

Queensland Government response

to the report of the Special Taskforce
on Domestic and Family Violence,

**Not Now, Not Ever: Putting an End to Domestic
and Family Violence in Queensland**



**Queensland
Government**

Foreword

Domestic and family violence affects women, men, children and families from all sections of society.

Despite efforts to reduce domestic and family violence, on average, one woman dies each week in Australia at the hands of a violent partner, husband or father. Add to this the many calls for help received each week across our communities and the many thousands of victims who suffer in silence at the hands of their abusers, and it becomes clear that we need to think about what more we can do or what we can do differently.

There is no excuse for domestic and family violence and no place for it in a just society. That is why we supported the establishment of the Special Taskforce on Domestic and Family Violence, nominated a Member of Parliament to the Taskforce and gave the community a commitment to consider each and every recommendation in the Taskforce Report.

As indicated in this response, the Queensland Government accepts all 140 of the report's recommendations including the 121 directed at the government. The government has closely considered each of these recommendations to determine how improved support can be provided to families and individuals experiencing violence and to empower communities to play a role in its prevention. The 19 remaining recommendations directed at non-government bodies are also supported.

The government is committed to ending domestic and family violence and will invest \$31.3 million over four years towards implementing these recommendations. Steady action will occur over the next 10 years through a domestic and family violence prevention strategy to ensure resources are directed to best serve the needs of those affected.

As a government, we cannot achieve change alone. We need to embark on this journey as a community and together take responsibility for the cultural change we wish to achieve. We must ask ourselves 'what can I do?'. If we work together we can stop the violence.

I strongly encourage every Queenslanders to stand up and take this journey with us. It is only through our collective efforts that can we break the cycle of violence within our communities.



Anastacia Palaszcuk MP
Premier and Minister for the Arts

Executive summary

Not Now, Not Ever: Putting an end to domestic and family violence in Queensland, the final report from the Special Taskforce on Domestic and Family Violence in Queensland, provides a compelling argument for major reform of culture, systems and the law.

The Queensland Government is committed to leading this reform and collaborating with the community to ensure sustainable changes are made, and supports and accepts the recommendations of the Taskforce report.

Significant progress has already been made on implementing the urgent priorities needed to lay the foundations for the longer term strategy that will realise the vision of a Queensland free from domestic and family violence.

Initial implementation of the Taskforce recommendations has been overseen by an Interdepartmental Committee chaired by the Director-General of the Department of the Premier and Cabinet and comprising the chief executive officers of the Queensland Government departments with major responsibilities identified in the Taskforce report. To date the Queensland Government has:

- developed a draft Domestic and Family Violence Prevention Strategy to drive reform and community collaboration for the next 10 years
- chaired 15 roundtables across Queensland with community leaders to collaborate on driving cultural change
- appointed a Queensland Police Service Deputy Commissioner (Regional Operations) to champion domestic and family violence best practice for police prevention and response to domestic and family violence
- reinstated a Queensland Police Service State Domestic and Family Violence Coordinator to support District Domestic and Family Violence Coordinators and drive policy change
- convened a seminar with participants from the Queensland Police Domestic and Family Violence Coordinator Network, senior police officers from across Queensland, key government agency partners and non-government experts to re-evaluate ‘best practice’ and inform positive cultural change within the Queensland Police Service

- developed a model for consultation on a Death Review and Advisory Board and commenced recruitment to enhance staffing of the Domestic and Family Violence Death Review Unit in the Office of the State Coroner
- promoted positive cultural change in the Queensland public sector with 10 public sector departments already signed up to the CEO Challenge and 16 currently utilising the Domestic and Family Violence Online awareness raising program Recognise, Respond, Refer.

The Queensland Government has allocated \$31.3 million in the 2015–2016 state budget to progress further priority recommendations including:

- Specialist court trial—\$327,000 to support a dedicated Magistrate for six-months from September 2015, to trial a specialist domestic and family violence court in Southport to inform the development of a specialist approach for dealing with domestic and family violence matters across the state.
- Domestic and Family Violence Death Review Board—\$2.067 million over four years to increase staffing of the Domestic and Family Violence Death Review Unit in the Office of the State Coroner and establish an independent Domestic and Family Violence Death Review and Advisory Board.
- Two new crisis shelters—\$8 million over two years to establish dedicated 72-hour crisis shelters in Brisbane and Townsville, and a further \$11.9 million over four years to operate the shelters (total \$19.886 million). Planning for the new shelters is underway, with targeted consultation informing the design and capital solution.
- Statewide stocktake of service investment—a comprehensive audit of domestic and family violence service investment and need to inform long-term strategic funding and investment model.
- COAG contribution for national campaign to reduce violence against women—\$3 million towards a national campaign to reduce violence against women and their children.

The Queensland Government has also continued to build upon initiatives such as the implementation of the *Government’s Response to the Queensland Child Protection Commission of Inquiry* report, which have direct links to preventing domestic and family violence

and supporting people affected. Notably the Queensland Government has:

- allocated \$17 million over three years as the first stage of investment under the Stronger Families Reforms for specialist domestic and family violence services
- provided a further \$1.5 million to DVConnect to ensure its Womensline continues to provide crisis support to the increasing number of women seeking help to escape from violence
- allocated additional funding of \$1.1 million to Legal Aid Queensland to expand the domestic and family violence duty lawyer service to 14 locations across Queensland
- drafted and commenced new domestic and family violence court rules to simplify procedural requirements, support more consistent and efficient court processes and help maximise the safety of victims.

All these immediate actions ensure priority reform occurs. The Domestic and Family Violence Prevention Strategy will provide the framework for continuing the reform and building upon these immediate actions. Extensive community collaboration will be needed to ensure effective change and the Queensland Government will be engaging with the community for three months on the draft strategy before finalising the framework.

However to make sure momentum for reform continues, the priority recommendations and actions arising from the report will continue to be implemented in partnership with the community. Government intends to progress the following over the next six months:

- establish the Domestic and Family Violence Prevention Council to oversee implementation of the strategy and report to the Premier regularly on progress
- enhance the focus on respectful relationships built into programs and curriculums in Queensland schools
- develop and roll out a comprehensive Constructive Workplace Cultures Program for the Queensland Public Sector that supports employees affected by domestic and family violence and promotes supportive and inclusive workplaces
- provide appropriate training and materials to skill principals, teachers and school communities in how to recognise and respond to domestic and family violence identified through their involvement in Queensland schools

- in collaboration with the domestic and family violence support sector, identify locations, develop the model and create the support tools, such as a common risk assessment framework, in preparation for three integrated service delivery pilots
- expand the network of specialist domestic and family violence prevention and support services by establishing new services across the Central Queensland and Far North Queensland regions
- review the Police Operational Manual and guidelines with a view to revising to ensure decisions prioritise the safety of the victim, and where sufficient evidence is available, perpetrators of domestic and family violence are arrested, brought before a court, and prosecuted to the extent of the law
- build on the audit of domestic and family violence services to commence development of a long term funding and investment model that will be needs based, contemporary and will guide future investment in the domestic and family violence service system, including in rural and remote communities
- introduce amendments to the *Domestic and Family Violence Protection Act 2012* as recommended by the Taskforce and commence review of the Act
- in collaboration with key stakeholders develop laws to ensure greater perpetrator accountability
- actively support the work of CrimTrac in developing and testing a prototype National Domestic Violence Order Information Sharing System (NDVOISS) which is critical to the implementation of a national Domestic Violence Order Scheme
- building upon the model and input from stakeholders, develop and introduce the legislation needed to establish the Domestic and Family Violence Death Review and Advisory Board.

These immediate actions are the first step. This government response to the *Not Now, Not Ever* report details how government will continue to lead and collaborate in partnership with the community to build upon the effective work already in place and bring about change in areas where it is needed.

Action plans to underpin the strategy will be developed with the community, businesses, service providers and professional organisations to ensure the next steps are fully informed, funded and sustainable.

This government response to the *Not Now, Not Ever* report recognises that domestic and family violence is a societal issue that requires a whole of community coordinated response. It will require government's, businesses', community groups' and every Queenslanders' collective efforts to realise the change that is necessary.

Together we can achieve the ultimate vision of a Queensland free from domestic and family violence.

Queensland's journey to end domestic and family violence

Not Now, Not Ever domestic and family violence report is presented to the Premier, the Honourable Anastacia Palaszczuk MP — **February 2015**

What we have done so far		
Community attitudes and behaviours	Integrating service responses	Strengthening justice system responses
Police Deputy Commissioner appointed to champion cultural change	Two additional crises support shelters announced	Developed model for trial of specialist domestic and family violence Magistrates Court
15 Community Leader Roundtables conducted	Invested in specialist domestic and family violence services under Stronger Families reforms	Commenced new domestic and family violence court rules
10 public sector departments signed up to CEO Challenge	Stocktake of domestic and family violence services commenced	\$1.1 million allocated to expand domestic violence duty lawyer service
QPS Statewide Domestic and Family Violence Coordinator reinstated	\$1.5 million allocated to DVConnect Womensline	Developed consultation model of Domestic and Family Violence Death Review and Advisory Board

Government response to the *Not Now, Not Ever* report released — **August 2015**

Domestic and Family Violence Prevention draft strategy released for community engagement — **August 2015**

Domestic and Family Violence Prevention Strategy finalised — **December 2015**

Priorities for the next six months		
Community attitudes and behaviours	Integrating service responses	Strengthening justice system responses*
Establish Domestic and Family Violence Prevention Council	Develop model for three integrated service delivery pilots	Review and introduce amendments to <i>Domestic and Family Violence Protection Act 2012</i>
Enhance focus on respectful relationships in Queensland schools	Expand network of integrated specialist support services	Develop amendments to criminal laws to provide greater perpetrator accountability
Roll out Constructive Workforce Culture Program for Queensland Public Sector	Review Police Operational Manual to prioritise safety of victims and arrest of perpetrators	Prepare for trial site in Queensland for national domestic violence order scheme
Skilling of principals, teachers and school communities to recognise and respond to domestic and family violence	Develop long term investment plan informed by outcomes of stocktake	Introduce legislation to establish Domestic and Family Violence Death Review and Advisory Board

*Legislation to strengthen justice system responses to be introduced in 2016

Second action plan begins — **July 2016**

Introduction

There has been a disturbing increase in reports of domestic and family violence in Queensland over the past few years. Those working on the frontline indicate the severity of the injuries inflicted on victims of domestic and family violence also appears to be increasing. Tragically, the number of Queenslanders killed by partners or loved ones is also on the rise. There were 29 domestic and family violence related homicides in Queensland in 2014–15.

Domestic and family violence is a serious and complex issue to address. At its foundations domestic and family violence is about gender inequality, power imbalance and control of the vulnerable members of our community through fear. Adding to this complexity, domestic and family violence also has significant and long lasting impacts on children and young people. In fact, domestic and family violence is a key risk factor associated with child abuse and neglect and a contributor to the over-representation of Indigenous families in the child protection system.

The Queensland Government is committed to leading a program of reform. However, effectively addressing domestic and family violence requires engaging everyone, from service providers to individuals who use violence. Given the persistent and alarming attitudes

regarding domestic and family violence that still exist in our community, we need to engage with the broader community to be part of the solution.

It is imperative that responses to domestic and family violence be wide-ranging, strategic and integrated so that no one—victim or perpetrator—falls through the gaps. Our responses must be guided by principles of gender equality with priority given to the safety of victims and children.

In response to the continuing high rate of reported domestic and family violence, the Special Taskforce on Domestic and Family Violence in Queensland, chaired by the Honourable Quentin Bryce AD CVO, was established on 10 September 2014, with bipartisan support.

The Taskforce was charged with defining the domestic and family violence landscape in Queensland and to recommend ways the Queensland Government and the community can act to reduce its incidence (for Terms of Reference see Appendix 1).

On 28 February 2015, the Honourable Quentin Bryce AD CVO presented the Taskforce report, *“Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland”* to the Premier of Queensland, the Honourable Annastacia Palaszczuk MP. The Taskforce

What is domestic and family violence?

Domestic and family violence occurs when one person in a relationship uses violence and abuse to maintain power and control over the other person. The central element of domestic and family violence is an ongoing pattern of behaviour intended to control the other person through fear.

Broadly, under Queensland law, domestic and family violence includes behaviour that is physically, sexually, emotionally, psychologically or economically abusive, threatening, coercive or aimed at controlling or dominating the other person through fear. The violence and abuse can take many forms ranging from physical, emotional and sexual assault through to financial control, isolation from family and friends, threats of self-harm or harm to pets or loved ones, checking on whereabouts or stalking.

In the context of Queensland legislation, intimate personal relationships include married and de facto spouses, parents of a child, people who are, or were engaged, and people in couple relationships, including same sex couples. Family relationships exist between two people who are related by either blood or marriage, including extended or kinship relationships where a person is regarded as a relative. Informal care relationships exist where one person is dependent on another person for help with essential daily tasks, such as dressing or grooming, meal preparation, grocery shopping or arranging medical care, where care is provided without payment.

report contains 140 recommendations for change with a focus on providing practical solutions under three themes: changing culture and attitudes, implementing integrated service responses and improving the law and justice system.

The Taskforce reiterated that women and children of all ages remain the primary victims of domestic and family violence. While men can also experience violence of this nature, domestic and family violence remains a gendered issue in that it has an unequal impact on women. The Taskforce report also acknowledges Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, older people, people with a disability, and people who identify as lesbian, gay, bisexual, transgender and intersex (LGBTI) are also more vulnerable to, and at risk from, domestic violence than other groups in our community.

However, addressing domestic and family violence is not just a women's issue. Engaging with individual men who use violence as well as with men and boys within the broader community, must be part of the solution particularly in changing attitudes towards domestic and family violence.

