

# WOMEN'S SAFETY STRATEGY

ACHIEVEMENTS REPORT 2005 - 2010



Government of South Australia  
Office for Women



The Office for Women acknowledges that we are on Kaurna land and pays respect to the traditional owners of this land. All women and children and indeed the whole community have the right to live safely, free from all forms of violence.

## FAMILY SAFETY FRAMEWORK [FSF]

Lead agency: Office for Women

**T**he *Family Safety Framework* [FSF] seeks to ensure that services to the families most at risk of violence are provided in a more structured and systematic way, through Agencies sharing information about high risk families and taking responsibility for supporting these families to navigate the services system.

The *Family Safety Framework* includes Family Safety Meetings [FSM] which are held at the local level focusing on individual high-risk cases, and a common risk assessment framework which ensures consistency in the assessment of high risk cases.

Trials of the *Family Safety Framework* were implemented in three regions across South Australia - Holden Hill [commenced 15 June 2007] Noarlunga [commenced 31 August 2007] and Port Augusta [commenced 14 December 2007] policing boundaries.

An evaluation of the *Family Safety Framework* was conducted by the Office of Crime Statistics and Research within the Attorney-General's Department. The evaluation gave broad support to the *Family Safety Framework* and noted the important contribution and collaboration of agencies involved, with South Australia Police [SAPOL] taking a lead role. It found that the majority of victims were assessed as safer as a result of the Family Safety Meeting intervention.

Specifically, 62% of victims went from high to low risk. Three quarters [75%] of referrals that remained in South Australia had no SAPOL record of re-victimisation for at least three months after referral.

The core agencies involved in the Framework are: South Australia Police [SAPOL]; Department for Communities and Social Inclusion [DCSI]; Attorney-General's Department [AGD]; Department of Health [DoH]; Department for Correctional Services [DCS]; Department of Education and Child Development [DECD]; and non-government women's domestic violence services. In 2011 administrative support for Family Safety Meetings is being provided by the Victim Support Service.

SAPOL is a key stakeholder in the *Family Safety Framework* having the role of chairing the Family Safety Meetings. These meetings are held fortnightly with local agencies to share information and implement a Positive Action Plan for identified high risk domestic and family violence victims and their children. The chairing role is undertaken by the Family Violence Investigation Section supervisor at the metropolitan sites and by the Criminal Investigation Branch supervisor at the country sites.

Partner organisations such as DCS have developed *Family Safety Framework* Guidelines to provide consistent and optimal responses for representatives and Case Managers.

The *Family Safety Framework* provides for cases of domestic and family violence that are assessed as imminent high risk using a common risk assessment tool to be referred to a local Family Safety Meeting [FSM], attended by a range of Agencies. The purpose of the meeting is to share information under the auspice of a specially developed Information Sharing Protocol and to implement a Positive Action Plan for each referral. SAPOL is the administrative lead for Family Safety Meetings.

As of March 2011, the Family Safety Framework is operating in six police local service areas in South Australia. These are: Holden Hill; South Coast [Noarlunga]; Port Augusta; Port Pirie; Northern Metro [Elizabeth]; Western Metro [Port Adelaide]. In 2011 the FSF was expanded to five more police local service areas, Sturt, Adelaide Central, Limestone Coast, Berri and Murray Bridge.

## KEEPING THEM SAFE

### Information Sharing Guidelines

Developed by an interagency committee with representation from both Government and non-government Departments and Agencies these guidelines are designed to give providers of services to children, young people and their families confidence in sharing information appropriately with each other. The need for sharing information arises when they believe a child or young person is in immediate danger - from others or as a result of their own actions - and when

they believe adverse outcomes can be predicted unless service provision is coordinated.

The guidelines were developed as part of the South Australian Government's *Keeping Them Safe* program which states: 'The key to success is to intervene early, when children are beginning to experience difficulty, share the warning signs, collaborate and take action before the problems become entrenched'. These guidelines reflect that philosophy by providing a mechanism for information sharing that will support all Agencies and organisations wanting to provide more integrated support to children, young people and their families.

The service providers who promote the wellbeing and safety of children, young people and their families come from a wide range of government and non-government organisations. Sharing information allows them to be aware of each other's work and to assess whether their combined efforts are complementary, whether they are sufficient and whether they are protective of other family members and the community.

**For more information: [www.gcyp.sa.gov.au/information-sharing-guidelines/](http://www.gcyp.sa.gov.au/information-sharing-guidelines/)**

## **PRE-EMPLOYMENT SCREENING [CRIMINAL HISTORY/RECORD CHECK] POLICY AND PROCEDURE**

Undertaken as part of the pre-employment screening process to confirm that individuals involved in activities with direct access to areas identified as high risk are responsible and of sound character.

## **EMPLOYEE ASSISTANCE PROGRAMS**

The Employment Assistance Programs [EAP] are free of charge, confidential face-to-face or telephone services operating across Government. Any staff member who is experiencing difficulties or concerns can access the program - no matter how big or small. The EAP is also available to staff's immediate family members, eg. partner and children living at home. All EAP sessions are strictly confidential. The workplace does not know who accesses the EAP nor any information about individual sessions.

## **NATIONAL PLAN TO REDUCE VIOLENCE AGAINST WOMEN AND THEIR CHILDREN**

Endorsed by the Council of Australian Governments [COAG], the Department of the Premier and Cabinet [DPC] coordinated cross-agency work to support the Minister for the Status of Women and the Minister for Families and Communities to develop the 12-year National Plan, which has a specific focus on Aboriginal family violence.

