

Queensland says: not now, not ever.

Domestic and Family Violence

PREVENTION STRATEGY

2016–2026



Queensland's reform program to
end domestic and family violence



Queensland
Government

Message from the Premier and the Minister



It is time to take action. Domestic and family violence, in all forms, is a violation of basic human rights.



Everyone, regardless of their sex, religion, race, nationality, language, living arrangements or relationships, has the right to live free from the fear of violence and be safe in public and at home.

Violence perpetrated in the home or among family members is as much a matter of public concern as crime in the streets and must never be accepted or excused. As a community, we all need to take up the challenge of ending domestic and family violence. We are confronting domestic and family violence. It has no place in Queensland society.

We want to give people hope. Our strategy for Queensland, ‘Queensland says: not now, not ever.’, is about hope backed by a vision for real and lasting change—a cultural transformation. This strategy outlines a positive plan of action to address domestic and family violence. It has a strong focus on prevention—stopping the violence before it happens—and supporting those living with violence.

Cultural change requires a long-term commitment from everyone in the community to effect genuine change in our beliefs and behaviours. The Queensland Government will demonstrate leadership but is not equipped to bring about cultural shift on its own. It is going to take a coordinated and united effort. It is going to take all Queenslanders to take a stand, step up and commit to change. Everyone in our community must make it clear that we will not tolerate the behaviour of anyone who hurts another person within a relationship of intimacy and trust.

Our business, religious, sporting and community leaders need to help drive this change. They must do more in condemning violent behaviour, modelling respectful behaviours and supporting victims of abuse. Community champions must step up and show us how they will tackle this issue.

Thank you to everyone that has been involved in our community collaboration program and provided invaluable feedback on how we can work together to end domestic and family violence. Your experiences have helped to shape our reform program to ensure we can build safe, caring and connected communities.

Together we can end the violence.

Anastacia Palaszczuk MP
Premier and Minister for the Arts

Shannon Fentiman MP
Minister for Communities, Women and Youth and Minister for Child Safety and Minister for the Prevention of Domestic and Family Violence

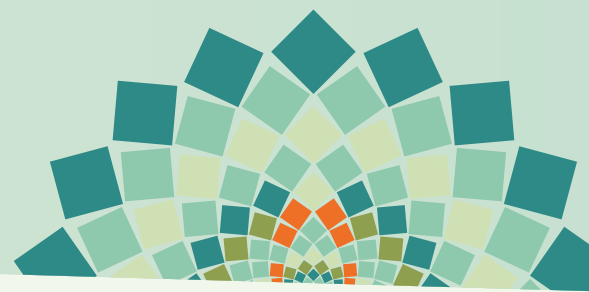


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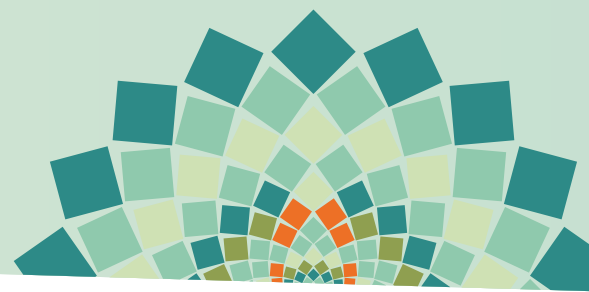


What is domestic and family violence?

Domestic and family violence occurs when one person in an intimate personal, family or informal carer relationship uses violence or abuse to maintain power and control over the other person.

Broadly, under Queensland law, it includes behaviour that is physically, sexually, emotionally, psychologically or economically abusive, threatening, coercive or aimed at controlling or dominating another person through fear. The violence or abuse can take many forms ranging from physical, emotional and sexual assault through to financial control, isolation from family and friends, threats of self-harm or harm to pets or loved ones, constant monitoring of whereabouts or stalking.

Under the *Domestic and Family Violence Protection Act 2012 (Qld)*, intimate personal relationships include married and de facto spouses; parents of a child; people who are, or were engaged; and people in couple relationships, including same-sex couples. Family relationships exist between two people who are related by either blood or marriage, including extended or kinship relationships where a person is regarded as a relative. Informal care relationships exist where one person is or was dependent on another person for help with essential daily tasks, such as dressing or grooming, meal preparation, grocery shopping or arranging medical care, where care is provided other than on a commercial basis.



Understanding domestic and family violence

The causes and contributors to domestic and family violence are extremely complex and are founded in **cultural attitudes and behaviours, gender inequality, discrimination and personal behaviours and attitudes.**

One in six



Australian women has experienced physical abuse at the hands of a current or former partner

One in 19



Australian men has experienced physical abuse at the hands of a current or former partner

One in four



Australian women has experienced emotional abuse at the hands of a current or former partner

Significant research has been undertaken and continues to be pursued to understand the nature of domestic and family violence, and the causes of increasing incidence and severity. However, what is already well known is that whilst men can be, and are, victims of violence, coercive control and domestic and family violence homicide, undeniably the majority of those subjected to domestic and family violence are women.

The 2012 Australian Bureau of Statistics Personal Safety Survey indicates that **one in six Australian women** has experienced physical abuse at the hands of a current or former partner compared with **one in 19 Australian men. One in four Australian women has experienced emotional abuse** in an intimate relationship compared with one in seven men¹.

Domestic and family violence is recognised in the *National Plan to Reduce Violence Against Women and their Children 2010–2022* as one of the two main forms of violence against women in Australia, the other being sexual assault.

Understanding the gendered nature of domestic and family violence and the factors that contribute to increased vulnerability is vital in designing

and delivering effective responses and reforms.

There are other particular groups and individuals that are more vulnerable to domestic and family violence than others in the community. We know these individuals and groups may experience domestic and family violence in a different way to other Queenslanders, or face additional challenges when attempting to get the protection and support they need.

Aboriginal and Torres Strait Islander women experience domestic violence and family violence more often than other Queensland women and are more likely to be seriously injured. They are also more likely to experience family violence from a broader range of extended family relationships. The impact of **past trauma is a contributing factor for violence in Aboriginal and Torres Strait Islander communities.**

Other situational factors that contribute to violence, include poverty, unemployment, drug and alcohol use, and poor health. In addition, other significant factors impact including language barriers, the availability of culturally responsive services in all locations, and limited knowledge and understanding of Queensland's laws regarding domestic and family violence.