The Taskforce report challenges different groups within the Queensland community to take a stand against domestic and family violence, as well as delivering a strong message for all Queenslanders that each and every person can and should try to make a difference. The Queensland Government is committed to leading a program of reform and, in response to Recommendation 1 of the Taskforce report, will develop a long term Domestic and Family Violence Prevention Strategy, setting the framework to drive transformation across government and all sectors of the Queensland community. Through the strategy, the Queensland Government will build upon initiatives that have and continue to work well and work together with community and government stakeholders to identify areas for improvement and change. The safety and wellbeing of victims of violence, including children and young people, will be at the centre of our efforts at all times.

At the core of the Taskforce report is the recognition that the beliefs and attitudes of the Queensland community are directly related to the ongoing cycle of domestic and family violence. In line with this, it recommends fundamental attitudinal change by individuals, community leaders and workplaces in relation to long held and entrenched beliefs about gender, masculinity, power and relationships as the basis of promoting

sustainable and real attitudinal change across our society.

The Queensland Government agrees that immediate action is needed to achieve a positive shift in the attitudes of all Queenslanders, especially our young people, to enable them to form relationships based on respect, which will bring about a cultural change and assist in preventing violence against women and girls. Achieving this change will require a long term commitment and partnership across government and the entire Queensland community, to work towards this shared vision.

The Taskforce report emphasises the importance of providing specialist support and referral services to both victims and perpetrators and ensuring perpetrators are held to account.

The Queensland Government agrees that specialist services must be available to assist those in need of support, whether it be safe accommodation, counselling, legal support or court support. A range of government and community agencies is required to respond to the complexities of domestic and family violence and the government understands the importance of delivering services in an integrated way, including having the capacity to appropriately share information, where the safety of victims is paramount.

The way in which service systems interact with those who inflict violence and abuse on others is also critical and an important part of any integrated service response. Holding those who use violence to account and providing opportunities for change, is an important component of an holistic response. The government is also committed to toughening Queensland's laws, reviewing penalties for offenders who breach domestic violence orders and streamlining court processes.

The Queensland Government acknowledges the impact of domestic and family violence on Aboriginal and Torres Strait Islander people, their families and communities is a major concern for Indigenous leaders and elders. The government is committed to working alongside Aboriginal and Torres Strait Islander people to address the trauma caused by domestic and family violence and to work towards its prevention taking a whole of community approach. The government acknowledges the specific challenges in addressing this issue as a result of past failings and the historical trauma faced by Indigenous people across Queensland.

In developing a program of reform, it is vital the Queensland Government listens to, understands and acts on the unique experiences of domestic and family violence endured by Indigenous women and children in our communities. The government is committed to designing and implementing culturally and locally appropriate responses that are sensitive to these unique experiences, build upon local strategies that are already working well and to developing practical, community owned ways to address the issues in close collaboration with Indigenous communities.

In undertaking this work, the Queensland Government will be cognisant that its significant Indigenous population is not confined to distinct rural or remote areas, but is spread across all geographical areas in Queensland, including a high proportion of people living in metropolitan areas. As part of its integrated system design, the government will work to ensure systems and services, regardless of where they are located, are able to effectively respond to the needs of Indigenous women and children.

Many of the recommendations in the Taskforce report focus on the need for training for specialist and generalist staff, particularly those in frontline positions. The Queensland Government acknowledges the vital contribution made by those providing services to the public, whether public servants or staff employed by non-government service providers. The government appreciates the need for quality and consistent training in recognising or identifying domestic and family violence and building capacity to respond in appropriate and safe ways.

The Queensland Government commits to working in partnership across government and with other organisations engaged in direct service delivery to develop appropriate training, based on evidence and best practice.

In 2014–15

29 homicides

relating to domestic and family violence occurred in Queensland.

In 2013–14,



66,000

incidents of domestic and family violence were reported to Queensland police.



\$2.7 billion to \$3.2 billion

—the estimated annual cost of domestic and family violence to the Queensland economy

One in six



Australian women has experienced physical abuse at the hands of a current or former partner

One in four



Australian women has experienced emotional abuse at the hands of a current or former partner

Action to date

The Taskforce report acknowledges that real change is going to take time. Some of the actions and initiatives proposed in the Taskforce report will need to be implemented over the medium to long term. However, the Queensland Government has already taken the first steps, implementing a number of key initiatives aimed squarely at responding to and reducing domestic and family violence in Queensland.

The Queensland Government has reinforced its commitment to the wide range of initiatives already underway to reduce domestic and family violence by providing for \$31.3 million over four years in the 2015–16 Budget to implement the first wave of recommendations of the Taskforce report.

The government is committed to action on this important issue. Key initiatives which have been undertaken by the Queensland Government since the release of the Taskforce report are outlined below.

Additional crisis support

- The provision of safe, accessible and appropriate accommodation for those escaping domestic and family violence is a vital part of a service response. The Queensland Government is working to address a shortage of crisis accommodation through the establishment of two new supported accommodation services for women and children escaping domestic and family violence—one in Townsville and one in Brisbane.
- DVConnect provides a vital first port of call for many women and children escaping domestic and family violence who need a safe place to stay, information or other support. The Queensland Government has reallocated an extra \$1.5 million over two years for the expansion of the Womensline telephone support service to boost DVConnect's capacity to support victims of domestic and family violence, especially those in crisis. This new funding is on top of existing funding of \$3.2 million allocated to DVConnect in the 2014–15 financial year for domestic and family violence and sexual assault services.

Enhancing and integrating service delivery

- In recognition of the strong link between domestic violence and child abuse and neglect, \$49 million over five years for specialist domestic and family violence services is being invested as part of the Stronger Families reforms to the child protection system. Through aligning with and leveraging off the existing and planned child and family reform, individuals and families will receive timely, holistic and coordinated responses that prioritise safety and wellbeing.
- The first stage of the Stronger Families investment was announced in April 2015 where \$17 million over three years has been allocated for new domestic and family violence services in Townsville and surrounds, Toowoomba, Pine Rivers, Redcliffe, Goodna, Ipswich, Redlands, the Sunshine Coast and Brisbane. These new services will address service gaps, support new family support services and strengthen the links between the domestic violence, child protection and family support service systems. Stage two of this new investment will be announced later this year.
- Initial research and design has commenced for integrated service response models to be piloted in three communities across Queensland (one urban, one regional and one remote Indigenous community) in 2016–17. Stakeholder engagement will be critical to ensure successful implementation in the pilot sites. Critical foundational aspects of these initiatives involve development of a common risk assessment framework and mechanisms for sharing information, especially in relation to people at high risk of harm.
- Projects focusing on the impact of domestic and family violence on people with disabilities and older people are being planned and will feed into the integrated service delivery trials.
- Information sharing between agencies is an important component of an integrated service response. The government is researching barriers to information sharing, and the need for legislative change, as part of its planning for pilot integrated service responses and its review of the *Domestic and Family Violence Protection Act 2012*.

Building the research and evidence base

- Government has funded additional staffing of the Death Review Unit within the Office of the State Coroner and establishment of a Domestic and Family Violence Death Review and Advisory Board which will support changes to help prevent further deaths in the context of domestic and family violence by identifying relevant risk factors, potential service gaps and how services and responses to victims and perpetrators of domestic violence can be improved.

Enhancing the justice system responses

- On 7 July, the Queensland Government announced a trial of a specialist domestic and family violence Magistrates Court, to be reviewed after six months with a dedicated magistrate, to commence in Southport in September 2015. The pilot will build on the success of the Gold Coast Domestic Violence Integrated Response, and will aim to enhance the safety of victims and their children through the provision of timely, coordinated and consistent responses to victims and defendants involved in domestic violence proceedings and related criminal matters. The outcomes of the trial will help inform the development and design of a specialist approach for dealing with domestic and family violence matters across the state.
- New domestic and family violence court rules commenced operation in February 2015. The new court rules simplify procedural requirements, support more consistent and efficient court processes and help maximise the safety, protection and wellbeing of people who fear or experience domestic violence.
- The Queensland Government has approved further funding of \$1.1 million in the 2015–16 Budget for the expansion of the domestic violence duty lawyer service, through Legal Aid Queensland, to a total of 14 locations across the state. Services will be provided to both victims and defendants.
- Legal Aid Queensland released new Best Practice Guidelines for Lawyers Working with Respondents in Domestic Violence Proceedings in May 2015. These guidelines focus on the need for legal practitioners to maintain knowledge and awareness about domestic violence, prioritise the safety of all those involved, and to facilitate respondents' accountability.

- In May 2015, Queensland Courts Services ran an interactive showcase which provided participants with the opportunity to examine a new solution designed to streamline the domestic violence order application process and improve community safety. This work will support the future rollout of the eDV project.
- The Queensland Government is continuing the review of the *Victims of Crime Assistance Act 2009* which is considering options to enhance the effectiveness of the financial assistance scheme, including ensuring appropriate financial assistance is available to all victims of domestic and family violence. A report on the outcomes of the review will be tabled once the review has been finalised.

Enhancing police responses

- The Deputy Commissioner (Regional Operations) has been appointed to champion domestic and family violence best practice. The Assistant Commissioner, Community Contact Command, has been designated as the Queensland Police Service (QPS) senior responsible officer for domestic and family violence. The senior responsible officer will support the Deputy Commissioner (Regional Operations) to champion domestic and family violence best practice.
- An Inspector and Senior Sergeant within Community Contact Command have been assigned as a central coordination point for domestic and family violence operational policy development, including conducting research and analysis on matters identified in the Taskforce report. These positions will be formalised as a component of the reestablishment of a QPS Domestic and Family Violence Unit.
- QPS domestic and family violence teams in Coomera and Rockhampton are trialling different service delivery models to enhance police domestic and family violence response services.

Supportive workplaces

- Collaboration between Australia's CEO Challenge and the Department of Communities, Child Safety and Disability Services to develop a domestic and family violence e-learning tool, Recognise, Respond, Refer: Domestic Violence and the Workplace aimed at teaching people to recognise and respond to the signs of domestic and family violence by referring colleagues experiencing domestic and family violence to the right support organisations. In addition to raising

awareness about domestic and family violence, this resource highlights the important role of the workplace in challenging attitudes that condone violence against women. This program is currently being promoted to all Queensland public service agencies.

- Terms of Reference are being developed for the review of the *Industrial Relations Act 1999* which will include workplace issues related to domestic and family violence. In addition, background research and analysis of these issues is currently being undertaken to inform the review.

Encouraging action in the community

- The Trust your Instinct social marketing campaign was launched during Domestic and Family Violence

Prevention Month in May. This campaign encourages family, friends, work colleagues and neighbours to trust their instinct and call the DVConnect helpline for advice if they are concerned someone they know is being abused.

- Regional Child and Family Committees have been established to support Queensland's Stronger Families reforms to the child protection system of which domestic and family violence service delivery is a major part. The need to better integrate service delivery across the domestic violence and child protection service systems has been a long standing issue for Queensland and for other jurisdictions. These committees will be instrumental in promoting timely and well informed service delivery across sectors that align with the principles of prioritising the safety of victims of domestic violence and holding those who perpetrate violence to account.

A journey of change

Ending domestic and family violence is a journey we must take together. This journey, for some, began with the Special Taskforce on Domestic and Family Violence or the Community Leader Roundtables. For others the journey began some time ago and is continued today through the quality support and services offered to those experiencing domestic and family violence.

Government will now continue along a path with the community as partners and will take a lead role in bringing everyone together on the journey. A Domestic and Family Violence Prevention Strategy will help to guide action. Government has identified priority actions that will be implemented in the next year in response to the Taskforce report (see Appendix 2) while the strategy is finalised. We need the input and insights of Queenslanders if we are to genuinely collaborate and create a roadmap for positive change in our society.

Community Leader Roundtables

Fifteen Community Leader Roundtables, chaired by government ministers, were held in June and July 2015 to discuss the role of the community in changing culture and to encourage leaders to become champions of change within their own communities. Strong community leadership, in partnership with government, will help to realise a vision of a Queensland free from domestic and family violence. The roundtables targeted specific locations, sectors and vulnerable groups and engaged them in a conversation on the barriers to change, initiatives that work and ideas that should be pursued.

The roundtables were structured around three main focuses: regional community leaders, sector-based leaders and leaders in services to vulnerable groups. Almost 400 people have participated in roundtables. Regional community leader roundtables were held in Cairns, Mt Isa, Longreach and Ipswich. Sector-based community leader roundtables were held with business, education, health and the legal sectors and religious and faith leaders. Roundtables were held with leaders in services to the following vulnerable groups: Aboriginal and Torres Strait Islander women, people from culturally and linguistically diverse backgrounds, people with a disability, seniors, Aboriginal and Torres Strait Islander men, and lesbian, gay, bi-sexual, transgender and intersex people. A report outlining a short summary

of the discussions held at each roundtable and the key messages from the leaders who participated is at Appendix 3.

These roundtables are the first step in forming strong partnerships and sharing ideas about how we can all work together to respond to domestic and family violence and bring about positive change in our communities.

Next steps

Queensland is the only jurisdiction in Australia that does not currently have a domestic and family violence prevention strategy. The strategy is essential to set a vision, provide a framework to drive and coordinate agency responses across government to achieve the vision, and measure success. It will provide a clear structure for service and system reform, infrastructure investment, legislative change and prevention initiatives aimed at attitude and culture change.

The strategy will need to be owned by the whole community as change will need to be driven by individuals and community leaders as well as government. Enabling local actions and solutions, as well as state-wide and national efforts will be critical to success. The strategy will challenge the community and sectoral leaders to take a strong and prominent role in encouraging all Queenslanders to take an active part in driving real change.

With this in mind, the government intends to closely consult with all sectors of the Queensland community in developing and implementing a Queensland Domestic and Family Violence Prevention Strategy. The next step will be to work with the wider community and to listen to feedback on the vision, guiding principles and reform framework.

Domestic and family violence is recognised in the *National Plan to Reduce Violence against Women and their Children 2010–2022* as one of the two main forms of violence against women in Australia, the other being sexual assault. Addressing the causes and prevalence of domestic and family violence in Queensland will contribute to the broader national agenda to reduce violence against women in Australia.

