PREVENTING AND ADDRESSING VIOLENCE AGAINST WOMEN

Organisational Assessment Tool
- NORTHERN REGION OF MELBOURNE -

ACCESS TO SERVICES ASPECTS OF LIFE CONDITIONS CONTEXT CONTROL DISCRIMINATION DISTRIBUTION OF RESOURCES EDUCATION EMPLOYMENT EQUAL RIGHTS EQUAL STATUS EQUAL TREATMENT EXIST FEAR GENDER HUMAN RIGHTS IMBALANCE OPPORTUNITIES PAID EQUALLY REGARDLESS OF SEX RELATIONSHIP SOCIAL SUPPORT TREATED WOMEN DESERVE WORK PLACE

State Government Victoria

WOMEN'S HEALTH IN THE NORTH

The creation of

"gender-equitable, safe and inclusive communities and organisations"

is identified as a goal in the regional prevention strategy,
Building a Respectful Community – Preventing Violence against Women – A Strategy for the Northern Metropolitan Region of Melbourne 2011-2016.

This assessment tool has been developed to work towards this goal.

It is designed to be used by organisations that are committed to the health and wellbeing of their community. Working together, within organisations and across sectors, we can prevent violence against women and invest in a safer, more respectful and equitable community.

Using this Assessment Tool

> PREVENTION OF VIOLENCE AGAINST WOMEN - ORGANISATIONAL ASSESSMENT TOOL

This assessment tool takes a whole-of-organisation approach to preventing violence against women. It assists organisations to undertake a self-assessment of current prevention of violence against women activities and use the results to inform organisational planning, policies and staff development.

It can be used:

• to generate ideas of how your organisation could start taking action;

• as an annual audit for organisations already taking action and are seeking to assess your progress; or

• to shift an organisation's thinking from isolated action (e.g. one community program, or a communications campaign) to deeper, embedded change.

It is intended to be undertaken as a team exercise, ideally with a cross-organisational group that includes management. Conducting an assessment stimulates discussion and assists organisations to develop internal responses before developing external service and program responses.

WOMEN'S HEALTH
IN THE NORTH

Why Prevent Violence against Women?

Violence against women has a devastating impact on our families, communities and society, causing long-term health issues, service-system overload, and enormous cost to our economy. It leads to physical injuries, psychological trauma, disability and death. This violence is prevalent, serious and preventable.

Local government, community and health organisations are uniquely placed to reach and engage with your communities and respond to local issues. Given the pervasive nature of violence against women, organisations have a responsibility to demonstrate leadership and integrate strategies to prevent violence against women into core business.

Prevention of violence against women initiatives aim to stop violence before it occurs, by addressing the key determinants of violence against women: the unequal distribution of power and resources between men and women, and an adherence to rigid gender roles (VicHealth 2007, p27).

The key themes for action, as identified by VicHealth, are:

* Promoting equal and respectful relationships between women and men

* Promoting non-violent social norms

Organisations as Settings for Action

To prevent violence against women, we must recognise the important role that organisations and organisational cultures play 'in influencing the behaviours of individuals and groups' and the role they play 'in violence prevention by modelling non-violent, equitable and respectful gender relations' (VicHealth 2007, p43).

Whole-of-organisation approaches require organisations to 'walk the talk' and embed the principles of respectful, non-violent relationships and gender equity within internal and external plans, policies, services and programs, and build organisational capacity for preventing violence against women.

When embedding preventing violence against women strategies within organisations, we are seeking to create organisations that:

* model, promote and facilitate equal, respectful and non-violent gender relations;
* work in partnership across sectors to address violence;
* implement evidence-based violence prevention activities; and
* are accessible, safe and supportive for women (VicHealth 2007, p59).

Whilst the focus in this assessment tool is on **preventing violence before it occurs** (primary prevention), it also includes some strategies that **intervene** or **respond after violence has occurred**, such as workplace family violence policies and client referral procedures. These have been included partly because they have preventative elements (educational/awareness raising), and also because it is crucial that the safety of staff and clients is considered. As you start to raise awareness about violence against women, disclosures will occur or increase, and organisations have a duty of care to ensure safety and support measures are in place.

