

Whitehorse Family Violence Prevention Action Plan 2021-2025

Annual Actions 2024-2025



Abbreviations

A&CS	Arts and Cultural Services
CALD	Culturally and Linguistically Diverse
CAN4PVAW	Collaborative Action Network for the Prevention of Violence against Women
CE&IP	Communities, Engagement and Integrated Planning
CS	Community Strengthening
ECLC	Eastern Community Legal Centre
FAN	Family Access Network
FV	Family Violence
GBV	Gender-based Violence
H&FS	Health and Family Services
IDAHOBIT	International Day Against Homophobia, Biphobia and Transphobia
LARS	Leisure and Recreation Services
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender/gender diverse, Queer Intersex, Asexual
MCH	Maternal Child Health
PFV&VAW	Prevention of Family Violence and Violence against Women
PVAW	Prevention of Violence against Women
RFVP	Regional Family Violence Partnership
TFER	Together For Equality & Respect
VAW	Violence Against Women
WELS	Whitehorse Early Learning Services
WHE	Women's Health East
WML	Whitehorse Manningham Library



Whitehorse Family Violence Prevention Plan 2021-2025, Annual Actions 2024-2025, Whitehorse City Council, Melbourne.

Council acknowledges the contribution of members of the Collaborative Action Network for Prevention of Violence Against Women (CAN4PVAW) and their ongoing support for the prevention of family violence in the City of Whitehorse.

Enquiries may be directed to the Community Engagement and Development Department of Council, telephone 9262 6334.

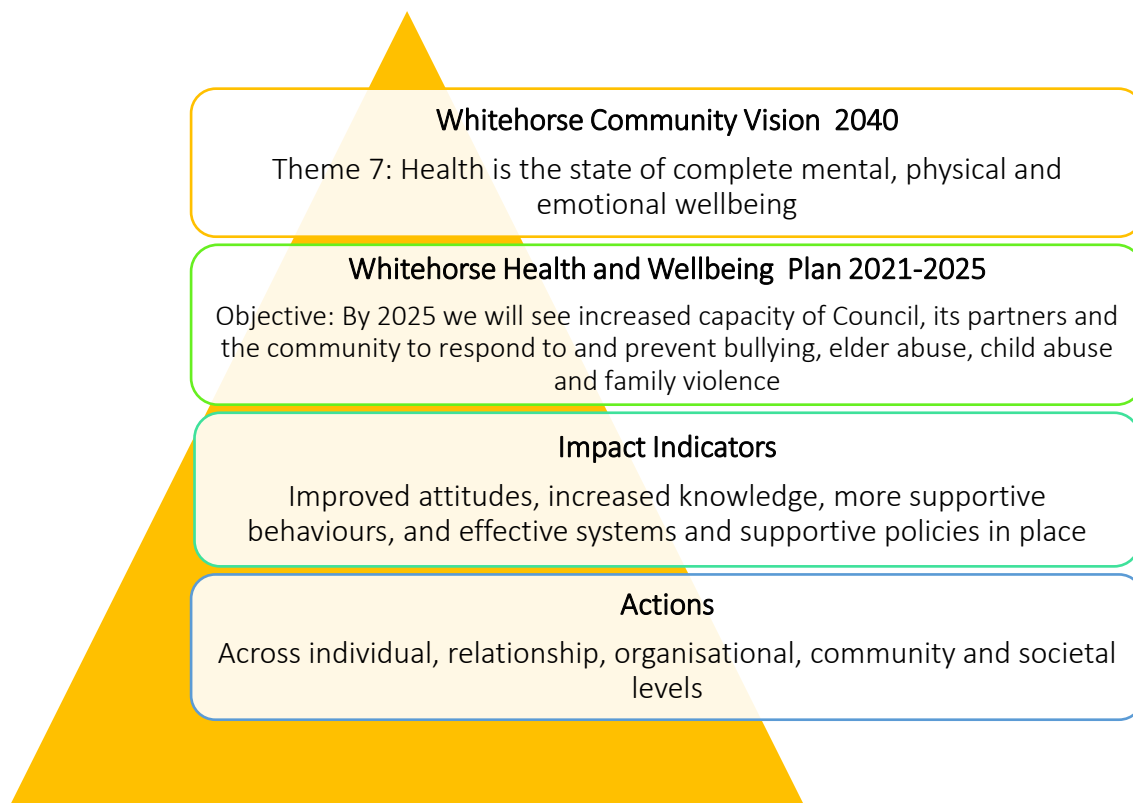
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Introduction

The *Whitehorse Family Violence Prevention Action Plan 2021-2025* is an action plan of the *Whitehorse Health and Wellbeing Plan 2021-2025*.

The *Whitehorse Family Violence Prevention Action Plan 2021-2025* (FVPAP) articulates the key priority partnership actions that Council and the community will implement to prevent family violence, including elder abuse. The FVPAP emphasizes prevention of violence from happening in the first place – also known as primary prevention – but also includes priority actions for early intervention and response. The FVPAP helps the City of Whitehorse to progress toward the Whitehorse Community Vision 2040 through a key objective in the Whitehorse Health and Wellbeing Plan 2021-2025, as illustrated below.



Family violence, and violence against women, is preventable. Together with the community, Council will act across individual, relationship, organisational, community and societal levels to increase our capacity to respond to and prevent family violence, including elder abuse.

Read the full [FVPAP](#) to learn more about how Council and community works together for the prevention of family violence over the four years 2021-2025.

Annual Review and Planning

Council monitors the Whitehorse Family Violence Prevention Action Plan 2021-2025 as an integral part of the Whitehorse Health and Wellbeing Plan 2021-2025. Monitoring and annual reporting is supported through Council reporting cycles across each department. Partnership actions are reviewed by the Whitehorse Collaborative Action Network for the Prevention of Violence Against Women (CAN4PVAW) annually.

In early May 2024, the annual action plan commenced with a workshop facilitated by GenderWorks with members of CAN4PVAW to review the year's actions and deliver a suite of draft actions for 2024-2025. The draft actions were then reviewed by relevant stakeholders and Council Departments to refine and focus activity within current resources.

Council reports to the Victorian Government on its "measures to respond to and prevent family violence" as requested; currently this is every two years.

Evaluation

The FVPAP will be evaluated as an integral part of the evaluation of the *Whitehorse Health and Wellbeing Plan 2021-2025* during the first six months of 2025.

The Victorian Government's *Free from Violence: Victoria's strategy to prevent family violence and all forms of violence against women*¹ sets out clear, shared outcomes and indicators that have guided the development of the FVPAP.

In addition, the Evaluation Framework of the regional prevention strategy *Together for Equality and Respect*² lists a number of indicators relevant for the FVPAP.

These indicators will be used to measure the impact of a number of actions in the FVPAP and to provide a line of sight to regional and Victorian strategies aiming to prevent family violence and violence against women. See [Appendix 2](#).

Key Areas of Action 2024-2025

In the final year of the Family Violence Prevention Action Plan, Council and partner organisations will focus on the following five key areas:

1. Enhancing primary prevention in MCH services
2. Improving access for young people to supports for family violence
3. Addressing the shared drivers of elder abuse
4. Strategically engaging with multi-cultural communities
5. Progressing the dissemination of local projects and information to increase community capacity for primary prevention

¹ Victoria State Government. 2017. *Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women*, State of Victoria (Department of Premier and Cabinet), <https://www.vic.gov.au/familyviolence/prevention-strategy.html>

² *Together for Equality and Respect Strategy: Preventing Violence Against Women in Melbourne's East 2017-2021*, Women's Health East, Melbourne. <http://whe.org.au/tfer/strategy-overview-document/>

In addition, Council will continue to lead and participate in local family violence networks, implement its Gender Equality Action Plan and conduct Gender Impact Assessments for its policies, programs and services that have a significant and direct impact on the community.

Annual Actions

The 2024-2025 actions of the FVPAP are a mix of continuing and revised actions flowing on from previous year(s) and new actions.

1. Enhancing primary prevention in MCH services

Collaborate with Inner East Metropolitan LGAs to advocate for joint State funding for the introduction of an Inner East MABELS (Mothers and Babies Engaging & Living Safely) program.

[CONTINUE]

Lead and partners

Council – H&FS: MCH

Impact indicator/measure

Progress or success in achieving introduction of an Inner East MABELS.

Timing

2023-2025

Promote gender equality and increased access to services for fathers by piloting a project to embed a whole-of-setting gender equality framework within Council’s MCH service in collaboration with healthAbility. [NEW]

Lead and partners

healthAbility

Council – H&FS: MCH

Impact indicator/measure

Increased engagement of fathers in services and programs that promote parenting skills, social connections, mental wellbeing, and gender equality.

Timing

2024-2025

Improve data capture to support evaluation and advocacy of prevention and early intervention programs in MCH and other Council services and programs. [NEW]

Lead and partners

Council – H&FS: MCH

Impact indicator/measure

New data sets available to support evaluation and advocacy efforts.

Gender impact of projects, programs and services monitored and evaluated.

Timing

2024-2025

2. Addressing the shared drivers of elder abuse

Review the Council's role and community capacity in supporting older carers and people caring for an older person. [NEW]

Lead and partners

Council – CE&IP: Positive Ageing Team

Impact indicator/measure

Community capacity and Council's role defined.

Timing

2024-2025

Lead work in the region addressing the intersection of ageism and sexism, in collaboration with Women's Health East and Eastern Community Legal Centre. [NEW]

Lead and partners

Council – CE&IP: Positive Ageing Team

WHE

ECLC

Impact indicator/measure

J. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas.

Timing

2024-2025

Collaborate to address the shared drivers of Violence Against Women and elder abuse. [NEW]

Lead and partners

Council – CE&IP: Positive Ageing Team

EEAN

Impact indicator/measure

J. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas.

Timing

2024-2025

3. Improving access for young people to supports for family violence

Engage with family violence sector organisations to increase access and support for young people in Whitehorse to reduce homelessness risk. [NEW]

Lead and partners

Council – H&FS: Youth Team

FAN

Impact indicator/measure

Identified pathway/s for young people to access family violence sector support.

Timing

2024-2025

4. Strategically engaging with multi-cultural communities

Activate the Whitehorse Multicultural Committee to understand barriers to and opportunities for family violence prevention within CALD communities. [NEW]

Lead and partners

Council - CE&IP: CS

Impact indicator/measure

J. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas.

Timing

2024-2025

5. Progressing the dissemination of local projects and information to increase community capacity for primary prevention

Explore future possibilities for adaptation and sustainability of Leaders for Change and Let's Talk about Respect for young people in Whitehorse. [REVISED]

Lead and partners

FVREE

Council – H&FS: Youth Team

Impact indicator/measure

L. Increased knowledge of respectful and equal relationships.

Timing

2024-2025

Continue to develop, support and collaborate in local prevention activities with Chinese speaking community. [CONTINUE]

Lead and partners

Council – CE&IP: CS

WHE

Local support organisations for Chinese background community

Impact indicator/measure

Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas

Timing

2022-2025

Deliver seminars for parents and children and the broader community covering respectful relationships, healthy masculinity, parenting, and mental wellbeing. [REVISED]

Lead and partners

Council – H&FS

Impact indicator/measure

L. Increased knowledge of respectful and equal relationships

O. Increased confidence in skills to support and promote equal and respectful relationships.

Timing

2021-2025

Participate in the Victorian 16 Days of Activism 2024 campaign and run a community activity to engage people in prevention of violence against women and children. [REVISED]

Lead and partners

Council - CE&IP: CS

CAN4PVAW members³**Impact indicator/measure**

J. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas.

Participation rate and representation of attendance

Timing

2021-2025

Share and integrate into practice the findings of Council's partnership project with Swinburne University, the Intergen Project. [NEW]

Lead and partners

Council – CE&IP: CS

Neighbouring Councils

Swinburne University

Impact indicator/measure

J. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas.

Timing

2024-2025

Provide young adults, parents and the wider community with information and education about Affirmative Consent in collaboration with ECASA and Victoria Police. [NEW]

Lead and partners

Council – H&FS

ECASA

VicPol

Impact indicator/measure

Increased understanding of Affirmative Consent

Increased understanding of where to go for further information.

Timing

2024-2025

Update Council's website to improve currency of and access to information about VAW, FV, GBV, Elder Abuse and Intersectionality. [NEW]

Lead and partners

Council – CE&IP; Positive Ageing Team

³ Refer to [Appendix 1](#) for list of CAN4PVAW member organisations

Impact indicator/measure

Website is updated to include current information about VAW, FV, GBV, Elder Abuse and Intersectionality.

Timing

2024-2025

6. Other

Support Council services/programs to conduct GIAs on new and ‘to be reviewed’ Council policies, programs and services that have a significant and direct impact on the community. [REVISED]

Lead and partners

Council – P&C

Impact indicator/measure

P. Achieve the following quality criteria as outlined in TFER Gender Equity audit tool:

- Sex disaggregated data used for planning projects, programs, and services
- Gender impact of projects, programs and services monitored and evaluated
- Written policy/policies that affirm a commitment to gender equity
- Feedback from community consultation analysed by gender

Timing

2021-2025

Lead the Whitehorse CAN4PVAW. [CONTINUE]

Lead and partners

Council - CE&IP: CS

Impact indicator/measure

J. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas.

Timing

2021-2025

Partner in the Regional Together for Equality and Respect Strategy and the Eastern Elder Abuse Network. [CONTINUE]

Lead and partners

Council – Community Services Director, CE&IP: CS, Positive Ageing

TFER/WHE

EEAN

Impact indicator/measure

J. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas.

Timing

2021-2025

Appendix 1: Partner agencies

Council hosts the CAN4PVAW, a network of stakeholders who meet on a regular basis to collaborate on activities and support the implementation of the Action Plan. Membership includes:

- healthAbility (community health service)
- Eastern Community Legal Service
- FVREE (previously EDVOS) – Specialist Family Violence Service
- Family Access Network
- Melbourne East Disability Advocacy (MEDA)
- Nadrasca
- Whitehorse City Council – Community Engagement and Development, Health and Family Services
- Whitehorse Manningham Library
- Women's Health East and TFER Partnership

Other organisations and individuals are network members who are not able to attend on a regular basis and who receive invitations and information, providing feedback and taking up opportunities for collaboration as they are able, including:

- Box Hill South Neighbourhood House
- Centre for Holistic Health
- Chinese Community Social Services Inc.
- Clota Cottage Neighbourhood House
- Deakin University
- Department of Human Services – Multicultural Services
- Department of Education – Respect and Responsibility Education Schools Project
- Eastern Centre Against Sexual Assault (Eastern Health)
- Kara House
- Kerrimuir Neighbourhood House
- Migrant Information Centre
- Mitcham Neighbourhood House
- Victoria Police
- Yarra Valley Water

Appendix 2: Indicators supporting the Family Violence Prevention Action Plan

Together the indicators below provide a suite of options to measure the impact of many actions in this plan and to provide a line of sight to the regional and Victorian strategies aiming to prevent family violence and violence against women.

Free from Violence Strategy⁴

In 2019 Whitehorse City Council is participating in the Victorian Government's Local Government Free from Violence Program and has agreed to use the following six indicators for evaluation of the Whitehorse Strengthening Local Action for Family Violence Prevention:

- A. Increased public commitment to primary prevention initiatives in local government
- B. Increased collaboration and coordination within council
- C. Increased collaboration between local council and community working together to promote gender equality and violence prevention in local areas
- D. Increased knowledge among participants about the drivers of family violence and all forms of violence against women
- E. Increased support for gender equality
- F. Increased confidence for bystander action

Together for Equality and Respect (TFER) Strategy⁵

Indicators from the Evaluation Framework of the regional prevention strategy Together for Equality and Respect 2017-2021 relevant for this Action Plan are:

Community and Workforce

- G. Increased awareness of the issue of family violence (including what constitutes family violence)
- H. Increased awareness of the link between gender inequality and violence against women
- I. Increased awareness of the issue of gender inequality
- J. Increased knowledge about gender equality
- K. Increased knowledge of the drivers of family violence and men's violence against women
- L. Increased knowledge of respectful and equal relationships
- M. Increased confidence in skills to undertake gender equitable action in relevant setting (live/work/play)
- N. Increased confidence in skills to challenge gender inequality in relevant setting (live/work/play)
- O. Increased confidence in skills to support and promote equal and respectful relationships

⁴ Victoria State Government. 2017. Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women, pp.50-51, State of Victoria (Department of Premier and Cabinet), <https://www.vic.gov.au/familyviolence/prevention-strategy.html>

⁵ Together for Equality and Respect Strategy: Preventing Violence Against Women in Melbourne's East 2017-2021, Women's Health East, Melbourne. <http://whe.org.au/tfer/strategy-overview-document/>

Organisation

P. Increasing number of TFER partners that demonstrate achieving at least 50% of the ten quality criteria as outlined in TFER Gender Equity audit tool. These quality criteria are:

- people in senior positions demonstrate commitment to and leadership on gender issues
- organisation has written policy/policies that affirm a commitment to gender equity
- organisation has procedures that enact the policy/policies
- budget allocation for staff training or other workforce development activity in gender equity
- designated responsibility for promoting gender equity in the organisation
- sex-disaggregated data is used for workforce/HR planning
- action taken to recruit, mentor and retain a representative number of women on the board of the organisation or as local Councillors
- sex disaggregated data used for planning projects, programs, and services
- gender impact of projects, programs and services monitored and evaluated
- feedback from community consultation analysed by gender