



NATIONAL PLAN TO REDUCE VIOLENCE AGAINST WOMEN
AND THEIR CHILDREN – FIRST ACTION PLAN

TASMANIAN IMPLEMENTATION PLAN

BUILDING A STRONG FOUNDATION 2010-2013

MAY 2013

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I. Introduction

The Tasmanian Government is committed to supporting the implementation of the *National Plan to Reduce Violence Against Women and their Children* (the *National Plan*).

The key objective of the Tasmanian Implementation Plan is 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.

The Government:

- believes that the level of family violence and sexual assault in the Tasmanian community remains unacceptable and is committed to enhancing and expanding solutions to reduce these forms of interpersonal violence;
- acknowledges that the prevalence of violence against women and their children is largely perpetuated by gender norms and gender relations supported by social influences such as popular media, cultural influences and environments and is committed to driving structural improvements that will ensure an integrated and effective response to family violence and sexual assault;
- is committed to working collaboratively across government and the non-government sector to enable an effective and flexible service and primary prevention response to reducing violence against women and their children;
- while supporting the *National Plan*, will maintain jurisdictional control over the funding and policy directions of related programs and activities, including the content of the Tasmanian Implementation Plan and any funding contributions.

The Government recognises that no one agency, organisation or individual can achieve a significant and sustainable reduction in family violence and sexual assault in Tasmania and that a whole-of-government, and indeed, community response is required. Through the Tasmanian Implementation Plan, Tasmanian Government agencies and non-government organisations will work in partnership to reduce the most prevalent forms of violence against women and their children in Tasmania.

The Tasmanian Implementation Plan is structured around the four *National Plan: First Action Plan* outcomes:

- Building Primary Prevention Capacity;
- Enhancing Service Delivery;
- Strengthening Justice Responses; and
- Building the Evidence Base.

An overview of initiatives delivered in Tasmania through the period of the First Action Plan, as well as new and proposed initiatives that will progress the priorities and outcomes of the *National Plan*, are attached as an appendix to this document. In addition, audits were also completed of primary prevention programs and offender intervention programs to assist in building a strong evidence base of what is currently operating to identify the gaps in service delivery.

Consultations, undertaken in 2011 with the non-government and community sector to identify gaps in service delivery responses to family violence and sexual assault, identified primary prevention as a priority area.

As a response, in June 2012, the Government released *A Primary Prevention Framework to Reduce Family Violence and Sexual Assault in Tasmania 2012-2015* Discussion Paper for consultation to assist in developing a whole-of-government strategy to reduce family violence and sexual assault.

The final strategy, *Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-2022* (Taking Action) incorporates feedback from the consultation process, where practicable. Some of the recommended actions contained in Taking Action have been partially achieved already, such as Action 1.9: *Introduce family violence provisions in workplace agreements and make the promotion of anti-violence a workplace issue.*

In February 2013, the Premier of Tasmania approved Employment Direction 28: Family Violence Workplace Arrangements and Requirements. As a result, Tasmanian State service employees will now have access to leave and other workplace support if they experience family violence. The Policy includes entitlements to enable victims of family violence to access leave to manage the range of issues that can arise as a result of family violence.

The Government's other initial focus area is on driving structural improvements across all systems to avoid duplication, promote better information-sharing, and enable coordinated planning and implementation of an integrated and effective response to family violence and sexual assault.

2. The National Plan

The Australian Government established the National Council to Reduce Violence Against Women and their Children (the National Council) in May 2008 to advise on measures to reduce the incidence and impact of violence against women and their children.

The National Council was asked to develop an evidence based plan for reducing violence against women and their children, based on community consultation, assessing existing Australian and international research, investigating the effectiveness of legal systems and commissioning research on the economic cost of violence.

The National Council presented its recommendations in *Time for Action: The National Council's Plan for Australia to Reduce Violence against Women and their Children, 2009-2021* and four companion documents.

The *Time for Action* report proposed that all governments, through the Council of Australian Governments (COAG), should agree to a long term plan to reduce violence, with the Australian Government taking a leadership role. *Time for Action* identified six outcome areas and strategies for all parties to deliver.

The Australian Government announced that it would refer *Time for Action* to COAG as many recommendations required cooperation between all levels of government.

As a result, on 15 February 2011, the *National Plan to Reduce Violence against Women and their Children* (the *National Plan*) was announced as a response to the findings of *Time for Action* by the then Minister for the Status of Women, the Hon Kate Ellis MP, and the Attorney-General, the Hon Robert McClelland MP.

The 12-year *National Plan* has been endorsed by all Australian governments through COAG. The *National Plan* is supported by a series of four three-year Action Plans. These Action Plans identify actions, responsibilities and timeframes allowing governments to work together to develop, implement and report progress with a coordinated national framework including national outcomes.

The National Outcomes set out in the *National Plan* 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.

2.1 ACTIONS PLANS 2010-2022

The *National Plan* will be driven by a series of four three-year Action Plans to be implemented over 12 years.



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

The First Action Plan establishes the groundwork for the *National Plan*, putting in place the strategic actions that will deliver results over the longer term while also implementing high-priority actions in the short-term. During this period, governments will work with services to support women, build a solid evidence base and establish the approaches that will

achieve the attitudinal and behavioural change that is necessary for preventing violence against women.

Second Action Plan: Moving Ahead (2013-2016)

The Second Action Plan will take stock of what has worked well in the first three years and consolidate the evidence base to determine the effectiveness of the strategies and actions implemented to date.

Third Action Plan: Promising Results (2016-2019)

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: Turning the Corner (2019-2022)

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

2.2 FIRST ACTION PLAN – NATIONAL PRIORITIES

2.2.1 BUILDING PRIMARY PREVENTION CAPACITY

Actions:

1. Encourage the community to prevent, respond to and speak out against violence by implementing social marketing and awareness campaigns to encourage young people to develop healthy and respectful relationships, with the aim of changing attitudes that support violence ie *The Line*.
2. Embed evidence based best practice respectful relationships education in schools by working through the Australian Curriculum Assessment and Reporting Authority, to support the inclusion of respectful relationships in phase three of the Australian Curriculum.
3. Promote positive media representations of women and develop media codes of practice for reporting sexual assault and domestic/family violence.
4. Advance gender equality through the development and utilisation of gender equality indicators.

2.2.2 ENHANCING SERVICE DELIVERY

Actions:

1. Deliver high quality telephone and online support services which meet nationally consistent standards through:
 - (a) effective integration of new and existing services; and
 - (b) development of national standards.
2. Expand the availability of professional support and advice to front line workers.
3. Develop Community Safety Plans including the 29 Remote Service Delivery sties with a specific focus on violence against women.
4. Continue to support work in Western Australia, South Australia and the Northern Territory on cross border issues.
5. Undertake key projects to drive further reforms across governments and sectors to:
 - (a) improve responses to children exposed to domestic/family violence with Aboriginal and Torres Strait Islander children as a priority;
 - (b) enhance service responses to help women reach more stable circumstances when they are seeking to leave violence;
 - (c) improve service delivery for women with a disability who may have experienced or are at risk of violence;
 - (d) undertake effective risk management across the health sector; and
 - (e) develop a National Workforce Agenda.

2.2.3 STRENGTHENING JUSTICE RESPONSES

Actions:

1. Through the pooling of knowledge, governments will improve the library of perpetrator interventions, identify gaps and create best practice.
2. Set and monitor national minimum standards for domestic/family violence perpetrator programs and ensure programs for sex offenders continue to adhere to evidence based best practice.
3. Improve cross-jurisdictional mechanisms for the protection of women and children through reforming how family and domestic/family violence orders are recognised and enforced across borders.
4. Improve the levels of understanding about the dynamics of domestic/family violence and the handling of domestic/family violence cases through the development of a multidisciplinary training package which targets professionals working in the family law system.

2.2.4 BUILDING THE EVIDENCE BASE

Actions:

1. Establish a National Centre of Excellence (NCE) to bring together existing research, as well as undertake new research under an agreed National Research Agenda.
2. Commence work on developing nationally consistent data definitions and collection methods as part of a National Data Collection and Reporting Framework to be operational by 2022, including mapping how data on violence against women and their children can be improved.
3. Continue to build the evidence base through conducting the Personal Safety Survey and the National Community Attitude Survey on a four-yearly rolling basis.
4. Establish an evaluation framework for the life of the *National Plan*.

