



Ku-ring-gai

Prevention of Violence

Against Women Action Plan

2024 – 2025

Version Number 5
Adopted: August 2024
Effective: August 2024

Acknowledgement of Country

Ku-ring-gai Council acknowledges the Traditional Custodians of the land on which the Ku-ring-gai Local Government Area is situated and pays respect to Aboriginal Elders past, present, and emerging.

Prevention of Violence Against Women requires a collaborative effort and would not be possible without the ongoing commitment and hard work of partner organisations. We would like to thank the members of the Working Group, representing key partner organisations, for their hard work in developing the Action Plan:

KYDS	Ku-ring-gai Neighbourhood Centre
Lifeline	Women's Shed
Catholic Care	Hornsby Ku-ring-gai DV Network
Ku-ring-gai Rotary	Hornsby Ku-ring-gai Multicultural Network
Hornsby Ku-ring-gai Women's Shelter	Department of Communities and Justice
NSW Police	Settlement Services International (SSI)
NSW Multicultural Centre for Women's and Family Safety	

Help and Support

If you or someone you know is experiencing domestic and family violence, help and support is available. All services below are free and available 24 hours a day, seven days a week.

Call 000 if you are or someone is in danger now.

1 800 RESPECT – 1800 737 732

Contents

Our commitment to addressing domestic and family violence	4
Prevalence and impact of domestic and family violence	5
Domestic and family violence in Ku-ring-gai	6
Identified barriers and gaps	8
Broader DFV context, key stakeholders, and their roles	11
Developing a Ku-ring-gai Prevention of Violence Against Women Action Plan	12
Purpose of this Action Plan	12
Priority 1: Prevention	14
Priority 2: Early Intervention	17
Priority 3: Sector development and support	19
Priority 4: Resilience and Empowerment	21
Outcomes Measurement Framework	22

Our commitment to addressing domestic and family violence

Ku-ring-gai Council's Prevention of Violence Against Women Action Plan, is a twelve-month plan that outlines Council's commitment to addressing domestic and family violence (DFV) in the local area. The Plan is intended to establish the foundations for Council to enable a collaborative approach to encouraging cultural change, leading to safer homes, neighbourhoods and communities.

Ku-ring-gai Council has a robust understanding of the local context, strong community networks and extensive relationships with other levels of Government and the local police, allowing Council to support local services. As a result, Council is well placed to provide leadership, and further support existing local initiatives that address DFV.

Ku-ring-gai Council recognises that it can play an active leadership role in preventing and reducing domestic and family violence during this 12-month period and beyond. This Plan lays the foundations for a continued commitment towards ending DFV.

This action plan is structured into four key focus areas based on the four domains of the National Plan to End Violence against Women and Children 2022-2032.

1. **Primary prevention** – to reduce or prevent new instances of violence before they occur by increasing knowledge, awareness, influencing changes to attitudes and understanding of all aspects of DFV.
2. **Early intervention** – to keep people safe, change attitudes, prevent escalations and address arising issues and provide avenues for early intervention. Identifying and supporting individuals who are at high risk of experiencing or perpetrating violence and prevent it from reoccurring.
3. **Sector development and support** – to support the DFV services sector in Ku-ring-gai to provide help to the community.
4. **Resilience and Empowerment** – to support people impacted by DFV enabling access to resources for healing and recovery.

Prevalence and impact of domestic and family violence

Domestic and family violence / abuse is a pattern of behaviour within a family, where one person uses power and control over another person in a way that causes fear. This can include behaviours that threaten, frighten, intimidate, humiliate, or physically harm another person.

Family relationships can include

- Current or former intimate relationships
- Carer and guardian relationships
- LGBTQI+ Family members
- Extended family groups (e.g. CALD community)

Behaviours include physical, sexual, emotional, psychological, spiritual, social, financial, technology facilitated abuse.

Coercive control is often a significant part of a person's experience of family and domestic violence and describes someone's use of abusive behaviours against another person over time. This emotional manipulation has the effect of establishing and maintaining power and dominance over them. A focus on coercive control reflects a shift from isolated incidents (primarily physical violence) to a recognition that a perpetrator can use a broad pattern of behaviour to reinforce power and control over another person.

Domestic and family violence / abuse can happen to anyone irrespective of age, race, sexual orientation, religion, gender, socioeconomic background, or education level.

Domestic and family violence can happen once or become a regular occurrence. Unfortunately, incidents often remain unreported. Although women are significantly more likely to experience DFV, it can happen to anyone, and its effects may be experienced by other family or household members.

Despite being underreported, domestic and family violence continues to be a serious, widespread, and preventable issue that impacts many people. It has significant and often devastating impacts on the social, emotional, economic, and physical wellbeing of both adults and children victim-survivors and families. DFV has significant impacts and costs for individuals, communities, workplaces, businesses, and governments, particularly in relation to health, justice, and welfare.

Domestic and family violence in Ku-ring-gai

The latest NSW Recorded Crime Statistics (January 2023 to December 2023) show Ku-ring-gai LGA as having low rates of recorded incidents of domestic violence. This is common across most categories of reported crime for the LGA.

