

RESPECT VICTORIA



ANNUAL REPORT 2022-23



ACKNOWLEDGEMENTS

Acknowledgement of Country

Respect Victoria acknowledges Aboriginal peoples throughout Victoria as the First Peoples and Traditional Owners and Custodians of the lands and waterways on which we rely. We proudly acknowledge the Aboriginal communities throughout Victoria and their ongoing strength in practising the world's oldest living culture.

We acknowledge the significant and ongoing impacts of colonisation and commit to working alongside Aboriginal communities to effect change. We recognise the ongoing leadership role of Aboriginal communities in addressing and preventing family violence and violence against women, and will continue to work in collaboration with First Peoples to eliminate these forms of violence from all communities.

Victim survivor acknowledgement

Respect Victoria acknowledges the significant impact of family violence and violence against women on individuals, families and communities, and the strength and resilience of the children, young people and adults who have, and are still, experiencing this violence. We pay our respects to those who did not survive, and to their loved ones.

STATEMENT OF COMMITMENT TO ABORIGINAL SELF-DETERMINATION

Aboriginal peoples continue to be impacted by the cumulative effects of individual, institutional and societal violence, colonisation and racism over generations. This has contributed to the severity and disproportionate impact of family violence on Aboriginal women, families and communities to this day, and created the conditions that significantly increase the risks and barriers to accessing support.

Respect Victoria acknowledges that self-determination is the foundation for better outcomes for Aboriginal communities. True self-determination means that Aboriginal peoples and communities are at the centre of approaches to address community experiences of family violence and violence against women. This includes recognising and respecting the inherent strength and diversity of Aboriginal peoples, families and communities across Victoria, and the leadership role of Aboriginal Community Controlled Organisations in violence prevention.

Respect Victoria's work to prevent family violence against Aboriginal peoples and violence against Aboriginal women will be informed by the principles of self-determination set out in *Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families*. We are firmly committed to working in collaboration with Aboriginal Community Controlled Organisations to create a more equitable, respectful and safe community.

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RESPONSIBLE BODY'S DECLARATION

In accordance with the *Financial Management Act 1994*, I am pleased to present Respect Victoria's Annual Report for the year ending 30 June 2023.

Under section 53 of the *Financial Management Act 1994* the Assistant Treasurer has approved Respect Victoria's financials being included in the accounts of its portfolio department (the Department of Families, Fairness and Housing (DFFH)) from 1 July 2022 to 30 June 2023. For further detail, refer to the DFFH Annual Report (see Disclosure Index).



Professor Kate Fitz-Gibbon

Chair of the Board

2022-23 FINANCIAL MANAGEMENT COMPLIANCE ATTESTATION STATEMENT

I, Kate Fitz-Gibbon, on behalf of the Responsible Body, certify that Respect Victoria has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



Professor Kate Fitz-Gibbon

Chair of the Board

YEAR IN REVIEW

Chair and CEO's report

On behalf of the Board and team at Respect Victoria, we are pleased to share with you our Annual Report for 2022-23.

Respect Victoria exists to lead and support evidence-informed primary prevention and be a catalyst for transformational social change. In a year marked by the continued killing of women by men known to them, there is nothing more clarifying of the urgency that exists behind prevention. Each part of the prevention spectrum – from primary prevention through to early intervention, response and recovery – is vital to ending this violence. Together they create healthier communities and societies where we all have access to the things that make us happy and safe in the places we live, work, learn, socialise and play.

These incidents of violence were underscored by the findings of the latest National Community Attitudes Survey (NCAS), showing a disconnect between Australians' attitudes and the gendered nature of violence perpetration. For those of us who work to end family violence and violence against women, milestones like the NCAS are markers on the journey to transformational social change. Its findings confirm the need for sustained, coordinated prevention work that connects Victorian individuals, organisations and institutions to the role they play in stopping violence before it starts.