2.3 FOUNDATIONS FOR CHANGE

It is not easy to create the type of change that is needed to reduce violence against women and their children. All Australian governments have agreed that certain changes need to be made across jurisdictions to implement the *National Plan* effectively.

Specifically, governments have also agreed that each Action Plan will be supported by the following 'foundations for change':

2.3.1 STRENGTHEN THE WORKFORCE

Preventing and responding to violence against women and their children requires a workforce that has the right training and support. This workforce includes both the specialist and mainstream workforce, people who work with victims, including men, and with perpetrators. A number of actions in the First Action Plan are specifically focussed on strengthening the workforce. These actions provide key measures to assess progress in this area. Workforce issues will also be considered in the following initiatives:

- National standards for perpetrators programs;
- National benchmarks for work on primary prevention; and
- Support for frontline staff that have an interest in supporting women that have experienced domestic/family violence or sexual assault such as health professionals, educators, and family assistance officers.

All Australian governments have committed to work together to support a sustainable and skilled workforce through the development of a National Workforce Agenda under the *National Plan*.

2.3.2 INTEGRATE SYSTEMS AND SHARE INFORMATION

National and international evidence demonstrates the critical role of integrated service delivery for victims of domestic/family violence and sexual assault. For example, the non-government support system working closely with government and justice agencies to ensure the needs of individuals who have experienced violence are effectively met. Integrated service systems which share information, coordinate responses and track results have demonstrated improved outcomes for victims.

2.3.3. IMPROVE THE EVIDENCE BASE

The *National Plan* has a strong focus on improving and coordinating the evidence base in the areas of domestic/family violence and sexual assault. The *Time for Action* report recommended the development of a coordinated national research agenda under the auspice of a NCE.

Measuring success on improving the evidence base will be twofold. First, the establishment of the NCE to:

- lead national efforts to enhance the research base and in areas of domestic/family violence and sexual assault across research, education and service delivery organisations, to support the *National Plan*;
- focus on translating evidence into information to support ongoing improvements in the work of practitioners ; and
- help inform policy development and service delivery responses.

Secondly, influence the broader national research agenda across affiliated areas of study such as homelessness and child protection. The NCE will prioritise, coordinate and focus research efforts across the different outcomes of the *National Plan*, as well as taking account of priorities identified in other national research agendas.

2.3.4. TRACK PERFORMANCE AND REPORT PUBLICLY

The *National Plan* includes measures of success which are high level indicators of change. Measuring progress against these indicators presents significant challenges as there is currently no nationally consistent dataset on which to build a robust and reliable evidence

base. In the long-term, the national data collection and reporting framework will create nationally consistent data definitions and collection methods. Further, the Australian Government has committed to repeat the Personal Safety Survey and the National Community Attitude Survey every four years.

2.4 IMPLEMENTATION ARRANGEMENTS

2.4.1. NATIONAL AND JURISDICTIONAL IMPLEMENTATION PLANS

The Australian Government will develop a separate National Implementation Plan for each of the three-year Action Plans. Each implementation plan will identify key national priorities specific to the theme of the Action Plan. These priorities will align with one or more of the National Outcomes in the *National Plan*. The first National Implementation Plan was released in September 2012.

The National Implementation Plans will be supported by jurisdictional implementation plans which will align with the National Implementation Plan and the National Priorities. These implementation plans show how the Australian, state and territory governments will undertake actions in different ways and give higher priority to actions where they are relevant to local circumstances.

Jurisdictions will report annually to Ministers on progress against the National and Jurisdictional Implementation Plans.

2.4.2. TASMANIAN IMPLEMENTATION PLAN

The Tasmanian Implementation Plan outlines how the Tasmanian Government will implement, monitor and measure key areas of the *National Plan* under the agreed priorities:

- Building Primary Prevention Capacity
- Enhancing Service Delivery
- Strengthening Justice Responses
- Building the Evidence base.

These priorities are important as they highlight the key projects for implementation in the First Action Plan. The Tasmanian Government will deliver on these key projects in the first three years. This Implementation Plan outlines the projects that will be implemented, how they will be implemented, their timeframes and the measures of success as well as how they deliver against the specified National Outcomes.

2.5 GOVERNANCE ARRANGEMENTS

The *National Plan* requires integrated governance arrangements that cut across traditional government boundaries and engage the community-based and private sectors. Work under the *National Plan* will engage diverse government portfolios and services.

The following table outlines the roles of each layer of governance.

<p>Council of Australian Governments Role: Provide overall oversight and receive annual reports from Ministers</p>
<p>Relevant Australian Government, state and territory Ministers through the Select Council on Women’s Issues and other Ministerial Councils Role: Approve recommendations, provide strategic direction and report annually to the Council of Australian Governments for the first three years</p>
<p>Senior Officials Working Group (SOWG) Provide advice and recommendations to Ministers</p>
<p style="text-align: center;">National Implementation Plan (NPIP) Involving representation from Australian, state and territory governments and non-government organisations</p> <p>Role: Provide advice to the Senior Officials Working Group, develop the National Implementation Plan, monitor and report on progress, identify emerging issues and future priorities, and strategically engage with the non-government sector. Provide strategic direction to working groups</p>
<p>Advisory Groups to establish linkages, share ideas and exchange information on specific key priority areas of the <i>National Plan</i></p> <p>Role: To undertake work on national priorities, to make recommendations to NPIP</p>
<p>Tasmanian Implementation Plan Interdepartmental Advisory Group Role: To advise respective Ministers and implement government policy</p>
<p>Tasmanian Implementation Plan Consultative Group Role: To provide input into the Tasmanian Implementation Plan</p>

2.5.1 THE COUNCIL OF AUSTRALIAN GOVERNMENTS (COAG)

COAG will perform an oversight role, and keep watch over progress through annual reports for the first three years – the life of the First Action Plan. COAG is also responsible for overseeing other major reforms relevant to the *National Plan*:

- Closing the Gap
- Protecting Children is Everyone's Business – National Framework for Protecting Australia's Children 2009-2020
- The Road Home – a National Approach to Reducing Homelessness
- National Health Reform
- The Social Inclusion Agenda

2.5.2 AUSTRALIAN, STATE AND TERRITORY GOVERNMENT MINISTERS

Relevant Australian, state and territory government Ministers will oversee the implementation of the *National Plan* by approving recommendations and providing strategic direction. Ministers across different portfolios of all governments will be involved, because reducing violence against women is relevant to many areas, including housing, children, community services, policing and justice.

2.5.3 SENIOR OFFICIALS WORKING GROUP

A cross jurisdictional Senior Officials Working Group will meet to support Australian, state and territory government Ministers. Their role is to provide advice and recommendations to Ministers, who will make decisions.

2.5.4 NATIONAL PLAN IMPLEMENTATION PANEL (NPIP)

A tripartite National Plan Implementation Panel (NPIP) has been established to provide advice on the National Implementation Plans. Importantly, the NPIP involves non-government representation, with each state and territory nominating one non-government representative. The *National Plan* acknowledges that the entire community needs to be involved in reducing violence against women and their children. By involving the non-government sector through the implementation process, governments will be able to work in partnership with the community.

The non-government representatives on NPIP are responsible for providing advice to government in key areas of expertise. Non-government representation covers the fields of

domestic/family violence, sexual assault, Aboriginal and Torres Strait Islander issues, justice issues, academia, business, communications and other key areas to provide advice and guidance.

The NPIP has been established for the 12 years of the *National Plan* to ensure it also identifies emerging issues and future priorities and provides advice for subsequent Action Plans. The NPIP provide strategic direction to the Working Groups for the duration of the First Action Plan.

2.5.5 ADVISORY GROUPS

Advisory groups will sit under the NPIP and will be established as required to progress the implementation of the four national priorities. Membership will be drawn from the government and non-government sectors in each state and territory.

2.5.6 JURISDICTIONAL LEVEL ARRANGEMENTS

Tasmania has established an Interdepartmental Advisory Group comprised of government and non-government representatives to oversee the development and implementation of Tasmania's First Three-Year Action Plan, and provides strategic advice to government about futures priorities. 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
- Department of Economic Development, Tourism and the Arts
- National Plan Implementation Panel non-government representative

A Tasmanian Implementation Plan Consultative Group, including representatives from key non-government organisations, has been appointed to provide input into the work of the Advisory Committee under the Tasmanian Implementation Plan and enable sharing of advice and information between government agencies and key non-government organisations.