The Queensland Government will also be utilising the community collaboration process undertaken for the

Domestic and Family Violence Prevention Strategy, to gather views on the development of a Queensland Violence Against Women Prevention Plan. This will provide the opportunity to explore and expand upon many of the actions the government has committed to as part of the response to the Taskforce report, particularly prevention initiatives based on promoting gender equality and respectful relationships.

Supporting national action

Domestic and family violence does not stop at state borders and it is important that Queensland be part of a national cooperative effort to address violence against women and children. The Queensland Government remains committed to working with the Commonwealth, state and territory governments to implement the *National Plan to Reduce Violence Against Women and their Children*.

The commitment to develop a broader Queensland Violence Against Women Prevention Plan is also in keeping with Queensland's commitments under the *National Plan to Reduce Violence Against Women and their Children*, which requires all jurisdictions to develop and make public a jurisdictional implementation plan every three years aimed at reducing violence against women and their children.

Further, the Queensland Government continues to work in partnership with other jurisdictions to develop and

implement a National Domestic Violence Order (DVO) Scheme to achieve automatic mutual recognition and enforcement of domestic and family violence related orders across jurisdictions.

By the end of 2015, a national DVO scheme will be agreed by the Council of Australian Governments (COAG) and progress will be reported on a prototype national information system that will enable courts and police in different states and territories to share information on active DVOs—with Queensland announced as a trial site alongside New South Wales and Tasmania. COAG will also consider consistent national outcome standards for perpetrator intervention alongside a national approach to online safety for victims.

The Queensland Government will also contribute up to \$3 million towards a \$30 million national campaign to reduce violence against women and their children as agreed by COAG.

The Queensland Government has indicated its intention to apply for membership of Our Watch, a national organisation focusing on the primary prevention of violence against women and their children. This collaboration with Our Watch will strengthen and inform our efforts to prevent violence from happening in the first place and to empower individuals and communities in practical ways to speak out against violence and promote respectful relationships.

Response to specific recommendations

This table provides a line-by-line response to the specific recommendations made by the Special Taskforce on Domestic and Family Violence in Queensland.

“Not Now, Not Ever”: Queensland Government response

No.	Recommendation	Response
1	<p>The Queensland Government develops a Domestic and Family Violence Prevention Strategy which:</p> <ul style="list-style-type: none"> a. Is developed through a robust community consultative process b. Lays the foundations and creates the building blocks for a Queensland that is free from violence and abuse, and where all Queenslanders act, as individuals and as a collective whole, to place social equality and human rights at the centre of our relationships and interactions with each other c. Includes a robust implementation plan d. Includes a comprehensive evaluation framework. 	<p>Accepted</p> <p>The Queensland Government will engage the community in developing a Domestic and Family Violence Prevention Strategy as a framework to drive Government and community action for change.</p>
2	<p>The Queensland Government develops an implementation plan for the recommendations in this Report and the forthcoming Strategy, which includes robust, transparent and accountable oversight, effective evaluation, research and evidence gathering principles, and the flexibility to improve on actions and initiatives.</p>	<p>Accepted</p> <p>The Queensland Government will outline how the Domestic and Family Violence Prevention Strategy will be actioned through an implementation plan.</p>
3	<p>The Queensland Government establishes and supports an advocacy and audit oversight body, comprising representatives drawn from key sectors from the Queensland community (including Aboriginal and Torres Strait Islander representation) and with an independent chair. The oversight body should:</p> <ul style="list-style-type: none"> a. Be given the role to audit and undertake advocacy for the implementation of the recommendations of this Report and the Domestic and Family Violence Prevention Strategy b. Be required to report to the Premier, initially six monthly, on implementation progress and the performance of the sectors taking action to eliminate domestic and family violence. The frequency of reporting should be reviewed after 12 months from finalisation of the Strategy. 	<p>Accepted</p> <p>The Queensland Government agrees an oversight body will be critical to help drive change across the Queensland community. A Domestic and Family Violence Prevention Council will be established to take on this role.</p>

No.	Recommendation	Response
4	The Premier of Queensland tables the oversight body's reports in the Queensland Parliament.	<p>Accepted</p> <p>The Queensland Government will ensure the timely tabling of the new Domestic and Family Violence Prevention Council's reports in the Queensland Parliament.</p>
5	<p>The Queensland Government develops a detailed evaluation framework to evaluate implementation of the Taskforce's recommendations and as part of the Domestic and Family Violence Prevention Strategy and which allows for the assessment of:</p> <ul style="list-style-type: none"> a. The impact of the reform overall in terms of driving change b. The specific impact of key initiatives to be progressed under the recommendations and the Strategy in terms of improving outcomes. 	<p>Accepted</p> <p>The Queensland Government will develop an evaluation framework as part of the Domestic and Family Violence Prevention Strategy in recognition of the importance of evaluation.</p>
6	The Queensland Government immediately considers an appropriate resourcing model for the Domestic and Family Violence Death Review Unit in the Office of the State Coroner to ensure it can best perform its functions to enable policy makers to better understand and prevent domestic and family violence.	<p>Accepted</p> <p>The Queensland Government will increase staffing for the Domestic and Family Violence Death Review Unit.</p>
7	Protocols be developed with the Domestic and Family Violence Death Review Unit to ensure that government departments with relevant policy development responsibilities have access to the research and resources available from the Unit.	<p>Accepted</p> <p>The Queensland Government will ensure government departments can access the research and resources of the Unit to better equip policy makers to understand and prevent domestic and family violence related deaths. Protocols will be developed to support improved information sharing.</p>
8	<p>In consultation with key domestic violence stakeholders, the Queensland Government immediately establishes an independent Domestic and Family Violence Death Review Board, consisting of multi-disciplinary experts, to:</p> <ul style="list-style-type: none"> a. Identify common systemic failures, gaps or issues and make recommendations to improve systems, practices and procedures b. Report to the oversight body every six months on these findings and recommendations c. Be supported by and draw upon the information and resources of the Domestic and Family Violence Death Review Unit. 	<p>Accepted</p> <p>The Queensland Government will establish the Domestic and Family Violence Death Review and Advisory Board and determine the Board's membership and operating arrangements in consultation with the State Coroner and community and legal stakeholders.</p>

No.	Recommendation	Response
9	<p>The Queensland Government, in collaboration with local communities, develops a place-based, culturally appropriate integrated response to domestic and family violence in discrete Indigenous communities which includes:</p> <ol style="list-style-type: none"> A trial of integrated service provision in one discrete Indigenous community (also discussed in Chapter 7) utilising a locally-based shelter as a hub for the provision of wraparound support services for women and children affected by domestic and family violence Considering an expanded role of Community Justice Groups in design and implementation of the co-located service response, ensuring that they are properly resourced and supported to undertake this role Increasing the funding for, and availability of community-driven and holistic responses to Indigenous male perpetrators. 	<p>Accepted</p> <p>The Queensland Government will co-design, trial and evaluate a place-based culturally appropriate integrated service model in a discrete Indigenous community to inform future responses in Indigenous communities.</p>
10	<p>The Queensland Government commissions a review to address the impact of domestic and family violence on people with disabilities.</p>	<p>Accepted</p> <p>The Queensland Government will commission a review to explore the specific challenges faced by people with a disability impacted by domestic and family violence.</p>
11	<p>The Queensland Government commissions a specific review into the prevalence and characteristics of elder abuse in Queensland to inform development of integrated responses (see Chapter 7) and a communications strategy for elderly victims of domestic and family violence (see Chapter 6).</p>	<p>Accepted</p> <p>The Queensland Government will commission a review in recognition of the challenges faced by older people impacted by elder abuse, to inform the development of integrated service response models (see Recommendations 74 and 83) and the communication strategy (see Recommendations 12 and 18).</p>
12	<p>The Queensland Government includes specific elements in the communication strategy (see Recommendation 18) that target elder abuse, and where to go for support.</p>	<p>Accepted</p> <p>The Queensland Government will ensure the Communication Strategy (see Recommendation 18) targets elder abuse and addresses information and support needs for those experiencing elder abuse.</p>

No.	Recommendation	Response
13	The Queensland Government makes representations to the Commonwealth Government to consider reforms to the funding of carers that continue to support the invaluable care that most carers provide but remove capacity for the payments to be used as a tool for financial control and domestic and family violence of elderly people.	Accepted The Queensland Government will make representations to the Australian Government informed through consultation with carers and stakeholders, the review into the prevalence and characteristics of elder abuse (Recommendation 11) and findings of the Parliamentary Committee inquiry into the adequacy of existing financial protections for Queensland's seniors.
14	The Queensland Government includes LGBTI specific elements in the communication strategy (Recommendation 18) to raise awareness of domestic and family violence in the LGBTI community, remove the stigmas around reporting and seeking help, and providing LGBTI victims with advice on where to go for support.	Accepted The Queensland Government will ensure the Communication Strategy (see Recommendation 18) addresses the needs and challenges of the LGBTI community.
15	The Queensland Government recognises the importance of community and government prevention programs for long term reduction of domestic and family violence and gives a clear commitment to resource and support comprehensive and coordinated prevention. In doing so, the Queensland Government must ensure both education and prevention initiatives and response programs receive funding.	Accepted The Queensland Government will develop a comprehensive Communication Strategy aimed at the long term prevention of domestic and family violence and address resourcing of prevention and service delivery responses as part of the long term funding and investment model (Recommendation 72).
16	The Queensland Government leads and promotes sustained, inter-generational communication in the community about the seriousness of domestic and family violence, the community's intolerance of domestic and family violence, and the services available to victims and perpetrators.	Accepted The Queensland Government will develop a Communication Strategy (see Recommendation 18) to achieve sustained and inter-generational communication with Queenslanders.
17	The Queensland Government funds the development of evaluation criteria and a robust evaluation program for existing and future initiatives aimed at changing culture and attitudes towards domestic and family violence. Evaluation of existing initiatives should be commenced as soon as possible.	Accepted The Queensland Government will develop an evaluation framework as a component of the Domestic and Family Violence Prevention Strategy.
18	The Queensland Government develops a consistent, comprehensive communication strategy on domestic and family violence for Queensland.	Accepted The Queensland Government will develop a comprehensive Communication Strategy.

No.	Recommendation	Response
19	The Audit Oversight Body oversees development and implementation of an innovative, multi-pronged communication strategy.	Accepted The Queensland Government will establish a Domestic and Family Violence Prevention Council (see Recommendation 3) to oversee the development of the Communication Strategy.
20	As a minimum, the communication strategy must comprise a sustained, long term advertising/ media campaign to run for an appropriate minimum period of time, utilising print, television and social media to raise awareness: <ul style="list-style-type: none"> • Of what constitutes domestic and family violence • That it is unacceptable • Where victims can go for help • How bystanders, neighbours, friends and family can safely intervene • Where perpetrators can go for help to change their behaviour. 	Accepted The Queensland Government will develop a comprehensive Communication Strategy (see Recommendation 18).
21	A group of experts, for example, in behavioural psychology, behavioural economics, marketing and advertising, media and technology, and domestic and family violence, be established to design the communication strategy. The group will report to the Audit Oversight Body and provide advice on innovative ways to communicate with the Queensland community.	Accepted The Queensland Government will establish a Domestic and Family Violence Prevention Council (see Recommendation 3) to oversee the development of the Communication Strategy and will use a group of experts to inform the development of the Communication Strategy.
22	The Queensland Government ensures that the communication strategy is implemented through all front line services including (but not limited to) health and hospital services, education services and schools, Queensland Ambulance Service, Queensland Police Service, Queensland Fire and Emergency Services, housing services, Legal Aid Queensland, Director of Public Prosecutions and other legal services.	Accepted The Queensland Government acknowledges frontline staff have an important role in encouraging cultural change in the community and will ensure staff understand the key messages embedded in the Communication Strategy (see Recommendation 18).
23	The Queensland Government continues to fund and considers expanding the annual Domestic and Family Violence Awareness Month Community Grants program to enable community driven initiatives to complement the communication strategy.	Accepted The Queensland Government acknowledges the importance of actively supporting Queensland communities to undertake local prevention campaigns and will continue to fund the Domestic and Family Violence Prevention Month Community Grants.