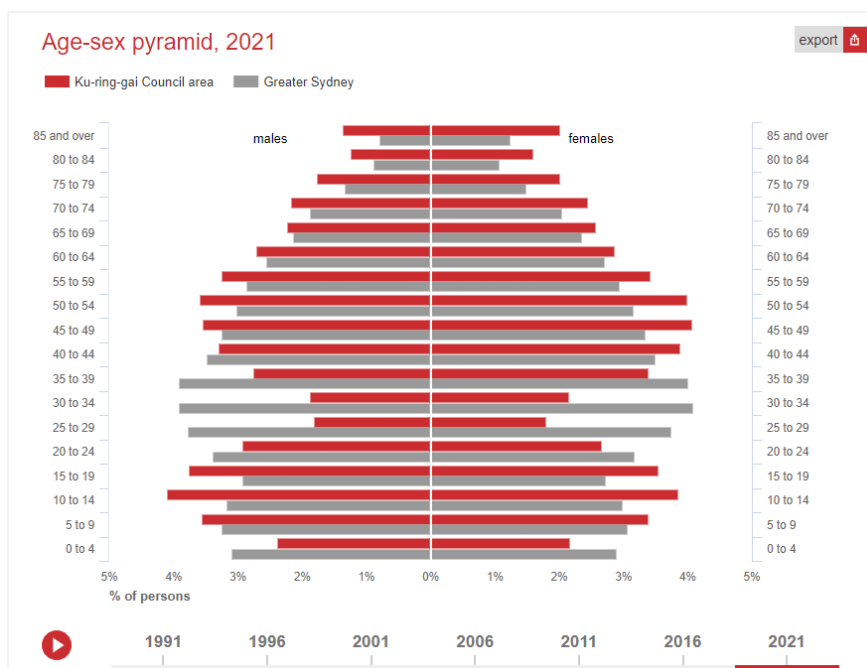
Table 1: Selected NSW Recorded Crime statistics: Ku-ring-gai LGA

		Apr 2023 - Mar 2024		
Offence group	Offence type	Number of incidents	Rate per 100,000 population	Apr 2023 - Mar 2024 LGA Rank*
The major offences	Murder [^]	0	0.0	
	Domestic violence related assault	141	113.6	118
	Sexual assault	46	37.0	119
	Sexual touching, sexual act and other sexual offences	52	41.9	
Abduction and kidnapping		1	0.8	
Intimidation, stalking and harassment		145	116.8	
Pornography offences		6	4.8	
Prostitution offences		1	0.8	
Against justice procedures	Breach Apprehended Violence Order	30	24.2	

Source: NSW Bureau of Crime Statistics and Research ([LGA excel tables \(nsw.gov.au\)](https://www.nsw.gov.au/lga-excel-tables))

The available reported crime data, however, is not fully supported by evidence from the sector, indicating that DFV is far more complex and more prevalent in the Ku-ring-gai LGA than reflected in the recorded crime statistics. Research including qualitative evidence from the sector indicates that most people experiencing violence choose not to formally report, or report late after many years of sustained violence. Additionally, these crime statistics generally relate to physical violence and does not reflect coercive control, which is widely reported as a particular issue for Ku-ring-gai LGA by sector representatives.

Further analysis of the demographic makeup and cultural norms for Ku-ring-gai LGA, layered with research on behaviours and attitudes towards reporting, provides insights into why underreporting is a particular issue for Ku-ring-gai LGA. This is why crime statistics alone cannot be relied upon to gauge the extent of the issue in the LGA.



Source: 'This material was compiled and presented by .id (informed decisions). <https://id.com.au>

Recent ABS data indicates that Ku-ring-gai has more women than men and they are older. Relative social disadvantage in Ku-ring-gai is low, and a larger proportion of women here have a Bachelor or Higher Degree qualification.

Overall women in Ku-ring-gai earn more than their counterparts across greater Sydney and have a higher average level of education. Reports of women and girls presenting to support services preferring not to formally report indicates that the issue is somewhat hidden, with a culture of acceptance and silence on DFV.

The majority of available research links socio-economic disadvantage with higher rates of DFV particularly coercive control. There is however, increasing awareness that DFV in populations that have higher levels of education, income, and status are less likely to report to authorities for a variety of reasons.

In 2021, 42.6% of people in the Ku-ring-gai Council area were born overseas, compared with 38.6% in Greater Sydney. The largest non-English speaking country of birth in Ku-ring-gai Council area was China, with 10.4% of the population.