Membership includes:

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

3. Tasmanian Implementation Plan

3.1 CONTEXT

3.1.1 FAMILY VIOLENCE

Every jurisdiction in Australia has its own terminology and legislation surrounding domestic/family 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.

The Tasmanian *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 Family Violence Act defines family as:

- (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;
- (b) any of the following:
 - (i) economic abuse;
 - (ii) emotional abuse or intimidation;
 - (iii) contravening an external family violence order (FVO) an interim FVO, and FVO or a Police Family Violence Order.

3.1.2 SEXUAL ASSAULT

Every jurisdiction in Australia has its own legislation for sexual offences, which sits within either a Crimes Act or Criminal Code Act. South Australian legislation sits within the *Criminal Law Consolidation Act 1935*.

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 alone¹. 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.

¹ 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>

3.2 TASMANIAN GOVERNMENT'S RESPONSE

Tasmania is well positioned to deliver programs and services relating to three of the priority areas identified in the *National Plan*: Enhancing Service Delivery; Strengthening Justice Responses; and Building the Evidence Base. However, in respect of the priority area Building Primary Prevention Capacity, consultation has revealed that more work needs to be done in this area. The primary prevention activity that is undertaken in Tasmania is often carried out in an ad hoc manner, is often dependent on access to grant funding, and is rarely delivered statewide.

3.3 PRIMARY PREVENTION

Primary prevention activity aims to prevent violence before it occurs. Primary prevention 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.²

The Tasmanian Government, in consultation with the Tasmanian community, has developed *Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-22* to coordinate State Government, community sector and non-government organisation efforts to reduce family violence and sexual assault in Tasmania.

² VicHealth, *Preventing violence before it occurs: a framework and background paper to guide the primary prevention of violence against women in Victoria*, Melbourne, 2007, p.9

TASMANIAN IMPLEMENTATION PLAN

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

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
<i>Taking Action: Tasmania's Primary Prevention Strategy</i> Safe at Home Program Domestic Violence Coordinating Committees	Respectful relationships education programs Safe at Home Program	Promote the leadership of Aboriginal and Torres Strait Islander women	Safe at Home Program Sexual Assault Interagency Steering Committee Non-government organisations and community sector support Collaborative working and data sharing	Safe at Home Program Non-government organisations and community sector support	Safe at Home Program Offender intervention programs

3.5 TASMANIAN IMPLEMENTATION PLAN – KEY ACTIONS

2011	Outcome	Progress
Tasmanian Ministerial participation in the Select Council on Women's Issues: <ul style="list-style-type: none"> • Implement the <i>National Plan</i> • Develop and recommend a national framework for gender equality • Develop a national approach to promote the leadership of Aboriginal and Torres Strait Islander women 	1-6 1.3 3	Input into National Implementation Plan ongoing Input into National Framework for Gender Equality ongoing Input into National Approach to Promote Aboriginal and Torres Strait Islander Women leadership ongoing
Establish a National Plan Interdepartmental Advisory Committee	1	Established and ongoing
Establish a Tasmanian Sexual Assault Interagency Steering Committee to promote inter-agency collaboration	1	Established and ongoing
Audit existing programs and services for addressing family violence and sexual assault in Tasmania	1, 4	Government and non-government services undertaken 2011
Consult with the non-government and community sector to identify gaps in service delivery responses to family violence and sexual assault	1, 4	Consultation forums held in Launceston (AWAVA) and Hobart (DOJ) and Burnie (DOJ and DPAC) in November 2011
Family violence and sexual assault services work together to identify and respond to mutual clients	4	Sexual assault and family violence services working together to achieve best outcomes for mutual clients
Establish sexual assault local coordinating committees that develop regional protocols and procedures that comply with the National Standards of Practice	4	Established
Agree research proposal from Australian Institute of Criminology on typologies of family violence offenders and offending patterns	6	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	SIMS development commenced

2012	Outcome	Progress
Tasmanian Ministerial participation in the Select Council on Women's Issues: <ul style="list-style-type: none"> • Implement the <i>National Plan</i> • Develop and recommend a national framework for gender equality • Develop a national approach to promote the leadership of Aboriginal and Torres Strait Islander women 	1-6 1.3, 3	National Plan: First Action Plan Implementation Plan released September 2012 Input into National Framework for Gender Equality ongoing Input into National Approach to Promote ATSI Women leadership ongoing
Consult with the community on the Primary Prevention Framework to Reduce Family Violence and Sexual Assault in Tasmania 2012-15 Discussion Paper	1, 2	Discussion Paper released June 2012 – 22 submissions received
Establish the Tasmanian Implementation Plan Consultative Group to support the work of the National Plan Interdepartmental Advisory Committee in the development of the Tasmanian Implementation Plan	1	Tasmanian Implementation Plan Consultative Group established – inaugural meeting 27 September 2012
Undertake an audit of perpetrator/offender intervention programs currently provided in Tasmania	6	Audit complete
Develop the National Plan : First Action Plan – Tasmanian Implementation Plan 2010-13 and release publicly	1	National Plan : First Action Plan – Tasmanian Implementation Plan 2010-13 developed
Implementation of SIMS	4, 5	SIMS operational
Develop sustainable acute forensic medical responses for adult and child sexual assault victims	4	Development ongoing by the Tasmanian Sexual Assault Interagency Steering Committee
Community Development Division to work with the State Sector Management Office to develop family violence leave provisions for State Sector employees	1.3.4	In February 2013, the Premier of Tasmania approved Employment Direction 28: Family Violence Workplace Arrangements and Requirements

2013	Outcome	Progress
Tasmanian Ministerial participation in the Select Council on Women's Issues: <ul style="list-style-type: none"> • Implement the <i>National Plan</i> • Develop and recommend a national framework for gender equality • Develop a national approach to promote the leadership of Aboriginal and Torres Strait Islander women 	1-6 1.3 3	Ongoing
Release and implement the Tasmanian Women's Plan 2013-18	1	Presented to Cabinet on 15 July 2013 for endorsement
Release and implementation of <i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and Children 2012-2022</i>	1, 2	Endorsed by Cabinet May 2013. Implementation commenced July 2013
Develop and implement social marketing campaigns aimed at changing community attitudes to family violence and sexual assault	1, 2	TBC
Report on service compliance with National Standards of Practice for sexual assault	4	Initial consultation held 10 October 2012
Develop a paediatric sexual assault response plan	4	Southern Plan completed 2012. North and North-West Plans to be finalised
Review and evaluate research findings from SIMS	4, 5	
Production of a Safe at Home Program annual report	4, 5, 6	
Coordinate Tasmanian Implementation Plan effort with relevant State and National strategies	1	Commenced
Improve integrated data collection strategy for sexual assault	1, 4	
Sentencing Advisory Council investigation into sentencing practices in family violence cases/matters	5, 6	Commenced

4 REPORTING ON THE PROGRESS OF THE NATIONAL PLAN

The *National Plan* is designed to draw together work across Australia and drive national reform. A high level target for a significant and sustained reduction in violence against women and their children has been set for the 12 years of the *National Plan*. Although this is a long-term goal, this Implementation Plan outlines how success will be measured in the short-term – over the life of the First Action Plan.

4.1 REPORTING ON THE FIRST ACTION PLAN

In the short-term, until 2013, governments will deliver progress on the *National Plan* by:

- monitoring national outcomes;
- providing an annual report to COAG against each action in the First Action Plan and against national outcomes;
- evaluating key projects, such as *The Line* and Respectful Relationships education; and
- conducting an evaluation of the First Action Plan in 2013.

In addition to annual reporting of progress against implementation plans, an evaluation will be conducted at the conclusion of each three-year Action Plan. Overall reporting on the National Plan's effectiveness will also be done at the end of the fourth-year Action Plan. These evaluations will be submitted to COAG. As part of this evaluation, generic indicators and measures of success will be analysed, as well as progress against each of the actions.

4.2 REPORTING ON THE TASMANIAN IMPLEMENTATION OF THE FIRST ACTION PLAN

The Tasmanian Government will provide a report to the Australian Government against each Tasmanian action in the First Action Plan.

4.3 REPORTING ON THE NATIONAL PLAN

In the long-term, until 2022, governments will deliver progress by:

- monitoring four high-level indicators of change (see below);
- monitoring measures of success for each of the six National Outcomes; and
- drawing together each Action Plan's evaluation in a final report on the *National Plan's* achievements.

