

PREVENTING VIOLENCE TOGETHER

Year 4 Action Plan 2020-2021



INTRODUCTION

Introduction

'Preventing Violence Together (PVT) – A strategy for the Southern Metropolitan Region 2016-2021', was developed in collaboration with over 35 partner organisations, to enable our region to collectively prevent violence against women and their children. The role and purpose of the strategy is to explain the causes of violence and make a clear case for collection action. By working together, our partner organisations will benefit from increased coordination and collaboration, increased capacity building, and be able to co-ordinate advocacy efforts that harness the collective influence and the expertise of all in our region.

The proposed actions outlined below, were identified in consultation with partners and stakeholders.

WHISE received feedback from PVT partners at our annual Think Tank forum held in July 2020. This feedback has been used to inform and shape the Fourth Year Action Plan 2020-2021, which is also the final year of the Preventing Violence Together Strategy 2016-2021.

This document will remain a working document.

Monitoring, Evaluation, Timeline

A set of indicators of success and methods of data collection are mapped out in the action plan. At the end of each action plan, a summary report will be available, indicating the progress towards the objectives of the PVT strategy.

- Annual Action Plan 2020-2021 released August 2020
- Snapshot of the activities and evaluation report (August 2021)

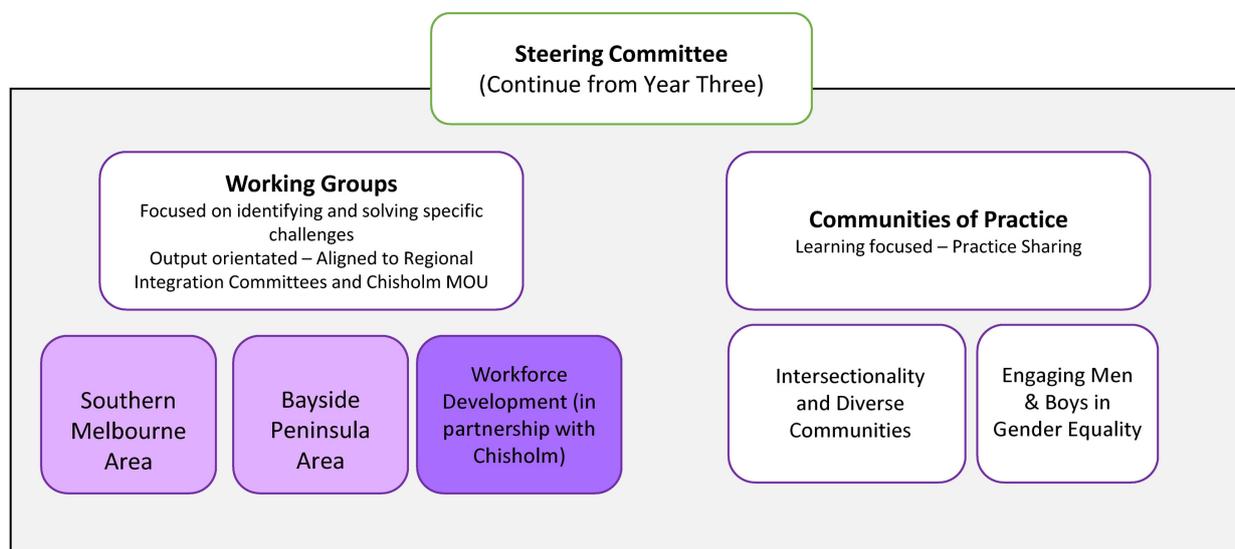
GOVERNANCE AND ADVISORY STRUCTURE

WHISE will provide overall leadership of *Preventing Violence Together* and will be governed by a Steering Committee. Membership of the committee is comprised of senior representatives of many of partner organisations across the sector, with specialist knowledge that is aligned to the strategy outcomes.

The Steering Committee will be responsible for strategic decisions that relate to the implementation, reporting and evaluation of PVT. The Chair of the Steering Committee is nominated and agreed upon by the Steering Committee.

