



PROMOTING RESPECT & EQUITY TOGETHER 2021-2025

A Strategy to End Gendered Violence in the Southern Metropolitan Region

Promoting Respect & Equity Together Evaluation of Year 1 & 2 Action Plan

Prepared By:

Women's Health in the South East 2021



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Acknowledgment of Country

Women's Health in the South East acknowledges Aboriginal and Torres Strait Islander peoples as Australia's First Peoples and the Traditional Custodians of the lands, waterways and skies where we work, live and play. We celebrate that this is the oldest continuous living culture in the world, and that sovereignty was never ceded. This always was, and always will be, Aboriginal land.

Acknowledgments

WHISE would like to acknowledge and thank the many organisations and individuals that are members of the Promoting Respect and Equity Together partnership for their significant contributions to the Year One and Two Action Plan. These include:

African Australia Inspire Lead Educate	Glen Eira City Council
Advocate for Change (AfriAusilec)	Greater Dandenong Council
Bayside Peninsula Integrated Family Violence Partnership	headspace
Bayside City Council	Healthability
Cardinia Shire Council	JewishCare
City of Casey	Kingston City Council
Central Bayside Community Health (BHN)	Kooweerup Regional Health Service
Centre for Multicultural Youth	Monash Health
City of Port Phillip	Mornington Peninsula Shire
City of Stonnington	Multicultural Centre for Women's Health
Chisholm TAFE	Peninsula Health
Connect Health and Community (BHN)	Relationships Australia Victoria
Common Cause Australia	South Eastern Centre Against Sexual Assault
The Department of Education and Training – Respectful Relationships	South East Community Links
The Department of Health, the Department of Families, Fairness and Housing	Southern Melbourne Integrated Family Violence Partnership
The Department of Justice and Community Safety	Southern Migrant and Refugee Centre
Dhelk Dja southern Region Action Group	Star Health (BHN)
enliven	WAYSS
Family Life	Windermere
Frankston Council	Wellsprings for Women
The South Eastern Public Health Network	Women with Disabilities Victoria (WDV)
	Uniting
	Victoria Police

Special mention to the Promoting Respect and Equity Together partners who are regular attendees at meetings, and contributors to the Action Plan including: Bayside City Council, Better Health Network (Connect Health and Community, Star Health) Cardinia Shire Council, City of Casey, City of Port Phillip, City of Stonnington, the Department of Education and Training – Respectful Relationships, the Department of Families, Fairness and Housing, the Department of Justice and Community Safety, Family Life, Frankston Council, Glen Eira City Council, Greater Dandenong Council, JewishCare, Kingston City Council, Mornington Peninsula Shire, Relationships Australia Victoria, South East Community Links, Southern Melbourne Integrated Family Violence Partnership, WAYSS, and Wellsprings for Women.

Who are we?

Women's Health in the South East (WHISE) is the regional women's health service for the Southern Metropolitan Region. WHISE is a not-for-profit organisation that focuses on empowering women.

We work to improve the health and wellbeing of women in our region by providing health information and education to governments, organisations, education providers, and community groups.

Our team of health promotion professionals work to promote gender equality, sexual and reproductive health, mental health and wellbeing and the prevention of violence against women. f all genders.

Acronyms

BP	Bayside Peninsula
CALD	Culturally and linguistically diverse
CFN	Critical Friends Network
DET	Department of Education and Training
GE	Gender equality
GEAP	Gender Equality Action Plan
GHDS	Good Health Down South
GIA	Gender Impact Assessment
PRET	Promoting Respect and Equity Together
PVAW	Prevention of violence against women
SECL	South East Community Links
SM	Southern Melbourne
SMR	Southern Metropolitan Region
SRH	Sexual and reproductive health
VBM	Values-based messaging
WG	Working group

Introduction

Promoting Respect and Equity Together 2021-2025 (PRET) is the second regional strategy for the prevention of gendered violence, the first being Preventing Violence Together 2016-2021 (PVT). The strategy has evolved over the six years from building a case for collective action and building the capability of practitioners in the region to undertaking primary prevention initiatives, strengthening and growing the partnership, and ensuring best practice in identified areas of work across the region. The strategy has identified three strategic ways to strengthen the sector:

1. By working together to increase the application of an intersectional lens across all health planning.
2. By broadening the diversity of organisations, settings and sectors that engage with our work.
3. By continuing to reinforce and expand our expertise through collective learning and action.

Women's Health in the South East (WHISE) is privileged to be the backbone organisation supporting the regional approach to the prevention of gendered violence throughout the Year One and Two Action Plan.

WHISE is looking forward to working collectively with all PRET partners over the next two years to successfully implement the Year Three and Four Action Plan. We hope to continue the collective success of this strategy through continued prioritisation of improved outcomes in the primary prevention of gendered violence and the ongoing promotion of gender equity, to create an equal and respectful region free from violence for women and girls.

We acknowledge and thank the Victorian Department of Health, the Department of Families, Fairness and Housing, and the Office for Women for their ongoing support and funding along with the Honourable Gabrielle Williams, Minister for the Prevention of Family Violence.

Overview of outcomes

Objective 1: Work collectively to increase the variety of sectors and settings that engage with the strategy implementation to prevent violence against women in the region

To implement this objective, the PRET partnership aimed to connect and engage with new organisations and professionals in the region. This was achieved in two ways. First, the partnership looked to work collectively and independently to leverage existing relationships to engage and connect with new partner organisations to increase reach across the SMR. To do this, WHISE and PRET partners identified and met with 12 new partner organisations/practitioners which spanned across several sectors: housing, Aboriginal youth, family violence, gender justice, and CALD. This far exceeded the target of four new partner organisations.

The goal was to connect with new partners that had traditionally male workforces and partners that target priority populations. While the former was not achieved, some of the new partner organisations do target priority populations.

Second, the PRET partnership sought to extend the reach and engagement within our own organisations to make prevention of violence against women (PVAW) and gender equity (GE) everyone's business. Following discussion and strategising at a working group meeting, new staff engagement was reported by 12 partner organisations with 18 newly engaged staff within these organisations. Organisations included councils, community health, multicultural community support, and state government. The newly engaged staff spanned Officer/Practitioner, Middle Management, and Management roles.

