



# Family Domestic Violence Initiatives

# FDV Tool Kit Trail for Local Governments

## Aim

To develop community-led solutions to support local communities in preventing domestic, family and sexual violence.

## Purpose

Provide local governments with practical information and resources to implement DFV prevention activities, by addressing gender inequality as the underlying cause of DFV and supporting prevention work with communities.



## Local Governments who involved in pilot

- City of Mandurah – Western Australia
- Parramatta City Council – New South Wales
- City of Charles Sturt Council – South Australia
- Latrobe City Council – Victoria
- Mackay Regional Council - Queensland



# Local Government Roles

- Preventing FDV is a responsibility of everyone involved within the organisation – from elected members, senior management to all city officers.
- LG's are uniquely placed to influence and drive gender equality and FDV prevention
- Supporting economic prosperity
- Workplace performance
- FDV prevention



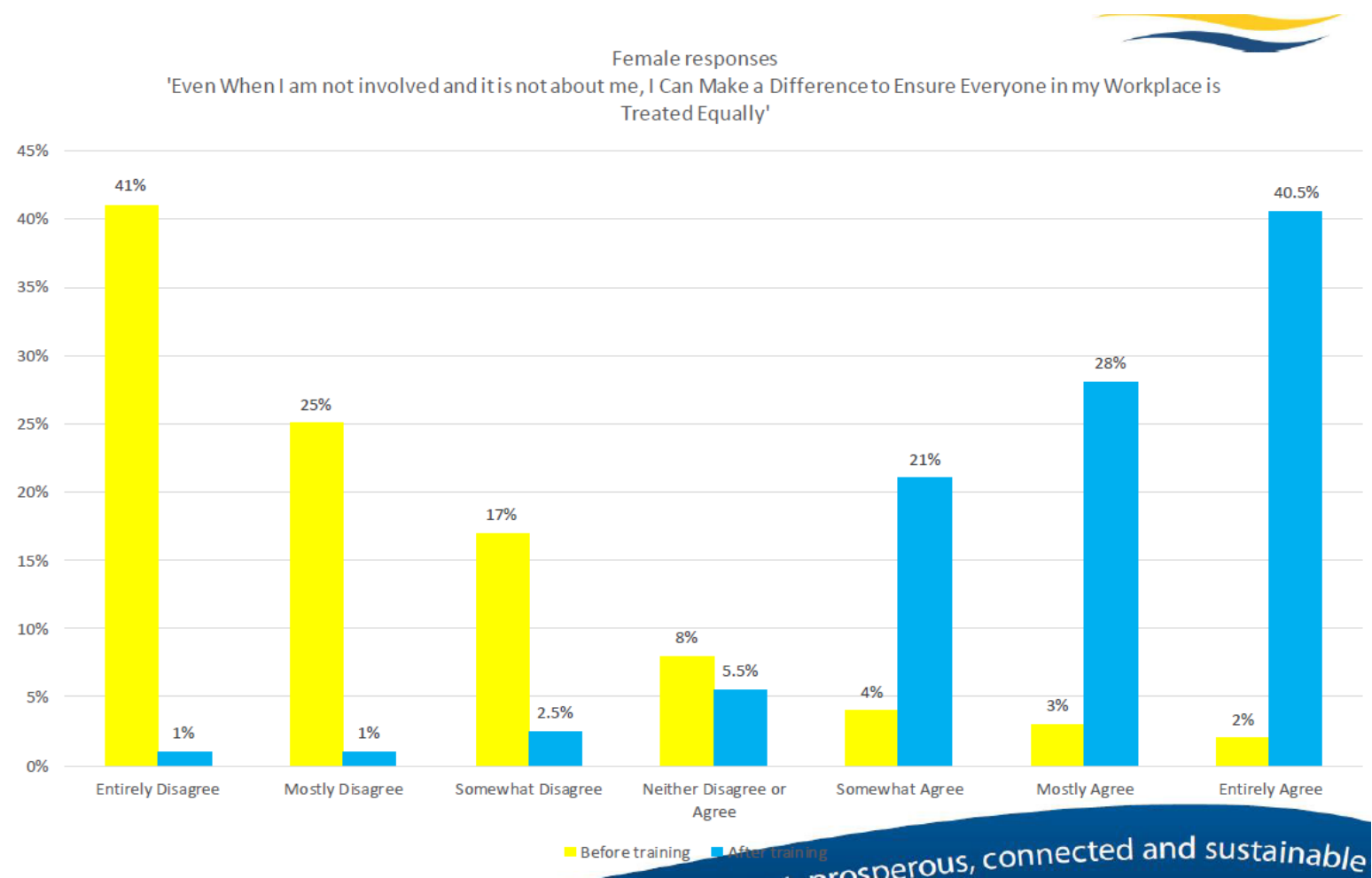
# Organisational Responsibilities

The City of Mandurah implemented the following:

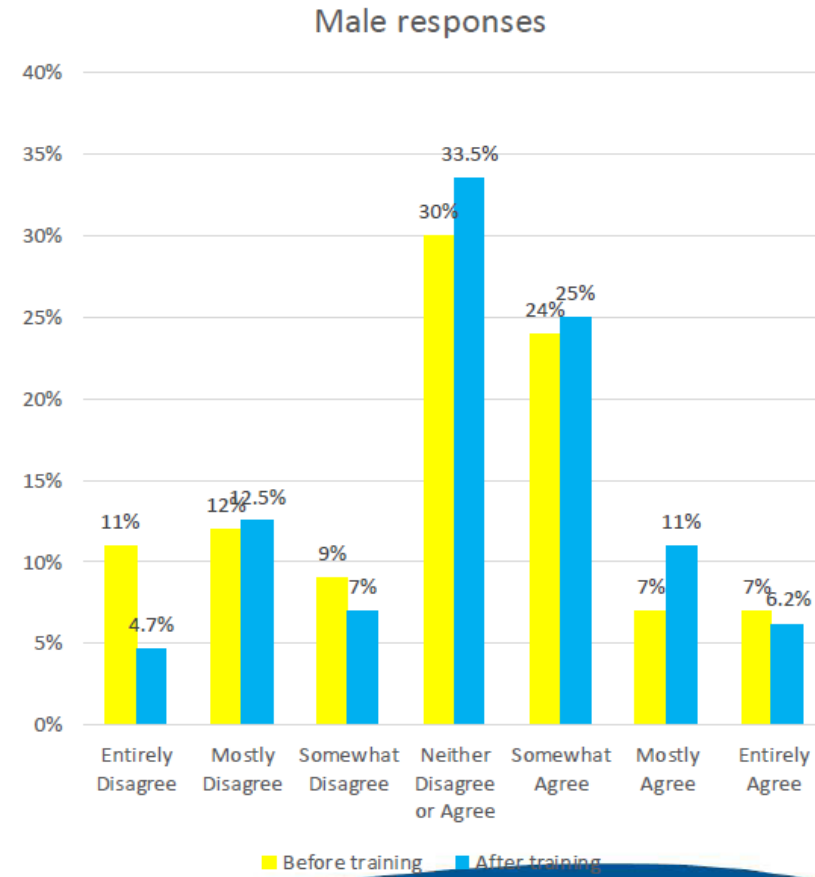
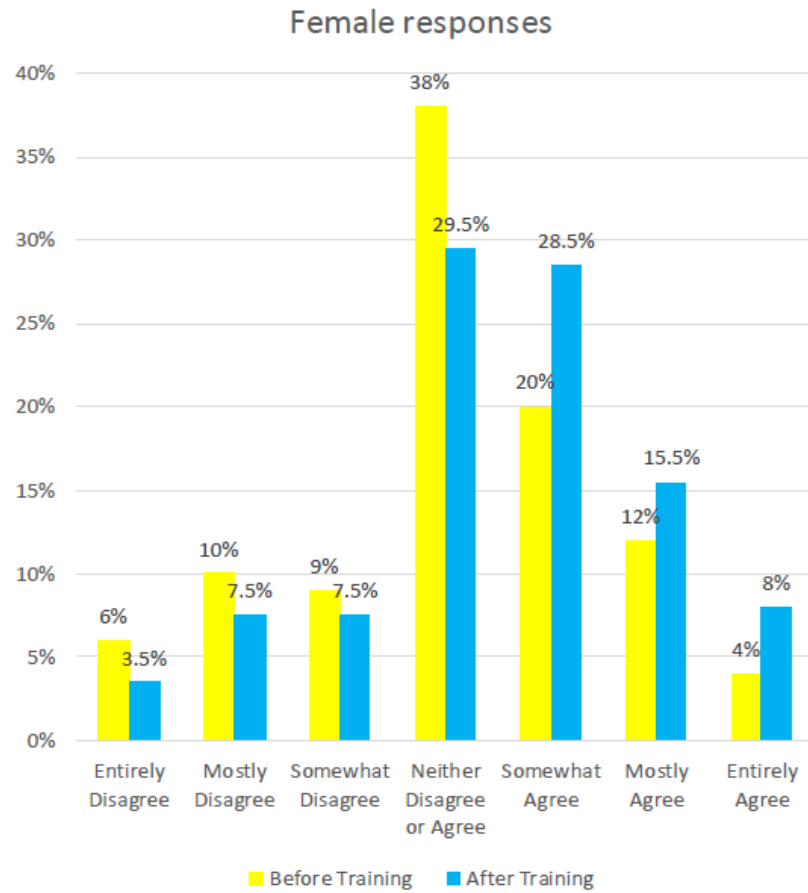
- Review and update all policies, procedures, practice and strategic plans
- Audit grants and services
- Conducted an internal survey to gauge baseline staff attitudes and awareness
- Provide strategies to increase staff awareness, understanding and ability to appropriately respond to the issues in the workplace



