of client outcomes measurement, using a structured, evidence-informed tool in the medium-term perpetrator accommodation service in 2021. |
| 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 | O | The Crime Statistics Agency undertook research using linked data on service use of recorded family violence perpetrators and is exploring options for future use of this research. |
| Continue to strengthen and mature the collection and analysis of client and service use data, including waiting list data. | I | I | I | Collection of data for Men’s Behaviour Change Programs to monitor referrals, waitlist numbers and times across Victoria is continuing.  |
| Deliver a meta-evaluation for perpetrator interventions. | I | I | C | The report on the Review of Family Violence Perpetrator Interventions for Justice Clients has made a useful contribution to the design and delivery of perpetrator interventions, including the gaps in our response to perpetrators and people who use violence |
| Finalise and release the perpetrator-focused MARAM Practice Guides, tools and training. These resources will include a focus on:* trauma-informed practice
* working with fathers
* supporting culturally safe engagement
* risk factors and events that relate to a change or escalation in risk and situation- and time-based actions required in response
* system-level protocols that reinforce the MARAM Principles and Pillars, and support practitioners to understand their MARAM responsibilities and what these mean for their day-to-day practice.
 | I | I | C | This work was completed with publication and commencement of the comprehensive Adults Using Violence MARAM Practice Guides in February 2022, to support specialist workforces responding to and working with perpetrators to identity and respond to coercive control, misidentification and manage risks of system abuse. As part of this work, the MARAM Predominant Aggressor Identification tool and practice guidance was launched to support professionals across the family violence system, including police, to accurately identify perpetrators of family violence who are claiming to be victims.  |
| Align policies, practice, job descriptions, minimum standards and guidelines for perpetrator interventions with perpetrator-focused MARAM practice guidance. | NA | I | I | The comprehensive perpetrator-focused MARAM guidance and tools were finalised in February 2022. Following release, alignment work has been undertaken including implementation and planning activities, development of training to support the use of the new MARAM resources, updating perpetrator brokerage guidelines, and development of guidance for agencies providing post-participation services for men engaged in Men’s Behaviour Change Programs. Operational Guidance for The Orange Door network in relation to adults using family violence to align with the perpetrator-focused MARAM practice guidance is also under development.  |
| Develop and deliver accredited and non-accredited family violence prevention and response training to support the alignment of MARAM. | I | I | C | This work was completed in 2022. Example activities include:Family violence training and resources aligned to the MARAM Framework were developed for public maternity services.The *Identifying and Responding to Family Violence Risk* models *(22510VIC)* continue to be delivered through the TAFE and training system. This free TAFE course, targeted to broader universal services, delivers foundational family violence knowledge and skills to undertake MARAM screening and identification. |
| 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 | C | The Mandatory Minimum Qualifications Policy commenced in July 2021 and is in its five-year transition period. The policy states that new specialist family violence practitioners must hold a minimum of a social work degree or equivalent qualification or be working towards meeting these requirements via one of the available pathways. |
| 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 | O | Attraction and recruitment campaigns for the specialist family violence and primary prevention sectors continue. Two family violence-specific campaigns were run in 2022. These focused on filling roles within The Orange Door (including men’s family violence roles) in June and a graduate program campaign to encourage graduates to take up a graduate role across the sector, including in perpetrator services.The Jobs that Matter campaign, which is a broader community services campaign, was launched in August and will continue to run on and off over the next few years.A suite of ‘Day in the Life of…’ videos showcasing specific roles in the sector, including perpetrator services were also developed. Once finalised, these will be shared across government, the sector and used in paid advertising.  |
| 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 | C | The Orange Door network has funded ongoing positions of Advanced Family Violence Practice Leader in each site across the state. This role supports integration, quality, consistency and drives best practice in relation to working with adults using family violence. To support the Practice Leaders, No To Violence has established a practice leadership forum for practitioners delivering the Medium-term Perpetrator Accommodation Service and has also been funded for a Practice Lead position to support MARAM sector implementation. |
| 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 | C | This was completed as part of the release of theperpetrator-focused Comprehensive MARAM Practice Guides and tools released in February 2022 |
| 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 | This work is continuing, with Family Safety Victoria working with government departments to monitor implementation plans.   Monitoring templates and proposals are being developed for stronger oversight, with active consideration to ongoing, sustainable support to service providers. |
