



**City of Kingston's  
Creating Safe & Respectful  
Communities Training**

Session 1

**EVALUATION REPORT**



# Evaluation of City of Kingston's Creating Safe and Respectful Communities

## Introduction

Building on from the Prevention of Family Violence First Aid Course had completed in collaboration with Cardinia Shire Council, Women's Health in the South East (WHISE) proposed to run a condensed session, Creating Safe and Respectful Communities, with the City of Kingston, in line with their Prevention of Family Violence Action Plan and in consultation with its Prevention of Family Violence Working Group.

On 21 February 2024, WHISE delivered the session to community centre and neighbourhood house employees in the City of Kingston at Cheltenham Community Centre. With the aim to build attendees' understanding of family violence, the session spoke about what family violence was, the prevalence and drivers of family violence, and what it could look like in our work and communities. Additionally, WHISE engaged attendees in tailored activities to develop their skills in responding to family violence disclosures and referrals appropriately and taking actions to create a safe and respectful community for everyone.

### **Objectives of this session are below:**

- The session aimed to help participants learn and build understanding about:
  - What family violence is, what drives family violence, and how it might look like in various settings.
  - Prevalence of family violence in their local community and the broader context of Australia.
- By practice, participants would also build confidence to:
  - Take action to stop poor behaviours that lead to family violence within their sphere of influence.
  - Respectfully respond to manage and refer disclosures of family violence from friends, family, and colleagues in the community.



## Who registered for and attended the session?

A total of 18 registered for this webinar, with a total of 18 who attended this webinar. Of these 18 participants, 16 (89%) attendees completed the pre- and post-session survey. The majority attendees who completed the pre survey were women (88%), compared to men (13%). There was no data collected on gender for the post-webinar survey.

## Overall ratings of knowledge and understanding

Figures 1 to 5 show that there were changes in understanding and knowledge from pre to post. The question that asked about their knowledge understanding of why family violence happens, received the highest proportion *high* to *very high* responses, with 97% in the post survey compared to 25% in the pre survey (see *figure 3*). The question that asked about their knowledge of how to receive and refer disclosures of family violence from a victim/perpetrator, received lowest proportion of *high* and *very high* responses, however the majority of participants selected *high* and *very high* responses. (81% in the post survey compared to 16% in the pre survey; see *figure 5*).

Figures 1, 2, and 4 demonstrated similar trends in understanding from pre to post. For instance, the ratings of understanding of how family violence is defined; the different forms of family violence; and how gender inequality is linked with family violence received large proportions of high to very high responses, with a sum of 94% (i.e. *high* to *very high*) for all questions in the post survey.

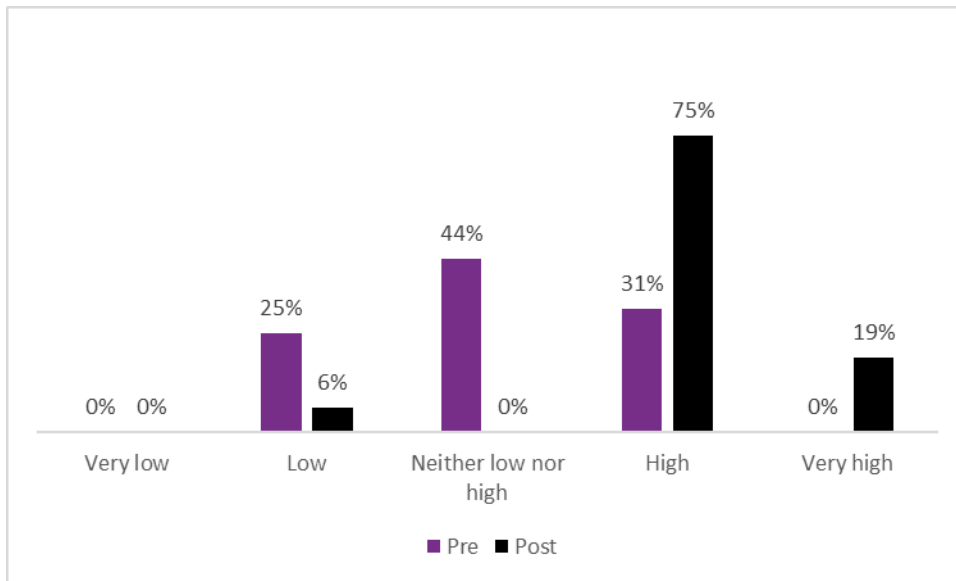


Figure 1. Pre and post session ratings of understanding of how family violence is defined.