The PRET partnership also aimed to share frameworks and principles for a whole of organisational approach to increase GE. This was implemented through the sharing of 27 evidence-based resources with the partnership and responding to at least six direct requests for resources. We did not measure whether the resources had an impact on knowledge and confidence so we cannot report on their impact.

This evidence demonstrates success for the first objective. While traditionally male workplaces were not engaged, workplaces that target priority populations were connected as new partners and the target was far exceeded. The reach and engagement within existing partners also increased with newly engaged staff from a variety of tiers. WHISE also consistently shared evidence-based resources with the partnership to support and increase organisational approaches to GE and PVAW.

Objective 2: To foster organisational cultures that embed the principles of PVAW/GE throughout the organisation

This objective aimed to foster organisational cultures that embed the principles of PVAW/GE by providing evidence/advocating to decision makers. This was tackled in two ways. First, by formalising membership to the PRET partnership.

The second approach to providing evidence/advocating to decision makers was for WHISE to sit on diverse partner internal committees and network meetings to strengthen alignment and support for PVAW/GE. To implement this action, WHISE attended 11 partner/network meetings. WHISE's input into these meetings was varied and included:

- Providing feedback to partner organisations on draft strategies and frameworks across a variety of settings. Some of the work including feedback and guidance on Health and Wellbeing strategies, Monitoring Learning and Evaluation Framework, a four-year Family Violence Action Plan, Health Wellbeing Action Plans, and the Women with Disabilities Victoria framework.
- Presenting on the importance of Respectful Relationships (RR) and the Critical Friends Network (CFN) to address gendered drivers and primary prevention within schools.
- Providing overviews of upcoming events and professional development opportunities hosted by WHISE.
- Introducing South East Community Links (SECL) and their work with Afghan women to the City of Casey's Relief and Recovery network meeting, where they were then invited to become a member.
- Sharing insights from the WHISE Multicultural Community Engagement Team (MCCET) from their work with culturally and linguistically diverse (CALD) communities to promote GE and reduce all forms of violence.
- Presented on importance of reframing intersectionality and the term "vulnerable populations".
- Presented to the Weight Inclusive Network on the role of weight stigma in exacerbating violence against women.

The impact of WHISE's contributions in the partner/network meetings was not measured. Nonetheless, we provided input into key strategies and frameworks, shared knowledge, and facilitated introductions to strengthen alignment and support for PVAW/GE across the SMR.

This objective also aimed to provide partners with direct advice or support by responding to direct requests. WHISE responded to 10 requests which included:

- Provide expert advice, support and guidance in grant applications and letters of support for grant applications that sought to strengthen the work of PVAW/GE within the SMR.
- To review and provide expert advice and guidance on several Gender Equality Action Plans (GEAP).
- Provide a gender analysis of a decision to close Council's childcare centres and amalgamate.
- Provide feedback on several partner organisations' planning documents and strategies.

The second objective was therefore successfully implemented. The PRET partnership fostered organisational cultures that embed the principles of PVAW/GE as a result of attending and contributing to partner/network meetings, and responding to direct requests for support.

Objective 3: To strengthen workforce capacity in PVAW/GE

The PRET partnership aimed to strengthen workforce capacity by providing training and learning opportunities. This aim was applied by firstly taking a collective approach to identifying the needs of partner organisations to implement Gender Impact Assessments (GIAs) and developing learning forums to meet the specific needs of our partners and our region. Six topics were identified and learning forums were developed and delivered for each one:

1. Applying a gender lens to health promotion planning and practice
2. Applying an intersectional gender lens to PVAW practice
3. Healthy masculinities plenary
4. 16 Days of Activism – Change the Landscape and Margins to the mainstream.
5. Reproductive coercion and it's links to family violence.
6. Values-based messaging – a practical exploration.

As was hoped, some participants who attended the learning forums reported gaining new insights from the experiences shared by other attendees. While it was not directly asked in the post-session surveys, some partners/stakeholders made the following comments:



It was great to see how others (Avega and Michelle) have applied an intersectional lens to their projects and the learning they identified in doing so.

(Applying an Intersectional Gender Lens Learning Forum)

Hearing from others in the space and hearing from Nazir.

(Men and Masculinities Learning Forum)

Amazing – just being in the room made a difference.

(Men and Masculinities Learning Forum)

Another expected outcome for this action was that staff/workforce would report increased knowledge of how to apply an intersectional gender lens to their work. As was hoped, responses to the pre and post surveys found that people who attended the capacity building sessions increased their knowledge and confidence across a variety of topics. These outcomes are discussed below.

Applying a Gender Lens to Health Planning Learning Forum

The surveys demonstrated a moderate statistically significant increase in knowledge about the application of a gender lens to health promotion planning and practice. There was also a small to moderate statistically significant increase in confidence to apply a gender lens to health promotion planning and practice.

Applying an Intersectional Gender Lens Learning Forum

Attendees reported a statistically significant increase in knowledge about how to apply an intersectional gender lens to gendered violence prevention. The surveys also demonstrated that people were statistically significantly more confident to apply an intersectional gender lens to the prevention of gendered violence.

Men and Masculinities Learning Forum

A small to moderate statistically significant increase was found in knowledge about engaging men and boys in healthier masculinities for the prevention of violence against women. Furthermore, the surveys demonstrated a very small overall increase in confidence around engaging men and boys/having conversations around healthier masculinities and their role in the prevention of violence against women. This suggests that a follow-up learning forum or additional resources are likely needed.

16 Days of Activism Forum (delivered Women with Disabilities Victoria and Women's Health East)

Attendees reported an overall increase in knowledge about:

- The intersecting drivers of violence against women and girls with a lived experience of disabilities.
- The nature, extent and dynamics of violence against women and girls with a lived experience of disabilities.
- The essential actions required to prevent violence against women with a lived experience of disabilities.

Reproductive Coercion Mini Forum (Delivered in collaboration with Good Health Down South)

People who attended this forum demonstrated overall increased understanding of:

- Reproductive coercion.
- Reproductive coercion and its impacts within an intersectional gendered framework.
- The impacts of reproductive coercion on physical and mental health and wellbeing, including sexual health.
- Reproductive coercion as a form of gender-based violence.
- The key drivers of reproductive coercion.
- Different forms of reproductive coercion including structural or institutional coercion.
- The current evidence base and interventions for primary prevention of reproductive coercion.
- Current tools for screening for reproductive coercion.
- Stealthing as a form of reproductive coercion and sexual assault.