The *National Plan* introduces high level performance indicators as well as indicators for each outcome. These reflect baseline data which is currently available or readily collectible. Government have agreed on the following high-level indicators of change.

Target	A significant and sustained reduction in violence against women and their children			
Indicator	Reduced prevalence of domestic/family violence and sexual assault	Increased proportion of women who feel safe in their communities	Reduced domestic/family violence and sexual assault related deaths	Reduced proportion of children exposed to their mother/carer's experience of domestic/family violence
Data Source	Personal Safety Surveys	Personal Safety Surveys	National Homicide Monitoring Program	Personal Safety Surveys

Governments have agreed on the following measures of success for each of the six National outcomes:

Outcome	Indicator	Data Source
Communities are safe and free from violence	Increased intolerance of violence against women	National Community Attitudes Survey
Relationships are respectful	Increase in young peoples' knowledge and skills of respectful relationships, resulting in improved behaviour	National Community Attitudes Survey

Outcome	Indicator	Data Source
Indigenous communities are strengthened	Reduced proportion of Indigenous women consider family violence, assault and sexual assault are community and neighbourhood problems	National Aboriginal and Torres Strait Islander Social Surveys
	Increased proportion of Indigenous women are able to have their say within their community on important issues including violence	National Aboriginal and Torres Strait Islander Social Surveys
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 assault	Personal Safety Surveys
Justice responses are effective	Increased rates of women reporting domestic/family violence and sexual assault to police	Personal Safety Surveys
Perpetrators stop their violence and are held to account	A decrease in repeated partner victimisation	Personal Safety Surveys

Currently there is limited data available to measure a significant and sustained reduction in violence against women and their children. This is because data is available in many diverse areas and is collected and measured differently across Australia. As outlined within Build the Evidence Base, a national data collection and reporting framework will be developed and implemented by 2022. This will allow progressive analysis of progress and reporting utilising the data framework.

As a first step, in 2012, the Australian, state and territory governments will develop a project plan to identify existing sources of data, and strategies to address these over the life of the *National Plan*.

As new data sources become available, new data will be reported on, with each Action Plan building on a more expansive set of data.

Monitoring and reporting progress against the *National Plan* is vital to ensure there is real progress towards reducing violence against women and their children. Where progress is not being made, new solutions need to be developed and targeted to those areas.

NATIONAL PLAN – FIRST ACTION PLAN – BUILDING A STRONG FOUNDATION

The *National Plan* contains six key outcomes - each outcome has a range of strategies attached to achieve the stated outcome. Each outcome also includes a measure of success. Tasmanian Government and non-government agencies currently undertake a range of activities which align with the strategies outlined in the following table:

Outcome 1 – Communities are safe and free from violence
<p>Measure of Success – An increase in the community’s intolerance of violence against women</p> <p>1.1 Promote community involvement</p> <p>1.1.1 Encourage schools, community, sporting and business groups to prevent, respond to and speak out against violence</p> <p>1.1.2 Foster community initiatives to reduce alcohol and substance abuse</p> <p>1.1.3 Change community attitudes and behaviours through a natural social marketing campaign complemented by local initiatives</p> <p>1.1.4 Promote positive media representations of women</p> <p>1.2 Focus on primary prevention</p> <p>1.2.1 Expand and apply national best practice benchmarks for work in primary prevention</p> <p>1.2.2 Build primary prevention into the work of school, community and sporting groups, local government agencies, and business</p> <p>1.2.3 Draw on evidence to develop targeted primary prevention strategies for key groups</p> <p>1.3 Advance gender equality</p> <p>1.3.1 Improve women’s economic participation and independence</p> <p>1.3.2 Improve the participation of women in leadership positions</p> <p>1.3.3 Build and support legal literacy among migrants and refugees on Australian law and gender equality principles</p> <p>1.3.4 Develop workplace measures to support women experiencing and escaping from domestic violence</p>

Outcome 2 – Relationships are respectful
<p>Measure of Success – Improved knowledge of, and the skills and behaviour for, respectful relationships by young people</p> <p>2.1 Build on young people’s capacity to develop respectful relationships</p> <p>2.1.1 Embed evidence based best practice respectful relationships education in schools</p> <p>2.1.2 Foster whole of school approaches to respectful relationships involving staff, parents, students and community agencies</p> <p>2.1.3 Extend access to respectful relationships programs in non-school settings</p> <p>2.2 Support adults to model respectful relationships</p> <p>2.2.1 Encourage broader societal and cultural change that promotes respectful relationships</p>

2.2.2 Increases support for parents to learn more positive parenting skills and promote positive fathering

2.2.3 Increase awareness of, and education on, cyber safety issues

2.3 Promote positive male attitudes and behaviours

2.3.1 Actively engage men to promote gender equity

2.3.2 Encourage Men to speak out against violence and to promote non-violence

2.3.3 Expand men's knowledge and skills in sustaining respectful relationships

Outcome 3 – Indigenous communities are strengthened

Measure of Success – A reduction in the proportion of Indigenous women who consider that family violence, assault and sexual assault are problems for their communities and neighbourhoods, and an increase in the proportion of Indigenous women who are able to have their say within their communities on important issues, including violence

3.1 Foster the leadership of Indigenous women within communities and the broader Australian society

3.1.1 Promote the leadership of senior women in governance and decision-making for communities and organisations

3.1.2 Create new opportunities to improve economic outcomes for Indigenous women

3.1.3 Improve employment and retention strategies for Indigenous women at senior levels

3.1.4 Foster Indigenous women's participation in policy and program development design to reduce violence against women

3.2 Building community capacity at the local level

3.2.1 Support national healing and locally developed healing places, programs and activities

3.2.2 Work with communities to deliver integrated local contingency planning and responses

3.2.3 Develop effective Community Safety Plans including in remote service delivery locations which include primary prevention

3.2.4 Support culturally appropriate Indigenous male role models and community leadership

3.3 Improve access to appropriate services

3.3.1 Improve the cultural competence of mainstream and specialist services

3.3.2 Improve community responses to perpetrators

3.3.3 Improve services for Indigenous women and their children

3.3.4 Develop effective culturally appropriate therapeutic responses for Indigenous children who have been exposed to family violence, to prevent the transmission of intergenerational trauma

Outcome 4 – Services meet the needs of women and their children experiencing violence

Measure of Success – An increase in the access to, and responsiveness of, services for victims of domestic/family violence and sexual assault

4.1 Enhance the first point of contact to identify and respond to needs

4.1.1 Deliver high quality integrated national helpline and online support services which meet national benchmarks

- 4.1.2 Reduce the need for victims to retell their story through improved information sharing and integrated case management
- 4.1.3 Extend the use of best practice risk assessment and management frameworks to identify and respond to violence against women
- 4.2 Support specialist domestic violence and sexual assault services to deliver responses that meet needs**
- 4.2.1 Build the capacity of domestic/family violence services to respond to the needs of children who are exposed to domestic/family violence
- 4.2.2 Extend sexual assault services and domestic/family violence services' work with other agencies to provide flexible, innovative, inclusive and integrated services which recognise diversity
- 4.2.3 Provide survivors of sexual assault with access to timely, best practice forensic medical and crisis response/counselling services
- 4.2.4 Support the specialist domestic/family violence and sexual assault workforces
- 4.2.5 Support culturally responsive services for Aboriginal children and young people impacted by the experience of family violence
- 4.3 Support mainstream services to identify and respond to needs**
- 4.3.1 Improve early identification of violence against women through routine home visits and screening tools for antenatal, maternal and child health services
- 4.3.2 Improve and expand cross-agency support for women and children to remain safely in their homes and communities while the perpetrator is removed
- 4.3.3 Increase the number of families who maintain or secure long term safe and sustainable housing post-Violence

Outcome 5 – Justice responses are effective

Measure of Success – An increase in the rate of women reporting domestic and family violence and sexual assault