1. Australian Bureau of Statistics 4906.0 '2012 Personal Safety Survey'.



People from culturally and linguistically diverse communities who experience domestic and family violence also face additional barriers to service and support, such as English language proficiency, knowledge or understanding of Queensland's laws against domestic and family violence, dependence on a violent spouse for their visa status, and distrust of police and government authorities based on past trauma. Victims with few connections outside their cultural community are particularly vulnerable to social isolation.

People who identify as lesbian, gay, bisexual, transgender or intersex (LGBTI) may also experience violence in their relationships. In addition to the types of violence and abuse experienced within relationships in the broader community, **abusive partners or family members may threaten to 'out' victims as a method of control**. Unfortunately people identifying as LGBTI may also be deterred from seeking help due to past experience of discrimination or other unhelpful service responses.

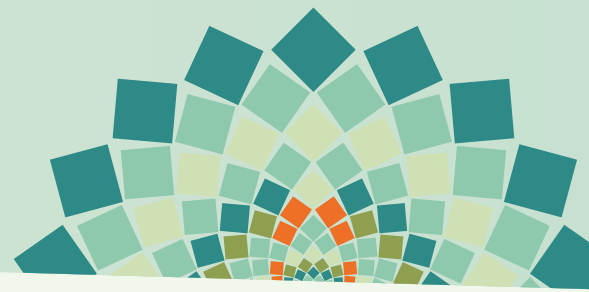
While older people also experience violence within couple relationships, they are more vulnerable to abuse from other family members and from carers. The World Health Organisation defines elder abuse as behaviour that causes harm or distress to an older person within a relationship where there is an expectation of trust. This may involve physical violence, psychological abuse, financial abuse, social isolation, sexual abuse or neglect. **Older people face particular barriers to seeking help** for elder abuse, including physical disability, diminished cognitive functioning, lack of awareness that their experiences amount to abuse, and social isolation.

People with disabilities are also highly vulnerable to domestic and family violence. Both men and women with disabilities are victims of domestic and family violence at much higher rates than men and women without impairments and women with disabilities experience higher levels of sexual abuse. People with disabilities can also experience 'disability-related' abuse such as withholding of care, denial of access to disability aids and threats of institutionalisation. They can face additional barriers to seeking help for domestic and family violence such as dependence on the perpetrator for basic needs such as access to food and medication, lack of ability to earn income, and inability to communicate with support services.

COMMUNITY INITIATIVE

COMMUNITY ACTION

Domestic and family violence is already being recognised across Queensland as unacceptable. Many dedicated and passionate people and communities have already made elimination of domestic and family violence a priority. It is not possible in these pages to highlight them all, but throughout this strategy some outstanding examples of community action are provided to acknowledge the achievements and inspire others to act.



What is a victim, or survivor, and a perpetrator?

During the community collaboration program for the draft Domestic and Family Violence Prevention Strategy, there were many conversations about the appropriate use of terms to refer to individuals who are experiencing or have suffered domestic and family violence and those who commit acts of domestic and family violence.

The Oxford Dictionary defines:

Victim (ˈvɪktɪm)

noun: a person harmed, injured, or killed as a result of a crime, accident, or other event or action.

Survivor (səˈvɪvə)

noun: a person who survives, especially a person remaining alive after an event in which others have died.

Perpetrator (ˈpɜːpətreɪtə)

noun: a person who carries out a harmful, illegal or immoral act.

For the purposes of the Domestic and Family Violence Prevention Strategy, the term ‘victim’ has been used to represent those who have been affected directly or indirectly by domestic and family violence. The term ‘victim’ can also be read interchangeably as ‘survivor’ in acknowledgement that people can survive domestic and family violence and move on with their lives. The term ‘perpetrator’ is used to represent those individuals who have carried out these actions.



Making the elimination of domestic and family violence a priority

Each and every Queenslanders has the right to feel safe, and be safe, especially in their own home. **Domestic and family violence is a violation of this basic human right.**

In 2014–15,

29 homicides

relating to domestic and family violence occurred in Queensland.

In 2014–15,



71,775

incidents of domestic and family violence were reported to Queensland police.



\$2.7 billion to \$3.2 billion

—the estimated annual cost of domestic and family violence to the Queensland economy

Domestic and family violence affects people of all ages, faiths, and circumstances across the Queensland community, whether people live in our cities or in remote, rural and regional areas. It ruins families, destroys childhoods and is an unacceptable burden on our society.

Experiencing abuse at the hands of a partner or family member can result in devastating emotional and personal costs that cannot be measured. The effects are far reaching—impacting on victims, their children, families, friends, co-workers and ultimately on our communities.

Domestic and family violence is a major cause of homelessness and housing instability and has significant long-term impacts on the health and well-being of victims. **Children who live with domestic and family violence are at greater risk of abuse.** They can also suffer serious impacts on their ability to learn and develop positive relationships with others and may be at heightened risk of alcohol misuse, drug dependency and criminal behaviour later in life. The Queensland Child Death Case Review Committee report for 2013–14 identified domestic and family violence as an issue for 71 per cent of cases involving the death of a child with recent involvement with the child protection system.

COMMUNITY INITIATIVE

HEALTHY RELATIONSHIPS ARE FORMED BY HEALTHY CHOICES

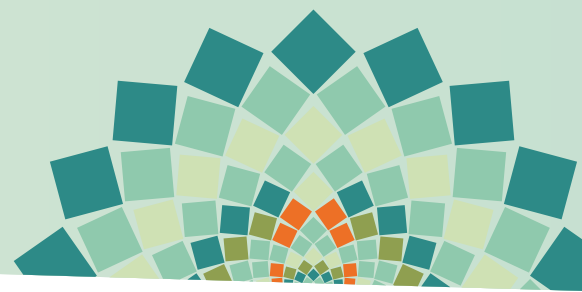
The Cairns Regional Domestic Violence Service collaborated with Wuchopperen Health Service and Wangetti College to produce a short film entitled 'Healthy Relationships are formed by Healthy Choices'. The film's content was developed by the students of Wangetti College and discusses what can be done to maintain healthy relationships.