Because despite the challenges, Victorians' and Australians' attitudes are improving. The NCAS shows that Victorians are now more aware of what violence against women looks like. They are more likely to reject certain forms of violence. Attitudes towards sexual violence have improved significantly. These improvements show that long-term attitude shifts are possible. There is an appetite amongst Victorians for the transformational social change that Respect Victoria and all of us working to end family violence and violence against women are seeking.

We saw these shifts reflected in our first three-yearly report to the Victorian Parliament on the status of prevention. Released in September 2022, *Progress on Prevention* showed that Victorians consistently rank family violence as a high priority issue, with more people than ever before engaged in prevention work. The report demonstrates the immense collaborative effort that Victoria's journey to end family violence and violence against women has been. We know that to sustain and build this momentum, we need to shift primary prevention from small scale, time limited projects to strategic, long-term, whole of setting initiatives that are coordinated to ensure quality and impact. Importantly, we also know that we need to more effectively measure the impact of prevention to help tell the story of what works – and what doesn't – in preventing violence against women.

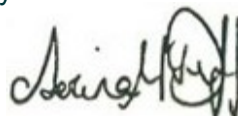
Consultation with the prevention sector and government in developing our next strategic plan highlighted the need to build a coordinated and effective prevention system. Respect Victoria's Strategic Plan 2023-2028 was launched in February with stakeholders from across our sector and government, as well as education, health and community services, media and advertising, researchers, and sport. The strategy reflects our strategic decision to concentrate our efforts over the next five years where we know we will have the greatest impact. The five strategic pillars of our strategy reflect that deepened approach; the thread that connects them all is the evidence-based approaches we know work.

Alongside these publications we continued to launch new prevention research and tools, delivered awareness-raising campaigns, and advocated to ensure prevention remains a priority on both the political and public agenda. We delivered these initiatives alongside restructuring our organisation to ensure we house the skills and experience to deliver our strategic priorities. Our success depends on our people; thank you to our wonderful team who bring their expertise and care to this work.

Respect Victoria's vision is a Victorian community where all people are safe, equal and respected, and live free from family violence and violence against women. It remains a privilege to do this work, and we thank every Victorian who has joined us on the journey so far.



Professor Kate Fitz-Gibbon
Chair of the Board



Serina McDuff
Acting CEO

ABOUT RESPECT VICTORIA

Purpose and functions

Respect Victoria is an independent statutory authority dedicated to the prevention of family violence and violence against women in Victoria. We were established under the *Prevention of Family Violence Act 2018*. Our vision is a Victorian community where all people are safe, equal and respected, and live free from family violence and violence against women.

To achieve our vision, we lead and support evidence-informed primary prevention and act as a catalyst for transformational social change. Primary prevention aims to stop violence from occurring in the first place, by changing the culture that drives it. We drive coordination and effectiveness of the prevention system. We build and promote primary prevention knowledge and evidence. We keep prevention on the public and policy agenda. We guide prevention wherever Victorians live, work, learn and play. We raise awareness that violence against women is preventable and influence community conversations to fuel social change.

We are an independent voice, with functions, powers and duties enshrined in legislation.

Our organisational values

Courage

We are bold, brave and fearless

Integrity

We are rigorous, evidence-informed and accountable

Leadership

We are aspirational, strategic, collaborative and dedicated

Key initiatives and projects

Research, Policy and Influence

Respect Victoria uses the evidence-base, our technical expertise and engagement with key partners to advise and influence decision-makers and inform prevention practice, policy and reform. In September we delivered the first of our three-yearly reports to the Victorian Parliament on the progress of preventing family violence and violence against women across the state. The report is part of Respect Victoria's legislated responsibility under the *Prevention of Family Violence Act 2018* and is a critical part of why we were established. *Progress on Prevention* covers the period from late 2018 to the end of 2021, outlining the advancements made and next steps needed to ensure effective, coordinated prevention remains a priority in Victoria.