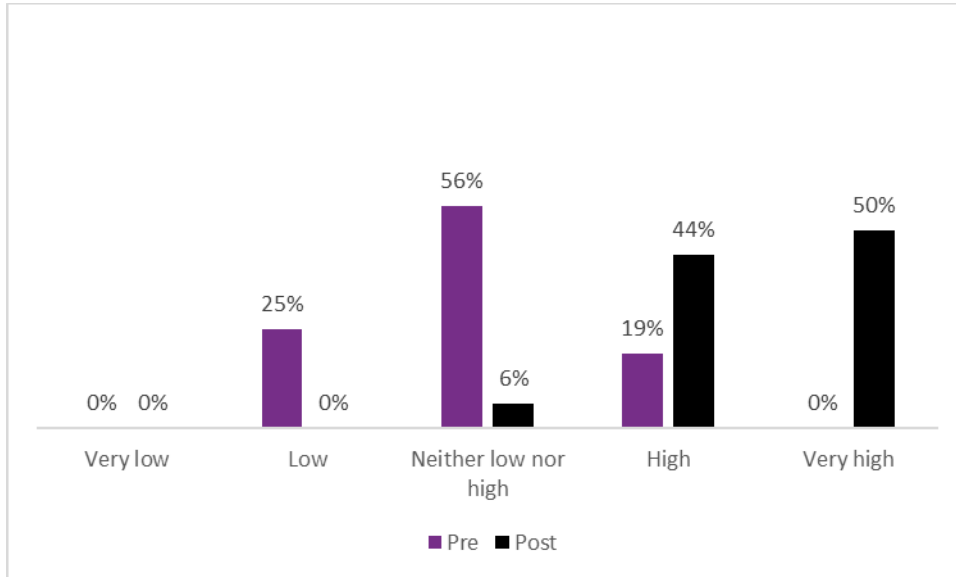


Figure 2. Pre and post session ratings of understanding of the different forms of family violence.

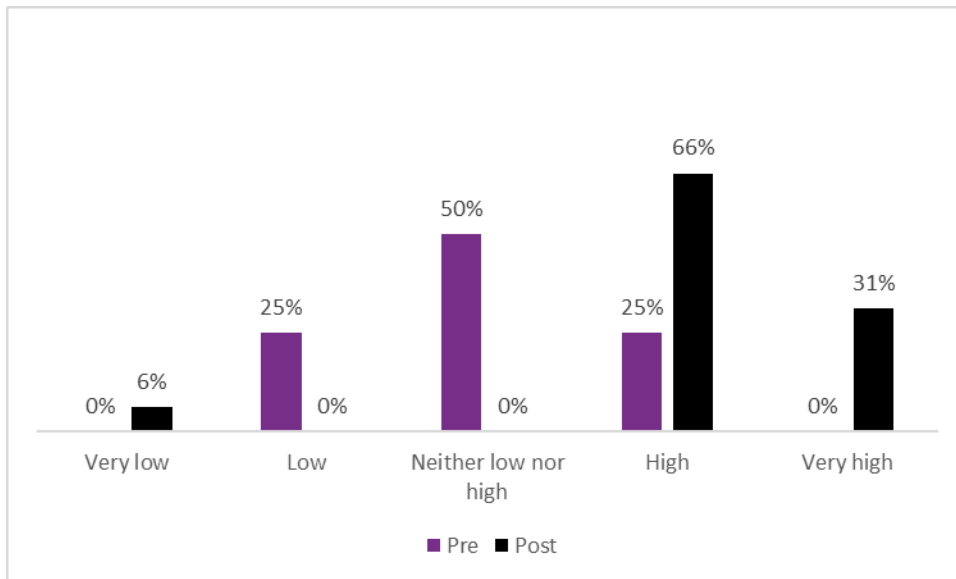


Figure 3. Pre and post session ratings of understanding of why family violence happens.