Values-Based Messaging Learning Forum

Overall, the attendees reported an increased understanding of values-based messaging. There was also an overall increase in confidence to undertake primary prevention of violence against women using values-based messaging.

The second action for providing training and learning opportunities was to support, promote, attend and evaluate a range of learning forums based on consultation with partners. The intention was to implement this action by delivering 1) one learning forum for partner organisations on effective GIA implementation for primary prevention of violence against women, and 2) two learning forums that address intersectional theory. The first learning forum on effective GIA implementation was not delivered during this action plan. The working groups were supposed to decide on a key area of need, and it was intended to run before the end of 2022. However, the plan was disrupted due to changes in several key staff members. Several partners have since raised a request for support with implementing GIAs so this learning forum will be delivered in the Year Three and Four Action Plan.

The two learning forums that addressed intersectional theory were 1) Applying an Intersectional Gender Lens Learning Forum, and 2) 16 Days of Activism Forum. Applying an Intersectional Gender Lens Learning Forum was attended by 59 people from 21 partner organisations who were primarily employed as an Officer or Practitioner. A couple of students attended the learning forum as well as four Managers and one person at the Executive Level. The 16 Days of Activism Forum was also attended by 59 people from 20 partner organisations. Again, most people held Officer and Practitioner positions, however, there was also a large proportion of senior staff with a few Managers and two people from Executive Level positions.

Most of the attendees at both forums were women with a small proportion of men and people who identify as non-binary. Several indicators were written to measure the success of each learning forum. For the first learning forum on applying an intersectional gender lens, it was hoped that partners/stakeholders would report increased understanding of the importance of using an intersectional gender lens in their work. Unfortunately, the surveys only measured knowledge about applying an intersectional gender lens to gendered violence prevention and did not specially ask about the importance of doing so. The survey findings supported the second indicator as partners/stakeholders reported increased confidence to apply an intersectional gender lens to their work. However, the third and fourth indicators were not measured in the surveys. In terms of gaining new insights from other's experiences, while this was not measured directly with a question in the surveys, one person from the learning forum on applying an intersectional gender lens incidentally commented that, "It was great to see how others (Avega and Michelle) have applied an intersectional lens to their projects and the learning they identified in doing so." Unfortunately, the final indicator, that partners/stakeholders would report strengthened relationships with individuals or organisations in the region, was not measured.

The third action saw the PRET and GHDS partnerships working together to deliver the Reproductive Coercion Mini Forum which illustrated the links between gender inequity, PVAW and sexual and reproductive health (SRH). A total of 112 people attended the forum. Given that 54 of the attendees did not register for the event, we are unable to provide a count on gender identity, role, partner organisations, or priority populations that were represented at the mini forum. It is worth noting, however, that 112 people is an impressive attendance rate and demonstrates that the partnerships successfully chose a topic that partners/stakeholders in the region wanted to learn more about. As hoped, the attendees reported overall increased understanding of the impacts of reproductive coercion on physical and mental health and wellbeing, including sexual health; and overall increased understanding of reproductive coercion as a form of gender-based violence.

The PRET and GHDS partnerships also hoped to 1) increase the confidence of partners/stakeholders to apply the links between gender inequity, PVAW and SRH to their work, 2) provide an atmosphere where partners/stakeholders would gain new insights from the experiences of others, 3) strengthen relationships and connections between partners/individuals. However, the pre and post surveys for this mini forum did not include measures for these indicators so we cannot say whether these outcomes were achieved.

The PRET and GHDS partnerships also planned to deliver one learning forum on affirmative consent. However, over the course of the implementation of this action plan, the deliverable for this action changed as the affirmative consent legislation in Victoria resulted in an opportunity to submit an application for a funded project via a grant supported by the Department of Families, Fairness and Housing. WHISE submitted an application for funding in partnership with Sexual Health Victoria, supported by other members of the GHDS Network, to deliver a project to build the capacity of the regional youth and community services workforce to support affirmative consent education for their clients. This application was successful, and the Consent Matters Program was funded for 2023-2024. As such, in lieu of the learning forum that was initially proposed, WHISE's SRH portfolio delivered a grant application and project plan for the Consent Matters Program, as well as establishing a regular partnership meeting, and supporting the piloting of affirmative consent content to young people and youth and community services professionals.

The PRET partnership also aimed to strengthen workforce capacity in PVAW/GE by providing access to tools, resources and evidence-based practice to implement PVAW/GE initiatives. This aim was implemented by delivering one half-day plenary, the Men and Masculinities Learning Forum. This forum provided an opportunity for partners to come together and share learnings relating to healthy masculinities for prevention of violence against women across the region and beyond. Three PRET partners presented at the forum: Mornington Peninsula Shire, Family Life, and Relationships Australia Victoria. One WHISE partner, JSS, also presented at the forum. City of Kingston assisted with organising the forum. There were 49 people at the in-person learning forum. The learning forum successfully increased the capacity of staff/workforce to engage men and boys in PVAW/GE as there was an overall increase in knowledge of engaging men and boys in healthier masculinities for the promotion of PVAW. Attendees also reported an overall increase in confidence to engage men and boys in healthier masculinities.

The second action for providing access to tools, resource and evidence-based practice was delivering the Values-Based Messaging (VBM) Learning Forum. Nineteen people attended the learning forum (including 4 WHISE staff). As was hoped, partners/stakeholders reported overall increased understanding of VMB and overall increased confidence to undertake primary prevention of violence against women using VBM.

The third objective, to strengthen workforce capacity in PVAW/GE, was therefore successfully implemented through the delivery of a range of learning forums. While some of the actions could not be completed due to changing opportunities, and not all expected outcomes were measured, the attendance and overall increases in knowledge and confidence demonstrate that the PRET partnership successfully strengthened workforce capacity by providing training/learning opportunities, access to tools, resources and evidence-based practice.

