

ATTACHMENT TO AGENDA ITEM

Ordinary Meeting

17 November 2015

Agenda Item 7.2	Hume Region Preventing Violence Against Women and Children Regional Strategy 2013-2017 - Greater Shepparton City Council Action Plan	
Attachment 1	Greater Shepparton City Council Action Plan - Preventing Violence Against Women and Children Hume Region Strategy	121



Greater Shepparton City Council Action Plan

Hume Region Preventing Violence Against Women and Children Strategy 2013 - 2017

Background

In 2013 Women's Health Goulburn North East (WHGNE) received funding from the Department of Justice to develop and implement a regional Strategy to address the determinants of violence against women and build the capacity of communities to take action. Given the alarming increase in reported and non-reported incidents of this nature within the Greater Shepparton municipality, Council has been working with WHGNE from the outset, firstly as a partner on the Steering Committee assisting with the drafting of the Strategy and secondly as a representative on the Local Government Working Group.

A comparison of Victoria Police Corporate Statistics shows an alarming increase of 138.62 per cent of family incident reports between 2009/10 (921.7) and 2013/2014 (2,215.5) with an 11.5 per cent rise between the 2012/13 and 2013/14 years reports in Greater Shepparton. Although this rise can be partially attributed to the work of the Family Violence Unit within the Shepparton Police Station and the community feeling more supported when reporting these incidents, this increase is testament to the fact that more work needs to be done within the family violence and preventing violence against women and children space.

In 2012 the Municipal Association of Victoria released the 'MAV Prevention of Violence Against Women Leadership Statement' pledging to support Victorian Councils to undertake gender equity work and provide leadership in this space. This document was developed in recognition of the Australian Bureau of Statistics 2006 report indicating that violence against women affects approximately one in three women over their lifetime in Australia. This alarmingly high rate is acknowledged as having profound health and social impacts as well as high economic costs to the individual, families and the community. The Leadership Statement recognises the primary determinant of violence against women is gender inequity and the resultant unequal distribution of power between men and women which has become a societal and individual norm.

The MAV PVAW Leadership Statement supports Local Governments endorsement of the initiatives contained within the Hume Region Preventing Violence against Women and Children (PVAWC) Strategy, with similar primary prevention initiatives recognised within the MAV Statement.

The Community Safety Strategy 2014-2017 contains initiatives to support the delivery of the Hume Region PVAWC Strategy with the Health and Wellbeing Action Plan 2013-2014 also recognising PVAW as an issue within the municipality.



The Greater Shepparton City Council formally endorsed the Hume Region PVAWC Strategy on 17 September 2013 and has been working closely with Women's Health Goulburn North East and the LG12PVAW (Local Government 12 Preventing Violence Against Women and Children) being the local government working group formed out of the Steering Committee to deliver the initiatives contained within the Strategy since that time.

Local Government Initiatives contained within the Hume Region PVAWC Strategy

The Hume Region PVAWC Strategy contains the following five themes:

- Partnership
- Supportive Environments
- Capacity Building
- Direct Participation in Community Base Interventions
- Research and Evidence

Local Government has been identified as one of the responsible parties within four initiatives contained in the 'Supportive Environments' and 'Capacity Building' themes. The initiatives relevant to Local Government are as follows:

Theme 2 - Supportive Environments	
<i>Community (Local Government)</i>	
Strategy 2.1.1	Develop and implement a Violence Free Charter drive by Local Government that can be embedded into a variety of community settings.
Strategy 2.1.2	Engage with Local Government to promote preventing violence against women and children externally involving the broader community.
Theme 3 - Capacity Building	
<i>Organisational</i>	
Strategy 3.3.1	Engage with Local Government to promote preventing violence against women and children internally, increasing gender equity within the workplace.
Strategy 3.3.2	Partner with local government to build the capacity of all staff to take action against gender inequity and recognise it within the workplace.