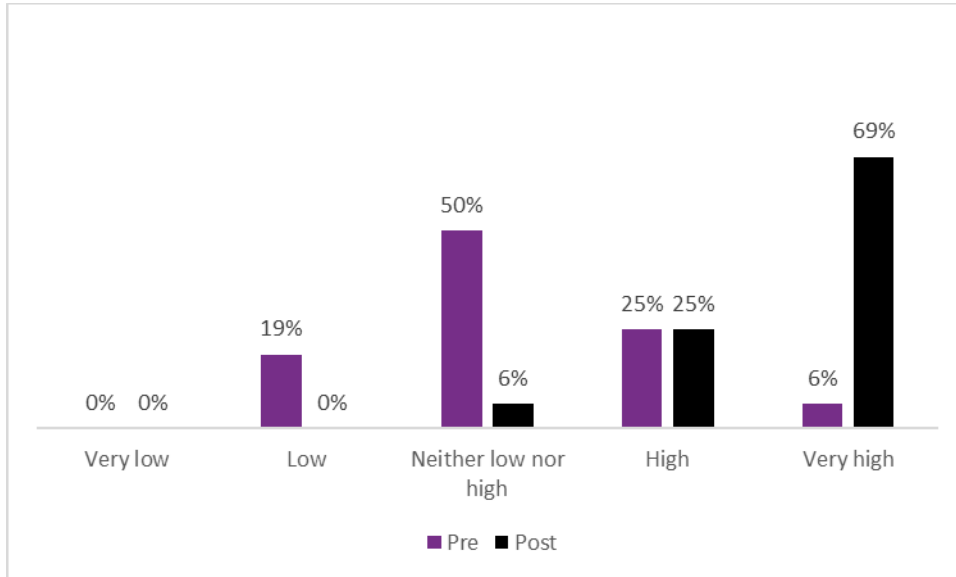


Figure 4. Pre and post session ratings of understanding of how gender inequality is linked with family violence.

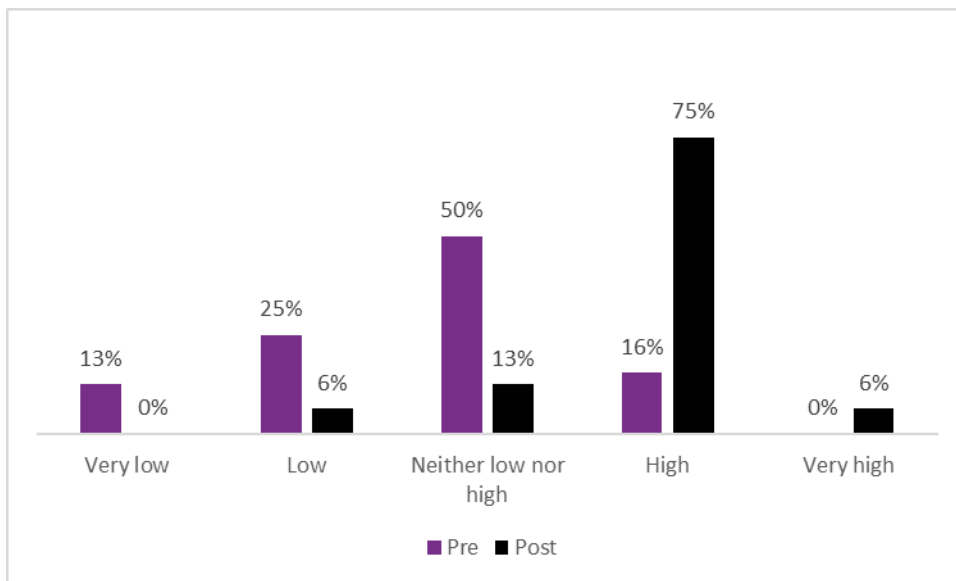


Figure 5. Pre and post session ratings of understanding of how to receive and refer disclosures of family violence from a victim/perpetrator.

## Overall ratings of confidence

Figures 6 to 10 show that there were changes in confidence from pre to post. The question that asked about their confidence to take action against family violence at workplace, received a high increase of confidence, with the majority of responders selecting *confident* to *very confident*. This is evident with 57%

of participants in the post survey compared to 0% in the pre survey (see figure 9). Figures 6 and 10 demonstrate similar trends in confidence from pre to post. For instance, the ratings of confidence to recognise the signs of family violence; and to take action against family violence in your community, received large proportions of high to very high responses, with a sum of 56% (i.e. *high* to *very high*) for all questions in the post survey.

The question that asked about their confidence to effectively receive, manage, and refer disclosures from a victim, received a majority of *confident* and *very confident* responses. This is evident with 50% of participants in the post survey compared to 0% in the pre survey (see figure 7). Furthermore, Figure 8 demonstrates ratings of confidence to effectively receive, manage, and refer disclosures from a perpetrator, received the lowest proportion of *confident* and *very confident* responses. This is evident with 44% of participants in the post survey selecting *high* compared to 0% in the pre survey. This is also the only question that received no *very high* responses.

