



# **PROMOTING RESPECT & EQUITY TOGETHER 2021-2025**

A Strategy to End Gendered Violence in the Southern Metropolitan Region

## **Promoting Respect & Equity Together 2021-2025**

### **Year 3 & 4 Action Plan**

**Prepared By:**

Women's Health in the South East 2023



## 1. Making PVAW and GE everyone's business

**OBJECTIVE:** 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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
<p>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> <p>- Partners to identify, engage and meet with prospective partner organisations.</p> <p>- Identify new partner organisations through new areas of work i.e., climate and disaster, urban planning and design and other opportunities that arise.</p>	<p>All PRET partners</p> <p>Cardinia (&amp; Casey tbc)</p> <p>Mornington Shire</p>	<p>Four new partner organisations engaged.</p>	<p>Number of new partners by tier, role, priority population and gender.</p>	<p>Increased reach and diversity of the PRET partnership.</p> <p>Increase impact of PRET within new areas of work</p>	<p>PRET partnership minutes</p> <p>Partner records</p> <p>Evaluation surveys</p>	<p>30 June 2025</p>
<p>1.1.2. The PRET partnership collectively extends the reach and engagement in PRET within our own organisation to make PVAW and GE everyone's business</p>	<p>All PRET partners</p>	<p>One new team from each active partner engaged with PRET meetings or in training each year.</p>	<p>Number of new staff engaged with PRET meetings</p> <p>Number of new staff from partner organisations that participate in events or training.</p>	<p>Increased organisational commitment to PVAW/GE</p> <p>Increased awareness of PVAW/GE within each organisation</p>	<p>PRET minutes</p> <p>Partner records</p> <p>Evaluation surveys</p>	<p>30 June 2025</p>

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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
<p>1.2.1. The PRET partnership expands and shares meaningful resources and frameworks.</p> <p>- WHISE will share learning and frameworks with PRET partners over the capacity building project course</p>	<p>PRET partners</p> <p>Women with Disabilities Victoria</p>	<p>PVAW Lead will share evidence-based resources with partners 4 via learning forums/events annually.</p> <p>PVAW Lead and WHISE will respond to partner/stakeholder requests for support, information and/or frameworks.</p>	<p>Number of partners/stakeholders reporting increased knowledge through the sharing of evidence-based resources</p> <p>Number of partners/stakeholders reporting increased confidence in their prevention practice through the sharing of evidence-based resources.</p>	<p>Increased knowledge and understanding of the PRET partners across PVAW/GE and applying an intersectional gender lens on primary prevention.</p> <p>Increased confidence to apply evidence-based approaches in their primary prevention work.</p>	<p>Partner interviews</p> <p>Informal feedback</p>	<p>30 June 2025</p>

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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
1.2.2. The PRET partnership to invite the participation of communications teams to participate in a Values Based Messaging training in order to both expand the reach of PRET within their organisations but also to support internal support for VBM within primary prevention work.	WHISE /Common Cause Kingston Council Mornington Shire Bayside Council Stonnington Cardinia SECL Wellsprings for Women	A Values Based Messaging training session will be offered to comms teams and case studies of how partners have used the training will be collected.	Number of communications staff in attendance.  Number of new teams from partner organisations engaged.  Number of participants reporting an increase in knowledge, skills and confidence through the training.	Increased knowledge and understanding of the Values based messaging of PRET partners across.  Increased confidence to apply evidence-based approaches in their primary prevention.	Attendance records Project documents Training surveys Informal feedback.	30 June 2024

## 2. Organisational Strengthening and Leadership

OBJECTIVE: To foster organisational cultures that embed the principles of PVAW/GE throughout the organisation.

### 2.1. Providing evidence/advocate to decision makers

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
2.1.1. WHISE to sit on diverse partner internal committees and network meetings to strengthen alignment and support for PVAW/GE for e.g., Family Violence Prevention/Community Safety Committees, Community Health Promotion Advisory Group, IHP planning groups.	PRET Partners	WHISE staff to attend approx. 15 committees and network meetings.  WHISE staff to attend partner events where possible.	Number of partner organisation, group/network meetings attended (listed by partner)  Summary of WHISE input into meetings by topic/type of advice	Partners/stakeholders report increased knowledge of the principles of gender equity in the workplace through network meeting attendance.  Partners/stakeholders report increased confidence in the application of gender equity principles within the workplace through	Internal notes External minutes Informal feedback  Annual partner survey	30 June 2024 and 2025