There is limited Australian research on the experiences of coercive control for women of migrant and/or CALD backgrounds, however recent studies show that there is an increased risk of experiencing coercive control for this group (ANROWS 2020; Boxall & Morgan 2021). Segrave, Wickes, and Keel (2021) analysed findings from a survey of 1,392 participants from a migrant or refugee background. Overall, a third of participants reported experiencing a form of DFV, and among this number, controlling behaviours were reported the most frequently (91%). Similarly, utilising data from an AIC online survey of 15,000 women, Boxall and Morgan (2021) found that 35% of CALD women who responded to the survey (19% of participants) have experienced coercive control. This is compared with 17% of women in the full sample and points to the over-representation of women of migrant and CALD background experiencing coercive control (Boxall & Morgan, 2021a)

Women from CALD communities also face structural, social and policy barriers that intensify risks associated with family violence for them (Mahar & Segrave, 2018; Women's Safety Justice Taskforce, 2021). These barriers include immigration policy and legislative regimes that currently inhibit women's helpseeking, for example by creating a financial dependency on perpetrators who may also be visa sponsors. Factors such as migration status or the threat of involvement of child protection, can also be used to instil fear around government responses, with language barriers and pressures from cultural and faith leaders in community also having the potential to further inhibit help seeking, particularly where the coercive control may not be demonstrable (Maher & Segrave, 2018).

Qualitative evidence indicates that DFV is prevalent in Ku-ring-gai, and quantitative evidence demonstrates that it is not reported. With many gaps in the available quantitative evidence, further research and a strengthening of available data to ensure informed appropriate response for Ku-ring-gai LGA is required. Council can play a leadership role in coordinating and advocating for resourcing and improvement to the quality, and accuracy of information that is captured.

Identified barriers and gaps

Based on advice and feedback from local community organisations and service providers, the following were identified as some of the known barriers for individuals to reporting violent and coercive behaviours, and for accessing domestic and family violence supports:

Community understanding

Despite increased media coverage on DFV there is still minimal understanding of what constitutes domestic violence, abuse, and its key drivers, particularly in relation to coercive control. There are several myths and misconceptions still held within community that pose barriers to reporting, and delay victim survivors seeking support.

Cultural context

Given Ku-ring-gai's increasing cultural diversity it is important to understand and recognise the significance of cultural context. Community groups described some of the cultural factors that can influence the experience of DFV. Including, reinforcement of cultural norms and practices that may promote victim shaming and blaming by religious and/or community leaders.

Other cultural issues may include:

- Cultural norms, such as cultural understandings of violence, patriarchy, shame, and potential community backlash associated with leaving and overall stigma surrounding DFV. DFV may not necessarily be a crime in other countries/cultures
- Unwillingness to recognise DFV as a problem or occurring at all
- Lack of available culturally appropriate advice
- Language barriers for people from diverse backgrounds
- Lack of funding to provide support programs and culturally specific domestic and family violence specialists.
- Barriers to early detection and prevention due to cultural perceptions of violence, fear of authorities and awareness of support services or legal rights.
- Visa status has a large impact on the varying access to supports and services especially for women experience DFV who are on Temporary Visas, Partner Visas or Partner of Skilled Worker Visas. Often these women choose to stay because they feel they have no options without income or a right to work. They struggle to get access to accommodation and other services.

Family and community ties

Many of those experiencing DFV lack family support. Others fear that reaching out may compromise strong family or community bonds due to the stigma surrounding DFV, leading to further isolation. In other cases, uncertainty regarding how reporting could affect their children can lead to inaction, as can fear of losing other child support services if they report.

Intersectionality

In this Action Plan, an intersectional lens or intersectionality is identified as the phenomenon of experiencing gendered drivers of violence in combination with other forms of discrimination and inequality (Our Watch, 2018b). It is the recognition that even though gender inequality is a driving factor for DFV; it is not always the most prominent or the only factor driving violence against women (Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth, 2015). Key stakeholders highlighted how other forms of discrimination and inequality, such as racism, ableism, homophobia, and transphobia amplified the violence experienced by women in the Ku-ring-gai community. Applying an intersectional lens to DFV prevention work is essential.

Structural disadvantage

The Australian legal system does not facilitate optimal responses for those experiencing DFV, including privacy laws that inhibit evidence gathering, ongoing court cases that can hinder DFV responses and inability to guarantee the safety of the survivor. Referral systems are often not streamlined, so survivors must recount and relive traumatic experiences multiple times throughout the various stages of seeking support. There is also currently a shortage of follow-up support available for survivors.

Cultural organisations mentioned several additional complexities in CALD communities, such as cross-jurisdictional court cases, financial abuse from overseas, marriage laws that do not readily respond to fraud and scams, as well as forced and underage marriages or visa restrictions when residency is dependent on an abusive partner. Visa restrictions also significantly restrict the number of services available.

Legal system

Understanding the legal system in Australia is complex and presents a challenge for many individuals that seek support. It is especially challenging for clients that have no fixed address, come from diverse backgrounds, have language barriers, or visa issues. Legal support can be expensive and inaccessible for those with financial limitations or those unfamiliar with the Australian legal system.

Relationship with the police

In some cases, victims may be fearful of the justice system or the police and doubt the ability of the justice system to deliver positive results. This may be heightened for those coming from communities that have had negative experiences with police or authority figures, such as migrant populations that have come to Australia from countries with oppressive or corrupt regimes. This will impact upon their ability to trust institutions like the police and Government with sensitive issues like DFV.

