



NATIONAL PLAN TO REDUCE VIOLENCE AGAINST
WOMEN AND THEIR CHILDREN SECOND ACTION
PLAN

TASMANIAN SECOND IMPLEMENTATION PLAN -
MOVING AHEAD 2013-2016

MINISTER'S FOREWORD

Violence against women is shockingly widespread in our community. In Australia, around one in three women have experienced physical violence, and almost one in five have experienced sexual violence since the age of 15¹.

Violence against women has individual, community and economy-wide impacts. A study commissioned by government in 2009 found that domestic and family violence and sexual assault perpetrated against women costs Australia \$13.6 billion each year. This figure is estimated to rise to \$15.6 billion by 2021². Part of this cost is borne by Australian governments at all levels, including through the funding provided to support services for women who experience violence, the healthcare system, justice and policing, child protection, and through the welfare system.

While there have been significant achievements both nationally and locally under the First Action Plan *Building A Strong Foundation 2010–2013* and Tasmania's First Implementation Plan, there is more work to do.

A strong focus area of this Second Implementation Plan for Tasmania, will be the continued implementation of *Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-2022*. This aligns with the National Second Action Plan priority of 'Driving whole of community action to prevent violence' and will complement national efforts such as the establishment of OurWatch, a national foundation which has been established to drive nation-wide change in the culture, behaviours and attitudes that underpin and create violence against women and children.

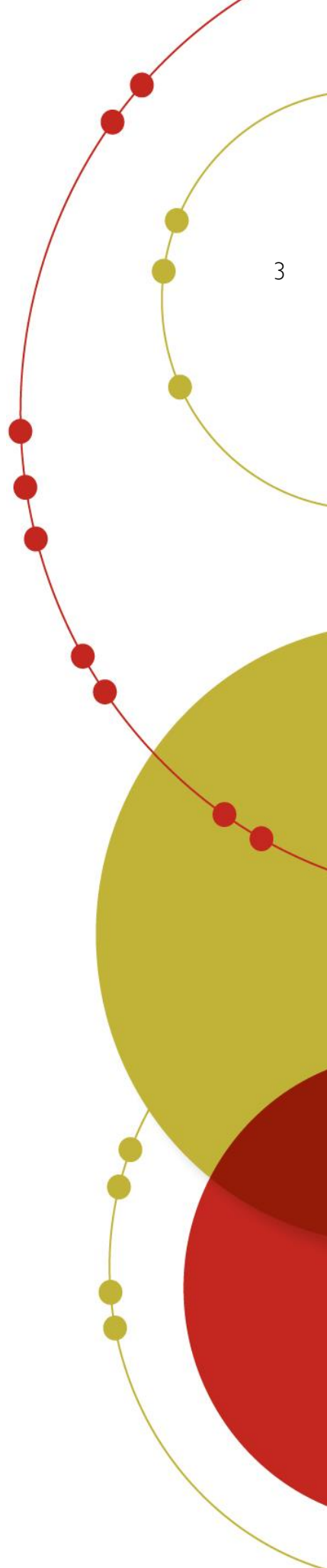
We will also continue to implement initiatives aimed at improving and strengthening our justice and service systems, improving perpetrator interventions, collecting and maintaining robust data collections to build strong evidence bases, and recognising and understanding the diverse experiences of violence for culturally and linguistically diverse women, Aboriginal and Torres Strait Islander women, lesbian, gay bisexual, transgender and intersex women, women with disability, and women across a range of age groups.

¹ Australian Bureau of Statistics, 2006, *Personal Safety Survey* (reissue), Cat. No. 4906.0, Canberra

² KPMG, 2009, *The Cost of Violence against Women and their Children*, Safety Taskforce, Department of Families, Housing, Community Services and Indigenous Affairs, Australian Government

I look forward to working with my state and commonwealth parliamentary colleagues, the public service, and the community sector to implement this second implementation plan for Tasmania and to continue to address the unacceptable problem of violence against women and children in our community.

The Hon Jacquie Petrusma MP, Minister For Women



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INTRODUCTION

Violence against women and children is a community-wide issue - its incidence and impact affecting women and children regardless of their race or economic or social status.

The *National Plan to Reduce Violence against Women and their Children 2010-2022* (the National Plan) is a 12 year plan that brings together the efforts of Commonwealth, state and territory governments and the community to make a significant and sustained reduction in violence against women and their children, under the shared vision that Australian women and their children will live free from violence in safe communities.

The National Plan targets two main types of violence against women – domestic and family violence and sexual assault. It has a strong focus on preventing violence and on changing community attitudes around gender equality and violence against women and their children.

This Implementation Plan has been developed in response to the Second Action Plan of the National Plan.

The Second Action Plan highlights that the impact of violence is particularly worse for some groups of women.

Aboriginal and Torres Strait Islander women are 35 times more likely to be hospitalised due to family violence related assaults than other women³. Women with disability are more likely to experience violence and the violence can be more severe and last longer than for other women. A survey of 367 women and girls with disability found that 22 per cent had been affected by violence in the previous year⁴.

The National Plan also notes that women from culturally and linguistically diverse (CALD) and new and emerging communities who experience violence can also face significant difficulties, including a lack of support networks, language barriers, socio-economic disadvantage, and lack of knowledge of their rights and Australia's laws.

This implementation plan provides an opportunity to take stock of what worked well under the First Action Plan of the National Plan, and to build on these initiatives. It also provides an opportunity for Tasmania to extend its work with particularly vulnerable groups of women.

³ Steering Committee for the review of Government Services (2009). *Overcoming Indigenous Disadvantage: Key Indicators 2009*. Canberra: Productivity Commission

⁴ University of New South Wales, 2013, *Stop the Violence: Addressing Violence Against Women and Girls with Disabilities in Australia*, Sydney

THE NATIONAL PLAN

Overview

The National Plan sets out a platform for action over 12 years, until 2022. The six National Outcomes that all governments will work toward 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 is also supported by 'Foundations for Change' – essential elements that underpin the capacity to work together and achieve lasting change. The Foundations for Change are:

- strengthen the workforce;
- integrate systems and share information;
- improve the evidence base; and
- track performance.

The National Plan is being delivered through four, three-year Action Plans. These Action Plans identify actions, responsibilities and timeframes for governments to work together to reduce violence against women and their children.

These Action Plans are implemented through individual implementation plans developed by the Commonwealth, states and territories.

State and territory implementation plans show how jurisdictions will undertake actions in different ways and give higher priority to actions where they are more relevant to local circumstances.

Action plans

The First Action Plan: Building Strong Foundations (2010-2013)

The First Action Plan established the groundwork for the National Plan.

The national priorities for the First Action Plan were: Building Primary Prevention Capacity; Enhancing Service Delivery; Strengthening Justice Responses; and Building the Evidence Base.

At a national level, there have been many gains under the First Action Plan. Increasing public awareness of violence against women and their children, new infrastructure, such as the Foundation to Prevent Violence against Women and their Children to engage the community, and building the evidence base for policy development and program and service delivery, through the establishment of Australia's National Research Organisation for Women's Safety (ANROWS).

