

**Respect
Victoria**

**Preventing
Family
Violence**

Annual Report



2018-19

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Chair and Chief Executive Officer Report



On 1 August 2018, Respect Victoria commenced operations, initially as a business unit of the Department of Health and Human Services. By 4 October 2018, following the passage of legislation, Respect Victoria was established as an independent Statutory Authority, fulfilling recommendation 188 of the Royal Commission into Family Violence.

As Victoria's first agency dedicated to primary prevention, our mission is an ambitious one: to challenge the harmful social norms, practices and structures that lead to violence to create a Victoria free from all forms of family violence and violence against women.

It has been a year packed with milestones — each one laying the foundations, building towards a future where all Victorians are safe, equal and respected where they live, work, learn and play.

In March 2019, we launched Respect Victoria Strategic Plan 2019–2022, which sets out our bold vision, purpose and five pillars of work to drive evidence-informed primary prevention across Victoria.

In June 2019, we delivered Respect Victoria's inaugural Business Plan for 2019–20, endorsed by the Victorian Minister for the Prevention of Family Violence, the Hon. Gabrielle Williams MP.

Our flagship campaign Respect Women: Call It Out and complementary campaigns continue to instigate much needed awareness about the attitudes and behaviours brought about by gender inequality that drives violence against women.

Seen by 50 per cent of all adult Victorians, our latest Respect Women: Call it Out campaign was set on public transport and illustrated how bystanders can call out disrespectful behaviour and help prevent violence against women.

Our most recent campaign Respect Older People: Call it Out was launched in June 2019 to raise awareness about the social drivers and early warning signs of elder abuse — a distinct form of family violence.

Over the course of our first year, we initiated a range of research and evaluation projects including commencing work on a new Family Violence Data Platform and supporting the Office for Women in the Department of Premier and Cabinet to develop a framework for monitoring and evaluating primary prevention programs.

Early indications show that our research and evaluation, and communications and engagement efforts are establishing Respect Victoria as an organisation synonymous with primary prevention and behaviour change.

Respect Victoria will continue to undertake and commission research into the norms, practices and structures that drive family violence, and will help inform and improve the way government, industry, organisations and communities work to prevent all forms of family violence and violence against women.

We will continue to create evidence-based behaviour change campaigns aimed at building community awareness of the drivers of family violence and violence against women. Our efforts will also focus on driving uptake of best practice primary prevention by setting the standard and supporting policy makers and practitioners in government, industry, organisations and communities. We will also advise and positively influence government, industry and organisations on effective primary prevention policy, practice and investment.

Alongside this, Respect Victoria has been working to establish its internal organisational functions and operating model to build a progressive organisation while ensuring compliance with our statutory obligations, maintaining the highest ethical standards and representing leading practice. This incorporates the controls, enablers and capabilities required to deliver on the organisation's strategic direction.

By establishing these solid foundations we will build and maintain the capability and capacity to work effectively with others on primary prevention.

On behalf of the Respect Victoria Board and staff, we sincerely thank the Minister for the Prevention of Family Violence, the Hon. Gabrielle Williams MP and the former Minister for the Prevention of Family Violence the Hon. Natalie Hutchins MP for their support and leadership during our critical first year.

We thank the many Ministers, advisers and Members of the Victorian Parliament who have expressed interest and support for Respect Victoria and our mandate, and we pay thanks to

our peers — the wide range of remarkable organisations and diverse community groups who have been delivering and informing effective primary prevention, early intervention and response efforts over many years.

Thank you to our Board, staff and partner organisations for your support, collaboration and expertise in guiding this primary prevention work needed to realise our shared goal of a violence-free Victoria.



Melanie Eagle
Melanie Eagle
Chair



Tracey Gaudry
Tracey Gaudry
Chief Executive Officer



Section 1

Report on Operations

About Respect Victoria



Our Role

Respect Victoria is an independent Statutory Authority dedicated to the primary prevention of all forms of family violence and violence against women.

The establishment of Respect Victoria under the *Prevention of Family Violence Act 2018* (the Act) demonstrates the Victorian government's recognition that primary prevention — which is distinct from but complementary to early intervention and response initiatives — is critical to bringing an end to violence.

With our partners, we work to stop violence before it starts by changing the social norms, practices and structures that allow it to happen.

Through our leadership and collaboration with government, industry, organisations and communities, we will strengthen primary prevention capacity, support the implementation and monitoring of evidence-informed programs, and help bring an end to family violence and violence against women.

Establishment

On the second anniversary of the Royal Commission into Family Violence (RCFV), 29 March 2018, the Victorian Government responded to Recommendation 188 of the RCFV report by announcing the forthcoming establishment of the first agency dedicated to the primary prevention of all forms of family violence and violence against women.

Between opening our doors on 1 August 2018 as a branch of the Department of Health and Human Services and becoming a Statutory Authority on 4 October 2018, Respect Victoria on-boarded a new team, progressed legislation, transitioned the organisation into a new legal status, and established governance, management and operational capabilities.

This work was undertaken while simultaneously transitioning family violence research and communication projects previously incubated within the Department of Health and Human Services and commencing our own vital prevention of family violence and violence against women work.

The Prevention of Family Violence Act 2018

Legislation enshrining Respect Victoria under the Act was proclaimed on 4 October 2018 by Her Excellency the Honourable Linda Dessau AC, Governor of Victoria.

The Act ensures enduring funding, so that the primary prevention of family violence remains core business of government both now and into the future.

As outlined under section 6 of the Act, Respect Victoria's key functions are to:

- a. provide advice to the Minister on the funding of programs;
- b. develop a framework for monitoring trends and outcomes in family violence and violence against women;
- c. make grants, on the approval of the Minister, to fund organisations that promote the guiding principles;
- d. assess and endorse programs carried out by organisations to promote the guiding principles;
- e. provide advice to organisations and government to ensure the prevention of family violence and violence against women is implemented across government and the community;
- f. promote the development of programs by other organisations by providing advice, information and support;

Respect Victoria Milestones

- g.** monitor programs carried out by organisations to ensure programs are promoting implementing the guiding principles;
- h.** undertake and disseminate research in relation to:
 - (i) the suitability of programs;
 - (ii) the provision of advice to the government on program funding;
 - (iii) the provision of guidance to organisations;
- i.** provide advice to the Minister to assist in policy development and decision-making in relation to the prevention of family violence and violence against women;
- j.** promote awareness in the community of programs, activities and campaigns that achieve the guiding principles;
- k.** report to the Minister on the progress of the prevention of family violence and violence against women; and
- l.** any other prescribed function consistent with the guiding principles.

