

Summary report – FVWG FVSOC Baseline Survey

In order to record organisational changes implemented since signing the SMPCP Family Violence Statement of Commitment (FVSOC), a baseline survey was conducted in the latter part of 2016. Thirteen of the 15 (86%) organisations who had signed the FVSOC attempted the survey with 10 (67%) completing all or most of the questions.

The majority (71%) of respondents held senior manager, community wellbeing and safety, and health promotion roles. Respondent organisations were evenly split between conducting 1-3 (50%) and 4+ (50%) awareness initiatives in the 12 months prior to signing the FVSOC.

Target audiences for these activities were quite varied, with only primary school children not being specifically targeted. Types of initiatives were also very varied as well as being both conducted by the organisation and for the organisation (received).

An increase in the number of initiatives delivered was noted by 67% of respondents in the 12 months prior to signing the FVSOC while 33% responded that the number of initiatives remained the same. The most popular family violence prevention activities were:

- communication/social marketing campaign
- engagement with community members/group
- family violence/PVAW group, advocacy for primary prevention strategies
- training for senior managers

Women were actively encouraged to apply for leadership positions in 60% of respondent organisations. The most common types of support for women to obtain/maintain leadership roles were:

- provision of opportunities for networking and peer support
- active recruitment of women to management roles
- flexible workplace practices
- provision of mentoring and support to undertake training activities

Engagement with other organisations to raise awareness was quite varied with CALD communities being the most popular group to engage with. Schools, local health services and local government were also popular. Engagement was predominantly through participating in network groups and providing education resources but the development of locally relevant resources and training were also often used.

Respectful relationships were encouraged internally via participation in White Ribbon Day/16 Days of Activism/Harmony Day etc. as well as through codes of conduct and messages on intranet/websites/social media. Externally, this encouragement took the form of:

- promoting respectful relationships via social media/website
- assisting other organisations to develop posters/social media campaigns
- holding community forums and providing training to other organisations

When looking at the promotion and/or development of materials and activities supporting awareness for employees or community, the most popular activities were websites outlining causes and consequences of family violence and displays of fact sheets and flyers.

When looking at activities that support positive gender behaviour, most respondent organisations had a code of conduct in place, sought equal input from all team members and experienced regular behaviour reinforcement through team meetings and performance reviews. However, only one organisation responded that they were working on a gender equity policy and 70% reported that there was no buddy system in place for new employees.

When planning, making decisions or delivering services, variable strategies were included to better meet everyone's needs in the majority of respondent organisations. On the flip side only 50% responded that a gendered lens was applied in such situations and the impact of gender inequity on women's health was only acknowledged by 44% of respondent organisations. The lack of a formal gender equity policy in the vast majority of organisations meant that no organisation reported such a policy was informing these activities.

Summary report – SMPCP FVSOC Survey 2018

In 2016 seventeen organisations signed the SMPCP FVSOC. In order to record organisational changes implemented since signing the SMPCP Family Violence Statement of Commitment (FVSOC), a baseline survey was conducted in the latter part of 2016. Second survey was conducted in January 2018.

Response rate

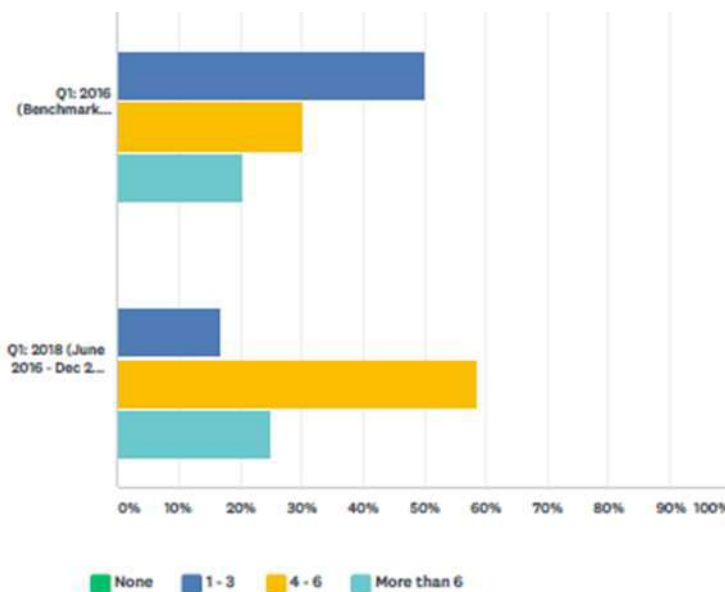
- In 2016, 15 organisations attempted the survey with 10 completing all or most of the questions. There are slightly fewer response in 2018 with 13 organisations responded however the completion rate is higher (100%).

Role

- It is positive to highlight that the survey received an increase response from management (middle and senior) (58%) compared to 2016 with senior manager, community wellbeing and safety, and health promotion roles.

Commitment 1: Promote and support initiatives which increase awareness and knowledge of violence against women and their children in the community.

- An increase in the number of initiatives delivered was noted by 58% responded have 4-6 initiatives and 25% have more than 6 initiatives



- Target audiences for these activities were quite varied, with only one organisation targeted at primary school children.
- Types of initiatives were also very varied as well as being both conducted by the organisation and for the organisation (received). The common initiatives promoted/supported was Gender Equity – audit and Communication/social media campaign.

Commitment 2: Demonstrate leadership in the primary prevention of violence against women and their children.

- The most popular family violence prevention activities organisations participated were:
 - advocacy for a new position within organisation focused on primary prevention of family violence
 - gender audit
 - GE leadership group
 - Presented outcomes at a forum/ conference.
- Compared to 2016 increased number of staff were unsure when they were asked whether their organisation is actively encourage women to apply for leadership position.
- The most common types of support for women to obtain/maintain leadership roles were:
 - Flexible workplace practices
 - Identified as priority area
 - Provision opportunity for networking and peer support
 - Undertake training opportunities

Commitment 3: Champion 'whole of community' approaches to raising awareness and responding to opportunities to promote respectful relationships.

- Engagement with other organisations to raise awareness was quite varied with CALD communities being the most popular group to engage with. Increased engagement were noted in consumer groups, local government and local health services.
- The engagement methods were quite varied, with providing education resources eg. brochures, fact sheets was the most common method (70%). Interestingly, a 10% increase in leading a network group was noted in 2018 and there was a significant reduction (40%) in developing locally relevant resources.

Commitment 4: Encourage respectful relationships between all members of the community and promote the rights of everyone to live free from violence.

- Strategies promoting respectful relationship internally were quite varied, with an increase in displaying posters at workplace.
- Externally, this encouragement took the form of:
 - Held a community forum
 - Provides fact sheets and links to web pages for information
 - Promoted positive media portrayal of women and girls
 - Respectful relationship trainings

Commitment 5: Raise employee and community awareness of the causes and consequences of violence against women and their children.

- When looking at the promotion and/or development of materials and activities supporting awareness for employees or community, the most popular activities were providing gender equity and respectful relationship trainings.
- Interesting to note that there was a reduction in utilising website as a strategy.

Commitment 6: Provide an inclusive and equitable working environment.

- When looking at activities that support positive gender behaviour, application of a buddy system for new employee, implementation of diversity policy and gender equity policy were increased.
- Decrease in equal sharing of tasks amongst team regardless of gender eg. taking minutes, organising social gatherings, cleaning kitchen etc.) was noted.

Commitment 7: Advocate for gender equity in planning, decision-making and service delivery across our organisation.

- In 2016, it was noted that there was lack of a formal gender equity policy in the vast majority of organisations meant that no organisation reported such a policy was informing/supporting these activities.
- In 2018 the gaps were addressed as most common practices applied were GE audits and GE policy. This has supported staff's ability/ potential to foster and support GE awareness in partner organisations or community groups.

Summary report – SMPCP Family Violence Statement of Commitment Survey 2019

In 2016 seventeen organisations signed the SMPCP Family Violence Statement of Commitment (FVSOC). In order to measure organisational changes implemented since signing the FVSOC regular surveys are undertaken to record organisational activity. Baseline data was collected in the latter part of 2016 with further data being collected in January 2018 and January 2019.

Response rate

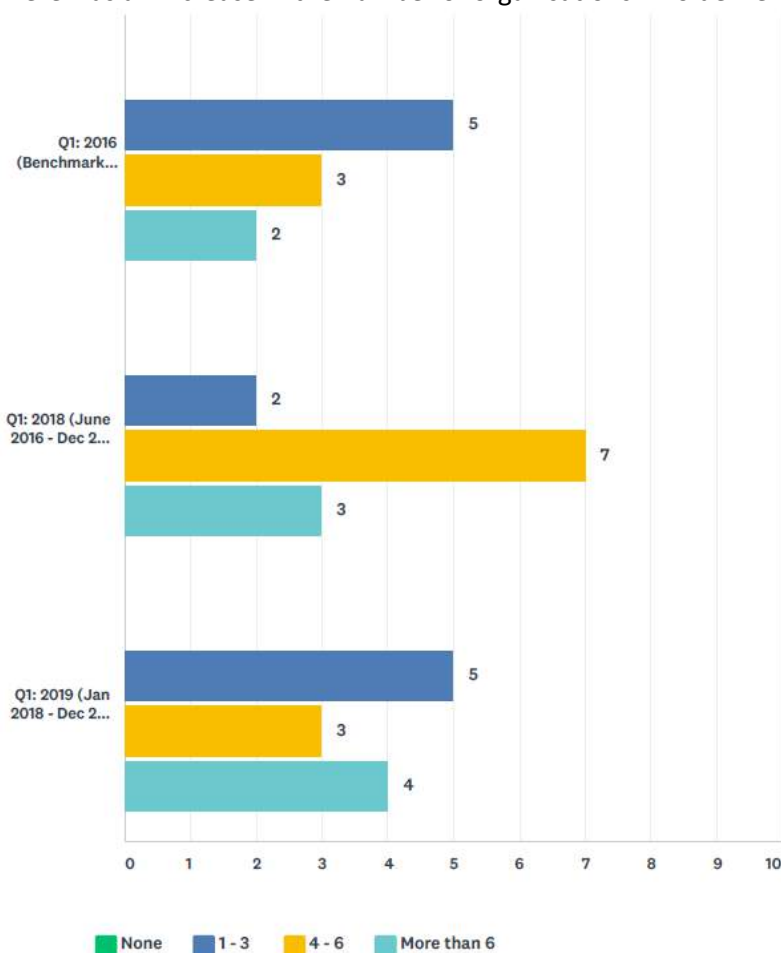
	2016	2018	2019
Response rate	88% (15 organisations)	77% (13 organisations)	94% (16 organisations)
Completion rate	67% (10 organisations)	100% (13 organisations)	81% (13 organisations)

Role of respondent

- While this year's survey saw participation by managers decrease to below 2016 levels, it was encouraging to see a number of new respondents with specific family violence portfolios respond instead.

Commitment 1: Promote and support initiatives which increase awareness and knowledge of violence against women and their children in the community.

- The number of initiatives delivered varied in both directions for 2018 when compared with 2017. There was an increase in the number of organisations who delivered more than 6



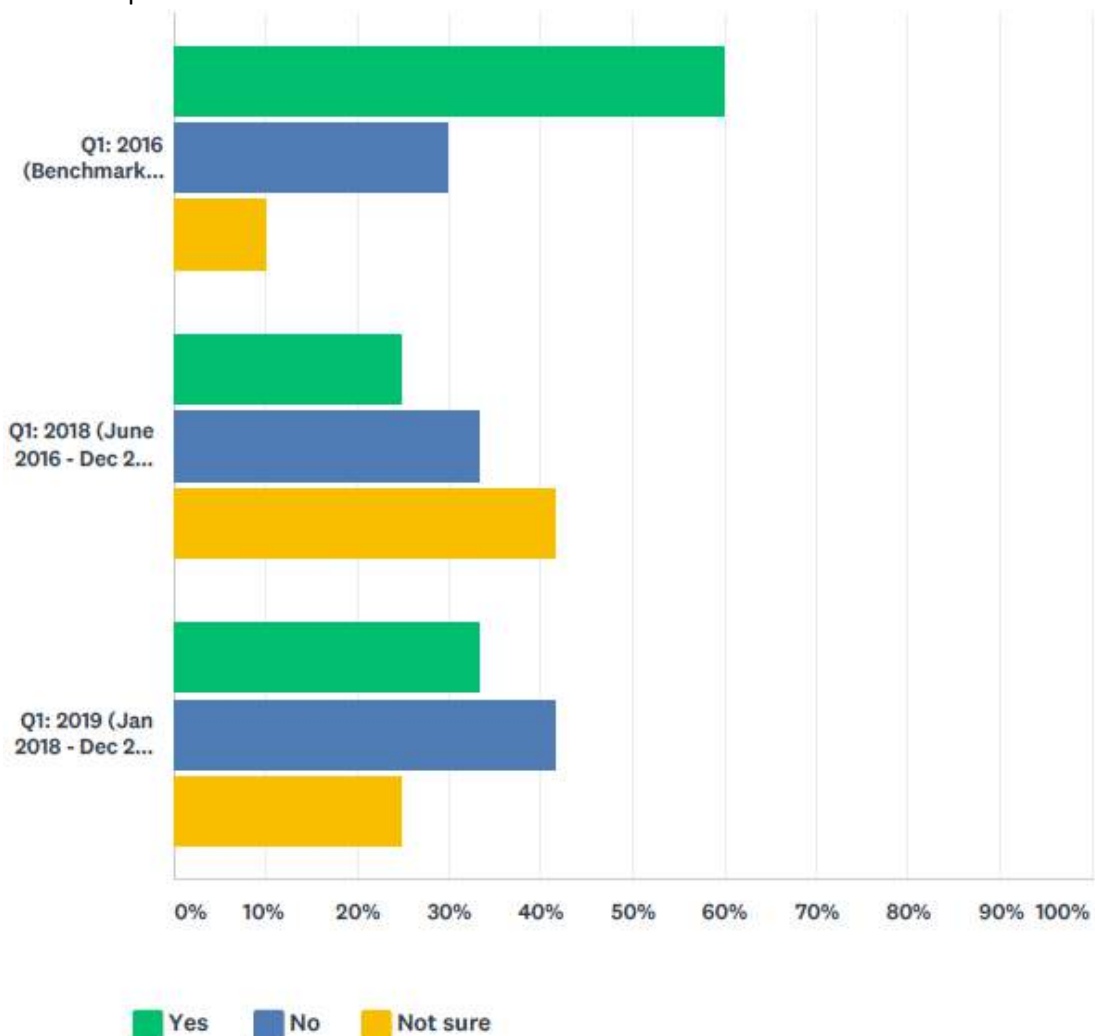
initiatives (33% of 25%) as well as those that delivered 1-3 initiatives (42% of 17%) resulting in a decrease in the number who delivered 4 – 6 initiatives (25% of 58%). It was noted that where the number of initiatives had decreased, this was due to changes in staffing as well as changes

to staff and organisational capacity to deliver initiatives. Conversely, the receipt of funding or the appointment of family violence specific staff enabled greater delivery of initiatives.

- Target audiences for these activities remained fairly unchanged from the previous year with the only notable difference being that there was slightly less focus on health workers and secondary school students in in 2018 when compared with 2017.
- Types of initiatives delivered remained varied with a notable decrease in the delivery of respectful relationships training and increase in gender equity audits in 2018 when compared with 2017.

Commitment 2: Demonstrate leadership in the primary prevention of violence against women and their children.

- When asked if the organisation actively encourages women to apply for leadership positions there has been a consistent negative change with 42% of respondents in 2018 saying ‘no’ when compared with 33% in 2017 and 30% in 2016.



- The most common type of support for women to obtain/maintain leadership roles was flexible workplace practices. A decrease in the provision of mentoring was noted as was the opportunity for networking and peer support as well as training opportunities.

Commitment 3: Champion 'whole of community' approaches to raising awareness and responding to opportunities to promote respectful relationships.

- While engagement with various community groups remained broad, there was a marked decrease in engagement with CALD communities and to a lesser extent local health services and local government. On a positive note, there was an increase in engagement with family violence survivors.
- Methods of engagement remained quite varied, with provision of education resources eg. brochures, fact sheets increasing to 90% from 70% in 2017. Participation in a network group increased to 80%, the highest level since 2016. Leading a network group and training were also at an all-time high at 40% and 70% respectively.

Commitment 4: Encourage respectful relationships between all members of the community and promote the rights of everyone to live free from violence.

- The focus of internal promotion of respectful relationships shifted to an increase in messages on intranet/website/social media with corresponding decrease in other methods such as poster displays, events, training and codes of conduct.
- This was also reflected externally with an increase in support to other organisations to develop posters/social media campaigns etc. and a decrease in the provision of fact sheets, community forums.

Commitment 5: Raise employee and community awareness of the causes and consequences of violence against women and their children.

- When looking at the promotion and/or development of materials and activities supporting awareness for employees or community, the most popular activities remain providing gender equity and respectful relationship training.
- In an improvement from 2017 the use of websites outlining causes and consequences had increased.

Commitment 6: Provide an inclusive and equitable working environment.

- When looking at activities that support positive gender behaviour, the only measure to increase in 2018 was the adoption of a gender equity policy.
- Measures such as buddy systems, equal sharing of tasks and seeking regular input from all team members all decreased in 2018

Commitment 7: Advocate for gender equity in planning, decision-making and service delivery across our organisation.

- In line with the higher levels of adoption of gender equity policies, an increase in consideration of such policies was reported when planning and decision-making
- Conversely, a decrease in the application of a gender lens was reported in 2018 when compared with 2017 and 2016.