The Department of the Premier and Cabinet [DPC] and Aboriginal Affairs and Reconciliation Division [AARD] championed concrete outcomes for Aboriginal women and children and engagement with Aboriginal women and their representative organisations in the development of the National Plan.

## RAPE AND SEXUAL ASSAULT LAW REFORM

The *Criminal Law Consolidation [Rape and Sexual Offences] Amendment Bill 2008* and the *Statutes Amendment [Evidence and Procedure] Bill 2007* were passed on 9 April 2008 following a comprehensive consultation process.

These Bills provide a clearer definition of sexual offences: including rape, persistent sexual abuse of a child, and consent.

The new laws also ensure that the criminal justice system is more sensitive to the needs of victims of rape and sexual assault. Cases involving sexual offences against children will be given priority unless there are exceptional circumstances and victims of rape and sexual assault will be protected from cross-examination by the accused in person.

## DOMESTIC VIOLENCE LAW REFORM

The *Intervention Orders [Prevention of Abuse] Bill 2009* was introduced to Parliament on the 10 September 2009 and was passed on 1 December 2009.

These reforms to domestic violence legislation bring South Australia in line with recent law reform in other Australian jurisdictions.

The new legislation is intended to improve the system of restraint and intervention for domestic violence and to give police more power to intervene at the time of an incident. The reforms will make it easier for victims to remain in the family home while the perpetrator

leaves. They will also ensure police can impose restraint conditions quickly, without having to wait for a court listing.

### The new laws also:

- Expand the range of relationships covered to include a relationship between a carer and a disabled or ill person.
- Broaden the definition of domestic violence so that it covers a range of violent behaviours, including physical, sexual, economic and emotional abuse.

### Implementation of the *Intervention Orders [Prevention of Abuse] Act 2009*

- The Government has committed \$7.8 million over the next four years to implement measures under the *Intervention Orders [Prevention of Abuse] Act 2009*.

## DON'T CROSS THE LINE COMMUNITY EDUCATION CAMPAIGN

Lead agency: Office for Women

The 2008-09 State Budget committed \$868,000 over four years to the campaign.

The campaign seeks to change community attitudes and the main target audience is 18 to 25 year old men and women.

A community education grant fund has also been established as part of the campaign. The grant fund is aimed at informing and educating groups in the community who would not necessarily receive the messages of the mainstream campaign.

Another major component of the campaign is a supporting website: **dontcrosstheline.com.au**

The website provides information on the 2008 changes to South Australia's rape and sexual assault laws and the Bill which Parliament passed in December 2009 which will improve domestic violence laws and increase victims' safety.

The website also encourages those who may be experiencing relationship abuse or questioning their behaviour and actions to visit the website to find out where they can go to get help.

### Don't Cross the Line Community Education Grants

The Community Education Grant Fund is aimed at informing and educating groups in the community who would not necessarily be targeted through the mainstream campaign.

Three funding rounds [a total of \$200,000] have been made available and provided organisations the opportunity to receive up to \$20,000 towards anti-violence education programs.

#### Target groups include:

-  Aboriginal and Torres Strait Islander young people.
-  Young people living in rural and remote communities.
-  Young people from newly emerging communities and refugees.
-  Young people living with a disability.

**Five organisations were successful in gaining \$10,000 grants for their community projects in the first funding round held in 2008/09. They were:**

-  YWCA of Adelaide.
-  Legal Services Commission.
-  Multicultural Youth SA.
-  Vietnamese Community in Australia.
-  Central Northern Adelaide Health Service.

**Delivered in partnership with the Commonwealth, the second round of funding in 2009/10 was aimed at Aboriginal and Torres Strait Islander young women and men in rural, regional and remote communities.**

**The successful organisations were:**

-  Njimkali Aboriginal Corporation.
-  Port Augusta Youth Centre.
-  Carclew Youth Arts.
-  Centrecare Catholic Family Services.

**The third funding round in 2010/11 was aimed at young people with a disability and successful organisations were:**

-  Tutti Ensemble - *Respect Me, Respect You*  
Involves the creative arts being used to promote messages by young people with a disability for young people with a disability.

- ✿ Yarredi Domestic Violence Service  
Working with local 18 to 25 year old men and women with a disability to produce a DVD about respectful relationships.
- ✿ Christies Beach High School  
Senior students with disabilities supported to develop their knowledge of sexual assault and domestic violence legislation in South Australia and of respectful relationships.
- ✿ Legal Services Commission  
Using the highly successful *Expect Respect* peer education drama-based model, aspiring young artists working in the disability sector and with disabilities will be engaged to deliver the project's performances and workshops.

## SENIOR RESEARCH OFFICER

To investigate domestic violence related deaths in the Coroners Office

Lead Agency: Office for Women

The South Australian Government is working to ensure that future domestic violence related deaths are prevented through an investment of \$411,000 over four years to fund a dedicated research officer in the Coroner's Office. This position will investigate both open and closed cases. The Senior Research Officer is a role within the Office for Women but is physically located in the Coroner's Office.

## FORENSIC SCIENCE SA

In 2007, Forensic Science SA in conjunction with SAPOL's Sexual Assault Crimes Investigation Branch and Department of Health's Yarrow Place developed a joint protocol to facilitate the analysis of forensic evidence in sexual assault matters where the victim has chosen to remain anonymous. This has permitted evidence from perpetrators to be uploaded to the DNA Database, offering the victim an informed choice on taking legal action. Analysis of these 'Just in Case' matters has provided a range of successful outcomes including the identification of suspects, linking unsolved sexual assault crimes and helping to solve non-sexual serious crimes.