No.	Recommendation	Response
24	<p>The Queensland Government leads and facilitates the introduction of programs in State schools to embed through the school life of all secondary and primary state schools a culture that emphasises:</p> <ul style="list-style-type: none"> • Developing and maintaining respectful relationships • Respecting self • Gender equality. 	<p>Accepted</p> <p>The Queensland Government will support programs in State Schools that embed a culture that upholds and recognises the significance of appropriate and respectful relationships and gender equality. This includes students demonstrating respect for themselves and others and behaving in a manner that respects the rights of others.</p>
25	<p>The Queensland Government leads and facilitates the introduction of programs to ensure that all secondary students can:</p> <ul style="list-style-type: none"> • Recognise domestic and family violence and where to go for help • Safely intervene and provide support to victims. 	<p>Accepted</p> <p>The Queensland Government recognises its responsibility to provide programs that focus on personal safety and awareness, including identifying and responding to abuse and violence, and to develop students' knowledge and skills to be able to recognise, react and report when they, or others, are unsafe.</p>
26	<p>The Queensland Government leads and facilitates the introduction of programs to ensure that all primary students can:</p> <ul style="list-style-type: none"> • Resolve conflict without violence • Report fears and concerns safely. 	<p>Accepted</p> <p>The Queensland Government recognises its responsibility to provide programs that focus on personal safety and awareness, including identifying and responding to abuse and violence, and to develop students' knowledge and skills to be able to resolve conflict without violence and recognise, react and report when they, or others, are unsafe.</p>
27	<p>The Queensland Minister for Education works with Queensland Catholic Education Council and Independent Schools Queensland to support introduction of similar programs in private schools in Queensland.</p>	<p>Accepted</p> <p>The Queensland Government will share relevant material and advice in the area of domestic and family violence with the Queensland Catholic Education Commission and Independent Schools Queensland.</p>

No.	Recommendation	Response
28	Principals of non-government schools consider the Queensland Government program and incorporate as appropriate into the school culture.	<p>Supported</p> <p>The Queensland Government supports the intent of this recommendation. The Minister for Education and Minister for Tourism, Major Events, Small Business and the Commonwealth Games will write to peak bodies the Queensland Catholic Education Commission, Independent Schools Queensland and the Non-State School Accreditation Board in order to convey this message to non-state school principals.</p>
29	The Queensland Government includes measures for implementing the programs into the performance agreements of Principals and Deputy-Principals of state schools.	<p>Accepted</p> <p>The Queensland Government recognises Principals and Deputy Principals play a vital role in the leadership of our schools and are crucial to the success of every student. The Queensland State Schools Annual Performance Review process for Principals and Deputy Principals is part of the commitment to developing a strong and sustainable leadership culture.</p> <p>The Queensland Government will communicate to Principals and Deputy Principals that it is a requirement to provide the programs that focus on appropriate, respectful and healthy relationships; and the Queensland Government will continue to provide information to Principals and Deputy Principals about such programs available to support schools and their students. Measures for implementing programs will be established to ensure effective implementation.</p>
30	In developing the communication strategy, the Queensland Government identifies high profile role models to raise awareness of domestic and family violence. Male role models should be drawn from the areas of music, television, film, business, science and sport. Role models need to be selected from an accredited list or undertake appropriate training to be able to speak authoritatively on domestic and family violence and contribute positively to the strategy.	<p>Accepted</p> <p>The Queensland Government agrees that male leaders can be effective ‘champions’ for violence prevention and will ensure this is addressed in the development of the Communication Strategy (see Recommendation 18).</p>

No.	Recommendation	Response
31	As the largest employer in Queensland, the Queensland Government takes the lead in developing and modelling workplaces that foster equality, and educates employees on unacceptable behaviour in the home and the workplace, with direct emphasis on domestic and family violence.	<p>Accepted</p> <p>The Queensland Government values an inclusive and diverse workplace culture where employee health and wellbeing is important. The government accepts that as the largest employer in the State, it can lead by example through raising awareness, supporting employees and creating effective workplace policies.</p>
32	The Queensland Government funds the development of a training program for employers and businesses on building workplaces supportive to victims of domestic and family violence that includes skills on identifying and responding to domestic and family violence.	<p>Accepted</p> <p>The Government has collaborated with CEO Challenge to launch the <i>Recognise, Respond, Refer: Domestic Violence and the Workplace</i> online training program. All Queensland Government agencies will be supported to build the program into their training schedules, and the Government will support Australia's CEO Challenge to promote the program to business and non-government organisations.</p>
33	The Queensland Government amends the Industrial Relations Act to create a new category of leave for the public sector for victims of domestic and family violence that may be taken for any purpose related to the violence (such as for injury recovery, finding accommodation, court preparation and court appearance).	<p>Accepted</p> <p>The Queensland Government will review its industrial relations laws and this review will consider the need for a legislative amendment to create a new category of leave.</p>
34	The Queensland Government ensures the amendment provide for 10 days a year of leave, non-accumulative, to be taken in conjunction with other leave and incorporating sensitivity as to the proof requirements for approval of the leave.	<p>Accepted</p> <p>The Queensland Government will review its industrial relations laws and this recommendation will be considered as part of the review.</p>
35	The Queensland Government amends the Industrial Relations Act to specify outcomes of domestic and family violence (i.e. injury, application for leave, taking of leave) are not grounds for fair dismissal (similar to parental leave).	<p>Accepted</p> <p>The Queensland Government will review its industrial relations laws and this recommendation will be considered as part of the review.</p>

No.	Recommendation	Response
36	The Queensland Government requests the Commonwealth Government considers similar leave and dismissal amendments to the Fair Work Act to protect Queensland workers engaged under the Federal Act from unfair dismissal and provide appropriate support to workers experiencing domestic and family violence.	Accepted The Queensland Government will request the Commonwealth Government to amend the <i>Fair Work Act 2009</i> (Cth) informed by the outcomes of the review of Queensland’s industrial relations laws, current leave and unfair dismissal provisions.
37	The Queensland Public Service Commission Chief Executive develops Public Service Directives specifically for management of victims of domestic and family violence in the workplace.	Accepted The Queensland Government agrees domestic and family violence is a workplace issue and will develop directives, training and information resources related to supporting victims of domestic and family violence in the workplace.
38	The Queensland Public Service Commission Chief Executive develops training for managers and supervisors on implementing these directives and supporting victims of domestic and family violence.	Accepted The Queensland Government agrees domestic and family violence is a workplace issue and will develop directives, training and information resources related to supporting victims of domestic and family violence in the workplace.
39	Queensland Government departments develop and make available information resources for victims on where to seek assistance (financial, accommodation, personal safety, counselling) and for perpetrators to seek help to change behaviour (voluntary perpetrator programs, counselling etc).	Accepted The Queensland Government agrees domestic and family violence is a workplace issue and will develop directives, training and information resources related to supporting victims of domestic and family violence in the workplace and assisting perpetrators to seek help to change their behaviour.

No.	Recommendation	Response
40	The Minister for Local Government works with the Local Government Association of Queensland and individual local governments to implement the changes in the Industrial Relations Act and the provision of new leave. This includes providing (free of charge) all directives, human resource policies and training programs established for state public service employees.	<p>Accepted</p> <p>The Queensland Government supports the intent of this recommendation. The Queensland Government will work with the Local Government Association of Queensland to ensure any changes to the Industrial Relations Act and leave arrangements are reflected in the policies and procedures of individual local governments. The Government will make all directives, human resource policies and training materials available, free of charge, for use, if appropriate, by local governments.</p>
41	The Queensland Government supports businesses and non-government organisations to develop and maintain workplaces that support victims of domestic and family violence. This includes providing all directives, human resources policies and training programs established for state public service employees.	<p>Accepted</p> <p>The Queensland Government will model supportive workplace practices and actively support business and non-government organisations to follow suit including making all directives, human resource policies and training materials publicly available online for use, if appropriate, by other sectors.</p>
42	The Queensland Government amends the Queensland Procurement Policy and Guidelines to expand upon Principle 4: “We use our procurement to advance the government’s economic, environmental and social objectives and support the long-term wellbeing of our community”, to include consideration of workplace policies concerning domestic and family violence as part of the criteria for determining ‘ethical and socially responsible suppliers’.	<p>Accepted</p> <p>The Queensland Government has established an Interdepartmental Committee to review government procurement, which will include consideration of government procurement policy and how various social initiatives, such as workplace policies concerning domestic and family violence, can be best implemented within the procurement framework.</p>
43	The Queensland Government makes funded services that work with victims of domestic and family violence explain in their service agreements how they will foster a workplace culture that reduces work-induced trauma, outlining specific initiatives.	<p>Accepted</p> <p>The Queensland Government will ensure funded specialist domestic and family violence services have processes in place to reduce work-induced trauma for their staff.</p>

No.	Recommendation	Response
44	Queensland Government departments and Government-funded organisations brief interpreters prior to any client communication to fully inform them of the nature of the likely discussion and the opportunity to decline the engagement.	Accepted All Queensland Government departments, including non-government organisations funded to deliver services on their behalf, are responsible for implementing the Queensland Language Services Policy. Further advice to agencies on briefing interpreters will be incorporated in the next review of the Language Services Guidelines.
45	Businesses and non-government organisations in Queensland recognise the significant economic and social impact of domestic and family violence on the national and state economies and on workforce productivity.	Supported The Queensland Government supports the intent of this recommendation and will take every opportunity to highlight the impacts of Domestic and Family Violence.
46	Businesses and non-government organisations in Queensland implement human resource policies, leave arrangements and other support programs to support victims of domestic and family violence.	Supported The Queensland Government supports the intent of this recommendation and will encourage and support businesses and non-government organisations to adopt human resource policies, practices and programs to support victims of Domestic and Family Violence.
47	Businesses and non-government organisations in Queensland incorporate information on domestic and family violence, its unacceptability, and availability of support and how to safely intervene in staff training.	Supported The Queensland Government supports the intent of this recommendation and will encourage businesses and non-government organisations to incorporate information on Domestic and Family Violence in staff training.
48	Business and non-government organisations in Queensland sign up to the CEO Challenge to build relationships with domestic and family violence support services, and foster workplaces that do not tolerate violence and support victims.	Supported The Queensland Government supports the intent of this recommendation and will encourage businesses and non-government organisations to sign up to the CEO Challenge and foster workplaces that do not tolerate Domestic and Family Violence.

No.	Recommendation	Response
49	The Queensland Government funds the development, promotion and provision of a model training program for frontline professionals in service industries and government, to develop skills in recognising when domestic and family violence is occurring and appropriate intervention.	Accepted The Queensland Government recognises the importance of skilling frontline professionals to recognise domestic and family violence and will review existing training programs to inform the development of a model training program.
50	The Taskforce supports the recommendation of the Coroner in his report on the inquest into the death of Ms Beutel and recommends that the Royal Australian College of General Practitioners refines the RACGP 'White Book'— <i>Abuse and Violence—Working with our patients in general practice</i> to be more prescriptive and provide more definitive advice and decision making pathways for general practitioners	Supported The Queensland Government supports the intent of this recommendation. The Minister for Health will write to the Royal Australian College of General Practitioners in support of this recommendation.
51	Royal Australian College of General Practitioners, CheckUp and Primary Health networks work together to ensure that all General Practitioners across Queensland, have access to, are familiar with and are utilising the 'White Book'.	Supported The Queensland Government support the intent of this recommendation. The Minister for Health will write to a range of primary health organisations in support of this recommendation.
52	The Queensland Government, in partnership with CheckUp and the RACGP, develops a toolkit based on existing examples in Victoria and New South Wales to complement the 'White Book' and assist GPs to recognise and respond to domestic and family violence.	Accepted The Queensland Government recognises the importance of skilling frontline professionals to recognise domestic and family violence. The Queensland Government, through the Department of Health, will work with key agencies to develop a toolkit based on existing resources in other jurisdictions. A statewide train-the-trainer program will be developed to support the implementation of the toolkit across public and private sector health services in Queensland.
53	The Australian and New Zealand College of Obstetricians and Gynaecologists continues to expand the resources available to trainees and practitioners and develop a strategy to actively engage with Fellows to encourage ongoing use of the resources.	Supported The Queensland Government supports the intent of this recommendation. The Minister for Health will write to the Royal Australian and New Zealand College of Obstetricians and Gynaecologists to provide access to the Department of Health resources.

No.	Recommendation	Response
54	The Queensland Government evaluates the frequency and efficacy of ante-natal screening for domestic and family violence and reports to the Audit Oversight Body.	<p>Accepted</p> <p>The Queensland Government recognises the important role of midwives in recognising domestic and family violence. The Queensland Government, through the Department of Health, will lead the development of the evaluation of ante-natal screening for domestic and family violence and will provide a report to the Domestic and Family Violence Council.</p>
55	The Queensland Government commissions the Australian College of Midwives to develop training for midwives on asking pregnant women about exposure to domestic violence during ante-natal appointments and how to deal with disclosure, and a tool kit to provide practical guidance on implementing the national practice guidelines.	<p>Accepted</p> <p>The Queensland Government agrees that training and the development of a tool kit would be beneficial for all health professionals. The Queensland Government, through the Department of Health, will work with key stakeholders including the Australian College of Midwives on the development of training for all health professionals who work with women including midwives, based on existing resources in other jurisdictions. A statewide train-the-trainer program will be developed to support the implementation of the toolkit across public and private sector health services in Queensland. (As per the response to recommendation 52).</p>
56	Hospital and Health Services ensure that all midwives receive appropriate training and that all women attending ante-natal clinics are asked about their exposure to domestic and family violence and appropriate referrals occur if domestic violence is disclosed.	<p>Accepted</p> <p>The Queensland Government recognises the important role of midwives in recognising domestic and family violence. The Queensland Government, through the Department of Health, will work with key stakeholders including the Australian College of Midwives on the development of training for all health professionals who work with women, including midwives, based on existing resources in other jurisdictions. A training program will be delivered within each Hospital and Health Service.</p>

No.	Recommendation	Response
57	The Australian College of Midwives develops a continuing professional development program to educate midwives on asking pregnant women about exposure to domestic violence during ante-natal appointments and how to deal with disclosure.	Supported The Queensland Government supports the intent of this recommendation. The Queensland Government, through the Department of Health, will write to the Australian College of Midwives (ACM) to ensure they have access to the resources developed for recommendations 55 and 56 to enable the ACM to build on these resources for the continuing professional development program.
58	The Queensland Chief Health Officer and Queensland Chief Nurse work with private hospitals to encourage similar admission procedures in private maternity hospitals, and to make available for use any tools or material produced for public midwives.	Accepted The Queensland Government will work with the private health sector in developing resources and will share these resources with the private health sector, including private maternity hospitals.
59	The Queensland Government and DVConnect work in partnership to develop a model to provide immediate access to specialist domestic and family support and referral services within public and private maternity hospitals and emergency departments.	Accepted The Queensland Government, through the Department of Health, will work in partnership with DVConnect to develop a model to provide immediate access to specialist support and referral services within public and private maternity hospitals and emergency departments.
60	The Minister for Health recommends to the Australian Health Workforce Ministerial Council that the Health Practitioner Regulation Boards of Australia require specific skill sets pertaining to recognition of and appropriate intervention for domestic and family violence and child harm be included in accreditation standards submitted by Accreditation Agencies under the National Law.	Accepted The Minister for Health will raise workforce issues with other Australian Health Ministers.
61	The Minister for Health recommends to the Australian Health Workforce Ministerial Council that Health Practitioner Regulation Boards of Australia work with appropriate accreditation bodies and colleges to enable professional development on recognising and intervening appropriately in domestic and family violence to be considered suitable for Continuing Professional Development recognition.	Accepted The Minister for Health will raise workforce issues with other Australian Health Ministers.