# Results of pre and post internal surveys



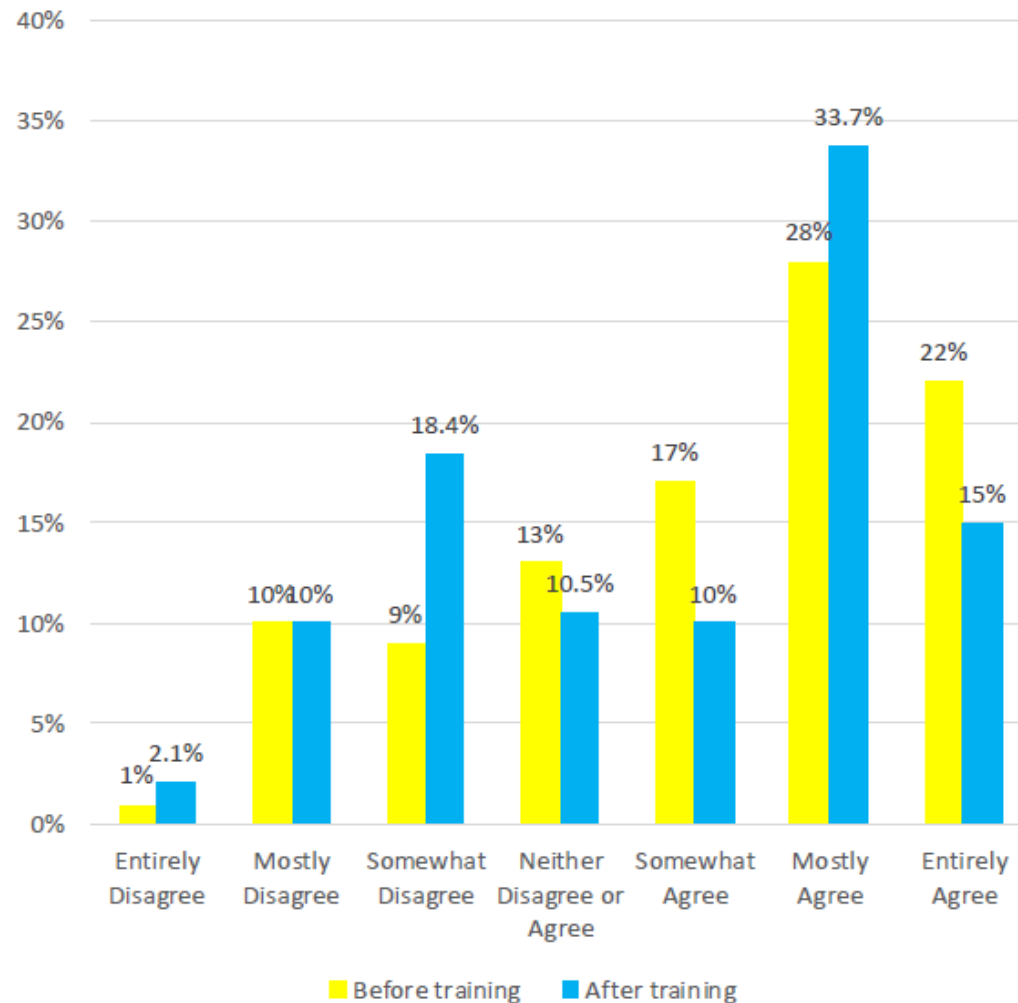
# Gender inequality in the workplace and violence against women are linked