Perception

One of the most significant barriers is the extent to which the decision to report an offence depends on the victim's belief that reporting will achieve a positive outcome. Will the perpetrator be removed or punished? Will the victim be the object of blame and increase the risk of victimisation and danger? Levels of reported crime, in part, reflect the community's confidence in the justice system and the willingness and ability of the system, particularly for authorities to respond effectively.

Programs for perpetrators

There is a lack of support and education available in Ku-ring-gai for perpetrators on creating respectful relationships free from violence and abuse. There are many reasons for this, including that self-directed help seeking behaviour results in a low demand for such programs. However, these programs are desperately needed.

Communication and referral barriers

Service providers highlighted a lack of adequate communication methods and limited strategies for connecting with other providers.

Improved communication regarding available services is essential, recognising that that barriers may be exacerbated by language and literacy related issues and complex systems and processes, including pathways for referrals.

Lack of resources

In circumstances where a person is ready to seek support, the lack of various resources, including safe and affordable accommodation, access to transport, financial assistance, legal support in court and health care is a major obstacle. Additionally, many services that deliver DFV services and adjacent programs are already at capacity and waitlists are long.

Safe spaces

Community centres and facilities, childcare centres, schools, and primary health providers (e.g. GPs) are ideal spaces where someone can discreetly seek safety and support. Ensuring client, volunteer and staff safety from perpetrators can sometimes be a challenge. Ku-ring-gai needs additional safe spaces and places, and by-stander training for non-specialist staff that may be in these locations.

There is also a need for an increase in services and activities hosted in Ku-ring-gai, as many of the services and programs available for Ku-ring-gai residents, are based in other LGA's. This may also include opportunities for non-residents to relocate safely within the Ku-ring-gai LGA.

Broader DFV context, key stakeholders, and their roles

Federal Government

The National Plan to Reduce Violence against Women and their Children 2010–2022 provided local government a recognised role in the reduction, prevention, and community capacity building in the levels of violence against women.

The National Plan to End Violence Against Women and Children 2022-32 and the establishment of a Domestic, Family and Sexual Violence Commission supports continuing cooperation between the Commonwealth, states, territories, and local government. It provides greater transparency in delivering the targets and objectives of the National Plan.

State Government

The NSW Domestic and Family Violence Blueprint for Reform 2016-2021: Safer Lives for Women, Men and Children. The Blueprint delivered a five-year, whole of government approach to domestic and family violence in NSW.

The development of the NSW Domestic and Family Violence Plan 2022-2027 recognises the importance of capacity building within communities and the not-for-profit sector enhancing support for people experiencing violence. This includes an investment in housing, specialist services and support packages for domestic violence victim-survivors.

Service providers

Service providers deliver a range of direct services to those at-risk of or to those currently experiencing or perpetrating DFV. This can include financial and legal assistance, mental and physical health services, housing, peer support, counselling, and referral services. They also play a crucial role in prevention by stopping violence from escalating or recurring.

Community organisations, leaders, and individuals

Community organisations and leaders have the most nuanced understanding of the barriers faced by those impacted by DFV, as well as the most effective approaches in their local communities. They are some of the most trusted local figures and can drive grassroots change through role modelling, speaking out against DFV and supporting survivors.

Developing a Ku-ring-gai Prevention of Violence Against Women Action Plan

The actions and activities within the Action Plan are informed by consultation with external and internal stakeholders. Additional research was undertaken by Council staff on other local government authorities' Domestic and Family Violence Action plans, and policies. Research included a literature review of other relevant DFV action plans, study of international best practice and an analysis of local Australian Bureau of Statistics (ABS) data on the status of women in Ku-ring-gai and surrounds.

To gain an understanding of the complexities in addressing DFV in the local community, a working group was established with representatives of community organisations, NSW police, NSW Department of Communities and Justice and targeted service providers. Working Group discussions were held in June - July 2024, and feedback provided by key stakeholders currently working in the Domestic Family Violence Sector in Ku-ring-gai has been incorporated into this document.

The process, though not exhaustive, was undertaken to gain a better understanding of the local context and needs, and to identify short term strategies that could work in the Ku-ring-gai LGA.

Purpose of this Action Plan

Addressing Domestic and Family Violence (DFV) is a priority for Ku-ring-gai Council. The focus is on providing support to strengthen community and sector response to ending this issue in the Ku-ring-gai Local Government Area (LGA).

Ku-ring-gai Council's Prevention of Violence Against Women Action Plan (Action Plan), is a one-year plan outlining Council's commitment to addressing domestic and family violence (DFV), laying the foundations for effectively addressing the issue, and identifying a path forward.

Council's primary focus to date has been in prevention, education and awareness raising through partnerships with community organisations, front line services, and the police to assist in the elimination of violence against women. These partnerships enable Council to leverage resources, share expertise, and maximise the impact of these programs and initiatives.