We provided expert, strategic advice to the Victorian Government on prevention policy and investment. This included inputs to the government's strategic narrative on the next phase of family violence reform in Victoria; the next action plan of the 10-year industry plan for family violence prevention and response; the forthcoming Victorian Gender Equality Strategy and Statewide Wellbeing Plan; and the development of an elder abuse prevention framework. We developed a model for the provision of timely and impactful policy and funding advice to government. We scoped proactive policy positions to harness new policy, regulatory and legislative levers to advance prevention.

We co-chaired the Primary Prevention Sector Reference Group with the Department of Families, Fairness and Housing and we were active members of the Dhelk Dja Partnership Forum, the Family Violence Reform Advisory Group, and the Primary Prevention Working Group.

Throughout the year we advised Members of Parliament on prevention and how it relates to their portfolios and communities. At the federal level we supported the inclusion of prevention in the *National Plan to End Violence Against Women and Their Children (2022-32)*, including its outcomes framework, Action Plan and the Aboriginal and Torres Strait Islander Action Plan. We provided specialist prevention advice about the relationship between gender equality and violence against women to inform Australia's forthcoming gender equity plan.

In 2022-23 we continued to build on the evidence for what works to prevent family violence and violence against women. We launched two significant pieces of research to inform effective prevention of family violence against Aboriginal peoples. These projects were commissioned for the Dhelk Dja Partnership Forum and were conducted by Urbis in partnership with Karen Milward. The Aboriginal Family Violence Prevention Mapping Project identified and mapped over 251 prevention initiatives across Victoria to identify successes, challenges, gaps and opportunities for further investment. The Aboriginal Family Violence Prevention Evidence Review documented available evidence on effective First Nations-led prevention across Victoria, Australia, New Zealand, Canada and the United States.

We began a partnership with Jesuit Social Services to support the next iteration of The Man Box, a nation-wide study on attitudes to manhood and behaviours of young men aged 18 to 30. Respect Victoria's support focuses on strengthening data from the survey to inform the primary prevention of violence against women.

We translated and disseminated key pieces of research, including public facing analysis of the National Community Attitudes Survey and the Personal Safety Survey. We conducted an evidence review to explore the drivers and reinforcing factors of multiple forms of family violence and violence against women. Opportunities and challenges highlighted by this review will inform both our ongoing research focus and advice to policy-makers and prevention stakeholders.

Prevention Impact and Coordination

Respect Victoria plays a leading role in developing and supporting the infrastructure required for an effective and coordinated prevention system. In 2022-23 we brought together an alliance of prevention organisations to strengthen the system and coordination between agencies delivering prevention activities across the community.

This work is supported by our system-wide theory of change for the prevention of violence against women. Developed by Respect Victoria in consultation with key stakeholders, the theory of change is informed by evidence and draws on the input of researchers, practitioners, and policy makers. It details short and medium-term outcomes required to enable enduring change for prevention of violence against women in Victoria.

Respect Victoria's legislated functions include informing the development, delivery and evaluation of high-quality prevention across Victoria. In July 2022 we launched our online Monitoring, Evaluation and Learning Toolkit, to help prevention practitioners to monitor and evaluate their work. We shared the latest data captured in the Prevention of Family Violence Data Platform and improved functionality to help prevention stakeholders track Victoria's progress on preventing family violence and violence against women.

Communications and Community Change

Respect Victoria uses social marketing campaigns to influence community and social change. In 2022-23 we delivered two statewide campaigns to drive Victorians' awareness that violence against women is preventable. In November and December we once again led Victoria's participation in the global 16 Days of Activism Against Gender-Based Violence campaign. We partnered with Safe and Equal to deliver

grants to 89 organisations across the state, enabling them to deliver their own local 16 Days initiatives. Participating organisations included Aboriginal Community Controlled Organisations, educational institutions, family violence services, faith organisations, health services, legal services, local councils, and women's health services. We once again were a principal partner of the Safe Steps Walk Against Family Violence, attended by an estimated 3,000 people.

Grassroots activities for 16 Days were supported with the paid 'Respect Is' campaign. The campaign called on Victorians to challenge disrespect, sexism and other forms of discrimination to prevent violence against women. 'Respect Is' reached an estimated 31% of all Victorians over the age of 18, or 1.75 million people.