Cairns
LOCATION



Young people
INTEREST GROUP



Domestic and family violence not only has personal impacts, including long-term impacts on victims' capacity to be economically independent and secure, it also **costs the Queensland economy between \$2.7 billion and \$3.2 billion annually**. As a workplace issue, Access Economics found domestic violence costs employers across Australia about \$175 million annually².

The 2009 KPMG report on 'The Cost of Violence Against Women and their Children' stated that if no preventive action is taken, the cost to the Australian economy overall is projected to be \$15.6 billion by 2021–22³.

Making the elimination of domestic and family violence a priority recognises our human rights and will reduce homicides in Queensland, make our workplaces more productive, free up significant economic resources for other priorities, and contribute significantly to making our homes and communities safer and free from violence for all women, men, children and families.

COMMUNITY INITIATIVE

ABORIGINAL AND TORRES STRAIT ISLANDER MALE LEADERS PLEDGE TO END DOMESTIC VIOLENCE

In June 2015, the Queensland Government convened a number of roundtables with community and business leaders to discuss the role of the community in creating cultural change and to encourage leaders to become champions of change to end domestic violence.

At the roundtable attended by male Aboriginal and Torres Strait Islander leaders, the attendees developed a pledge to end domestic and family violence. This is a short extract of the pledge:

- We, the undersigned, met with Minister Pitt on the afternoon of 24 July 2015 to talk about the 'Not Now, Not Ever' Report on Domestic and Family Violence.
- We endorsed a view that violence in any form is never to be tolerated and is not acceptable in any circumstance.
- We collectively apologise to all victims of family violence, especially our women, children and Elders for the hurt they have experienced and pledge our support to you.
- We undertake to 'call out' our relations and friends who ever commit any form of violence at any time.
- We call on all governments to work with Aboriginal and Torres Strait Islander communities and organisations to put in place initiatives that support victims of family violence to be safe and healed and initiatives that ensure perpetrators are held accountable for their actions and are given opportunities to change their behaviour.
- We here today pledge to support one another to put these statements into meaningful action.



Queensland
LOCATION



Aboriginal and
Torres Strait
Islander men
INTEREST GROUP

2. Access Economics, *The cost of domestic violence to the Australian economy*, Office of Women, 2004, <<https://www.dss.gov.au/our-responsibilities/women/publications-articles/reducing-violence/the-cost-of-domestic-violence-to-the-australian-economy>>.

3. The National Council to Reduce Violence against Women and their Children, *The Cost of Violence against Women and their Children*, Commonwealth of Australia, 2009, <https://www.dss.gov.au/sites/default/files/documents/05_2012/vawc_economic_report.pdf>.



The Taskforce report, *“Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland”* was presented to the Premier of Queensland, the Honourable Annastacia Palaszczuk MP on 28 February 2015.

The report authored by the Special Taskforce on Domestic and Family Violence in Queensland, chaired by the Honourable Quentin Bryce AD CVO, contained 140 recommendations for change with a focus on providing practical solutions under three themes: changing culture and attitudes, implementing an integrated service response, and improving the law and justice system.

At the core of the Taskforce report was the recognition that the beliefs, attitudes and behaviours of the Queensland community are directly related to the ongoing cycle of domestic and family violence. The report reiterated that women and children of all ages remain the primary victims of domestic and family violence.

While men can also experience violence of this nature, domestic and family violence remains a gendered issue in that it has an unequal impact on women. The Taskforce report issued a number of challenges to different groups within the Queensland community to take a stand against domestic and family violence with a strong message for all Queenslanders that each and every person can make a difference.

Recommendation 1 of the *Not Now, Not Ever* report is for the Queensland Government to develop a Domestic and Family Violence Prevention Strategy to lay the foundations and create the building blocks for a Queensland free from domestic and family violence.

COMMUNITY INITIATIVE

DOMESTIC VIOLENCE TRAINING FOR MIDWIVES

Griffith University and Gold Coast University Hospital are running a new midwifery-training program, which targets domestic violence issues and education during the antenatal process.

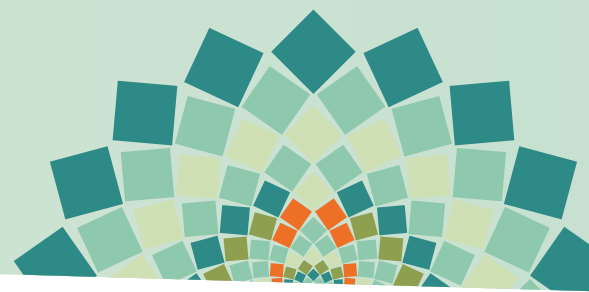
Overseen by Dr Kathleen Baird, the program involves training midwives to identify women experiencing abuse and how to refer them directly into the local women’s and children’s domestic violence community support agencies. The program will also be run out of Logan Hospital and Redlands Hospital.



Gold Coast,
Redlands, Logan
LOCATION



Pregnant victims
INTEREST GROUP



Why is there a need for a strategy?

Domestic and family violence is not a new issue. There has been a great deal of action and commitment over many decades. Despite this effort, the **reported rates and severity of domestic and family violence continue to rise.**

.....

The Queensland Government is committed to taking action to eliminate domestic and family violence. However, we recognise that domestic and family violence must be everyone’s concern and both government and the community have a responsibility to work together. Together we must stop the behaviour and attitudes that trivialise, excuse or perpetuate domestic and family violence. Men play an important role in leading and supporting the community in the prevention of domestic and family violence. Men and women must unite to end this form of violence in our society.

This strategy will be successful as a result of working in partnership with well-established service providers. It will not only build on current successful practices, but also develop new responses and initiatives where required.

The Queensland Government is also developing a complementary plan that will address the elimination of violence against women including domestic and family violence and sexual assault.

COMMUNITY INITIATIVE

SAKINA INC.

Sakina Inc. is a domestic and family violence shelter for Muslim women in the Brisbane and Logan regions. It provides support to Muslim women needing shelter from domestic violence, and has assisted more than 23 women in the past 12 months.

Funded by the Muslim community, many involved with Sakina do so on a voluntary basis, including providing voluntary social work support to victims fleeing abuse.

 Brisbane/
Logan
LOCATION

 Muslim
community
INTEREST GROUP



Building on recent achievements

Ending domestic and family violence is a long-term journey of reform. The national focus on violence against women presents a powerful opportunity for Queensland to build on the existing momentum and commitment to achieve practical and sustainable solutions.