| 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 | Work is under way to design a new program that provides intensive interventions for serious-risk adults using family violence. Consultation on the preliminary service model has begun, including a proposal to strengthen cross-system coordination and collaboration. The Orange Door network is actively engaging with Victoria Police to strengthen the response to the misidentification of the predominant aggressor/perpetrator.Family Violence Regional Integrated Committees provide local support to agencies to strengthen MARAM collaborative practice. |

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## Primary prevention activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| **Primary prevention activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| *Gender Equality Act 2020* comes into effect to address gender inequality in Victorian public sector and local government workplaces. | C | C | NA | This activity was completed in 2021.  |
| 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 | This activity was completed in 2021. |
| *Free from violence second action plan* developed. | C | C | NA | This activity was completed in 2021. |
| *Free from violence second action plan* implemented. | NA | NA | I | The *Free from violence: second action plan 2022–2025* was released late 2021 and implementation is under way, with 47 of the 57 deliverables on track as of December 2022. In 2021-22, we funded 22 prevention programs under this plan, totalling 137 individual prevention initiatives. |
| Establish a new governance group to advise government, comprising key community organisations working in prevention of family violence. | C | NA | NA | This activity was completed in 2020.  |
| Prevention system architecture is strengthened – 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 | Initial consultation is under way to strengthen the prevention system architecture and improve coordination and planning. Progress towards building a coordinated prevention system includes: the strategic framework for workforce development (*Family violence industry plan*), new governance forums for the Victorian Government to work closely with the sector, continued investment in regional and local level leadership and partnership through Women's Health Services, and development of a primary prevention model for local government. |
| 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 | In partnership with Jesuit Social Services, an early intervention project targeting at-risk boys and young men is under development. The project will be delivered in a range of settings including non-mainstream schools, youth centres, residential settings, and community recreational settings from 2023. |
| 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 | The *Local government guide to preventing family violence and all forms of violence against women* is in the final stages of consultation and is due to be released by January 2023. The guide was developed in consultation with Victorian councils and key stakeholders. An accompanying grant program, the Free from Violence Local Government Grant Program 2022–2025 was launched in April 2022. This program provides funding to 15 regional, rural, and metro councils to implement the guide in their workplaces and services. |
| First phase of up to 15 councils selected to implement the local government primary prevention model. | I | I | I | The Free from Violence Local Government Grant Program 2022–2025 supports the *Local government guide to preventing family violence and all forms of violence against women* model (above activity) and was launched in April 2022. 15 councils from regional, rural and metropolitan Melbourne have been funded to implement the model in their workplaces and deliver a range of activities to prevent family violence and all forms of violence against women.  |
| All government schools are signed onto Respectful Relationships. | C | C | NA | This activity was completed in 2021. |
| 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 | This activity was completed in 2021. |
| 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 | Respect Victoria is establishing a multi-partner alliance that will act as a leadership and coordination body to support delivery of evidence-based prevention practice across Victoria. The alliance will bring together key organisations to focus on strengthening the prevention system and support evidence-based practice across settings/sectors.  |
| Support local, regional and sector partnerships, including those led by Women’s Health Services, to drive collective community action on prevention. | I | I | I | There are two key programs progressing this work:The 2022 Grassroots initiative, led by Safe and Equal, aims to connect and build capacity in community organisations and local councils to engage with the Respect Women campaign. In 2022, 67 grants ($1,500) and 14 consortium grants ($5,000) were awarded, with 10% of the $1,500 grants allocated to Aboriginal Community-Controlled Organisations. The Victorian Government provided $9.1 million towards the Women's Health Services Capacity Building Program, including $4.3 million from the *State Budget 2022–23* and multi-year funding. The funding will enable Women's Health Services to strengthen local, regional and sector partnerships, a key pillar of the prevention system. Multi-year funding also enables Women's Health Services to provide longer-term job security for primary prevention specialist workers. |
| 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 *State Budget 2020–21*. | NA | I | I | Through the ‘Supporting Multicultural and Faith Communities to Prevent Family Violence’ grant program, 33 funded organisations successfully completed their first year of implementation. A suite of awareness raising and early intervention projects were delivered to over 27 multicultural communities and five faith groups across all Melbourne metropolitan regions and regional/rural areas of Victoria including Geelong, Shepparton, Wodonga, and Loddon Mallee region. |
| Finalise a medium-term primary prevention campaign strategy. | C | C | NA | This activity was completed in 2021. |
| 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 | Respect Victoria ran 2022 campaigns including:* The Pride, Respect, Equality (LGBTIQ+) campaign in February/March 2022, which was seen by 2.52 million Victorians.