At a local level, Tasmania's Implementation Plan for the First Action Plan clearly established that Tasmania was well positioned to deliver programs and services relating to three priority areas identified in the National Plan: Enhancing Service Delivery; Strengthening Justice Responses; and Building the Evidence Base. Consultation revealed that that local effort should be focused on improving primary prevention approaches.

A report on Tasmania's key achievements under the First Action Plan is attached at Appendix I.

Second Action Plan (2013-2016) – Moving Ahead

The Second Action Plan was launched on 27 June 2014. It takes stock of what has worked well in the first three years and channels efforts towards ongoing and new priorities, and engage with more sectors, groups and communities in order to prevent and reduce violence against women and their children.

The Second Action Plan is an opportunity to strengthen how governments and the community address violence against women and their children.

Efforts will be amplified in five National Priority areas, these are:

- National Priority 1: Driving whole of community action to prevent violence
- National Priority 2: Understanding diverse experiences of violence
- National Priority 3: Supporting innovative services and integrated systems
- National Priority 4: Improving perpetrator interventions
- National Priority 5: Continuing to build the evidence base.

The Second Action Plan identifies 26 actions that all governments – state, territory and the Commonwealth – agree are important to pursue over the next three years. As stated in the Second Action Plan, not all will necessarily be progressed by every jurisdiction, or in the same way. Jurisdictions will focus on local priorities and delivery approaches.

A copy of the Second Action Plan is available at www.dss.gov.au/nationalplan.

Third Action Plan (2016-2019) – Promising Results

The Third Action Plan will deliver solid and continuing progress in best practice policies, with governments using data of far greater detail, accuracy and depth due to the improvements made in data collection and analysis.

Fourth Action Plan (2019-2022) – Turning the Corner

The Fourth Action Plan is expected to see the delivery of tangible results in terms of reduced prevalence of domestic violence and sexual assault, reduced numbers of children witnessing violence, and an increased number of women who feel safe in their communities.

Governance Arrangements

Governments are committed to strong governance arrangements under the Second Action Plan and are jointly responsible for overseeing its management, in collaboration with experts and other members of civil society.

The Second Action Plan will be overseen by Commonwealth, state and territory ministers, supported by Senior Officials from each jurisdiction.

The Commonwealth will chair national roundtables comprising leaders from national peak bodies, civil society and business sectors and subject matter experts from fields including family violence, sexual assault, and the law. Governments will undertake targeted consultations and existing state and territory advisory groups and consultative mechanisms will provide input into implementation at the state and territory level. Tasmania's advisory groups are outlined further below.

National conferences will also be held in 2015 and 2016, to bring sectors together and encourage whole-of-community engagement on selected National Priorities under the Second Action Plan.

More information on these arrangements can be found in the Second Action Plan.

To oversee the development and delivery of its implementation plans, the Tasmanian Government established an Interdepartmental Committee (IDC).

Membership includes:

- Department of Premier and Cabinet
- Department of Health and Human Services
- Department of Police and Emergency Management
- Department of Justice
- Department of Education
- the former Department of Economic Development, Tourism and the Arts

A Tasmanian Consultative Group, comprising representatives from key non-government organisations, was also established to inform the development of Tasmania's implementation plans and will continue to provide input into the work of the IDC. This process enables sharing of advice and information between government agencies and key non-government organisations. Membership includes:

- Aboriginal Health Service
- Hobart Women's Shelter
- Laurel House Sexual Assault Support Services North
- Local Government Association of Tasmania
- Men's Services Network
- Migrant Resource Centre
- National Disability Services Tasmania
- Sexual Assault Support Services Inc.
- Tasmanian Aboriginal Childcare Association
- Tasmanian Association of Community Houses
- Tasmanian Council of Social Services (TasCOSS)
- Tasmanian Farmers and Graziers Association
- Unions Tasmania
- Warrawee Women's Shelter
- WESNET (Women's Services Network) Tasmanian representative)
- Women's Karadi Aboriginal Corporation
- Women's Legal Service Tasmania

Reporting and evaluation

Governments will work together to publicly release targeted and streamlined annual reports to the Australian public on progress under the Second Action Plan, commencing in 2015.

Evaluations will take place every three years to analyse the effectiveness and efficiency of the National Plan by measuring progress toward achieving 'a significant and sustained reduction in violence against women and their children' by 2022. This will include analysis of indicators of change as well as each National Outcome's measure of success.

An Evaluation Plan is available at www.dss.gov.au/nationalplan.

Governments have agreed on the measures of success for each of the six National Outcomes as set out in the table on the following page.

NATIONAL PLAN OUTCOME	MEASURE OF SUCCESS	DATA SOURCE
1. Communities are safe and free from violence	Increased intolerance of violence against women	National Survey on Community Attitudes Towards Violence Against Women
2. Relationships are respectful	Improved knowledge, skills and behavior of respectful relationships by young people	National Survey on Community Attitudes Towards Violence Against Women
3. Indigenous communities are strengthened	Reduction in the proportion of Indigenous women who consider that family violence, assault and sexual assault are problems for their communities and neighbourhoods Increased proportions of Indigenous women who are able to have their say within community on important issues including violence	National Aboriginal and Torres Strait Islander Social Survey
4. Services meet the needs of women and their children experiencing violence	Increased access to and responsiveness of services for victims of domestic/family violence and sexual assault	Personal Safety Survey and administrative data
5. Justice responses are effective	Increased rates of women reporting domestic violence and sexual assault to police	Personal Safety Survey and administrative data
6. Perpetrators stop their violence and are held to account	A decrease in repeated partner victimisation	Personal Safety Survey and administrative data

Tasmania's progress will be monitored through its participation in the above evaluations, and by the IDC and Consultative Group.

The National Community Attitudes towards Violence Against Women Survey: Measuring Community Attitudes to Violence against Women

Measuring and analysing community attitudes in regards to violence against women and children is a key factor in shaping a strong primary prevention response and identifying key groups and areas in the community that may require a more targeted response.

The 2013 National Community Attitudes towards Violence Against Women Survey (NCAS) is designed to monitor the National Plan. The Victorian Health Promotion Foundation (VicHealth) was commissioned by the Department of Social Services in 2012 to undertake the NCAS. VicHealth led the project in collaboration with the Social Research Centre and The University of Melbourne as research partners.

The aims of the NCAS are to:

- gauge community knowledge of, and attitudes towards, violence against women to identify areas that need attention in the future;
- track changes in attitudes over time (between 1995, 2009 and 2013 surveys);
- improve understanding of the factors that influence knowledge, attitudes and responses; and
- identify particular parts of the population to target prevention.

More information about the NCAS, including full results and detailed analysis can be found at <http://www.vichealth.vic.gov.au/ncas>

Key NCAS Findings - 2014*

The survey found that the majority of Australians have a good knowledge of violence against women and do not endorse most attitudes supportive of this violence. On the whole, Australians' understanding and attitudes remained stable between 2009 and 2013.