Action Plan

Timeframe : Year One = financial year 2013/14, Year Two = financial year 2014/15, Year Three = financial year 2015/16, Year Four = financial year 2016/17

Theme 2 - Supportive Environments					
Community (Local Government)					
Strategy/Initiative	Activity	Partners	Budget Required	Timeframe	Status
2.1.1 Develop and implement a Gender Equity Charter that can be embedded into a variety of community settings , with the support of Local Government.	<ul style="list-style-type: none"> Work with WHGNE to develop Violence Free Charter for use in a variety of settings 	Community Safety Officer WHGNE	\$0	Year One	Completed
	<ul style="list-style-type: none"> Develop a targeted list of community groups/organisations/clubs and invite to endorse the Gender Equity Charter 	Community Safety Officer	\$0	Year Two	Progressing
	<ul style="list-style-type: none"> Develop media release and marketing material in conjunction with WHGNE encouraging community groups/businesses/organisations to endorse the Gender Equity Charter 	Community Safety Officer WHGNE	\$0	Year Two	Progressing
	<ul style="list-style-type: none"> Work with WHGNE to develop their resource webpage to assist community organisations with initiatives that support the endorsement of the Violence Free Charter 	Community Safety Officer WHGNE	\$0	Year One	Completed
	<ul style="list-style-type: none"> Work with WHGNE to develop a welcome pack/letter of thanks/certificate acknowledging the community organisation/group/club's endorsement of the Violence Free Charter. 	Community Safety Officer WHGNE	\$0	Year One	Completed
	<ul style="list-style-type: none"> Utilise social media to provide information in relation to gender equity and family violence, the Gender Equity Charter and how to endorse and action it 	Community Safety Officer Marketing and Communications	\$0	Ongoing	Progressing

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Theme 2 - Supportive Environments					
<i>Community (Local Government)</i>					
Strategy/Initiative	Activity	Partners	Budget Required	Timeframe	Status
2.1.2 Engage with Local Government to promote preventing violence against women and children `externally` involving the broader community.	<ul style="list-style-type: none"> Work in partnership with the Goulburn Valley Family Violence Prevention Network to deliver a professionals forum regarding issues surrounding family violence in multicultural communities 	Community Safety Officer Goulburn Family Violence Prevention Network	Financial support may be requested by the GVFVPN for specific projects subject to Council's annual budget approval	Year Two	Progressing
	<ul style="list-style-type: none"> Develop and deliver the Safe Homes Safe Families family violence poster initiative within Greater Shepparton in partnership with the Goulburn Valley Family Violence Prevention Network and look to expand where possible 	Community Safety Officer Goulburn Family Violence Prevention Network	Financial support may be requested by the GVFVPN for specific projects subject to Council's annual budget approval	Ongoing	Progressing
	<ul style="list-style-type: none"> Purchase entrance flags for Shepparton and Tatura utilising the Safe Homes Safe Families poster PVAW initiative and schedule for display throughout the following years 	Community Safety Officer	\$5,000 Subject to Council's annual budget approval	Year Four	
	<ul style="list-style-type: none"> Continue to support White Ribbon Day activities 	Community Safety Officer Goulburn Family Violence Prevention Network Catholic Care	\$500 Subject to Council's annual budget approval	Annually	Progressing
	<ul style="list-style-type: none"> Make available WHGNE Goulburn Valley Family Violence Support Services information cards at Council owned/operated facilities where practical 	Community Safety Officer Relevant Depts within Council	\$0	Year Two	



	<ul style="list-style-type: none"> Develop a media action plan/campaign supporting gender equity, family violence initiatives and informing the community of local support agencies/services 	Goulburn Family Violence Prevention Network Community Safety Officer Victoria Police Marketing and Communications Local media	\$500 Subject to Council's annual budget approval	Year Three	
	<ul style="list-style-type: none"> Develop PVAW / gender equity community awareness campaign eg: free bookmarks given out at Libraries, Rubbish Truck branding "Violence Against Women Stinks", bumper stickers as part of Community Safety Month. 	Community Safety Officer Greater Shepparton Safe Communities Advisory Committee, Goulburn Family Violence Prevention Network Victoria Police	\$1,500 Subject to Council's annual budget approval	Year Three	
	<ul style="list-style-type: none"> Continue to deliver an International Womens Day event coordinated by the Womens Charter Alliance 	Womens Charter Alliance	\$4,000 Women's Charter Alliance - subject to Council's annual budget approval	Annually	
	<ul style="list-style-type: none"> Develop an initiative in conjunction with Victoria Police and the Goulburn Family Violence Prevention Network in relation to raising awareness of gender equity targeting the CALD and Aboriginal communities 	Community Safety Officer Goulburn Family Violence Prevention Network Aboriginal Liaison Officer Ethnic Council Rumblara Coop Victoria Police	\$1,000 Subject to Council's annual budget approval	Year Three	