- 5.1 Improve access to justice for women and their children**
- 5.1.1. Enhance legal aid funding arrangements to ensure women and their children at risk of violence are a key priority
- 5.1.2 Improve the capacity of the civil and criminal justice systems to respond effectively to patterns of risk and accumulative effects of violence
- 5.1.3 Enhance the family law system's response to family violence
- 5.2 Strengthen leadership across justice systems**
- 5.2.1 Adopt best practice investigation and prosecution of sexual assault and family violence
- 5.2.2 Drive continuous improvement through sharing outcomes of reviews into deaths and homicides related to domestic/family violence
- 5.2.3 Develop and promote the uptake of multi-disciplinary training for professionals to improve consistency and responsiveness in the handling of domestic/family violence cases
- 5.3 Justice systems work better together and with other systems**
- 5.3.1 Improve cross-jurisdiction mechanisms to protect women and children through a national approach

to domestic/family violence protection orders

5.3.2 Consider the recommendations of the ALRC Inquiry into Family Violence

Outcome 6 – Perpetrators stop their violence and are held to account

Measure of Success – A decrease in repeated partner victimisation

6.1 Hold perpetrators accountable

- 6.1.1 Adopt effective pro-active policing
- 6.1.2 Implement strong domestic/family violence and sexual assault legislative responses to offending
- 6.1.3 Enforce strong penalties for repeat offences and breaches of sentencing and protective orders

6.2 Reduce the risk of recidivism

- 6.2.1 Track sexual assault and domestic/family violence offenders to improve monitoring and management of the risk of violence
- 6.2.2 Enforce attendance at mandatory domestic/family violence and sexual assault perpetrator programs
- 6.2.3 Set and monitor national minimum standards for domestic/family violence perpetrator programs and ensure programs for sex offenders continue to adhere to evidence based best practice
- 6.2.4 Develop, test and roll out specific evidence based best practice domestic/family violence programs to be tested in correctional, juvenile justice and community settings
- 6.2.5 Identify effective post-intervention services and programs to sustain long term behavioural change and reduce reoffending

6.3 Intervene early to prevent violence

- 6.3.1 Provide access to interventions for people with complex needs at risk of committing violence
- 6.3.2 Provide services for children and young people showing early indicators of violence or sexually harmful behaviours

Tasmanian Program Overview

The following table provides an overview of Tasmanian Government and non-government agency initiatives that are, or were, operating through the period of the First Action Plan that respond to the strategies in the *National Plan's* six outcome areas:

Outcome 1 – Communities are safe and free from violence			
Key Programs	Outcome	Status	Lead Organisation
<p>Primary Intervention Programs for Youth at Risk The Tasmania Police Service manages, or participates in, a range of collaborative programs that take a pro-active early intervention approach to young people.</p>	1.2	<i>Established and ongoing</i>	Tasmania Police Service
<p>Early Intervention and Youth Action Units This program takes a pro-active early intervention approach to youth at risk of offending. The principles of restorative justice ensure young people are made accountable and learn about the consequences of their actions.</p> <p>The Adopt-A-Cop, Police in Schools, At Risk Student Program, Youth Court Working Group, U-Turn, Community Respect Order Program, and Police and Community Youth Clubs all contribute to educating young people on issues such as violence, victimisation and bullying, and support young people in developing respectful relationships.</p>	1.2	<i>Established and ongoing</i>	Tasmania Police Service
<p>Interagency Support Team Program This is a collaborative multi-agency early intervention program that takes a case management approach to young people identified as being at risk of offending.</p>	1.2	<i>Established and ongoing</i>	Tasmania Police Service
<p>Violence in Schools Initiative Teachers are trained by Tasmania Police to conduct restorative justice practices in</p>	1.2	<i>Established and ongoing</i>	Tasmania Police Service

schools. Providing schools, teachers and students with the skills to deal with violence empowers them to speak out and make a stand against violence.			
<p>Play by the Rules</p> <p>'Play by the Rules' is a resource that offers online training, information and resources for clubs and sporting organisations to ensure everyone involved in sport can do so in enjoyable, safe environments, free from discrimination or harassment. Sport and Recreation Tasmania has been promoting this program to sporting organisations and high schools to promote respectful relationships in all sporting activities.</p>	1.1	<i>Established and ongoing</i>	Department of Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
<p>Good Sports Program</p> <p>Funding has been provided, over two years, to the Australian Drug Foundation to reintroduce the 'Good Sports Program' in Tasmania. The program aims to change the behaviour of players, supporters and members of community sporting clubs, particularly in relation to alcohol related problems such as violence and assault.</p>	1.1.1	<i>Funding allocated 2010-2012</i>	Department of Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
<p>The Wilderness Program</p> <p>Sport and Recreation Tasmania's Wilderness Program targets people who may be considered at risk in order to promote positive change through outdoor activities. The Wilderness Program collaborates with community service providers including schools to assist individuals change destructive behaviour patterns and identify tools for building confidence and supportive relationships. The program is delivered state-wide.</p>	1.2.2	<i>Established and ongoing</i>	Department of Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
<p>K-10 Health and Wellbeing Curriculum</p> <p>The Tasmanian Department of Education has an established Health and Wellbeing Syllabus as part of its K-10 curriculum. Students are assisted in developing healthy and respectful relationships through a syllabus which focuses on physical, social, emotional, mental and spiritual health.</p>	1.2.2	<i>Key Program – Established and ongoing</i>	Department of Education
Domestic Violence Workplace Rights and Entitlements Project	1.3.4	<i>Implementation</i>	Department of Health and Human

This pilot project aims to deliver information sessions to employers on the impacts of family violence and the development of policies and procedures to support victims of family violence in the workplace. A second pilot project will provide a training and awareness program for employees on family violence.		<i>in 2011</i>	Services
Family Violence Counselling and Support Service – Community Education Program Deliver a range of information sessions and training opportunities across the State. Sessions include respectful relationships with people with intellectual disability; recognising the impact of family violence in the workplace; and understanding the impact of the <i>Family Violence Act 2004</i> and supporting Safe at Home response.	1.1.3	<i>Ongoing</i>	Department of Health and Human Services
Supplementary Programs			
Develop an Ethics in Sport Framework.	1.1.1	<i>Ongoing</i>	Department of Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
Community Education.	1.1.1, 3.3.2	<i>Ongoing</i>	Safe at Home; Laurel House; Warrabee Women's Shelter; Women's Legal Service Tasmania Inc.
Promote and participate in the Candlelight Campaign to remember women and children who have lost their lives as a result of family violence.	1.1.1	<i>Annual</i>	Domestic Violence Coordinating Committee Coalition; Centacare
National Binge Drinking Strategy – Tasmanian Early Intervention Program focussing on alcohol and young people. This is a national program funded by the Department of Health and Ageing.	1.1.2	<i>Established and ongoing till 2013</i>	Department of Police and Emergency Management
Illicit Drug Diversion Initiative – a program run through the National State Health Partnerships for adults only. Amendments are being considered to the Youth Justice Act to enable young people to participate in the program.	1.1.2	<i>Established and ongoing</i>	Department of Police and Emergency Management
Support the Australian Drug Foundation's Good Sports Program.	1.1.2		Department of Economic

			Development, Tourism and the Arts – Sport and Recreation Tasmania
Participation in White Ribbon Day events with local communities and support local communities with their activities.	1.1.3	<i>Annual</i>	Whole-of-Government, Non-government Organisations
Tasmanian Honour Roll of Women.	1.1.4	<i>Annual</i>	Department of Premier and Cabinet
Promotion of Australian Sports Commission initiatives to portray equality and respect for women and girls in sport.	1.1.4		Department of Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
Gender Equality Postcard Initiative.	1.1.4		Department of Health and Human Services
Written submissions to corporations and organisations about the sexualising and demeaning images of women and children used in their advertising material.	1.1.4		Laurel House
Think Family Think Community initiative promoting intergenerational communication.	1.2.2		Centacare
Prepare literature reviews on best practice primary prevention strategies both nationally and internationally.	1.2.3		Laurel House
Tasmanian Family Violence Order system research project.	1.2.3		Women's Legal Service Tasmania Inc
Safe from the Start Program and Promotional Material.	1.2.3		Salvation Army
Micro-credit program to support women on low incomes developing micro-enterprises Social Enterprise Loan Fund to assist social enterprises as pathways for women's economic participation.	1.3.1, 3.1.2		Department of Premier and Cabinet
Budgeting and financial stabilization assistance provided to shelter residents.	1.3.1		Warrawee Women's Shelter
Free legal advice, child support and property settlement representations.	1.3.1		Women's Legal Service Tasmania Inc
The Reading Room - Adult Literacy Program.	1.3.1		Laurel House
Tasmanian Women's Register to promote women's participation on boards and committees.	1.3.2		Department of Premier and Cabinet