Free From Violence

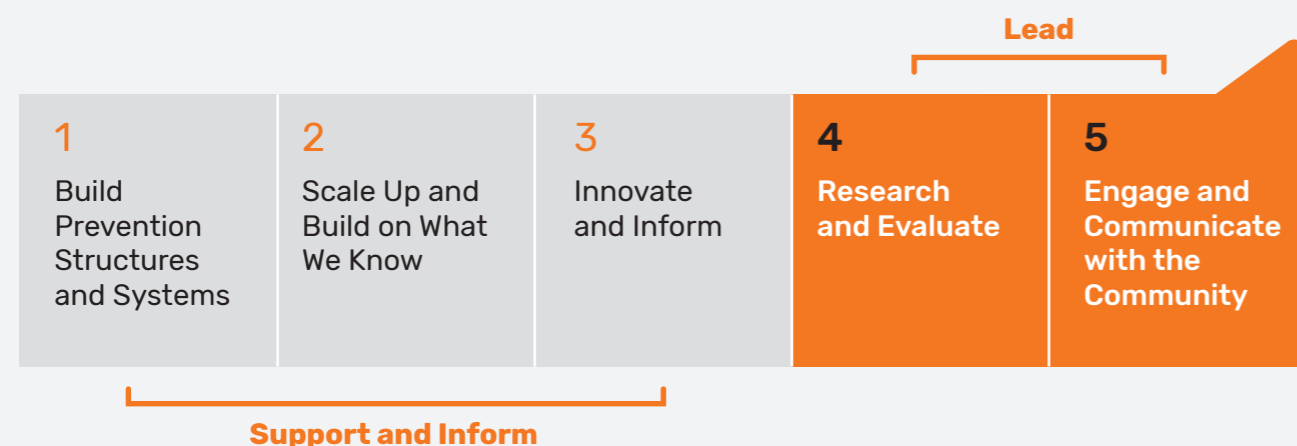
A guiding strategy for our work is *Free from violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women*, which sets out the path for all Victorians to experience equality and respect in their homes, workplaces and communities.

As a dedicated agency driving focus on primary prevention over the long term, Respect Victoria leads on two of the five pillars outlined in *Free from violence*, with a focus on communication and research.

Further, we inform and support the three pillars: build prevention structures and systems, scale up and build on what we know, innovate and inform.

Free from violence

Victoria's strategy to prevent family violence and all forms of violence against women



- 16 Mar 2016**
The Victorian Government Royal Commission into Family Violence — the first of its kind in Australia — delivered its final report.
Premier the Hon. Daniel Andrews MP committed to implementing all 227 recommendations of the Royal Commission, including Recommendation 187 to ensure the state-wide Family Violence Action Plan includes a primary prevention strategy, and Recommendation 188 to establish a prevention of family violence agency.
- 29 Mar 2018**
Announcement of intention to establish Respect Victoria as a Statutory Authority on the second anniversary of the Royal Commission into Family Violence.
- 1 Aug 2018**
Respect Victoria is established as a business unit of the Department of Health and Human Services with an interim Advisory Board and Chief Executive Officer, pending passage of legislation.
- 11 Sep 2018**
The Prevention of Family Violence Bill 2018 receives Royal Assent.
- 4 Oct 2018**
Commencement Date of Respect Victoria as a Statutory Authority with Board and Chief Executive Officer officially appointed.
- 7 Apr 2019**
Launch of Respect Women: Call it Out campaign (public transport).
- 14 Jun 2019**
Launch of Respect Older People: Call it Out campaign coinciding with World Elder Abuse Awareness Day 2019.
- 3 May 2017**
Launch of *Free from Violence: Victoria's Strategy to Prevent Family Violence and All Forms of Violence Against Women*
Premier the Hon. Daniel Andrews MP and the late Hon. Fiona Richardson MP released the Strategy, which included a priority to establish an agency to lead prevention of family violence and violence against women.
- 19 Jun 2018**
The Prevention of Family Violence Bill 2018 is introduced to the Victorian Parliament by the Minister for the Prevention of Family Violence, the Hon. Natalie Hutchins MP.
- 4 Sep 2018**
The Prevention of Family Violence Bill 2018 is passed in the Parliament of Victoria.
- 18 Sep 2018**
Governor in Council proclaims the *Prevention of Family Violence Act 2018* fixing 4 October 2018 as the day on which the Act comes into operation.
- 29 Mar 2019**
Launch of *Respect Victoria Strategic Plan 2019–2022*.
- 13 Jun 2019**
Respect Victoria Board endorses the inaugural *Business Plan* for 2019–20 financial year.

Strategic Context

Strategic Plan 2019–2022

Respect Victoria has a bold vision to prevent all forms of family violence and violence against women by ensuring all people are safe, equal and respected.

In March 2019, Respect Victoria’s inaugural Strategic Plan 2019–2022 was launched. It was developed in consultation with representatives from across the primary prevention, gender equality, and family violence sectors, including victim survivors.

Respect Victoria’s Strategic Plan is part of and builds on existing primary prevention policy efforts in Victoria and nationally. It sets out our focus and approach to building strong foundations for sustained primary prevention over the next four years and beyond.

The Strategic Plan comprises five pillars (pictured opposite) that will underpin our work.



At the launch of Respect Victoria’s Strategic Plan 2019–2022. L to R: Belinda Duarte, MC; Melanie Eagle, Respect Victoria Chair; the Hon. Gabrielle Williams MP, Minister for the Prevention of Family Violence; Liana Papoutsis, Respect Victoria Board Director; Rosie Batty, Victim Survivors’ Advisory Council Chair; Tracey Gaudry, Respect Victoria CEO. Photo credit: Blue Tree Studios.

Vision

All people are safe, equal and respected, and free from all forms of family violence and violence against women

Purpose

To prevent all forms of family violence and violence against women before they happen, by driving evidence-informed primary prevention

Pillars

To achieve our vision, we will:

1 Research, monitor and evaluate	2 Communicate and engage	3 Drive uptake	4 Coordinate and collaborate	5 Advise and influence
<p>Inform policy and practice through research, monitoring and evaluation into the drivers of violence and how violence can be prevented.</p>	<p>Build community awareness of the drivers of all forms of family violence and violence against women, contribute to cultural change and challenge these drivers.</p>	<p>Drive uptake of best practice primary prevention by setting the standard and supporting policy makers and practitioners in government, industry, organisations and communities.</p>	<p>Coordinate and collaborate to strengthen primary prevention across government, industry, organisations and communities.</p>	<p>Advise and positively influence government, industry and organisations on effective primary prevention policy, practice and investment.</p>

Behaviour Change Campaigns

Business Plan 2019–20

Respect Victoria's inaugural Business Plan articulates a comprehensive and ambitious program of work focused on the prevention of all forms of family violence and violence against women.