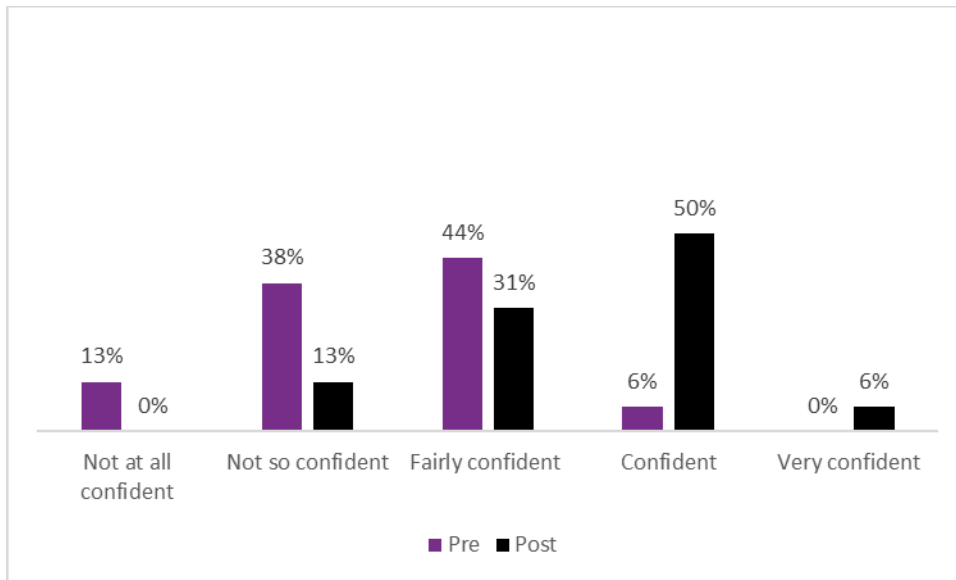


Figure 6. Pre and post session rating of confidence to recognise the signs of family violence.

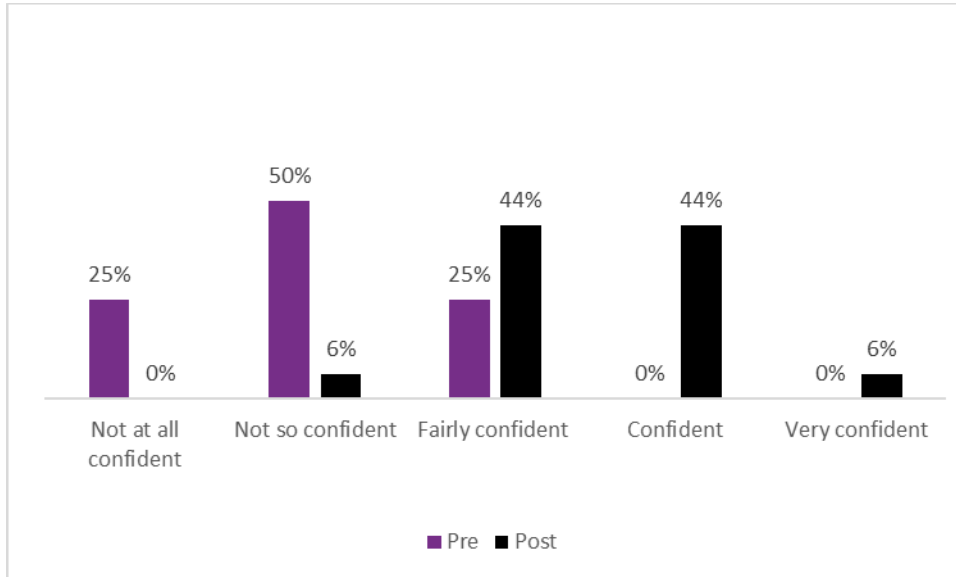


Figure 7. Pre and post session rating of confidence to effectively receive, manage, and refer disclosures from a victim.

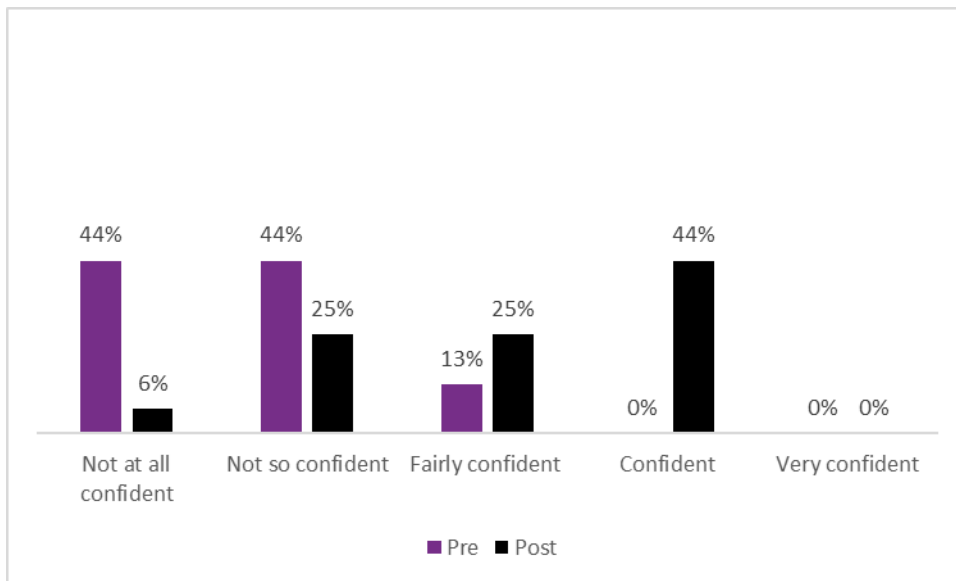


Figure 8. Pre and post session rating of confidence to effectively receive, manage, and refer disclosures from a perpetrator.

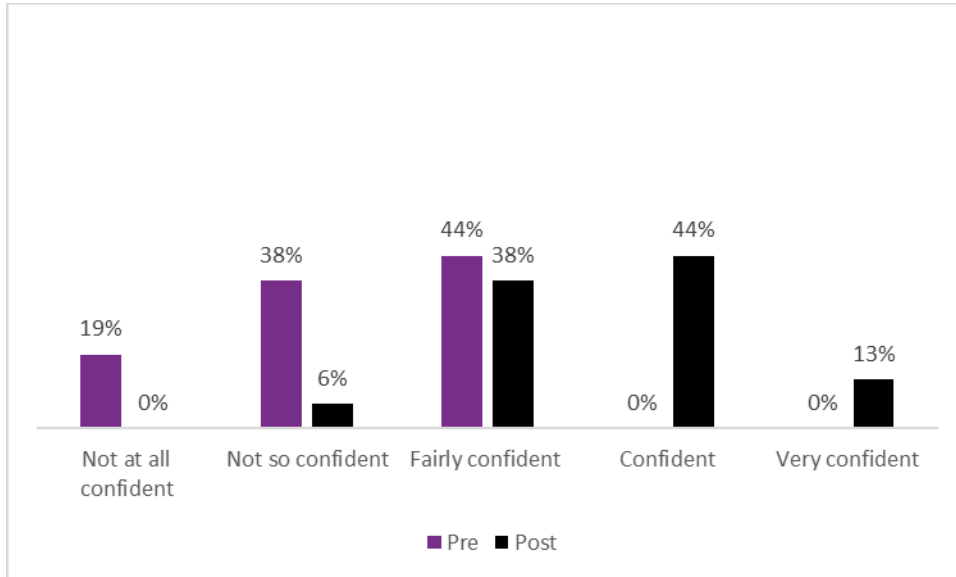


Figure 9. Pre and post session rating of confidence to take action against family violence in your workplace.

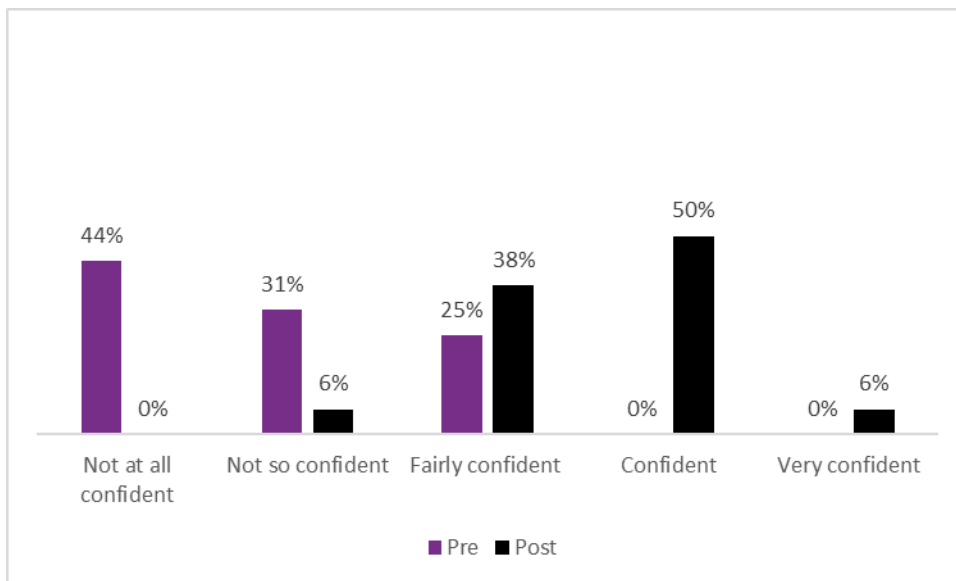


Figure 10. Pre and post session rating of confidence to take action against family violence in your community.