National Plan to Reduce Violence Against Women and their Children

The *National Plan to Reduce Violence Against Women and their Children 2010–2022*, endorsed by the Council of Australian Governments (COAG), envisages that Australian women and their children will live free from violence in safe communities. It targets two types of violence against women—domestic and family violence and sexual assault. The national plan sets out six national outcomes for all governments to deliver over a 12-year period. The national outcomes are:

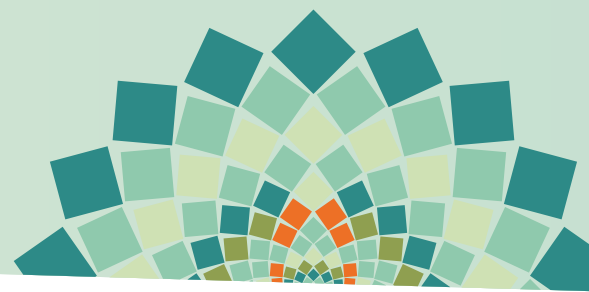
1. Communities are safe and free from violence
2. Relationships are respectful
3. Indigenous communities are strengthened
4. Services meet the needs of women and their children experiencing violence
5. Justice responses are effective
6. Perpetrators stop their violence and are held to account.

The national plan focuses on preventing violence by raising awareness and building respectful relationships in the next generation. As well as focusing on prevention measures, it will support women who have experienced violence to rebuild their lives as quickly as possible as part of a community wide response.

Council of Australian Governments (COAG)

COAG has agreed to take action to address the unacceptable level of violence against women. A national domestic violence order scheme has been agreed where domestic violence orders will be automatically recognised and enforceable in any state or territory of Australia. Work is progressing on a national information system to give effect to the scheme that will enable courts and police in different states and territories to share information on active domestic violence orders. COAG will consider national outcome standards to ensure perpetrators are held to account at the same standard across Australia. COAG will consider strategies to tackle the use of technology to abuse women and to ensure women have adequate legal protections against this form of abuse. COAG has also agreed to jointly contribute \$30 million for a national campaign to reduce violence against women and their children.

COAG will be assisted with this work by the COAG Advisory Panel on Reducing Violence Against Women.



International agreements

The *Universal Declaration of Human Rights* contains human rights standards and customs agreed to by nations of the world. These agreements promote, at the most basic level, the right of each and every individual to live free from violence of all kinds, including physical, sexual and psychological violence.

In December 1993 the United Nations *Declaration on the Elimination of Violence Against Women* was adopted without vote, in recognition that in order for women to experience the full benefits of principles enshrined in the *UN Declaration of Human Rights*, it must also be a priority to eliminate violence perpetrated against them.

Queensland’s Child and Family Reform

Queensland’s Child and Family Reform, developed in response to the Queensland Child Protection Commission of Inquiry, has a strong focus on improving service responses for children and their families who are affected by domestic and family violence. Where appropriate, the government will look for opportunities to further align the child and family reform with reforms in the domestic and family violence area in recognition of the connectedness between harm to children and domestic and family violence.

COMMUNITY INITIATIVE

SAFER FAMILIES, BETTER COMMUNITIES #SAFERFAMILIES

In October 2015, Queensland councils staged marches and rallies to send a powerful message that family violence would not be tolerated in their communities. Over 40 council regions and hundreds of people were involved. Volunteers at the events collected donations for domestic violence support services.

The campaign used #SaferFamilies to spread the message via social media and aimed to encourage statewide solidarity in addressing domestic violence.



Queensland
LOCATION



Community
INTEREST GROUP



How Queenslanders shaped the strategy

From 18 August until 16 November 2015 the government engaged with the community to seek input and insights from all Queenslanders on the draft strategy and its ability to realise the vision of a Queensland free from domestic and family violence.

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This vision was recommended by the Special Taskforce on Domestic and Family Violence in the report *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland*.

Feedback from service sector providers, community leaders and the general public was achieved through a variety of methods.

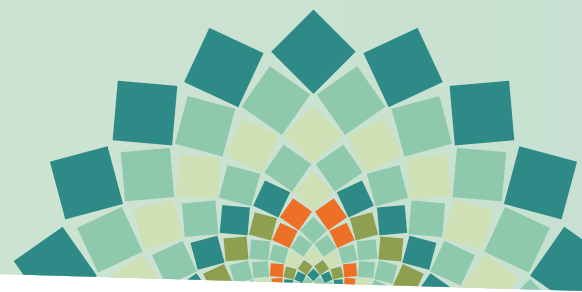
About 1300 individuals provided feedback on the draft strategy. This feedback was achieved via the 'End Domestic and Family Violence' website with an online survey and option to upload submissions; a series of roundtables across the state with service providers and community leaders plus two additional roundtables with Aboriginal and Torres Strait Islander women and Aboriginal and Torres Strait Islander men; and a series of public information hubs in key centres across the state.

High-level outcomes of the community collaboration process showed there was broad support for the vision and purpose of the strategy. There was

also broad endorsement of the three foundational elements—i.e. community attitudes and behaviours; integrating service responses; and strengthening justice system responses.

General themes that emerged from the roundtables and online survey included:

- the need for the general community to understand that domestic and family violence consists of a broad range of behaviours, not just physical abuse
- questioning the use of the terms victim, survivor and perpetrator
- calling for a greater focus on perpetrators through tougher domestic and family violence laws and provision of services to assist perpetrators to reform
- the need for educational initiatives from an early age available in all educational settings
- ensuring the strategy is inclusive of all genders.



The feedback received was carefully considered, and, as a result, the strategy—including the supporting outcomes and the foundation action plan—have been refined.

In addition to the valuable insights that have shaped the final strategy and foundation year action plan, the collaboration program also sought to continue to empower leaders to take positive action within their own communities to create genuine change for the future. The selection of initiatives and programs showcased throughout this document demonstrates that everyone has a role to play and everyone can take action.

COMMUNITY INITIATIVE

QCOSS DIRECTORY OF MIGRANT AND REFUGEE WOMEN'S GROUPS

The Queensland Council of Social Service (QCOSS) is the statewide peak body for individuals and organisations working in the social and community service sector.