The governance structure remains unchanged, with two regional working groups (Bayside Peninsula Primary Prevention Working Group & Southern Melbourne Primary Prevention Working Group), one Workforce Development Working Group, and two Communities of Practices (Engaging Men and Boys in Gender Equality (GE) and Intersectionality and Diverse Communities).

Governance and Advisory Structure for Preventing Violence Together 4th Year Action Plan



THE STRATEGIC PILLARS OF PREVENTING VIOLENCE TOGETHER

VISION

A region where women have equality and respect - and where women and their children live free from violence.

STRATEGIC PILLARS

Leadership through Partnerships

Objectives

1. To increase leadership commitment with partner organisations to PVAW&C across the SMR
2. To maximise collaborative partnership opportunities between partner organisations across the SMR

Organisational Transformation

Objectives

3. To foster partner organisation cultures that recognise and respect the value of women and the roles they play in all settings
4. To maximise collaborative partnership opportunities between partner organisations across the SMR

Community Change

Objectives

5. To ignite community change through awareness of PVAW&C across the SMR
6. To strengthen SMR community capacity to prevent violence against women and their children

Influencing Evidence

Objectives

7. To strengthen evidence based PVAW&C across SMR
To ignite
8. PVAW&C innovation in partner organisations across the SMR

Sustaining Momentum

Objectives

9. To sustain commitment to a long-term regional approach to PVAW&C across the SMR

LEADERSHIP THROUGH PARTNERSHIP

A COLLABORATIVE AND DIVERSE PARTNERSHIP

1. To increase leadership commitment with partner organisations to Prevent Violence Against Women & Children (PVAW&C) across the SMR.
2. To maximise collaborative partnership opportunities between partner organisations across the SMR.

ACTIONS

Hold 6 PVT COMMUNITIES OF PRACTICE (CoPs)

- 3 CoPs on Engaging Men and Boys in Gender Equality (GE)
- 3 CoPs on Intersectionality and Diverse Communities (I&DC). Priority areas are: Disability, LGBTIQ, Engaging Men & Boys and I&DC

Hold PVT Working Groups bi-monthly for each region

- Bayside Peninsula Primary Prevention Working Group & Southern Melbourne Primary Prevention Working Group
- Workforce Development Working Group

WHAT WILL WE ACHIEVE?

- PVT partners have built capability in values based messaging and can demonstrate and collaborate on effective messaging for engaging men and boys in PVAW/GE work
- PVT partners apply intersectional approaches, strategies and frameworks to existing and new PVAW / GE work
- PVT partners promote CoPs' to colleagues/ other community orgs to broaden reach

- Regional primary prevention efforts are connected to and aware of regional secondary and tertiary prevention
- WHISE & Chisholm work collaboratively to promote gender equity in workforces of both parties

WHO WILL BE INVOLVED?

- PVT partner practitioners who work in primary prevention as well as their colleagues, e.g HR/ Youth Services
- Key matter experts (PVT & WHISE to invite external agencies to share expertise where relevant)
- Consider those who have laid the foundations for this work that may not have had a voice at a CoP yet

- PVT Working Groups (practitioners / managers)
- WHISE & Chisholm Management

HOW WILL WE ACHIEVE IT?

- Communities of practices are conduit / connection to Regional Integrated Partnerships (secondary and tertiary prevention)

- Working group (WG) members promote the CoP to peers within their organisation
- WGs are conduit for connect with Regional Integrated Partnership, (secondary and tertiary prevention)
- MOU outlines and directs the work with Chisholm Institute

INDICATORS/DATA COLLECTION

- Number of CoPs held
- At least 75% of PVT partners who attend a CoP report that as a result, they are more aware of the key principles which make prevention initiatives meaningful and effective
- At least 75% of PVT partners are more aware of the practice challenges and solutions for planning and implementing work:
 - a) To Engage Men and Boys in GE work
 - b) To apply an intersectional to initiatives
- Collect case studies and success stories to demonstrate leadership commitment & collaboration

- Survey demonstrates participation in the WG's (and CoPs) has strengthened the commitment of PVT organisations to take intersectional approach/ engage men and boys in PVAW/GE work

ORGANISATIONAL TRANSFORMATION

1. To foster partner organisation cultures that recognise and respect the value of women and the roles they play in all settings
2. To embed gender equality principles across partner organisations in the SMR

ACTIONS

GENDER EQUITY IN WORKPLACES

- PVT partners support a whole of organisation approach to gender equity in the workplace
- PVT partners who are public entities & PVT partners who voluntarily take part in the provision under the GE Act will be supported by the Year 4 Action Plan, to ensure the focus remains on cultural change and does not become compliance driven only

WHAT WILL WE ACHIEVE?

- PVT partners engage their internal departments (leadership, HR/PC/ governance) in:
 - attending an HR forum
 - in building a foundational knowledge of evidence-base on PVAW & GE
 - in engaging with the regional strategy to build collective learnings and shared or mutually reinforcing activities across the SMR
- WHISE offers initial guidance and program materials for the organisational mentoring program, to strengthen and build collaborative learnings around the GE Act

WHO WILL BE INVOLVED?

Representatives from partner organisation under the following departments attend the PVT HR forum and contribute to collective action and share learnings:

- HR/People and Culture
- Leadership
- Governance

City of Stonnington, Mornington Shire Council, City of Port Phillip, Bayside City Council, Star Health, City of Kingston, City Greater Dandenong, Chisholm, PenHealth, SECL (list not exhaustive)

HOW WILL WE ACHIEVE IT?

- Working group members to advocate internally to their own HR / People and Cultural departments, the value of a whole of organisation approach to GE in the workplace which includes addressing workplace culture
- A well attended HR Forum on the GE Act for Leadership & Governance, HR/PC
- Facilitate opportunity to share and present Gender Equity Action Plans (GEAPs) or similar docs
- WHISE to develop case studies template, to capture progress/ activity
- Case studies and learnings will be captured and collated to build content for the regions 'GE in the Workplace' Toolkit which is managed by WHISE on behalf of the partnership
- WHISE will communicate the opportunity for PVT partners to engage with the Organisational Mentorship Program as agreed by both parties

INDICATORS/DATA COLLECTION

- Number of PVT partners / working group members who attend HR Forum
- Number of PVT organisations who have representation from HR at the forum.
- Working group members / HR staff report increased understanding, preparedness and confidence in meeting the requirement of the GE Act.
- Collection of case studies - Gender Impact Assessment Tool - Annual score card to track and monitor - measure policies and procedure that incorporate / enhance gender lens
- Number of partners who take up Organisational Mentorship Program
- Case studies from Organisational Mentorship Program

COMMUNITY CHANGE

CAPACITY BUILDING IN SETTINGS

1. To ignite community change through awareness of PVAW&C across the SMR
2. To strengthen SMR Community capacity to prevent violence against women and children

ACTIONS

GENDER EQUITY IN SCHOOL SETTINGS

PVT partners support schools to apply a whole-of- school approach to the respectful relationships initiative

GENDER EQUITY IN EARLY YEARS SETTINGS

PVT partners support early years to apply a whole-of- organisation approach to gender equality, in culture and curriculum

WHAT WILL WE ACHIEVE?

- Creation of a strong regional Critical Friends Network (CFN)
- Critical friends support schools with work to promote respect and gender equity
- WHISE to seek to commission a CoP for the network in a sustainable way that is conducive to sustainable long term primary prevention approach and strategies.
- Seek opportunities to fund a Star Health & WHISE (pilot)
- Collective Advocacy - Early Years to be part of the RR initiative

WHO WILL BE INVOLVED?

- WHISE
- Department of Education and Training (DET)
- City of Glen Eira
- City of Port Phillip
- Mornington Shire Council
- Cardinia Shire Council
- City of Casey
- City of Greater Dandenong
- Caulfield Community Health Service
- Star Health
- Central Bayside Community Health Services
- EMERGE Women & Children's Support Network
- Peninsula Health HP
- Jewish Care
- Chisholm TAFE
- Monash Health HP
- enliven
- Kooweerup Regional Health Service
- Wellsprings for Women
- Windermere
- SECASA
- Misson Australia
- WHISE, Star Health and any PVT partner

HOW WILL WE ACHIEVE IT?

- WHISE & Dept of Education (DET) to lead CFN
- Bayside Peninsula Primary Prevention Working Group
- Southern Melbourne Primary Prevention Working Group

INDICATORS/DATA COLLECTION

- Number of critical friends who complete 8hour training package
- Feedback on training
- Total number of schools critical friends paired with
- Total number of schools critical friends (CF's) met with
- Key areas of actions identified from baseline assessment
- Number of schools who accepted ongoing support from CF
- Most significant change reported by CF's
- Number of people who attend Critical Friends CoP
- Success in obtaining secure funding to continue and strengthen the CFN (ongoing funding)
- Success in obtaining secure funding to continue and strengthen the early years pilot

INFLUENCING EVIDENCE BASE

1. To strengthen evidence-based PVAW&C across SMR
2. To ignite PVAW&C innovation in partner organisations across the SMR

ACTIONS

PVT & COVID-19

- PVT partners take innovative steps to strengthen collective action and advocacy on the gendered impacts of COVID-19

WHAT WILL WE ACHIEVE?

- Deliver a Gender and Recovery Planning Forum for PVT partners
- Work with specialist multicultural and ethno-specific PVT partners to create and distribute appropriate PVAW/ GE messaging for CALD communities.
- Look for opportunities to continue to share evidence-base on gender & recovery planning broadly - with main focus on women in leadership, the importance of collecting of sex disaggregated data and applying a gender lens to communications messaging

WHO WILL BE INVOLVED?

- WHISE led
- PVT partners take leadership on engaging those decision makers in their organisation, as well as disseminating resources afterwards.
- WHISE Communications Team
- PVT Partners - mainstream and those whose work specialise in working to engage CALD Communities
- PVT Partners - Gender and Recovery experts

HOW WILL WE ACHIEVE IT?

- WHISE & All PVT Partners
- Bayside Peninsula Primary Prevention Working Group
- Southern Melbourne Primary Prevention Working Group

INDICATORS/DATA COLLECTION

- COVID-19 response, recovery, and messaging is gender sensitive?
- Number of partners that get involved in leading the second Recovery Forum.
- Case studies of PVT Organisations collecting sex-disaggregated data
- Case studies of PVT organisations ensuring community consultation includes women's voices
- Case studies of PVT organisations supporting womens leadership efforts

SUSTAINING MOMENTUM

1. To sustain commitment to a long-term regional approach to PVAW&C across the SMR

ACTIONS

EVALUATION OF PVT STRATEGY (2016-2021)

- PVT partners work together to strengthen the evaluation of the current PVT (2016-2021) strategy

PLANNING FOR NEW STRATEGY (2022-2026)

- PVT Partners work together to develop and strengthen the development of the new PVAW Strategy (2022-2026)

WHAT WILL WE ACHIEVE?

- A robust evaluation report, with input, feedback and findings to come from partners to the strategy
- A strong 2nd regional partnership with a shared vision, strong alignment of priorities and collective ownership

WHO WILL BE INVOLVED?

- PVT partners to provide case studies to showcase outcomes/ highlights of collective PVT action for evaluation
- All PVT partners to provide input (complete survey) on the effectiveness of the 4th year annual action plan and also the entire PVT four-year strategy
- Opportunity for key partners and members of our working groups with expertise in evaluation and monitoring to be involved in evaluation design
- PVT partners to provide ideas, input and validation on the new regional strategy

HOW WILL WE ACHIEVE IT?

- Bayside Peninsula Primary Prevention Working Group
- Southern Melbourne Primary Prevention Working Group
- Steering Committee finalise and approve evaluation
- Bayside Peninsula Primary Prevention Working Group
- Southern Melbourne Primary Prevention Working Group
- Steering Committee finalise and approve evaluation

INDICATORS/DATA COLLECTION

- Input / validation and case studies from partners
- Partner organisations work in sub-working groups towards collective planning and action for the second regional PVAW Strategy