Sport and Recreation Tasmania encourage and promote women's participation in leadership roles.	1.3.2		Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
Promotion of women in leadership roles in all Tasmanian Public Service Agencies.	1.3.2		Tasmanian Government
Community Legal Education sessions to migrant and refugee groups and their support workers; individual legal advice to migrants and refugees regarding their rights and entitlements under Australian law and gender equality.	1.3.3		Women's Legal Service Tasmania Inc.
A pool of Tasmania Police Liaison Officers representing diverse community groups provide an avenue to address cultural and legal variances by way of open dialogue and enhanced communication. Presentations, community forums and activities within colleges, schools and the Migrant Resource Centres are some of the mechanisms used to engage migrants and refugees on Australian law and gender equality principles.	1.3.3	<i>Ongoing</i>	Department of Police and Emergency Management
All Tasmanian public service employees have access to Employee Assistance Programs for independent and confidential counselling if required.	1.3.4		Tasmanian Government
Outcome 2 – Relationships are respectful			
Key Programs	Outcome	Status	Lead Organisation
Department of Education Relationship and Sexuality Strategy A broad, sequenced and age-appropriate teaching framework addressing the provision of relationships and sexuality from Kindergarten to Year 10. The strategy is to ensure that all schools have a comprehensive relationships and sexuality education program in place. Curriculum support and resources include links to the Australian Curriculum from Kinder to Year 12.	2.1.2	<i>Implementation expected in 2012</i>	Department of Education
LOVE BiTES Program This program aims to assist young people develop non-violent, respectful and equitable relationships. The program has been implemented in several high schools to date and the Ashley Youth Detention Centre.	2.1.1	<i>Established and ongoing</i>	Family Violence Counselling and Support Service (North and North West), Laurel House (North), Sexual Assault Support Service (SASS) and

The "Love Bites" Huon Valley and Channel Areas Community and Schools Project, is funded through The Community Support Levy Charitable Organisations Small Grants Program. Across the North and North-West of the State the Family Violence Counselling and Support Service has promoted and run LOVE BiTES in a range of communities; this has involved both <i>train the trainer</i> and sessions in schools with year 10 students in government and non-government schools.			Huon Valley Domestic Violence Service (HVDVS),
White Ribbon Day – 25 November White Ribbon Day Ambassadors continue to be recruited in Tasmania to act as positive role models for men and boys and speak out against violence and sexist attitudes towards women.	2.3	<i>Established and ongoing</i>	Whole-of-Government Non-government organisations
Supplementary Programs			
Education and professional support provided to staff members, parents and carers.	2.1.2		Laurel House
Police Community Youth Clubs (PCYCs) operate in a number of communities across Tasmania, and offer a diverse range of activities for young people. The PCYCs aim to create safe environments for young people where self-esteem, confidence and respectful relationships can be developed.	2.1.3	<i>Ongoing</i>	Department of Police and Emergency Management
Child and Family Centres are being established in Tasmania that will provide high level support to families and their children to develop positive relationships and engage in lifelong learning. The Centre's will bring together a range of services, usually under one roof, where practitioners work collaboratively to deliver services and support children, families and communities.	2.1.3		Department of Education
Let's Talk Adolescent Program; Kids Express and Centacare Kids Club; REAL Women's Group; and CAMEO (Choosing A More Enlightened Option) programs.	2.1.3		Centacare
Challenge myths and disrespectful behaviours within the community via media,	2.2.1		Laurel House

and feedback to staff and other organisations.			
Pre-marital education.	2.2.1		Centacare
A range of Tasmanian Government grants programs are available to the non-government sector to deliver positive parenting programs. Grant programs include the Tasmanian Early Years Foundation Grants Program and the Tasmanian Community Fund	2.2.2		Department of Premier and Cabinet
Parenting education provided to shelter residents.	2.2.2		Warrawee Women's Shelter
Parent Effectiveness Training; Triple Program (rural outreach program to school communities); promote and distribute resources to young and/or new fathers.	2.2.2		Centacare
The Cybersmart program, which is a national cyber safety education program that aims to inform children, parents, carers, teachers and sporting organisations about cyber safety issues, is delivered in Tasmania. The Tasmanian Police Service also provide ongoing support to programs such as Cyber-smart Detective/Hero which encourages respectful relationships.	2.2.3	<i>Ongoing</i>	Economic Development, Tourism and the Arts – Sport and Recreation Tasmania / Department of Police and Emergency Management
Information package on cyber safety.	2.2.3		Laurel House
Conduct community legal sessions and draft fact sheets on cyber safety.	2.2.3		Women's Legal Service Tasmania Inc
White Ribbon Day Ambassadors.	2.3.1, 2.3.2		Multi-Agency implementation
Individual Counselling.	2.3.3		Laurel House
Family and relationship counselling; group programs, and outreach service.	2.3.3		Centacare
Outcome 3 – Indigenous Communities are strengthened			
Key Programs	Outcome	Status	Lead Organisation
The Safe at Home Court Support and Liaison Service employs a full-time Aboriginal Court Support Liaison Officer.	3.3.3	<i>Ongoing</i>	Department of Justice
The Tasmanian Police Service has an Aboriginal Strategic Plan and Aboriginal Liaison Officer who works statewide to actively engage with the Tasmanian Aboriginal community to ensure Tasmania Police responses are appropriate and meet the needs of the Tasmanian Aboriginal community.	3.1.4	<i>Ongoing</i>	Department of Police and Emergency Management

Aboriginal men will be approached in 2012 to become White Ribbon Day Ambassadors.	3.2.4		Department of Premier and Cabinet
Supplementary Programs			
Participated in the Roundtable for Aboriginal and Torres Strait Islander Women at the National Association of Services Against Sexual Violence.	3.1.1		Laurel House
Develop Indigenous Access Strategy.	3.1.1		Centacare
The <i>Tasmanian Homelessness Plan 2010-2013</i> has an action to develop an eight bed Employment Related Accommodation facility in Launceston for Aboriginal people to access education, training and employment. This will be particularly for Aboriginal people from remote communities accessing accommodation.	3.1.2		Department of Health and Human Services – Housing Tasmania
An Aboriginal Healing Project commenced in Tasmania in 2009 and included financial support for healing projects, support for the Tasmanian Aboriginal Healing Circle, and established a scholarship program with Southern Cross University for Tasmanian Aboriginal students to undertake a Diploma of Community Recovery.	3.2.1		Department of Premier and Cabinet
Links established between sport, recreation and physical activity providers and Aboriginal community organisations. Appropriate sport, recreation and physical activity programs and initiatives facilitated and delivered.	3.2.5		Department of Economic Development, Tourism and the Arts – Sport and Recreation Tasmania
Staff of the Tasmanian Public Service are encouraged to undertake Aboriginal cultural competency training to enhance their understanding of the needs of the Aboriginal community.	3.3.1		Multi-Agency, Laurel House, Centacare
Sponsor Anna Salter to provide professional development training on sexual offenders.	3.3.2		Laurel House
Undertake research project in the "Journey of Sexual Assault" through the judicial system.	3.3.2		Laurel House
Consult with Aboriginal communities on service quality and improvements required to meet their needs.	3.3.3		Laurel House