Objective 4: To identify, and disseminate emerging evidence-based research, for the translation into effective practice for PVAW/GE

The first aim to achieve this objective was for WHISE staff to attend peak body and state/local level networks. This was actioned by attending network meetings to advocate, bridge relationships, identify opportunities, share resources and learnings, and enhance connections to community. As such, WHISE attended seven network meetings, two Dhelk Dja Action group meetings, one multicultural network meeting, and four Communities of Practice (CoP). Opportunities and learnings were noted following attendance at these meetings and included:

- A request for information on work being done in population groups that were referred to in the meeting (i.e., male victims of family violence) and interest from WHISE around the work proposed in the regional Dhelk Dja Action Plan relating to the promotion of healthy relationships for men and boys.
- Increased awareness of the work WHISE needs to do around strengthening our PVAW lens and inclusive practice of women with disabilities.
- The importance of advocating for women with migrant, refugee and CALD backgrounds and the associated organisations that support them to be funded adequately and represented in positions of decision making (boards, leadership, funding decisions) as opposed to money going to mainstream prevention/response organisations.

WHISE also aimed to disseminate emerging evidence and increase the profile of the PRET partnership by offering partners opportunities to profile their work outside of the partnership through external connections. Throughout the action plan period, five opportunities were created for partners to present their work. There were also five updates from the Bayside Peninsula and South Melbourne Principle Strategic Advisors at working group meetings. Finally, WHISE attended five family violence response sector meetings.

The completion of these two actions demonstrates that the fourth objective was successfully implemented with attendance at and presentations to a number of peak body and state/local level network meetings.

Objective 5: To maximise collaborative partnership opportunities between partner organisations in the SMR through working groups and learning forums

The PRET partnership aimed to implement this objective by providing a platform for partners to share and learn from each other. This was achieved through two action items. First, regular bi-monthly working group meetings were held where WHISE and PRET partners recorded, assigned and tracked actions that were undertaken. Over the two-year action plan, 14 meetings were held. In year one, a total of 58 people attended seven meetings (not including WHISE staff) with each meeting's attendance ranging from five to 13 partners. There were 18 organisations represented across the seven meetings:

- City of Port Phillip
- Bayside City Council
- Cardinia Shire Council
- Central Bayside Community Health
- City of Casey
- City of Greater Dandenong
- City of Kingston
- City of Stonnington
- Connect Health and Community
- Department of Education and Training
- Department of Health
- EACH
- Enliven
- Frankston City Council
- Glen Eira City Council
- In Touch
- Monash Health
- Mornington Peninsula Shire
- Peninsula Health
- Port Phillip Council
- SECASA (Monash)
- SEMPHN
- SMIFVP
- South East Community Links (SECL)
- Star Health
- Uniting
- WAYSS
- Wellsprings for Women

In year two, more than 56 people attended the seven working group meetings (not including WHISE staff) with each meeting's attendance ranging from 10 to 22 partners. Twenty-seven organisations were represented across the seven meetings:

- Bayside City Council
- Cardinia Shire Council
- City of Casey
- City of Greater Dandenong
- City of Kingston
- City of Port Phillip
- City of Stonnington
- Connect Health
- Department of Education and Training
- Department of Families, Fairness and Housing
- Department of Health
- Family Life
- Frankston City Council
- Frankston City Council
- Glen Eira City Council
- In Touch
- JSS
- Koo Wee Rup Health Service
- Mornington PS Council
- Peninsula Health
- SEMPHN
- SMIFVP
- South East Community Links
- Star Health
- Taskforce
- WAYSS
- Wellsprings for Women

Biannually, WHISE reported to the working group meetings on the progress of the action plan. The expected outcomes from this action included strengthened relationships and connections between partners/individuals and strengthened regional knowledge of PVAW/GE. These were not measured over the two-year period and therefore represent an area for strengthening in the next action plan.

The second action to provide a platform for partners to share and learn from one another was to support, promote, attend and evaluate activities relating to the CFN. To do so, two intake/training sessions were delivered to a total of 23 new critical friends.

Following the intake training, there was an overall increase in knowledge about how gender inequality contributes to violence against women/gendered violence, how to perform the role of critical friend, and how to support schools to use the tools and resources available for RR implementation. Two learning forums were delivered for the CFN. The first learning forum was held in December 2021 and focused on gender equality, what it means to be a critical friend and to be part of the CFN. The attendees reported overall increased knowledge about how to find support as a critical friend if needed, how to use the 5-step improvement cycle model, and how to engage staff and families in RR. There was also overall increased confidence in their role as a critical friend.

The second learning forum was the Applying a Gender Lens to Health Planning Learning Forum. Initially, this was going to be delivered solely to the CFN, however, the decision was made to open registrations to stakeholders in the SMR. As discussed above, the attendees reported an overall increase in knowledge about the application of a gender lens to health promotion planning and practice. There was also an overall increase in confidence to apply a gender lens to health promotion planning and practice.

To implement this objective, the PRET partnership also aimed to provide opportunities for partners to link with external networks and groups/subject matter experts. This was completed by delivering a series of learning forums which engaged subject matter experts and provided opportunities for partners to link with external networks/individuals.

1. Action 3.1.2 Applying an Intersectional Gender Lens Learning Forum and 16 Days of Activism Learning Forum
2. Action 3.1.3 Reproductive Coercion Mini Forum
3. Action 3.2.1 Men and Masculinities Learning Forum
4. Action 3.2.2 Values-Based Messaging Learning Forum

The PRET partnership therefore successfully implemented the fifth objective as collaborative partnership opportunities were provided and maximised between partner organisations through a series of regular working group meetings and several learning forums.

Outcomes from the Year One and Two Action Plan

The sections below include the actions, output, output indicators, expected outcomes and associated indicators, and notes for each action plan objective.

Making PVAW and GE everyone's business

Objective 1: Work collectively to increase the variety of sectors and settings that engage with the strategy implementation to prevent violence against women in the region

1.1 Connect and engage with new organisations and professionals in the region

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
1.1.1 The PRET partnership works collectively and independently to leverage existing relationships to engage and connect with new partner organisations to increase reach across the SMR.	<p>WHISE & PRET partners to identify, engage and meet with prospective new partner organisations.</p> <p>WHISE staff to explore with WHISE Advisory Committee the engagement of decision makers within new organisations.</p>	<p>Number of new practitioners/organisations engaged by tier, role, priority population represented and gender (including lead partner who engaged them).</p> <p>- 12 practitioners and organisations engaged under the strategy.</p> <p>- Tier/role: 1=Community, 5=Officer, 3=Middle Management, 1=Aboriginal Elder, 1=Manager, 1=Senior Executive.</p> <p>- Sector: 2=housing, 3=Aboriginal youth, 2=family violence, 2=gender justice, CALD=3.</p> <p>- Gender: 8=Female, 4=Male.</p> <p>WHISE Advisory Committee to consider how they can assist in the formalisation of membership, commitment at the organisational level.</p>	<p>Increased reach and diversity of organisations and sectors engaged under the strategy.</p> <p>- New organisations are not traditionally male workforces, however, they do target priority populations.</p>	<p>Action complete.</p> <p>Achieved target of 4 new organisations with a particular focus on priority populations.</p>