## FAMILY COURT SUPPORT PROGRAM

Lead Agency: Women's Information Service, Office for Women

Family Court Support is a free and confidential service providing trained volunteers to accompany women to the Adelaide Family Court. Launched in 2005, the Program recognises that many women have experienced domestic violence and are also unfamiliar with the court process. Approximately 80 requests were received in 2010.

## DOMESTIC VIOLENCE AND ABORIGINAL FAMILY VIOLENCE SECTOR REFORM

In partnership with the Office for Women and the Domestic and Aboriginal Family Violence Service Sector, the Department for Communities and Social Inclusion [DCSI] has undertaken a significant reform of the sector. The Reform process aimed to create a state-wide strategic response to women and their children who are victims of domestic violence. The reform also aimed to complement legislative reforms and provide support to women and their children to remain in their homes whenever it is safe to do so. With the reform came significant new investment in Domestic and Aboriginal Family Violence support and accommodation services, including an increase in funding of \$15 million to the sector and an additional 120 stimulus properties.

### Outcomes include:

- Consistent services for victims of domestic and Aboriginal family violence across the State.
- A state-wide Domestic and Aboriginal Family Violence Gateway Service to provide telephone information, advice, support and assessment and referrals to regional services.
- Domestic Violence Safety Packages to provide advice and safety products to women who are victims of violence to enable them to remain safely in their own homes.
- A statewide Culturally and Linguistically Diverse [CALD] Domestic Violence service to provide

specialised support to women and their children from CALD backgrounds.

- 120 new stimulus housing properties for women and their children who are victims of domestic violence.

## DCSI STRATEGY TO PREVENT AND RESPOND TO VIOLENCE AGAINST WOMEN

Department for Communities and Social Inclusion [DCSI] is currently developing a Departmental wide strategy to build our capacity to prevent violence against women and improve efforts in responding to clients who are victims of domestic violence, Aboriginal family violence and sexual assault. The strategy will align with the *National Plan to Reduce Violence Against Women and their Children* and the *Women's Safety Strategy*.

### Outcomes include:

- Steering Group formed involving key stakeholders from across Government, non-government and community representatives to develop the strategy.
- 18 men in leadership positions across DCSI became White Ribbon Ambassadors in 2010.
- To celebrate *White Ribbon Day* in November 2010, a series of White Ribbon Events were held across DCSI to raise awareness of violence against women and men's role in preventing violence.

\* Formerly Department for Families and Communities [DFC]

## DCSI STRATEGIC PLAN TO PREVENT AND RESPOND TO VIOLENCE AGAINST WOMEN

In 2010, the Department for Communities and Social Inclusion commenced the development of a DCSI wide strategy to prevent and respond to violence against women. The *DCSI Strategic Plan to Prevent and Respond to Violence Against Women Project* is concerned with improving the Department's response to women and their children who are victims of domestic violence and sexual assault. The Plan has been drafted by a Departmental wide Steering Group, which also includes representation from the South Australian Coalition of Domestic Violence Services, Aboriginal Affairs and Reconciliation and the Office for Women. The Plan will align with the Women's Safety Strategy and the *National Plan to Prevent Violence Against Women and their Children*.

In addition to the Strategic Plan Project, Families SA, Department for Communities and Social Inclusion, has participated in a pilot project in the north of Adelaide, initiated by the Northern Domestic Violence Service and Northern Violence Intervention Program. The *Northern Integration Project* [NIP] aims to strengthen working relationships [between Families SA and Northern Domestic Violence Service] and develop more consistent regional responses to domestic violence that prioritise the safety and wellbeing of women and their children.

## TARGETING OF HIGH RISK OFFENDERS

Targeting of High Risk Offenders to improve the assessment and management of offenders who present the highest risk to the community. This has been achieved through the development and implementation of the Offender Development Directorate, Serious Offender Committee and Enhanced Community Corrections program.

## SEXUAL BEHAVIOUR CLINIC

The Sexual Behaviour Clinic [SBC] is for male offenders assessed as moderate and high risk of sexual re-offending. A review in 2010 noted positive outcomes including improvements in self-esteem, level of aggression, loneliness, empathy and attitudes that support sexual offending. When exploring information available for 151 sex offenders, 93 percent had not received new charges for sexual offences. This program has been operating since 2005.

## INTEGRATED HOUSING EXITS PROGRAM

Provides houses to men and women that are incarcerated for under 12 months and are at risk of homelessness on release. Women are a priority for this program. As of January 2011, there had been 104 participants with 31 current clients. Seventy-five percent had not been charged with new offences allegedly committed whilst participating in the program.

## **KEEPING SAFE CHILD PROTECTION CURRICULUM**

The Department of Education and Child Development [DECD] has developed a teaching program beginning in the early pre-school years and extending to the senior years of high school. Developed over a period of three years it provides age appropriate teaching of four key themes – relationships, the right to be safe, recognising and reporting abuse and protective strategies. This mandatory curriculum represents a universal violence prevention program for all children and young people attending Government and Catholic schools in South Australia. The program has undergone an evaluation by KPMG funded by the Commonwealth Government through the National Plan Respectful Relationships program and is currently being adopted in WA and the NT.

## **CONFIDENTIAL STUDENT TRANSFER PROCESS**

This process enables DECD to support parents/caregivers/students escaping unsafe environments when there is reluctance to enrol in a new school if the previous school will know the child's whereabouts. The process supports families' request for confidentiality by removing the previous school from its normal role in information sharing and replacing it with a central office service which effectively breaks the student movement paper trail.