The Ku-ring-gai Council's one-year Prevention of Violence Against Women Action Plan is designed to establish fundamental actions and principles that can be refined and expanded upon in the future. This short-term planning approach allows for the identification of immediate needs, gaps in services, and areas requiring urgent attention. By testing various initiatives within this timeframe and evaluating their effectiveness, the plan provides valuable data to inform longer-term strategies. The focused allocation of resources ensures that the most pressing issues are addressed, while leveraging existing local initiatives makes efficient use of current resources and efforts. Moreover, this one-year plan serves as a stepping stone towards a comprehensive strategy, setting the stage for sustained efforts and continuous improvement. Starting with a shorter plan also allows for necessary adjustments based on initial outcomes and emerging trends, ensuring that the long-term plan remains robust and responsive to change.

Prevention of Violence Against Women Action Plan 2024-2025

Ku-ring-gai Council is committed to corporate, organisational and community leadership. This Action Plan outlines Council's intentions to contribute to addressing domestic and family violence (DFV) in the local area over the next 12 months. The Action Plan is structured around the key priorities identified in the State and Commonwealth Government's current DFV plans.

National Plan to Reduce Violence Against Women 2022 – 2032 [National Plan to Reduce Violence against Women and their Children \(dss.gov.au\)](https://dss.gov.au)

NSW Domestic and Family Violence Plan 2022 - 2027 <https://dcj.nsw.gov.au/documents/service-providers/domestic-and-family-violence-services/NSW-Domestic-and-Family-Violence-Plan-2022-2027.pdf>

1. **Prevention** – Domestic and Family Violence (DFV) is prevented through changes to attitudes, social norms, practices and structures that underpin gender-based violence.
2. **Early Intervention** - People at risk of experiencing or perpetrating DFV are identified early and provided with effective support.
3. **Sector Support and Development** – The local sector is supported to respond to the needs of victims and perpetrators.
4. **Resilience and Empowerment**- People impacted by DFV receive support to heal and recover.

This initial Ku-ring-gai Council Action Plan aims to demonstrate leadership within the organisation, strengthening our understanding of the current issues in the local area, whilst building on the work already being undertaken.

Council is committed to continuous action and an ongoing contribution to the prevention of violence against women. Council will continue to build on this work through future plans, working towards preventing and ending DFV in the Ku-ring-gai LGA.

Priority 1: Prevention

Actions aiming to reduce or prevent new instances of violence before they occur. These address the underlying causes of DFV through education, awareness, bringing change to attitudes, social norms, practices, and structures that underpin gender-based violence.

No.	Area	Outcome	Action	Responsible/ Stakeholders	Timeframe
1.1	Leadership	<p>Ku-ring-gai Council demonstrates leadership in eliminating domestic and family violence. Council positively models a culture of gender equality, respect, safety, and support. This leadership is promoted internally and to the local community.</p> <p>Council staff understand gender equality, respectful relationships, and Council's zero tolerance for violence against women.</p> <p>Council is an employer of choice demonstrating a strong culture of respect and a workplace free of harassment and violence.</p> <p>Council demonstrates ongoing commitment to addressing DFV in the Ku-ring-gai LGA.</p>	<p>Develop a Communication Strategy to communicate a zero tolerance for violence against women and demonstrate leadership actions taken by Council. e.g., Gender Equality Strategy, White Ribbon Day, DFV awareness training for all staff etc.</p> <p>Promote and celebrate International Women's Day via an activity or event for staff.</p> <p>Leaders to model and promote Council's core values and support the implementation of actions outlined in the Gender Equality Strategy.</p> <p>Continue to support Council's Gender Equality Committee, including meetings and events.</p> <p>DFV awareness training is integrated into the induction program and refresher training is provided on a biennial basis.</p> <p>Review and evaluate the implementation of this 12-month Action Plan.</p> <p>Develop monitoring mechanisms and commit to ongoing work in line with a longer-term framework for delivery.</p>	<ul style="list-style-type: none"> • People and Culture • Corporate Communication • Community Development • Council Senior Leadership • People and Culture • People and Culture • Community Development • People and Culture • Community Development • KPVAWAP Working Party 	<p>November 2024</p> <p>March 2025</p> <p>Ongoing</p> <p>March 2025</p> <p>August 2025</p>

No.	Area	Outcome	Action	Responsible/ Stakeholders	Timeframe
1.2	Increased engagement with staff	<p>Council staff are educated on how to effectively respond to situations involving DFV and are aware of the systemic barriers that can perpetuate violence against women.</p> <p>Council demonstrates its commitment, highlighting zero tolerance for violence against women.</p>	<p>Provide information sessions to staff (at least one for indoor staff and one for outdoor staff) on domestic and family violence – respectful relationships, equality, coercive control, domestic violence awareness and response.</p> <p>Continue to raise staff awareness of VAW and actions through organisational recognition of</p> <ul style="list-style-type: none"> • International Day for the Elimination of violence against women (November) • Domestic Violence Remembrance Day (May) • International Day for the Elimination of sexual violence and conflict (June) • Other DV specific days of significant as relevant. 	<ul style="list-style-type: none"> • People and Culture • Community Development • People and Culture 	<p>By September 2025</p> <p>November 2024</p> <p>May 2025</p> <p>June 2025</p>
1.3	Community Participation	<p>Ku-ring-gai Status of Women Advisory Committee, identifies and participates in projects, activities, and opportunities promoting the inclusion and advancement of women.</p> <p>Members provide advice, advocate for, and raise awareness of issues that impact women in the Ku-ring-gai community.</p>	<ul style="list-style-type: none"> • Establish a Status of Women Advisory committee, that includes a diverse mix of skills and experience, representative of the diversity of women in Ku-ring-gai. • Council to facilitate quarterly committee meetings. • Committee to identify projects and opportunities, including initiatives for preventing violence against women. 	<ul style="list-style-type: none"> • Community Development 	<p>November 2024</p>

