

## Attachment 1: Family Violence Outcomes and Indicators

# Family Violence Outcomes Framework & Indicators

# Background

The Royal Commission into Family Violence's Recommendation 194 called for a strong focus on outcomes, ensuring that we are clear about what we will work towards and how we will get there.

The Family Violence Outcomes Framework was developed and released as part of *Ending Family Violence – Victoria's Plan for Change* in November 2017.

The indicators for the first three domains of the framework were developed and released in the *Family Violence Rolling Action Plan* in May 2017.

## ***Next Steps***

- We are currently developing measures for each indicator, and working on the indicators for the system-focused domain of the framework.
- A phased implementation approach has been designed to ensure that services and programs focus on achieving these outcomes from the outset and begin to measure progress against them in the short, medium and long term.

# Vision: A future where all Victorians are safe, thriving and live free from Family Violence

## FAMILY VIOLENCE OUTCOMES FRAMEWORK

### FAMILY VIOLENCE AND GENDER INEQUALITY ARE NOT TOLERATED

**All Victorians experience respectful relationships underpinned by human rights and gender equality**—healthy relationship behaviours are celebrated and promoted.

**Victorians do not tolerate family violence**—family violence reporting rates reflect increased confidence in the system and intolerance of family violence, and eventually reflect sustained effort in prevention.

**Victorians hold beliefs and attitudes that reject gender inequality and family violence**—people recognise and reject all forms of family violence and gender inequality, and know how to challenge it when they see it. Individuals and systems do not minimise or deny family violence or blame victims, and stigma and discrimination is addressed.

**Women and men, and girls and boys are equal**—gender inequalities where people live, work, learn and play are diminished.

### PREVENTING AND RESPONDING TO FAMILY VIOLENCE IS SYSTEMIC AND ENDURING

**Initiatives to respond to family violence are accessible and available in the right place at the right time. Prevention activities are coordinated and universal**—the support system is easy to navigate and services are available to people when and where they need them, at all times of the day and night. Prevention activities occur across all key settings.

**Initiatives to respond to family violence are person-centred**—services are personalised, flexible, culturally relevant and reflect individual and family choices, need and circumstances, particularly for diverse communities and those with complex needs.

**The system is united, integrated and joined-up**—services work together and share information to provide a coordinated quality response to people and families, informed by dynamic risk assessment and sensitive to people's diverse needs. The system supports effective and evidence based prevention efforts.

**The workforce is properly recognised and effectively responds, understands risk and need and is skilled to prevent family violence**—the workforce is supported through new career pathways, fair conditions and a commitment to enhanced wellbeing and safety, and is skilled to meet people's diverse needs.

### VICTIM SURVIVORS, VULNERABLE CHILDREN AND FAMILIES, ARE SAFE AND SUPPORTED TO RECOVER AND THRIVE

**Early intervention prevents escalation**—people, including children and young people, at risk of witnessing or experiencing family violence are identified early and provided with effective early interventions.

**Families are safe and strong**—the system intervenes early to prevent harm to children and young people and enables families to access effective support services when they need them.

**Victim survivors are safe**—the system takes responsibility for managing risk, instead of placing the onus on victim survivors, including children and young people.

**Victim survivors are heard and in control**—victim survivors, including children and young people, are always listened to, believed and understood, and supported to take control of their immediate situation and make decisions about their future.

**Victim survivors rebuild lives and thrive**—disruption is minimised for victim survivors, including children and young people, with safe and secure housing, finances, employment, education and recovery from trauma available for as long as people need it.

### PERPETRATORS ARE HELD TO ACCOUNT, ENGAGED AND CONNECTED

**Early intervention prevents escalation**—people, including children and young people, at risk of using family violence are identified early and provided with effective early interventions.

**Perpetrators are accountable for their behaviour**—people are supported to recognise factors contributing to their violent behaviours and provided with tools and strategies to act differently, preventing reoffending.

**Perpetrators are held to account**—perpetrators of family violence face timely and appropriate consequences.

**Perpetrators are in view**—perpetrators are engaged and connected to relevant agencies. Collaborative approaches and information sharing infrastructure support systemic responsibility for holding perpetrators to account.

# Family Violence Outcomes and Indicators

**1. All Victorians experience respectful relationships underpinned by human rights and gender equality** —healthy relationship behaviours are celebrated and promoted.