* Respect Women: 'Call It Out' (Respect Is) campaign for 16 Days of Activism was launched on 30 October 2022 and concluded on 11 December 2022.
* The Respect Older People campaign in May/June 2022

Additional campaign scoping work will be undertaken across 2022/23 and will include intersectional and diverse representation. |
| 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 | A plan for supporting the development of the primary prevention workforce will be integrated with the Family Violence Industry Plan Second Rolling Action Plan, rather than as standalone document. Findings from Respect Victoria’s Three-year Report to Parliament, the Family Violence Reform Implementation Monitor’s Primary Prevention System Architecture Report, and the Primary Prevention Strategic Workforce Approach project commissioned by the Department of Families, Fairness and Housing, will inform the Family Violence Industry Plan Second Rolling Action Plan. |
| 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 | C | NA | This activity was completed in 2021. |
| 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 | C | The 'Understanding, monitoring and responding to resistance and backlash' report was published on Respect Victoria's website in August 2022. The report seeks to advance our understanding of this issue and define practical approaches to monitoring, assessing and responding to backlash and resistance that emerges in organisational settings.The report will be used to inform the development of Respect Victoria's program design and delivery standards (formerly referred to as the 'Assessment and Endorsement Model') to ensure planning for backlash and resistance is embedded as part of program design and delivery. |
| Primary Prevention Research Agenda established.  | I | I | C | This activity has been amended (and will not be delivered as a standalone research agenda), as the Victorian Government released the *Family violence research agenda 2021–2024* in February 2022, which includes ‘prevention’ as one of its priorities. Respect Victoria progressed several primary prevention research projects under the research agenda in 2022.  |
| Respect Victoria primary prevention research forums held. | I | I | O | In March 2022, Respect Victoria facilitated a research forum as part of the series ‘Building the evidence to stop violence before it starts’. The *No more excuses* report was released following this forum. The report explores the extent and nature of violence against women with disability in Australia, and what works to prevent it from happening in the first place. |
| Scale up community-based primary prevention activity with LGBTIQ+ communities and prevention organisations to continue to build evidence of what works. | I | I | I | Rainbow Health Australia (RHA) is leading community-led initiatives to prevent family violence experienced by LGBTIQ+ communities through the LGBTIQ+ Family Violence Primary Prevention Project, funded by the Victorian Government. In 2022, RHA developed and published a new LGBTIQ+ prevention resource - Pride in Prevention Partnership Guide: a guide to primary prevention of family violence experienced by LGBTIQ+ communities. RHA works with Safe and Equal to roll out the training modules to support the workforces in the LGBTIQ+ sector and primary prevention sector to prevent family violence against LGBTIQ+ people. |
| 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 | Respect Victoria is leading work to develop a system-wide Theory of Change that will link short- and medium-term outcomes with longer-term impact, detailing the conditions and assumptions required to sustain that change. This work is planned to be finalised in 2023. |
| Launch the Prevention of Family Violence Data Platform, developed by Respect Victoria and the Crime Statistics Agency. | NA | C | NA | This activity was completed in 2021. |
| Prevention of Family Violence Primary Prevention Data Platform: Build on initial datasets and support effective use of the platform. | I | I | O | Annual updates have been completed for the 2021-22 financial year. Twelve existing datasets were updated, with three new data sources added. |
| Deliver *Free from violence monitoring and evaluation strategic framework* for primary prevention, and commence implementation. | I | I | I | Respect Victoria delivered the Monitoring and Evaluation Toolkit in 2022, which helps primary prevention practitioners to monitor and evaluate projects, including those funded under *Free from violence*. Work on the thematic evaluation and theory of change are under way, and expected to be delivered in early 2023. |
| Deliver the first three-yearly report on progress in primary prevention to Parliament under the Prevention of Family Violence Act 2018. | NA | I | C | Respect Victoria's first Three-yearly Report to Parliament, *Progress on Preventing Family Violence and Violence Against Women in Victoria* was tabled in the Victorian Parliament on 21 September 2022 and shared with a range of sector and government stakeholders. |
| Develop standards for program design and delivery, and promote their uptake across settings and sectors. | I | I | I | Scoping work for this activity is due to commence in early 2023. The scope of this work will be around standards to support the effective design and delivery of prevention programs, which can also be used to support government funding decisions. |

