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The world of humanity has two wings; one is woman and the other man. Not until both wings are equally developed can the bird fly.

- Abdu'l-Baha.
Ba'hai leader

”

Family Violence Prevention Action Plan 2011-2012



Introduction

The *Family Violence Prevention Action Plan 2011-2012* begins to implement Council's policy position and guiding principles across different settings within Council. The Action Plan supports the *Family Violence Prevention Strategy 2011-2015*.

Each year, actions will be taken across each of the five identified settings for action. Resource limitations mean that different key areas will be focussed on each year.

Actions need to effectively respond to the priority populations discussed in the context section of the Strategy and be based on evaluated and evidence-based actions from the VicHealth framework and research.

Preventative actions to be undertaken within these settings include research and evaluation, community awareness and social marketing, community strengthening, organisational and workforce development, advocacy and policy. Moreland must take a partnership approach with community groups, service providers and other regional bodies and local governments.

In the 2011-2012 Action Plan, the settings of **Local Government, Sport and Recreation** and **Workplace** are strongly represented. It is envisaged that actions within the Workplace setting will develop from the White Ribbon Action Team and staff survey to include training and capacity building activities for staff in subsequent years. **Media and Arts**, as well as active involvement in **Education and Young People** setting, will be the focus of the second, third and fourth year of implementation. In addition, Council commits to exploring options for targeted programs for the priority populations of women with a disability and Indigenous families.

Family Violence Prevention Strategy Framework:

Policy Position

Family violence is a prevalent, serious and preventable health issue in Moreland. Council does not condone the use of violence in any context.

Council has an important role to play in the prevention of family violence. Working in partnership with the Moreland community, we can create a municipality that is gender equitable, respectful and inclusive. We can do this by fostering positive and respectful attitudes between men and women, creating inclusive community settings, increasing community strength, raising awareness and providing information.

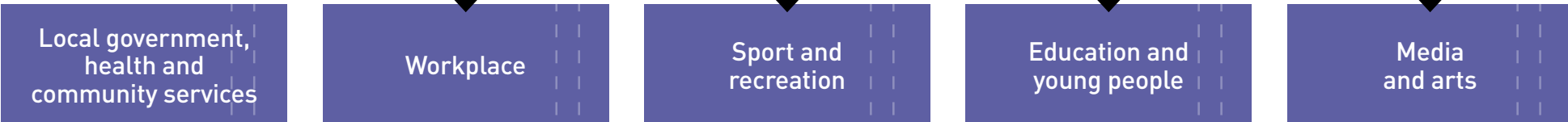
Vision and Goal

Vision: A Moreland community that is safe, healthy and free of violence.
Goal : To prevent family violence and reduce its impact on the Moreland community.

Guiding principles

- 1. Primary prevention
- 2. Community safety, health and wellbeing
- 3. Gender equity and respect
- 4. Settings-based approach
- 5. Evidence based actions and strategies
- 6. Engagement, partnership and advocacy

Setting for Action



Setting for Action 1: Local government, health and community services

Objective: *In partnership with the community, Council will build capacity within the community to prevent and respond to family violence, undertake research and advocate to government for those actions that are beyond its direct control.*