## 2.2. Providing partners with direct advice or support

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
2.2.1. Respond to requests for support or advice for e.g., GIA audits, GEAP support, tailored advice or planning reviews with an intersectional gendered lens.	WHISE GE team Gen Vic The Commission for Gender Equality in the Public Sector Municipal Association of Victoria (MAV) - partnership opportunities	WHISE HP team to work with WHISE GE team to provide support/advice to partners as requested.	Number/type of organisations who request direct support or advice.	Increased organisational commitment to principles of GE and PVAW.  WHISE to use the WHS indicator.framework to build evidence base of impact.	Project tracking records  Most Significant Change stories.  Evaluation survey  Partner interviews	June 30 2025

## 3. Building workforce capacity

OBJECTIVE: To strengthen workforce capacity in PVAW/GE

### 3.1. Providing training and learning opportunities

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
3.1.1. Collective approach to identifying capacity needs of partner organisations – regarding key focus areas of need relating to:  - The Respect education in the early years - Education settings, particularly multicultural and multi-faith communities - Sports, gender equality and the link with prevention of violence against women - Engaging men and boys - Embedding intersectional practice - Centring lived experience; and - Values Based Messaging	PRET Partners	PRET Partners to refine ideas around focus areas.  PRET Partners to identify interventions based on those focus areas.  PRET partners to identify areas for further learning (learning forums)  PRET partners to organise FOUR learning forums each year in collaboration with WHISE.	Topics identified and  Number of learning forums scheduled for years three and four.  Number of partners involved in organising the learning forum  level of partner engagement in implementing the forum.  Number of partners and community members attending the forums and reporting increased knowledge, skill and confidence.	Capacity of the workforce of PRET partners to implement PVAW/GE in their work is increased.  Confidence to implement PVAW/GE is increased.	Project tracking records  Meeting minutes  Survey	30 June 2025

### 3.1. Providing training and learning opportunities

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
<p>3.1.2. The PRET partnership supports, promotes, attends and evaluates a range of learning forums in consultation with partners.</p>	<p>PRET partners</p>	<p>FOUR learning forums per year including joint forums with Good Health Down South and Sex, Gender and Mental Wellbeing.</p>	<p>Number of learning forums per year including joint forums with Good Health Down South and Sex, Gender and Mental Wellbeing.</p> <p>Number of participants at each forum by organisation, role and gender.</p> <p>Number of participants who report increase in knowledge, skill and confidence.</p> <p>Number of PRET partners reporting an increase in capacity as a result of learning forums.</p>	<p>Increase in capacity of the PRET partnership through collective learning in the forums.</p> <p>Increase in knowledge, skill and confidence to apply learnings from each learning forum by participants.</p> <p>Increased reach by PRET in the Southern Metropolitan region through partner promotion of learning forums.</p>	<p>Project tracking records/reports</p> <p>Pre/post surveys</p> <p>Most significant change</p>	<p>30 June 2025</p>
<p>3.1.3. The PRET partnership to explore ways to support and amplify the work Council Sports and Rec teams and other stakeholders are doing around the Fair Access Roadmap.</p>	<p>Cardinia</p> <p>Casey</p> <p>Mornington Shire</p> <p>Bayside Council</p> <p>Kingston Council</p> <p>City of Port Phillip</p> <p>SECL</p> <p>BHN</p>	<p>One Networking event where Councils have the opportunity to share resources, case studies and discuss potential collaboration</p>	<p>Number of participants at the event by organisation, role and gender.</p> <p>Number of participants who report increase in knowledge, skill and confidence.</p> <p>Number of PRET partners reporting an increase in capacity as a result of learning forums.</p>	<p>Increase in the capacity of participants to implement gender equity and prevention of violence within the sports sector.</p> <p>Increase collaboration between councils and other stakeholders.</p> <p>Participants reporting an increase in knowledge, skill and confidence to apply GE/PVAW initiatives within their org.</p>	<p>Attendance records</p> <p>Event surveys</p> <p>Partner surveys</p>	<p>Dec 2023</p>