Making PVAW and GE everyone's business

Objective 1: Work collectively to increase the variety of sectors and settings that engage with the strategy implementation to prevent violence against women in the region

1.1 Connect and engage with new organisations and professionals in the region

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
<p>1.1.2 The PRET partnership works collectively to extend the reach and engagement within our own organisations to make PVAW and GE everyone's business.</p>	<p>Agenda item at working group meeting to discuss ideas for sharing and expanding reach and attendance at learning forums within our own organisations at working group meetings.</p> <p>WHISE staff to work with WHISE Advisory Committee to explore engaging decision makers within existing organisations resulting in more robust organisational commitment across the region.</p>	<p>Increase in breadth of staff engagement in PRET activities and events per partner organisation.</p> <ul style="list-style-type: none"> - 12 partner organisations reported new staff engagement. - 18 newly engaged staff within these organisations. <p>Participation at PRET events and forums by partner organisation, participant, role and gender.</p> <ul style="list-style-type: none"> - Organisations: 8=councils, 1=community health, 2=multicultural community support, 1=state government. - Role: 14=Officer, 3=Middle management, 2=Management - Gender: 14=female, 5=male. <p>Number of participants who heard about events/forums through internal communications.</p> <p>None were noted.</p> <p>WHISE Advisory Committee to consider how they can assist in the formalisation of membership, commitment at the organisational level.</p>	<p>Increased reach and diversity of organisations and sectors engaged under the strategy.</p> <ul style="list-style-type: none"> - Newly engaged organisations and sectors disaggregated by tier, role, sector and gender. 	<p>Action completed.</p> <p>The expected outcome and indicator couldn't be measured as the action relates to existing partner organisations.</p>

Making PVAW and GE everyone's business

Objective 1: Work collectively to increase the variety of sectors and settings that engage with the strategy implementation to prevent violence against women in the region

1.2 Sharing frameworks and principles for a whole of organisational approach to increase gender equity

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
1.2.1 The PRET partnership expands and shares meaningful resources and frameworks.	<p>Create opportunities to share evidence-based resources and content with the partnership through learning forums/events.</p> <p>WHISE responds to direct requests for information and resources.</p>	<p>Number of partners/stakeholders reporting increased knowledge through the sharing of evidence-based resources. - Not measured.</p> <p>Number of partners/stakeholders reporting increased confidence in their prevention practice through the sharing of evidence-based resources. - Not measured.</p>	<p>Newly engaged and existing professionals/organisations understand the connection between PVAW/GE. - Targets of engagement (professionals and organisation staff) report increased knowledge and understanding of the connection between gender inequality and the 4 drivers of violence against women. - Not measured.</p> <p>- Targets of engagement (professionals and organisation staff) report increased confidence in calling out disrespect towards women and girls. - Not measured.</p> <p>- Targets of engagement report increased knowledge and understanding of the value of a more gender equitable society. - Not measured.</p> <p>- Partners/stakeholders report increased confidence in the application of best-practice principles for affirmative consent and the impact and relevance for the primary prevention of violence against women and sexual and reproductive health. - Not measured.</p>	<p>Action complete.</p> <p>27 resources were shared with partners.</p> <p>6 direct requests for resources.</p> <p>Changes in knowledge and confidence as a result of shared resources was not measured.</p>

Organisational strengthening and leadership

Objective 2: To foster organisational cultures that embed the principles of PVAW/GE throughout the organisation

2.1 Providing evidence/advocate to decision makers

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
2.1.1 The membership of the PRET partnership is formalised.	WHISE to explore relevant vehicles to undertake formalisation and codifying of the partnership at a leadership level (e.g., Advisory committee / CEO / Managers).	Number of organisations who support the formalised partnership structure by sector and organisation type.	Increased organisational commitment to principles of GE and PVAW.	
2.1.2 WHISE to sit on diverse partner internal committees and network meetings to strengthen alignment and support for PVAW/GE. E.g., Family Violence Prevention/Community Safety Committees, Community Health Promotion Advisory Group, IHP planning groups.	Attend partner committee and network meetings.	Number of partner organisation group/network meetings attended (listed by partner). - 11 partner group/network meetings attended. Summary of WHISE input into meetings by topic/type of advice.	Increased organisational commitment to principles of GE and PVAW. - Partners/stakeholders report increased knowledge of the principles of gender equity in the workplace through network meeting attendance. - Not measured. - Partners/stakeholders report increased confidence in the application of gender equity principles within the workplace through network meeting attendance. - Not measured.	Action complete.

2.2 Providing partners with direct advice or support

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
2.2.1 Respond to requests for support or advice e.g., GIA audits, GEAP support, tailored advice or planning reviews with an intersectional gendered lens.	N/A	Number/type of organisations who request direct support or advice. - Responded to 10 requests from organisations.	Increased organisational commitment to principles of GE and PVAW. - Partners/stakeholders showcase to the partnership examples of best practice and promising gender equality commitment (GIA's, gender audits, GEAPs). - Partners/stakeholders did not do this. - Partners/stakeholders have increased confidence of how GIAs/gender audits/Gender Equality Action Plans (GEAP) directly impact PVAW. - Not measured. - Partners/stakeholders have increased knowledge of how GIA's/gender audits/GEAPs directly impact PVAW. - Not measured. - Partners/stakeholders showcase studies that demonstrate partner representatives have an increased commitment to the value of the work (beyond mandated requirements of the Gender Equality Act). - Partners/stakeholders did not do this.	Action complete.