It is important to note that a number of variances amongst different demographic cohorts were observed. This data will be useful to policy makers in implementing the second action plan, with its increased focus on tailored responses for different demographic cohorts.

A summary of the key findings across demographic cohorts is as follows:

Age Groups

- People aged 16 to 24 years have a lower level of understanding of violence against women and are less likely to reject attitudes supportive of violence. They are also more likely to endorse attitudes supportive of men exercising greater power than women in relationships.
- Those aged 35 to 44, 45 to 54 and 55 to 64 years tend to have a higher level of understanding of violence against women, are less inclined to endorse attitudes supportive of violence and have a higher level of support for gender equality than the sample as a whole.
- People aged 65 years and over are more inclined to endorse attitudes supportive of violence and have a lower level of support for gender equality. They are also less likely to demonstrate accurate knowledge of violence.

Culturally and Linguistically Diverse People

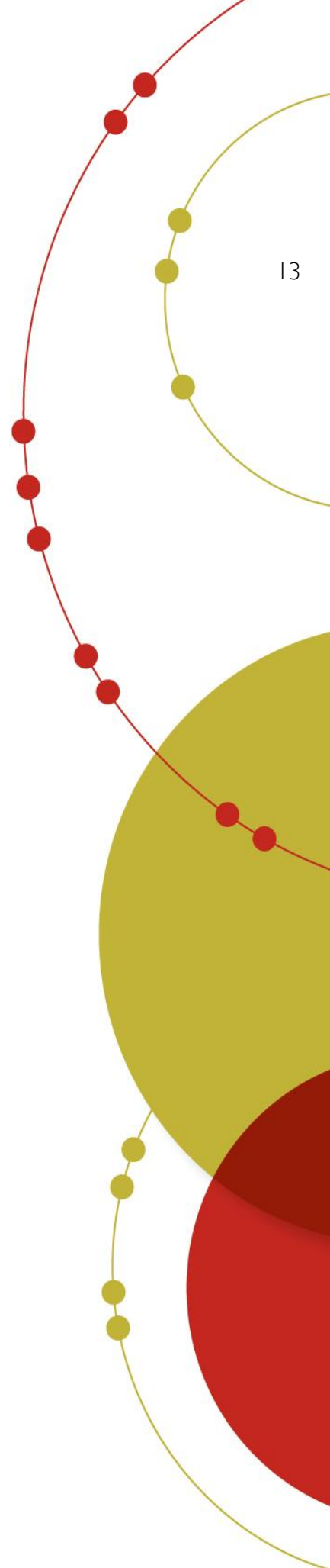
- People born in a country in which the main language is not English are less likely than Australian-born people to have a:
 - high level of understanding of violence against women
 - low level of endorsement of violence-supportive attitudes
 - high level of support for gender equality.

Aboriginal and Torres Strait Islander People

- Overall, Aboriginal and Torres Strait Islander (ATSI) respondents are more likely than non-ATSI respondents to endorse violence-supportive attitudes. However disadvantaged Indigenous men are the only group to be more likely to endorse violence-supportive attitudes. There are no statistically significant differences between the proportions of Indigenous and non-Indigenous men who are not disadvantaged that hold violence-supportive attitudes.
- Indigenous women do not vary from non-Indigenous women experiencing comparable levels of disadvantage.
- Gender differences in the Indigenous sample are more marked than in the sample as a whole.

People with Disability

- Although there is no known research on attitudes to violence against women among people with disabilities, the NCAS hypothesised (based on a review of literature in the field) that people with disabilities would have:



- a lower level of understanding and knowledge of violence against women, due to barriers to accessing education and information on gender relations, intimacy and sexuality; and
- a higher level of attitudinal support for violence, resulting from the greater likelihood of exposure to violence via their first-hand experience of violence in the family, community and in institutional settings and the impacts of the intersecting influences of injustice associated with gender, disability and the social marginalisation that may often co-occur with disability.
- The findings of the survey support the hypotheses above for men with disabilities, but for women, only for those aged 65 years and over.

Socio-economic Status

- Socio-economic status (SES) was measured in the survey using labour force status, education, occupation and the extent of disadvantage of the area. There are modest differences between different SES levels for individual questions. Specifically:
 - employed respondents are slightly more likely to have a high degree of support for gender equality and are less likely to endorse violence-supportive attitudes.
 - higher levels of education are associated with higher levels of attitudinal support for gender equality and a lower level of endorsement of attitudes supportive of violence against women.
 - people in more disadvantaged areas are less likely to have a high level of attitudinal support for gender equality and more likely to have a high level of endorsement of attitudes supportive of violence against women.
 - people in the most advantaged areas are most likely to show high attitudinal support for gender equality and a low level of attitudinal support for violence. These differences are modest in size and are statistically significant only for respondents in the most and least disadvantaged areas.

Regional and Remote Locations

- Areas across Australia were compared using a standard classification system based on the degree of remoteness from facilities and services. Areas are divided into five categories (very remote, remote, outer-regional, inner-regional and major city).

- There are a small number of questions on which areas differ, but with regard to the three composite measures (understanding, violence support and support for gender equality), the only areas that differ from the sample as a whole are inner-regional areas.
- Compared with the sample as whole, people in these areas are:
 - more likely to have a high level of understanding of violence against women
 - less likely to have a high level of support for violence
 - less likely to have a low level of support for gender equality

* The above findings are taken from the NCAS detailed summary report – accessed at the following link:
<http://www.vichealth.vic.gov.au/~media/ProgramsandProjects/DiscriminationandViolence/PreventingViolence/NCAS%20Summary%20Final.ashx>

SECOND ACTION PLAN - TASMANIAN IMPLEMENTATION PLAN

Context

Family Violence

As outlined in Tasmania's First Implementation Plan, every jurisdiction in Australia has its own terminology and legislation surrounding family/domestic violence. Tasmania uses the term 'family' violence to acknowledge that children exposed to family violence have their safety, psychological wellbeing and interests affected by violence directed at one of their carers, and are therefore, victims in their own right.

Tasmania's *Family Violence Act 2004* provides for an integrated criminal justice response to family violence and aims to promote the safety of people affected by family violence by changing the behaviour of those responsible for the violence.

The Act defines *family violence* as:

s7. *Family violence*

In this Act –

family violence means –

(a) any of the following types of conduct committed by a person, directly or indirectly, against that person's spouse or partner:

- (i) assault, including sexual assault;
- (ii) threats, coercion, intimidation or verbal abuse;
- (iii) abduction;
- (iv) stalking within the meaning of section 192 of the *Criminal Code Act 1924* (Tas)
- (v) attempting or threatening to commit conduct referred to in subparagraph (i), (ii), (iii) or (iv); or

(b) any of the following:

- (i) economic abuse;
- (ii) emotional abuse or intimidation;
- (iii) contravening an external family violence order, an interim FVO, an FVO or a PFVO.