	<ul style="list-style-type: none"> Conduct a minimum of one CALD community awareness session annually to raise awareness of Australian Laws (Community Safety Strategy 2014/2017 IC14) 	Community Safety Officer Cultural Liaison Officer Ethnic Council Greater Shepparton Safe Communities Advisory Committee	\$500 Subject to Council's annual budget approval	Year Three	
	<ul style="list-style-type: none"> Investigate the incorporation of PVAW / gender equity incorporated into Council's emergency management planning 	Community Safety Officer Emergency Management Coordinator	\$0	Year Two	
	<ul style="list-style-type: none"> Investigate the existence of Young Leaders programs within Greater Shepparton and provide access to gender equity and PVAW resources 	Community Safety Officer Youth Officer Youth Network	\$0	Year Four	
	<ul style="list-style-type: none"> Utilise social media to provide information in relation to gender equity and family violence, the Gender Equity Charter and how to endorse and action it. 	Community Safety Officer Marketing and Communications WHGNE	\$0	Ongoing	Progressing
	<ul style="list-style-type: none"> Offer two free 'community' education training sessions annually in conjunction with WHGNE in relation to PVAW 	Community Safety Officer WHGNE	\$500 catering Subject to Council's annual budget approval NB: Training presentation costs covered by WHGNE	Annually	
	<ul style="list-style-type: none"> Investigate the viability of incorporating VicHealth's 'Baby Makes 3 Project' into Greater Shepparton City Councils Maternal and Children Health program including resourcing and budget implications 	Community Safety Officer Children's Services / M&HC	\$0	Year Three	



Theme 3 - Capacity Building					
Organisational					
Strategy/Initiative	Activity	Partners	Budget Required	Timeframe	Status
3.3.1 Engage with Local Government to promote preventing violence against women and children "internally", increasing gender equity within the workplace.	<ul style="list-style-type: none"> Investigate incorporation of reference of MAV PVAW Leadership Statement and Victorian Human Rights Charter in relevant Policies, CEO Directives and templates (including Position Descriptions) NB – Recommendation from Hume Strategy LG Working Group	Community Safety Officer Governance People Performance Other Departments as appropriate	\$0	Year Four	
	<ul style="list-style-type: none"> Include Family Violence support clause in Enterprise Bargaining Agreement 	Community Safety Officer People Performance Governance	\$0	Year One	Completed
	<ul style="list-style-type: none"> Investigate applying principles of "Making Grants with a Gender Lens" (Grantcraft) to Councils grant making processes 	Community Safety Officer Grants Officer	\$0	Years Three & Four	
	<ul style="list-style-type: none"> Review Council's Family Violence Policy to ensure it remains relevant and reflects the EB commitment 	Community Safety Officer People Performance Governance	\$0	Year Three/Four	



Theme 3 - Capacity Building					
<i>Organisational</i>					
Strategy/Initiative	Activity	Partners	Budget Required	Timeframe	Status
3.3.2 Partner with local government to build the capacity of all staff to take action against gender inequity and recognise it within the workplace.	<ul style="list-style-type: none"> Provide PVAWC and Bystander Training, presented by WHGNE, tailored to specific Departments within Council: <ul style="list-style-type: none"> - Children's Services - Aged Services - Indoor Staff - Local Laws - Outdoor Staff <p>NB - raise awareness of family violence as well as how to recognise/respond/support/report family violence incidents</p>	Community Safety Officer WHGNE Learning and Development	\$1,500 catering Subject to Council's annual budget approval. NB: Training presentation costs covered by WHGNE	Years Three & Four	
	<ul style="list-style-type: none"> Presentation at all staff meeting to explain Council's commitment to PVAW and raising awareness within Council 	Community Safety Officer Executive Office	\$0	Year Two	
	<ul style="list-style-type: none"> Design and deliver workplace gender equity initiatives through activities for staff eg: Real Men Bake Cakes morning tea 	Community Safety Officer	\$200 Funding will be requested in accordance with Council's normal budget processes	Year Three	
	<ul style="list-style-type: none"> Provide information to Councillors, Executive and all male staff in relation to White Ribbon Ambassadors and encourage to register 	Community Safety Officer White Ribbon	\$0	Annually	
	<ul style="list-style-type: none"> Investigate whether Council's staff induction program incorporates information in relation to the Victorian Charter of Human Rights 	Community Safety Officer People Performance	\$0	Year Three	
	<ul style="list-style-type: none"> Incorporate PVAWC messages (developed in 2.1.2 community engagement awareness raising campaign) into Council messaging/promotions eg: decals for Council cars and trucks 	Community Safety Officer	Funding will be requested in accordance with Council's normal budget processes	Years Three & Four	