No.	Recommendation	Response
62	The Minister for Health recommends to the Australian Health Workforce Ministerial Council that consideration also be given to including skill sets and professional development on recognising and responding to child harm into accreditation standards and professional development programs.	Accepted The Minister for Health will raise workforce issues with other Australian Health Ministers.
63	The Minister for Health recommends to the Standing Council on Health that a requirement to be familiar with the indicators of domestic and family violence and child harm and to appropriately intervene be included into the draft National Code of Conduct for Health Care Workers.	Accepted The Minister for Health will provide a paper to the COAG Health Council.
64	The Queensland Minister for Education recommends to the Education Council that the Australian Institute for Teaching and School Leadership includes in the Australian Professional Standards for Teachers, specific skill sets to recognise and respond to incidents of domestic and family violence and child harm.	Accepted The Minister for Education will raise this matter with the Education Council.
65	The Queensland Government works with universities to identify suitable ways to incorporate into professional undergraduate courses, education and training on how to identify when domestic and family violence is occurring and how to appropriately intervene.	Accepted The Queensland Government will work with universities to explore how pre-service teachers can be better educated to recognise and appropriately respond to domestic and family violence.
66	The Queensland Government works with the Vocational Education and Training sector to increase the delivery of existing approved units of competency related to domestic and family violence.	Accepted The Queensland Government will utilise approved industry consultation processes to identify whether there is a need to provide a subsidy for either full qualifications in child youth and family intervention or for specific skill sets which would assist in the upskilling of other professionals who may need additional skills in this area.
67	The Queensland Government considers legislative amendment to the <i>Defamation Act 2005</i> to provide a defence to defamation against media for publishing domestic and family violence support services information in stories or publications where domestic and family violence is alleged or intimated but not yet proven.	Accepted The Queensland Government will consider whether it is necessary to amend the <i>Defamation Act 2005</i> , taking into account that the Act is part of a national uniform legislative scheme.

No.	Recommendation	Response
68	The Attorney-General recommends to the Law, Crime and Community Safety Council that a similar defence be established in all jurisdictions across Australia to provide surety to media when publishing nationally available content.	Accepted The Queensland Government will make recommendations to the Law, Crime and Community Safety Council dependent on the outcome of the Queensland Government's consideration of recommendation 67 as to whether the <i>Defamation Act 2005</i> should be amended.
69	The Queensland Government reviews current relevant civil and criminal legislation to identify and amend anything that may impede media from publishing information about domestic and family violence support services when reporting on domestic and family violence incidents.	Accepted The Queensland Government will review civil and criminal legislation to examine whether there are legislative barriers that may prohibit the media from publishing information about domestic and family violence support services when reporting on domestic and family violence incidents.
70	The Queensland Government develops a media guide to assist news and current affairs programs when reporting on domestic and family violence incidents in Queensland.	Accepted The Queensland Government will develop a media guide as a component of the Communication Strategy (see Recommendation 18).
71	The Queensland Government undertakes an immediate audit of services to ensure adequate resources are available to meet demand for specialist domestic and family violence services, including perpetrator intervention initiatives and specialist shelters.	Accepted The Queensland Government has commenced an audit of services to inform the development of a long term funding model (see Recommendation 72) to guide future investment in the domestic and family violence service system.
72	The Queensland Government develops a long term funding and investment model, informed by the audit on the best mix of specialist and generalist services, to be implemented, as a minimum, over the five year forward estimates commencing in 2016/2017, to meet needs and address any gaps.	Accepted The Queensland Government will develop a funding and investment model that will guide future investment in the domestic and family violence service system.

No.	Recommendation	Response
73	<p>The Queensland Government explicitly outlines in the funding and investment model how new investment in service delivery for rural and remote communities will:</p> <ul style="list-style-type: none"> • Enhance collaboration and coordination • Encourage innovation in service delivery • Improve service to Queensland’s rural and remote communities into the future • Expand technology to support victims of domestic and family violence • Attract and retain highly skilled workers to support victims of domestic and family violence in rural and remote communities • Link rural and remote services into the broader network of domestic and family violence service providers. 	<p>Accepted</p> <p>The Queensland Government will develop a funding and investment model that will guide future investment in the domestic and family violence service system and address specific service delivery issues in rural and remote communities.</p>
74	<p>The Queensland Government immediately, and in collaboration with the domestic and family violence service sector, establishes pilots for an integrated response model, incorporating:</p> <ul style="list-style-type: none"> • One urban integrated response to domestic and family violence • One regional city integrated response to domestic and family violence, with outreach programs to rural and remote communities • One discrete Indigenous community integrated response (as discussed in section 5.2 of this Report). 	<p>Accepted</p> <p>The Queensland Government has commenced planning for the three integrated service response pilots with stakeholder engagement, co-design activities, implementation and evaluation to follow. Critical foundational work underway includes development of a common risk assessment framework and information sharing guidelines to be implemented as part of the pilots.</p>
75	<p>These trial sites need to be reviewed and evaluated, with a view to expanding the number of sites for integrated services over a defined period of time to transition to state-wide integrated service responses.</p>	<p>Accepted</p> <p>The Queensland Government will evaluate the pilot sites to inform the integrated service response models.</p>
76	<p>The Queensland Government establishes a model for inter-agency response to high risk cases which works within, or complements integrated responses and which is progressively established throughout the state.</p>	<p>Accepted</p> <p>In collaboration with key stakeholders, the Queensland Government will develop, trial and evaluate a model for inter-agency responses to high risk cases as part of the integrated service response pilots in three sites (see Recommendation 74).</p>

No.	Recommendation	Response
77	The Queensland Government designs a best practice common risk assessment framework to support service provision in an integrated response, and designed for use by generalist and specialist services (supported by relevant tools).	<p>Accepted</p> <p>In collaboration with key stakeholders, the Queensland Government will develop, trial and evaluate a best practice common risk assessment framework as part of the integrated service response pilots in three sites (see Recommendation 74).</p>
78	The Queensland Government introduces enabling legislation to allow information sharing between agencies (government and non-government) within integrated responses, with appropriate safeguards. This would include legislative protection for the sharing of information without consent if a risk assessment indicates it is for the purpose of protecting the safety of the victim and their immediate family.	<p>Accepted</p> <p>The Queensland Government understands the importance of robust information sharing mechanisms and will actively explore current barriers to information sharing across agencies and address barriers through a legislative response as needed.</p>
79	The Queensland Government develops and shares with all relevant service providers, clear guidelines to facilitate information sharing within an integrated response, with a continued focus on obtaining consent unless a high risk threshold has been met.	<p>Accepted</p> <p>The Queensland Government recognises that clear information sharing guidelines are a critical component of a best practice integrated service response to domestic and family violence. In collaboration with key stakeholders, information sharing guidelines will be developed, trialled and evaluated as part of the integrated service response pilots in three sites (see Recommendation 74).</p>
80	The Queensland Government increases access to domestic and family violence perpetrator intervention initiatives, prioritising those areas identified for the immediate rollout of integrated responses (see Recommendation 74) with a view to ensuring statewide coverage within three years.	<p>Accepted</p> <p>The Queensland Government will increase access to perpetrator intervention initiatives and will consider funding requirements in the long term funding and investment model (see Recommendation 72).</p>
81	The Queensland Government changes eligibility criteria so offenders in custody for less than 12 months for domestic and family violence related offences are able to access a range of therapeutic intervention programs.	<p>Accepted</p> <p>The Queensland Government will increase accessibility for offenders in custody less than 12 months to quality perpetrator programs and interventions as part of the integrated service response models.</p>

No.	Recommendation	Response
82	<p>The Queensland Government:</p> <ol style="list-style-type: none"> a. Reviews and updates the <i>Professional Practice Standards: Working with men who perpetrate domestic and family violence</i> and the accompanying principles to ensure they reflect the most recent developments and knowledge in the field and include models of practice and standards to ensure safe and appropriate practice for individual (as well as group) intervention sessions b. Ensures that practice standards require that initiatives for perpetrators of domestic and family violence are to be delivered in conjunction with an integrated response in order to establish adequate safety and accountability protocols c. Establishes a clear and rigorous process for evaluating and approving initiatives and providing ongoing monitoring of compliance with the Practice Standards to ensure that issues of non-compliance and service system development requirements are identified d. Considers establishing a formal accreditation process for practitioners, including minimum qualification requirements for practitioners, be implemented gradually so as to not adversely impact on service availability. 	<p>Accepted</p> <p>The Queensland Government recognises that quality perpetrator interventions are a key component of a best practice integrated service response model to domestic and family violence, providing a mechanism for assessing and managing risk, promoting perpetrator accountability and behaviour change, and prioritising victim safety. Practice standards, monitoring and compliance frameworks will be reviewed and updated as part of the integrated service response pilots in three sites (see Recommendation 74).</p>

No.	Recommendation	Response
83	<p>The Queensland Government:</p> <ol style="list-style-type: none"> Works with the service sector, using a co-design approach, to develop a suite of state-wide tools to support the integration of responses, including an information sharing protocol (Recommendation 78 and 79), a common risk assessment framework (Recommendation 77) and a process for managing high risk cases (Recommendation 76) Provides sufficient flexibility in the structure of the integrated response for local service providers to build on existing networks and initiatives to ensure the model is tailored to the specific needs of the local community and service landscape Ensures that, while primarily involving the central role of specialist domestic and family violence services, the integrated responses incorporate generalist service providers to ensure early identification of people affected by domestic and family violence and support appropriate referral pathways Ensures that the integrated response includes adequate provision of services for perpetrators of domestic and family violence Provides appropriate funding to agencies participating in integrated responses to enable ongoing professional development opportunities to staff. 	<p>Accepted</p> <p>In collaboration with key stakeholders, the Queensland Government will develop, trial and evaluate a suite of tools as part of the integrated service response pilots designed to build on existing initiatives and networks in three sites (see Recommendation 74). The requirements for perpetrator interventions and professional development for staff will be considered in the pilots and in the long term funding and investment model (Recommendations 72 and 73).</p>
84	<p>The Queensland Government immediately funds two 72-hour crisis shelters in Brisbane and Townsville respectively for women and children escaping violence so that immediate safety and support can be met while awaiting a refuge placement.</p>	<p>Accepted</p> <p>The Queensland Government acknowledges the importance of crisis accommodation to support those escaping domestic and family violence and has committed to establishing two supported accommodation services in Brisbane and Townsville.</p>
85	<p>The Queensland Government:</p> <ol style="list-style-type: none"> Transfers responsibility and funding for domestic and family violence shelters back to a single portfolio, i.e. the portfolio that is responsible for the broader domestic and family violence service response. Commits to maintaining dedicated funding for specialist domestic and family violence accommodation, including refuges (non-competitive with generic crisis accommodation providers such as homelessness service providers). 	<p>Accept</p> <p>The state of Queensland will continue to maintain dedicated funding for domestic and family violence shelters.</p> <p>Responsibility for funding administration of domestic and family violence shelters will be transferred to the Department of Communities, Child Safety and Disability Services.</p>

No.	Recommendation	Response
86	<p>The Queensland Government:</p> <ol style="list-style-type: none"> Provides flexibility to service providers to offer the necessary crisis accommodation required for the situation, whether that be access to a domestic and family violence refuge or brokerage funding for the perpetrator to stay in short term accommodation Ensures the Queensland Police Service's current operational procedures strongly support women and children staying in the home, where safe, in line with the principles of the Act Expands safety upgrades programs to give more victims the option to stay safely in their own homes. 	<p>Accepted</p> <p>The Queensland Government recognises the need for safe and flexible responses, and will ensure the objectives of this recommendation are considered in the long term funding and investment model (Recommendation 72).</p>
87	<p>The Queensland Government pilots a refuge that caters for families with companion animals with a view to rollout more flexible refuges into the future to meet the needs of victims.</p>	<p>Accepted</p> <p>The Queensland Government acknowledges the importance of crisis accommodation to support those escaping domestic and family violence and will pilot a refuge for victims who have companion animals.</p>
88	<p>The Queensland Government expands the range of responses to alleviate housing stress and homelessness for women and children escaping domestic and family violence including reducing the eligibility criteria on programs such as Rental Grants and Bond Loans.</p>	<p>Accepted</p> <p>The Queensland Government is committed to alleviating housing stress and homelessness for women and their children escaping violence. The Government will be implementing processes to streamline access to products such as Bond loans and Rental Grants which will to reduce barriers to women and children affected by domestic and family violence accessing private rental tenancies.</p>
89	<p>The Queensland Government:</p> <ol style="list-style-type: none"> Provides flexible brokerage funding to alleviate immediate financial hardship that is experienced when escaping violence Provides non-residential support programs to assist victims to live independently and not be compelled to return to violent/controlling relationships Provides access to subsidised training and skilling incentives for those experiencing domestic and family violence. 	<p>Accepted</p> <p>The Queensland Government is committed to supporting victims of domestic and family violence to achieve financial and other forms of independence, including access to subsidised training and skilling and will consider the objectives of this recommendation in the long term funding and investment model (Recommendation 72).</p>

No.	Recommendation	Response
90	The Queensland Government continues its commitment to the development and implementation of a National Domestic Violence Order Scheme to achieve automatic mutual recognition and enforcement of domestic and family violence related orders across jurisdictions.	Accepted The Queensland Government is committed to, and actively participating in, the development and implementation of a National Domestic Violence Order Scheme.
91	The Queensland Government prioritises the eDV project and the Single Person Identifier project for completion as soon as practically possible within a defined time limit.	Accepted The Queensland Government will continue to prioritise the eDV project and Single Person Identifier project to ensure information is shared between police and courts in a timely manner.
92	The Queensland Government works with discrete Indigenous communities to develop and support an effective local authority model to respond to crime and violence in those communities, with a priority focus on addressing domestic and family violence. As a part of this work, consideration should be given to resourcing and expanding the role of community justice groups, JP Magistrate's courts, and related local justice initiatives as appropriate, as well as examining the specific role that community justice groups could play in conferencing, mediation, and criminal justice system support.	Accepted The Queensland Government will work with discrete Indigenous communities to develop and support effective local authority structures such as community justice groups and other local justice initiatives as part of the integrated service response pilot (see recommendations 9 and 74).
93	The Queensland Government amends the Family Responsibilities Commission Act to require a court to notify the Family Responsibilities Commission when a protection order under the Domestic and Family Violence Protection Act is made naming a welfare reform community resident as the respondent.	Accepted The Queensland Government notes that the requirement for a court to notify the Family Responsibilities Commission when a protection order is made in this context supports the objects of the Family Responsibilities Commission (FRC) Act and will amend the FRC Act to achieve this outcome.
94	The Queensland Government reviews the resourcing impact of the new domestic and family violence trigger and ensures sufficient funding is available to manage the anticipated increase in referrals to the Family Responsibilities Commission.	Accepted The Queensland Government will review Family Responsibilities Commission data at quarterly intervals from the date of implementation of the proposed trigger to assess any resourcing impact.