Multicultural workers in the Community Action for a Multicultural Society (CAMS) and the Local Area Multicultural Partnerships (LAMP) programs, contributed to this directory, to ensure migrant and refugee women had current service information. The directory includes a wide range of organisations and services, including domestic and family violence support services, sexual and women's health services and other women's focused services.



Queensland
LOCATION



Migrant and refugee women
INTEREST GROUP

COMMUNITY INITIATIVE

SOUTH WEST REGION DRAFT DOMESTIC AND FAMILY VIOLENCE PREVENTION STRATEGY 2015–2016

The Domestic Violence Action Centre (DVAC) and the South West Regional Partnership hosted a forum on domestic and family violence.

The forum enhanced collaboration amongst service providers, community leaders and the community and produced a South West Region Draft Domestic and Family Violence Prevention Strategy for 2015–16. The strategy will drive ongoing action.



Ipswich and surrounds
LOCATION



Community
INTEREST GROUP

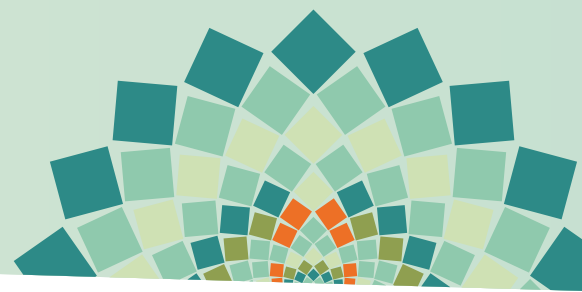


Domestic and Family Violence Prevention Strategy

VISION: a Queensland free from domestic and family violence

STRATEGY





FOUNDATIONAL ELEMENTS

Community attitudes and behaviour



Integrating service responses



Strengthening justice system responses



PARTNER STRATEGIES

Government



Business



Community



Religion



DELIVERY

ACTION PLAN

4

Action plan
2022–23 to
2025–26

3

Action plan
2019–20 to
2021–22

2

Action plan
2016–17 to
2018–19

1

Action plan
2015–2016

Rolling program of action plans.

Each action plan will be evaluated and reviewed.

Outcomes from this process will inform the following action plan.

Establish the foundations and create the framework to drive change

EVALUATE

Assess

Monitor



Review

Adjust

Definitions

A broad range of activities constitute domestic and family violence including physical, verbal, social, economic, psychological, cultural/spiritual, sexual and emotional.

Victim ('viktɪm)

noun: a person harmed, injured, or killed as a result of a crime, accident, or other event or action.

Survivor (sə'vvaɪvə)

noun: a person who survives, especially a person remaining alive after an event in which others have died.

Perpetrator ('pə:pətʁeɪtə)

noun: a person who carries out a harmful, illegal or immoral act.

**Definitions from the Oxford Dictionary*

How will the strategy operate?

This strategy sets the direction for ending domestic and family violence in Queensland. It outlines a shared vision for Queensland and a set of principles to guide action across the community.

Our vision

The vision of the Domestic and Family Violence Prevention Strategy is:

a Queensland free from domestic and family violence.

Key outcome

The primary long-term outcome of the strategy is:

all Queenslanders feel safe in their own homes and children can grow and develop in safe and secure environments.

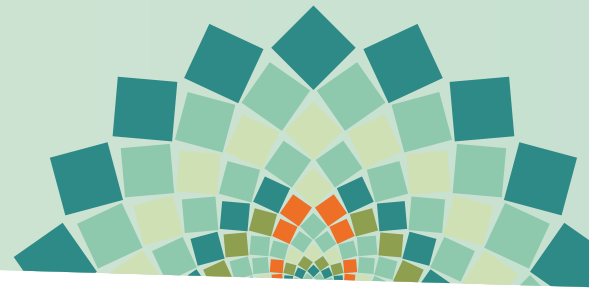
The Taskforce report set the vision and key outcome for the strategy. Community feedback demonstrated strong support for these visionary statements for Queensland.

Foundational elements

The three foundational elements underpinning the strategy are:

1. A significant shift in community attitudes and behaviours
2. An integrated response system that delivers the services and support that victims and perpetrators need, and
3. A stronger justice system response that will prioritise victim safety and hold perpetrators to account.

These foundational elements reflect the themes which shaped the Taskforce report. The taskforce themes are well recognised by the Queensland community and will continue to shape the long-term strategy to end domestic and family violence.



At the centre of the strategy are these foundational elements. The reforms that will be put in place will aim to recognise the victim's perspective, prioritise their safety and reduce the onus on them to take action or to leave. Effort will be focused on educating front-line professionals to help recognise and respond to prevent domestic and family violence, creating safe communities and workplaces that support victims, providing effective services that efficiently wrap around the victim, and ensuring our legal system supports victims and holds perpetrators to account.

The strategy recognises the need to build support around those who are particularly vulnerable or have specific and complex needs and are therefore at greater risk of domestic and family violence than others or face greater challenges in accessing support services. There will be targeted strategies to meet the specific needs of these vulnerable groups including Aboriginal and Torres Strait Islander peoples. Further work will also be undertaken to improve the responsiveness of the service system to support culturally and linguistically diverse communities.

The success of the strategy is dependent on the creation of effective working relationships between the government, the community, business and professional sectors, service providers and the legal sector.

The supporting outcomes of the strategy will be delivered through four action plans over a ten-year period. The strategy and its action plans are designed in a chronological order, recognising the need to continually build on our achievements.



Supporting outcomes

The high-level outcome is underpinned by seven supporting outcomes. These outcomes will help us to understand what we are wanting to achieve. They are aligned with and support the outcomes of the *National Plan to Reduce Violence Against Women and their Children*.

The supporting outcomes are:

1. Queenslanders take a zero tolerance approach to domestic and family violence

Everyone, everywhere feels safe, supported and protected from all forms of domestic and family violence.

Family, friends and neighbours support each other. Witnesses to violence are empowered to recognise, respond and refer appropriately. Friends, team mates, family and neighbours appropriately make it clear that violence is not acceptable and do not condone violent behaviour.

First responders (police, ambulance, fire, health services) are able to recognise, respond and refer appropriately when violence occurs.

2. Respectful relationships and non-violent behaviour are embedded in our community

Wherever people live, learn, work and play, they respect and value each other.

The principles of respect and value for one another are reinforced throughout

the community, by community leaders, social and sporting organisations and leaders of faith.