The Confidential Student Transfer process was designed by DECD in collaboration with the Office for Women, Domestic Violence Services and South Australia Police [SAPOL]. Eighty-eight confidential student transfers have been facilitated since 2008.

## **GUIDELINES FOR RESPONDING TO PROBLEM SEXUAL BEHAVIOURS INVOLVING CHILDREN AND YOUNG PEOPLE**

Developed by DECD and the non-government school sectors these guidelines help education and care staff identify early signs of problem sexual behaviour; respond to incidents in a comprehensive way; and ensure that appropriate services are accessed by children and their families. The guidelines were developed in collaboration with SAPOL, Child Protection Services, Families SA and Child and Adolescent Mental Health Services. The guidelines were provided to all Government and non-government education and care institutions in 2010.

*\* Formerly Department of Education and Children's Services [DECS]*

## WOMEN IN DENR REFERENCE GROUP

The Women in DENR Reference Group [formerly DEH] was formed in February 2006 primarily to ensure the provision of appropriate development opportunities, programs and activities for women staff in the agency, to support efforts towards achieving *South Australia's Strategic Plan* [SASP] Target 6.23 [50% of executives being women].

The Women in DENR Reference Group is made up of approximately 20 women from across the agency at all classification levels and includes an Executive Sponsor and the Senior Learning and Development Consultant. This group meets three times per year and is responsible for ensuring that women in DENR are provided with the opportunity for development and growth. DENR allocates an annual budget of \$50,000 specifically for women's development programs.

### **Initiatives to come out of the Women in DENR Reference Group include:**

#### 1. Connecting Women Intranet site.

- ☼ This site provides a focus for development opportunities and events specifically for women staff, as well as a means of exchanging professional information and advice.

<http://amosphere.deh.sa.gov.au>

#### 2. Connecting Women Development Programs

- ☼ Springboard for women ASO2-ASO4.
- ☼ Sponsoring places in the Department of Primary Industries and Regions SA [PIRSA] Catalyst Women in Leadership program for women ASO4 and above.
- ☼ Sponsorship of a total of three women since 2008 to attend the High Impact Women in Leadership Program [jointly run by LISA and Locher].
- ☼ Women on Boards workshop.
- ☼ One-on-one coaching for senior women.

#### 3. Connecting Women Mentoring Program

- ☼ 112 women have been mentored through this program between 2006-2010. Interest in the program has grown each year.

#### 4. Networking opportunities

- ☼ Quarterly Food for Thought lunchtime sessions, showcasing women employees and their individual stories.
- ☼ Ad hoc forums and events.

## DENR DISCRIMINATION, HARASSMENT AND WORKPLACE BULLYING POLICY

### The Department's policy states that:

- ❁ Discrimination, harassment and bullying in any form will not be tolerated in this Department.
- ❁ All executives, managers, supervisors and employees of the Department are responsible for creating and maintaining a working environment free from discrimination, harassment and bullying.
- ❁ Discrimination, harassment and bullying all contravene the *Code of Ethics for South Australian Public Sector Employees* and may result in disciplinary action being taken.

It encompasses all employees' behaviour towards colleagues, agents remunerated by commission, and clients/customers. DENR supports the policy through training and a network of elected Contact Officers. The policy is currently under review and will reflect recent changes to the *Equal Opportunity Act* and the *Public Sector Act*.

Crime prevention principles are embedded in planning policy through the *30 Year Plan for Greater Adelaide* and in the *State's Planning Policy Library*. Department of Planning and Local Government [DPLG] has continued to pursue adoption of these principles in development plans during the reporting period to ensure that the design of proposed developments are assessable for their contribution to safer public places.

## REKINDLING FAMILIES: FAMILY WELLBEING [FWB]

The Certificate II in Family Wellbeing Course was designed by Aboriginal people for Aboriginal people and is a means of providing healing for Aboriginal people. It is an education and counselling program about family violence and provides participants with the skills for effective communication and conflict resolution. The *Rekindling Indigenous Relationship Project* based in the Riverland and auspiced by the Aboriginal Access Centre [AAC] of TAFE SA has now been in operation since 2005. The project was evaluated in 2008 by Dr Fiona Verity of Flinders University and found to be highly successful in positively changing Aboriginal people's lives. The people benefitting from the project were not only students undertaking the Certificate II in Family Wellbeing but their families and friends which in turn brought positive benefits to the Riverland community. In recognition of the overwhelming success of the *Rekindling Indigenous Relationships Project* [RIRP] it was expanded to other areas of South Australia in September 2009, including Ceduna, Port Lincoln, Coober Pedy, Mount Gambier, and the Port Augusta Prison.

Since the inception of this program to regional areas across SA, approximately 160 Aboriginal women [and non Aboriginal women married to Aboriginal men] have completed / taken part in the Certificate II in Family Wellbeing [FWB].

Several of these participants have since moved into further study, and two of the people are now employed with the AAC as facilitators of the course.

## WOMEN'S EDUCATION PROGRAM

Assists in reducing the social problem/impact of domestic violence within the community by providing women with information on services available to women [including Women's Information Service, Women's Health Statewide, Catherine House, Working Women's Centre and other Government organisations and professional bodies].

Providing a safe secure environment enables the Women's Education students to pursue vocational and academic goals, which assist in breaking down the cyclic and generational effects of domestic violence within the family. Directly involved with programs run in other organisations including; Catherine House and *Dare to Dream* with Anglicare and Dale Street Women's Health.