No.	Recommendation	Response
95	The Queensland Government continues the review of the Victims of Crime Assistance Act to ensure appropriate financial compensation for victims of domestic and family violence.	Accepted The Queensland Government will continue the statutory review of the <i>Victims of Crime Assistance Act 2009</i> and will table a report about the outcomes of the review in Parliament by the end of 2015. The review is considering options to ensure all victims of domestic and family violence are able to seek financial assistance.
96	The Queensland Government establishes specialist domestic violence courts in legislation with jurisdiction to deal with all related domestic and family violence and criminal/breach proceedings.	Accepted As a first step, the Queensland Government will fund a trial of a specialist domestic and family violence court in Southport for six months. An evaluation of this trial will inform any future rollout across Queensland, as appropriate.
97	Specialist courts should include specialist divisions or programs and utilise specialist Magistrates with specialised expertise in domestic, family and intimate partner sexual violence to improve the efficacy of responses to domestic and family violence. This Recommendation is to be considered in combination with the other recommendations in this Report and in particular Recommendations 116 (interpreters), 124 (court support workers), 126 (duty-lawyers) and 80 (perpetrator interventions).	Accepted The evaluation of the specialist court trial will inform the any future rollout across Queensland, as appropriate (see Recommendation 96).
98	The Queensland Government considers providing for related family law children's matters (by consent) and child protection proceedings to be dealt with by the same court.	Accepted The Queensland Government will seek to improve pathways between the Magistrates Court (for domestic violence matters), the Childrens Court (for child protection matters) and the Family Court and the Federal Circuit Court (for family law matters) to ensure that the justice response is better co-ordinated.
99	The Domestic and Family Violence Protection Act be amended so that the court must consider a family law order when making a Domestic Violence Order. An amendment also be made to the Domestic and Family Violence Protection Act so that the court must consider concurrent cross applications at the same time and a later application and related cross application or order.	Accepted The Queensland Government will strengthen the <i>Domestic and Family Violence Protection Act 2012</i> so that courts must consider dealing with cross applications at the same time, as part of the recommended review of the Act (see Recommendation 140).

No.	Recommendation	Response
100	The Queensland Government utilises trained and specialist circuit Magistrates, in areas where a specialist court is not feasible (e.g. rural and remote areas), with a good knowledge of the relevant legislation and knowledge and understanding of domestic and family violence and its impact on victims of the violence, including children who witness the violence.	Accepted The Queensland Government will consult with the Chief Magistrate on the best way of ensuring Magistrates who circuit rural and remote areas have a good knowledge of the relevant legislation and understanding of domestic and family violence and its impact on victims of the violence, including children who witness the violence.
101	The Chief Magistrate completes the domestic and family violence 'Bench Book' in consultation with relevant stakeholders (Women's Legal Service, North Queensland Women's Legal Service, Queensland Domestic Violence Services Network, Queensland Association of Independent Legal Services, Queensland Indigenous Family Violence Legal Service and Legal Aid Queensland).	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.
102	The Chief Magistrate completes the <i>Domestic Violence Best Practice</i> project and publish the results.	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.
103	The Chief Magistrate commissions development of a professional development package, informed by evidence of best practice in judicial education currently being developed by Australia's National Research Organisation for Women's Safety, for induction of newly appointed Magistrates on managing domestic and family violence cases.	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.
104	The Chief Magistrate develops modules specifically on domestic and family violence for inclusion in professional development programs for Queensland Magistrates	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.
105	The Chief Magistrate ensures that Magistrates receive intensive and regular professional development on domestic and family violence issues, including its impact on adult victims and children, from domestic and family violence practitioners who have expertise working with adult victims, children and perpetrators.	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.

No.	Recommendation	Response
106	The Queensland Government ensures that court and registry staff receive compulsory training in responding to the needs of domestic and family violence clients.	Accepted The Queensland Government agrees that court and registry staff should receive training. The Queensland Courts Service has commenced a statewide rollout of compulsory domestic and family violence training for frontline staff and this training will be repeated on a regular basis.
107	The Queensland Law Society develops best practice guidelines for lawyers working with people who have experienced domestic and family violence in accordance with Legal Aid Queensland model guidelines, and in consultation with Legal Aid Queensland, Women's Legal Service and Queensland Association of Independent Legal Services and other relevant stakeholders.	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.
108	The implementation of the best practice guidelines be led by the Queensland Law Society.	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.
109	Queensland Law Society ensures that suitable continuing professional development programs in respecting diversity and ethical conduct for managing the intersection of domestic and family violence and family law are available.	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.
110	Queensland Law Society encourages lawyers engaged in domestic and family violence law (whether representing perpetrators or victims) and family law undertake continuing professional development in diversity and ethical conduct for managing intersection of domestic and family violence and family law.	Supported The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.

No.	Recommendation	Response
111	<p>The Attorney-General:</p> <ol style="list-style-type: none"> Recommends to the Law Council of Australia that amendment be made to the Australian Solicitors Conduct Rules 2011 to ensure safeguards currently applied to victims of sexual assault are extended to include victims where allegations of domestic and family violence are part of proceedings. Recommends the Queensland Legal Practice Committee consider the application of safeguards for victims of domestic and family violence as they apply to Queensland solicitors and barristers, should a national approach not be supported. 	<p>Accepted</p> <p>The Attorney-General will write to the Law Council of Australia about this issue. If a national approach is not supported, relevant Queensland bodies will be asked to consider this reform.</p>
112	<p>The Queensland Government:</p> <ol style="list-style-type: none"> Supports the work of CrimTrac in developing a National Domestic Violence Order Information Sharing System In the interim (acknowledging that a national scheme may take some time to be negotiated and implemented) progress bilateral agreements with other jurisdictions (in particular bordering jurisdictions such as New South Wales) where possible to facilitate increased information sharing for the protection of victims of domestic and family violence. 	<p>Accepted</p> <p>The Queensland Government is actively supporting the work of CrimTrac in developing and testing a prototype National Domestic Violence Order Information Sharing System. In the interim, the Queensland Government will explore options for progressing bilateral agreements with New South Wales and Northern Territory to facilitate information sharing for the protection of victims of domestic and family violence.</p>
113	<p>The Queensland Police Service strengthens policy and guideline documents to ensure the use of interpreters for victims of domestic and family violence and their families, where required.</p>	<p>Accepted</p> <p>The Queensland Government will review police policy and guidelines to ensure, as far as practicable, the assistance of interpreters is provided for victims of domestic and family violence and their families.</p>
114	<p>The Queensland Police Service and the Department of Justice and Attorney-General ensure that applicants, including police and private, for a protection order or a variation of a protection order, have indicated either “yes” or “no” to interpreter requirements on each application filed.</p>	<p>Accepted</p> <p>The Queensland Government recognises the importance of interpreters and will improve current processes to ensure the need for an interpreter is identified at the time an application is made.</p>
115	<p>The Chief Magistrate issues a practice direction to require the court to engage an interpreter, where a party has difficulty communicating in English, at the first mention for all domestic and family violence civil proceedings before the Magistrates Court.</p>	<p>Supported</p> <p>The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.</p>

No.	Recommendation	Response
116	The Department of Justice and Attorney-General identifies opportunities to streamline systems for engagement of interpreters for civil domestic and family violence court proceedings to ensure best practice.	Accepted The Queensland Government will identify best practice for interpreter services for civil domestic and family violence court proceedings and then work with responsible agencies to implement that practice.
117	The Queensland Government amends the Domestic and Family Violence Protection Act to require a court when making a Domestic Violence Order to consider whether an order excluding the perpetrator from the home should be made, having regard to the wishes of the victim.	Accepted The Queensland Government will amend the <i>Domestic and Family Violence Protection Act 2012</i> (see Recommendation 140).
118	The Queensland Government introduces a circumstance of aggravation of domestic and family violence to be applied to all criminal offences.	Accepted The Queensland Government supports the need to hold perpetrators of domestic and family violence to account and to reinforce the nature and seriousness of this type of offending. Consultation will occur with relevant legal and community stakeholders to explore the best means to achieve the objective of this recommendation.
119	The Queensland Government makes provision in legislation for domestic and family violence related convictions to be recorded, consistent with the approach adopted in New South Wales.	Accepted The Queensland Government recognises that to enhance the safety of victims the sentencing court needs to know if there is an ongoing pattern of domestic and family violence by the perpetrator. Consultation will occur with relevant legal and community stakeholders to explore the best means of ensuring patterns of domestic and family violence are identifiable through the perpetrator's criminal history so as to inform future law enforcement authorities and criminal justice agencies.

No.	Recommendation	Response
120	The Queensland Government considers the creation of a specific offence of strangulation.	Accepted The Queensland Government recognises that non-lethal strangulation is a high risk indicator of future domestic and family violence related homicides. Consultation will occur with relevant legal and community stakeholders to consider ways to improve the legal response to this serious criminal conduct.
121	The Queensland Government considers the sufficiency of penalties to hold perpetrators to account for repeat contraventions of Domestic Violence Orders.	Accepted The Queensland Government is committed to ensuring perpetrators are held to account and will review penalties.
122	The Queensland Government identifies and implements strategies to increase perpetrators' participation in interventions, including a pilot on mandatory attendance, with the evaluation of the pilot to inform future decisions about broader use of mandatory perpetrator interventions.	Accepted The Queensland Government is committed to implementing strategies to increase perpetrators' participation in intervention programs.
123	The Queensland Government trials the use of GPS monitoring for high risk perpetrators of domestic and family violence.	Accepted The Queensland Government will explore options to monitor high risk perpetrators of domestic and family violence, taking into account the full range of potential technological solutions including the use of Global Positioning System (GPS) monitoring, and then trial the most promising model to improve victim safety.
124	The Queensland Government employs court support workers for all Magistrates Courts for domestic and family violence matters for all applicants and information/liaison officers for all respondents.	Accepted The Queensland Government will continue to fund non-government organisations to provide court based assistance and support.
125	The Queensland Government develops a formal position description and guidelines for court support workers and information/liaison officers to provide uniformity in support to people through domestic and family violence proceedings, and that the Chief Magistrate looks at the consistency across all Magistrates Courts on the role of court support workers.	Accepted The Queensland Government will work closely with community and legal stakeholders to develop a position description and guidelines for court support workers.

No.	Recommendation	Response
126	The Queensland Government establishes a state-wide duty-lawyer service for domestic and family violence matters in Magistrates Courts for both applicants and respondents.	Accepted The Queensland Government will provide additional funding for the expansion of the domestic violence duty lawyer service to a total of 14 locations across the State through Legal Aid Queensland.
127	The Queensland Government develops a position description and guidelines for the duty-lawyer service to ensure: <ul style="list-style-type: none"> • Provision of legal advice before and after court appearances • Limited assistance with drafting court related documents • Provision of advice and referral on related issues (such as family law, child support, child protection matter) • Legal representation during court appearances. 	Accepted The Queensland Government will work with Legal Aid Queensland to develop position descriptions and guidelines to ensure duty lawyer services are of a high quality and that appropriate referrals are made to other legal and support services.
128	The Queensland Government ensures duty-lawyer service lawyers are: <ul style="list-style-type: none"> • Experienced in the dynamics and challenges of domestic and family violence • Able to give family law, child support and child protection advice • Operate within a wider integrated service response network, working to prioritise the safety of adult victims and children. 	Accepted The Queensland Government will work with Legal Aid Queensland to ensure that duty lawyer services are of a high quality and underpinned by an appropriate knowledge and skills base.
129	The Queensland Government amends the Domestic and Family Violence Protection Act to provide for victim impact statements to be introduced and for mandatory consideration by the court in applications for protection orders.	Accepted The Queensland Government is committed to ensuring victims voices are heard in all domestic violence-related legal processes and ways to achieve the objective of the recommendation will be considered as part of the recommended review of the Act (see Recommendation 140).