The entire education system—from childcare through schools to tertiary and vocational education and beyond to continuing professional development—embody these principles and model respectful behaviours.

Clubs, associations and sporting organisations reinforce appropriate non-violent dispute resolution. Families, friends and neighbours value and support one another.

3. Queensland community, business, religious, sporting and all government leaders are taking action and working together

Cultural change is led by communities across Queensland, working together to protect and support victims and model respectful relationships.

Leaders across the community, business, faiths, sport and government participate in driving reform, embrace changes and innovation within their own organisations that better protect and support victims and model respectful relationships.

Networks are formed between and across communities and organisations to share supports, resources and ideas.

4. Queensland's workplaces and workforce challenge attitudes contributing to violence and effectively support workers

Workplaces recognise domestic and family violence as a workplace issue and support workers.

Queensland employers, workforces and businesses develop and implement policies around leave, workforce participation and respectful relationships that support victims to remain in the workforce.

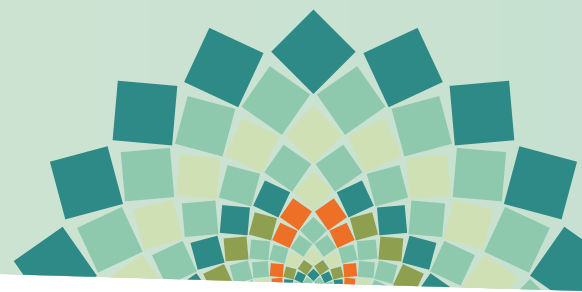
5. Victims and their families are safe and supported

Integrated services are all inclusive to respond, rebuild, empower and create economic independence.

Integrated services provide culturally appropriate wrap around services to help victims and their families escape violence, access or maintain stable and safe housing, help victims rebuild and empower their lives and support survivors to become independent and not return to violence.

6. Perpetrators stop using violence and are held to account

Systems are in place to ensure perpetrators receive appropriate sanctions and access to assistance to stop using violence.



Respectful relationships and the right for every person to live free from violence, is modelled and expected everywhere people live, learn, work and play.

Perpetrators are provided the education and tools for dealing with problems without resorting to violence. Perpetrators who use violence are held to account, receive appropriate sanctions and access to culturally appropriate supports to stop using violence.

Supports are available for both victims and perpetrators to remove themselves from situations of potential violence.

7. The justice system deals effectively with domestic and family violence

The system is safe, fair, supportive, efficient and coordinated.

Victims are kept safe leading up to, during and after court and justice system journeys. Victims are heard and their views respected. Courts understand the trauma victims endure and the impact on their confidence and ability to communicate this experience.

Perpetrators are assisted to understand that their behaviour is unacceptable. Perpetrators are provided with the supports and assistance needed to choose a non-violent path and learn how to foster healthy, respectful relationships.

COMMUNITY INITIATIVE

IT ALL BEGINS WITH LOVE

A powerful play based on real Queensland stories of domestic violence and survival entitled 'It All Begins with Love', was created in the hope that it would start conversations to increase awareness of and tackle the stereotypes surrounding domestic and family violence.

Creative Regions, a Bundaberg arts production company, created the play to demonstrate how performing arts could be used as an intervention strategy around domestic violence issues.



Bundaberg
LOCATION



All
INTEREST GROUP

COMMUNITY INITIATIVE

MALE CHAMPIONS OF CHANGE

The Male Champions of Change initiative is evolving into a global coalition of men advocating for gender equality.

The heart of The Male Champions of Change strategy involves men of power and influence forming a high profile coalition to achieve change on gender equality issues in organisations and communities.



Queensland
LOCATION



Men
INTEREST GROUP



Guiding principles

The following key principles will form the basis of how Queensland, as a community, can work together to end domestic and family violence. These principles have been co-designed with community and business leaders, and experts with experience working with victims and perpetrators of violence through the community leader roundtables. The principles will guide all stages of reform and will also be used to help design new approaches, processes or programs.

Guiding principles

Domestic and family violence is not acceptable.

Denigration and disrespect of women is not acceptable.

All Queenslanders deserve to be equally valued and respected regardless of age, gender, identity, culture, religion, education, impairment, health or race.

All Queenslanders have the right to live in respectful, supportive and safe relationships and to feel safe and secure in their homes.

The safety of victims is paramount.

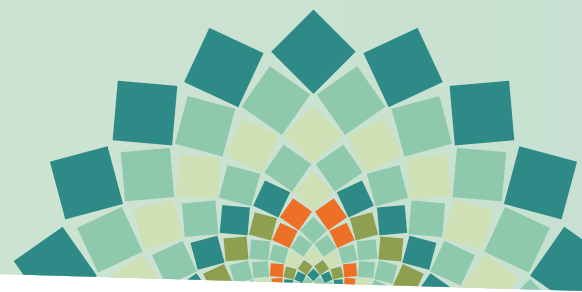
Domestic and family violence is everyone's concern and ending it is everyone's responsibility.

Community leaders and groups can champion and drive change.

Practical solutions are required to support victims and perpetrators.

Education of children and young people is key to achieving generational change in behaviour.

Perpetrators will be held to account for their actions.



Partner strategies

This strategy is the Queensland Government’s commitment to leading a program of reform to realise a community vision of a Queensland free from domestic and family violence.

It is acknowledged that domestic and family violence situations are often influenced by, but not caused by, broader issues of mental health, alcohol and drug addiction, financial problems, behavioural and attitudinal matters, lack of alternative housing options and situational challenges.

There is a broad platform of national and state-led strategies aimed at addressing these influences and other underlying contributors to domestic and family violence. The Queensland strategy will work alongside these partner strategies, and shape elements from these to meet the outcomes specific to the needs of Queenslanders.

COMMUNITY INITIATIVE

SPEAKING OUT AGAINST DOMESTIC VIOLENCE

Wanting to create awareness of abuse within culturally diverse communities in Australia, the Queensland Edifest Association developed a series of posters that were delivered to Muslim, Sikh and Hindu Mosques, Temples, and Gudhwaras across Queensland and Northern New South Wales.

The posters were widely applauded and received significant media attention and as a result the Queensland and New South Wales Police Services have adapted the posters for use in all police stations. They have also been part of a successful global social media campaign.