### Outcomes to date include:

-  On-going and direct involvement in community development with regards to women's safety issues.
-  Creating healthy relationships with existing community programs.

## DOMESTIC VIOLENCE WORKFORCE PROJECT

Identifies through industry consultation the priority needs for workforce development, training and professional development in the Domestic Violence sector.

The *Domestic Violence Workforce Report* was published and presented to the Women's Safety Strategy Conference by the Skills Board Executive Officer, Mr Greg Franks.

### Areas of priority include:

- ✿ Achieve common understanding of Domestic Violence.
- ✿ Coordination of training delivery and content.
- ✿ Training incorporates awareness of other forms of violence and relationships.
- ✿ Connection between 'on the job' training and 'training' [supervision, time, integration, realism, support, regular periodic interventions].
- ✿ Domestic Violence content in higher education.
- ✿ Non-government and Government workforce equity [including workers leaving non-government for higher pay in Government].

## NEW WORKERS: KNOW YOUR RIGHTS

Joint communication strategy for Office of the Training Advocate, Traineeship and Apprenticeship Services, Employee Ombudsman, Equal Opportunity Commission, Fair Work Ombudsman, SafeWork SA and the Young Workers Legal Service. Brochures and information are jointly branded and contain contact details for each organisation. Operators at each

organisation receive training to be able to answer basic questions for the other services so that workers only need to phone one service.

## CERTIFICATES II, III AND IV IN WOMEN'S EDUCATION TAFE SA ADELAIDE NORTH INSTITUTE

Provides pathways to further study and employment for women who have experienced violence. The women only program provides a safe environment for women to disclose their experience of violence, receive support and referral information and develop specific strategies around violence prevention.

The program has strengthened its links to Domestic Violence Services throughout the state from 2005 - 2010 and ongoing.

### Outcomes since 2008 include:

- ✿ Development and delivery of three nationally accredited Certificates in Women's Education which include Units of Competency such as: *Implementing Women's Safety Measures*.
- ✿ Elements embedded throughout the Certificates which address issues related to women's safety strategies, for example. *Communicate Effectively, Dealing with Conflict*.
- ✿ Cross referrals between TAFE SA Women's Education and Domestic Violence Services [including Northern Domestic Violence Service, Northern Violence Intervention Program].

## CHILDREN, YOUTH AND WOMEN'S HEALTH SERVICE

### Metropolitan Aboriginal Birthing Program

The *Metropolitan Aboriginal Family Birthing Program* supports Aboriginal women and their families in the community through the antenatal period and for six weeks after the birth of the baby. Where psycho-social issues, such as domestic violence, are identified the women are supported by Aboriginal Family Support workers or linked to community support via referral pathways. Seven Aboriginal Maternal and Infant Care [AMIC] trainees have been employed across the metropolitan area. These trainees have attended training on domestic violence.

Introduction of the antenatal screening tool [ANRQ and EPNDS] to identify perinatal mental health, and psycho-social issues.

All women presenting at the antenatal service complete the screening process, which enables them to identify experiences of domestic violence. Those women are then provided with social work support or referral to appropriate support services.

Training in domestic violence recognition for Children, Youth and Women's Health Service midwives.

With the implementation of the AMIC model of care through the *Metropolitan Aboriginal Family Birthing*

*Program*, intensive education has been provided to a number of midwifery staff. An education session on the topic of domestic violence was well attended by midwives. The training has made a significant difference to the staff who attended and has changed the way this issue is dealt with by those staff. Remaining staff are being encouraged to attend subsequent training.

### Yarrow Place, Rape and Sexual Assault Service

Provision of *Recognise and Respond to Disclosures of Sexual Assault*, Forensic training, and Aboriginal training to Government and non-government agencies. Government and non-Government staff have received awareness raising and training in responding to sexual assault. Agreement with the Department for Communities and Social Inclusion to provide *Recognise and Respond to Disclosures of Sexual Assault* training and components from the Aboriginal Training package to frontline staff of non-government organisations funded by the Department for Communities and Social Inclusion [domestic violence services, disability, housing services].

### All Risk Assessment Model

Development of an 'all risk assessment' model for the Children, Youth and Women's Health Service. Risk is assessed comprehensively and includes assessment of safety and effects of current and past violence, abuse and neglect for women and children.

\* The names of the services in Department of Health are accurate as of March 2011

## Women's Health Action Plan

### **Coordinate and report on the Women's Health Action Plan, which has six key initiatives:**

1. Application of gender analysis to health policy service and program planning and evaluation by central health units, health regions and health services in South Australia.
2. Provision of gender sensitive mental health policies, services and programs that include specific strategies to reduce psychological distress of women and promote recovery of women from mental health problems.
3. Provision of sexual and reproductive health service program responses for women with the least access and the poorest health outcomes.
4. Provision of health services providing appropriate responses to women who have experienced violence, including sexual violence and the recognition of the impact of violence on women's mental health.
5. Provision of health services and programs that take into account gender issues in the planning, delivery and evaluation of chronic disease health promotion, early intervention and self management programs.
6. Improve the cultural responsiveness of health programs and services to meet the needs of Aboriginal women.

SA Health has a plan to address services for women, which is managed by a Coordinating Committee.

The Women's Health Action Plan Coordinating Group monitors the implementation of the South Australian Women's Health Policy.

### **The Coordinating Group includes representatives from:**

-  Children, Youth and Women's Health Service Adelaide Health Service.
-  Country Health SA.
-  Office for Women.
-  Premier's Council for Women.
-  Department of Health [including the Aboriginal Health Division].