- ... Increase in people reporting they enjoy safe, healthy and respectful relationships
- ... Decrease in prevalence of reported sexism, sexual harassment and gendered bullying
- ... Increase identification of and response to bullying and discrimination

**2. Victorians do not tolerate family violence** —family violence reporting rates reflect increased confidence in the system and intolerance of family violence, and eventually reflect sustained effort in prevention.

- ... Reduction in all forms of family violence
- ... Increase reporting of family violence incidents
- ... Increase positive bystander behaviour towards abuse and violence

**3. Victorians hold beliefs and attitudes that reject gender inequality and family violence** —people recognise and reject all forms of family violence and gender inequality, and know how to challenge it when they see it. Individuals and systems do not minimise or deny family violence or blame victims, and stigma and discrimination is addressed.

- ... Increase awareness of what constitutes family violence
- ... Increase recognition of the impact of family violence on victim survivors
- ... Decrease attitudes that justify, excuse, minimise, hide or shift blame for family violence
- ... Increase visible rejection of violence by the media, public and community leaders

**4. Women and men, and girls and boys are equal** —gender inequalities where people live, work, learn and play are diminished.

- ... Increase in people who feel able to have a say with family and friends about decisions that affect them
- ... Reduction in gender segregation in occupations and education
- ... Reduction in reports of everyday stereotypes and sexism
- ... Increase children and young people's understanding of power and control issues in relationships

**5. Early intervention prevents escalation (victim)**

—people, including children and young people, at risk of witnessing or experiencing family violence are identified early and provided with effective early interventions.

- ... Increase early identification of people, children and young people, at risk of family violence
- ... Increase in people receiving help and support following first disclosure
- ... Reduction in children and young people who experience family violence
- ... Decrease in people experiencing family violence who were previously in contact with services or police

**6. Families are safe and strong**

—the system intervenes early to prevent harm to children and young people and enables families to access effective support services when they need them.

- ... Reduction in harm as a result of family violence
- ... Reduction in family violence amongst women who are pregnant or have a newborn
- ... Reduction in the level of risk for victim survivors immediately post-separation
- ... Reduce disruption to positive family connections

**7. Victim survivors are safe** —the system takes responsibility for managing risk, instead of placing the onus on victim survivors, including children and young people.

- ... Increase feelings of safety for victim survivors
- ... Increase safety for victim survivors
- ... Increase in victim survivors who remain safe
- ... Reduction in medical presentations related to family violence
- ... Decrease family violence deaths

**8. Victim survivors are heard and in control** —victim survivors, including children and young people, are always listened to, believed and understood, and supported to take control of their immediate situation and make decisions about their future.

- ... Increase self-referrals to family violence support services
- ... Increase in victim survivors' confidence in the criminal justice system
- ... Increase in victim survivors feeling supported and understood
- ... Increase in victim survivors who know that the responsibility for the abuse sits with the perpetrator
- ... Reduction in victim survivors who are re-victimised

**9. Victim survivors rebuild lives & thrive**

—disruption is minimised for victim survivors, including children and young people, with safe and secure housing, finances, employment, education and recovery from trauma available for as long as people need it.

- ... Reduce disruption to education for children and young people affected by family violence
- ... Increase financial stability and independence for victim survivors
- ... Increase in victim survivors who have safe, secure, stable and affordable housing
- ... Increase in victim survivors who maintain strong cultural, family and community connections

**10. Early intervention prevents escalation (perpetrator)** —people, including children and young people, at risk of using family violence are identified early and provided with effective early interventions.

- ... Increase rate of compliance with statutory orders
- ... Decrease repeated family violence behaviour by individual perpetrators
- ... Increase in positive parenting by people with a history of family violence

**11. Perpetrators are accountable for their behaviour** —people are supported to recognise factors contributing to their violent behaviours and provided with tools and strategies to act differently, preventing reoffending.

- ... Increase awareness and understanding of the forms and impact of family violence by perpetrators
- ... Increase self-identification and self-referral by people committing or at risk of committing family violence
- ... Increase engagement and retention of perpetrators in behaviour change programs and other interventions

**12. Perpetrators are held to account** —perpetrators of family violence face timely and appropriate consequences.

- ... Increase identification of and consequences for a family violence intervention order breach
- ... Increase enforcement of family financial obligations for people charged with family violence
- ... Increase in consistency of criminal charges and sentencing for perpetrators

**13. Perpetrators are in view** —perpetrators are engaged and connected to relevant agencies. Collaborative approaches and information sharing infrastructure support systemic responsibility for holding perpetrators to account.

- ... Increase sharing of information material to assessing and responding to family violence risk
- ... Increase sharing of information to enable a tailored service response for perpetrators