Queensland
LOCATION



Queensland Religious Communities
INTEREST GROUP

COMMUNITY INITIATIVE

DOMESTIC AND FAMILY VIOLENCE BEST PRACTICE GUIDELINES

In response to Recommendation 107 in the *Not Now, Not Ever* report, the Queensland Law Society has developed best practice guidelines for lawyers working with people who have experienced domestic and family violence.

The guidelines encourage legal practitioners to keep their knowledge of domestic and family violence up to date and includes contact details for useful services.



Queensland
LOCATION



Legal profession
INTEREST GROUP



How will we deliver action?

Governments and the community have come a long way in addressing domestic and family violence. There have been great improvements in raising awareness, refining responses and focusing more on prevention. Yet, despite this tireless action, Queenslanders continue to be unsafe in their homes.

New and different approaches will be needed, particularly for Aboriginal and Torres Strait Islander and culturally and linguistically diverse communities.

Domestic and family violence has devastating impacts for those directly involved. However, the impact extends well beyond the victim, with the financial and human costs being shouldered by the Queensland economy. The ethical and human as well as the economic imperatives to act are great.

For these reasons, each and every Queenslander has a role to play in addressing domestic and family violence.

To complement its own commitment and effort, the Queensland Government is calling on individuals and communities, businesses, industry groups, faiths and all frontline service providers, to be part of the solution and to lead the charge using their profiles, influence and numbers to help reduce the incidence of domestic and family violence in our community.

COMMUNITY INITIATIVE

LOGAN FOOTBALL CLUBS AGAINST DOMESTIC VIOLENCE

Ten Logan based football clubs have agreed to make all senior players who sign on to play next year undertake a domestic violence education and prevention course. The two-hour Anti-Domestic Violence Program is a joint initiative by Minister Fentiman, Beenleigh PCYC, Logan City Council, businessman Michael Rose and the clubs. The course will be provided by Beenleigh and Logan PCYC's and the Queensland Police Service.

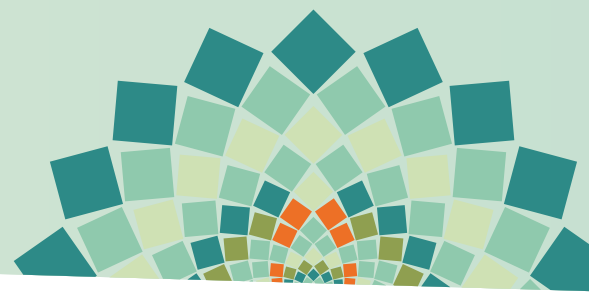
Some of the clubs involved include Beenleigh Junior Rugby League, South East Suns AFL, Beenleigh Buffaloes AFL, Beenleigh Pride Senior Rugby League and the Eagleby Giants Rugby League.



Logan
LOCATION



Football players
INTEREST GROUP



Action plans

A rolling program of action that builds on previous achievements will occur through four action plans. These action plans will provide a blueprint to guide government and the community to help realise the objectives of the strategy and achieve the vision of a Queensland free from domestic and family violence.

The action plans will establish the solid structures in systems, services and the law to guide reform, and will set the timeline for implementation culminating in a fully realised strategy.

Specific initiatives, programs and actions will be detailed under each of the supporting outcomes outlined in this strategy.

First action plan (2015–2016)

The first action plan will establish the foundations for the strategy and create the necessary framework for the projects that will drive change over the longer term.

Initially focused on creating a positive environment for fostering change, actions and initiatives outlined in the first action plan will provide a strong base for subsequent action plans and create momentum for change in the community.

Second action plan (2016–17 to 2018–19)

The second action plan will continue to implement the recommendations of the Taskforce report and build upon the foundations laid in the first action plan. The second action plan will seek to actively move the community towards being a society where fewer people find excuses for violent behaviour, fewer people blame victims and where all members of the community are empowered to take action to stop the violence.

Third action plan (2019–20 to 2021–22)

The third action plan will similarly be focused on real action to address domestic and family violence. It will continue to evolve the strategy to meet the needs of the community in the prevention of domestic and family violence. The third action plan will need to seek to further embed cultural change and system reform and encourage the move away from government led action to community ownership.

Fourth action plan (2022–23 to 2025–26)

The fourth action plan will continue delivery of tangible results to prevent domestic and family violence, foster independence, and demonstrate the need for ongoing change by the community beyond the life of the strategy. This action plan will need to acknowledge that building a community free from domestic and family violence is a multi-generational vision, and this strategy, whilst a significant achievement, is unlikely to fully realise the vision. Action under this fourth plan will ensure that momentum toward achieving the vision continues in a conscientious, evidence-based and coordinated way.



How will we be accountable?

The governance model for the strategy is based on forging strong relationships with key community, religious, sporting and business leaders who are invested in the future. This approach acknowledges that domestic and family violence is everyone's concern.

The governance model will ensure that implementation activities occur when they are required and remain aligned with desired outcomes.

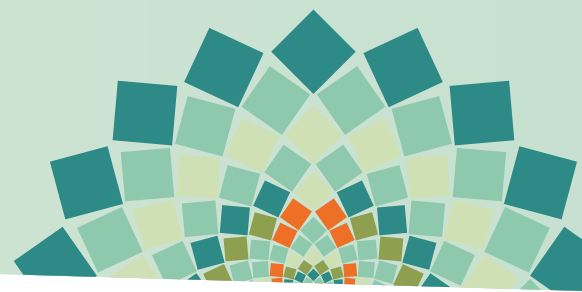
Domestic and Family Violence Implementation Council

The Domestic and Family Violence Implementation Council will provide independent oversight of the implementation of the strategy. It is initially being chaired by The Honourable Quentin Bryce AD CVO and consists of representatives drawn from the Queensland community as well as key sectors including non-government organisations, industry, employer groups, media, education sector, social services sector, legal sector and Aboriginal and Torres Strait Islander communities. The council is appointed by the Premier and will be a strong advocate for ensuring action on eliminating domestic and family violence in Queensland remains a focus.

The council will report to the Premier, initially on a six month basis, on progress achieved with implementation of the reforms. The council will assess the performance of those taking action to prevent domestic and family violence in Queensland and have a critical role in shaping ongoing implementation. This report will be tabled in the Queensland Parliament to allow for public scrutiny of progress towards achieving our vision.