Gender Equity and Preventing Violence against Women

Promoting gender equity and preventing violence against women are **interrelated** but not **interchangeable**. To address the key determinants of violence against women, organisations must implement gender equity strategies and promote equal and respectful relationships between women and men. Conversely, the prevention of violence against women could be seen as one component of a broader gender equity strategy.

Some key indicators of gender equity have been included in this audit tool, however, it does not attempt to cover a comprehensive range of gender equity strategies. It is encouraged that organisations consider a broader gender equity strategy to complement the actions identified in this audit tool.

Applying gender analysis to policy, planning and service delivery is a key component of a gender equity strategy and results in more equitable outcomes for the whole community. Women's Health In the North can provide gender analysis training and resources – see contact details on page 8

REFERENCE: VicHealth (2007), Preventing violence before it occurs: A framework and background paper to guide the primary prevention of violence against women in Victoria: Victorian Health Promotion Foundation, Carlton.

1. Organisational commitment
There is a high-level commitment to preventing violence against women demonstrated in strategic plans and reports.

2. Workplace Culture
Non-violent, equitable and respectful gender relations are modelled by the organisation's policies, culture and leadership.

3. Staff Development and Training
Staff at all levels are supported to develop skills and capacity to implement strategies to prevent violence against women and apply gender analysis.

4. Partnerships and Collaboration
Partnerships are formed to progress prevention of violence against women strategies and share learning.

5. Services, Programs, Practice
Gender equity and the prevention of violence against women is mainstreamed across the organisation in services, facilities, programs and practice.

PREVENTION OF VIOLENCE AGAINST WOMEN

Promote equal and respectful relationships between men and women

Promote non-violent norms

Improve access to resources and systems of support

Themes

Organisational Action Areas

1.ORGANISATIONAL COMMITMENT

There is a high-level commitment to preventing violence against women demonstrated in strategic plans and reports.

	INDICATORS	YES/ NO / PARTIALLY	EVIDENCE	FURTHER ACTION & PERSON RESPONSIBLE
1.1	Does your organisation recognise there is a problem with the level of men's violence against women in the community, and acknowledge it has a role in preventing it?	Yes No Partially		
1.2	Does your organisation have a high-level commitment to preventing violence against women through a leadership, policy or position statement?	Yes No Partially		
1.3	Is the prevention of violence against women included in organisational plans, e.g. Integrated Health Promotion Plan or Community Health and Wellbeing Plan?	Yes No Partially		
1.4	Are your efforts to prevent violence against women reported on in your annual report?	Yes No Partially		
1.5	Has a budget been allocated to prevention of violence against women strategies?	Yes No Partially		
1.6	Is the prevention of violence against women identified in one or more work plans?	Yes No Partially		
1.7	Is there a specific strategy or framework to incorporate actions to prevent violence against women throughout all policy and practice, services and programs?	Yes No Partially		
1.8	Is there an evaluation framework embedded into the planning of all actions to prevent violence against women?	Yes No Partially		

2.WORKPLACE CULTURE AND LEADERSHIP

Non-violent, equitable and respectful gender relations are modelled by the organisation's workplace policies, culture and leadership

	INDICATORS	YES/ NO / PARTIALLY	EVIDENCE	FURTHER ACTION & PERSON RESPONSIBLE
2.1	Are 'equality' and 'respect' embedded in your organisational values, vision, mission, principles and code of conduct?	Yes No Partially		
2.2	Does your organisation have Human Resources policies on diversity, equal opportunity, bullying and sexual harassment?	Yes No Partially		
2.3	Does your organisation have Human Resources policies and professional development that include provisions committing to gender equity (e.g. flexible workplace hours, access to leadership programs, opportunities to act in higher duties, pay equity audit)?	Yes No Partially		
2.4	Does your Enterprise Agreement (EA) have a 'family violence clause' including provision for paid family violence leave (if no EA, is there a policy entitling staff to paid family violence leave)?	Yes No Partially		
2.5	Does your organisation have a Human Resources family violence policy and procedures to support staff experiencing family violence? - If so, are safety plans a policy requirement using specialist family violence expertise? - Is specialist service information readily available to staff?	Yes No Partially		
2.6	Does your Employment Assistance Program (EAP) have specialist family violence expertise? If not, does your EAP acknowledge the importance of referring to specialist family violence services?	Yes No Partially		
2.7	Do workplace surveys indicate that female and male staff feel equally safe and supported by the organisation?	Yes No Partially		
2.8	Are workplace conversations amongst staff about violence against women and the determinants of violence against women initiated and encouraged by leadership?	Yes No Partially		
2.9	Do workplace surveys indicate that staff feel supported by the organisation to challenge inappropriate behaviour from colleagues or management, such as derogatory comments about women or violence-supportive attitudes?	Yes No Partially		
2.10	Does your organisation's senior leadership demonstrate support for the prevention of violence against women, and how is this support shown? (e.g. speeches, public statements, media interviews)	Yes No Partially		