No	ACTION	EVIDENCE OF ACTION	TIME LINE	KEY RESPONSIBILITY	PARTNERSHIP OPPORTUNITIES	BUDGET REQUIREMENT	PERFORMANCE MEASURE
1.1	Continued involvement in regional and local networks ¹ and provide Council support for Women's Health in the North (WHIN)'s Northern Region Prevention of Violence against Women (PVAW) Strategy	VicHealth 2007	Ongoing	Moreland City Council (MCC) Community Development and Social Policy Unit (CDSPU), Service providers	Regional and local networks, WHIN	Within existing budget.	80% attendance by MCC at all network meetings.
1.2	Research: Right to Respect Community Pilot Project	Right to Respect 2009	Jan 2011 - 2013	CDSPU, Office Women's Policy, Hume CC, Whittlesea CC	Community groups, service providers, schools, sports clubs, media.	DPCD funded project.	Moreland is successful in funding application.
1.3	Clothesline project completed by Moreland Family Violence Network (MFVN) with Council support	VicHealth 2007 Successful Clothesline Projects ran in 2009 and 2010	Oct 2011	MFVN	Northern Region Local Networks Convenors group (WHIN)	Within existing budget.	At least 3 t-shirt painting workshops held in Moreland as part of the Clothesline project.
1.4	Advocacy to State Government on issues relating in family violence prevention and gender equity.	Right to Respect 2009 VicHealth 2007	June 2012	CDSPU, MFVN	State Government, Kildonan Men's Behaviour Change Program	Within existing budget.	At all opportunities for comment or review, advocate the need for more resources in sector.
Family services							
1.5	Men's Parenting Program: Scope possibility and source funding opportunities to implement 'father's nights' through Maternal and Child Health Centres in Moreland.	VicHealth 2007 Success of the <i>Baby Makes 3 Program</i> , Whitehorse CC	Dec 2011	CDSPU and Maternal and Child Health (M&CH)	Merri Community Health Service (Merri CHS), Other local governments (LGAs), LG PVAW Network	Within existing budget (scoping only).	Project scope developed and at least 3 possible funding sources identified.

¹ Networks include: Moreland Family Violence Network (MFVN); Northern Region Local Network Convenors; Northern Integrated Family Violence Services (NIFVS) Strategic Network; and Leadership, Evaluation and Sustainability Network (LEAS); Local Government Prevention of Violence against Women (LGPVAW) Network (WHIN)

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No	ACTION	EVIDENCE OF ACTION	TIME LINE	KEY RESPONSIBILITY	PARTNERSHIP OPPORTUNITIES	BUDGET REQUIREMENT	PERFORMANCE MEASURE
1.6	Review any outcomes of the MOVE project . Consider future roll-out of training to other departments if successful.	External evaluation of MOVE project by La Trobe University	2012	M&CH Children's Services Unit (future roll-out)	La Trobe University	Within existing budget (review only).	Recommendations considered based on rigorous external evaluation process.
Aged and disability services							
1.7	Elder abuse response protocol: Resources and procedures for assessing elder abuse and assisting families to prevent it.	Rights.Respect. Trust 2009	June 2012	Aged and Disability Services Branch (ADSB)	Office of Senior Victorians	Within existing budget.	Protocol in place for service delivery professionals, in line with State Government policy.
1.8	Increased awareness of senior's legal rights: Through referral to the Seniors Rights Victoria Legal Service.	Rights.Respect. Trust 2009	Ongoing	ADSB	Seniors Rights Victoria	Within existing budget.	<i>Seniors Rights Victoria Legal Service</i> promoted in Council publications and community newsletters 3 times.
1.9	Training sessions for staff on elder abuse prevention: In-house using State government resources.	Rights.Respect. Trust 2009	June 2012	ADSB	Office of Senior Victorians	Within existing training budget.	Key staff to be prepared to run training for direct care workers through train-the-trainer and e-learning.
1.10	Advocacy to State Government for more resources and information services in languages other than English (LOTE).	VicHealth 2007	Ongoing	ADSB		Within existing budget.	At all opportunities for comment or review of State policy, advocate the need for more resources in LOTE.

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No	ACTION	EVIDENCE OF ACTION	TIME LINE	KEY RESPONSIBILITY	PARTNERSHIP OPPORTUNITIES	BUDGET REQUIREMENT	PERFORMANCE MEASURE
Community infrastructure							
1.11	Community Infrastructure Framework: have input into the development of a social rating tool for all Council-owned buildings considers gender and safety.	VicHealth 2007 Maribyrnong CC Facility Ass't Tool	2012	CDSPU	City Infrastructure	Within existing budget	Social rating tool includes gender and safety considerations.
Priority populations							
1.12	Develop family life community information sessions for newly arrived communities on rights, expectations and information pathways.	VicHealth 2007	June 2012	CDSPU	Spectrum Migrant Resource Centre, Imam Ali Centre, Arabic Welfare Inc, Settlement Service Network	Outside existing budget. Operating project submitted for 2011-2012.	1 large or 2 small community information sessions held in 2011-2012.
1.13	Human Rights training for service providers and other stakeholders who work with victims of family violence	UN CEDAW UN DEVAW	June 2012	CDSPU, MFVN, Moreland Human Rights Education Working Group	Police Victoria, Centrelink, Spectrum Migrant Resource Centre	Outside existing budget. Operating project submitted for 2011-2012.	1 information session held with service providers on human rights and family violence.
1.14	Scope projects and approaches to engage priority populations for subsequent action plans, including people with a disability, Indigenous communities and young people in these priority populations.	VicHealth 2007	June 2012	CDSPU	Merri CHS, Interfaith network, Victorian Aboriginal Health Service (VAHS); WHIN	Within existing budget (scoping only).	Develop at least 2 recommended projects for the 2012-2013 Action Plan that target priority populations.