Sexual Assault

Every jurisdiction in Australia also has its own legislation for sexual offences.

The Tasmanian *Criminal Code Act 1924* defines rape and sexual assault as:

s185. Rape

Any person who has sexual intercourse with another person without that person's consent is guilty of a crime.

s127A. Aggravated sexual assault

A person who unlawfully and indecently assaults another person by the penetration to the least degree of the vagina, genitalia or anus of that other person by:

- (a) any part of the human body other than the penis; or
- (b) an inanimate object.

Unlike family violence, victims of sexual assault are often not the spouse or partner of the perpetrator. Perpetrators of sexual assault include a broad spectrum from family members through to strangers. Forty to 45 per cent of women who are physically abused by their intimate partners are also forced into sexual activities by them.

Women who are sexually assaulted by their partners experience a number of serious risks that are different and more serious than women who experience physical violence alone⁵. These include:

- a greater risk of being killed by their partner;
- stress-related symptoms;
- increased likelihood of gynaecological problems; and
- detrimental emotional and mental health effects.

Primary Prevention

In response to wide-reaching consultations in 2011 and 2012 and the ongoing advice from key stakeholders through the IDC and Consultative Committee outlined above, the Tasmanian Government will continue its strong focus on the primary prevention of violence against women and children throughout its Second Implementation Plan.

As outlined in Tasmania's First Implementation Plan, primary prevention activity aims to prevent violence before it occurs. Such interventions can be delivered to the whole population, or to particular groups at higher risk of using or experiencing violence in the future. Primary prevention interventions may focus on changing attitudes and behaviour, or building the knowledge and skills of individuals to empower them to make changes to their behaviour.⁶

Women with disability

In 2011 there were 28 726 persons with profound or severe disability in Tasmania, defined as in need of assistance for core activities of self-care, mobility or communication. Of these, 15 323 (53.3 per cent) were female and 13 403 (46.7 per cent) were male⁷. According to research undertaken by Women With Disabilities Australia, compared to women and girls without disability, women and girls with disability experience violence at significantly higher rates, more frequently and for longer, in more ways and by more perpetrators⁸.

⁵ Wall, Liz, *Asking women about intimate partner sexual violence*, Australian Centre for the Study of Sexual Assault: ACSSA Resource Sheet, June 2012, accessed 26 September 2013, <http://www.aifs.gov.au/acssa/pubs/sheets/rs4/index.html>

⁶ VicHealth, *Preventing violence before it occurs: a framework and background paper to guide the primary prevention of violence against women in Victoria*, Melbourne, 2007, p9

⁷ Australian Bureau of Statistics 2011 Census of Population and Housing, Basic Community Profile (Tasmania), Catalogue 2001.6, Table B18, ABS, Canberra

⁸ Frohmader Carolyn, *Women With Disabilities and the Human Right to Health*, May 2010

However, disaggregation of family violence data, to identify the proportion of victims with disability remains an area for improvement at the state and national level, as is the case with other demographic cohorts.

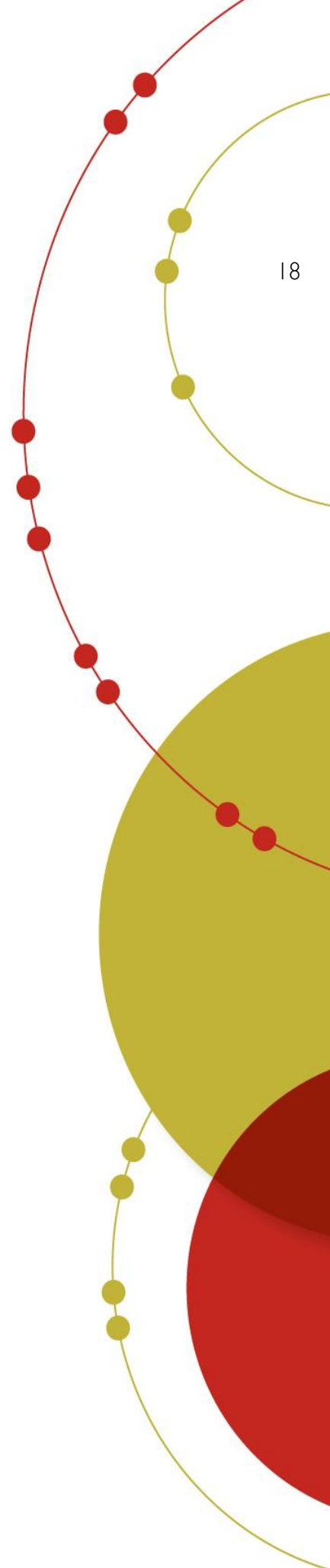
At a national policy level, building on the Stop the Violence: Addressing Violence Against Women and Girls with Disabilities in Australia project, undertaken in the National Plan First Action Plan, is essential to ensure women in this cohort do not face barriers in seeking support from service providers across the continuum of care required. Evidence from the project research indicates that the siloed nature of service delivery administered under gender, violence or disability often place women with disabilities who are at risk of, or experiencing violence outside the remit of the system⁹.

At a state level, the Tasmanian Government will continue to seek to ensure that the needs of women and girls with disability are considered in its implementation of key state and national policy frameworks. One of the key mechanisms for doing this will be through the continued implementation of the *Tasmanian Women's Plan 2013-2018*, and in particular the development of a gender mainstreaming policy and toolkit for Tasmanian Government agencies. The policy and toolkit will help ensure that policy makers across portfolios apply a 'gender lens' in policy development, and consider the needs of women in all population cohorts. In addition the Tasmanian Government's *Disability Framework for Action 2013-2017*, provides opportunities for women to influence government policy decision making. The Framework is overseen by the Premier's Disability Advisory Council that ensures all issues facing women are considered in its implementation.

Key disability sector stakeholders were consulted in the development of this Second Implementation Plan and identified the following priority areas for action, which will be considered in planning the forward work program:

- Appropriate education materials and activities are designed to increase awareness amongst women with disability about their rights and empower them to report incidents of violence.
- Appropriate materials, contacts and communication mechanisms are available that support women with disability to report an incident of violence.

⁹ Women with Disabilities Australia, Discussion Paper - *National Symposium on Violence Against Women and Girls with Disabilities*, Sydney, 25 October 2013, p.17



- Disability Service Providers (DSPs) have access to education and support to develop and implement policies and procedures that encourage reporting and support women with a disability who make reports.
- DSPs have appropriate whistleblower policies and procedures to protect staff who report other staff.
- Generic service providers (eg. shelters and support services) have access to education and resources to provide appropriate support to women with a disability, including non-verbal, easy English and other communication options.
- Appropriate tools are developed for victims with an intellectual disability to use to identify and describe violence, for example, non-verbal tools.
- Carer groups and DSPs have access to education and resources to provide appropriate education, support and respite to families and carers of people with a disability.