## **ADELAIDE HEALTH SERVICE**

### Integrated services

Provision of integrated services across the continuum of care that increase the safety of women, the protection of children and the accountability of perpetrators.

In line with Southern Primary Health's Plan, a range of 1:1 services, group programs and community development initiatives are undertaken for women identifying the presence of violence and abuse in current or previous relationships. This is in addition to programs for children and individual and program support for perpetrators of domestic violence and preventative programs for young people.

In the period July 2007-June 2010, Southern Primary Health provided over 5,000 occasions of service for women for whom the need to address safety or past experience of intimate partner violence abuse was the presenting issue.

### Collaborative team approach

Collaborative team approach to the early identification and intervention of domestic and family violence in Flinders Medical Centre Emergency Department. Development of a screening tool was initiated in November 2006 with training provided to all Emergency Department workers at orientation and as part of an ongoing process, that created pathways to primary health and community services to assist with referrals. Evaluation of the program conducted in 2007 and 2009. In the most recent reporting period, 1 January 2011 to 28 February 2011, 95 referrals received to Social Work, as a result of early identification of domestic and family violence during daytime hours.

### Intervention

Intensive intervention for women facing adversity during pregnancy [including as a result of domestic violence] and early identification for vulnerable infants and children through Flinders Medical Centre. Initiated in 2005, this program has continued to evolve.

### Outcomes include:

- Establishment of a coordinating role by Child Protection Services at Flinders Medical Centre [in 2009].
- Processes for identifying 'at risk' women and infants.
- Liaising, and/or regular meetings with workers in the antenatal and postnatal hospital wards and outpatient services.
- Ensuring that all relevant professionals have the information necessary to carry out their respective roles within infants' lives who are on the risk register.

Identification, management and intervention with high risk infants constitute a significant part of the Child Protection Services workload: approximately 25 per cent of all Child Protection Services referrals since 2005. In understanding how to best and most appropriately respond to infants facing a high level of risk, Child Protection Services has focussed on establishing ongoing collegial/working relationships with a number of professionals at both the Flinders Medical Centre and at a broader interagency level.

### Central Northern Division

#### Initiatives include:

- Risk and Safety Reports Practice Guidelines developed for service providers from a range of sectors including South Australia Police, Health and the domestic violence sectors.

- ❁ Northern Family Safety Meeting Evaluation Project, in collaboration with all services attending the meetings, including South Australia Police and Families SA.
- ❁ The Violence in Pregnancy Project training provided to midwives across SA Health and research presented in lectures to Adelaide University and University SA students.
- ❁ Risk and Safety assessment and actions training across the State to Health and domestic violence sectors.

## COUNTRY HEALTH SA

### Adelaide Hills Community Health Service

#### 2008-2009 Inside Out Violence Prevention Project

This project funded a Project Officer part time for 15 months.

#### **This project aimed to address issues of violence and abuse by:**

- ❁ Providing training for all Adelaide Hills Community Health Service staff [170 people] regarding violence and abuse and, in particular, appropriate first response when working with clients who disclose violence and abuse issues.
- ❁ Providing specific training for front line staff re the above.

- ❁ Raising awareness among staff of data collection related to violence and abuse.
- ❁ Working with key partners on this issue.

### Inner Northern Country Health Services

#### Domestic Violence Project Officer

In 2009, Inner Northern Country Health Services, in collaboration with Families SA - Gawler, employed a project officer for a period of 12 months to progress work on interagency collaboration on responses to domestic violence in their cluster.

#### Gawler Women's Health Centre

In 2010, the Gawler Women's Health Centre was opened. Northern Domestic Violence Services are provided from this site. In addition, the Women's Health Worker has counselling for survivors of childhood sexual abuse, rape and sexual assault as a target group.

### Yorke and Lower North

#### Survivors of Abuse Groups

Domestic Violence Survivor Groups and Childhood Sexual Abuse Groups are run on an annual basis. These are the only groups running within the region and have been highly successful, as acknowledged in the *State Women's Health Report Card*.

## V6 LEADERSHIP DEVELOPMENT PROGRAM

For those staff identified as current or future leaders of DMITR. The program was designed and delivered by Locher Human Resources.

- ✿ 2006: 2 female participants.
- ✿ 2007 program: 8 female participants.
- ✿ 2008 program: 8 female participants.
- ✿ 2009 program: 3 female participants.

## SPRINGBOARD PROGRAM

The Springboard program for women [personal and professional development program led by Kay Cleave] was open to all female members of staff.

- ✿ 12 members of staff participated.

## DMITR WOMEN'S FORUM

A series of forums held for all female staff.

**Guest speakers have presented on a range of topics including:**

- ✿ Personal development and goal setting.
- ✿ Financial advice for women.
- ✿ Personal grooming and presentations.
- ✿ Women in government.
- ✿ Health and Wellbeing.
- ✿ Presentations skills.
- ✿ Work-life balance.

\* Formerly Department of Trade and Economic Development [DTED]

## PUBLIC TRANSPORT INITIATIVES

### CCTV on buses, trains and trams

- ✿ Closed Circuit Television [CCTV] is useful both as a deterrent against anti-social behaviour and crime, but also assists in the identification, apprehension and prosecution of offenders.
- ✿ CCTV systems have been progressively installed and updated as new buses, trains and trams have been purchased or existing stock have been refurbished.
- ✿ All trains, trams and most of the Adelaide Metro bus fleet now have CCTV installed.

### Station and interchange security upgrades

Significant funding has been allocated by the State Government to the upgrade of railway stations and Interchanges over the last 5 years.

#### **These have included:**

- ✿ Improvements in lighting to aid both passenger safety and infrastructure security.
- ✿ CCTV systems have recently been upgraded at Salisbury, Elizabeth, Gawler and Gawler Central railway stations. These upgrades were completed on a \$2.5 million project that was funded by the Federal Government through its *Safer Suburbs Plan*. The upgrades will improve the quality, reliability and useability of CCTV systems and help address anti-social behaviour, vandalism, theft and other crime.

### SA Transit Police on the rail and bus network

- ✿ Based at Adelaide Railway Station, SA Police Transit Services Branch deploys 78 police to assist the safety of passengers and staff on trains, trams, buses and taxis as well as attend to high priority incidents in the wider community.
- ✿ An additional 28 Police Officers have recently been employed and trained as an election commitment to further increase safety on the public transport system.

### Security guards on evening trains and trams

- ✿ Security guards are present on all trains leaving the Adelaide railway station after 6 pm every day and have an active presence on trams after 7pm on Friday, Saturday and Sunday nights.

### Improvements within the Taxi Industry

There have been a number of improvements within the Taxi Industry aimed at enhancing security for both the passenger and the driver.

#### **These have included:**

- ✿ Implementation of GPS Tracking for all taxis.
- ✿ Improvements to Driver ID's on Taxi dashboards.
- ✿ Ensuring Taxi numbering is clearly visible on the outside of all vehicles.
- ✿ Implementation of Driver PINS for all taxis to assist in driver identification.
- ✿ Improved driver training to ensure drivers are more culturally aware and provide appropriate customer service.

\* Formerly Department of Transport, Energy and Infrastructure [DTEI]

## INITIATIVES WITHIN GOVERNMENT BUILDINGS

### Department owned CBD buildings

- ✿ Installed additional CCTV cameras to improve perimeter surveillance.
- ✿ Developed procedures to ensure basement roller-doors at Roma Mitchell House and City Centre are operated and accessed correctly to prevent unauthorised after-hours access.

### Government Employee Housing

- ✿ External security screen doors fitted to all owned houses.
- ✿ Security lighting installed at the front and rear of all new housing.
- ✿ Security screen doors and security window grills installed in Anangu Pitjantjatjara Yankunytjatjara [APY] Lands housing together with strengthened window treatments and building materials.

### Measures integrated into design of new buildings

- ✿ Positioning of the building/facility associated with linkages to existing facilities, car parking, public areas etc.
- ✿ Strategically placed external lighting.
- ✿ Provision of well lit up paths/linkages.
- ✿ Provision of CCTV security monitoring.
- ✿ Strategic positioning of low level landscaping.
- ✿ Installation of anti-climbing devices i.e. screens adjacent buildings.

## WORKPLACE INITIATIVES

- ✿ Support programs for non-physical safety include, a chaplaincy service and the introduction of contact officers [two of the four are women].
- ✿ An OHS&W policy on handling aggression and violence in the workplace has been developed and implemented.
- ✿ Training programs for employees on handling occupational aggression and violence.

## CHILDREN ON ANANGU PITJANTJATJARA YANKUNYTJATJARA [APY] LANDS, COMMISSION OF INQUIRY

The Government's response to the Inquiry's recommendations recognised that addressing Aboriginal family violence is integral to improving child safety on the APY Lands.

The Aboriginal Affairs and Reconciliation Division [DPC-AARD] chairs the cross-agency Task Force that coordinates Government response to Inquiry recommendations and Cabinet and Policy Coordination participates in the Task Force. DPC-AARD worked with the Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council [NPYWC] to develop advice on preferred models for safe accommodation services for women and children from the APY Lands. This was in response to the Commission of Inquiry's recommendation to establish safe houses for Anangu.

DPC-AARD will explore opportunities for additional accommodation services in Alice Springs with the Commonwealth Government and is working with other agencies to address issues such as improved policing services in Coober Pedy and opportunities to assist women and children escaping domestic violence on the APY Lands.

## RELATIONSHIP VIOLENCE AT WORK

Safework SA is currently working as part of a Heads of Workplace Safety Authorities [HWSA] national working group to develop a guide, *Preventing and Responding*

*to Violence at Work*, which includes a focus on relationship violence. The guide is intended to help people who run businesses make informed decisions about the best way to minimise health and safety risks arising from or occurring at work. It provides advice on minimising the impact of relationship violence at work through risk management and prevention measures such as restricting access to workplaces for non-authorised visitors, and through response measures such as providing access to support networks, employee assistance programs, or other professional counselling. The guide also includes resources for information on family violence and victims of crime in each participating state. HWSA comprises representatives of the peak bodies responsible for the regulation and administration of occupational health and safety in Australia and New Zealand. Safework SA is working with representatives from the Australian Capital Territory, New South Wales, Queensland, Victoria, Western Australia and the Commonwealth Governments.

## PROMOTING THE ISSUE OF VIOLENCE AGAINST WOMEN THROUGH THE ARTS

Country Arts SA toured the show *I Don't Wanna Play House* to three regional venues across SA [Ceduna, Port Augusta and Raukkan] as part of its *Shows on the Road* Program. This work, written and performed by artist Tammy Anderson, and produced by Yirra Yaakin Theatre is an autobiographical play about growing up in a large Aboriginal family, and deals with family violence.

## WORK-LIFE BALANCE STRATEGY

### 2009–2011

Department of Primary Industries and Regions SA [PIRSA]'s *Work-life Balance Strategy* responds to the demand for greater diversity in work and family roles and arrangements. The strategy aims to enable choices to be made that enable PIRSA and its employees to manage the interaction between work and the demands of life that affect health, families and communities.

#### **Some key objectives include:**

-  Learning programs for managers on Work-life Wellbeing. 50% of Senior Management Team attended Workshops in 2010.
-  Work-life balance conversations in Performance Management Development.
-  Children's School Holiday Workshops in metropolitan and regional areas. These workshops were consistently fully booked.
-  Workplace Family Rooms were rolled out across PIRSA sites including Adelaide, Port Lincoln and Clare.

## OH&S INCLUDING HEALTHY ME @ PIRSA

The health and wellbeing of all staff is of utmost importance and a key contributor to our performance. PIRSA has a commitment to ensure that information is available to assist staff to make healthy life choices enabling them to reach their full potential, both at work and home.

**The HealthyMe@PIRSA program was designed to help address six key health/lifestyle issues of day to day life.**

-  Strength – Increasing resilience, decreasing stress.
-  Relationships + work/life balance.
-  Mental resilience.
-  Resilience through nutrition.
-  Physical resilience.
-  Sleep and time management.

The program includes a booklet for all employees, and a number of workshops across metropolitan and regional SA.

\* Formerly Department for Primary Industries and Resources SA [PIRSA]

## INFORMATION ABOUT RESTRAINING ORDERS

In 2005, South Australia Police [SAPOL] produced a booklet which provides information to assist women to obtain a Domestic Violence Restraining Order. The booklet, titled *Information about Restraining Orders*, was produced in collaboration with the Attorney-General's Department and with the assistance of Justice Studies at TAFE SA. It contains information to victims about what a restraining order is, how to apply for an order, the court process and what to do should an order be breached.

In 2006, as part of a service to non-English speaking victims, the booklet was translated into 17 other languages being Vietnamese, Italian, Greek, Serbian, Mandarin, Arabic, Persian, Polish, Croatian, Bosnian, Spanish, Khmer, Kurdish, Russian, and African comprising Dinka, Amharic and Swahili. These translations are available on the Commissioner for Victims' Rights [AGD] website for the use of agencies and members of the public seeking information.

Since December 2005, 35,000 copies of the booklet have been distributed across SAPOL, and to approximately 50 external agencies including government departments, community health centres, domestic violence services, counselling services, medical centres and hospitals. The booklets have been well received and utilised as a resource for victims, police and other agency staff who work with domestic violence victims.

## DOMESTIC VIOLENCE STRATEGY

In 2005 SAPOL developed the *Domestic Violence Strategy*, an overarching corporate framework which provides the foundation and sets a clear direction for SAPOL in responding to domestic violence. Subsequent to that the *Domestic Violence Policing Model* was developed to enable an integrated, coordinated, consistent and appropriate response to domestic and family violence which aims to enhance the safety of victims, reduce victimisation and holds offenders accountable for their violence.

The *Domestic Violence Policing Model* underwent a 12 month post-implementation review to evaluate its functioning and to identify improvements which could be made. There were 19 recommendations approved by the Commissioner of Police which, when implemented, further refined SAPOL's processes and practices, and provided additional training in response to identified needs. SAPOL has been undertaking the new domestic violence policing procedures since November 2007 resulting in a more comprehensive and consistent service to victims, and with positive action being taken against offenders wherever possible to ensure their accountability for their violence.

## **INDUCTION PROCESS**

Through the induction process employees are made aware of their OH&S responsibility and code of conduct requirement to report any incidents of injury, unsafe work practices and unsuitable behaviour that occur in the workplace.

## **FAIR TREATMENT IN THE WORKPLACE POLICY/GRIEVANCE RESOLUTION POLICY**

Established complaint process for bullying and harassment. This ensures an inclusive and supportive work environment free from discrimination, harassment, bullying, victimisation and unacceptable workplace behaviours.

Implementation of these policies include the necessary support and training to all managers, staff and contact officers. Contact officers are trained delegates who offer support and information to employees regarding discrimination harassment or bullying.

## **WOMEN IN TREASURY**

Lunchtime forums are conducted and a program of development initiatives has been established to improve leadership capability of women. A mentoring program for women has been implemented with one senior woman selected to participate on the Executive Management Group for a 12 month period on a rotational basis.

## Office for Women

Ground floor, 101 Grenfell St

Adelaide SA 5000

**p** 08 8303 0961

**f** 08 8303 0963

**e** [officeforwomen@agd.sa.gov.au](mailto:officeforwomen@agd.sa.gov.au)

**www.officeforwomen.sa.gov.au**

## Women's Information Service

Chesser House

91-97 Grenfell St

Adelaide SA 5000

**p** 08 8303 0590

**f** 08 8303 0576

**e** [info@wis.sa.gov.au](mailto:info@wis.sa.gov.au)

**www.wis.sa.gov.au**



## Premier's Council for Women

Ground floor, 101 Grenfell St

Adelaide SA 5000

**p** 08 8303 0961

**f** 08 8303 0963

**e** [premierscouncilforwomen](mailto:premierscouncilforwomen@agd.sa.gov.au)

[@agd.sa.gov.au](mailto:premierscouncilforwomen@agd.sa.gov.au)

**www.officeforwomen.sa.gov.au**

## The Hon Gail Gago MLC

Minister for the Status of Women

**e** [minister.gago@sa.gov.au](mailto:minister.gago@sa.gov.au)