## Indicator framework

Figures 11 to 14 demonstrate the indicator framework questions. These questions were only asked in the post survey, therefore 89% of participants answered this question. These questions asked participants about their confidence level before and after session. Figure 14 asked the question about their confidence to safely challenge sexism, sexual harassment, gender inequality and other forms of discrimination in the workplace. This question received a high increase of confidence, with the majority of responders selecting *confident* to *very confident*. This is evident with 75% of participants in the post survey, compared to 25% in the pre survey. Similarly, the question that asked about their confidence to apply a gender lens at work, received a majority of *confident* and *very confident* responses (67% in the post survey compared to 25% in the pre survey; see figure 11). Furthermore, figure 12 demonstrates a high increase in confidence to understand what comprises family violence and all forms of violence against women, with the majority of responders selecting *confident* to *very confident* (66% in the post survey compared to 33% in the pre survey).

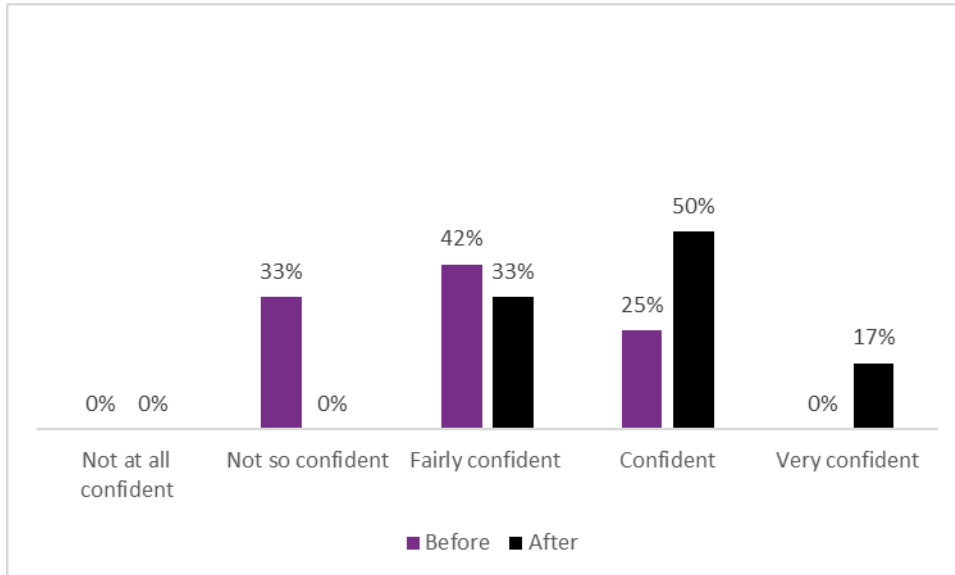


Figure 11. Pre and post session rating of confidence to apply a gender lens at work.

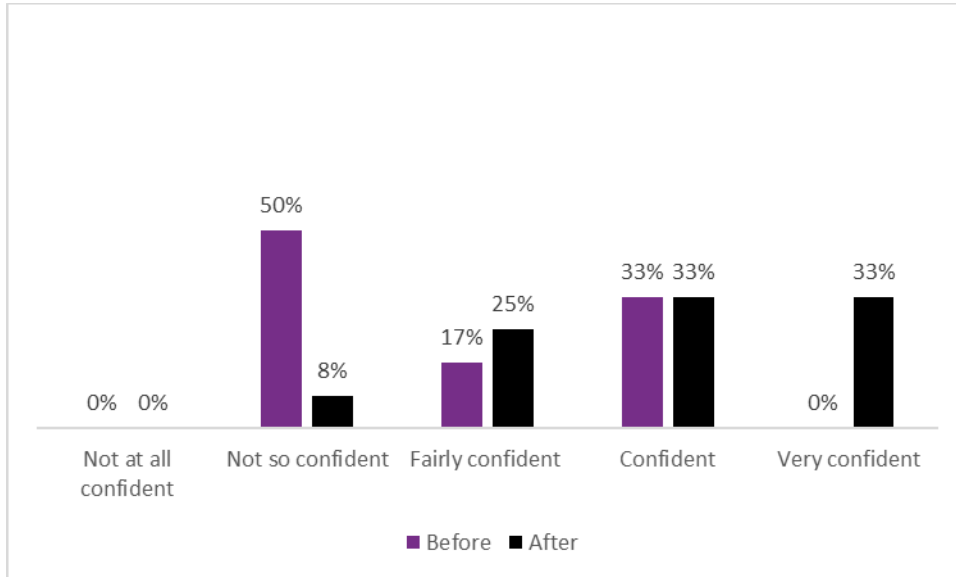


Figure 12. Pre and post session rating of confidence to understand what comprises family violence and all forms of violence against women.

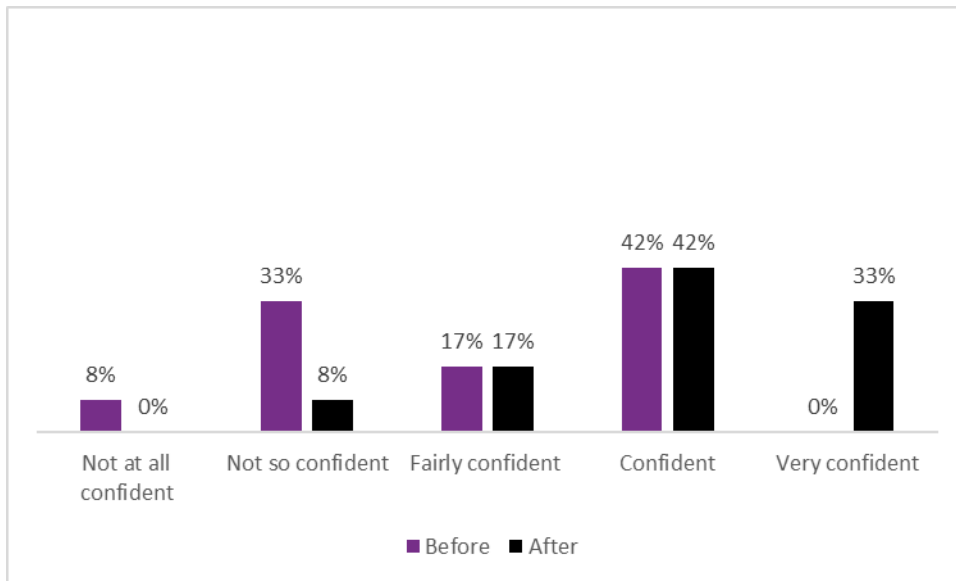


Figure 13. Pre and post session rating of confidence to understand the gender factors that lead to family violence.

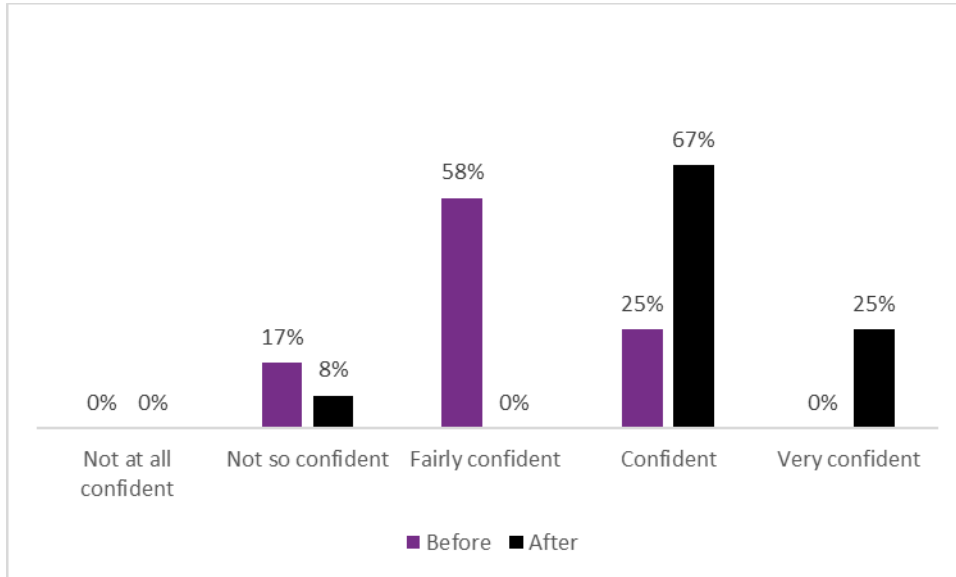


Figure 14. Pre and post session rating of confidence to safely challenge sexism, sexual harassment, gender inequality and other forms of discrimination in the workplace.

## Additional learning requests

Of the 16 people who answered the quantitative question, 11 people (69%) answered this short answer question on whether attendees had additional learning requests (see figure 15). The vast majority of attendees selected ‘*managing resistance and backlash*’ (55%; n=6), whereas ‘*gender equality 101*’ (36%; n= 4) was also a popular choice. Only two people selected ‘*other*’, and both of their responses were ‘*none*’.