3.PROFESSIONAL DEVELOPMENT AND TRAINING

Staff at all levels are supported to develop skills and capacity to implement strategies to prevent violence against women and apply gender analysis.

	INDICATORS	YES/ NO / PARTIALLY	EVIDENCE	FURTHER ACTION & PERSON RESPONSIBLE
3.1 a. b. c.	Have senior management from across the organisation attended training on: family violence awareness prevention of violence against women gender equity and analysis?	Yes No Partially		
3.2 a. b. c.	Have staff from across the organisation attended training on: family violence awareness prevention of violence against women gender equity and analysis?	Yes No Partially		
3.3 a. b.	Do staff with client contact receive specialist training in: family violence identification and response? responding to sexual assault?	Yes No Partially		
3.4	Have your organisation's Human Resources staff completed the 'Domestic Violence and Workplace E-Learning' modules? (Refer to Resource List)	Yes No Partially		
3.5	Is the above training (3.1¬–3.4) embedded in the corporate training program or staff positions (rather than dependent on individual interest)?	Yes No Partially		
3.6	Does the induction process for new staff provide information on your organisation's commitment to preventing violence against women, and information on the staff family violence policy (where one exists)?	Yes No Partially		
3.7 a. b. c.	Does the new staff induction process include information and access to training on: family violence awareness prevention of violence against women gender equity and analysis?	Yes No Partially		
3.8	Are staff given opportunities for further training and professional development (e.g. bystander approaches to violence prevention, elder abuse, guest speakers, conferences)	Yes No Partially		
3.9	Do all staff working in the areas of prevention of violence against women, family violence and sexual assault receive regular and appropriate supervision and debriefing, recognising the inherent complexities of this work?	Yes No Partially		
3.10	Is there an internal communications strategy to continuously educate staff about prevention of violence against women (e.g. through emails, posters, events)?	Yes No Partially		

4.PARTNERSHIPS AND COLLABORATION

Partnerships are formed to progress prevention of violence against women strategies and share learning.

	INDICATORS	YES/ NO / PARTIALLY	EVIDENCE	FURTHER ACTION & PERSON RESPONSIBLE
4.1	Are staff involved in preventing violence against women work connected to, and informed by, family violence response services?	Yes No Partially		
4.2 a. b.	Does your organisation actively participate in local and regional: family violence networks? preventing violence against women networks?	Yes No Partially		
4.3	Is your organisation's work consistent with regional, state and national action plans to prevent violence against women?	Yes No Partially		
4.4	Does your organisation actively seek to undertake prevention of violence against women strategies, projects or events in partnership with other organisations?	Yes No Partially		
4.5	Does your organisation share its project plans and evaluation results with other organisations undertaking similar work, and actively seek to learn from others?	Yes No Partially		
4.6	Does your organisation acknowledge the International Day for the Elimination of Violence Against Women – 25 November – known as 'White Ribbon Day'?	Yes No Partially		
4.7	Does your organisation participate in the 16 Days of Activism Against Gender Violence that runs from 25 November through to the 10 December (International Day of Human Rights)?	Yes No Partially		
4.8	Does your organisation participate in the Week Without Violence, the annual worldwide campaign that takes place in October?	Yes No Partially		

5. SERVICES, PROGRAMS AND PRACTICE

Gender equity and the prevention of violence against women are mainstreamed across the organisation in services, facilities, programs and practice.