No.	Recommendation	Response
130	The Queensland Government introduces a sexual assault counselling privilege based on the New South Wales legislative model, i.e. an absolute privilege in preliminary proceedings and a qualified privilege in other proceedings.	<p>Accepted</p> <p>The Queensland Government will legislate to provide for a sexual assault counselling privilege to apply to criminal proceedings and limited civil proceedings on the same facts (e.g. domestic violence matters).</p> <p>The Queensland Government acknowledges the benefits of the New South Wales legislative model as it seeks to ensure the appropriate balance in each case between the right to a fair trial and the public interest in preserving the confidentiality of counselling communications. The Queensland Government will consult with legal and community stakeholders prior to introducing legislation to provide for this privilege.</p>
131	The Queensland Police Service develops and implements a strategy for increasing criminal prosecution of perpetrators of domestic and family violence through enhanced investigative and evidence-gathering methodologies.	<p>Accepted</p> <p>The Queensland Government will enhance investigative and evidence-gathering methodologies to increase criminal prosecution of perpetrators.</p>
132	In responding to recommendations related to enhancing integration, responsible agencies in Government should make provision for the inclusion of coordinating appropriate justice supports for victims of domestic and family violence exposed to criminal proceedings.	<p>Accepted</p> <p>The Queensland Government, through Victim Assist Queensland, will lead the co-ordination of improved justice supports for victims of domestic and family violence in criminal proceedings through incremental and continuous improvement as part of the integrated service response pilots (see recommendation 74).</p>

No.	Recommendation	Response
133	The Attorney-General, in consultation with the Chief Magistrate and Chief Judge, implements alternative evidence procedures for victims of domestic and family violence providing evidence in related criminal matters to reduce the trauma of this experience, including legislative amendment and/or procedural changes. Consideration should be given to allowing for admissibility of any video recordings made at the time of initial police intervention.	<p>Accepted</p> <p>The Queensland Government will work closely with leaders of the judiciary and legal stakeholders to develop options for improved evidence procedures, including considering amending the <i>Evidence Act 1977</i> to include a presumption that victims of domestic and family violence be regarded as special witnesses.</p> <p>Consideration will be given to allowing for admissibility of any video recordings made at the time of the initial police intervention.</p>
134	The Queensland Police Service adopts a pro-active investigation and protection policy which requires consideration of safety of the victim as paramount when deciding the course of action to be taken against the perpetrator and prioritises arrest where risk assessment indicates this action is appropriate.	<p>Accepted</p> <p>The Queensland Government will implement a pro-active investigation and protection policy to prioritise the safety of victims and hold perpetrators to account for their actions.</p>
135	Recognising the valuable contribution of District Domestic and Family Violence Coordinators to the experiences of victims of domestic and family violence, the Queensland Police Service increases staffing numbers based on rigorous assessment of demand and appropriate allocation and resourcing of these positions across the State.	<p>Accepted</p> <p>The Queensland Government will undertake a reassessment of the Queensland Police Service District Domestic and Family Violence Coordinator network to inform staffing and resource allocation decisions.</p>
136	The Queensland Police Service reinstates the Domestic and Family Violence State Coordinator role at a level of suitable influence to effectively support District Domestic and Family Violence Coordinators, address the disconnect between policy and practice to engender a consistent approach to the policing response, monitor performance and drive the future direction of policing domestic and family violence with a view to improving practice.	<p>Accepted</p> <p>The Queensland Government will reintroduce the role of State Domestic and Family Violence Coordinator at a rank of at least Inspector of Police.</p>
137	The Queensland Police Service appoints the Deputy Commissioner (Regional Operations) to champion best practice domestic and family violence prevention and first responder practice in the Queensland Police Service. The Deputy Commissioner would be responsible, among other things, for increasing officers' awareness and understanding of domestic and family violence and its impact on involved parties, police and the community, with a view to creating positive cultural change within the Queensland Police Service.	<p>Accepted</p> <p>The Queensland Government will immediately appoint the Deputy Commissioner (Regional Operations) to champion police domestic and family violence best practice and cultural change.</p>

No.	Recommendation	Response
138	The Queensland Police Service facilitates an external independent audit and review of training packages currently available to officers, with a view to assessing the appropriateness and frequency of compulsory professional development opportunities relevant to domestic and family violence. Components for enhancement of officers' conceptual understanding of dynamics of domestic and family violence, communication skills, as well as cultural awareness and sensitives should be assessed.	<p>Accepted</p> <p>The Queensland Government acknowledges the complexities of domestic and family violence and will review training packages available to police.</p>
139	The Queensland Government duly notes the advice to be received from the Family Law Council (due December 2015) in relation to the terms of reference issued by the Commonwealth Attorney-General, in October 2014 in relation to the needs of parents resolving parenting disputes. However, the Queensland Government must not wait for the Family Law Council report to proceed with recommendations in this report. Some reforms implemented following this Taskforce may need to be reviewed to reflect/coordinate with any Commonwealth reforms made longer term following the Family Law Council report.	<p>Accepted</p> <p>The Queensland Government will note the advice from the Family Law Council and consider the recommendations once the Council has reported. Under its current Terms of Reference, the Council is to provide its final report to the Commonwealth Attorney-General by 30 June 2016.</p>
140	The Queensland Government undertakes a review of the <i>Domestic and Family Violence Protection Act 2012</i> by 31 December 2015, to ensure a cohesive legislative framework for domestic and family violence in Queensland that incorporates major reforms recommended in this Report. Resulting legislative amendments to be made as soon as possible, but not later than by 30 June 2016.	<p>Accepted</p> <p>The Queensland Government has commenced a review of the <i>Domestic and Family Violence Protection Act 2012</i> to ensure a cohesive legislative framework for domestic and family violence in Queensland. Final timing of legislative amendments will be subject to the outcomes of the review and parliamentary processes.</p>

Appendix 1

Premier's Special Taskforce on Domestic and Family Violence in Queensland

Terms of Reference

Domestic violence is everyone's concern. As a community, we have a responsibility to stop the behaviour and attitudes that feed into the cycle of domestic violence and to look after one another.

Domestic violence can affect anyone, regardless of age, gender or wealth. The social and economic cost to individuals, their families and the community is enormous. There has been a tragic increase in domestic and family violence incidents over the last few years. Levels of domestic violence in Queensland have increased by more than 10% since 2010–2011. In 2013 alone, there were:

- 64,246 occurrences of domestic violence (up from 57,963 in 2012);
- 14,659 domestic violence applications made by police (up from 12,845 in 2012);
- 8,241 domestic violence applications made privately (up from 7,444 in 2012);
- 12,828 breaches of domestic violence court orders (up from 10,997 in 2012); and
- 17 domestic and family violence related homicides (of the total 49 homicides).

The estimated annual cost of domestic and family violence to the Queensland economy is between \$2.7 billion and \$3.2 billion.

Queensland's domestic and family violence support system is complex, and includes a number of Queensland Government departments administering police, legal, housing and other support services. The tireless efforts of many organisations around the state that support Queenslanders experiencing domestic and family violence also needs to be acknowledged.

The Queensland Government is committed to taking a strong leadership position and working in partnership with the community to eliminate domestic and family violence.

Special Taskforce

- The Premier, the Honourable Campbell Newman, MP, has appointed a Special Taskforce (the Taskforce) to investigate domestic and family violence in Queensland.
- The Taskforce is chaired by the Honourable Quentin Bryce AD CVO and comprises four Members of Parliament (two LNP members, one opposition member and one independent), two expert community representatives and an Indigenous representative.
- The Taskforce will be charged with defining the domestic and family violence landscape in Queensland and will recommend ways the Queensland Government and community might reduce the incidence of this insidious form of violence.
- The Taskforce will reach into all Queensland regions as part of an extensive program of consultation with key stakeholders and the community.

Structure and Process

- The Taskforce will make recommendations to the Queensland Government, to inform the development of a domestic and family violence strategy to achieve a long term vision, where all Queenslanders can live free from violence from a partner or family member, and where children do not have to see or experience family violence.
- In conducting its review, the Taskforce will undertake extensive, state-wide community engagement and consultation, recognising the need for shared responsibility across government, business, media, non-government organisations, communities, families and individuals in seeking to achieve the long term vision.
- In conducting its review, the Taskforce will seek input from relevant experts, including those with knowledge of, and experience in, family law matters, and issues involving Aboriginal and Torres Strait Islander communities, those from culturally and linguistically diverse backgrounds, same sex relationships, people in rural and remote areas and people with disability.

- The Chair of the Taskforce will make recommendations, by way of a report, to the Premier by 28 February 2015. The report will be tabled in Parliament as soon as practicable after the Premier receives the report.
- The Taskforce will be supported by a secretariat provided by the Department of the Premier and Cabinet.

Terms of Reference

In making its recommendations, the Taskforce is to have regard to, but is not to be limited by, the following matters:

- Educating and engaging Queenslanders to create a community that supports respectful relationships, practices positive attitudes and behaviours and promotes a culture of non-violence
- Early intervention to identify those who are at the greatest risk of violence, to ensure action is taken to protect those at risk of being subject to domestic and family violence, and to change the behaviour of those who use violence
- Holistic, coordinated and timely responses to domestic violence, including building community confidence in the reporting and investigation of domestic and family violence and ensuring that those who are subject to domestic and family violence receive immediate and effective protection and support
- Ensuring that Queensland's law and order responses, including police, prosecutors and courts, provide an effective response to domestic and family violence, to deter perpetrators from committing violence, and hold them accountable for their behaviour
- Considering ways in which strategies for ensuring protection from domestic and family violence in Queensland best complement relevant systems and processes (including within the family law jurisdiction) to provide just outcomes and maximise the safety of families
- Defining the scope of violence, assault and abuse to be addressed in a domestic and family violence strategy and whether it would be appropriate for such a strategy to focus on particular or defined sections of the community in order to have the most impact.

Appendix 2

Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland

The Government Response Implementation Plan 2015–2016

Eliminating domestic and family violence is a long-term endeavour, requiring focussed and sustained commitment from the whole community.

Action to address domestic and family violence will be driven by three key underpinning foundational elements:

- a significant shift in community attitudes and behaviours
- an integrated response system delivering the services and support that victims and perpetrators need
- a strong justice system which prioritises victim safety and holds perpetrators to account.

Staged implementation will be necessary to provide flexibility to accommodate changing circumstances and to effectively address new and emerging issues. The Domestic and Family Violence Prevention Strategy will provide the framework for action over a 10 year timeframe. A series of four successive Action Plans will support the Queensland Domestic and Family Violence Prevention Strategy enabling the Government and the community to work in a coordinated and focussed way.

In its report, *‘Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland’*, the Special Taskforce on Domestic and Family Violence in Queensland stressed the importance of commencing implementation planning as soon as possible. This Government Response Implementation Plan initially focusses on the priority actions to be implemented by government in response to the Taskforce report. It outlines how the Government will work with Queensland communities in the first year to create a foundation for change and build momentum going forward.

It sets out five areas of action:

- Action Area 1: Demonstrating strong leadership and governance
- Action Area 2: Forming community partnerships
- Action Area 3: Identifying needs based services for victims and perpetrators

- Action Area 4: Strengthening justice responses to protect and empower victims and hold perpetrators to account
- Action Area 5: Building the evidence base

Feedback received from the community and stakeholders in relation to the draft Strategy will feed into finalisation of the first Action Plan supporting the Strategy, which will lay the groundwork for ongoing action and will be followed by three three-year action plans. Each action plan will build on the foundations laid in preceding action plans and will include ‘signposts’ (what we want to achieve by the end of each action plan) and ‘action areas’ (key areas of focus).

Action Area 1: *Demonstrating strong leadership and governance*

Effective implementation and oversight is critical to ensuring that we make lasting progress in achieving our vision of a domestic and family violence free Queensland. Whilst this will take focus and commitment from the Queensland community as a whole, the Queensland Government has a key role in leading reform and providing the structure, frameworks and guidance necessary to drive real change.

The Queensland Government is committed to taking a strong leadership role, however, recognising that our communities are powerful champions of change, the proposed governance model is based on forging strong relationships and partnerships with key community and business leaders in order to galvanise change in our communities.

As a first key step, the Government will act quickly to establish the Domestic and Family Violence Prevention Council (the Council) to provide the independent oversight and advocacy recommended by the Special Taskforce. The Council will have a critical role in shaping ongoing implementation and assessing the performance of those taking action to prevent domestic and family violence in Queensland.

At the same time, the Government will also develop a policy framework to address gendered violence more broadly through development of a Queensland Violence Against Women Prevention Plan as well as a broader strategy to support and strengthen opportunities for Queensland women.

As the leading employer in Queensland, the Government will take the lead in developing and modelling workplaces that foster gender equality and support victims of domestic and family violence.

Action Area 2: *Forming community partnerships*

Strong community partnerships and an effective long-term and future focussed communication plan to engage with the Queensland community will be critical to encouraging our communities to be part of the conversation about what we, as a community, can do to eliminate domestic and family violence from our society.

A series of Community Leader Roundtables in June and July 2015 with key people from businesses, community groups and other organisations contributing to Queensland's social fabric opened this dialogue. The next step is to work with the wider community and listen to feedback on the vision, guiding principles and reform framework that will underpin Queensland's Domestic and Family Violence Prevention Strategy.

The Government will engage collaboratively on a number of fronts with a view to enabling local actions and solutions as well as state-wide and, where possible/ appropriate, national initiatives to foster, encourage and model respectful relationships in the community and build community capacity to speak out against domestic and family violence and support those affected.

Action Area 3: *Identifying needs based services for victims and perpetrators*

Services must be available to support and protect victims of domestic and family violence and to provide perpetrators with opportunities to change their behaviour, no matter where they are in Queensland. Effective holistic and timely responses, drawing on a broad range of services, are necessary to provide tailored, flexible assistance to victims,

perpetrators and their families no matter what their personal circumstances.

Much of the initial work involves reviewing the services currently provided, identifying service gaps and looking at new ways to approach service delivery. This work will underpin subsequent work focussed on building an effective, integrated service response to both victims and perpetrators of domestic and family violence.

Action Area 4: *Strengthening justice responses to protect and empower victims and hold perpetrators to account*

Our justice system must support and protect survivors and victims of domestic and family violence and bring perpetrators to account for their violent behaviour. Complementary initiatives aimed at delivering timely, effective and responsive justice responses are an integral part of any holistic response to domestic and family violence.

Reviewing the current justice and policing responses will assist in identification of any shortcomings in the system as well as what's working. Work will be undertaken to identify opportunities to improve both policing and justice system responses to domestic and family violence in Queensland. It is imperative to ensure the justice system supports and protects victims and makes it clear to perpetrators that domestic and family violence will not be tolerated.

Action Area 5: *Building the Evidence Base*

Identifying what works and does not work and why is critical to ensuring real, ongoing change. In designing new integrated service responses it will be vital to draw upon valid, contemporary and comprehensive research and data to inform decisions about program development, implementation and maintenance.

In addition, development of a well resourced, robust evaluation framework will enhance our ability to identify the initiatives and programs that most successfully and effectively address domestic and family violence.