### 3.1. Providing training and learning opportunities

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
3.1.4. The PRET, Good Health Down South (GHDS) partnership to explore opportunities that illustrate the links between gender inequity, Prevention of Violence Against Women and Sexual and Reproductive Health.	PRET partners  GHSD partners	Deliver ONE combined event/learning forum to understand, reflect and align SRH and PVAW for improved PVAW gender equality outcomes.	Number of learning forums per year including joint forums with Good Health Down South and Sex, Gender and Mental Wellbeing. Number of participants (including PRET partners) at forum by organisation, role, gender, tier and priority population.  Number of partners who attend/engage with learning forum/training session by tier, priority population and gender.	Increase in capacity of the PRET partnership through collective learning in the forums.  Increase in understanding of the bi-directional relationships between violence against women and sexual and reproductive health.  Increase in participants' knowledge, skill and confidence to apply learning from the forum.	Project tracking records.  Pre/post surveys  Informal feedback from partners	30 June 2025
3.1.5. The PRET partnership to explore opportunities to link PVAW with the Sex, Gender and Mental Wellbeing in order to illustrate the links between Family Violence and Youth Suicide.	PRET Partners  Mental wellbeing partners  Mental health practitioners.  SEMPHN	Deliver ONE combined event/learning forum to understand, reflect and align PVAW and Mental Wellbeing for improved PVAW and gender equality outcomes.	Number of participants (including PRET partners) at forum by organisation, role, gender, tier and priority population.  Number of partners who attend/engage with learning forum/training session by tier, priority population and gender.	Increase in understanding of the bi-directional relationships between violence against women and sex, gender and mental wellbeing.  Increase in participants' knowledge, skill and confidence to apply learning from the forum.	Project tracking records.  Pre/post surveys  Informal feedback from partners	30 June 2025
3.1.6. WHISE to pilot Preventing Family Violence Fist Aid to PRET partners in order to test its effectiveness to increase the capacity of community to identify and act on instances of family violence.	Cardinia Shire  Kingston  WHISE  Community organisations and sports clubs	Deliver and evaluate a second iteration of prevention of family violence first aid to community in Kingston.  Develop a train-the-trainer program in partnership with PRET partners to support the further roll out of the course.	Number of community members registered for the course  Number of participants who complete at least 80% of the course.  Number of participants reporting an increase in knowledge, skills and confidence to understand, recognise and take action on disclosures of family violence.	Increase in community awareness of family violence and all its forms  Increase in understanding of the drivers of violence and the nuances of the social norms surrounding them.  Increase in community knowledge of how to be an empathetic active bystander.  Increase in confidence to effectively recognise, respond and refer disclosures of violence.	Project documentation  Session surveys  Evaluation report  Partner surveys	30 June 2024

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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
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.	<p>PRET Partners</p> <p>Peer Mental Health</p> <p>Sexual and reproductive health</p> <p>Family Life</p> <p>SMIFV Partners</p> <p>BPIFV Partners</p>	<p>Host ONE Lived Experience Online Panel for partners to come together and share learnings (successes and limitations) relating to embedding lived experience in various settings for application in the primary prevention area across the region and beyond</p>	<p>Number of partners who present/facilitate at the event.</p> <p>Number of partners who attend by organisation, tier, priority population role and gender.</p> <p>Promotional avenues tracked at point of event participant registration (including partner referrals/channels).</p>	<p>Increased capacity of staff/workforce to embed lived experience in primary prevention.</p> <p>Number of partners/stakeholders who report having increased knowledge of embedding lived experience for the promotion of PVAW/GE following the learning forum.</p> <p>Number of partners/stakeholders who report having increased confidence to embedding lived experience for the promotion of PVAW/GE following the learning forum.</p>	<p>Evaluation reports.</p> <p>Pre/post surveys</p> <p>Informal feedback from partners</p> <p>Most significant change stories</p>	26 July 2023

## 4. Knowledge Brokering

OBJECTIVE: 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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
4.1.1. Attend network meetings to advocate, bridge relationships, identify opportunities, share resources and learnings, and enhance connections to community.	<p>MAV</p> <p>Dhelk Dja Regional Action Group (SMR)</p> <p>Community Health Promotion Advisory Group</p> <p>Women with Disabilities Victoria</p>	<p>WHISE to attend peak body, local and state level networks (e.g. Women with Disabilities Vic)</p> <p>WHISE to attend the SM Regional Dhelk Dja Action Group to strengthen connections to local Aboriginal and Torres Strait Islander communities' organisations and projects.</p> <p>WDV Community of Practice.</p> <p>WHISE to attend/participate in multicultural network meetings/CoP's.</p>	<p>Number of network meetings attended.</p> <p>Number of Dhelk Dja Action group meetings attended.</p> <p>Number of multicultural network meetings/CoP's attended.</p> <p>Number of opportunities or projects arising from attendance at these meetings.</p> <p>Partners/stakeholders report strengthened relationships with individuals or organisations in the region.</p> <p>Partners/stakeholders report an increased understanding of and confidence in applying an intersectional gendered lens in their work.</p>	<p>Strengthened relationships with and connections to partners and individuals.</p> <p>Increased capacity of staff/workforce in applying an intersectional gendered lens to the work.</p>	<p>Partner interview surveys</p> <p>Informal partner feedback</p> <p>Project records</p>	30 June 2025