With key initiatives identified for each of the strategic pillars, effort is directed towards building strong foundations to deliver on our legislative roles and functions over time. This plan focuses on:

- Building the evidence base for preventing all forms of family violence, and growing on this evidence base over time
- Mapping primary prevention infrastructure and activities, to understand what is in place, what is working, and where we need to adapt, improve and grow
- The strategic partnerships we need to develop, both within and outside of government and family violence and primary prevention sectors, to ensure better collective impact

- Considering how we can diversify and grow investment in primary prevention, so that we can prevent violence sooner
- Establishing rigorous frameworks for monitoring and evaluation to drive evidence-based, outcome-focused programming
- Building campaigns and strategic engagement across diverse communities, sectors and settings
- Documenting efforts and tracking and reporting progress.

Partnership and collaboration are a strong theme of the Plan. We note the finding in a recent report (2019) from the Family Violence Reform Implementation Monitor that "Prevention work needs to be better coordinated and mutually reinforcing".

We will continue to partner with others through the Victorian Government's Family Violence governance arrangements to further strengthen coordination and implementation of primary prevention programs and activities across all sectors and settings.

Since our establishment as Victoria's first family violence prevention agency, Respect Victoria has developed and implemented state-wide campaigns aimed at reducing and ultimately ending all forms of family violence and violence against women.

Following the 2016 Royal Commission into Family Violence, a suite of family violence prevention campaigns initially developed by the Department of Premier and Cabinet and subsequently overseen by the Office for Women (in the Department of Health and Human Services) have transferred to Respect Victoria.

Since its inception, Respect Victoria has delivered three behaviour change campaigns designed at changing the social norms and attitudes that allow all forms of family violence and violence against women to occur — Respect Women: Call It Out (Café), Respect Women: Call It Out (Public Transport) and Respect Older People: Call It Out.

Consumer research undertaken in 2018 indicated that those who had seen one of the campaigns had more positive attitudes towards gender equality, the police,

and the government's response to family violence and violence against women. People who had seen the campaign were also more likely to endorse the importance of respect and the impact that family violence and violence against women has, both on individual households and society.

An estimated 5.2 million adult Victorians over the age of 18 (81 per cent) have now viewed or seen a Respect Women: Call It Out campaign, with close to 75 per cent able to recall the family violence behaviour change campaigns unprompted.

Respect Women: Call It Out (café)

The former Minister for the Prevention of Family Violence (the Hon Natalie Hutchins MP) launched the Respect Women: Call It Out (Café) campaign on 29 March 2018, which focused on changing the attitudes and behaviours of men who recognised sexism, harassment or abuse but hesitated to 'call it out'.

The campaign followed more than a year of consultation with victim survivors and survivor advocates, stakeholders in the primary prevention and family violence sectors, as well as the general public.





Respect Women: Call It Out (public transport)

The aim of the campaign was to inform and educate the community around the cycle of violence — that not all disrespect towards women results in violence, but all violence against women starts with disrespectful behaviour.

This consultation undertaken by the Office for Women (Department of Health and Human Services) in 2017–18 indicated that for many people, sexist jokes, gender stereotypes and societal attitudes towards men and women's roles in the home had little or no connection with family violence and violence against women. These behaviours were seen as 'harmless' or simply not the business of friends or family. However, research undertaken by Our Watch in 2015 as part of Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia showed that these are some of the most well-known drivers of family violence.

The Respect Women: Call It Out (Café) campaign initially aired from 29 March 2018 to 30 June 2018 and re-aired from 16 August 2018 to 26 October 2018.

Following significant public engagement and promising results, the campaign aired for a third time from 1 December 2018 to 31 January 2019. This time, it was rebranded from the Victorian State Government to Respect Victoria.

Following the success of Respect Women: Call It Out (Café), Respect Victoria's first wholly developed campaign Respect Women: Call It Out (Public Transport) was launched on 7 April 2019 by the Hon. Gabrielle Williams MP, Minister for the Prevention of Family Violence, Melanie Eagle, the Chair of Respect Victoria and Tracey Gaudry, the Chief Executive Officer of Respect Victoria.

The campaign aimed to encourage bystander action when safe to do so, on public transport.

Developed in consultation with key representatives from across the family violence and behaviour change sectors including Victoria Police and Public Transport Victoria, the campaign was designed to bring all Victorians into the conversation about sexual harassment on public transport by providing the tools to call out inappropriate behaviours before they escalate.

Around two million passengers a day use Victoria's trains, trams and buses. The latest data from the Crime Statistics Agency shows that between 2015–16 and 2017–18, the number of sexual offences at train stations jumped by 70 per cent, with the number of reported sexual offences — including groping, molesting and rape — rising from 82 to 141 across all train stations. The number of reported sexual offences on trains, trams and buses rose by 60 per cent, from 210 to 332. Reported assaults on buses and bus stops specifically increased by 25 per cent to 257, while assaults on trams and tram stops rose by 19 per cent to 129.

The campaign initially aired from 7 April 2019 to 14 July 2019. An evaluation of the campaign has commenced with findings to be shared in the second half of 2019.



Respect Older People: Call It Out

Respect Victoria is committed to eliminating all forms of family violence, including elder abuse.

On 14 June 2019, the eve of World Elder Abuse Awareness Day 2019, Respect Victoria's Chair, Melanie Eagle, and Chief Executive Officer, Tracey Gaudry, were joined by the Minister for the Prevention of Family Violence, the Hon. Gabrielle Williams MP, the Minister for Disability, Ageing and Carers, the Hon. Luke Donnellan MP, Parliamentary Secretary for Health, Anthony Carabines, and the Commissioner for Senior Victorians, Gerard Mansour to launch Respect Victoria's third campaign, Respect Older People: Call It Out.

Consultations for the campaign commenced in January 2018 and concluded in March 2019, with the aim of the campaign being to create a social stigma about elder abuse to ultimately prevent it from happening in the first place.