In May and June we delivered 'Respect Starts With A Conversation,' a campaign to help Victorians understand how challenging rigid gender stereotypes in their homes, relationships and communities can help prevent violence against women. The campaign included simple 'conversation starters' to help Victorians challenge harmful gender stereotyping with family, friends and colleagues. The first campaign to run in Respect Victoria's refreshed branding, 'Respect Starts With A Conversation' reached 900,000 Victorians.

We grew our media presence to keep prevention on the public agenda and build a social movement for change. Respect Victoria placed 101 stories during the 2022-23 financial year, including opinion pieces, interviews in features and news articles, radio interviews and mentions in local and state papers. Respect Victoria's social media audience grew by more than 3,600 followers between June 2022 and June 2023. Our publishing output increased across all platforms, with 755 pieces of content posted in 2022-23 (compared to 444 pieces in 2021-22.)

In May we launched our refreshed website, including plain language content about prevention of family violence and violence against women. We increased our long-form content with articles on what prevention is, why it's important, and the role that all people and organisations play in addressing the drivers of violence.

GOVERNANCE AND OPERATIONAL STRUCTURE

Respect Victoria's Minister

Respect Victoria is responsible to the Minister for Prevention of Family Violence.

In the reporting period, Minister Spence was the Minister for Prevention of Family Violence. Minister Spence was also Minister for Community Sport and Minister for Suburban Development during the reporting period.



The Hon. Ros Spence MP
Minister for Prevention of Family Violence

Respect Victoria Board

Respect Victoria is governed by a skills-based board, which comprises eight directors including a Chair. The Board is responsible for the oversight and management of Respect Victoria and for ensuring that it complies with the obligations placed on it as a public sector agency.

The Board met seven times during 2022-23.

Board members from 1 July 2022 to 30 June 2023: Kate Fitz-Gibbon (Chair); Rod Jackson; Liana Papoutsis; Wei Leng Kwok; Maxine McKew; Claudia Fatone; and Hang Vo. There was one vacant director position in 2022-23.

Profiles of current Board members are available on the [Respect Victoria website](#).

Finance, Audit & Risk Committee

The purpose of the Finance, Audit & Risk Committee is to assist the Respect Victoria Board of Directors to fulfil its governance duties by ensuring that risk and reporting processes (both financial and non-financial) are in place to monitor compliance with all relevant laws, regulations and codes, including the *Financial Management Act 1994* and the Standing Directions.

The Committee met six times during 2022-23.

Committee Members from 1 July 2022 to 30 June 2023: Claudia Fatone (Chair); Rod Jackson; Liana Papoutsis; Hang Vo; and Kate Fitz-Gibbon (ex-officio).

Research & Evaluation Risk Committee

The purpose of the Research and Evaluation Risk Committee is to satisfy the Respect Victoria Board of Directors that research and evaluation investment serves Respect Victoria's objectives, aligns with its

Strategic Plan, provides clear benefits to the Victorian community and to ensure that strategic and reputational risks related to the focus of this Committee are identified and adequately managed.

The Committee met twice during 2022-23.

Committee Members from 1 July 2022 to 30 June 2023: Wei Leng Kwok (Chair); Kate Fitz-Gibbon; and Liana Papoutsis.

Executive People, Performance & Governance Committee

The purpose of the Executive People, Performance and Governance Committee is to assist and advise (where applicable) the Respect Victoria Board of Directors and Chief Executive Officer or delegate on matters relating to the compensation, performance, incentives and remuneration issues of the Executive staff within Respect Victoria. The Committee also has an oversight role in supporting and ensuring effectiveness of the Board.

The Committee met once during 2022-23.

Committee Members from 1 July 2022 to 30 June 2023: Kate Fitz-Gibbon (Chair); Maxine McKew; and Rod Jackson.