## 4.2. Disseminate emerging evidence and increase profile of the partnership

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
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>PRET working groups</p> <p>WHISE leadership &amp; Advisory Committee</p> <p>BPIFVP</p> <p>SMIFVP</p>	<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.</p> <p>Number of partners offered opportunities to present or showcase work outside of the partnership (by type).</p> <p>Number of updates from BP and SM Principle Strategic Advisors at working group meetings</p> <p>Partners/stakeholders report strengthened in the region.</p> <p>Partners/stakeholders who engage with the strategy report improved access to evidence-based research.</p>	<p>Strengthened relationships and connections between partners.</p> <p>Strengthened regional knowledge of PVAW/GE.</p> <p>Improved access to evidence-based research.</p>	<p>Project tracking records</p> <p>Evaluation survey</p> <p>Semi structured interviews</p> <p>Working Group meeting data</p>	30 June 2025

## 5. Collaboration and Networking

**OBJECTIVE:** 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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
5.1.1. The PRET partnership to actively support, attend and evaluate regular (bi-monthly) working group meetings.	PRET working groups	WHISE to deliver bi-monthly working group meetings, record minutes and track actions back to PRET action plan.	<p>Number of working group meetings held each year.</p> <p>Number of partners (by organisation/tier/role and gender) represented on WHISE area working groups.</p> <p>Partners/stakeholders who report strengthened relationships within the region.</p> <p>Partners/stakeholders report increased awareness of primary prevention action within the region.</p> <p>Partners/stakeholders report an increase connection to the response sector.</p>	<p>Strengthened relationships and connections between partners/individuals.</p> <p>Strengthened regional knowledge of PVAW/GE.</p> <p>Strengthened regional knowledge of PVAW/GE.</p>	<p>Project tracking records</p> <p>Meeting minutes</p>	30 June 2025



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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
<p>5.1.2. The PRET partnership to support, promote, attend and evaluate activities relating to the Critical Friends Network to support schools across the SMR to implement and sustain Respectful Relationships (RR) Whole of School Approach.</p>	<p>Department of Education and Training (DET)</p> <p>Bayside Council</p> <p>Caulfield Community Health Service</p> <p>Cardinia Shire</p> <p>Casey Council</p> <p>City of Greater Dandenong</p> <p>City of Stonnington</p> <p>Kingston Council</p> <p>Port Phillip Council</p> <p>Mornington Shire</p> <p>Frankston Council</p> <p>South East Community Links</p> <p>Better Health Network</p> <p>Relationships Australia Victoria</p> <p>Peninsula Health</p> <p>Taskforce</p> <p>Unitng</p> <p>Wellsprings for Women</p>	<p>Deliver and evaluate TWO intakes (training) of new Critical Friends.</p> <p>Deliver and evaluate FOUR learning forums showcasing tools/shared learnings/local case studies or areas of need identified by members for existing Critical Friends Network.</p>	<p>Number of partners who are Critical Friends Network.</p> <p>Number of critical friends who attend learning forums.</p> <p>Critical Friends report having increased knowledge following the learning forum/s.</p> <p>Critical Friends report having increased confidence in the application of these tools to support schools.</p>	<p>Critical friends have the knowledge, skills and confidence to support schools to implement the whole of school approach to RR.</p> <p>Critical friends are able to build trusting and productive relationships with schools through supporting this mandated program in schools.</p> <p>Critical friends are able to implement innovative primary prevention activities within schools to engage and inform teachers, students and their families.</p>	<p>Partner record spreadsheet</p> <p>EOI and Training registration records</p> <p>Evaluation surveys</p>	<p>Intake 1 July 2023</p> <p>Intake 2 July 2024</p> <p>30 June 2025</p>