Building workforce capacity

Objective 3: To strengthen workforce capacity in PVAW/GE

3.1 Providing training and learning opportunities

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
3.1.1 Collective approach to identifying capacity needs of partner organisations.	<p>Work with working group members to consult and refine ideas around the key focus areas of need relating to GIA implementation across the partnership.</p> <p>Working groups to decide the most pressing and relevant areas for a learning forum.</p>	<p>Topics identified and learning forum program for years 1&2 finalised and disseminated.</p> <ul style="list-style-type: none"> - 6 topics were identified for learning forums: <ul style="list-style-type: none"> - Applying a gender lens to health promotion planning and practice (Community Health Focus) - Applying an intersectional gender lens to PVAW practice - Healthy masculinities - 16 Days of Activism - Reproductive coercion w/SRH - Values-based messaging 	<p>New insights gained from participation in learning forums and events.</p> <ul style="list-style-type: none"> - Partners/stakeholders report gaining new insights from other's experiences via learning forums/events. <ul style="list-style-type: none"> - This wasn't a direct question in the post-session surveys though some people incidentally reported learning from other stakeholders. <p>Increased knowledge of staff/workforce in applying an intersectional gendered lens to their work.</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased understanding of the importance of using an intersectional gendered lens in their work. <ul style="list-style-type: none"> - There was an overall increase in knowledge about applying an intersectional gender lens to gendered violence prevention. - Partners/stakeholders report increased confidence to apply an intersectional gendered lens in their work. <ul style="list-style-type: none"> - There was an overall increase in confidence to apply an intersectional gender lens to gendered violence prevention. - Partners/stakeholders report increased knowledge and confidence in specific topic/priority areas from training/learning activities. <ul style="list-style-type: none"> - Overall increases were reported. 	<p>Action complete.</p> <p>6 learning forums delivered.</p>

Building workforce capacity

Objective 3: To strengthen workforce capacity in PVAW/GE

3.1 Providing training and learning opportunities

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
3.1.2 The PRET partnership supports, promotes, attends and evaluates a range of learning forums based on consultation with partners.	<p>Deliver ONE learning forum for partner organisations on effective GIA implementation for PVAW prevention based on the above identified need. (refer 3.1.1)</p> <p>Deliver TWO learning forums that address intersectional theory and actual practice (case studies) across the breadth of the partnership (one of these to have community health focus). (refer 3.1.1)</p>	<p>Number of learning forums delivered by topic</p> <ul style="list-style-type: none"> - 0=Learning forum on effective GIA implementation for PVAW. - 2=Learning forums that address intersectional theory and practice. <ol style="list-style-type: none"> 1. Applying an intersectional gender lens learning forum 2. 16 Days of Activism Forum <p>Number of participants at each forum by organisations, role and gender.</p> <ul style="list-style-type: none"> - Applying an intersectional gender lens learning forum. <ul style="list-style-type: none"> - 59 people attended the forum. - 1+ person from the following organisations: Cardinia Shire Council, Central Bayside Community Health Service, Department of Health, Family Safety Vic, Monash Health, Our Watch, Peninsula Health, South East Community Links, Star Health, and WHISE. <ul style="list-style-type: none"> - Role: 2=student, 33=Officer/Practitioner, 16=Senior staff, 4=Management, 1=Executive level. - Gender: 54=female, 2=male, 1=non-binary, 1=prefer not to answer. - 16 Days of Activism Forum. <ul style="list-style-type: none"> - 1+ person from the following organisations: Bayside City Council, Brotherhood of St Laurence, City of Port Phillip, Connect Health and Community, Glen Eira City Council, Multicultural Centre for Women's Health, Mornington Peninsula Shire, Peninsula Health, Respect Victoria, and Women with Disabilities Victoria. <ul style="list-style-type: none"> - Role: 30=Officer/Practitioner, 23=Senior staff, 5=Management, 2=Executive level. - Gender: 53=female, 4=male, 2=non-binary, 3=prefer not to answer. <p>Number of partners who attend learning forums by tier, priority population and gender.</p> <ul style="list-style-type: none"> - Applying an intersectional gender lens learning forum = people from 21 partner organisations - 16 Days of Activism Forum = people from 20 partner organisations 	<p>New insights gained from participation in learning forums and events.</p> <p>Increased organisational commitment to principles of GE and PVAW.</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased confidence of how GIAs/gender audits/Gender Equality Action Plans (GEAP) directly impact PVAW. <ul style="list-style-type: none"> - Learning forum on GIA implementation for PVAW not delivered. - Partners/stakeholders report increased knowledge of how GIA's/gender audits/GEAPs directly impact PVAW. <ul style="list-style-type: none"> - See note above. - Partners/stakeholders show-case studies that demonstrate partner representatives have an increased commitment to the value of the work (beyond mandated requirements of the Gender Equality Act). <ul style="list-style-type: none"> - See note above. <p>Increased knowledge of staff/workforce in applying an intersectional gendered lens to their work.</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased understanding of the importance of using an intersectional gendered lens in their work. <ul style="list-style-type: none"> - Not measured. - Partners/stakeholders report increased confidence to apply an intersectional gendered lens in their work. <ul style="list-style-type: none"> - Overall increase in confidence was reported. - Partners/stakeholders report increased knowledge of best-practice application of an intersectional gendered lens across all health priority areas. <ul style="list-style-type: none"> - Not measured. - Partners/stakeholders report increased confidence in the application of an intersectional gendered lens across health priority areas. <ul style="list-style-type: none"> - Not measured. <p>New insights gained from participation in learning forums and events.</p> <ul style="list-style-type: none"> - Partners/stakeholders report gaining new insights from other's experiences. <ul style="list-style-type: none"> - This wasn't a direct question in the post-session surveys though one person from the learning from on applying an intersectional gender lens had incidentally reported learning from other stakeholders. - Strengthened relationships and connections between partners/individuals. - Partners/stakeholders report strengthened relationships with individuals or organisations in the region (WG). <ul style="list-style-type: none"> - Not measured or reported incidentally. 	<p>Action partially complete.</p> <p>One learning forum on effective GIA implementation for PVAW was not delivered due to changes in key staff at WHISE.</p> <p>Two learning forums that address intersectional theory and actual practice have been delivered.</p>