Respect Victoria's structure

In the reporting period, Respect Victoria's structure comprised three Directorates: Communications and Community Change, Policy, Research and Influence, and Prevention Impact and Coordination, who were all supported by a People and Operations team. These functions were overseen by a Senior Leadership Team, led by Chief Executive Officer, Emily Maguire.

CURRENT YEAR FINANCIAL REVIEW

Operating Statement

The Department of Families, Fairness and Housing (DFFH) provided financial services to Respect Victoria from 1 July 2022 to 30 June 2023.

A financial summary of expenditure for 2022-23 is provided below with 2021-22 provided for comparison.

	2022-23 \$	2021-22 \$
REVENUE		
Output Appropriation	9,332,607	9,066,787
Dhelk Dja Mapping Project	-	86,025
Carry Forward	-	255,000
Total Revenue	9,332,607	9,407,812
EXPENDITURE		
Communications, Engagement, Research and Evaluation	2,939,004	4,339,126
Salaries and on-costs	4,996,928	4,429,779
Operating Expenses	693,543	489,634
Contract Staff	192,270	160,749
Total Operating Expenditure	8,821,745	9,419,308
NET SURPLUS/(DEFICIT)	510,862	(11,496)

Table 1: Operating Statement for the year ended 30 June 2023

Financial Performance and Business Review

Respect Victoria has reported a \$0.51m surplus for the financial year to 30 June 2023.

Respect Victoria has \$0.750m held in a Department of Treasury and Finance Trust Account to fund future accommodation fit-out costs. Respect Victoria will draw down from this trust allocation when accommodation fit-out costs take place in the future.

OUR WORKFORCE

In 2022-23 Respect Victoria focused on attracting and retaining a highly capable, diverse and specialist workforce, aligned to our organisation's purpose, and led by performance-oriented leaders. We created a safe workplace for our people, with initiatives including flexible working arrangements, our employee assistance program, trauma counselling support, and ensuring ergonomic workspaces. Our People matter survey results showed we have a highly engaged and dedicated workforce who feel managers and staff model our values and operate with honesty, integrity and respect.

We invested in our people, with individual professional development and group learning opportunities via our all-staff meetings, lunchtime 'brown bag' sessions, and our Learning and Development Teams channel. As a team we joined the annual Pride and International Women's Day marches and took part in various cultural activities.

We continued implementation of our Reconciliation Action Plan with various activities led by our team. We deepened our cultural learning by sharing personal reflections in Acknowledgements of Country, and participating in marches and events for National Reconciliation Week and NAIDOC Week. We reviewed the cultural learning needs of individuals across the organisation, which will inform learning and development opportunities to improve our cultural competency.

Employment and conduct principles

Respect Victoria is an equal opportunities employer and is governed by the relevant legislation including the *Equal Opportunities Act 2010*, Human Rights legislation, the *Gender Equality Act 2020*, and *Fair Work Act 2009*. Respect Victoria is linked with the Gender Equality Action Plan and the Diversity and Inclusion framework developed by DFFH. Respect Victoria abides by the principles of merit and equity in selection and recruitment of staff. Employees have been correctly classified in workforce data collections.

Public sector values and employment principles

The *Public Administration Act 2004* established the Victorian Public Sector Commission (VPSC). The VPSC's role is to strengthen public sector efficiency, effectiveness and capability, and advocate for public sector professionalism and integrity. Respect Victoria maintains policies and practices that are consistent with the VPSC's employment standards and provide for fair treatment, career opportunities and the early resolution of workplace issues.

Respect Victoria advised its employees on how to avoid conflicts of interest, how to respond to offers of gifts and how it deals with misconduct. All director appointments in Respect Victoria are only finalised once the appropriate Conflict of Interest and Declaration of Private Interests have been completed.

Workforce data

The following table discloses the headcount and full-time staff equivalent (FTE) of all active public service employees of Respect Victoria, employed in the last full pay period in June of the current reporting period (2023) and in the last full pay period in June of the previous reporting period (2022).