Outcome 4 – Services meet the needs of women experiencing violence, and their children			
Key Programs	Outcome	Status	Lead Organisation
<p>Sexual Assault Response Framework</p> <p>The aim of this project, which commenced in 2011, is to develop a statewide sexual assault response framework which will meet the needs of sexual assault victims.</p> <p>The National 1800 RESPECT helpline will be promoted as a valuable 24/7 resource, particularly for rural and remote areas of Tasmania.</p>	4.1.1	<i>Implementation due 2012</i>	Department of Health and Human Services
<p>Safe at Home</p> <p>Integrated Case Coordination Committee meets weekly to discuss and case manage Safe at Home clients.</p>	4.1.2	<i>Established and ongoing</i>	Tasmania Police Service, Department of Justice, Department of Health and Human Services and Department of Education
<p>Family Violence Response and Referral Line (Safe at Home)</p> <p>The aim of the centralised 1800 number is to provide a single entry point to the suite of services provided under Safe at Home based on an informed assessment of risk and safety.</p>	4.1.1	<i>Established and ongoing</i>	Tasmania Police Service
<p>Victim Safety Response Teams (Safe at Home)</p> <p>The aim of the specialist Victim Safety Response Teams is to ensure operational police officers adhere to Tasmania Police policies and procedures regarding family violence, improve victim safety after a family violence incident and provide support to victims in crisis situations.</p>	4.3.2	<i>Established and ongoing</i>	Tasmania Police Service
<p>Court Support and Liaison Service and Child Witness Service (Safe at Home)</p> <p>The aim of this service is to provide support to adult and child victims of family violence (including referral to appropriate counselling and other services) and guide them through the justice system during and after court appearances.</p>	4.2.3	<i>Established and ongoing</i>	Department of Justice
<p>Victims of Crime Service</p> <p>The aim of this service is to provide support to people to help them deal with</p>	4.2.3	<i>Established and ongoing</i>	Department of Justice

personal and practical problems associated with the impact of crime, to allow them to regain control of their lives.			
<p>Witness Assistance Service</p> <p>The aim of this service is to provide support to victims of serious crime to minimise the re-traumatisation of child and adult witnesses during their engagement with the criminal justice system.</p>	4.2.3	<i>Established and ongoing</i>	Office of the Director of Public Prosecutions
<p>Sexual Assault Counselling Support for Prisoners</p> <p>The aim of this project is to provide counselling support to prisoners who have been the victim of sexual assault. Staff of the Prison Therapeutic Services Unit have undertaken professional development to deliver this service in-house.</p>	4.2.2	<i>Established and ongoing</i>	Department of Justice – Prison Service
<p>Trauma Counselling Service for Children Affected by Abuse</p> <p>The Australian Childhood Foundation (ACF) is a national children’s charity aiming to prevent child abuse and reduce the harm it causes to children, families and the community. It provides specialist trauma counselling and therapeutic care to child victims of abuse, as well as running research, education and community awareness programs. The Tasmanian Government has funded ACF to establish a state-wide trauma counselling service for children and young people who have been abused and neglected.</p>	4.2.3	<i>Established and ongoing</i>	Department of Health and Human Services
<p>Family Violence Counselling and Support Service (FVCSS) - Children and Young Persons Program (CHYPP)</p> <p>As part of the Safe at Home response system, a specialist Children and Young Person’s Program has been established to provide therapeutic counselling to children who have been exposed to family violence. The Children and Young Persons’ Program (CHYPP) is located within the Family Violence Counselling and Support Service (FVCSS) in the Department of Health and Human Services (DHHS) and works in close collaboration with other key Safe at Home agencies. CHYPP provides a specialised therapeutic service for children and young people,</p>	4.2.1	<i>Established and ongoing</i>	Department of Health and Human Services

and their care-givers, who have been affected by family violence.			
<p>Pathways to Change Project (SASS)</p> <p>The Sexual Assault Support Service will lead this project which aims to identify best support for young people exhibiting sexually abusive behaviours including problem sexual behaviour (PSB) or sexually abusive behaviour (SAB).</p>	4.2	<i>Initial project July – December 2012</i>	Sexual Assault Support Service
<p>Child Health Nurse Home Visit</p> <p>The aim of this program is to have Child Health Nurses complete a social assessment on the first home visit to mothers who have recently given birth to identify families at risk and respond effectively.</p> <p>Child health nurses also run the C U @ Home program for young first-time parents 15-19 years of age. If the young woman accepts the offer, nurses commence home visiting in the antenatal period with visits at regular intervals until the child's second birthday. The program will ensure children born to young parents have equal opportunity for optimal development to become creative, competent, caring and resilient young people and adults.</p>	4.3.1	<i>Established and ongoing</i>	Department of Health and Human Services
<p>Tasmanian Homelessness Plan 2010-2013</p> <p>A review of existing support systems for adults, children and young people who are affected by family violence who have the potential to become homeless will be undertaken as part of the implementation of the Tasmanian Homelessness Plan.</p>	4.2	<i>Established and ongoing</i>	Department of Health and Human Services
Supplementary Programs			
<p>Domestic Violence Crisis Lines of Australia Network (DVCLAN)</p> <p>Tasmania is a part of the national network of domestic/family violence services. The DVCLAN network has developed a policy on interstate transfers of victims of family violence, where it is unsafe for the victim to remain in their home state. Advise victims of family violence on the steps necessary to have their family violence orders registered interstate.</p>	4.1.1	<i>Ongoing</i>	Department of Health and Human Services

Local Coordinating Committees have been convened in each region to develop local protocols between key stakeholders responding to sexual assault.	4.1.2		Department of Health and Human Services
Family violence and sexual assault services are working together to identify and respond to mutual clients.	4.1.2		Department of Health and Human Services and Sexual Assault Services
Utilisation of Common Assessment Tool and structure staff changeovers to minimise clients having to retell their story.	4.1.2		Warrawee Women's Shelter
Practice a whole-of-family approach to case management and case co-ordination within the Specialised Family Violence Service.	4.1.2		Centacare
With client consent, attend joint appointments with other services.	4.1.2		Women's Legal Service Tasmania Inc
The Tasmania Police Service uses a Risk Assessment Screening Tool (RAST) to assess risk of further offending. The University of Tasmania's Institute of Law Enforcement Studies found that the instrument '...is as robust as similar instruments employed nationally and internationally. It has the strengths of being developed on the basis of a thorough review of on-scene assessments in other jurisdictions, is informed by an analysis of cases of family violence in Tasmania, and it has been designed specifically for the Tasmanian context'.	4.1.3	<i>Ongoing</i>	Department of Police and Emergency Management
The specialist Tasmania Police Victim Safety Response Teams use Safety Plans to maximise a victims safety.	4.1.3	<i>Ongoing</i>	Department of Police and Emergency Management
Utilisation of safe@home risk assessment tool.	4.1.3		Warrawee Women's Shelter
Utilisation of risk assessment tool.	4.1.3		Women's Legal Service Tasmania Inc
Staff attendance at National Association for the Prevention of Child Abuse and Neglect (Napcan) – preventing child abuse training and children viewed as clients in their own right.	4.2.1		Warrawee Women's Shelter
Individual counselling and group based program for children exposed to family	4.2.1		Centacare

violence delivered within a whole-of-family model.			
Safe from the Start Program.	4.2.1		Salvation Army
Safe at Home service providers are available to give information sessions to a range of services who respond to diverse communities.	4.2.2		Departments of Justice, Police and Emergency Management, Health and Human Services, and, Education
The use of interpreters is required when assisting Culturally and Linguistically Diverse clients in the Safe at Home system.	4.2.2		Departments of Justice, Police and Emergency Management, Health and Human Services, and, Education
Safe at Home funds Defendant Health Liaison Officers to work with the Magistrates Courts to assist family violence defendants to navigate the service system and address their health and welfare needs via referral to existing government and non-government services.	4.2.2		Departments of Justice, Police and Emergency Management, Health and Human Services, and, Education
The development of the Sexual Assault Response Framework incorporates a consultation strategy with specific communities including Culturally and Linguistically Diverse, People with Disability, Aboriginal Health Service and Correctional Health Service.	4.2.2		Department of Health and Human Services
The Sexual Assault Interagency Steering Committee is working towards implementing an acknowledged best practice service delivery model which incorporates Sexual Assault Forensic Nurse Examiners and Doctors working together to assist victims. Statewide protocols have or are being developed between Tasmania Police, hospitals, and support services to provide a timely, best practice response to sexual assault victims.	4.2.3		Department of Health and Human Services
Northern Sexual Assault Protocol.	4.2.3		
Implementation of the statewide sexual assault response includes a training and professional development framework. Structured networking opportunities are	4.2.4		Department of Health and Human Services

available to sexual assault workers through the Local Coordinating Committees.			
Best practice approaches to working with sexualised behaviour practice manual.	4.2.4		Laurel House
Consultation with the Aboriginal Health Services is aimed at developing and implementing appropriate sexual assault service delivery models for Aboriginal children and young people. Each Area Health Service across Tasmania has a dedicated Aboriginal Liaison Officer.	4.2.5		Department of Health and Human Services
The need to provide culturally responsive services for Aboriginal children and young people is recognised in the Safe at Home family violence response – cultural competency training is encouraged for all service providers. The <i>Youth Justice Act</i> Review has provided increased focus on the rights of children and young people as well as ensuring that priority is given to culturally appropriate responses.	4.2.5	<i>Ongoing</i>	Departments of Justice, Police and Emergency Management, Health and Human Services, and, Education
Adhere to Cultural Sensitivity Policy.	4.2.5		Warrawee Women's Shelter
Deliver individual and group based counselling programs for Aboriginal children.	4.2.5		Centacare
The Tasmanian <i>Family Violence Act 2004</i> provides for the removal of the perpetrator from the home. An underpinning principle of Safe at Home is that the victim should remain in the home whenever possible. A core function of the Safe at Home Victim Safety Response Teams is conducting safety audits, arranging security upgrades and supporting victims to remain in their own homes following incidents of family violence. The coordinated response between Safe at Home agencies is critical to the success of victims remaining safely in their homes.	4.3.2	<i>Ongoing</i>	Department of Police and Emergency Management
Deliver Transitional Support Program (CTSS) to women and children exiting shelters.	4.3.2		Centacare