Setting for Action 2: Workplace

Objective: *To model, promote and facilitate equal, respectful and non-violent gender relations across the Moreland City Council organisation.*

No	ACTION	EVIDENCE OF ACTION	TIMELINE	KEY RESPONSIBILITY	PARTNERSHIP OPPORTUNITIES	BUDGET REQUIREMENT	PERFORMANCE MEASURE
2.1	Family Violence Policy review: Review internal Family Violence Policy and consider support and training available to staff.	VicHealth 2007	Dec 2011	CDSPU, Human Resources	Other LGAs	Within existing budget.	Policy reviewed in line with workforce development strategies evaluated within VicHealth 2007.
2.2	Whole-of-Council approach: White Ribbon Action Team established with male representatives from each department of Council.	Success at Darebin and Maribyrnong CCs	June 2012	Director Social Development, CDSPU	White Ribbon Foundation	Within existing budget, committee members would need to volunteer time.	Team formed with male representatives from different Council departments and meeting at least bi-monthly.
2.3	Involvement in the organisation of the Northern Region White Ribbon Leaders Lunch.	Recognised success of past Leaders Lunches	Nov 2011	CDSPU, Northern Region LGAs	White Ribbon Foundation	Within existing budget.	Evaluation form filled out at Leaders Lunch.
2.4	Design and conduct a voluntary staff survey on gender and attitudes towards violence for evaluation purposes.	Maribyrnong Respect and Equity project	June 2011	CDSPU, Research Unit	Maribyrnong CC	Within existing budget.	Survey completed with good response rate in June 2011.
2.5	Include questions on gender equity and violence supportive behaviour into Moreland Community Indicators Survey or other community survey.	Maribyrnong Respect and Equity project	June 2012	CDSPU, Research Unit		Within existing budget.	Survey question included within 2012 Community Indicators Survey.

Workplaces are organisational contexts through which social norms are shaped and can be changed.

Setting for Action 3: Sport and recreation

Objective: *To create sports and recreation environments in Moreland that value gender equity and respectful relationships between men and women, and also improve community connections.*

No	ACTION	EVIDENCE OF ACTION	TIMELINE	KEY RESPONSIBILITY	PARTNERSHIP OPPORTUNITIES	BUDGET REQUIREMENT	PERFORMANCE MEASURE
3.1	Active Women and Girls in Moreland Strategy (AWGMS) – implementation.	Research base for the AWGMS VicHealth 2007	Ongoing until 2014	Recreation Services Unit (RSU)	Sports clubs / facilities, community groups	Within existing budget.	3% annual increase in sports club female memberships in Moreland (<i>Active Moreland</i> evaluation targets).
3.2	Ongoing permanent position for Active Participation Officer – Women and Girls to implement the <i>Active Women and Girls in Moreland Strategy</i> .	Success of AP Officer in secondment position 2010/11 indicates ongoing requirement	May 2011	RSU	Sports clubs / facilities	Outside existing budget. New initiative budget bid submitted for 2011-2012.	3% annual increase in sports club female memberships in Moreland.
3.3	Facility Assessment – Audit and priority listing.	Success of Maribyrnong CC's facility assessment tool – <i>Respect and Equity</i> program	June 2011	RSU	Sports clubs / facilities	Audit within existing budget. Some priority improvements may include capital works funding.	Number of women who feel they can access sport and recreation opportunities increases by 5%.
3.4	Allocation of Sporting Grounds and Pavilions Policy (ASGPP) implementation – continue to work with sports clubs to help them be more inclusive and welcoming to women.	A State first – to be evaluated as part of AWGMS	Ongoing	RSU	Sports clubs / facilities	Within existing budget.	100% of clubs in Moreland meet the requirements of the ASGPP.

Participation in sports can foster positive social connections and build life skills.

Setting for Action 4: Education and young people

Objective: *To provide education programs and accessible information to young people in Moreland which address violence-supportive attitudes, violent behaviour and promote respectful gender relations.*

No	ACTION	EVIDENCE OF ACTION	TIMELINE	KEY RESPONSIBILITY	PARTNERSHIP OPPORTUNITIES	BUDGET REQUIREMENT	PERFORMANCE MEASURE
4.1	Provide advocacy and support to Northern Metro Regional Youth Affairs Network (RYAN) for the expansion of the Sexual Assault Prevention Program for Secondary Schools (SAPPSS) ² to all schools in Moreland. Monitor and review any developments of the State Government's respectful relationships in schools program.	VicHealth 2007 Recognised success of SAPPSS. Identified by RYAN as key issue in Northern Metro area.	June 2012	Northern Metro RYAN, CASA House, CDSPU	Schools, DEECD, Merri Community Health Service (CHS) - School Focussed Youth.	Within existing budget (advocacy only). State Govt funding sought by Northern Metro RYAN for SAPPSS across North West region.	
4.2	Support the establishment of a youth facility in Moreland – an accessible, safe space for young people. Opportunities for informal recreation, structured programs and access to information.	Major recommendation of the oxYgen project.	2012	CDSPU, Youth Services Unit (YSU)	Service providers, schools	Capital works funding required in subsequent years.	Establishment of a standalone (co-located) youth facility in Moreland by 2012.
4.3	Support the establishment of a Youth Health Clinic in Moreland to better respond to the health needs of young people.	Identified need for youth health clinic and high levels of physical / sexual abuse (Merri CHS's <i>Youth Health Survey</i> ; Youth Projects)	On-going	Merri CHS, Youth Projects, CDSPU	Youth services, schools, Merri CHS, YSU, 'Living Room' project model.	Ongoing support for the proposal is within existing budget.	Utilise data from the <i>Youth Health Survey</i> to support the establishment of a youth health clinic in subsequent years.

² The program includes staff development, year 9/10 curriculum, train the trainer (selected staff), Peer Education Program and the "No Means No Show"

Young people are at an age when they are starting to develop and understand intimate relationship and gender roles.

Intervention early in life can break the cycle of violence.

Setting for Action 5: Media and Arts

Objective: *To promote positive social attitudes and disseminate information about gender equity, respect and family violence prevention.*

No	ACTION	EVIDENCE OF ACTION	TIMELINE	KEY RESPONSIBILITY	PARTNERSHIP OPPORTUNITIES	BUDGET REQUIREMENT	PERFORMANCE MEASURE
5.1	Support local Arabic speaking women's group in staging community awareness show in 2011.	VicHealth 2007 Arabic Welfare has run this program successfully in Hume CC	June 2012	MFVN, Arabic Welfare Inc.	Brunswick Women's Theatre	Outside existing budget.	Theatre show run in Moreland in 2011/2012.
5.2	Increased references to family violence campaigns within Moreland in both Council publications and local media.	VicHealth 2007	June 2012	CDSPU, Communications Unit	Local media, WHIN	Within existing budget.	Number of references to Moreland family violence campaigns increases in local media and Council publications.
5.3	Monitor mainstream media around gender equity and other determinants of family violence.	VicHealth 2007	June 2012	CDSPU, Communications Unit	Local media	Within existing budget.	Media monitored and record made of findings.

The media, arts and popular culture play an important role in raising awareness of family violence, its consequences and factors responsible for its perpetration.



Moreland City Council

For further information, contact Moreland City Council by:

Phone: 9240 1111

Email: info@moreland.vic.gov.au

Website: moreland.vic.gov.au

Language Link

有關摩爾德市政廳
電話號碼的詳情

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