		2022-23		2021-22	
		Number (headcount)	FTE	Number (headcount)	FTE
DEMOGRAPHIC DATA	Gender				
	Women/Self Described	25	22.2	19	17
	Men	5	5	8	8
	Not disclosed	2	2	0	0
	Age				
	15-34	6	5.5	8	8
	35-54	22	20.2	14	13
55+	4	3.5	5	5	

CLASSIFICATION DATA	VPS 1-6 grades	27	24.2	24	22
	VPS 1-4	12	10.5	9	9
	VPS 5-6	15	13.7	15	13
	Senior employees	5	5	3	3
	Executives	5	5	3	3
	Total Employees	32	29.2	27	25

Table 2: Details of employment levels in June 2023

Note 1: Payroll services are provided to Respect Victoria by the Department of Families, Fairness and Housing (DFFH). All workforce data for 2022-23 is included in that Department's Annual Report.

The following table discloses the annualised total salary for Respect Victoria senior employees, categorised by classification. The salary amount is reported as the full-time annualised salary.

Income Band (Salary)	Executives*
\$ 200,000 - \$ 219,999	1
\$ 220,000 - \$ 239,999	0
\$ 240,000 - \$ 259,999	2
\$ 260,000 - \$ 279,999	1
\$ 280,000 - \$ 299,999	0
\$ 300,000 - \$ 319,999	0
\$ 320,000 - \$ 339,999	1
Total	5

Table 3: Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff.

*Note: that there was a two week overlap between exiting and commencing Directors in June 2023.

FINANCIAL PERFORMANCE DISCLOSURES

Consultancy Expenditure

Consultancies \$10,000 or greater

In 2022-23, there were no consultancies in this category.

Consultancies less than \$10,000

In 2022-23, there were no consultancies in this category.

Advertising Expenditure

Advertising \$100,000 or greater

Advertising expenditure relating to Respect Victoria's campaigns with individual costs greater than \$100,000 is detailed in Table 4.

Name of campaign	Campaign summary	Start / End Date	Advertising (media) expenditure (\$ excl. GST)	Creative and campaign development expenditure (\$ excl. GST)	Research and evaluation expenditure (\$ excl. GST)	Print and collateral expenditure (\$ excl. GST)	Other campaign expenditure (\$ excl. GST)	Total (\$ excl. GST)
Respect Women: 'Call it Out' (Respect Is)	Campaign (coinciding with the UN Women's annual 16 Days of Activism Against Gender-Based Violence) supporting the Victorian community in understanding what respect means, what it looks like, and how to put it into practice in everyday life.	Oct 2022 - Dec 2022	272,727	220,000	36,583	–	40,000* (Includes campaign translation and moderation)	569,310
Respect Starts With A Conversation	Campaign using positive examples (with authentic stories from Victorians in different settings) that demonstrate the benefits of being free from feeling or believing the need to conform and act a certain way based on gender.	May 2023 - Jun 2023	300,000	40,435	36,000	–	30,000* (Includes campaign translation and moderation)	406,435

Table 4: Advertising expenditure valued at \$100,000 or greater

Advertising Expenditure less than \$100,000

There was no expenditure in this category.

Information and Communication Technology Expenditure

Information and communication technology expenditure for the 2022-23 financial year totalled \$175,683, a summary of which is shown in Table 5.

Total ICT Expenditure (\$ excl. GST)	Business as Usual (\$ excl. GST)	Non-business as Usual (\$ excl. GST)	Non-business as Usual Operational expenditure (\$ excl. GST)	Non-business as Usual Capital expenditure (\$ excl. GST)
175,683	175,683	-	-	-

Table 5: ICT Expenditure

BUDGET PERFORMANCE OUTPUT STATEMENT

Respect Victoria contributes to the reporting on performance measures within the 2022–23 Budget Paper for Primary Prevention of Family Violence. This reporting is the responsibility of the Department of Families, Fairness and Housing.