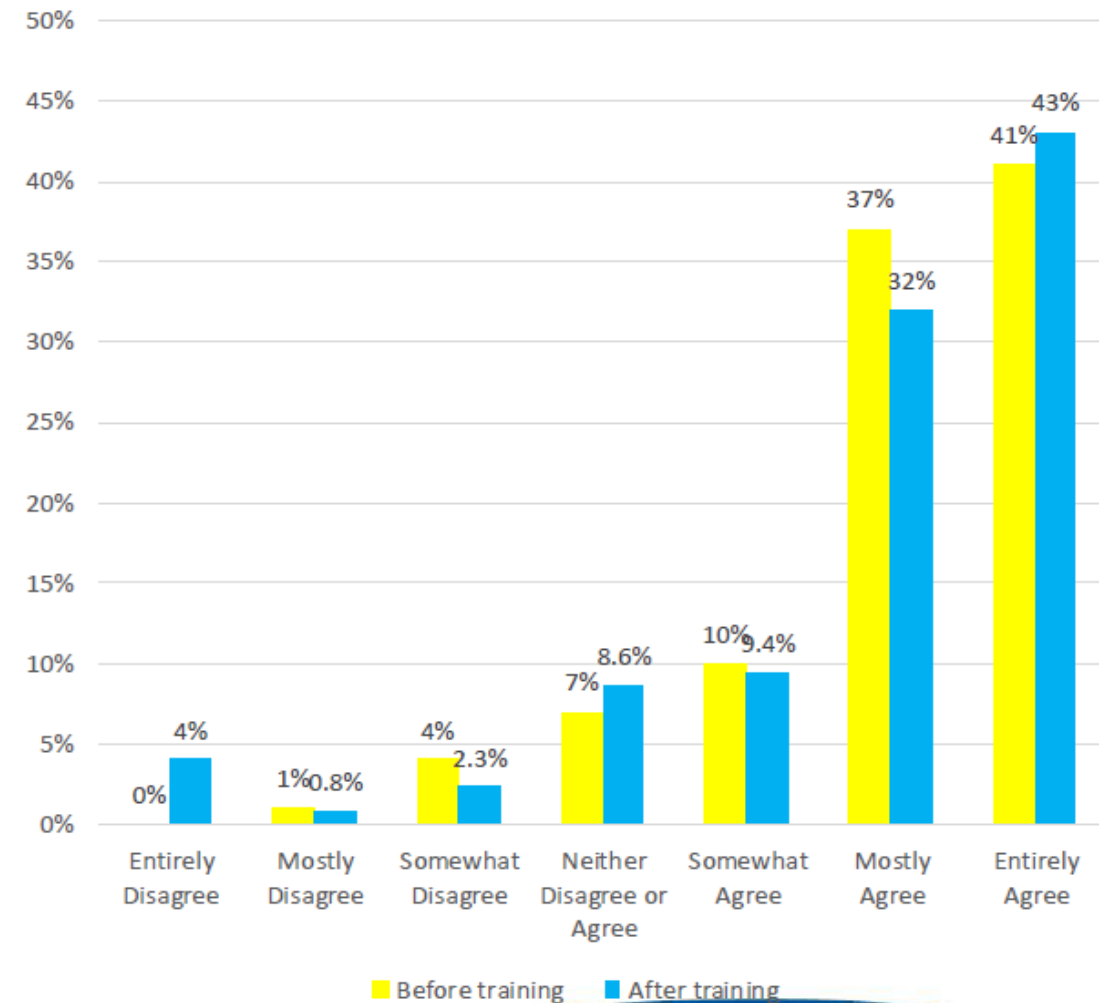
# The City Makes sure that Male and Female Employees are provided with the same Opportunities



Female responses



Male responses





# Promoting Equality Preventing Violence Working Group

- An internal working group established during the trial with cross departmental representation

Focus areas include:

- Organisation
- Employee
- Community

Strategies:

- Primary Prevention
- Early Intervention
- Tertiary Response



# Key Organisational and Employee Achievements

- An Approved Operating Practice (AOP) has been approved by the organisation
- Family Violence Support Officers
- Unconscious Bias training
- Implementation of Workforce Diversity Plan
- Increase of representation of women in executive and management roles.
- On-going staff training and refreshment



# Family Support Officers



## Do you know where to find help?

### Administration Building

The City of Mandurah aims to be community leaders in promoting equality and preventing violence. This starts with us supporting each other.