No.	Area	Outcome	Action	Responsible/ Stakeholders	Timeframe
1.4	Educating and resourcing the community	<p>Community awareness and understanding of domestic and family violence and its effects on individuals and the community is increased.</p> <p>Information and advice on DFV and support is easily accessible online for the community, including for victims and support networks.</p> <p>Gender equality is championed within the community, and community attitudes and behaviours relating to domestic and family violence are shifted. Including addressing the culture relating to reporting.</p>	<ul style="list-style-type: none"> • Council representation on the Hornsby Ku-ring-gai Domestic Violence Network to strengthen partnerships. • Council to collaborate and co-host community information forums on domestic and family violence. • Distribute information/factsheets via Council communication channels. Including placement in libraries, community centres and Customer Service. • Create a dedicated page on the Council website that provides information and links relating to services available for victims and survivors of domestic violence. • Provide funding for 15 community members to be trained in the Love Bites respectful relationships program targeting high school students. 	<ul style="list-style-type: none"> • Community Development • Corporate Communications 	November 2025 and ongoing
1.5	Inclusivity	<p>Targeted violence prevention materials tailored to the diverse populations of Ku-ring-Gai-- are accessible and available (including but not limited to CALD, ATSI, LGBTQIA, people with disabilities, young people, and older people).</p>	<ul style="list-style-type: none"> • Identify existing programs and opportunities for community education, including any gaps. • Collaborate with sector experts to ensure the diverse and intersecting needs specific to Ku-ring-gai's resident population are addressed in the range of available educational materials and opportunities offered. • In partnership with DFV sector specialists, identify and deliver a suite of culturally appropriate domestic and family violence education/prevention materials. 	<ul style="list-style-type: none"> • Community Development • DV sector specialist services 	Ongoing

Priority 2: Early Intervention

Actions aimed to keep people safe by building skills in individuals and groups who are at risk, or individuals who are in contact with people who are at risk. This enable people at risk of experiencing or perpetrating DFV are identified early and provided with effective support. These actions can prevent escalation and address issues arising.

No.	Area	Outcome	Action	Responsible	Timeframe
2.1	Leadership	Staff awareness and understanding is increased, and DFV information and support is easily accessible on intranet.	Internal guidance material is developed so that relevant leave provisions and supporting procedures are effectively communicated to staff and are easy to locate. E.g. Accessing family and domestic violence leave, and Employee Assistance Program.	<ul style="list-style-type: none"> • People and Culture • Corporate Communications • Community Development 	October 2024
		Staff feel equipped to more effectively respond to situations involving DFV.	Managers/supervisors and Council staff are provided training on how to appropriately manage/support people experiencing DFV, including the available leave provisions and the supporting procedures. Collaboration with DFV sector to deliver active by-stander training.	<ul style="list-style-type: none"> • People and Culture • Corporate Communications • DV sector SME • NSW Police 	Ongoing
2.2	Research and insights	Accurate and relevant local data and statistics on domestic violence are collected, building a stronger evidence base to advocate for increased funding and support for services across Ku-ring-gai LGA.	Continue to work with the DV sector to determine how to capture additional information from clients/community.	<ul style="list-style-type: none"> • Community Development • KPVAWAP Working Party • Hornsby Ku-ring-gai DV Network 	June 2025
		Research undertaken to increase understanding of the perception of safety and more specifically to DFV within the local community. Feeling of safety and inclusion for women in KRG LGA is improved through engagement.	Build a Ku-ring-gai based dataset that better represents the current situation of DFV in Ku-ring-Gai--. Review available research on community understanding and perceptions of safety issues with a specific focus on DFV. Incorporate 'community safety' as an issue for feedback and discussion in selected community consultation activities for the next Community	<ul style="list-style-type: none"> • Community Development • Governance and Corporate Strategy 	March 2025