If early behaviours become normalised, we know that elder abuse, like other forms of family violence, can rapidly escalate and lead to a higher propensity of violence towards older people.

Historically, it has been reported that between two per cent and 14 per cent of older people experience elder abuse in any given year. However, the prevalence of this form of family violence is likely higher.

With increasing house prices, and older people being at a point in their life where they can access their superannuation, clinicians and researchers recognise that we are reaching the point where an increasing number of older Australians have access to substantial

wealth, giving rise to potential pressure to relinquish or share with family members. Financial barriers to accessing housing, and increasing costs of living for younger family members can also add to this pressure.

The campaign aired from 14 June 2019 to 21 July 2019 and was supported by a series of printed materials distributed broadly to seniors' services, non-government organisations, councils, libraries and hospitals to raise awareness of elder abuse among their clients and connect them to the range of support services across the state.

Respect Victoria worked with the Department of Health and Human Services to create the campaign, designed to assist Victorian families, healthcare practitioners and service providers working with older people in identifying the early tell-tale signs of elder abuse.

An evaluation of the campaign has commenced with findings to be shared in the second half of 2019.

Stakeholder Engagement



Making a tangible, positive impact in driving down prevalence of all forms of family violence and violence against women in Victoria requires broad understanding and a whole-of-population approach to primary prevention.

Respect Victoria's engagement strategy aims to maximise collective impact by working with government, industry, organisations and communities to leverage existing knowledge and initiatives, build capability and capacity, and grow and diversify investment in primary prevention.

Strategic Engagement

On 1 August 2018, more than 200 key stakeholders from across government, primary prevention and family violence sectors joined Respect Victoria's newly appointed Advisory Board of Directors and inaugural staff to mark the establishment of Victoria's first agency dedicated to the primary prevention of all forms of family violence and violence against women.

Since this time, we have continued to seek out opportunities to connect and collaborate with key partners including lead government agencies and departments, to raise awareness and sharpen the focus on the importance of primary prevention.

We have worked closely with the Office for Women and Family Safety Victoria on prevention initiatives, and broader family violence early intervention and response intersections.

We have collaborated with, learnt from and built upon the work of family violence and primary prevention sector partners including women's health, local government and organisations doing primary prevention work in unique contexts, such as regional and rural areas or in support of diverse communities.

We have conducted comprehensive consultations in the development of all our campaigns and for Respect Victoria's Strategic Plan 2019–2022, which was launched to an audience of key sector leaders and valued stakeholders.

We support and report to the Victorian Minister for the Prevention of Family Violence, and work closely with other Ministers and Members of Parliament. This year we worked with the Victorian Minister for Disability, Ageing and Carers and the Commissioner for Senior Victorians on the Respect Older People: Call it Out campaign, which was launched at an event with more than 260 guests.

We work closely with Our Watch, which focuses nationally on the prevention of men's violence against women, Australia's National Research Organisation for Women's Safety (ANROWS), and the Victorian Health Promotion Foundation (VicHealth). Our first policy forum, held in partnership with VicHealth and the Office for Women in May 2019, brought together close to 350 participants from more than 100 organisations.

In our first year we have met, consulted and collaborated with more than 175 individual organisations across a range of settings and sectors including State and Federal government, local government, women's health, academic institutions, a variety of industries including transport, finance, legal, justice, police, faith-based organisations, and broader primary prevention and community organisations.

At Respect Victoria, we will continue to coordinate and collaborate to bring researchers, practitioners, funders, champions and advocates together in one concerted effort to drive primary prevention of all forms of family violence and violence against women.

Committees

In 2018–19, Respect Victoria participated in and presented to a range of governance groups, committees and forums including:

- Council of Australian Governments (COAG) 2018 National Summit on Reducing Violence Against Women and their Children
- Dhelk Dja Partnership Forum
- Dhelk Dja Aboriginal-led Prevention Sub-Working Group
- Diverse Communities and Intersectionality Working Group
- Domestic Violence Resource Centre Victoria Base Camp Community of Practice
- Elder Abuse Advisory Group
- Elder Abuse Prevention Network Project Steering Committee
- Family Violence Philanthropy Collaboration Project
- Family Violence Steering Committee
- Geelong Gender Equality Coalition
- Industry Advisory Committee for RMIT's Graduate Certificate in Domestic and Family Violence
- Ministerial Taskforce for the Prevention of Family Violence and All Forms of Violence Against Women
- Municipal Association of Victoria Prevention of Violence Against Women Network
- Perpetrator Accountability Steering Committee – Family Safety Victoria
- VicHealth Bystander Working Group
- VicHealth Mental Wellbeing Taskforce
- Victorian Children's Council
- Victim Survivors' Advisory Council.

Presentations

Respect Victoria has also presented at a number of conferences, summits and events including:

- Preventing Violence Against Women Forum – Municipal Association Victoria
- Working Together To End Men's Family Violence Conference – No To Violence
- PreventX2019: prevention of family violence and violence against women event conference – Domestic Violence Resource Centre Victoria
- Everyone has the right to get home safely – Public Transport Victoria
- Public Health Prevention Conference (as part of the Symposium on the Prevention of Family Violence and All Forms of Violence Against Women, hosted by the Office for Women) – Public Health Association Australia
- The Eleventh Public Sector Women in Leadership Victoria Summit
- Starts With Us: Legal and justice sector forum on the prevention of violence against women – Women's Legal Service Victoria
- Under the Radar: Contemporary Challenges for Prevention of Violence Against Women Practitioners – Gender Equity Victoria
- Women's Safety in Sport and Physical Recreation Forum – Centre for Sport and Social Impact, La Trobe University.

Research, Monitoring and Evaluation

Research indicates that family violence and violence against women is preventable if we work together as a community to address the underlying drivers that create the conditions in which all forms of family violence and violence against women occur.

We aim to achieve this by undertaking and commissioning research to understand more about these drivers and how they relate to the norms, practices and structures perpetuating inequality in public and private life.

This evidence base will be used to inform policy development and improve the way that government, industry, organisations and communities work to prevent family violence. It will also form the basis of all future Respect Victoria programs and social marketing campaigns.

In 2018–19, we initiated new research programs and are contributing to monitoring and evaluation projects currently managed by the Office for Women to evaluate primary prevention activity across Victoria. We have engaged external organisations to support aspects of this work, as detailed herein.

Family Violence Data Platform

Crime Statistics Agency (CSA)

The Family Violence Data Platform will develop and house a set of data indicators on a purpose-built data platform in addition to the CSA's Family Violence Data Portal. This innovative initiative will establish a set of primary prevention data indicators. The platform will provide a vital online tool to allow Respect Victoria and its partners to track progress and impact of prevention activities. The CSA is commissioned by Respect Victoria to manage this project. The initial phase is underway to develop a conceptual framework to guide the selection of data indicators that are relevant and can be drawn from reliable data sources.

Primary prevention action research – Older Victorians

National Ageing Research Institute (NARI)

Evidence shows that violence experienced by older people most often occurs within families and is commonly intergenerational. NARI have been commissioned to use an action research methodology to engage with older people, family members and service providers. This project aims to build knowledge of the drivers of

intergenerational family violence while also developing strategies for primary prevention. The initial phase will involve a review of literature combined with workshops comprised of middle-aged and older people, other generation family members and key service providers. Findings from the initial phase will guide development of a suite of initiatives, which will be pilot tested and evaluated before being recommended to policy makers.

Promising practice intersectionality evidence and guidelines

Respect Victoria

Respect Victoria takes an inclusive and intersectional approach to all that we do. Our work exists in the context of overlapping and interdependent systems of discrimination and disadvantage for both individuals and groups. A new Intersectionality Strategy is being developed to inform all facets of the organisation's work across communications and engagement, research and evaluation and policy advice. Building the capacity of Victorian organisations to deliver and evaluate primary prevention, it will address the contribution of social factors, such as ethnicity and gender to the issues of inequality, discrimination and disadvantage. The strategy will enable organisations to work more effectively with Aboriginal and Torres Strait Islander peoples, young people, older people, people with disability, people of diverse socio-economic backgrounds, and Lesbian, Gay, Bisexual, Trans and gender diverse, Intersex, Queer and questioning (LGBTIQ) communities.

"We are excited to partner with Respect Victoria on an important project developing and testing approaches to primary prevention of family violence for LGBTIQ families as they transition to parenthood.

Engaging with the community in co-designed processes are integral to our work so that we tailor prevention initiatives to the diversity of families, identities and lived experience. Respect Victoria has supported this participatory approach and we welcome their ongoing support without which this work would not be possible."

Karen Field, Chief Executive Officer,
drummond street services

Primary prevention action research – LGBTIQ Victorians

drummond street services

Having commissioned drummond street services, this project focuses on developing an evidence base on effective programs and practices to prevent violence within LGBTIQ families expecting to become parents. Using an action research methodology, it will engage community members and service providers in the design, implementation and evaluation of primary prevention initiatives for LGBTIQ parents. Starting with a review of literature, clinical file audit and focus groups, it will generate new knowledge on both risk and protective factors. Developing pilot primary prevention initiatives based on the research will lead to recommendations for the uptake of findings in policy and practice.

Capturing the infrastructure and systems of primary prevent activity in Victoria (Phase One)

Lyn Walker and Associates

Respect Victoria has commissioned Lyn Walker and Associates to provide strategic advice towards state-wide planning and coordination activities by identifying and assessing infrastructure, interrelationships, systems, processes and gaps within and across primary prevention of all forms of family violence and violence against women in Victoria. Following a comprehensive desk top review of primary prevention activities, systems and models, the results will form the basis of recommendations for best practice co-ordination and leadership to support Respect Victoria in fulfilling its role.

National Community Attitudes to Violence against Women Survey (NCAS)

VicHealth and Respect Victoria with support from the Australia's National Research Organisation for Women's Safety (ANROWS). Provider: Portable

In 2018, ANROWS released the National Community Attitudes to Violence against Women Survey (NCAS). Respect Victoria is collaborating with ANROWS and VicHealth to increase the influence of the NCAS findings on programming and policy in Victoria. NCAS findings and materials will be disseminated to the prevention sector, workplaces and organisations via social media and a series of capacity-building approaches. These will include the development of a toolkit for practitioners, an online forum for the community of practice and a series of workshops as part of a metropolitan and regional roadshow.

Respect
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At the first policy forum held in partnership with VicHealth and the Office for Women and Respect Victoria, May 2019.

L to R: Tracey Gaudry, Respect Victoria CEO; Violeta Politoff, NCAS Researcher; Tracey Spicer, MC; Kate Jenkins, Sex Discrimination Commissioner; the Hon. Gabrielle Williams MP, Minister for the Prevention of Family Violence; Melanie Eagle, Respect Victoria Chair; Dr Lyn Roberts, VicHealth Acting CEO. Photo credit: John Fulcher, VicHealth

Free from violence First Action Plan 2018–2021: Monitoring and Evaluation Framework

Office for Women with support of Respect Victoria

A working group comprising representatives from the Victorian Government Department of Premier and Cabinet and Respect Victoria, has been established to develop the *Free from violence First Action Plan 2018–2021: Monitoring and Evaluation Framework*. The framework is intended to drive alignment across evidence collection, analysis and reporting for monitoring and evaluation activities of programs funded under the *Free from violence* strategy. This framework will ensure a more enduring evidence base can be established for all interrelated family violence programs into the future.

“VicHealth is committed to partnering with others in the pursuit of good health and wellbeing for all Victorians. Through our partnership with Respect Victoria, both organisations are working together to build the capacity of organisations and practitioners across Victoria to promote gender equality. Together we have been able influence the policy and practice of a diverse range of sectors, such as state and local government, non-profit and community health by building knowledge and understanding of gender equality.”

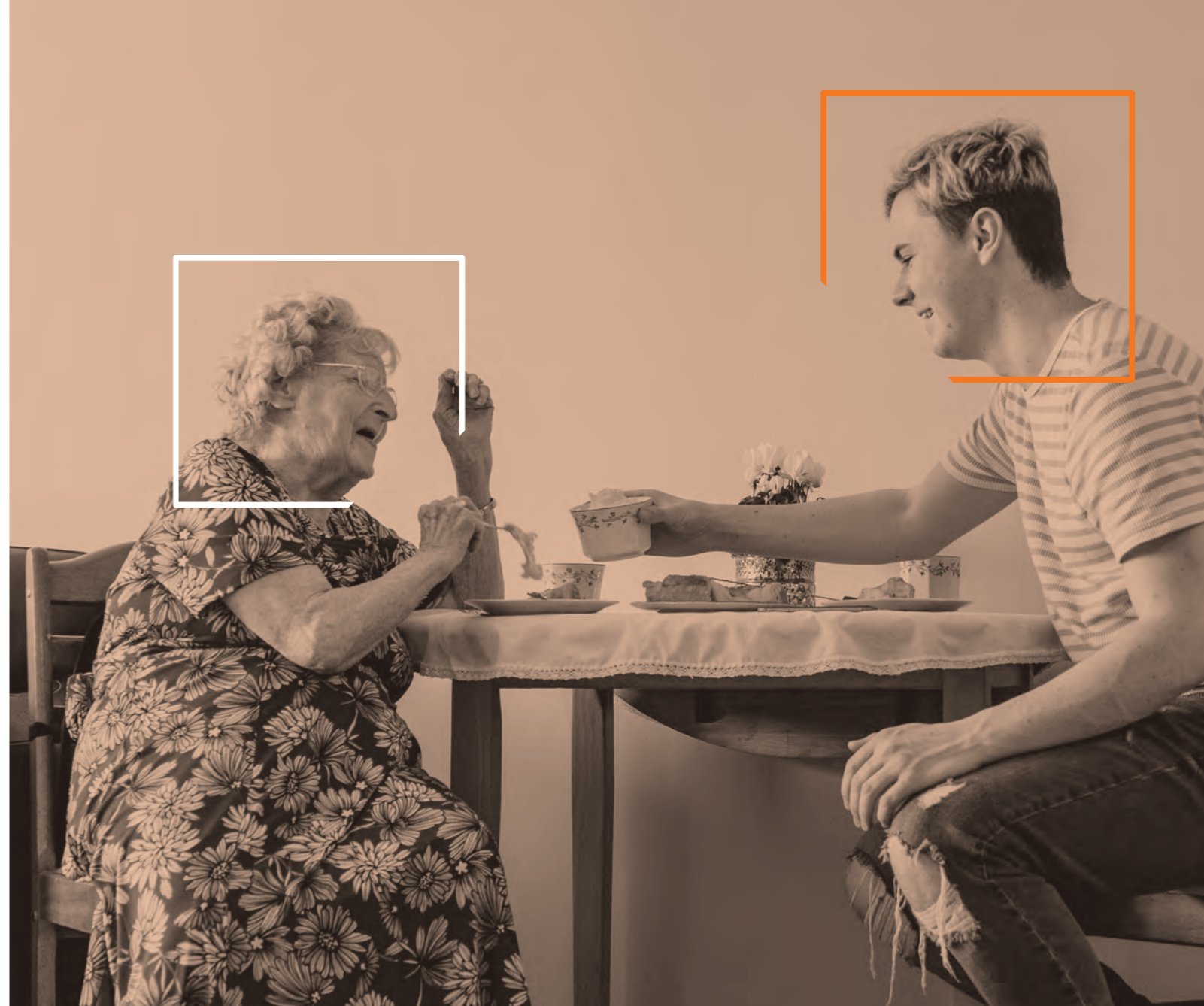
Natalie Russell, Principal Program Officer, VicHealth

From Attitudes to Action: Workplace Equity and Respect Forum

VicHealth, Respect Victoria and the Office for Women

With partners VicHealth and the Office for Women, Respect Victoria hosted a policy forum in May 2019, designed to increase the

capacity and readiness of Victorian policy makers, both government and external, to take action in the primary prevention of violence against women and promote gender equality.



Section 2 Report on Governance, Finance and Compliance

Governance and Organisational Structure

Respect Victoria is governed by a skills-based Board of eight Directors including a Chair, and a Chief Executive Officer, operating as part of the Victorian Government under section 85 of the *Public Administration Act 2004*.

The Board is accountable to the Minister for the Prevention of Family Violence for the exercise of its functions. A total of ten Board meetings were convened in the 2018–19 reporting period. As outlined under section 16 of the Act, the Board is responsible for the oversight and management of the Agency and ensuring that the roles and functions performed by the Agency comply with the functions of the Agency under this Act.

Respect Victoria comprises of three functional work areas: Communications and Engagement, Research and Evaluation, and Strategy and Operations.

Respect Victoria Board



Melanie Eagle Chair

Melanie Eagle is the inaugural Board Chair for Respect Victoria. Her past roles have included working with the Department of Justice, in women's advocacy, victim's services and social policy including law reform in relation to family violence. She spent her early career as a lawyer specialising in discrimination and sexual assault in private practices, before working at the Victorian Equal Opportunity and Human Rights Commission.

Ms Eagle is currently the Chief Executive Officer of Hepatitis

Victoria, with associated roles as a Board Director of Hepatitis Australia and the Victorian Government's Hepatitis Working Group. Her Board experience includes Director, Alfred Health; Director, Star Health Service; Member, Victorian Disability Advisory Committee; Management Committee Member, Chronic Illness Alliance; Patron, Epilepsy Foundation and Mayor and Councillor of the then City of St Kilda.

Ms Eagle is a member of Respect Victoria's Research and Evaluation Advisory Committee and represents Respect Victoria on Victoria's Family Violence Steering Committee, chaired by the Minister for the Prevention of Family Violence. She has qualifications in Law, Arts, Social Work and International Development and is a Graduate of the Australian Institute of Company Directors.



Dr Andi Diamond Board Director

Andi has extensive leadership experience across acute health, state and local government, and is Chief Executive Officer at the City of Monash. She has served on a number of boards including President of the Metropolitan Fire and Emergency Services Board and continues to serve on the Board of St John Ambulance Victoria.



Dr Kate Fitz-Gibbon Board Director

Kate brings more than 10 years' of research and expertise in family violence, legal and service responses to violence against women, criminal justice policy and reform. Kate is a Lead Researcher in the Monash Gender and Family Violence Prevention Centre. Kate was a member of the Victorian Government's former Expert Advisory Committee on Perpetrator Interventions and former Chair of the Barwon Centre Against Sexual Assault Board of Directors. Kate is the Chair of Respect Victoria's Research, Evaluation and Advisory Committee.



Rod Jackson Board Director

Rod brings over 16 years' experience leading National and Victorian Aboriginal Community Controlled Health Organisations. Rod is currently an Advisory Panel Member

of the Institute of Koorie Education at Deakin University a Respected Person/Elder on the County and Magistrates Courts. Rod also is a Member of the Rail Tunnel Aboriginal Advisory Council and the Metro Rail Reconciliation Action Plan Committee and was recently appointed to The Board of Australian Football League SportsReady and the Victorian Aboriginal Honour Roll Advisory Panel. Rod is a member of Respect Victoria's Finance, Audit and Risk Committee and Respect Victoria's Board representative on the Dhelk Dja Committee.



Emily Maguire Board Director

Emily is currently Chief Executive Officer at the Domestic Violence Resource Centre Victoria.

Emily brings over 14 years' experience in the not-for-profit and Victorian Government sectors. Emily is a Board Director at the Queen Elizabeth Centre; member of the Family Violence Steering Committee; and previous Manager, Policy and Projects, Children and Young People at Our Watch.



Julia Mason Board Director

Julia is a non-executive director of the Transport Accident Commission (TAC), Community Sector Banking Service, and Community 21, in addition to Respect Victoria. Julia has had a career focused on creating growth and value, in the private and not for profit sectors in Australia and Asia. Julia has deep business knowledge developed through a career in key business functions: finance,

corporate strategy, and marketing as well as corporate advisory. Julia was previously Executive Officer at the National Stem Cell Foundation of Australia, Chairman of the Victorian State Emergency Services (VICSES), One in Five, and a non-executive director with VicUrban. Julia has lectured in corporate finance in the masters programme with FinSia, the former Securities Institute of Australia. Julia was previously a director with SBDO, a Melbourne-based private equity business. Julia is Chair of Respect Victoria's Finance, Audit and Risk Committee.



Liana Papoutsis Board Director

Liana brings her own lived experience of surviving and starting life again after family violence. Liana has informed foundational key family violence reforms such as Support and Safety Hubs, and is committed and determined to improving safety and support for women who are leaving violent or abusive relationships. Liana is a highly experienced human rights, international relations and law academic, family violence and social change advocate. Liana is a member of Respect Victoria's Research and Evaluation Advisory Committee.



Steve Walsh Board Director

Steve has extensive experience in law, including around family violence in migrant and refugee communities through his role as a member of the Health Justice Partnership Advisory Committee at the InTouch Multicultural Centre Against Family Violence. Steve has

recently retired from his role as Chair, Director and Principal at Maurice Blackburn Lawyers. He maintains his practicing certificate and remains a member of the Law Institute of Victoria. Steve is a member of Respect Victoria's Finance, Audit and Risk Committee.



Tracey Gaudry Chief Executive Officer

Tracey brings more than 20 years' experience in leadership roles across community, sport, government, education and professional services sectors. She brings an ability to realise positive social and community with a focus on inclusion, diversity and gender equality. Tracey's recent executive roles include Chief Executive Officer of Hawthorn Football Club and the Amy Gillett Foundation. Tracey is a Board Director of the Union Cycliste Internationale (UCI) and President of the UCI Women's Commission. Tracey also serves on the Advisory Council for the Sport Environment Alliance and the Deakin University Sport Network Advisory Board. Tracey is a member of Victoria's Family Violence Steering Committee, chaired by the Minister for the Prevention of Family Violence. Tracey is the 2017 Deakin University Alumni of the Year.

2018–19 Financial Management Compliance Attestation Statement

I, Melanie Eagle, on behalf of the Responsible Body, certify that Respect Victoria has complied with the applicable Standing Directions made under the *Financial Management Act 1994* and Instructions.

Melanie Eagle
Chair of the Board

The Department of Health and Human Services (the department) provides financial services to Respect Victoria.

Under section 53 of the *Financial Management Act 1994*, on 20 June 2019, the Assistant Treasurer approved Respect Victoria's financials to be included in the accounts of the department.

The financial operations of Respect Victoria are consolidated into those of the department and are audited as part of the department's accounts by the Victorian Auditor-General's Office. A complete financial report is therefore not provided in this annual report.

A financial summary of expenditure for 2018–19 according to the department's accounts is provided below.

Respect Victoria received a government appropriation directly from the department.

Total Output Appropriation	\$ 10,893,703
EXPENDITURE	
Communications and Engagement Initiatives	\$ 4,467,173
Salaries and On-costs	\$ 1,754,278
Operating Expenses	\$ 555,843
Research and Evaluation Initiatives	\$ 177,893
Contract Staff costs	\$ 125,622
Total Expenses	\$ 7,080,809
Total Assets	\$ 802,233
Surplus/(Deficit)	\$ 3,010,661
Requested Carryover	\$ 2,755,031
Net Surplus/(Deficit)	\$ 255,630

Table 01 > Operating statement for the year ended 30 June 2019

Finance, Audit and Risk Committee

The Standing Directions of the *Minister for Finance under the Financial Management Act 1994* require that each Public Sector Agency, unless an exemption is granted, appoint an Audit Committee to provide oversight and assurance by independently reviewing and assessing the effectiveness of Respect Victoria's systems and controls for financial management, performance and sustainability, including risk management.

The purpose of the Finance, Audit and Risk Committee is to assist the Board to fulfil its governance duties by ensuring the effectiveness and scope of work of the internal audit function, and 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* (Vic) (FMA) and the Standing Directions of the Minister for Finance under the FMA.

The Committee will assist the Board with effective and high-quality financial reporting and disclosures, to oversee its responsibilities relating to the external auditor's work plan, and annual audit of Respect Victoria's financial statements.

Five meetings of the Finance Audit and Risk Committee were convened during 2018–19.

Committee members:

- Julia Mason (*Chair*)
- Rod Jackson
- Steve Walsh

Research and Evaluation Advisory Committee

The Research and Evaluation Advisory Committee (REAC) informs and supports Respect Victoria's research and evaluation activities, and advises on mechanisms to create, share and use the highest quality evidence on the primary prevention of all forms of family violence and violence against women.

The Committee will assist the Board to ensure that investment in research and evaluation (including collaborations and partnerships) serves Respect Victoria's objectives, aligns with the Strategic Plan and provides clear benefits to the Victorian community.

Committee members:

- Dr Kate Fitz-Gibbon (*Chair*)
- Melanie Eagle
- Liana Papoutsis

Financial Performance and Business review

Respect Victoria has expended 72 per cent of total funding appropriation in the gender equality and family violence prevention output group within its truncated first financial year. This includes the delivery of behaviour change campaigns for the prevention of violence against women and older people, and the establishment of research and evaluation priorities and projects for Government including the Family Violence Data Platform.

Total assets are \$750,000 excluding GST, to be held in the Department of Treasury and Finance Agency Trust 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. In addition, fit-out expenditure was incurred in 2018–19 for existing accommodation, to allow for near term growth.

2018–19 Financial Performance Disclosures

Consultancy Expenditure

Consultancies \$10,000 or greater

During 2018–19 two consultancies were engaged with individual costs greater than \$10,000. Consultancy expenditure for the financial year totalled \$58,320 (Table 02).