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## Research and evaluation activities

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| --- | --- | --- | --- | --- |
| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |

| **Research and evaluation activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| Publish the first Family Violence Outcomes Framework report, with yearly reporting. Thereafter, the department will lead this activity, supported by relevant government entities. | NA | I | O | Reporting on the Family Violence Outcomes Framework was first published in the 2021 Ending family violence annual report and will be updated annually. |
| Refine the Family Violence Outcomes Framework, including the development of further measures across all domains. | I | I | O | Work is underway to refine the Family Violence Outcomes Framework. This year, four new measures were added to the Ending Family Violence Report.  |
| Develop and implement client outcomes measurement and monitoring for family violence therapeutic interventions. | NA | I | I | A set of ‘core’ pilot questions have been developed to measure client outcomes for family violence therapeutic interventions as well as a “bank” of draft questions. Work is under way to explore further opportunities to implement client outcomes measurement and monitoring across specialist family violence services.  |
| Develop and implement client outcomes measurement and monitoring for family violence therapeutic interventions and perpetrator interventions. | NA | I | I | Good progress has been made on client level outcomes measurement for perpetrator interventions. Family Safety Victoria commenced client outcomes measurement in 2021, using a structured, evidence-informed tool in the medium-term perpetrator accommodation service. This outcomes tool was reviewed and adjusted in 2022. Implementation of outcomes measurement across men’s behaviour change programs and other perpetrator services is planned to commence from 2023. |
| Deliver a whole of Victorian Government family violence research agenda. | I | I | C | Victoria’s Family Violence Research Agenda 2021-2024 was released in February 2022.  |
| 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 | C | Through Phase 1 of the Family Violence Research Grants Program, funding was provided to 13 initiatives across seven subject areas:* Children and young people as victim survivors in their own right
* Family violence as experienced by Aboriginal people and communities
* Family violence as experienced by people from diverse communities
* Sexual violence and harm
* Adolescent family violence
* Perpetrators and people who use violence
* System lens

The Research will be used to support practice improvement, service innovation, better policy outcomes and long-lasting change for both victim survivors and those who use violence. |
| 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 | C | The Harmony Study was completed in June 2022. The study was a partnership between Latrobe University and inTouch Multicultural Centre Against Family Violence working with primary care clinicians to increase identification and early intervention for family violence among migrant and refugee communities. |
| **Targeted research projects on COVID-19 and family violence in Victoria including:**– 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. | I | I | C | We established two research collaborations that delivered important insights into how the COVID-19 pandemic affected family violence and associated service responses in Victoria and how we can strengthen future responses. The projects are:* *Future-proofing safety: surfacing inequity and building service capacity for crisis-ready responses*. This study uses a system lens to understand the effects of the COVID-19 pandemic on family violence and sector responses. It was delivered by the [Centre for Family Research and Evaluation](https://cfre.org.au/future-proofing-safety/) <https://cfre.org.au/future-proofing-safety/> at Drummond Street Services, RMIT University for Centre for Innovative Justice and the Australian Institute of Family Studies.
* *Responsive pandemic practice: LGBTIQ+ family violence service innovation in Victoria during COVID-19.* This was delivered by the Australian Research Centre in Sex Health and Society based at Latrobe University and Thorne Harbour Health.
 |
| **Targeted research projects on COVID-19 and family violence in Victoria including:**– Respect Victoria is commissioning research to better 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 | C | NA | This activity was completed in 2021. |
| Systematic review of published literature on family violence program and initiative effectiveness. | C | C | NA | This activity was completed in 2021. |
| 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 | C | Primary prevention of family violence and violence against women is a priority under the Family Violence Research Agenda. Under the Research Agenda, Respect Victoria progressed the following research projects:* The [*No More Excuses report*](https://www.respectvictoria.vic.gov.au/no-more-excuses-primary-prevention-violence-against-women-disability) <https://www.respectvictoria.vic.gov.au/no-more-excuses-primary-prevention-violence-against-women-disability> was launched in March 2022. The report explores the extent and nature of violence against women with disability in Australia, and 'what works' to prevent it from happening in the first place.