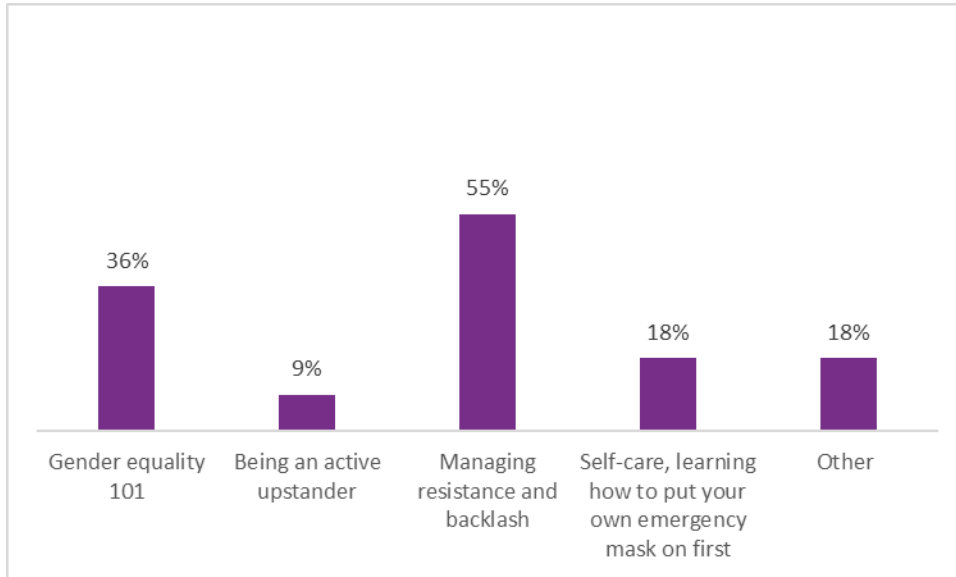


Figure 15. Interests in learning about different aspects of family violence.

## Key learnings from the session

Of the 16 people who answered the quantitative question, 12 people (75%) answered this short answer question on key learnings. Two people reported key learnings on the prevalence of family violence, with one respondent stating, ‘*family violence can happen to anyone and anytime. No one is protected from family violence.*’ Another three people spoke about the ways to identify family violence and/or the ability to identify family violence. Furthermore, two people specifically spoke about the role of the community and practitioners in capacity building and creating safe environments for women and children. One person said, ‘*every person needs to contribute to the safe environment for women and children.*’

Other attendees (n= 4) said that a key learning was how to approach the subject and what to do when someone is experiencing family violence. One person was more specific and said ‘*to be gentle when talking to someone about family violence. Be patient and respectful.*’ Whereas, one person said to never assume, and try to get the facts before acting. One person said there are ‘*different ways to help*’, and another person simply said the ‘*disclosure procedure.*’



## Learning applications

Of the 16 people who answered the quantitative question, 12 people (75%) answered this short answer question on how they might confidently apply these learnings. Five people simply just said 'yes', with another four people adding short examples:

***Informing work mates and using knowledge from today.***

***Recourses presented to us.***

***Ask questions referring to clients.***

***By helping others in need.***

Another two people were more detailed in their responses:

***Being mindful of conversations with community members and acknowledging the red flags.***

***Yes, I think it has opened my eyes to be more aware, and to ask questions when I have that feeling.***

One person had some additional feedback to share to why she felt she was not confident to apply these learnings:

***Not so much - the group discussions were helpful, but I felt we only scratched the surface. I would have liked to have had more detailed instruction and knowledge sharing. To be honest, the space made it difficult to hear everyone clearly, a lot of good details fell through the gaps. But it was a kind and receptive group, and the dynamics were very positive.***



## Additional support and feedback

Of the 16 people who answered the quantitative question, 10 people (63%) answered this short answer question on attendees have feedback for the facilitators. By far, most people reported that the facilitators were *'well spoken'*, *'knowledgeable'*, *'active'* and/or *'good'*, and that the session was *'informative'*, *'well presented'*, and *'prepared and organised.'* There were some comments (n= 3) that suggested that the presenters needed to project their voices and try to be clearer during the presentation.

One person specially suggested to have *'more real case studies to relate to.'* Similarly, another person stated that they liked that presented statistics, however it would have been beneficial to present more information on how we handle the situation, for instance examples of the *'right words and questions.'* Another attendee stated that the facilitators were *'very approachable, kind and sweet'*, and the group dynamic was *'caring'*, however they would have:

***'...liked to have had more direct information from the facilitators rather than group input - they are the experts and felt that the information they provided was more informal and would have liked more structure to delivering good detail.'***

Of the 16 people who answered the quantitative question, 6 people (50%) answered this short answer question on whether attendees require additional support. Three people requested resources, such as brochures and flyers. One person specially wrote *'more instructions.'* Whereas an additional four people requested further and regular training, with regular updates.