Aboriginal and Torres Strait Islander (ATSI) women

Research shows that ATSI people are between two and five times more likely than non-Indigenous people to experience violence as victims or offenders¹⁰. ATSI females are 35 times more likely to be hospitalised due to family violence related assaults, and ATSI males 21.4 times as likely, than non-ATSI females and males¹¹. However it is noted that 'there are significant deficiencies in the availability of statistics and research on the extent and nature of family violence in communities¹².

Strategy 3.2 of the National Plan states that governments will support Aboriginal communities in developing and implementing local solutions across family violence.

The Department of Premier and Cabinet (DPAC) has engaged the Tasmanian Aboriginal Centre (TAC) to update and re-introduce two existing, but outdated resource booklets.

The 'palawa kids can say no' booklet and the 'family violence is not ok! For palawa kids' booklet were created in 2003 and although both

¹⁰ Willis, M (2011) Non-disclosure of violence in Australian Indigenous communities, *Trends and Issues in Crime and Criminal Justice*. No.405. Canberra: Australian Institute of Criminology

¹¹ Steering Committee for the review of Government Services (2009) *Overcoming Indigenous Disadvantage: Key Indicators 2009*. Canberra: Productivity Commission

¹² Bartels, L Criminology Research Council, Research in Practise Report No.10, *Emerging issues in domestic/family violence research*, April 2010

were considered best practice documents at the time, they will now be updated with current best practice trends.

Culturally and Linguistically Diverse Women

The Government acknowledges and recognises that women from culturally linguistically diverse (CALD) communities may face additional barriers, multiple complexities and vulnerability including difficulties and challenges living with violence, finding assistance and accessing support services, disclosing family violence situations, leaving and moving on from a family violence situation. Language barriers, cultural norms and expectations around gender roles and relationships can also create barriers and differences in the way women and children experience violence and how the justice and service systems should respond.

Key CALD stakeholders were consulted in the development of this Second Implementation Plan and have identified the following priority areas for action, which will be considered in planning the forward work program:

- Police continue to be educated on how to access Translating Interpreting Service (TIS) National or other interpreting services.
- Information sessions are provided for new and recent arrivals on different types of abuse.
- Documents are read to clients with interpreters present.
- Funding is provided for beds in hostels or shelters for CALD perpetrators.
- Education sessions are provided for all new arrivals regarding cultural differences and the Australian law, with ongoing refresher sessions as required. These sessions should be mandatory for convicted offenders.

The Tasmanian Government is continuing to implement the *Tasmanian Multicultural Policy 2014*. A key action from the Policy will be the delivery of an e-learning cultural competency training package for all Tasmanian Government staff, which develops staff awareness and knowledge of cultural diversity and helps prevent stereotyping, and potential exclusion, of people from different cultural backgrounds. Embedding a greater understanding of cultural diversity will assist policy makers across all domains, including developing a greater understanding of cultural factors in the area of family violence and how to develop and implement culturally appropriate responses.

Moving ahead

The Second Implementation Plan will continue the critical vision and objective of the First Implementation Plan – a vision that all women and children should feel safe and be safe, and an objective to significantly reduce the major forms of violence experienced by women and their children in the long-term and to intervene earlier and respond more effectively in the short-term.

As outlined above, the principal focus of Tasmania's Second Implementation Plan will continue to be our primary prevention capacity. This includes embedding successes to date, augmenting existing initiatives and further developing an evidence base for the development and delivery of effective programs, policies and services to reduce violence against women and their children and to support and protect victims of violence.

The continued involvement of the IDC and Consultative Group will be crucial to this work.

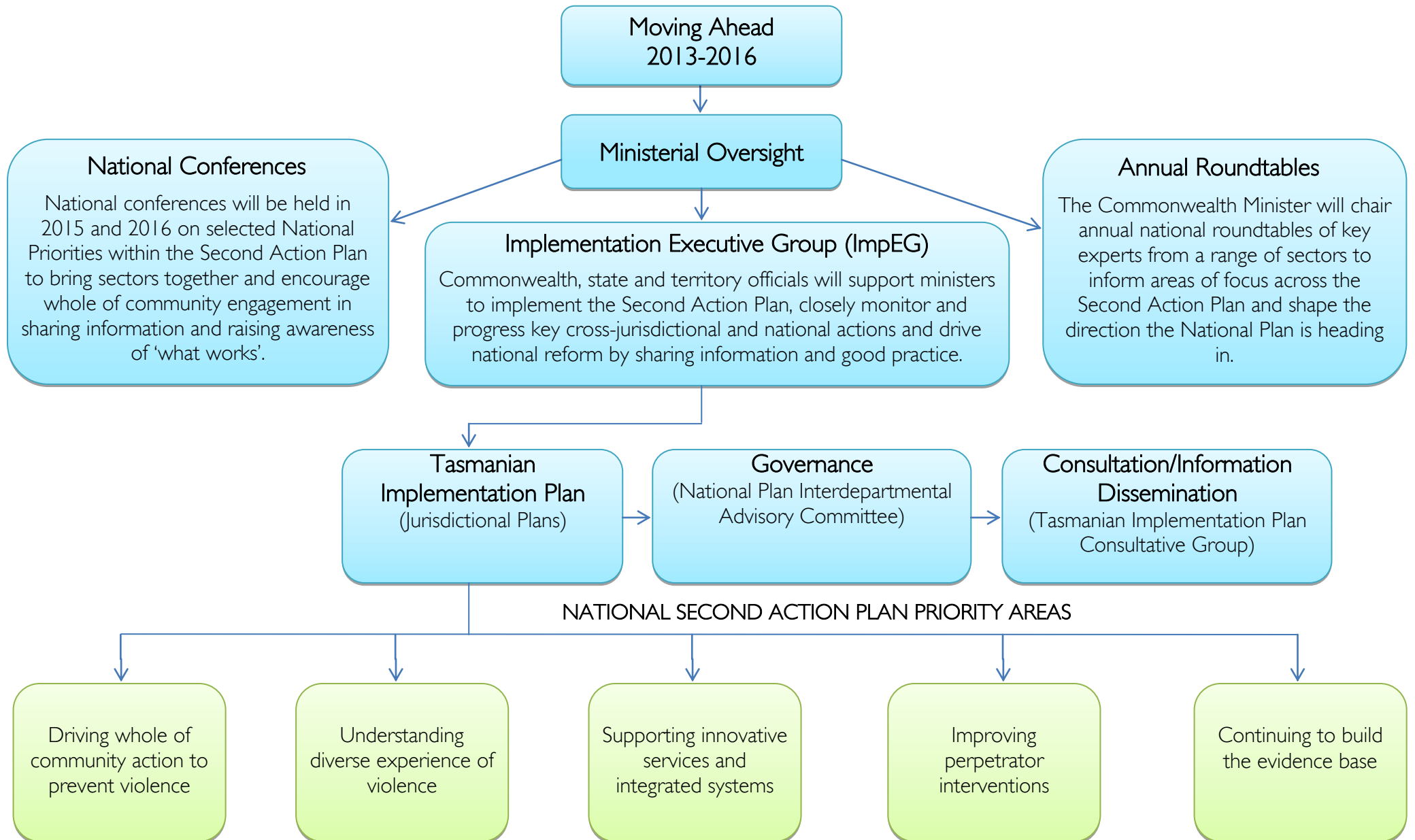
Tasmania's First Implementation Plan saw the development and initial implementation of *Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence against Women and Children 2012-2022 (Taking Action)*. *Taking Action* addresses the factors that contribute to, or perpetuate, violence against women and their children. These factors include gender roles and relations; social norms and practices relating to violence; and access to resources and systems of support for women and children experiencing violence.