COMPLIANCE DISCLOSURES

Occupational Health and Safety

We are committed to ensuring all staff and other individuals in the workplace remain safe and healthy at work in accordance with the obligations under the *Occupational Health and Safety (OH&S) Act 2004* and the Occupational Health and Safety Regulations 2007.

Incident management

During 2022-23 there were no notifiable incidents that occurred; notifiable incidents are those which require the OH&S Officer to be informed.

There were no recorded major incidents during the 2022-23 financial year.

Disclosure of Major Contracts

Respect Victoria did not enter in any contracts greater than \$10 million in value.

Freedom of Information

The *Freedom of Information Act 1982* allows the public a right of access to documents held by Respect Victoria.

An applicant has a right to apply for access to documents held by Respect Victoria. This comprises documents both created by Respect Victoria or supplied to Respect Victoria by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes. Information about the type of material produced by Respect Victoria is available on the Respect Victoria's website under its Part II Information Statement.

The Act allows Respect Victoria to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include: cabinet documents; some internal working documents; law enforcement documents; documents covered by legal professional privilege, such as legal advice; personal information about other people; and information provided to a Respect Victoria in-confidence.

All applications are assessed according to the timelines outlined in the Act.

If an applicant is not satisfied by a decision made by Respect Victoria, under section 49A of the Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

Making a request

Freedom of information requests can be made using the options available on our website. An application fee applies. Access charges may also be payable if the document pool is large, and the search for material is time consuming.

Access to documents can also be obtained through a written request to Respect Victoria, as detailed in section 17 of the Act.

When making a Freedom of Information request, applicants should ensure requests are in writing, and clearly identify what types of material/documents are being sought.

Requests for documents in the possession of Respect Victoria should be addressed to:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

Freedom of Information statistics and timeliness

During 2022-23, Respect Victoria did not receive any Freedom of Information applications. There were also no decisions reviewed by the Office of the Victorian Information Commissioner or the Victorian Civil and Administrative Tribunal.

Further information

Further information regarding the operation and scope of Freedom of Information can be obtained from the Act; regulations made under the Act; and www.foi.vic.gov.au.

Compliance with the *Building Act 1993*

Respect Victoria does not own or control any government buildings and is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

Compliance with the *Public Interest Disclosures Act 2012*

The *Public Interest Disclosures Act 2012* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Respect Victoria does not tolerate improper conduct by employees, nor the taking of reprisals against those who come forward to disclose such conduct. It is committed to ensuring transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Respect Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

Disclosures of improper conduct or detrimental action by Respect Victoria or any of its employees may be made to:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

Alternatively, disclosures may also be made directly to:

Independent Broad Based Anti-Corruption Commission
Level 1, North Tower 459 Collins Street
Melbourne VIC 3000
Phone: 1300 735 135
Website: ibac.vic.gov.au

Protected disclosures statistics

During 2022-23, no disclosures were made by an individual to Respect Victoria and notified to the Independent Broad Based Anti-Corruption Commission.

Compliance with the *Carers Recognition Act 2012*

Respect Victoria has taken all practical measures to comply with its obligations under the Act. These include promoting the principles of the Act to people in care relationships who receive our services and to the wider community and ensuring our staff have an awareness and understanding of the care relationship principles set out in the Act.

Compliance with the *Disability Act 2006*

Respect Victoria acknowledges the importance of strengthening the rights of people with a disability and is committed to creating and maintaining an accessible and inclusive environment for all people with a disability. Respect Victoria offers additional supports to individuals with a disability, which is promoted within position descriptions in our recruitment advertisements.

Disclosure of Emergency Procurement

In 2022-23, Respect Victoria did not activate Emergency Procurement on any occasions.

Local Jobs First

Respect Victoria is required to apply the Local Jobs First policy in all projects valued at \$3 million or more in Metropolitan Melbourne or for state-wide projects, or \$1 million or more for projects in regional Victoria.

Respect Victoria did not engage in any applicable tenders or projects during the 2022-23 financial year.