If you or someone you know are dealing with domestic and family violence issues you can speak to a trained support officer.



**Vikki Barlow**

Community Capacity Building

ext 892

mob: 0429 687 613



**Michelle Kite**

Sport, Recreation & Events

ext 869

mob: 0437 793 847



**Kellie Wilson**

Community Capacity Building

ext 717

mob: 0419 559 731



**Sophie Luxton**

Governance Services

ext 278



# Peel Says no To Violence Pledge

- On-going support of the Promoting Equality and Preventing Violence working group
- Participate in prevention of Family Domestic Violence and gender equality awareness events annually
- Staff members are supported to attend the annual Mandurah Silent March
- Deliver a training suite to staff on Domestic and Family Violence
- Support the establishment of an external Family Domestic Violence Network
- Conduct a Christmas Appeal for OVIS Services
- Support and provide resources to the PSNTV Alliance



# Signing of the PSNTV Pledge





# Silent March





# White Ribbon Internal Event





# OVIS Christmas Appeal





# Community Initiatives

- Loves Bites education for Year 11 Students
- 16 Days in WA to Stop Violence against Women Campaign
- Establishment of external stakeholders network group
- Development of FDV purple size directory
- Implementation of Ask for Angela in license premises
- 3 R's training for hairdressers

<b>Legal and Tenancy Support</b> <b>WestAus Crisis &amp; Welfare Service</b> 9582 9920 <b>Peel Community Legal Services</b> 9581 4511 <b>Child Protection &amp; Family Support</b> 9583 6688 <b>Aboriginal Legal Service</b> 1800 019 900	<a href="http://www.peelsaysnotoviolence.org.au">www.peelsaysnotoviolence.org.au</a> <b>PEEL SAYS NO TO VIOLENCE</b> <b>Community Directory</b> <ul style="list-style-type: none"><li>• Emergency Services</li><li>• 24 Hour Services</li><li>• Local FDV Support</li><li>• Legal and Tenancy</li><li>• Youth Services</li></ul> <a href="http://mandurah.wa.gov.au">mandurah.wa.gov.au</a>
<b>Youth Services</b> <b>Peel Youth Services</b> 9581 3365 <b>StreetNet Youth Services</b> 9535 8263 <b>headspace Mandurah</b> 9544 5900 <b>Kids Helpline</b> 1800 551 800	





**#ASKFORANGELA**

**SAY NO MORE TO SEXUAL VIOLENCE**



# What is Ask for Angela?



# Ask for Angela Trial

MAY 7 2019 - 12:30PM

## 'Ask for Angela': Mandurah young people given safety word for night out

Carla Hildebrandt

Latest News

f t e A A A



Mandurah nightclub goers who are feeling unsafe or harassed can say a code word to bar staff and be helped immediately.

Mandurah Police, the Mandurah Liquor Accord and Norma Jeans nightclub are all supporting the 'Ask for Angela' initiative so young people can enjoy a safer night out.

Norma Jeans business manager Mandi Gemmell said the program, launched on April 5, allowed women and men to seek staff assistance in any situation



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CARD PART OF  
YOUR BUSINESS**

**&**

**EARN FLYBUYS  
REWARDS**



**APPLY NOW**

\*Conditions apply

Want to get away from it

## ASK FOR ANGELA

pilot project



# Ask for Angela Expansion

- City received \$20,000 from WA Police Crime Prevention Grant
- Venues such as a hairdressers, beauty salons and gyms are regarded as safe spaces, where people feel comfortable and build relationships with their beauty or fitness professionals.
- OVIS Services has been appointed to deliver the training.
- Deliver model and training packaged has been developed.
- The program launch is 22 June.