Taking Action provides a platform to coordinate Government and community efforts to reduce family violence and sexual assault in Tasmania. *Taking Action* will continue to be implemented across the life of the National Plan, providing a firm foundation to reflect and build upon our primary prevention efforts over the coming years.

Our primary prevention work is also being complemented by efforts to promote the status of women in society through key policy developments. The *Tasmanian Women's Plan 2013 – 2018*, Tasmania's gender equity framework, brings together a number of government-led initiatives to reduce inequality, including the development of a gender mainstreaming policy and gender analysis toolkit for Tasmanian Government agencies to reduce structural factors that contribute to inequality.

The actions in this Implementation Plan reflect advice from the IDC and Consultative Group on priorities for the First and Second National Plans, as well as agreed national priorities. This includes:

- *Improving communication and awareness* – through continued implementation of *Taking Action* and involvement in the development of a National Communications Strategy for the National Plan.
- *Understanding diverse experiences of violence* - working with specific communities (eg people with disability, CALD and Aboriginal people).
- *Education, counselling and support for children* – continuing relationship education programs in schools.
- *Raising awareness of the incidence and impacts of family violence* – working with White Ribbon and the development of a public safety audit toolkit, both actions arising from *Taking Action*.
- *Perpetrator programs* – contributing to the development of national outcome standards for perpetrator programs.
- *Improving our research and evidence base* – by continuing support for ANROWS and the developing a biennial *Women and Girls in Tasmania Report*.



Tasmanian Implementation Plan 2013-16

This Implementation Plan outlines Tasmania’s key commitments under the Second Action Plan. There is potential to vary or supplement these actions over time, according to the capacity of agencies to contribute to related national initiatives and the need to respond to emerging State priorities.

TASMANIAN IMPLEMENTATION PLAN 2013–2016 OVERVIEW					
VISION All women and children should feel safe and be safe					
OBJECTIVE To significantly reduce the major forms of violence experienced by women and their children in the long-term and to intervene earlier and respond more effectively in the short-term					
NATIONAL PLAN OUTCOMES					
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
NATIONAL SECOND ACTION PLAN PRIORITY AREAS					
1. Driving whole of community action to prevent violence	2. Understanding diverse experience of violence	3. Supporting innovative services and integrated systems	4. Improving perpetrator interventions	5. Continuing to build the evidence base	

TASMANIAN IMPLEMENTATION PLAN 2013–2016 KEY ACTIONS

ACTION	SECOND ACTION PLAN PRIORITIES	COMMENTS	TIMEFRAME
Continue Tasmanian Ministerial participation in the implementation of the National Plan.	Priority 1	The former Standing Council on Women's Issues has been discontinued. Support is currently being provided via new governance structures, (including an Implementation Executive Group (ImpEG) comprising representatives from Commonwealth, state and territory governments) at the direction of the Commonwealth Minister Assisting the Prime Minister for Women, Senator Michaelia Cash.	2013-16
Continue Tasmanian Government Interdepartmental Committee, and Consultative Group to oversee and provide feedback on the Government's implementation of the National Plan	Priority 1	Terms of reference for the Consultative Group, which comprises members from the Government IDC in addition to representatives from relevant non-government organisations, will be reviewed to ensure that representation is reflective of current key stakeholders in the sexual assault, family violence and broader community sectors and aligns with the priorities of the Second Action Plan.	2014
Continue implementing <i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-2022</i> .	Priority 1; 2	Ongoing actions include development of a safety audit toolkit for public places and events; continuing collaborative work with White Ribbon; supporting respectful relationships education in schools; promoting primary prevention messaging and activities; and promoting sporting code initiatives that portray equality and respect in sport. The development of a safety audit toolkit will build on existing initiatives, such as the Crime Prevention Through Environmental Design (CPTED) principles and work being undertaken by Red Cross in the Brighton municipality, focusing on considerations for women's safety in the planning and design of spaces and events.	2013–16

		Work is underway through Communities, Sport and Recreation Tasmania (CSRT) in the Department of Premier and Cabinet (DPAC) to develop a social marketing campaign for promotion in partnership with Football Federation Tasmania. The campaign will have a focus on primary prevention and cultural change, raising awareness and understanding of family violence against women and their children.	
Continue development of a paediatric sexual assault response plan.	Priority 3	Southern and northern plans completed. North-west plan to be finalised.	2013-14
Continue to review and evaluate research findings from the Safe at Home Information Management System (SIMS).	Priority 5	Collaboration with the University of Tasmania, School of Psychology	2014-15
Produce a Safe at Home program strategic plan.	Priority 3; 4	Safe at Home Strategic Plan 2014-2017 to be released in late 2014.	2014
Produce a Safe at Home program annual report.	Priority 3; 4	Safe at Home Annual Report 2012-13 completed.	2013-16
Undertake an internal Performance Review of Safe at Home program.	Priority 3; 4	The Internal Performance Review was completed in September 2014 and is being considered by the Safe at Home Steering Committee before being presented to the Attorney-General.	2014
Strengthen community safety in the Aboriginal community	Priority 2	DPAC has engaged the Tasmanian Aboriginal Centre (TAC) to update and re-introduce two resource booklets. The <i>palawa kids can say no</i> booklet and the <i>family violence is not ok! For palawa kids'</i> booklet were created in 2003 and although both were considered best practice documents at the time, they will now be updated to align with current best practice trends.	2014-15

Support a national approach to Domestic Violence Orders (DVOs) – including the automatic mutual recognition of DVOs across Australia.	Priority 3	Participation in Crim Trac prototype development for a National Domestic Violence Order scheme.	2014-16
Contribute to the development of national outcome standards for perpetrator programs	Priority 4	Participation is undertaken through ImpEG, which is supported by a national cross agency working groups, which includes Tasmanian Government representatives with specific expertise in perpetrator programs from the Department of Justice (DoJ) and Department of Health and Human Services(DHHS).	2014-2015
Promote gender equity across a range of spheres, including women's economic independence and leadership.	Priority 1; 2	Implementation of the <i>Tasmanian Women's Plan 2013-2018</i> is underway with the assistance of an inter-agency working group (www.dpac.tas.gov.au/divisions/csrt/policy/our_policies/tasmanian_womens_plan). Actions include the development of a gender mainstreaming policy and toolkit for agencies; improving financial literacy; and engaging the business community in the education and training of girls post year 10.	2013-16
Build the evidence base across all outcomes – <i>Women and Girls in Tasmania Report</i> (biennial).	Priority 5	A central component of the <i>Tasmanian Women's Plan</i> , this statistical snapshot of women and girls in Tasmania will be updated biennially. The inaugural report was released by the Minister for Women in September 2014.	2013-16
Continue community education campaigns for the primary prevention of violence.	Priority 1;2	Ongoing implementation of the Respectful Schools Respectful Behaviour resource (which enables schools to develop, implement and maintain whole school approaches to respectful, ethical and equitable behaviour) and the LoveBites program (which has a primary prevention focus, teaching Year 10 students about safe and healthy relationships and educating on the impact family violence and sexual assault). Community education sessions on matters related to family violence are delivered across Tasmania by the Family Violence Counselling and Support Service (DHHS) to government and non-government services and at public forums, to educate, inform and develop knowledge of the impact of family violence and to enhance a	