Consultant	Purpose of Consultancy	Total Approved Project Fee (ex. gst)	2018-19 Expenditure (ex. gst)	Future Expenditure (ex. gst)
Capability Network Pty Ltd	Design Respect Victoria's operating model	\$43,320	\$43,320	
Lyn Walker and Associates	Capture the Infrastructure and Systems of Family Violence and Violence Against Women in Victoria	\$70,000	\$15,000	\$55,000
Total		\$113,320	\$58,320	\$55,000

Table 02 > Consultancies valued at \$10,000 or greater

Consultancies less than \$10,000

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 are detailed in Table 03.

Name of campaign & Campaign summary	Start / End Date	Advertising (media) expenditure (ex. gst)	Creative & campaign development expenditure (ex. gst)	Research & evaluation expenditure (ex. gst)	Print & collateral expenditure (ex. gst)	Other campaign expenditure (ex. gst)	Total (ex. gst)
Respect Women: Call it Out	April 2019 - July 2019	\$863,000	\$289,000	\$165,000	-	-	\$1,317,000
Behaviour change campaign targeting bystanders to intervene when they witness sexual harassment and gender inequality – drivers that can lead to family violence and particularly violence against women.							
Respect Older People: Call it Out	June 2019 - July 2019	\$372,000	-	\$50,000	\$11,000	\$15,000	\$448,000
Behaviour change campaign aimed at preventing elder abuse by raising awareness of early behaviours and signs of elder abuse with family members and those in close contact, such as carers, healthcare workers and seniors club members.							
Total		\$1,235,000	\$289,000	\$215,000	\$11,000	\$15,000	\$1,765,000

Table 03 > Advertising expenditure valued at \$100,000 or greater

Note: The creative development cost for Respect Older People: Call it Out campaign was funded by the Seniors and Participation Branch of the Department of Health and Human Services.

Advertising Expenditure less than \$100,000

There was no expenditure in this category.

Information and communication technology (ICT) expenditure

Information and communication technology expenditure for the 2018–19 financial year totalled \$55,120, a summary of which is shown in Table 04.

Business as usual	Non-business as usual (ex. gst)	Operational expenditure (ex. gst)	Capital expenditure (ex. gst)
\$55,120	-	-	-

Table 04 > ICT expenditure



Budget Performance Output Statement

Respect Victoria contributes to the reporting on performance measures within the 2018–19 Budget Paper for Gender equality and the prevention of family violence policy and programs. This reporting is the responsibility of the Victorian Government Office for Women.



2018–19 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 to the obligations under the *Occupational Health and Safety Act 2004* and the *Occupational Health and Safety Regulations 2007*.

Incident management

During 2018–19 there was one reported near miss incident relating to the dislodgement of a large door handle. The door handle was subsequently repaired and there is no ongoing management.

There were no recorded major incidents during the 2018–19 financial year.

Disclosure of major contracts

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

Freedom of Information Act 1982

The *Freedom of Information Act 1982* (the FOI Act) enables the public to apply to access documents held by public sector agencies including Respect Victoria. The purpose of the FOI Act is to extend as far as possible the right of the community to access information held by government departments, local councils, Ministers and other bodies subject to the FOI Act.

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.

The FOI 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; information provided to Respect Victoria in-confidence and information acquired by Respect Victoria through its function.

From 1 September 2017, the FOI Act has been amended to reduce the processing time for FOI requests received from 45 to 30 days. In some cases, this time may be extended.

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

Making a Freedom of Information request

Freedom of Information requests can be made using the options available on our website. An application fee of \$29.60 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 FOI Act. When making an FOI 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
PO BOX 4057
Melbourne VIC 3001

Freedom of Information statistics

During 2018–19, Respect Victoria did not receive an FOI application from a member of the public. 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 FOI can be obtained from the FOI Act, regulations made under the Act, and 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 Protected Disclosure Act 2012

The *Protected Disclosure Act 2012* (PDA Act) encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The PDA Act provides protection to people who make disclosures in accordance with the PDA 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
PO BOX 4057
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 2018–19, Respect Victoria did not receive a disclosure from an individual, nor did it notify the Independent Broad-Based Anti-Corruption Commission of any disclosures.

Compliance with the Carers Recognition Act 2012

We support the principles of the *Carers Recognition Act 2012* and demonstrate this through our commitment to providing flexible working arrangements for our staff to support their roles as carers.

Additional Agency information available on request

In compliance with the requirements of the Standing Directions of the Minister for Finance, 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 FOI Act and any other relevant laws and Respect Victoria policies:

- A statement that declarations of pecuniary interests have been duly completed by all relevant officers
- Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary

- Details of publications produced by the entity about itself, and how these can be obtained
- Details of any major external reviews carried out on the entity
- Details of major research and development activities undertaken by the entity
- Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
- Details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services
- Details of assessments and measures undertaken to improve the occupational health and safety of employees
- A general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes
- A list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved
- Details of all consultancies and contractors including:
 - consultants/contractors engaged
 - services provided
 - expenditure committed to for each engagement.

The information is available on request from:
Chief Executive Officer
Respect Victoria
PO BOX 4057
Melbourne VIC 3001

Dedication

This work is dedicated to victim survivors of family violence and violence against women, and to those that have not survived this violence.

Aboriginal Acknowledgment

Respect Victoria acknowledges Victoria's Aboriginal people as the First Peoples and Traditional Owners and Custodians of the land and water on which we rely. We acknowledge and respect that Aboriginal communities are steeped in traditions and customs built on a disciplined social and cultural order that has sustained 60,000 years of existence. We acknowledge the significant disruptions to social and cultural order and the ongoing hurt caused by colonisation.

We acknowledge the ongoing leadership role of Aboriginal communities in addressing and preventing family violence and will continue to work in collaboration with the First Peoples to eliminate family violence from all communities.

Commitment to Dhelk Dja: Safe Our Way

Respect Victoria commits to be guided by the principles, strategic priorities and definition of Aboriginal self-determination in Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families in our work to address family violence. We recognise that Dhelk Dja is everyone's business. Everyone, all services and all parts of government in Victoria are accountable for a future in which Aboriginal people live free from family violence. Only by working together and implementing Aboriginal led solutions can we end family violence.

© Respect Victoria, August 2019

Contents contained within are reported as at 30 June 2019

Respect Victoria acknowledges the support of the Victorian Government.