Cross government committee

The Child Protection and Domestic and Family Violence Inter Departmental CEO Committee includes chief executives of government departments with a significant implementation role in both child protection and domestic and family violence. The committee has overseen the development of the strategy and has built partnerships with key sectors for implementation. It will continue to drive a whole-of-government response to domestic and family violence and provide advice to Ministers and the Domestic and Family Violence Implementation Council but at the same time, also oversee the continued reforms in child protection. This dual program oversight role reflects the close relationship between the two critical reform activities and allows for collaboration between the two and will enable enhanced outcomes for Queenslanders.



Regional committees

Regional committees are important to support the integration of services at a local level. Since 2014, nine regional child and family committees have been established across Queensland to lead local child and family reform initiatives. These are comprised of key Queensland, Australian and local government representatives as well as non-government service providers. The scope of these committees will continue to be expanded to monitor and implement domestic and family violence reforms at the local level, and leverage off existing networks and systems. Aligning the two priorities at the local level will deliver a more connected and integrated delivery system.

COMMUNITY INITIATIVE

GO FARR

Go Farr (Fathers Acting Responsibly and Respectfully), explores what it means to be a father. Participants address how domestic and family violence negatively affects their children, the children's mother and themselves. The group increases their understanding of how to provide non-violent discipline and to negotiate the discipline of their children with the children's mother and participants are equipped with some tools to prevent violence. It also discusses the benefits of being in a healthy relationship and the consequences of unhealthy relationships.



Mt Isa
LOCATION



Perpetrators/
men
INTEREST GROUP



How will we know if we have made a difference?

Evaluation is critical to ensuring that the reforms outlined in the strategy are in fact achieving their stated goals.

Without rigorous evaluations there is always the risk of persisting with programs or policies that have a negative or negligible impact. Good evaluations are critical to identifying cost-effective programs that achieve explicitly specified objectives.

Over time, the evaluation of multiple initiatives and their outcomes leads to the emergence of a reliable evidence base that can be readily drawn upon for future policy-making exercises.

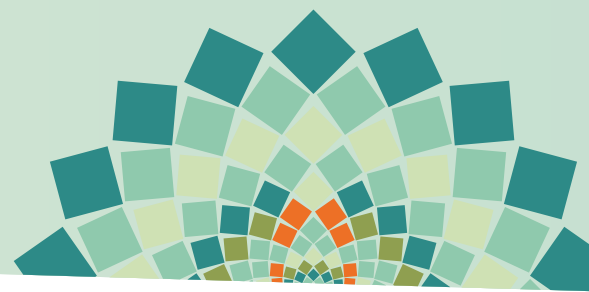
The evaluation framework

The purpose of the evaluation framework is to enhance our capacity to identify domestic and family violence programs that are successful and effective in addressing issues of violence as well as those that may be inefficient or ineffective.

The evaluation framework will be designed to assess the impact of the broader reform program as well as specific initiatives.

The framework will include:

1. a structured review of the way in which the strategy is implemented, giving particular consideration to the governance, resourcing and practices associated with implementation.
2. the initiation of a number of flagship evaluations of strategy-related initiatives to assess the implementation process, outcomes and cost-benefits.
3. regular reporting on families' well-being and exposure to violence over time as an indicator of our success in responding to domestic and family violence.
4. a capacity building component designed to encourage and support evaluation of initiatives implemented in the strategy.



Structured review

A structured review of the strategy will be conducted to measure which actions are being implemented successfully, and which require adjustment to achieve our outcomes.

Areas of focus will include:

- the effectiveness and efficiency of governance mechanisms relied on to drive the response and resolve issues as they arise
- the resources allocated to implementation (including how, where, and how much)
- the processes and practices underpinning implementation, such as the approach to communicating the goals and objectives of the activity, data collection, evaluation, and the timing of implementation.

Flagship evaluations

A number of flagship evaluations of specific initiatives will be progressed to measure effectiveness and efficiency, and to provide recommendations as to how promising initiatives might be improved.

It is expected that the evaluation framework will guide current and future decision making regarding initiatives aimed at reducing domestic and family violence.

The Child Protection and Domestic and Family Violence Inter Departmental CEO Committee will be responsible for identifying flagship evaluations, giving consideration to the following criteria:

- the potential to conduct a rigorous, timely and meaningful evaluation
- contextual limitations on being able to demonstrate whether an initiative is associated with observed changes over time
- whether the initiative is new and innovative or a continuation of an established program the level of investment in the initiative
- financial and human resources required to conduct the evaluation.

The flagship evaluations will also include analysis of the long-term outcomes and impacts that have resulted from that program.



Indicators

The evaluation framework will include regular reporting on high level indicators such as measures of well-being, and children and families' exposure to violence, and community attitudes to domestic and family violence in Queensland. Regular reporting on a suite of high level indicators (both qualitative and quantitative) will make it possible to identify where Queensland is doing well or improving; where challenges remain; and what additional data is needed to better inform our understanding of domestic and family violence causes and consequences. A range of indicators will be developed in consultation with key stakeholders from across Queensland.

Capacity building program

The aim of the capacity building component of the framework will be to ensure that, where appropriate, mechanisms for collecting meaningful implementation and outcome data are embedded in the design of all programs and policies (particularly those progressed in response to the *Not Now, Not Ever* report recommendations). The capacity building component is expected to empower policy makers and program providers to consistently design and implement programs that are evaluation ready.

Ultimately we will know the strategy has been successful when there are no more domestic and family violence related homicides, when police are no longer called to domestic and family violence incidents and when children grow up not ever having experienced violence in their homes.

COMMUNITY INITIATIVE

SOUTH EAST QUEENSLAND (SEQ) CULTURALLY AND LINGUISTICALLY DIVERSE (CALD) WOMEN AND FAMILIES TASKFORCE

The SEQ CALD Women and Families Domestic Violence Taskforce was established to contribute to a statewide response to family and domestic violence that is responsive and inclusive of CALD communities.

The taskforce aims to respond to identified gaps, particularly as they relate to coordinated regional responses to family and domestic violence in CALD communities within the south east region of Queensland.



Logan
LOCATION



CALD community
INTEREST GROUP

Together we can and must
make this vision real.

It is a vision worth
working towards.

We are all part of the solution.