		<p>building healthy relationships message.</p> <p>Tasmania will also contribute to the development of a national communications strategy to increase awareness of the National Plan.</p> <p>Tasmania is also represented on the advisory group for the Australian National Research Organisation for Women's Safety (ANROWS) multi-jurisdictional project "<i>Media representations of violence against women and their children.</i>"</p>	
<p>Explore opportunities for cross-outcome projects to strengthen resilience and reduce violence against women and children in identified communities (eg women and children with disability, culturally and linguistically diverse women).</p>	<p>Priority 1; 2</p>	<p>Consistent with the National Plan Second Action Plan, identified communities include culturally and linguistically diverse communities, the Aboriginal community and people with disability.</p>	Ongoing
		<p>DPAC will work with local members of these communities and the National Plan Consultative Committee members to identify service delivery issues and potential primary prevention activities to raise awareness of specific barriers faced.</p>	Ongoing
		<p>Implementation of the <i>Tasmanian Multicultural Policy</i> and Action Plan, with a focus on the development of an e-learning cultural competency training package for all Tasmanian Government staff, which develops staff awareness and knowledge of cultural diversity and helps prevent stereotyping, and potential exclusion, of people from different cultural backgrounds.</p>	Ongoing
		<p>DHHS will work with the Refugee Health Service to understand the issues faced by refugee women in accessing sexual assault services and forensic medical examinations and review systems to respond to these issues.</p>	Ongoing
<p>Continue committed funding and support to the Australian National Research Organisation for Women's Safety (ANROWS) and participate in its review.</p>	<p>Priority 5</p>	<p>The Tasmanian Government is a member of ANROWS and has committed funding until 2015-16.</p> <p><i>Taking Action</i> identified research into best practice models of secondary interventions for victims of family violence and sexual assault and best practice models of secondary interventions for child and adolescent perpetrators of family and sexual violence as actions for Tasmania's second implementation plan. In varying ways, this work has been assumed at a national level by ANROWS.</p>	2013-16

ANROWS' research agenda has a wide remit including secondary interventions, such as researching service responses and interventions for women and children who experience violence, to researching interventions for men who use violence and the characteristics of men and adolescents who use violence.

The ANROWS' Research Agenda can be found at

<http://anrows.org.au/sites/default/files/page-attachments/National%20Research%20Agenda%20May%202014.pdf>

Continue implementation of Signs of Safety Framework	Priority 3	DHHS is implementing the Signs of Safety (SoS) Framework; initially as the core approach for child protection work, in relation to assessment of risk, case planning and decision making, but extending to all other areas of service delivery. SoS guides practitioners to evaluate not simply risk factors, but also family competencies, strengths, and resources, so that the worker and family consider danger and safety simultaneously to achieve a balanced, comprehensive assessment. It is expected this approach will deliver positive benefits for working in situations where family violence is one of the key risk factors in the family.	Ongoing
Promote Tasmania as a potential research site for ANROW's projects.	Priority 5	<p>Nominate Tasmania as a pilot site for a large-scale, multi-jurisdictional projects:</p> <ul style="list-style-type: none"> • National mapping and meta-evaluation outlining the key features of effective safe at home programs that enhance safety and prevent homelessness for women and their children who have experienced domestic and family violence. • Meta-evaluation of existing interagency partnerships, collaboration, coordination and/or integrated interventions and service responses to violence against women. 	2014-16
Participate and support involvement on the ANROWS research Advisory Groups and Assessment Panels for selected	Priority 5	IDC, Consultative Group members and government officials with specific expertise have been nominated to Advisory Groups and Assessment panels against the following Strategic Research Themes (SRT) :	

ANROWS priority strategic research themes (2014-2015)		<ul style="list-style-type: none"> • SRT 1 - Experience and Impacts • SRT 3 - Services Responses • SRT 4 - Systems 	
Participate in the evaluation of the National Plan.	Priority 5	Involvement currently facilitated through the ImpEG working group, comprising Commonwealth, state and territory representatives.	2013-16
Contribute to the development of the National Framework for the Prevention of Violence against Women	Priority 1; 2; 5	During 2014, VicHealth in partnership with the National Foundation to Prevent Violence against Women and their Children (the Foundation) and ANROWS will be developing a National Framework for the Prevention of Violence against Women - a national document that reflects the needs and circumstances of different states and territories.	2014-15
Strengthen service delivery responses to victims of family and domestic violence seeking shelter or accommodation.	Priority 3	Support the establishment of Housing Connect's regional forums through DHHS to support women seeking assistance following family violence.	
Review the Family Violence Offender Intervention Program.	Priority 4	To be completed in October 2014.	2014-15
Internal Review of Victim Safety Response Teams	Priority 3	Commence implementation of Review's recommendations	2014-15
Expand on the Ethics in Sport Framework to develop a primary prevention strategy to raise awareness and cultural changes in sporting clubs and sporting environments.	Priority 1; 2	Work is underway through CSRT in DPAC to develop a social marketing campaign for promotion with Football Federation Tasmania. The campaign will have a focus on primary prevention and cultural change, raising awareness and understanding of family violence against women and their children.	2014-15

Tasmanian First Action Plan Implementation Plan 2010-13

NATIONAL PLAN OUTCOMES					
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

TASMANIAN IMPLEMENTATION PLAN 2010-2013 - ACHIEVEMENTS			
ACTION	NATIONAL PLAN OUTCOME	STATUS	COMMENTS
2011			
Tasmanian Ministerial participation in the Select Council on Women's Issues:		Completed	The Select Council on Women's Issues has disbanded.
<ul style="list-style-type: none"> Implement the <i>National Plan to Reduce Violence Against Women and their Children</i> 	1-6		Ministers now meet and discuss issues bi-laterally and multilaterally as required. A newly established Implementation Executive Group (ImpEG) of senior officials from the Commonwealth and State and Territory Governments provides oversight of the National Plan implementation.
<ul style="list-style-type: none"> Develop and recommend a national framework for gender equality 	1,3		
<ul style="list-style-type: none"> Develop a national approach to promote the leadership of Aboriginal and Torres Strait Islander women 	3		
Establish a National Plan Interdepartmental	1	Completed	Established and ongoing.