Outcome 5 – Justice Responses are effective Outcome 6 – Perpetrators stop their violence and are held to account			
Key Programs	Outcome	Status	Lead Organisation
<p>Family Violence Act 2004</p> <p>The Tasmanian <i>Family Violence Act 2004</i> provides for an integrated criminal justice response to family violence which promotes the safety of people affected by family violence and holds perpetrators accountable for their actions through civil and criminal justice processes. This is supported by continuous review and development of a Tasmanian Police Family Violence Manual and Safe at Home Practical Assistance Manual.</p> <p>Under the <i>Family Violence Act 2004</i> a person who contravenes a Family Violence Order, Police Family Violence Order or interim Family Violence Order is guilty of an offence and is liable to service a mandatory term of imprisonment following the third conviction.</p>	5.1.1	<i>Ongoing</i>	Department of Justice
<p>Safe at Home Information Management System (SIMS)</p> <p>The aim of the database is to improve information sharing about family violence cases between key Safe at Home Agencies to reduce the risk to safety of victims and provide a seamless coordinated service response.</p>	5.1.2	<i>Implementation 2012</i>	Department of Justice
<p>Legal Aid (Safe at Home)</p> <p>The Legal Aid Commission of Tasmania received ongoing funding through Safe at Home to ensure Safe at Home clients receive legal support as needed.</p>	5.1.1	<i>Established and ongoing</i>	Legal Aid Commission of Tasmania
<p>Family Law Pathways Network (FLPN)</p> <p>Provide service representation at the FLPN meetings and on the Steering Committee.</p>	5.1.3	<i>Established and ongoing</i>	Department of Health and Human Services Centacare
<p>Family Violence Offender Intervention Program (Safe at Home)</p>	6.2	<i>Established and</i>	Community Corrections –

The aim of the court mandated offender intervention program is to reduce family violence offender recidivist rates by addressing their offence related risk factors including thoughts, attitudes, and behaviours. The objective is to change the way offenders think and the choices they make.		<i>ongoing</i>	Department of Justice
Tasmanian Homelessness Plan 2010-2013 An emergency accommodation program for perpetrators of family violence who are excluded from the family home due to an unacceptable level of risk of ongoing family violence will be developed as part of the Tasmanian Homelessness Plan.	6.1	<i>To commence in 2011-12</i>	Department of Health and Human Services
Sex Offender Intervention Project The aim of this project is to establish a community-based sex offender intervention program in Tasmania that is based on best practice.	6.2	<i>To be established 2012-13</i>	Community Corrections – Department of Justice
Challenging Abusive Behaviours Program Centacare runs voluntary programs which help combat family violence, including crisis intervention, counselling and group programs for perpetrators of violence. The Challenging Abuse Behaviours (CAB) Program is for men who want to practice more positive and respectful ways of relating to their families and others.	6.2.3		Centacare
Supplementary Programs			
Provide free legal advice and representation to women and children at risk of violence who are unable to access Legal Aid.	5.1.1		Women's Legal Service Tasmania Inc
Specialist Tasmania Police family violence prosecutors are funded through Safe at Home.	5.1.2		Department of Police and Emergency Management
The Family Violence Counselling and Support Service is a major participant in the Family Law Pathways networks across Tasmania and is a key provider of information and training for the sector.	5.1.3		Department of Health and Human Services
Government and non-government participation in the Family Law Courts Family Violence Consultative Committee.	5.1.3		

Provide agency representation at the Family Law Pathways Network meetings.	5.1.3		Centacare
Participate in the National Evidence Working Group to enhance procedures for the taking of evidence.	5.2.1		Department of Justice
Collaborate with Tasmania Police regarding best practice approaches to interviewing victims and offenders of sexual assault.	5.2.1		Laurel House
Safe at Home Tasmania Police Service recruits training.	5.2.3		Department of Health and Human Services
Child protection workers are provided with 'Beginning Practice' training which promotes evidence based responses to family violence.	5.2.3		Department of Health and Human Services
Provide annual 'Into the Loop' information sessions to keep non-Government service providers abreast of the Safe at Home program.	5.2.3		Safe at Home
Participate in Select Council on Law and Justice working group to develop mutual recognition laws for family violence orders; implement necessary legislative amendments to the <i>Family Violence Act 2004</i> .	5.3.1		Department of Justice
Use National Women's Legal Service Network to assist women to register family violence orders in other jurisdictions when relocating interstate.	5.3.1		Women's Legal Service Tasmania Inc
Probation Officers, working within Community Corrections, are currently able to direct offenders to attend programs relating to their offender behaviour under the <i>Sentencing Act 1997</i> . Community Corrections is legislatively able to return offenders to court who have breached a condition of their order, which can include non-attendance at a program they have been directed to attend.	6.1.2		Department of Justice
If an inmate is granted parole and is subject to a Family Violence Order or restraint order, the Parole Board will often impose the same conditions in the Parole Order.	6.1.2		Department of Justice
Strengthening of the <i>Sentencing Act 1997</i> has resulted in the breach of community based orders having greater consequences.	6.1.3		Department of Justice
Enhanced Family Violence Management System (FVMS). A review and	6.2.1	<i>Implemented</i>	Tasmania Police

enhancement of the FVMS system has been undertaken as part of the IT 15 project. This has now been implemented.		2012	
Community Corrections enforces mandatory attendance at the Family Violence Offender Intervention Program. Offenders who do not attend are issued with formal warnings prior to returning their order to court on for review or breach proceedings.	6.2.2		Department of Justice
Implement community based Sex Offender Intervention Program based on evidence based best-practice.	6.2.3		Laurel House
Family Violence Counselling and Support Service – Children and Young Persons Program (CHYPP) – CHYPP works with children who have been witnesses to or have experienced family violence. This builds knowledge for children and young people of safe and healthy relationship behaviours.		Ongoing	Department of Health and Human Services
Interventions for children displaying sexualised behaviours.	6.3.2	Ongoing	Sexual Assault Support Service Laurel House Department of Health and Human Services Department of Justice
Kid's Club / Parkas - A group program for children and parents who have experienced family violence. Kid's Express Program - Kids' Express offers an 8 week group program that helps children understand, manage and express strong emotion. For children aged 6 - 11.	6.3.2	Ongoing	Centacare

PERPETRATOR INTERVENTION PROGRAMS TASMANIA³

Family Violence Perpetrator Intervention Programs and Services in Tasmania

Program	Purpose	Delivery	Established
Family Violence Offender Intervention Program (FVOIP)	A court mandated cognitive behavioural program for high risk family violence offenders run on an individual and group basis aimed at reducing reoffending	Community Corrections, Department of Justice – (Safe at Home)	2005 - ongoing
Challenging Abusive Behaviours Program (CAB)	A voluntary group program for men who have been angry, aggressive and abusive towards their partner aimed at teaching men more positive and respectful ways of relating to their partner	Centacare Tasmania	2001 – ongoing
Defendant Health Liaison Service	A voluntary service for family violence defendants in the Magistrates Court that aims to assist them to access appropriate services to address their health and welfare needs thereby enhancing the safety of victims and reducing reoffending	Forensic Mental Health - Department of Health and Human Services – (Safe at Home)	2005 – ongoing

Sex Offender Programs in Tasmania

Program	Purpose	Delivery	Established
New Directions Sex Offender Program	A voluntary cognitive behavioural group based program for sex offenders in the Tasmanian Prison Service that aims to facilitate change by assisting prisoners to develop pro-social behaviour	Tasmanian Prison Service, Department of Justice	2005 - ongoing

³ As at July 2012.