Building workforce capacity

Objective 3: To strengthen workforce capacity in PVAW/GE

3.1 Providing training and learning opportunities

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
<p>3.1.3 The PRET & Good Health Down South (GHDS) partnerships to explore opportunities that illustrate the links between gender inequity, PVAW & SRH. (PRET & GHDS combined actions)</p> <p>The PRET and GHDS partnerships to explore existing consent education literature and disseminate learnings to the partnership.</p>	<p>Deliver ONE combined event/learning forum to understand, reflect and align SRH and PVAW for improved gender equality outcomes.</p> <p>WHISE and partners to deliver ONE learning forum/training session to enhance understanding of affirmative consent for the prevention of violence against women and improved sexual and reproductive health.</p>	<p>Number of participants (including PRET partners) at forum by organisation, role, gender, tier and priority population.</p> <p>-112 people attended the mini-forum.</p> <ul style="list-style-type: none"> - 58 people had registered. - 54 had not registered. <p>- Unable to disaggregate by organisation, role/tier, gender, and priority population as about half of the attendees did not register through Eventbrite. We therefore we did not receive their demographic information.</p> <p>Number of partners who attend/engage with learning forum/training session by tier, priority population and gender.</p> <ul style="list-style-type: none"> - Learning forum/training session was not delivered. 	<p>Newly engaged and existing professionals/organisations understand the connection between PVAW and GE (and SRH)</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased knowledge of the links and relationship between gender inequity and PVAW/SRH. - Overall increased understanding of the impacts of reproductive coercion on physical and mental health and wellbeing, including sexual health. - Overall increased understanding of reproductive coercion as a form of gender-based violence. - Partners/stakeholders report increased confidence in the application of the links and relationship between gender inequity, PVAW and SRH to their work. - Confidence was not measured. <p>New insights gained from participation in learning forums and events</p> <ul style="list-style-type: none"> - Partners/stakeholders report gaining new insights from other's experiences via learning forums/events. - Not measured or reported incidentally. <p>Strengthened relationships and connections between partners/individuals.</p> <ul style="list-style-type: none"> - Partners/stakeholders report strengthened relationships with individuals or organisations in the region (WG) - Not measured or reported incidentally. <p>* Note: this learning forum/training session was not delivered and so the below expected outcomes/associated indicators cannot be reported.</p> <p>Newly engaged and existing professionals/organisations understand the connection between PVAW and GE (and SRH)</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased knowledge of best-practice principles for affirmative consent and the impact and relevance for the primary prevention of violence against women and SRH - see GHDS action plan. - Partners/stakeholders report increased confidence to apply best-practice principles for affirmative consent and the impact and relevance for the primary prevention of violence against women and SRH. - see GHDS action plan. <p>New insights gained from participation in learning forums and events</p> <ul style="list-style-type: none"> - Partners/stakeholders report gaining new insights from other's experiences via learning forums/events. <p>Strengthened relationships and connections between partners/individuals.</p> <ul style="list-style-type: none"> - Partners/stakeholders report strengthened relationships with individuals or organisations in the region (WG) 	<p>One of two actions completed.</p> <ul style="list-style-type: none"> - One reproductive coercion mini-forum delivered. - One learning forum on affirmative consent not delivered.

Building workforce capacity

Objective 3: To strengthen workforce capacity in PVAW/GE

3.2 Providing access to tools, resources and evidence-based practice to implement PVAW/GE initiatives

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
3.2.1 The PRET partnership supports, promotes, attends and evaluates a range of learning forums/events which share tools, resources and/or case study/s from the region showcasing evidenced based practice in PVAW and GE.	Host ONE half day plenary for partners to come together and share learnings (successes and limitations) relating to healthy masculinities for prevention of violence against women across the region and beyond.	<p>Number of partners who present/facilitate at the plenary event.</p> <ul style="list-style-type: none"> - 4 partners presented/facilitated. <p>Number of partners who attend by organisation, tier, priority population, role and gender.</p> <ul style="list-style-type: none"> - 49 people attended the forum. - Unable to disaggregate by organisation, role/tier, priority population and gender because of the 66 registrants who provided this information in Eventbrite, it is unknown which 49 people attended. <p>Promotional avenues tracked at point of plenary participant registration (including partner referrals/channels)</p> <ul style="list-style-type: none"> - 52%=Colleague - 33%=PRET partner and received an email - 2%=Through social media - 12%= WHISE newsletter 	<p>Increased capacity of staff/workforce to engage men and boys in PVAW/GE.</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased knowledge of engaging men and boys in healthier masculinities for the promotion of PVAW/GE following the learning forum. - Overall increased knowledge. - Partners/stakeholders report increased confidence to engage men and boys in healthier masculinities for the promotion of PVAW/GE following the learning forum. - Overall increased confidence. 	<p>Action complete.</p> <p>Delivered one half-day forum on healthy masculinities.</p>
3.2.2 The PRET partnership supports, promotes and attends ongoing evidenced-based best practice messaging tools for PVAW/GE prevention.	Deliver a succinct forum and/or training session on values-based messaging (VBM) including practical tools for application in prevention practice with multidisciplinary teams and or settings.	<p>Number of partners who attend by organisation, tier, setting, priority population role and gender.</p> <ul style="list-style-type: none"> - 19 people (including 4 WHISE staff) attended the forum. - 1+ person from the following organisations: Wellsprings for Women, Bayside City Council, City of Port Phillip, City of Stonnington, Mornington Peninsula Shire. - Role: 9=Officer/Practitioner, 5=Senior staff, 1=Executive level. <p>Number of participants (partners) who heard about event/forum through internal communications.</p> <ul style="list-style-type: none"> - Not measured. 	<p>New insights gained from participation in learning forums and events.</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased knowledge around the application of values-based messaging as a tool in PVAW and GE via learning forum attendance. - Overall increased understanding of VBM. - Partners/stakeholders report increased confidence in applying values-based messaging as a tool in PVAW and GE via learning forum attendance. - Overall increased confidence to undertake primary prevention of violence against women using VBM. 	<p>Action complete.</p> <p>Delivered one VBM learning forum.</p>

Knowledge brokering

Objective 4: To identify, and disseminate emerging evidence-based research, for the translation into effective practice for PVAW/GE

4.1 WHISE staff attend peak body and state and local level networks

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
4.1.1 Attend network meetings to advocate, bridge relationships, identify opportunities, share resources and learnings, and enhance connections to community.	<p>WHISE to attend peak body, local and state level networks (e.g., Women with Disabilities Vic).</p> <p>WHISE to attend the Regional Dhelk Dja Action Group to strengthen connections to local Aboriginal and Torres Strait Islander communities' organisations and projects.</p> <p>WHISE to attend/participate in multicultural network meetings/CoPs.</p>	<p>Number of network meetings attended (peak body and state level networks). - 7 network meetings attended.</p> <p>Number of Dhelk Dja Action group meetings attended. - 2 Action group meetings attended.</p> <p>Number of multicultural network meetings/CoPs attended. - 1 multicultural network meeting attended. - 4 CoPs meetings attended.</p> <p>Record opportunities or projects arising from attendance at these meetings. - Opportunities noted in the record tracking spreadsheet.</p>	<p>* Note that the below indicators were not measured.</p> <p>Strengthened relationships and connections between partners/individuals. - Partners/stakeholders report strengthened relationships with individuals or organisations in the region.</p> <p>Increased capacity of staff/workforce in applying an intersectional gendered lens to their work. - Partners/stakeholders report increased understanding of the importance of using an intersectional gendered lens in their work. - Partners/stakeholders report increased confidence to apply an intersectional gendered lens in their work. - Partners/stakeholders report increased knowledge of best-practice application of an intersectional gendered lens across all health priority areas. - Partners/stakeholders report increased confidence in the application of an intersectional gendered lens across health priority areas.</p>	Action complete
4.2.1 WHISE to offer partners opportunities to profile their work outside of the PRET partnership through external connections e.g., cluster workshops/CoP through schools as an opportunity to highlight resources and work to PVAW. (DET - Respectful Relationships)	<p>WHISE to identify opportunities for partners to profile and share their work beyond the partnership to contribute to broader PVAW/GE prevention practice.</p> <p>WHISE and partners to connect with the family violence response sector to understand relevant and emerging sector developments (policy/workforce) and translate to the prevention workforce network.</p>	<p>Number of opportunities created for partners to profile their work by event and target audience. - 5 opportunities for partners to present their work.</p> <p>Number of partners offered opportunities to present or showcase work outside of the partnership (by type). - Not measured.</p> <p>Number of updates from BP and SM Principle Strategic Advisors at working group meetings. - 5 updates from BP & SM principle strategic advisors.</p> <p>Number of family violence response sector meetings attended by WHISE. - Attended 5 FV response sector meetings.</p>	<p>* Note that the below indicators were not measured.</p> <p>Strengthened relationships and connections between partners/individuals. - Partners/stakeholders report strengthened relationships with individuals or organisations in the region (working groups).</p> <p>Strengthened regional knowledge of PVAW/GE. - Partners have increased sense of connectedness to the response sector and related activities to improve prevention practice.</p> <p>Improved access to evidence-based research. - Partners/stakeholders (at all levels) who engage with the strategy report improved access to evidence-based research.</p>	Action complete

Collaboration and networking

Objective 5: To maximise collaborative partnership opportunities between partner organisations in the SMR through working groups and learning forums

5.1 Providing a platform for partners to share and learn from each other

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
5.1.1 The PRET partnership to actively support, attend and evaluate regular (bi-monthly) working group meetings.	<p>WHISE to attend peak body, local and state level networks (e.g., Women with Disabilities Vic).</p> <p>WHISE to attend the Regional Dhelk Dja Action Group to strengthen connections to local Aboriginal and Torres Strait Islander communities' organisations and projects.</p> <p>WHISE to attend/participate in multicultural network meetings/CoPs. Working groups to meet regularly with WHISE and PRET partners to record, assign and track actions undertaken by working groups back to the strategy action plan.</p>	<p>Number of working group meetings held each year</p> <ul style="list-style-type: none"> - 2021-22: 7 meetings held. - 2022-23: 7 meetings held. <p>Number of partners (by organisation/tier/role and gender) represented on WHISE area working groups.</p> <ul style="list-style-type: none"> - 2021-22 <ul style="list-style-type: none"> - Total of 58 people attended the working groups (not including WHISE staff). Attendance ranged from 5 to 13 partners. - 28 organisations represented. - 2022-23 <ul style="list-style-type: none"> - More than 56 people attended the working groups (not including WHISE staff). Attendance ranged from 10 to 22 partners. - 27 organisations represented. <p>Bi-annual reporting of action plan process presented at partnership working group meetings.</p> <ul style="list-style-type: none"> - Done. 	<p>* Note that the below indicators were not measured.</p> <p>Strengthened relationships and connections between partners/individuals.</p> <ul style="list-style-type: none"> - Partners/stakeholders report strengthened relationships with individuals or organisations in the region (WG). <p>Strengthened regional knowledge of PVAW/GE.</p> <ul style="list-style-type: none"> - Partners/stakeholders report increased awareness of primary prevention action within the region (WG). - Partners/stakeholders report feeling an increased feeling of connection to the response sector as a result of being connected to the partnership. 	Action complete
5.1.2 The PRET partnership to support, promote, attend and evaluate activities relating to the Critical Friends Network (CFN) to support schools across the SMR to implement and sustain Respectful Relationships (RR) as part of the curriculum.	<p>Deliver and evaluate ONE intake (training) of new Critical Friends.</p> <p>Deliver and evaluate TWO learning forums showcasing tools/shared learnings/local case studies or areas of need identified by members for existing CFN.</p>	<p>Number of critical friends and partner organisations who are represented on the CFN.</p> <ul style="list-style-type: none"> - 42 active critical friends from 19 partner organisations. <p>Number of critical friends who attended intake training by organisation/role/gender/partnership status.</p> <ul style="list-style-type: none"> - 23 critical friends attended intake training. <p>Number of critical friends who attend learning forums by organisation/role/gender/partnership status.</p> <ul style="list-style-type: none"> - 13 critical friends attended the first learning forum. - Attendance at the second learning forum is unknown as it was also open to the community. 	<p>New insights gained from participation in learning forums and events.</p> <ul style="list-style-type: none"> - Critical friends report increased knowledge of tools and resources available to support schools in implementing RR following the learning forum/s. - Overall increased knowledge. - Critical friends report increased confidence in the application of these tools to support schools in implementing RR following the learning forum/s. - Not measured. 	Action complete

Collaboration and networking

Objective 5: To maximise collaborative partnership opportunities between partner organisations in the SMR through working groups and learning forums

5.1 Providing a platform for partners to share and learn from each other

Action/s	Output	Output Indicators	Expected outcome/s and associated indicator/s	Status
5.2.1 See activities under - 3.1.2 - 3.1.3 - 3.2.1 - 3.2.2 (learning forums)				