Establish a Tasmanian Sexual Assault Interagency Steering Committee to promote inter-agency collaboration	1	Completed	<p>Established and under review as Terms of Reference have been met.</p> <p>Achievements have included establishing Sexual Assault Medial Service Units in all regions; delivery of a Forensic Nurse course through the University of Tasmania; data collection agreements with support service providers; and training for GPs and Tasmania Police recruits.</p> <p>Future options being considered include a reformed committee with an ongoing focus on the broader, long term issues associated with sexual assault and/or family violence - including building and/or strengthening partnerships between mental health, family violence and sexual assault services.</p>
Audit existing programs and services for addressing family violence and sexual assault in Tasmania	1, 4	Completed	Audit of Government and non-government services undertaken 2011 – an update of programs and services is underway.
Consult with the non-government and community sector to identify gaps in service delivery responses to family violence and sexual assault	1, 4	Completed	Consultation forums held in Launceston, Hobart and Burnie to inform Tasmania's first implementation plan in November 2011.
Family violence and sexual assault services work together to identify and respond to	4	Ongoing	Sexual assault and family violence services are working together to

mutual clients

achieve best outcomes for mutual clients.

The Family Violence Counselling and Support Service (Department of Health and Human Services) and the Sexual Assault Service are undertaking joint community education session to the community, including the respectful relationships NAPCAN program LoveBites to year 10 students at various North/ North West High Schools.

Establish sexual assault local coordinating committees that develop regional protocols and procedures that comply with the National Standards of Practice

4

Completed

Local Coordinating Committees and protocols established.

Agree research proposal from Australian Institute of Criminology on typologies of family violence offenders and offending patterns

6

Completed

Research proposal: Investigating what contributes to an escalation in violence and the types of violence offenders engage in.

Develop the Safe at Home Information Management System (SIMS) to improve the collection of family violence related data

4, 5

Completed

Now operational.

SIMS is utilised by all Safe at Home partner agencies for information sharing. This allows for streamlined service responses to clients and enhanced cooperation.

2012

Tasmanian Ministerial participation in the Select Council on Women's Issues:		Completed	Completed as select Council on Women's Issues now disbanded.
<ul style="list-style-type: none"> Implement the <i>National Plan to Reduce Violence Against Women and their Children</i> 	1-6		<i>National Plan: First Action Plan Implementation Plan</i> released September 2012.
<ul style="list-style-type: none"> Develop and recommend a national framework for gender equality 	1.3		
<ul style="list-style-type: none"> Develop a national approach to promote the leadership of Aboriginal and Torres Strait Islander women 	3		
Consult with the community on the <i>Primary Prevention Framework to Reduce Family Violence and Sexual Assault in Tasmania 2012-15 Discussion Paper</i>	1, 2	Completed	Discussion Paper released June 2012, 22 submissions were received.
Establish the Tasmanian Implementation Plan Consultative Group to support the work of the National Plan Inter-Departmental Advisory Committee in the development of the Tasmanian Implementation Plan	1	Completed	Tasmanian Implementation Plan Consultative Group established – inaugural meeting 27 September 2012.
Undertake an audit of perpetrator/offender intervention programs currently provided in Tasmania	6	Completed	Included in Tasmania's First Action Plan.
Develop the National Plan First Action Plan – Tasmanian Implementation Plan 2010-13 and release publicly	1	Completed	National Plan First Action Plan – Tasmanian Implementation Plan 2010-13 finalised and released.
Implementation of SIMS	4, 5	Completed	SIMS operational.
Develop sustainable acute forensic medical	4	Completed	All regions now have a dedicated

responses for adult and child sexual assault victims			Sexual Assault Medical Service Unit operating in line with best practice, agreement was reached with the University of Tasmania to deliver a Forensic Nurse course and statewide GP training is established and ongoing.
Community Development Division to work with the Public Sector Management Office to develop family violence leave provisions for State Sector employees	1,3,4	Completed	<p>On 20 November 2012, the Premier launched the Tasmanian State Service Family Violence Workplace Policy. An Employment Direction was released in February 2013.</p> <p>The Family Violence Counselling and Support Service (Department of Health and Human Services) and the Tasmanian Health Organisation (THO) developed a training package for THO Managers on responding to disclosures of family violence by people in the workplace.</p>
2013			
Tasmanian Ministerial participation in the Select Council on Women's Issues:		Completed	Completed as Select Council on Women's Issues disbanded.
<ul style="list-style-type: none"> Implement the <i>National Plan to Reduce Violence Against Women and their Children</i> 	1-6		Ongoing participation will be via new Governance structures once announced by the Australian Government.
<ul style="list-style-type: none"> Develop and recommend a national framework for gender equality 	1,3		Efforts are currently coordinated by a Senior Officials working group
<ul style="list-style-type: none"> Develop a national approach to 			

promote the leadership of Aboriginal and Torres Strait Islander women	3		comprising representatives from Australian, state and territory governments.
Release and implementation of the <i>Tasmanian Women's Plan 2013-18</i>	1	Ongoing	The Tasmanian Women's Plan was launched by the then Minister for Community Development in September 2013. Implementation is ongoing to 2018.
Release and implementation of a <i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-2022</i>	1, 2	Ongoing	<i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-2022</i> .
Develop and implement social marketing campaigns aimed at changing community attitudes to family violence and sexual assault	1, 2	Ongoing	This Action is encompassed in <i>Taking Action</i> (see above). Part of this action was Adapting the Aurora domestic and family violence app to the Tasmanian context and marketing widely. This work has been superseded as the Commonwealth has allocated funding to develop a national App. It is planned that the App be developed and managed through Medibank Health Solutions who operate the 1800RESPECT service. Develop Taking Action web pages to promote primary prevention and early

intervention initiatives.

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Report on service compliance with National Standards of Practice for sexual assault	4	Initial consultation held 10 October 2012.	Work is progressing on the Standards, which are still to be finalised.
Develop a paediatric sexual assault response plan	4	Southern and northern plans completed. North-west plan to be finalised.	Ongoing.
Review and evaluate research findings from SIMS	4, 5	Commenced	University of Tasmania, School of Psychology approached to undertake research projects in 2014 – 2015
Production of a Safe at Home program annual report	4, 5, 6	Completed	Safe at Home Annual Report 2012-13 completed.
Coordinate Tasmanian Implementation Plan effort with relevant State and National strategies	1	Ongoing	DPAC is continuing to take part in a Senior Officials working group to coordinate efforts, chaired by the Commonwealth. This also involves facilitating Ministerial involvement where required.
Improve integrated data collection strategy for sexual assault	1, 4	Ongoing	Data collection and analysis included in agreements with support service providers, to identify new and unmet needs, service gaps, innovations in service delivery, policy review options and systems issues.
Sentencing Advisory Council investigation into sentencing practices in family violence cases/matters	5, 6	Commenced and near completion	-



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