	INDICATORS	YES/ NO / PARTIALLY	EVIDENCE	FURTHER ACTION & PERSON RESPONSIBLE
5.1	Does your organisation apply gender analysis to research and planning, evaluation and reporting, using sex-disaggregated data? Is this ad hoc or embedded in policy and procedures?	Yes No Partially		
5.2	Are your strategies to prevent violence against women grounded in the existing evidence base? (Refer to the Resource List)	Yes No Partially		
5.4 a. b.	Is preventing violence against women a regular report to: Management Team meetings? Executive Team meetings?	Yes No Partially		
5.5	Does your organisation have a communications strategy to model gender equality and advocate the importance of preventing violence against women to a range of audiences, i.e. clients, community, partners, government and media?	Yes No Partially		
5.6	Does your organisation ensure women's voices are heard and included in consultation, planning, and evaluation processes (e.g. women's committee)?	Yes No Partially		
5.7 a. b.	Has your organisation audited its facilities, and services with regard to women's participation and perception of safety?	Yes No Partially		
5.8	Does your organisation conduct direct participation programs to prevent violence against women (e.g. respectful relationships programs with young people/ new parents; or place-based projects with communities, sports clubs or businesses)?	Yes No Partially		
5.9	Does your organisation have clear policy and procedures for family violence and sexual assault identification and referral when working with clients?	Yes No Partially		
5.10	Is information about family violence and sexual assault support services readily available for clients and customers?	Yes No Partially		
5.11	Does your organisation have a cross-organisation working group of internal 'champions' that advocate for prevention of violence against women work? Does this include both men and women? Does this include management?	Yes No Partially		
5.12	Is there an organisational commitment to developing a long-term whole of organisation approach to preventing and responding to violence against women?	Yes No Partially		

WOMEN'S HEALTH IN THE NORTH

Regional Plan: Building a Respectful Community - Preventing Violence against women: A Strategy for the Northern Metropolitan Region of Melbourne 2011-2016. www.whin.org.au/images/PDFs/Building%20a%20Respectful%20Community.pdf
Preventing violence against women resources: www.whin.org.au/resources/preventing-violence-against-women.html

VICHEALTH

Preventing violence against women program: www.vichealth.vic.gov.au/Programs-and-Projects/Freedom-from-violence.aspx
Preventing violence against women publications: www.vichealth.vic.gov.au/Publications/Freedom-from-violence.aspx

VICTORIA'S ACTION PLAN TO ADDRESS VIOLENCE AGAINST WOMEN AND CHILDREN 2012- 2015 EVERYONE HAS A RESPONSIBILITY TO ACT

www.dhs.vic.gov.au/__data/assets/pdf_file/0009/736056/preventing_violence_against_women_and_children_action_plan_102012.pdf

NATIONAL PLAN TO REDUCE VIOLENCE AGAINST WOMEN AND THEIR CHILDREN 2010–2022

www.fahcsia.gov.au/our-responsibilities/women/programs-services/reducing-violence/the-national-plan-to-reduce-violence-against-women-and-their-children

FOUNDATION TO PREVENT VIOLENCE AGAINST WOMEN AND THEIR CHILDREN

Established through the National Plan to raise awareness and engage the community in action: www.preventviolence.org.au/

WORLD HEALTH ORGANISATION

Violence against women information and publications: www.who.int/topics/gender_based_violence/en/

MUNICIPAL ASSOCIATION OF VICTORIA

Resources for local government: www.mav.asn.au/policy-services/social-community/gender-equity

SAFE AT HOME, SAFE AT WORK: DOMESTIC VIOLENCE WORKPLACE RIGHTS AND ENTITLEMENTS PROJECT

Resources for employers, unions and staff about domestic violence in the workplace: www.dvandwork.unsw.edu.au/
Domestic Violence and the Workplace E-Learning Modules: www.dvandwork.unsw.edu.au/training

PARTNERS IN PREVENTION

Resources for working with young people: www.partnersinprevention.org.au

DOMESTIC VIOLENCE RESOURCE CENTRE VICTORIA (DVRCV)

Resources and training for responding to and preventing violence: www.dvrcv.org.au
Gateway to the Common Risk Assessment Framework training and resources: www.thelookout.org.au

For more information or enquiries please contact:
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