No.	Area	Outcome	Action	Responsible	Timeframe
			Strategic Plan. This may include questions seeking community perceptions of safety and DFV in the LGA.		
2.3	Inclusivity	Information and targeted support are provided to those who may face compounding issues based on intersecting oppression (including but not limited to CALD, ATSI, LGBTQIA+, people with disabilities, young people, and older people. The knowledge and skills of 'at risk' individuals in Ku-ring-gai are increased.	<p>Host public information sessions in community languages on issues including; respectful relationships, gender equality, coercive control, domestic violence awareness and response.</p> <p>In partnership with DFV sector specialists, identify and deliver targeted educational materials for the LGBTQIA+ community.</p> <p>In partnership with DFV sector specialists, identify and deliver a suite of targeted educational materials for people with a disability, their family, and carers.</p> <p>In partnership with DFV sector specialists, identify and deliver targeted domestic and family violence educational materials for seniors, their family, and carers.</p> <p>Deliver a forum focusing on the role young people can play to actively challenge harmful gender norms and stereotypes, promote respect and equality in relationships, and consent.</p>	<ul style="list-style-type: none"> Community Development NSW Police NSW Health Multicultural NSW Women NSW DV sector SME KPVAWAP Working Party Members HKDVN Youth Advisory Committee Community Development 	<p>May 2025</p> <p>Ongoing</p> <p>April 2025</p> <p>March 2025 and ongoing</p> <p>March 2025</p>
2.4	Intervention	People at risk of perpetrating DFV are identified early and provided with effective support.	<p>Identify early intervention services and programs for perpetrators</p> <ul style="list-style-type: none"> Men's Behaviour Change programs Men's parenting programs <p>Seek to develop male champions, community leaders, or young men who will call out bad behaviour</p> <p>Include DFV specific topics in the consultation undertaken in the 2025 Ku-ring-gai Council Youth Forum.</p>	<ul style="list-style-type: none"> Community Development DV sector SME KPVAWAP Working Party Members HKDVN Youth Advisory Committee 	<p>November 2024</p> <p>March 2025</p>

Priority 3: Sector development and support

This priority area aims to support the capacity of the local Domestic and Family Violence sector in the Ku-ring-gai Area to ensure the best response to the needs of victims and perpetrators. The focus is on funding, networking, sharing resources, professional development to increase skills and knowledge, funding and advocacy.

No.	Area	Outcome	Action	Responsible	Timeframe
3.1	Funding support	Funding in Ku-ring-gai LGA to support DFV is maximised. DFV Sector is supported to apply for both Council and external funding opportunities	Develop and deliver a Ku-ring-gai Council DFV grant program. Prioritise funding support for women within the Ku-ring-gai Community Grants Program. Deliver grant writing training to build sector capability to enable and enhance capacity.	<ul style="list-style-type: none"> Community Development Corporate Communications Community Development 	December 2024 May 2025 May 2025
3.2	Sector engagement and capacity development	Increased sector capability through networking, information sharing and provision of training.	Participate in the regular meetings held by the Hornsby Ku-ring-gai Domestic Violence Network. Develop and foster relationships within DFV sector. Map existing services, programs, and events. Identify resource and capability gaps to share with the network. Collaborate with the Hornsby Ku-ring-gai Domestic Violence Network to facilitate training opportunities for the sector. Focus on diversity and inclusivity by seeking advice on the nuanced needs for people with intersecting barriers (including but not limited to CALD, ATSI, LGBTQIA, people with disabilities, young people, and older people.)	<ul style="list-style-type: none"> Community Development Hornsby Ku-ring-gai Domestic Violence Network 	Ongoing

No.	Area	Outcome	Action	Responsible	Timeframe
3.3	Sector collaboration and support	Leverage and enhance the impact of existing local DFV initiatives through Council collaboration.	Collaborate, support, and assist in the delivery of DFV projects and programs in the next 12 months. Leveraging the expertise of the Hornsby Ku-ring-gai Domestic Violence Network and supporting through coordination, promotion, venues etc. e.g., 16 Days of Activism Against Gender Based Violence, community language DV training.	<ul style="list-style-type: none"> Community Development Local DFV sector representatives 	Ongoing
3.4	Advocacy	Advance structural change and increase awareness of DFV in Ku-ring-gai, to support the local DFV sector and increase resources available to respond to the needs of the area.	Identify impactful advocacy opportunities in consultation with local DVF sector representatives. Coordinate a strategic approach to advocate for the local DFV sector and measures to increase safety. Advocate to State and Commonwealth government for funding opportunities for the area.	<ul style="list-style-type: none"> Community Development Local DFV sector representatives 	Ongoing

Priority 4: Resilience and Empowerment

Actions aim to support people impacted by DFV to be safe and healthy. This includes reducing the risk of re-traumatisation and supporting victim-survivors to heal and recover from trauma and the physical, mental, emotion and economic impacts of violence.