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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
<p>5.1.3. The PRET partnership to explore the promotion and support of DET's Respectful relationships training of early childhood educators.</p> <p>- The partnership will identify relevant stakeholders within their organisations and externally who can participate in applying the DET training in their settings.</p>	<p>DET</p> <p>Cardinia</p> <p>Casey</p> <p>Mornington</p> <p>BHN</p> <p>BP IFV partnership</p> <p>SMIFV partnership</p>	<p>Deliver ONE workshop/think tank with partners and stakeholders to identify resources to advocate for leadership commitment of directors and committees across regional services.</p> <p>Strengthening the workforce to identify opportunities to implement DET whole of service respectful relationships program cycle within early years settings.</p>	<p>Number of attendees at the workshop.</p> <p>Number of participants engaged in the working group – or network to continue the implementation of DET training.</p> <p>Number of early learning services reporting increased capacity to implement Respectful Relationships.</p> <p>Number of early learning services committed to the whole of service approach to RR in the early years.</p> <p>Proportion of early learning services within SMR that have engaged with the whole of setting approach to RR.</p>	<p>Increase in capacity of the PRET partners through collective learning and training sessions.</p> <p>Increase in knowledge, skill and confidence to apply learnings from each learning forum by participants.</p> <p>Increased reach by PRET in the Southern Metropolitan region through early years engagement.</p>	<p>Attendance</p> <p>Project Records</p> <p>Partner surveys</p> <p>Partner interviews</p>	<p>30 June 2025</p>
<p>5.1.4. The PRET partnership to collaborate with WHISE and Women with Disabilities Victoria to apply whole of service approaches to include the rights and perspectives of women with disabilities into PVAW activities</p>	<p>Women with Disabilities Victoria</p> <p>Kingston Council</p> <p>Bayside Council</p> <p>City of Casey</p> <p>Wellsprings for women</p>	<p>WHISE to share the capability and capacity building process undertaken with WDV with PRET partners.</p> <p>WHISE to engage PRET partners where appropriate in various activities throughout the project.</p>	<p>Number and type of information shared with the PRET partner.</p> <p>Number and level of engagement of PRET partners involved in the WDV capability building project.</p> <p>Number of changes made to both WHISE and PRET partners as a result of the project.</p>	<p>Increased knowledge of ways in which we can make our services and events more accessible to women with disabilities.</p> <p>Increased confidence of WHISE and PRET partners to implement PVAW activities in a way that genuinely includes the rights and perspectives of women with disabilities.</p> <p>Increase accessibility of WHISE and PRET partners to all people with disabilities, especially women and girls.</p>	<p>Shared Resources</p> <p>Most significant change</p> <p>Partner interviews</p> <p>Case studies</p>	<p>30 Aug 2024</p>

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

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
5.1.5. The PRET partnership to explore how to support and amplify the work that is happening regionally, state-wide and nationally to engage men and boys and promote healthy masculinities.	<p>Mornington Shire</p> <p>Family Life</p> <p>Frankston Council</p> <p>Cardinia Shire</p> <p>SECL</p> <p>Jesuit Social Services</p> <p>RAV</p> <p>JewishCare</p> <p>Our Watch</p> <p>Healthy Masculinities network</p>	<p>WHISE to participate in networks and working groups and bring that work back to the partnership.</p> <p>PRET partners and stakeholders to collaborate to build on past projects.</p> <p>PRET partners to explore ways of engaging men and boys through schools, sports, parenting programs, etc.</p>	<p>Number of networks and meetings attended</p> <p>Number of resources shared to PRET partners.</p> <p>Partners reporting an increase in knowledge, skill and confidence to apply learning to their primary prevention work.</p> <p>Number of new or expanded initiatives within the SMR that engage men and boys</p> <p>Number of men and boys reached through these initiatives.</p>	<p>Increased engagement by men and boys in the primary prevention of violence against women within the SMR.</p> <p>Increase capacity of PRET partners to engage men and boys in primary prevention approaches.</p> <p>Increased opportunities for men and boys to engage with pro-social activities that promote respectful relationships and challenge rigid gender stereotypes.</p>	<p>Project documents</p> <p>Partner surveys</p> <p>PRET evaluation</p> <p>Most significant change stories</p>	30 June 2025

## 5.2 Providing opportunities for partners to link with external networks and groups/subject matter experts

Actions	Partners	Deliverables (Outputs)	Indicators	Outcomes	Measures	Date
<p>See activities under</p> <p>3.1.2</p> <p>3.1.3</p> <p>3.1.4</p> <p>3.1.5</p> <p>3.2.1</p> <p>(learning forums)</p>						