ADDITIONAL AGENCY INFORMATION AVAILABLE ON REQUEST

In compliance with the requirements of the Standing Directions of the Assistant Treasurer, details in respect of the items listed below have been retained by Respect Victoria and are available on request, subject to the provisions of the *Freedom of Information Act 1982* and any other relevant laws and Respect Victoria policies.

- A. A statement that declarations of pecuniary interests have been duly completed by all relevant officers.
- B. Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- C. Details of publications produced by the entity about itself, and how these can be obtained.
- D. Details of any major external reviews carried out on the entity.
- E. Details of major research and development activities undertaken by the entity.
- F. Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.
- G. Details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services.
- H. Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- I. A general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes.
- J. A list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved.
- K. Details of all consultancies and contractors including:
 - i) consultants/contractors engaged
 - ii) services provided
 - iii) expenditure committed to for each engagement.

The information is available on request from:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

APPENDIX 1: DISCLOSURE INDEX

Respect Victoria's Annual Report is prepared in accordance with all relevant Victorian legislation and pronouncements. This index has been prepared to facilitate identification of Respect Victoria's compliance with statutory disclosure requirements.¹

Respect Victoria's compliance with some disclosure requirements (FRD8; FRD15; FRD22; FRD24) are fulfilled via inclusion in the DFFH Annual Report and are therefore marked "See DFFH" in the table below. Likewise, as Respect Victoria's accounts are included in DFFH's Financial Statements, these disclosures are not listed in the table below.

Legislation	Requirement	Page
Charter and purpose		
FRD22	Manner of establishment and the relevant Ministers	8, 11
FRD22	Purpose, functions, powers and duties	8
FRD8	Departmental objectives, indicators and outputs	8
FRD22	Key initiatives and projects	8-10
FRD22	Nature and range of services provided	8-10
Management and structure		
FRD22	Organisational structure	12
Financial and other information		
FRD8	Performance against output performance measures	See DFFH
FRD8	Budget portfolio outcomes	See DFFH
FRD10	Disclosure index	21-23
FRD12	Disclosure of major contracts	17
FRD15	Executive officer disclosures	See DFFH
FRD22	Employment and conduct principles	14
FRD22	Occupational health and safety policy	17
FRD22	Summary of the financial results for the year	13

¹ References to FRDs have been removed from the Disclosure Index if the specific FRDs do not contain requirements that are in the nature of disclosure.

FRD22	Significant changes in financial position during the year	13
FRD22	Major changes or factors affecting performance	13
FRD22	Subsequent events	See DFFH
FRD22	Application and operation of <i>Freedom of Information Act 1982</i>	17-18
FRD22	Compliance with building and maintenance provisions of <i>Building Act 1993</i>	18
FRD22	Statement on National Competition Policy	See DFFH
FRD22	Application and operation of the <i>Public Interest Disclosure Act 2012</i>	18-19
FRD22	Application and operation of the <i>Carers Recognition Act 2012</i>	19
FRD22	Details of consultancies over \$10,000	15
FRD22	Details of consultancies under \$10,000	15
FRD22	Disclosure of government advertising expenditure	16
FRD22	Disclosure of ICT expenditure	17
FRD22	Statement of availability of other information	20
FRD22	Asset Management Accountability Framework (AMAF) maturity assessment	See DFFH
FRD22	Disclosure of emergency procurement	19
FRD24	Environmental reporting	See DFFH
FRD25	Local Jobs First	20
FRD29	Workforce data disclosures	14-15
SD5.2	Specific requirements under Standing Direction 5.2	5
Compliance attestation and declaration		
SD 5.4.1	Attestation for compliance with Ministerial Standing Direction	5
SD 5.2.3	Declaration in report of operations	5
Legislation		
<i>Freedom of Information Act 1982</i>		17-18

<i>Building Act 1993</i>	18
<i>Public Interest Disclosure Act 2012</i>	18-19
<i>Carers Recognition Act 2012</i>	19
<i>Disability Act 2006</i>	19
<i>Local Jobs Act 2003</i>	20
<i>Financial Management Act 1994</i>	5