No.	Area	Outcome	Action	Responsible	Timeframe
4.1	Acknowledging survivors	Commitment to highlighting zero tolerance for violence against women and fostering a culture of safety and acknowledgement in the Ku-ring-gai LGA.	Recognising days of significance that acknowledge survivors. <ul style="list-style-type: none"> Domestic Violence Remembrance Day 	<ul style="list-style-type: none"> Community Development Corporate Communications 	Ongoing 1 May 2025
4.2	Providing support and information to victim survivors	DFV information is easily accessible online for victims or to support friends, family, and people in the community.	Council Website updated to provide information on support groups and resources and DFV related activities, events and national days including Remembrance Days, International Day for the Elimination of Sexual Violence and Conflict, International Day for the Elimination of violence against women and Sixteen Days of Activism against Gender-Based Violence.	<ul style="list-style-type: none"> Community Development Corporate Communications DFV sector 	September 2025 Ongoing
4.3	Inclusivity	Information and support is identified/developed and delivered with consideration of the diverse needs and experiences of the whole community.	Work with specialists in the DFV sector to identify and deliver available resources and services that suit the needs of diverse communities (including but not limited to CALD, ATSI, LGBTQIA, people with disabilities, young people, and older people.)	<ul style="list-style-type: none"> Community Development DFV sector specialists 	Ongoing
4.4	Awareness	Celebrate women's achievements and address challenges hindering their equal participation. Consult and engage with the community. Collaborate with experts to educate.	Deliver International Women's Day 2025 event.	<ul style="list-style-type: none"> Community Development 	March 2025

Outcomes Measurement Framework

Purpose and Scope

The purpose of this outcome measurement framework is to provide Council with an understanding of the impact of the Action Plan; and document how Council is contributing to reducing DFV. This framework only covers the one-year duration of the Action Plan.

Along with tracking impact of the Action Plan, the framework also seeks to provide a basis for:

- Monitoring the progress of its activities.
- Identifying results and, therefore, enabling improvement in its implementation; and
- providing accountability for its implementation.

The outcomes framework seeks to answer these measurement questions:

- To what extent has the Action Plan impacted individual attitudes, knowledge, and behaviours?
- To what extent has the Action Plan changed the practices within Council's workplace and other external organisations and community groups?
- To what extent has the Action Plan increased collaboration, collective learning, and integration of primary prevention practice?
- To what extent has the Action Plan increased collaboration within the DFV response sector and between the DFV sector and other community organisations?

Appendix 1 – References

- ANROWS 2018, *Violence Against Women: Accurate use of key statistics*. Australia's National Research Organisation for Women's Safety. Sydney, NSW. <https://www.anrows.org.au/publication/violence-against-women-accurate-use-of-key-statistics/>
- Birdsey, E. & Snowball, L. (2013). *Reporting Violence to Police: A survey of victims attending domestic violence services*. Sydney: NSW Bureau of Crime Statistics and Research.
- Boxall, H & Morgan, A. (2021). *Experiences of coercive control among Australian women*. Statistical bulletin no.30. Canberra. Australian Institute of Criminology.
- Commonwealth of Australia (Department of Social Services). (2016). *Third Action Plan 2016–2019 of the National Plan to Reduce Violence against Women and their Children 2010–2022*. Canberra: Commonwealth of Australia.
- Hunt, A., Webber, K., Montgomery, J., & Duong, A. (2018). *Family, domestic and sexual violence in Australia 2018*. Australian Institute of Health and Welfare.
- inTouch 2020, *Women on Temporary Visas Experiencing Family Violence. Position Paper March 2020*. inTouch Multicultural Centre Against Family Violence. Melbourne, Vic. <https://intouch.org.au/media-release-position-paper-on-women-on-temporary-visas-experiencing-family-violence/>
- Multicultural Centre for Women's Health 2017, *Intersectionality Matters: A guide to engaging immigrant and refugee communities to prevent violence against women*. Multicultural Centre for Women's Health, Melbourne, Vic. <https://www.mcwh.com.au/intersectionality-matters-a-new-resource-for-preventing-violence-against-women/>
- Our Watch 2017, *Primary prevention of family violence against people from LGBTI communities*. Our Watch. Melbourne, Vic, <https://handbook.ourwatch.org.au/resource-topic/tailor-primary-prevention-to-groups-and-settings/preventing-violence-against-lgbtqi-people/>
- Our Watch 2021, *Preventing Violence Against Older Women: A*. Our Watch. Melbourne, Vic. <https://handbook.ourwatch.org.au/resource-topic/tailor-primary-prevention-to-groups-and-settings/preventing-violence-against-older-women/>
- Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth. (2015). *Change the Story: A Shared framework for the primary prevention of violence against women and their children in Australia*. Melbourne: Our Watch.
- Price Waterhouse Coopers. (2015). *A high price to pay: The economic case for preventing violence against women*. Melbourne: PwC, VicHealth and Our Watch.
- Segrave, M., Wickes, R., and Keel, C. (2021). *Migrant and Refugee Women in Australia. The Safety and Security Survey*. Melbourne. Monash University. Cited in Becwith et al (2023). *Coercive Control Literature Review*. Aifs.gov.au
- Webster, K. (2016). *A preventable burden: Measuring and addressing the prevalence of intimate partner violence in Australian women: Key finding and future directions*. Sydney: ANROWS Compass.
- Women NSW. (2016). *NSW Domestic and Family Violence Blueprint for Reform 2016-2021: Safer lives for women, men, and children*. North Sydney, NSW: NSW Ministry of Health.

This document was prepared with contributions from the following:

