

MANNINGHAM



PREVENTION OF VIOLENCE AGAINST WOMEN

STRATEGY AND ACTION PLAN

2013 – 2017



July 2013

Table of Contents

1.	PREVENTION OF VIOLENCE AGAINST WOMEN STRATEGY	2
1.1.	Definitions	2
2.	Executive Summary.....	3
3.	Introduction.....	4
3.1.	Scope.....	4
3.2.	Violence Against Women and Gender Inequity	5
3.3.	Why Local Government.....	6
3.4.	Purpose, Statement, Goal and Objectives.....	6
3.5.	Approach.....	7
3.5.1.	Framework for Preventing Violence Before It Occurs	7
3.5.2.	Key Determinants.....	7
3.5.3.	Priority Settings and Populations.....	8
3.6.	Policy Context.....	9
3.6.1.	Local Context and Statistics	9
3.6.2.	Strategies For Actions	11
3.6.3.	Evaluation Framework	11
4.	PREVENTION OF VIOLENCE AGAINST WOMEN ACTION PLAN.....	12
4.1.	Priority Settings for Action	12
4.2.	Action Plan.....	13
5.	LEGEND.....	21
6.	REFERENCES	22
7.	APPENDIX	24

1. PREVENTION OF VIOLENCE AGAINST WOMEN STRATEGY

1.1. Definitions

- **Violence Against Women** – Any act of gender-based violence that results in or is likely to result in physical, sexual and psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. (*UN General Assembly 1993*)
- **Gender Inequity** – The unequal distribution of power between men and women. Gender inequity is the most significant contributing factor to levels of safety and wellbeing experienced by women, common across all societies and cultures. (*VicHealth 2007*)
- **Gender Based Violence** - Violence that is directed against a woman because she is a woman or that affects women disproportionately. (*UNHCHR 1979*)
- **Primary Prevention** – Seeks to prevent violence before it occurs. Primary prevention strategies can focus on changing behaviour and/or building the knowledge and skills of individuals. They can also focus on the structural, cultural and societal contexts in which violence occurs. Additionally strategies that address underlying causes of violence against women (such as gender inequity and poverty) are also primary prevention strategies. (*VicHealth 2007*)
- **Secondary Prevention** – Is targeted at individuals and groups who exhibit early signs of perpetrating violent behaviour or of being subject to violence. Secondary prevention strategies can be aimed to changing behaviours or increasing the skills of individuals or groups. (*VicHealth 2007*)
- **Tertiary Prevention** – Is the provision of support or treatment to women and children who are affected by violence or to men who use violence. Strategies are implemented after violence occurs. (*VicHealth 2007*)

2. Executive Summary

Working towards the prevention of violence against women is a key priority for Manningham City Council. Council's commitment to work both internally and externally, with a range of stakeholders, to address the key determinants of violence against women is detailed in this strategy.

Council's approach to preventing violence against women is informed by VicHealth's Preventing Violence Against Women Framework and employs primary, secondary and tertiary strategies, across targeted populations and settings, with a key focus on primary prevention.

In 2012 – 2013 independent consultation processes were undertaken for the development of this strategy, the Municipal Public Health and Wellbeing Plan and the Community Safety Plan. Findings across the three consultation processes identified the prevention of violence against women as a key priority area, with the Municipal Public Health and Wellbeing Plan consultation findings rating the prevention of violence against women as the third highest priority area overall for health and wellbeing in Manningham.

Based on the consultation findings, priority populations and settings were identified for the attention of the Manningham City Council PVAW Strategy and Action Plan 2013 – 2017 (PVAW Strategy and Action Plan 2013 - 2017), please refer to 4.5.3 Priority Settings and Populations, Page 10, for full details.

The following three objectives have been identified and detailed within the PVAW Action Plan 2013 – 2017:

Objective 1: To work in partnership across targeted settings within Manningham to foster safe, inclusive and respectful environments in which women and men can participate equally and be free from violence.

Objective 2: To support the Manningham Family Violence services sector responsible for undertaking direct service delivery.

Objective 3: To actively model, promote and facilitate equal respectful and non-violent gender relations and social norms within the Manningham City Council workplace.

3. Introduction

Manningham City Council seeks to have a community in which everyone feels safe and secure, and where people look out for one another (*Generation 2030 Community Plan*).

Approximately one in three women in Australia is affected by violence in their lifetime and one in five will experience sexual violence. The social, economic and health impact is extensive and is a leading contributor to preventable disease and premature death among Victorian women aged 15 – 44 (VicHealth 2004). Reported incidents of violence against women cost the Australian economy approximately \$13.6 billion in 2009 (KPMG, 2009) with costs anticipated to rise unless preventative measures are taken.

As such Council is committed to working towards the prevention of violence against women - “the most pervasive yet least recognised human rights abuse in the world” (UN Chronicle Online). Council’s work is guided by the current research demonstrating that the key determinant of violence against women is the persisting inequities between men and women, the unequal distribution of power between men and women.

This Strategy and its action plan adopts a primary prevention approach in working towards addressing the social and cultural conditions that enable violence against women to continue. It also recognises and adopts the essential, and at times interconnected, role that secondary and tertiary initiatives provide.

Primary Prevention	The prevention of violence before it occurs
Secondary Prevention	Targeted responses where there are early signs of perpetrating violent behaviour or being subject to violence
Tertiary Prevention	Responses after violence has occurred

Council has been actively working towards the prevention of violence against women (PVAW) for a number of years, undertaking initiatives such as the endorsement of the Victorian Local Government Women’s Charter 2010, participation in the Inner East Local Government Prevention of Violence Against Women Project 2010-2011 which aimed to build the knowledge, skills and abilities of local government staff to prevent violence against women and embed and drive cultural change, plus numerous other education and awareness raising initiatives and working in partnership with external stakeholders to address violence against women at a local level. This is the first PVAW Strategy and Action Plan and will build upon the work previously undertaken in order to continually build a safer more equitable Manningham.

In preparing this strategy extensive research and consultation was undertaken with a diverse range of stakeholders both internally and externally. Also to ensure the strategy meets community and service system needs, the Manningham Family Violence Reference Group was engaged to act as an advisory group throughout the development of the PVAW Strategy and Action Plan 2013 -2017.

3.1. Scope

The purpose of this strategy is to provide a strategic framework and key actions for Council to undertake, in the field of PVAW, in working towards Council’s health and wellbeing vision. It provides information regarding how Council will work collaboratively with stakeholders to address the key determinants of violence against women.

In capturing the parameters of this strategy it is important to note that violence against women is in reference to gender based violence as an umbrella term, and is inclusive of the various forms of violence that occurs in both public and private domains.

There are three objectives outlined within the strategy. Two objectives are applicable both internally and external to Council, whilst one objective specifically targets Council's internal environment, practices and capacity.

Whilst a majority of the actions identified within this strategy are primary prevention focused and largely captured within Objectives 1 and 3. Objective 2 is positioned within the secondary and tertiary spectrum, working to provide a holistic range of actions.

A settings based and priority population approach has been adopted in the development of this document and is reflected within the Action Plan.

It is intended that this strategy will align with *'Together for Equity and Respect- A Strategy to Prevent violence against Women in Melbourne's East 2013 – 2017'* (developed by Women's Health East) to be complimentary and work towards shared outcomes.

3.2. Violence Against Women and Gender Inequity

Violence against women is a prevalent problem with serious health, social, cultural and economic ramifications (*VicHealth, 2007*). Women who have been exposed to violence are placed at a greater risk of developing a range of health problems including stress, anxiety, depression, pain syndromes, phobias and medical symptoms (*WHO, 2000*). Domestic violence contributes to more ill health and premature death for women aged 15 - 44 in Victoria than any other single factor, including high blood pressure, tobacco and body weight (*VicHealth, 2004*). "Addressing violence against women is a moral imperative, but also makes sound scientific, economic, political and social sense" (*WHO 2004*).

Violence against women is a crime predominantly perpetrated by men. Men's violence against women affects women across all sectors of society. It occurs in private and in public, and is systematic and culturally entrenched (*Inner East PCP 2011/Amnesty International, 2008*). It can take on numerous forms, including but not limited to; physical, sexual, emotional, verbal, psychological and financial and occurs in a diversity of settings.

Research demonstrates a very strong link between gender inequality and violence.

Gender inequality is the unequal distribution of power between men and women. Gender inequity is the most significant contributing factor to levels of safety and wellbeing experienced by women, common across all societies and cultures (*VicHealth 2007*). Gender based violence is violence perpetrated by a man against a woman because she is a woman. Whilst it is recognised that men also experience violence, it is far more likely that they will experience violence by another male and in the majority of cases a male unknown to them (*ABS, 2006*).

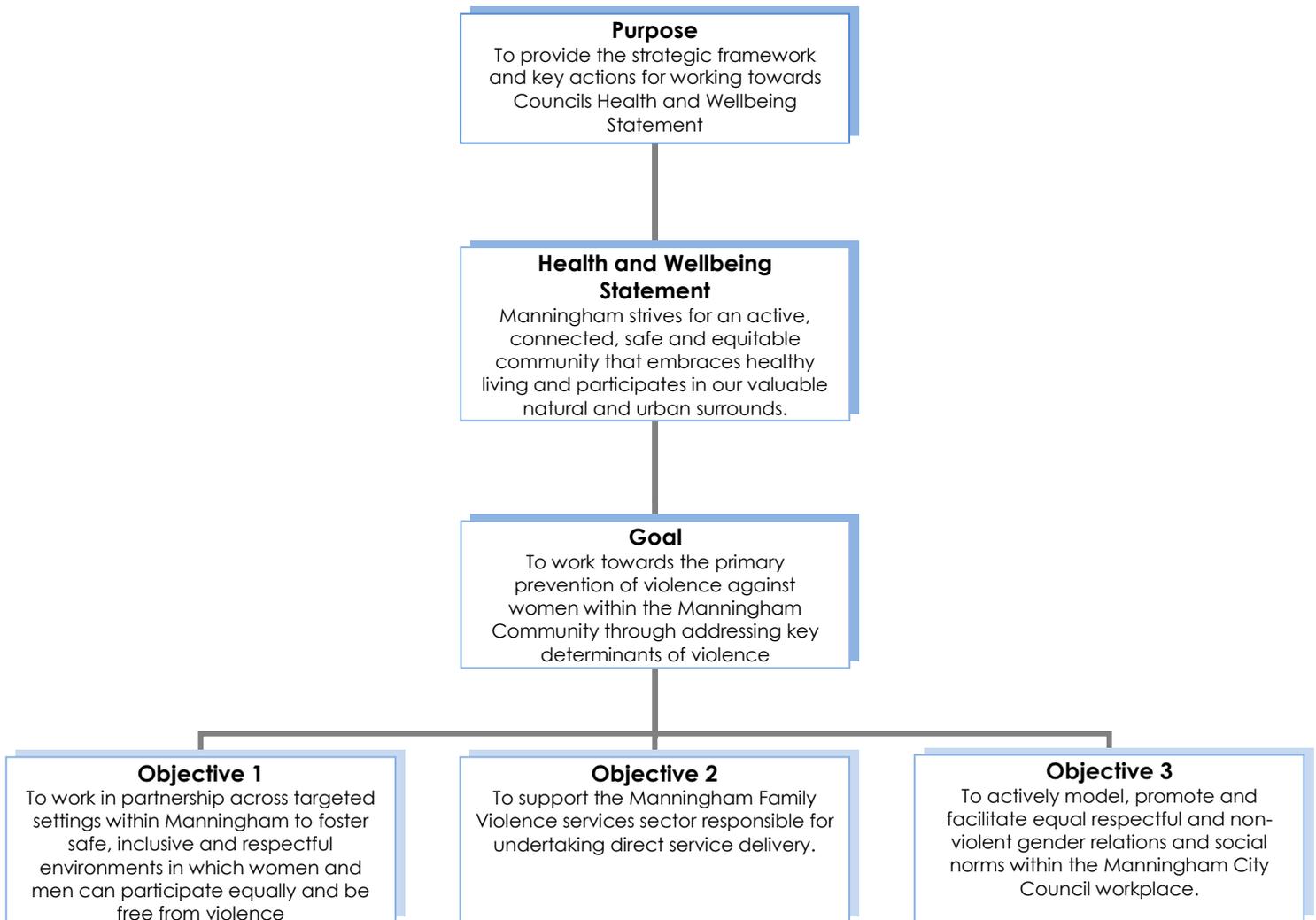
Violence against women is preventable and the prevention is of major health, social and economic benefit for the whole of community. Research and history has demonstrated that social and health campaigns effectively work to embed cultural change that in turn alters practice, behaviours and attitudes. It is the changing of attitudes, behaviours and practices around gender inequity that need to change in order to prevent violence against women.

3.3. Why Local Government?

Current research identifies local government as a uniquely effective setting from which to lead and engage whole communities in the work of preventing violence against women. Councils play a central role in promoting peaceful, healthy and safe environments due to their work with a whole range of services and sectors (Vic Health 2012). As the tier of government closest to its residents, Council is able to reach its community and work with stakeholders in local settings to address local issues.

As large employers, Councils have a strong potential to influence and change workplace cultures to promote gender equity and the safety of women (Vic Health 2012).

3.4. Purpose, Statement, Goal and Objectives of this Strategy



3.5. Approach to Preventing Violence Against Women

3.5.1. Framework for Preventing Violence Before It Occurs

Historically the service system response to violence against women has been focused on responding to the victim and perpetrator after the violence has occurred - tertiary prevention, and has been comprised of stakeholders such as the police, courts, women's domestic violence and sexual assault services and refuges. In order to work towards maximising the opportunity to eliminate violence against women it is now widely recognised that in addition to quality tertiary responses, prevention strategies need to occur prior to the violence occurring - primary prevention. Work needs to be undertaken to shape peoples attitudes and behaviours regarding gender, equality and social norms. Primary prevention strategies provide the vehicles for doing so.

This strategy adopts the widely accepted VicHealth's *Preventing Violence Before It Occurs Framework* (refer to Appendix 2) which focuses on addressing the social and economic determinants of violence against women.

VicHealth identifies three levels of prevention strategies; primary, secondary and tertiary prevention. As Council recognises the importance of a continuum of initiatives in the prevention of violence against women, strategies across the spectrum are reflected throughout the PVAW Action Plan, however with a key focus on primary prevention.

3.5.2. Key Determinants

As depicted below, it is understood that the underlying key social and economic determinants and contributing factors to violence against women occur across three different levels: societal, community/organisational and individual/relationship.

Ecological approach to understanding violence against women



Source: VicHealth 2011

Societal: The culture, values and beliefs that shape the other levels of the societal ecology.

Community/Organisational: The formal and informal social structures that impact on a person.

Individual: The developmental experiences and personality factors that shape a person's response to stressors in their environment.

Relationship: The intimate interactions a person has with others.

Source: VicHealth 2011

3.5.3. Priority Settings and Populations

In striving to meet the needs of the Manningham community, this Strategy seeks to implement prevention strategies that reach both the whole-of-community and targeted populations and settings.

Whilst it is well recognised that gender based violence is wide spread and not isolated to any particular demographic, research also cites the following populations as being particularly vulnerable to gender based violence;

- Children
- Young people
- Women and men
- Indigenous communities
- Culturally and linguistically diverse communities
- Rural communities
- Neighbourhoods affected by disadvantage
- Women with disabilities

Source: VicHealth 2009

Based upon this research (*VicHealth Preventing Violence Against Women Framework for Action see Appendix 1*) and the findings of the extensive consultations undertaken for the development of this strategy, the following populations and settings have been identified as priorities within this strategy:

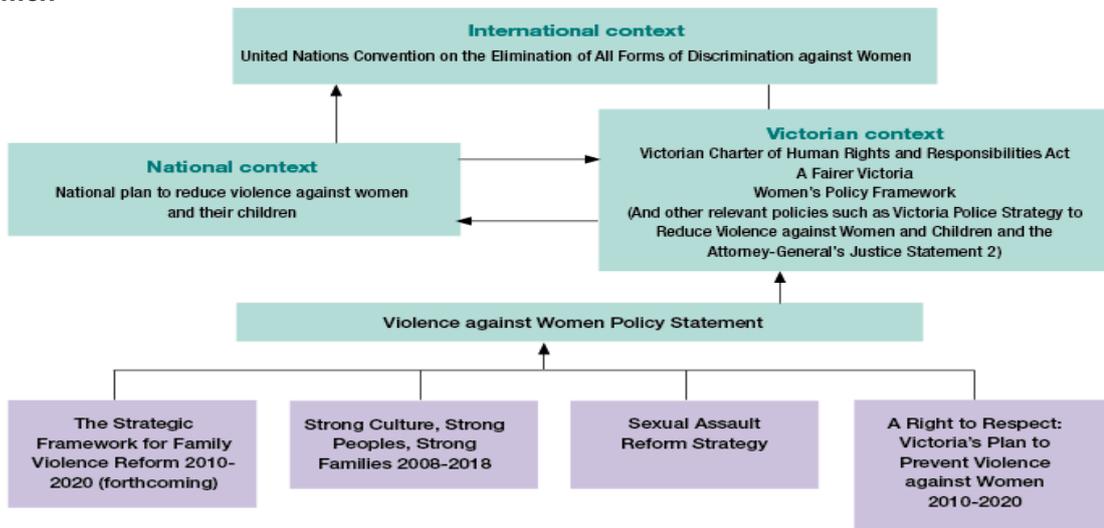
Priority Populations
Women and men
Young people
Children
Women with disabilities
Neighbourhoods affected by disadvantage
Culturally and linguistically diverse communities

Priority Settings
Education
Community and health services
Local government
Media and popular culture
Cyberspace and new technologies
Sport and recreation
Cultural institutions and networks
Faith communities

3.6. Policy Context

The following diagram depicts the legislative context in which the prevention of violence against women is framed from an international to federal and state level. The PVAW Strategy draws upon this context to inform the development of a localised Manningham perspective.

Policy and System Reform Context for Prevention and Response to Violence against Women



Source: Office of Women's Policy, Victorian Government 2009

3.6.1. Local Context and Statistics

Local Context

The following diagram depicts the suite of strategic documents in which the PVAW Strategy is located and aligned to. Within this diagram the PVAW Strategy and Action Plan falls under the *Municipal Public Health and Wellbeing Plan*, supporting strategies, policies and plans section and works towards a shared Health and Wellbeing Statement, as depicted on Page 8.



Council places great value on supporting and collaborating with the wider service system in working towards the prevention of violence against women, in both Manningham and the wider Eastern Metropolitan Region, and has actively sought to develop an action plan reflective of this approach. The action plan seeks to promote and demonstrate mutually beneficial and reinforcing messages and outcomes.

The prevention of violence against women is everyone's business; each individual, group, club, organisation, institution, business etc can and should play a role in challenging social norms that allow violence against women to flourish. Within the Manningham and Eastern Region service system numerous stakeholders undertake invaluable work in preventing and responding to violence against women, some key stakeholders include, but are certainly not limited to;

Doncare Community Services, Eastern Access Community Health (EACH), Eastern Centre Against Sexual Assault (ECASA), Eastern Community Legal Centre, Eastern Domestic Violence Service (EDVOS), Eastern Health, Eastern Melbourne Medicare Local, Eastern Metropolitan Region Local Government Authorities, Eastern Metropolitan Region Family Violence Partnership, Inner and Outer East Primary Care Partnerships, Manningham Community Health Service, Manningham Family Violence Reference Group, Manningham YMCA Youth Services, Migrant Information Centre (Eastern Melbourne), Relationships Australia, Victoria Police and Women's Health East.

Statistics

Whilst violence occurs in a variety of settings, it most commonly occurs in the home, with 74.9% of all assaults against women since the age of 15 occurring in private dwellings. (ABS 2006 in VicHealth 2007)

The table below demonstrates the rates of reported family violence incidents within Manningham, with comparisons to the Eastern Metropolitan Region and Victoria. Since the introduction of the Victoria Police Code of Practice for the Investigation of Family Violence in 2004, reporting of family violence incidents has increased, reflecting a positive step in the victims of family violence gaining confidence to access help. It is important to note that the figures below do not capture all incidents of gender based violence, but rather measure physical and sexual violence in the home. Figures are also not inclusive of data received from family violence service providers or those not accessing services at all.

Indicator: Family Violence Per 100,000 population at June			
Domain: Healthy Safe and Inclusive Communities			
	Manningham	Eastern Metro	Victoria
Victoria Police 2011-12	428	565	910
Victoria Police 2010-11	391	454	737
Victoria Police 2009-10	320	393	656
Victoria Police 2008-09	391	386	595

Source: CIV 2013

3.6.2. Strategies for Actions

In accordance with the evidence base built throughout the research and benchmarking and consultation results gathered throughout the development of this document, the following strategies for action have been identified:

Objective 1: To work in partnership across targeted settings within Manningham to foster safe, inclusive and respectful environments, in which women and men can participate equally and be free from violence.

- 1.1 To develop a range of PVAW/gender equity resources to be used across targeted populations and settings.
- 1.2 Optimise PVAW education, awareness raising and advocacy opportunities.
- 1.3 Develop and maintain strong networking and advocacy relationships with PVAW stakeholders.
- 1.4 To work collaboratively with stakeholders to optimise PVAW initiatives within Manningham.
- 1.5 Work to foster safe and equitable facilities within Manningham.

Objective 2: To support the Manningham Family Violence services sector responsible for undertaking direct service delivery.

- 2.1 To support services working directly with those affected by gender based violence within Manningham.

Objective 3: To actively model, promote and facilitate equal respectful and non-violent gender relations and social norms within the Manningham City Council workplace.

- 3.1 Work to foster and nurture a culture of commitment to promoting gender equity and respectful relationships throughout Council.
- 3.2 Work to establish a whole of Council responsibility and accountability to incorporating the prevention of violence against women.
- 3.3 Work towards ensuring Council Policies and Procedures are reflective of best practice in relation to gender equity and the prevention of violence against women.

3.6.3. Evaluation Framework

This PVAW Strategy and Action Plan will be evaluated using a variety of measures including;

- Usage of Community Indicators as provided by Community Indicators Victoria and where appropriate aligned with Community Indicators identified within Councils Generation 2030 and Municipal Public Health and Wellbeing Plans
- Councils Corporate reporting requirements
- Ongoing individual action based evaluations as appropriate
- Annual feedback to the PVAW Strategy and Action Plan Advisory Group
- Production of an Evaluation Report at the end of the life of the Strategy and Action Plan (2017)
- Participation in learning/knowledge sharing circles as appropriate
- Ongoing internal and external stakeholder consultation and feedback, as appropriate.

Please refer to the PVAW Action Plan overleaf for specific indicators, measures and methods.

4. PREVENTION OF VIOLENCE AGAINST WOMEN ACTION PLAN

4.1. Priority Settings for Action

Based on the findings of the PVAW Strategy and Action Plan consultations, the following population groups and settings were identified as priorities and are reflected as such throughout the action plan.

Priority Populations *(groupings based on VicHealth PVAW Framework)*

Women and men
Young people
Children
Women with disabilities
Neighbourhoods affected by disadvantage
Culturally and linguistically diverse communities

Priority Settings *(settings based on VicHealth PVAW Framework)*

Education
Community & health services
Local government
Media and popular culture
Cyberspace and new technologies
Sports and recreation
Cultural institutions and networks
Faith communities

4.2. Action Plan

Objective 1: To work in partnership across targeted settings within Manningham to foster safe, inclusive and respectful environments in which women and men can participate equally and be free from violence.

Key Populations:

- Women and men
- Young people
- Children
- Women with disabilities
- Neighbourhoods affected by disadvantage
- Culturally and linguistically diverse communities

Key Settings:

- Education
- Community services
- Sports and recreation
- Media and popular culture inclusive of cyberspace and new technologies
- Cultural institutions and networks inclusive of faith communities

Strategy	Action	Responsible	Measure	Timeline	Resources
1.1 To develop a range of PVAW/gender equity resources to be used across targeted populations and settings.	1.1.1 Investigate the feasibility of developing a PVAW promotional/educational resource pack for providing to local secondary schools and action accordingly.	S&CS	Investigations undertaken & actioned accordingly	Oct 2014 – April 2015	Investigation - within budget Production – funding required
	1.1.2 Investigate the feasibility of developing a PVAW promotional/educational resource pack for providing to community and sport clubs and faith based institutions and action accordingly.	S&CS	Investigations undertaken & actioned accordingly	Oct 2014 – April 2015	Investigation - Within budget Production – funding required

Strategy	Action	Responsible	Measure	Timeline	Resources
1.2 Optimise PVAW education, awareness raising and advocacy opportunities.	1.2.1 Undertake investigations with Council's Youth Service Provider into participating in the Domestic Violence Resource Centre's "Partners in Prevention Program".	S&CS & MYMCA	Investigations undertaken & actioned accordingly	Dec 2013 – March 2014	Within budget
	1.2.2 Investigate the possibility of hosting an annual community PVAW training session, as appropriate e.g. VicHealth Preventing Violence Against Women short course and action accordingly.	S&CS	Investigations undertaken & actioned accordingly	Annually	Investigation – within budget Action – funding required
	1.2.3 Develop and maintain a suite of primary prevention promotional banners to be displayed at all Council events.	S&CS & C&M	<ul style="list-style-type: none"> Banners produced Banners displayed at all Council events 	July 2014 – Dec 2015	Within budget
	1.2.4 Create and maintain a suite of primary prevention messages and phrases that can be adopted for a range of Council activities and audiences.	S&CS & C&M	Marketing material produced	July 2014 – Dec 2015	Within budget
	1.2.5 Inclusion of a mandatory primary prevention promotional material listing on Council Event Forms	CS	Field inserted on Council's Event Form	Dec 2014	Within budget
	1.2.6 Investigate the possibility of all Mayor and Council speech notes to introduce and reinforce respect and equity messages to the community and action accordingly.	S&CS & C&M	Investigations undertaken & actioned accordingly	Dec 2014	Within budget
	1.2.7 Submit regular PVAW focused articles to Manningham Matters, RecWrap and local print media for publication.	S&CS	A submission of a minimum of 1 article per publication per annum	Ongoing	Within budget

Strategy	Action	Responsible	Measure	Timeline	Resources
	1.2.8 Investigate the possibility of forming a collaborative White Ribbon Day Working Group comprised of local stakeholders and Council Officers to plan, implement and evaluate an annual event and to investigate appointing a Manningham White Ribbon Day Ambassador and action accordingly.	CS, S&CS & wider service system	<ul style="list-style-type: none"> Investigations undertaken & actioned accordingly Ambassador appointed 	Feb 2014 – March 2014	Within budget
	1.2.9 Undertake an annual White Ribbon Day initiative	CS & S&CS	Initiative planned, implemented and evaluated	November Annually	Within budget
	1.2.10 Undertake an annual International Women's Day initiative.	CS & S&CS	Initiative planned, implemented and evaluated	March Annually	Within budget
	1.2.11 Investigate and encourage local libraries to stock resources on gender equity and action accordingly.	S&CS & WMRLS	Investigations undertaken & actioned accordingly	July 2015	Within budget
1.3 Develop and maintain strong networking and advocacy relationships with PVAW stakeholders.	1.3.1 Participate in state and federal government opportunities, as appropriate, to advocate for continued work in the field of gender equity and prevention of violence against women.	S&CS CP	Advocacy undertaken as required	Ongoing	Within budget
	1.3.2 Participation in MAV Preventing Violence Against Women Network and other relevant networks, working groups and forums as appropriate.	S&CS	Active participation in a minimum of 2 networks	Ongoing	Within budget
	1.3.3 Sign on to the EMR Family Violence Partnership Memorandum of Understanding and Membership	S&CS	<ul style="list-style-type: none"> MOU signed Membership arranged 	Oct 2013	Within budget

