

Preventing Violence Against Women and their Children

THREE YEAR ACTION PLAN 2013-2016



Melton City Council acknowledges that the land it now occupies has a history that began with the Indigenous occupants, the Kulin Nation. Council pays its respects to the Kulin Nation people and their Elders and descendants past and present.

For further information see the Melton City Council website www.melton.vic.gov.au. To receive this document in an alternative format or for language assistance please **contact the Council 9747 7200**.

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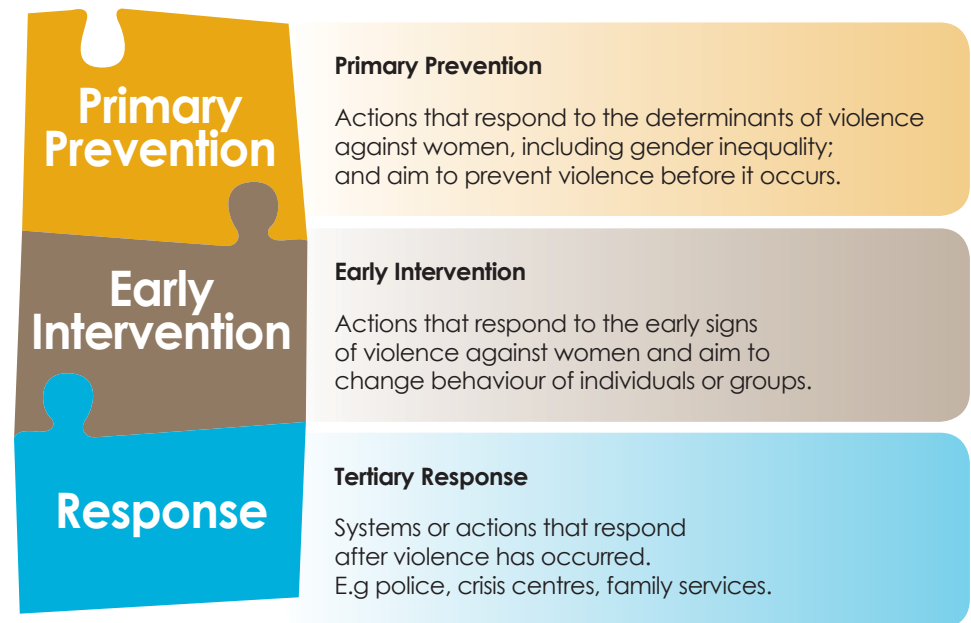
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Introduction

The City of Melton Preventing Violence Against Women and their Children Three Year Action Plan 2013-2016 articulates the key priority actions Council will implement to prevent family violence at a local level in the community. The Action Plan supports the implementation of the Melton City Council Preventing Violence Against Women and their Children Strategy 2013-2016 and provides opportunity for Council to work in partnership with key local service providers to address family violence in the City.

Types of Prevention Action

The key actions to achieve Council's vision are organised under three **'types' of actions**. These types tell us when the actions aim to prevent violence against women and their children:









Preventative Strategies



This Action Plan organises action into four areas. These **four 'preventative strategies'** outline the role Council will play in implementing the actions:




Preventative Strategy 1: Strong Partnerships




#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
1	<p>Support the implementation of the following regional strategic approaches to prevent family violence:</p> <ul style="list-style-type: none"> Women's Health West <i>Preventing Violence Together: Western Region Action Plan to Prevent Violence Against Women.</i> Women's Health West Action for Equity: <i>A Sexual and Reproductive Health Plan for Melbourne's West 2013-2017.</i> Western Region Indigenous Family Violence Strategy. 	Direct participation programs	 Primary Prevention	Ongoing	Community Planning	Women's Health West (WHW) Westerns region Local Government Authorities (LGAs) Department of Human Services (DHS) Local Aboriginal community service providers	Staff resources catered for within Council's existing budget process.	Endorsement of Strategy. Number of partnership initiatives implemented.
2	Work in partnership to deliver actions of the Western Region <i>United Project to Prevent Violence Against Women.</i>	Advocacy	 Primary Prevention	2013-2015	Community Planning	WHW Westerns region LGAs	Staff resources catered for within Council's existing budget process.	< 90% actions in the Melton Local Action Plan achieved.
3	Convene the Melton Family Violence Network (MFVN).	Community strengthening Advocacy	 Response	Ongoing	Family Services	Local community service and health providers Victoria Police	Staff resources catered for within Council's existing budget process.	Monthly meetings held. Number of attendees.





#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
4	Develop partnerships with child abuse prevention experts/agencies and provide opportunities for engagement at local networks.	Advocacy	 Primary Prevention	2014	Community Planning Children's Services Family Services	Child Abuse Prevention experts	Staff resources catered for within Council's existing budget process.	Specialist child abuse prevention training undertaken by MCC staff. Attendance at relevant networks & forums.
5	Develop partnerships with local women's refuges through meetings including MFVN and support fundraising events including Aboriginal family violence providers.	Community strengthening	 Response	2014	Family Services, Community Planning	Elizabeth Hoffman House	Staff resources catered for within Council's existing budget process.	Participation by refuges MFVN meeting and events.
6	Participate in local, state and regional committees and networks that address family violence including: <ul style="list-style-type: none"> • Municipal Association of Victoria (MAV) Preventing Violence Against Women Network; • VicHealth Community Partners Forum; • Preventing Violence Together: Western Region Action Plan Implementation Committee; • Western Integrated Family Violence Network. 	Advocacy	 Primary Prevention	Ongoing	Community Planning Family Services	Municipal Association of Victoria (MAV) VicHealth State Government Other LGAs	Staff resources catered for within Council's existing budget process.	<70% of meetings attended.






#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
7	Ensure Preventing Violence Against Women and Children is on the agenda of the Melton Early Years Reference Group.	Community strengthening	 Primary Prevention	Ongoing	Children's Services	Local Early Childhood Services	Staff resources catered for within Council's existing budget process.	Agenda inclusion. # of actions from MEYRG focused on family violence prevention.
8	Melton City Council Community Safety Committee (CSC) priority focus on the prevention of family violence.	Community strengthening	 Early Intervention	Ongoing	Council	Victoria Police Local service providers	Staff resources catered for within Council's existing budget process.	80% of meetings attended. # of actions from CSC focused on family violence prevention.

Preventative Strategy 2: Council as a Violence Prevention Leader




#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
9	<p>Lead and support community and Council activities that include family violence prevention messages, such as :</p> <ul style="list-style-type: none"> • White Ribbon Day • White Balloon Day • Youth Week • Neighbourhood House Week • Refugee Week • Djerriwarrh Festival • Somersault • International Women's Day • Anti-Poverty Week • Homelessness Week 	<p>Communications and social marketing</p> <p>Community Strengthening</p> <p>Advocacy</p>		Ongoing	Council	<p>Relevant Council departments and/or local service organisations</p> <p>Melton Family Violence Network (MFVN)</p> <p>Djerriwarrh Health Services</p> <p>Victoria Police</p> <p>Government and non-Government Agencies</p> <p>Local schools</p>	<p>\$9,000 p/a within Council's existing budget process.</p>	<p>Number of partnership initiatives implemented.</p> <p>Number of media articles published.</p> <p>Increased community awareness about the prevention of violence against women and their children.</p>




#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
10	Include Take a Stand and White Ribbon Day information in new employee kits.	Organisational and workforce development	 Primary Prevention	2014, then ongoing	Organisation Development and Community Planning	White Ribbon Foundation	Resources catered for within Council's existing budget process.	Information included in all kits. Number of new staff inducted each year.
11	Implement <i>Take a Stand Program</i> including training Council staff in PVAW.	Organisational and workforce development Direct participation programs	 Primary Prevention	2013	Organisation Development and Community Planning, whole of organisation wide training	Women's Health Victoria (WHV)	\$10,000 p/a within Council's existing budget process.	Evaluation forms. Number of attendees trained. Increased staff understanding of family violence at end of training as measured by survey.
12	Provide opportunities for Council staff to attend the VicHealth PVAW Short Course and Child Abuse Prevention Programs.	Organisational and workforce development	 Primary Prevention	2014-2016	Community Services	VicHealth and other violence prevention partners	\$1,000 p/a within Council's existing budget process.	Evaluation form from training sessions. Number of attendees.
13	Melton Council staff to attend White Ribbon Events.	Team members volunteer time	 Primary Prevention	Ongoing	Community Planning Other departments across Council	White Ribbon Foundation Victoria Police MFVN members	Staff resources catered for within Council's existing budget process.	Number of employees attending events. Number of from LGA reps who attend events.

#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
14	Council to support Respectful Relationships training and resources at local schools and colleges.	Direct participation programs Community strengthening	 Primary Prevention	2015	Community Planning Family Services Youth Services	Local schools WHW	\$4,000 p/a within Council's existing budget process.	Number of teachers who attend training. Number of resources distributed. Participation in family violence or gender equity events by secondary students.
15	Development of a White Ribbon Action Team.	Advocacy; Organisational and workforce development	 Primary Prevention	2014	Community Planning	White Ribbon Foundation	Staff resources catered for within Council's existing budget process.	Action Team developed with representation from different Council departments.
16	Support White Ribbon Day Campaign by holding staff activities and events.	Organisational and workforce development; Direct participation programs; Advocacy	 Primary Prevention	Ongoing	Community Planning	White Ribbon Foundation	\$4,000 p/a within Council's existing budget process.	Post-campaign staff survey. Number of staff who participate in activities.
17	Develop a Child Safe Environment Policy and training to support effective risk assessment and referral procedures for staff who work with children in the community.	Organisational and workforce development	 Response	2013	Children's Services Family Services	Child Abuse Prevention Experts Local Early Childhood Services	Resources catered for within Council's existing budget process.	Training evaluation forms. Number of attendees.






#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
18	Support local actions to raise awareness about cyber safety	Direct participation programs	 Primary Prevention	2015, then annually	Community Planning Family Services Youth Services	Child Abuse Prevention Experts Local Schools Victoria Police	Resources catered for within Council's existing budget process.	Number of attendees.
19	Support local specialist therapeutic responses to children and young people experiencing violence.	Direct participation programs	 Early Intervention	Ongoing	Community Planning Family Services	Royal Children's Hospital Specialist support services	Staff resources catered for within Council's existing budget process.	Number of programs delivered. Number of participants.
20	Deliver a range of parenting programs.	Direct participation programs	 Early Intervention	Ongoing	Family Services	Community Specialist support services	Staff resources catered for within Council's existing budget process.	Number of program participants; Number of programs delivered.
21	Host a Community Safety and Family Violence Prevention Event in October as part of Community Safety Month.	Direct participation programs	 Primary Prevention	2013, then annually	Community Planning Family Services	Council, Victoria Police, local family violence services, local schools	\$1,000 p/a within Council's existing budget process.	Number of children who attend event.
22	Council endorsement of the MAV PVAW Leadership Statement.	Advocacy	 Primary Prevention	2014	Community Planning	MAV	Within existing budget.	Statement endorsed by June 2014.



Preventative Strategy 3: A Strong and Supportive Environment

#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
Whole of Organisation								
23	Develop a Workplace Family Violence Policy.	Organisational and workforce development	 Response	2013	Organisation Development and Community Planning	Women's Health Victoria	Staff resources catered for within Council's existing budget process.	Development of Policy by December 2013.
Children's Services								
24	Develop a Framework for Consulting with Children.	Community strengthening	 Primary Prevention	2013	Children's Services	Western Region LGA's	Staff resources catered for within Council's existing budget process.	Examples of use of framework in decisions affecting children.
25	Facilitate Supported Playgroups Program.	Direct participation programs	 Early Intervention	Ongoing	Children's Services	Prisoners at Dame Phyllis Frost Prison Corrections Victoria	Staff resources catered for within Council's existing budget process.	6 Support Playgroup Sessions held each year.
26	Maternal and Child Health Nurses Family Violence Awareness Training.	Direct participation programs	 Primary Prevention	Ongoing	Children's Services	Specialist Family Violence Training service providers	Staff resources catered for within Council's existing budget process.	Annual training sessions held.

#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
Family Services								
27	Council active partner in the ChildFIRST Alliance Partnership Agreement and deliver the Integrated Family Service program to vulnerable families.	Advocacy	 Early Intervention	Ongoing	Family Services	Family violence services ChildFIRST DHS Child Protection Other Council Services	Staff resources catered for within Council's existing budget process.	Attendance at <70% of meetings. Number of IFS program hours delivered.
28	Deliver programs to support families experiencing adolescent abuse towards parents.	Community strengthening Direct participation programs	 Primary Prevention	Ongoing	Family Services	MFVN Other Council Services	Staff resources catered for within Council's existing budget process.	Number of training participants.
29	Facilitate parenting programs to raise awareness about strong families and good parenting practices.	Community strengthening Direct participation programs	 Primary Prevention	2015	Family Services	Community Specialist support services Other Council Services	Staff resources catered for within Council's existing budget process.	Number of programs established.



#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
Community Care and Inclusion								
30	Implement Healthy and Active Ageing Strategy initiatives to improve safety in the community.	Community strengthening	 Primary Prevention	Ongoing	Community Care and Inclusion	Older Adult Groups	Staff resources catered for within Council's existing budget process.	Health and Active Aging Strategy initiatives implemented.
31	Implementation of the Melton Abuse and Neglect Policy.	Organisational and workforce development	 Early Intervention	Ongoing	Community Care and Inclusion	Domestic Violence Resource Centre Vic (DVRCV) Older Adult Groups Office of Senior Victorians	Staff resources catered for within Council's existing budget process.	Melton Abuse and Neglect Policy initiatives implemented.
32	Promote awareness of violence against people with a disability through articles and promotional materials.	Community strengthening Communications and social marketing	 Primary Prevention	Ongoing	Community Care and Inclusion	Women With Disabilities Alliance	Staff resources catered for within Council's existing budget process.	Information provided at Carers Expo. Number of newsletter articles.
Children's Services								
33	Housing Services Family Violence Policy.	Organisational and workforce development	 Primary Prevention	2014	Housing Services		Staff resources catered for within Council's existing budget process.	Policy is adopted and relevant staff training is implemented.

#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
Youth Services								
34	Information on PVAW presented at Melton Youth Advisory Network.	Community strengthening	 Primary Prevention	2014	Community Planning and Youth Services	Melton Youth Advisory Network (MYAN)	Staff resources catered for within Council's existing budget process.	Information on PVAW presented at meetings.
35	Prevention of violence against women and prevention of sexual assault information available at youth services events.	Community strengthening	 Primary Prevention	Ongoing	Community Planning and Youth Services	Youth Service providers	Staff resources catered for within Council's existing budget process.	Number of young people who attend events.
Community Planning								
36	Work with community leaders from CALD communities to provide translated materials.	Communications and social marketing	 Primary Prevention	2013	Community Planning	Community and Faith Leaders Community Organisations	Resources catered for within Council's existing budget process.	Translated materials developed by December 2013.
37	Annual monitoring of Family Violence and Sexual Assault data for Melton.	Research, monitoring and evaluation	 Primary Prevention	Ongoing	Community Planning	Victoria Police WHW	Staff resources catered for within Council's existing budget process.	Statistics gathered and annual report shared across Council departments.
38	Raise awareness of impacts of children's exposure to family violence.	Advocacy	 Primary Prevention	Ongoing	Community Planning Family Services MFVN	Family violence services	Staff resources catered for within Council's existing budget process.	Statistics gathered and shared. Promotional material distributed to relevant networks.

#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
Leisure and Facilities Services								
39	Support the role of women in sport and leisure through improvements in facilities with poor access for women.	Direct participation programs	 Primary Prevention	Ongoing	Leisure and Facilities Services	Sports & leisure clubs; facility managers	Resources catered for within Council's existing budget process.	Number of improvements identified and implemented.
Strategic Planning								
40	Increase women's participation and safety in facilities and developments.	Direct participation programs	 Primary Prevention	Ongoing	Strategic Planning	Planning	Resources catered for within Council's existing budget process.	Safer Design Guidelines and Gender Equity tool used for design of new Capital Works developments.

Preventative Strategy 4: An Informed and Vocal Community

#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
41	Develop an accurate profile family violence prevalence in the City.	Advocacy	 Primary Prevention	Ongoing	Community Planning	Department of Justice Victoria Police Health West WHW Djerriwarrh Health Services	Staff resources catered for within Council's existing budget process.	Annual profile of family violence developed in line with Health Profile Report.
42	Prepare submissions in response to State and Federal Government policy reforms relating to women and children's wellbeing and the prevention of family violence.	Legislative and policy reform	 Primary Prevention	Ongoing	Community Planning	Federal, State Government Neighbouring Councils Health West WHW Djerriwarrh Health Services	Staff resources catered for within Council's existing budget process.	Number of submissions prepared.
43	Build capacity of members of Melton Family Violence Network through themed presentations.	Advocacy Organisational and workforce development	 Primary Prevention	Ongoing	Community Planning Family Services	MFVN Djerriwarrh Health Services	Resources catered for within Council's existing budget process.	Number of presentations delivered.

#	Action	Theme for Action	Type of Action	Timeline	Lead Responsibility	Partnership Opportunity	Budget Requirement	Performance Measure
44	<p>Regularly distribute media releases and article suggestions about family violence prevention, gender equity, White Ribbon to local media and within Council publications.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Melton Moving Ahead • Neighbourhood House Newsletters • Eynesbury Newspaper • Intranet events calendar 	Communications and social marketing	 Primary Prevention	Ongoing	Community Planning Communications		Staff resources catered for within Council's existing budget process.	Number of media articles and photos.
45	Promote Council's work in PVAW to inspire other LGA's and share with the community through an annual Achievements Report.	Communications and social marketing; Advocacy	 Primary Prevention	Ongoing	Community Planning Communications	Women's Health West Health West Djerriwarrh Health Services	Resources catered for within Council's existing budget process.	Number of presentations and distribution of Achievements Report.

Evaluation of the Action Plan

At the conclusion of the first twelve months of the Action Plan a review will be undertaken to inform the development of an Annual Preventing Violence Against Women and Children Achievements Report. This report will assess the progress of actions contained within the Plan. Central to this review will be the collection and analysis of data against the outputs and performance indicators identified in the three year Action Plan. This Achievements Report will be distributed to key stakeholders and reported to Council.

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