* The Aboriginal Family Violence Primary Prevention Research Project is being implemented by Urbis Consulting in partnership with Yorta Yorta researcher and community development expert Karen Milward.
* Work progressed on the Migrant and Refugee Women and Girls Research Project.
* The Evidence Synthesis Review Project provided thematic reviews of evidence designed to understand the similarities and differences in what drives different forms of family violence and violence against women.
 |
| 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 | C | Base funding was provided to Australia’s National Research Organisation for Women’s Safety (ANROWS) through to the end of the National Plan to End Violence Against Women and Children 2010-2022. |
| Evaluation of the Safer Stronger Communities pilot. | C | C | NA | This activity was completed in 2021. |
| Complete mid-term review of *Free from violence strategy*. | NA | I | C | The midterm review of the *Free from violence strategy: first action plan* was delivered by Respect Victoria in July 2022. The midterm review evaluated the collective work delivered, including program implementation across the five priority areas.  |
| Evaluation report: Maternal and Child Health Family Violence Initiatives. | I | I | C | An evaluation of the implementation of the maternal child health family violence initiatives was completed in October 2022. The report details strengths of the maternal child health family violence initiatives. It also reports on enablers for good service delivery and positive outcomes for families, as well as challenges and barriers to these. |
| Evaluation of the Risk Assessment and Management Panels. | NA | I | C | An evaluation of the Risk Assessment and Management Panels (RAMPs) was completed in August 2022. A set of themed recommendations and next steps from the Final Report will inform future directions of RAMPs. |
| Evaluation of Rainbow Tick and HOW2 program. | NA | C | NA | This activity was completed in 2021. |
| Multicultural COVID-19 Family Violence program evaluation. | NA | I | I | A process and outcome evaluation of the implementation of the Multicultural COVID-19 Family Violence program was undertaken, which included measurement of short-term outcomes. The evaluation is planned for release in mid-2023.  |
| Aboriginal-led evaluation of capacity- building for the Preventing the Cycle of Violence Aboriginal Fund and the Aboriginal Community Initiatives Fund. | NA | C | NA | This activity was completed in 2021. |
| Implementation of the Dhelk Dja Monitoring, Evaluation and Accountability Plan. | I | I | C | The [Dhelk Dja Monitoring, Evaluation and Accountability Plan](https://www.vic.gov.au/dhelk-dja-monitoring-evaluation-and-accountability-plan) was implemented <https://www.vic.gov.au/dhelk-dja-monitoring-evaluation-and-accountability-plan>. The Plan was prepared by the Dhelk Dja Partnership Forum to accompany *Dhelk Dja: Safe Our Way – Strong Cultures, Strong Peoples, Strong Families*.  |
| Develop a 10-year Monitoring and Evaluation framework for the Everybody Matters, Inclusion and Equity Statement. | NA | I | I | A Monitoring and Evaluation Framework for the Everybody Matters, Inclusion and Equity Statement has been developed. The Monitoring Framework provides three, six and ten-year outcomes, to align with each of the three blueprints and will be published alongside the Second Blueprint in early 2023. |
| Complete evaluation of selected activities within Strengthening the Foundations. | C | C | NA | This activity was completed in 2021. |
| Completion of the Building Family Violence Evaluation Capacity Project. | I | I | I | An evaluation plan for the legal services in The Orange Door network pilot was completed in 2022. A process evaluation will commence in 2023.  |
| Consider ways to share evaluation capability uplift resources with the broader family violence sector. | I | I | O | A range of evaluation capability uplift resources and programs have been developed. These include engaging in webinars, presenting new research and the development of consultation guidelines on incorporating lived experience into family violence program evaluation. |
| Develop consultation guidelines on incorporating lived experience into family violence program evaluations. | C | C | NA | This activity was completed in 2021. |
| Routine reporting on key family violence data. | I | I | O | The Family Violence Data Portal continues to be updated every quarter. Since its creation, there have been several modifications to include new data items. Sexual violence related data was added for the first time on 1 December 2021. |
| Incorporation of sexual assault data into the Family Violence Data Portal. | C | C | NA | This activity was completed in 2021. |
| 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 | D | A data dictionary has been prepared for The Orange Door CRM. Further work is planned to finalise the broader elements of the dictionary. This additional work delayed due to reallocation of resources during COVID-19. |

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## The Orange Door network activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| The Orange Door network activities | **2020** | **2021** | **2022** | 2022 progress update |
| --- | --- | --- | --- | --- |
| The Orange Door in Loddon commences. | C | NA | NA | This activity was completed in 2020. |
| The Orange Door network implementation plan released. | NA | C | NA | This activity was completed in 2021. |
| Commence operations in Goulburn, Melbourne’s South and Inner-East, Ovens Murray, Wimmera South-West, Hume Moreland, Outer Gippsland. | NA | I | C | Five new The Orange Doors sites were opened in Brimbank Melton, Wimmera, Outer Eastern Melbourne, Hume Moreland, and Western Melbourne (Werribee). This completed the state-wide Orange Door network across Victoria in all 17 DFFH Areas. |
| The Orange Door operational in all areas statewide. | NA | NA | C | The Orange Door network became operational statewide in 2022. |
| Commence implementation of the Aboriginal Inclusion Action Plan. | I | I | C | Implementation of the Aboriginal Inclusion Action Plan commenced. The Action Plan is a 3-year plan to embed inclusion, access and equity in The Orange Door. |
| Commence strengthening cultural safety, including cultural safety training, in The Orange Door network. | I | I | C | The Strengthening Cultural Safety Training Program was implemented in all The Orange Door locations where there is a partnership in place with a local Aboriginal Community Controlled Organisation. The program encourages employment of Cultural Safety Project Leaders to facilitate cultural safety self-assessments and action planning. It also includes foundational training to The Orange Door staff.  |
| Plan developed for the transition of The Orange Door network to deliver the full statewide concept. | NA | I | I | Significant progress was made in 2022 to develop the full statewide concept for The Orange Door.  |
| Development of agreed and consistent service connections with legal, housing and homelessness and financial services. | I | I | I | Service connections with legal services is completed. There have been delays in relation to housing and homelessness services due to resourcing and competing priorities. |
| The Orange Door partnership performance Framework finalised and implemented and commence monitoring against The Framework | I | I | C | The first phase of The Orange Door performance framework was finalised, and monitoring has commenced. |
| Statewide Demand Management approach finalised. | I | I | I | The Orange Door Demand Management strategy will be refreshed in early 2023 to reflect best practice approaches across Victoria. The refresh will contribute to building an intersecting family violence and children and families demand management framework.  |
| Data Strategy for The Orange Door network completed. | I | I | I | The Data Strategy is expected to be completed by June 2023.  |
| Ongoing upgrades to Client Relationship Management system. | I | I | I | Enhancements are being designed and implemented in line with operational and strategic priorities, focused on improved usability of the system and improved collection of quality data.  |
| Commence implementation of the Inclusion Action Plan. | I | I | I | The Orange Door network is being supported to implement the Inclusion Action Plan, which sets out how The Orange Door network will ensure services are accessible for all clients and offer supports tailored to individual needs and experiences. With statewide establishment of The Orange Door network, ongoing implementation of the *Inclusion action plan* will continue to support the network in responding to Victorian communities and meeting diverse cultural and social needs. |
| Refresh of induction training completed. | NA | I | C | Induction training has been refreshed. The new ‘working with clients’ package has been created and is being piloted for full delivery in 2023. |
| Second evaluation of The Orange Door completed. | I | I | I | As part of the implementation of the Lived Experience Strategy, Family Safety Victoria commenced the second evaluation of The Orange Door network. The evaluation considered client experience of The Orange Door and was designed and delivered in collaboration with peer evaluators who have lived experience of family violence or the child and family services system. The evaluation is due to be delivered in October 2023. |
| Revised Interim Integrated Practice Framework completed. | I | I | I | The review of the integrated practice framework has commenced, with foundational scoping complete and consultation with the Victim Survivors Advisory Council (VSAC) undertaken. Peak organisations have been engaged to undertake work to inform the review of the framework and guidance, identifying good practice in integrated/multidisciplinary approaches.  |
| Consistent approach to assessment of children and young people established. | I | I | C | A new child wellbeing assessment tool has undergone consultation with The Orange Door practice leads (including Aboriginal Leads) and the Centre for Excellence in Child and Family Welfare. The tool is now in final draft stage. It will be tested by The Orange Door in early 2023 and completed alongside practice guidance and guidelines for Engaging with Children and Young Persons for released by June 2023. |
| Work with the sector to develop practice development support and training activities. | D | D | C | Specialist training was revised to better link training to working within The Orange Door context, including alignment to integrated practice. The training supports increased capabilities of staff to work towards common client goals, as they commence working in The Orange Door. |
| Third evaluation of The Orange Door commences. | NA | NA | I | This work is in early planning stages. |

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## Workforce development activities

| In progress (I) | Delayed (D) | Complete (C) | Ongoing (O) | Not applicable (NA) |
| --- | --- | --- | --- | --- |

| **Workforce development activities** | **2020** | **2021** | **2022** | **2022 progress update** |
| --- | --- | --- | --- | --- |
| Accredited family violence prevention and response courses for the specialist family violence workforce and broader workforces that intersect with family violence:* identifying and Responding to Family Violence Risk is delivered
* 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 | In 2022, over 1,700 individuals completed the Course in Identifying and Responding to Family Violence Risk (22510VIC) delivered through the TAFE and training system. This builds on more than 500 people who completed the training in the previous year. The course is targeted to broader universal services workers.  |
| Minimum qualifications introduced for the Specialist Family Violence Response workforce:* begin five-year transition period for existing specialist family violence workforce to upskill where required
* support officer 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 | In July 2021, the Mandatory Minimum Qualifications Policy commenced with a five-year transition period. Under the policy, new specialist family violence practitioners must hold a minimum of a social work degree or equivalent qualification or be working towards meeting these requirements via one of the available pathways. Almost $2 million in adjustment funding was distributed across 78 organisations. In partnership with 22 Aboriginal Community Controlled Organisations, the Victorian Government delivered a Scholarship Program for 33 Aboriginal and/or Torres Strait Islander employees to support their education and training needs to meet the Mandatory Minimum Qualifications Policy.  |
| 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 continues.
 | NA | I | O | We delivered the Fast Track Program, supporting 127 mid-career and senior practitioners in 2021-22 to develop skills and capabilities in family violence prevention and response. This program is continuing as part of the Commonwealth National Partnerships Agreement, aiming to reach up to 177 further participants by June 2024.  |
| 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 | The Family Violence and Sexual Assault Traineeships Program was established, with 312 trainee places funded across 31 family violence, sexual assault, primary prevention and community services organisations to support workers at any career stage undertake further education and training while working. |
| Analysis of 2019 Workforces Census* 2020 – publication of census findings for primary prevention workforce
* 2021 – publication of census findings for specialist and broader workforces.
 | C | C | NA | This activity was completed in 2021.  |
| Deliver a new Best Practice Education model that:* 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 | This activity was completed in 2021. |
| Job role design:* 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 | C | This work is in its final stages of completion with a range of products developed including:* Workforce Forecast Model
* Core Functions Framework
* Future Directions Report – identifying areas and actions for workforce development
* data collection on the current state of the workforce via Workforce Pulse Survey.
 |
| 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 | The [*Family violence workforce health, safety and wellbeing guide*](https://www.vic.gov.au/family-violence-workforce-wellbeing-guide) <https://www.vic.gov.au/family-violence-workforce-wellbeing-guide> was published in July 2022. The guide provides evidence-based tools and guidance that recognise the health, safety and wellbeing impacts experienced by the family violence workforce. It supports promoting and protecting the health, safety and wellbeing of employees in the workplace and enables practitioners and organisations to become advocates for workplace health, safety and wellbeing. |
| Implement the monitoring and evaluation framework for Strengthening the Foundations. | I | I | C | This activity was completed in 2022 with delivery of final report on the evaluation of key reforms under *Strengthening the foundations:* *first* *rolling action plan under the 10-year family violence industry plan*). |