Strategy	Action	Responsible	Measure	Timeline	Resources
1.4 To work collaboratively with stakeholders to optimise PVAW initiatives within Manningham.	1.4.1 Endorse the EMR Regional PVAW Strategy and Action Plan <i>'Together for Equity and Respect'</i> and where appropriate work collaboratively with Women's Health East and other stakeholders to undertake the implementation of <i>'Together for Equity and Respect'</i> .	S&CS	<ul style="list-style-type: none"> • Strategy endorsed • Identified collaborative implementation undertaken 	<p>June 2014</p> <p>As required</p>	<p>Investigation – Within existing</p> <p>Action – funding required</p>
	1.4.2 Undertake investigations with Council's Youth Service Provider regarding PVAW programming opportunities, both school and non school based.	S&CS & MYMCA	Investigations undertaken Number of joint programs undertaken	May 2014	within budget
	1.4.3 Maintain ongoing dialogue with PVAW service system stakeholders regarding possible primary prevention collaborative initiatives and action accordingly.	S&CS & wider service system, inclusive of MCHS, WHE, DCS, MIC, IEPCP, EMRFVP, Vic Pol	<ul style="list-style-type: none"> • Contact made and maintained • A minimum of 1 annual collaborative initiative planned, implemented and evaluated where appropriate. 	<ul style="list-style-type: none"> • Ongoing • 2014 - 2017 	<p>Investigation – within budget</p> <p>Action – funding required</p>
	1.4.4 Where appropriate to do so, work collaboratively with stakeholders to implement PVAW orientated initiatives within the Council Plan 2013-2017 and Council's Community Safety Plan 2013/17, Access and Inclusion Policy and Action Plan 2013/17, Municipal Public Health & Wellbeing Plan 2013/17 and other Council strategic documents as relevant.	S&CS CP	Number of actions identified and undertaken	Ongoing	within budget

Strategy	Action	Responsible	Measure	Timeline	Resources
	1.4.5 Investigate the scope for new initiatives and promote existing primary, secondary and tertiary initiatives to be undertaken via Council's Maternal and Child Health Services and action accordingly.	MCH & S&CS	Investigations undertaken & actioned accordingly	Ongoing	Investigation – within budget Action – funding required
	1.4.7 Investigate the scope for new initiatives and promote existing primary, secondary and tertiary initiatives to be undertaken via Council's Aged and Disability Services and action accordingly	ADSS & S&CS	Investigations undertaken & actioned accordingly	Ongoing	Investigation – within budget Action – funding required
	1.4.8 Inclusion of a PVAW criteria within Council's Community Grants Application Form and other relevant Council Funding Programs.	CS & S&CS	Question identified and included on the Grant Application Form	June 2014	Within budget
1.5 Work to foster safe and equitable facilities within Manningham.	1.5.1 Develop a Facility Audit Checklist and Pack for tenants of Council owned facilities to utilise in undertaking a PVAW facility audit.	S&CS	Facility Audit Checklist & Pack created and distributed to tenants of Council owned facilities	Dec 2014 – June 2015	Funding required
	1.5.2 Investigate the possibility of introducing gender inclusive requirements within Council's sporting grounds and facilities allocation processes and action accordingly.	S&CS & P&R	Investigations undertaken & actioned accordingly	June 2015 – June 2016	Within budget

Objective 2: To support the Manningham Family Violence services sector responsible for undertaking direct service delivery.

Key Populations:

- Women and men
- Young people
- Children
- Women with disabilities
- Neighbourhoods affected by disadvantage
- Culturally and linguistically diverse communities

Key Settings:

- Community services

Strategy	Action	Responsible	Measure	Timeline	Resources
2.1 To support services working directly with those affected by gender based violence within Manningham.	2.1.1 Continue to maintain a Service Agreement with an identified Manningham based service provider to deliver services and initiatives in the family violence/PVAW field.	S&CS	4yr Service Agreement signed	July 2015 - Dec 2015	Within budget
	2.1.2 Continue to support Doncare Community Services' Family Violence Forum held once every two years.	S&CS	Family Violence Forum held bi-annually	2014, 2016	Within budget
	2.1.3 Continue to develop and maintain working relationships with the family violence/PVAW service sector stakeholders.	S&CS	Active participation in a minimum of 2 working groups, steering committees etc	Ongoing	Within budget
	2.1.4 Collaborate with the Eastern Metropolitan Region Local Government Area's to maintain and distribute the EMR Men's and Women's Family Violence Help Cards.	S&CS	Cards maintained with up to date information and available at various locations throughout the municipality	Ongoing	Within budget
	2.1.5 Promotion of community services and programs that enhance women's connections to their communities and work to reduce social isolation.	S&CS	Distribution of promotional material as appropriate	Ongoing	Within budget

Objective 3: To actively model, promote and facilitate equal respectful and non-violent gender relations and social norms within the Manningham City Council workplace.

Key Populations:

- Women and men

Key Settings:

- Local government

Strategy	Action	Responsible	Measure	Timeline	Resources
3.1 Work to foster and nurture a culture of commitment to promoting gender equity and respectful relationships throughout Council.	3.1.1 Investigate a model for the development and facilitation of a Council Gender Equity Advocacy Group comprised of a representative from all units within Council, including a member of senior management and action accordingly.	S&CS	Investigation undertaken and actioned accordingly	Dec 2013 – March 2014	Within budget
	3.1.2 Investigate the possibility of offering Gender Equity and PVAW training to Council's Executive Management Team and Councillors for the purpose of enhancing senior managements capacity to speak confidently in public forums on respect and equity and action accordingly.	S&CS EMT	Investigation undertaken and actioned accordingly	March 2014 – June 2014	Investigation – within budget Action – funding required
	3.1.3 Identify and prioritise relevant senior management participation in Regional, State and peak body PVAW leaders initiatives.	S&CS & EMT	Initiatives identified and allocated	March 2014	Within budget
	3.1.4 Gain and maintain organisational awareness and understanding of PVAW via regular sharing of gender equity/PVAW initiatives and learning's e.g. Council's internet, intranet, internal publications (MFocus), EMT reports and staff briefings.	S&CS ODU C&M	A minimum of 1 article/report per quarter	Ongoing	Within budget
	3.1.5 Promote the availability of the Employee Assistance Program (EAP)	ODU S&CS	Quarterly promotion of EAP to staff	Ongoing	Within budget

Strategy	Action	Responsible	Measure	Timeline	Resources
	3.1.6 Investigate the Women's Health Victoria 'Take a Stand Program' for suitability within Council and action accordingly.	S&CS	Investigation undertaken and actioned accordingly	Dec 2014 – March 2015	Investigation – Within budget Action – funding required
3.2 Work to establish a whole of Council responsibility and accountability to incorporating the prevention of violence against women.	3.2.1 Investigate opportunities and current practices for ensuring the planning and designing of community infrastructure is responsive to and respectful of the needs of both women and men, resulting in safe and inclusive spaces and facilities and action accordingly.	S&CS & EEP, Stat Plan, Strat Proj, P&R	Investigation undertaken and actioned accordingly	June 2016 – June 2017	Within budget
	3.2.2 Encourage all Council Service units to incorporate, within their business plans, how their unit will promote gender equity and respect with colleagues and in their work.	EMT All Units	Gender equity statement & action included within all business plans	June 2014	Within budget
3.3 Work towards ensuring Council Policies and Procedures are reflective of best practice in relation to gender equity and the prevention of violence against women.	3.3.1 Investigate the possibility of undertaking a gendered lens audit of relevant Council policies and where scope for enhancement exists action accordingly.	S&CS	Investigation undertaken and actioned accordingly	June 2015 – June 2016	Investigation – Within budget Action – funding required

5. LEGEND

ADSS	Aged and Disability Support Services
C&M	Communications and Marketing
Corp S	Corporate Services
CS	Cultural Services
DCS	Doncare Community Services
EEP	Economic and Environmental Planning
EMR LGA's	Eastern Metropolitan Region Local Government Area's
EMRRFVP	Eastern Metropolitan Region Family Violence Partnership
EMT	Executive Management Team
IEPCP	Inner East Primary Care Partnership
MCH	Maternal and Child Health Services
MCHS	Manningham Community Health Service
MIC	Migrant Information Centre (Eastern Melbourne)
ODU	Organisational Development Unit
P&R	Parks and Recreation
PS	Property Services
S&CS	Social and Community Services
Stat Plan	Statutory Planning
Strat Proj	Strategic Projects
Vic Pol	Victoria Police Doncaster
WHE	Women's Health East
WMRLS	Whitehorse Manningham Regional Library Service
MYMCA	Manningham YMCA Youth Services

6. REFERENCES

Australian Bureau of Statistics, 2006.

Australian Domestic & Family Violence Clearinghouse – The Financial Cost of Domestic and Family Violence Fast Facts 3, 2011

Australian Domestic and Family Violence Clearinghouse – The Financial Cost of Domestic and Family Violence, 2011.

City of Darebin - Women's Equity Strategy 2012 - 2015

Community Indicators Victoria – Community Indicators Personalised Report - Manningham, 2012

www.communityindicators.net.au/wellbeing_report/manningham

Community Indicators Victoria – Family Violence Indicator Rationale www.communityindicators.net.au/metadata_items/family_violence

Gender Equity in Local Government Partnership – Ten way local government can advance gender equity; Fact sheets 1 -10, 2012

Gender Matters – Manual on Gender based Violence Affecting Young People www.eycb.coe.int/gendermatters/chapter_2/1

Inner East Primary Care Partnership – Preventing Violence Against Women: Project Report 2010 -2011.

KMPG – The Cost of violence against Women and their Children, Safety Taskforce, Department of Families, Housing, Community Services and Indigenous Affairs, Australian Government, 2009.

Manningham City Council – Community Safety Plan Consultation Findings, 2013

Manningham City Council - Generation 2030 Community Plan, 2012

Manningham City Council – Municipal Public Health and Wellbeing Plan Consultation Findings, 2013

Manningham City Council – Prevention of Violence Against Women Strategy Consultation Findings, 2013

Maribyrnong City Council – Maribyrnong Respect & Equity: Preventing Violence Against Women Guide for Local Government

Moreland City Council – Family Violence Prevention Action Plan 2011 - 2012

Moreland City Council – Family Violence Prevention Strategy, 2011 -2015

Municipal Association Of Victoria – Promoting Gender equity – MAV Prevention Of Violence Against Women Leadership Statement, 2012

Office of Women's Policy - A Right to Respect: Victoria's plan to Prevent Violence against Women 2010 – 2020.

UN Chronicle Online – www.un.org/wcm

United Nations General Assembly - 85th Plenary Meeting – Declaration on the Elimination of violence Against Women, 1993.

United Nations High Commissioner for Human Rights - Convention on the Elimination of Discrimination Against Women, 1979

VicHealth - Networking and Capacity Building Project – Local Government Prevent Violence Against Women Final Report, 2012

VicHealth – Preventing Violence Before it Occurs – A framework and background paper to guide the primary prevention of violence against women in Victoria, 2007 www.vichealth.vic.gov.au

VicHealth – The Health Costs of Violence: Measuring The Burden of Disease Caused By Intimate Partner Violence, 2004

VicHealth – The health costs of violence: Measuring the burden of disease caused by intimate partner violence, 2004

World Health Organisation – Preventing Violence: A guide to implementing the recommendations of the world report on violence and health, 2004

World Health Organisation - Women and Mental Health: An Evidence Based Review, 2000

7. APPENDIX

Appendix 1. Preventing Violence Against Women: A Framework for Action.

<h1>Preventing violence against women: A framework for action</h1>		
<h2>Addressing the social and economic determinants of violence against women</h2>		
<h3>Key social and economic determinants of violence</h3>		
<h4>Theme for action: promoting equal and respectful relationships between men and women</h4>		
Individual and relationship	Community and organisational	Societal
<ul style="list-style-type: none"> • Belief in rigid gender roles and identities and/or weak support for gender equality • Masculine orientation or sense of entitlement • Male dominance and control of wealth in relationships 	<ul style="list-style-type: none"> • Culturally-specific norms regarding gender and sexuality • Masculine peer and organisational cultures 	<ul style="list-style-type: none"> • Institutional and cultural support for, or weak sanctions against, gender inequality and rigid gender roles
<h3>Key contributing factors</h3>		
<h4>Theme for action: promoting non-violent norms and reducing the effects of prior exposure to violence</h4>		
Individual and relationship	Community and organisational	Societal
<ul style="list-style-type: none"> • Attitudinal support for violence against women • Witnessing or experiencing family violence as a child • Exposure to other forms of interpersonal or collective violence • Use and acceptance of violence as a means of resolving interpersonal disputes 	<ul style="list-style-type: none"> • Neighbourhood, peer and organisational cultures that are violence-supportive or have weak sanctions against violence • Community or peer violence 	<ul style="list-style-type: none"> • Approval of, or weak sanctions against, violence and/or violence against women • Ethos condoning violence as a means of settling interpersonal, civic or political disputes • Colonisation
<h4>Theme for action: improving access to resources and systems of support</h4>		
Individual and relationship	Community and organisational	Societal
<ul style="list-style-type: none"> • Social isolation and limited access to systems of support • Income, education or employment • Relative labour force status • Alcohol and illicit drug use* • Poor parenting • Personality characteristics and poor mental health* • Relationship and marital conflict • Divorce or separation 	<ul style="list-style-type: none"> • Weak social connections and social cohesion and limited collective activity among women • Strong support for the privacy of the family • Neighbourhood characteristics (e.g. service infrastructure, unemployment, poverty, collective efficacy) 	<ul style="list-style-type: none"> • Support for the privacy and autonomy of the family • Unequal distribution of material resources (e.g. employment, education)
<small>* Denotes increased risk of perpetration only</small>		
www.vichealth.vic.gov.au		

Priority populations and preventative actions

Priority populations	Preventative actions
<ul style="list-style-type: none"> • Children • Young people • Women and men • Indigenous communities • Culturally and linguistically diverse communities • Rural communities • Neighbourhoods affected by disadvantage • Women with disabilities 	<ul style="list-style-type: none"> • Research, monitoring and evaluation • Direct participation programs • Organisational and workforce development • Community strengthening • Communications and social marketing • Advocacy • Legislative and policy reform

Priority settings for action

<ul style="list-style-type: none"> • Community services • Local government • Corporate • Faith communities • Education 	<ul style="list-style-type: none"> • Workplace • Cultural institutions and networks • Arts • Sports and recreation • Media and popular culture 	<ul style="list-style-type: none"> • Health • Cyberspace and new technologies • Justice • Academic • Military and like institutions
---	---	--

Intermediate outcomes

Individual and relationship	Organisational	Community	Societal
<p>Individuals and relationships with:</p> <ul style="list-style-type: none"> • improved connections to resources and support; • respectful and equitable gender relations; • improved attitudes toward gender equity, gender roles and violence and/or violence against women; • improved skills in non-violent means of resolving interpersonal conflict; and • responsible alcohol use. 	<p>Organisations that:</p> <ul style="list-style-type: none"> • model, promote and facilitate equal, respectful and non-violent gender relations; • work in partnerships across sectors to address violence; • implement evidence-based violence prevention activities; and • are accessible to and safe and supportive for women. 	<p>Environments that:</p> <ul style="list-style-type: none"> • value and support norms that are non-violent and build respectful and equitable gender relations; • build connections between people and sources of formal and informal support; and • take action to address violence. 	<p>A society in which there are strong legislative and regulatory frameworks and appropriate resource allocation for supporting:</p> <ul style="list-style-type: none"> • gender equity; • the prevention and prohibition of violence; • the positive portrayal of women (e.g. in advertising); and • the development of healthy relationships between men and women.

Long-term benefits

Individual and relationship	Organisational	Community	Societal
<ul style="list-style-type: none"> • Reduction in violence-related health problems and mortality • Improved interpersonal skills and family and gender relations • Reduced intergenerational transmission of violence and its impacts 	<ul style="list-style-type: none"> • Violence prevention resources and activities integrated across sectors and settings • Organisations that value and promote respectful gender relations • Improved access to resources and systems of support 	<ul style="list-style-type: none"> • Communities that value gender equity and respectful relationships between men and women • Reduced social isolation and improved community connections 	<ul style="list-style-type: none"> • Reduced gender inequality • Improved quality of life for men and women • Reduced levels of violence and/or violence against women • Improved productivity