Actions

Action Area 1: *Demonstrating strong leadership and governance*

What we will do	Lead agency
Develop and consult on a draft Queensland Prevention of Domestic and Family Violence Strategy.	Department of the Premier and Cabinet
Establish a 12 member Domestic and Family Violence Prevention Council, chaired by an eminent Queensland, with membership drawn from key sectors in the community.	Department of the Premier and Cabinet
Review legislation to examine whether there are barriers prohibiting media from publishing information about support services when reporting on domestic and family violence incidents and provide advice to key media industry bodies on reporting on these incidents. <i>See also Action Area 4—Consider amending the Defamation Act 2005 to provide a defence to defamation for media for publishing information on domestic and family violence support services.</i>	Department of Justice and Attorney-General
Write to the Law Council of Australia and the Australian Bar Association about extending the existing safeguards for victims of sexual assault under the Australian Solicitors’ Conduct Rules 2011 and the Barristers’ Conduct Rules to include victims where allegations of domestic and family violence are part of proceedings and consult with relevant Queensland bodies if a national approach is not supported.	Department of Justice and Attorney-General
Consult on and co-design a Queensland Women’s Strategy. Gender inequality is a key reason why violence against women exists. Through its focus on gender equality and opportunities for women, the Strategy will be an important violence prevention foundational initiative.	Department of Communities, Child Safety and Disability Services
Consult on and co-design a Prevention of Violence Against Women Plan for Queensland. By taking a broader approach to preventing violence against women, the Government is committed to making Queensland a safer place for women and girls. This overarching plan will support and strengthen the Domestic and Family Violence Prevention Strategy.	Department of Communities, Child Safety and Disability Services
Support the work of the Public Service Commission to promote cultural change across the Queensland Public Service through contributing to workplace initiatives that foster gender equality, educate employees, support victims of domestic and family violence and support perpetrators to change their behaviour. This will include promotion of an on line resource developed in collaboration with Australia’s CEO Challenge for employers and businesses to raise awareness and support people impacted by domestic and family violence.	Department of Communities, Child Safety and Disability Services

What we will do	Lead agency
<p>Develop and implement a communication and engagement strategy to:</p> <ul style="list-style-type: none"> • Encourage public sector employees to contribute to the public consultation on the draft Domestic and Family Violence Prevention Strategy and Violence Against Women Prevention Plan • Support the implementation of a culture change program to ensure the public sector leads and models responsive workplaces that respond appropriately to domestic and family violence • Support the delivery of consistent messages on the Strategy implementation. 	<p>Department of Communities, Child Safety and Disability Services</p>
<p>Recognising that some departments have already commenced domestic and family violence initiatives, a review will be undertaken to gather information on existing programs and policies to support victims of domestic and family violence in the workplace.</p> <p>The results of this review will inform the development and implementation of a coordinated and responsive workplace culture program, capable of being adapted based on individual agency circumstances.</p>	<p>Public Service Commission</p>
<p>Launch the <i>Queensland Public Sector Inclusion and Diversity Strategy 2015–2020</i> and the <i>Queensland Public Sector Gender Equity Strategy 2015–2020</i> to support the creation of a more inclusive and diverse workforce.</p> <p>Implementation of the Gender Equity Strategy includes an awareness campaign to focus on the identification and response to domestic and family violence and the support available to Queensland Government employees.</p>	<p>Public Service Commission</p>
<p>Make available and promote to all Queensland Government employees the <i>Recognise, Respond, Refer: Domestic Violence and the Workplace</i> online training program.</p>	<p>Public Service Commission</p>
<p>Develop a Public Service Directive to support victims of domestic and family violence in the workplace and prepare support materials for managers and supervisors on implementing the directive and supporting victims in the workplace.</p>	<p>Public Service Commission</p>
<p>Make available to local government, business and non-government organisations a consolidated suite of information, training and support resources developed for Queensland Government employees.</p>	<p>Public Service Commission</p>
<p>The Minister for Health will raise workforce professional development with other Australian Health Ministers.</p>	<p>Queensland Health</p>

Action Area 2: *Forming community partnerships*

What We Will Do	Lead Agency
Expand the annual Domestic and Family Violence Awareness Month community grants program to extend the number of community based awareness activities and partnerships across the state.	Department of Communities, Child Safety and Disability Services
Become a member of Our Watch to extend Queensland based primary prevention activities. Our Watch is a national organisation established to implement strategies to stop violence against women before it occurs.	Department of Communities, Child Safety and Disability Services
Revise the Queensland Language Services Guidelines. Advice will be included for Queensland Government departments and government funded organisations on briefing interpreters prior to client communication so they are fully informed of the nature of the likely discussion and have the opportunity to decline the engagement.	Department of Communities, Child Safety and Disability Services
Deliver an annual elder abuse prevention campaign, commencing in the lead up to World Elder Abuse Awareness Day in June 2016 to raise awareness of the behaviours that constitute elder abuse and the significant emotional, financial and physical impacts of elder abuse on Queensland communities.	Department of Communities, Child Safety and Disability Services
Review and map programs and services to ensure that schools can equip students to build respectful relationships and act against domestic violence in age appropriate ways.	Department of Education and Training
Share the review and mapping of programs and services with Queensland Catholic Education Council and Independent Schools Queensland.	Department of Education and Training
Communicate to Principals and Deputy Principals the requirement to provide programs that focus on appropriate, respectful and healthy relationships and will develop the means to measure the effective implementation of these programs.	Department of Education and Training
Investigate and pursue avenues for the Minister to advocate to the Education Council and the Australian Institute for Teaching and School Leadership for knowledge and skill sets related to domestic and family violence and child harm to be incorporated into the Australian Professional Standards for Teachers.	Department of Education and Training
Work with universities and the Queensland College of Teachers to ensure pre-service teachers graduate with the knowledge and skills to recognise and respond to domestic and family violence as a part of their initial teacher education program.	Department of Education and Training
Consult with relevant industry stakeholders to explore the potential need to upskill workers across industries identified within the Report. DET will liaise with Jobs Queensland, as appropriate.	Department of Education and Training

Action Area 3: *Identifying needs based services for victims and perpetrators*

What we will do	Lead agency
Undertake community consultation to inform the design of the shelters to be delivered in Brisbane and Townsville.	Department of Housing and Public Works
Develop the service model and design for the new shelters.	Department of Housing and Public Works
Commence procurement of support provider and tenancy and property manager to deliver the new shelters.	Department of Housing and Public Works
Negotiate new three year service agreements for existing specialist homelessness services for women and children escaping domestic and family violence.	Department of Housing and Public Works
Develop contemporary integrated domestic and family violence service delivery models, in consultation with the sector, to trial in three locations (one urban community, one regional community and one discrete Indigenous community). In consultation with the sector, also undertake the foundational work needed to support implementation of these trials including development of a common risk assessment framework, information sharing guidelines and a process for managing high risk cases.	Department of Communities, Child Safety and Disability Services
Expand the network of specialist domestic and family violence prevention and support services by establishing new services across the Central Queensland and Far North Queensland regions.	Department of Communities, Child Safety and Disability Services
Commission a review into the prevalence and characteristics of elder abuse in recognition of the harm experienced by older people impacted by elder abuse. The review findings will inform the development of integrated service response models and a communication strategy.	Department of Communities, Child Safety and Disability Services
Commission a review to explore the specific challenges faced by people with a disability impacted by domestic and family violence. Develop a response to these challenges that considers access, availability and integration of services to address the impact of domestic and family violence on people with a disability. Specific actions will focus on both preventing and responding to domestic violence.	Department of Communities, Child Safety and Disability Services
Build on the audit of domestic and family violence services to commence development of a long term funding and investment model. This needs based and contemporary model will guide future investment in the domestic and family violence service system, including in rural and remote communities.	Department of Communities, Child Safety and Disability Services
Ensure strategies are in place to provide access to subsidised training opportunities through the Annual VET Investment Plan.	Department of Education and Training

What we will do	Lead agency
<p>A review of existing information resources for victims and perpetrators will be undertaken to ensure that appropriate information resources are available for Queensland Government employees who are affected by domestic and family violence or who may know someone affected. The results of this review will future initiatives to provide information in accessible, modern and adaptable formats</p>	<p>Public Service Commission with Department of Communities, Child Safety and Disability Services</p>
<p>Undertake an audit of Domestic and Family Violence response services.</p>	<p>Department of the Premier and Cabinet</p>

Action Area 4: Strengthening justice responses to protect and empower victims and hold perpetrators to account

What we will do	Lead agency
Progress legislative amendments to the <i>Family Responsibilities Commission Act 2008</i> to require a court to notify the Family Responsibilities Commission when a protection order under the <i>Domestic and Family Violence Protection Act 2012</i> is made naming a welfare reform community resident as the respondent.	Department of Aboriginal and Torres Strait Islander Partnerships
Review the resourcing impact of the new domestic and family violence trigger at quarterly intervals, from the date of implementation of the trigger, to ensure the Family Responsibilities Commission has sufficient resourcing available to manage the referrals.	Department of Aboriginal and Torres Strait Islander Partnerships
The Deputy Commissioner, supported by the Assistant Commissioner responsible for domestic and family violence policing, will convene a forum of recognised experts, police domestic and family violence practitioners and key partner agency representatives to define prevention and first responder best policing practice in Queensland.	Queensland Police Service
Review the current range of investigative methodologies, evidence gathering techniques, and prosecution practice to ensure offenders are held more accountable for their actions.	Queensland Police Service
Revise operational policy and guidelines to ensure decisions prioritise the safety of the victim and, where sufficient evidence is available, perpetrators of domestic and family violence are arrested, brought before a court, and prosecuted to the extent of the law.	Queensland Police Service
Undertake a thorough, evidence based assessment of current and future demand to inform staffing and resource distribution for the District Domestic and Family Violence Coordinator Network.	Queensland Police Service
Appoint, and appropriately support, a State Domestic and Family Violence Coordinator to engender a consistent approach to the policing response, monitor performance and improve practice, and drive the future direction agenda for domestic and family violence policing.	Queensland Police Service
Consider amendments to the <i>Defamation Act 2005</i> to provide a defence to defamation against media publishing domestic and family violence support services information in stories or publications where domestic and family violence is alleged but not yet proven and whether to recommend changes under the national uniform defamation laws.	Department of Justice and Attorney-General
Support the development and implementation of the National Domestic Violence Order (DVO) Scheme to be agreed by the Council of Australian Governments by the end of December 2015, and continue work on bilateral agreements with other jurisdictions to facilitate increased information sharing.	Department of Justice and Attorney-General

What we will do	Lead agency
Continue the statutory review of the <i>Victims of Crime Assistance Act 2009</i> , with a report about the outcomes of the review, including the issue of financial assistance for victims of domestic and family violence, to be tabled in Parliament.	Department of Justice and Attorney-General
Commence a trial of a specialist domestic and family violence court in Southport with a dedicated magistrate and use an evaluation of this trial to develop future initiatives for specialist court responses.	Department of Justice and Attorney-General
Support the Chief Magistrate and the Queensland Law Society in developing useful practice resources as well as professional development training for magistrates and legal professionals, and continue training initiatives for front line court and registry staff.	Department of Justice and Attorney-General
Identify best practice and streamline systems for engagement of interpreters for civil domestic and family violence court proceedings through an interdepartmental working group consisting of key justice agencies and work with government agencies to implement changes to existing policies, guidelines and practices.	Department of Justice and Attorney-General and Queensland Police Service
Undertake targeted consultation with legal and community stakeholders with the release of a Discussion Paper to examine: <ul style="list-style-type: none"> • how to reinforce the nature and seriousness of criminal offences involving domestic and family violence; • how to ensure that patterns of domestic and family violence are reflected in a perpetrator's criminal history; • the criminal response to non-lethal strangulation. Legislative amendments will be progressed in early 2016.	Department of Justice and Attorney-General
Expand the domestic violence duty lawyer service to a total of 14 locations across the State through Legal Aid Queensland.	Department of Justice and Attorney-General
Consult with legal and community stakeholders on a model for a sexual assault counselling privilege to apply to criminal proceedings and limited civil proceedings on the same facts.	Department of Justice and Attorney-General
Review the <i>Domestic and Family Violence Protection Act 2012</i> with a focus on: <ul style="list-style-type: none"> • Considering the specific legislative amendments recommended by the Taskforce • Addressing other issues related to the operation of the Act identified in the Taskforce Report. 	Department of Communities, Child Safety and Disability Services

Action Area 5: *Building the Evidence Base*

What we will do	Lead agency
Develop an evaluation framework to evaluate implementation of the Taskforce’s recommendations.	Department of the Premier and Cabinet
Enhance the domestic and family violence death review process by increasing the capacity of the Domestic and Family Violence Death Review Unit in the Office of the State Coroner and establishing a Queensland Domestic and Family Violence Death Review and Advisory Board, and develop protocols that improve information sharing between the Unit and government agencies.	Department of Justice and Attorney-General
Evaluate the trial of a dedicated magistrate in a specialist domestic and family violence court setting and use the outcomes of the evaluation to inform future approaches.	Department of Justice and Attorney-General

Appendix 3

Domestic and Family Violence Community Leader Roundtables

Summary of outcomes June–July 2015

Introduction

The report of the Special Taskforce on Domestic and Family Violence, *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* follows three themes in developing a framework for addressing domestic and family violence: changing the culture, building integrated responses, and improving legal and justice systems.

Throughout the report, the Taskforce stresses the important role that the whole community must play in changing the culture around domestic and family violence. It is only through strong community leadership in partnership with government that there will be any chance of realising the Taskforce's vision of a Queensland without this terrible violence.

The Queensland Government is committed to taking a leadership role in addressing domestic and family violence. As a part of that commitment, 15 roundtables were scheduled with community and business leaders to discuss the role of the community in changing the culture and to encourage leaders to become champions of change within their own communities.

The Community Leader Roundtables targeted specific locations, sectors and vulnerable groups and engaged them in a conversation on the barriers to change, initiatives that work and ideas that should be pursued. Each roundtable was chaired by a Minister, supported by a senior officer from the Department of the Premier and Cabinet and, wherever possible, a Director-General of a relevant department.

The Government is grateful for the time and input of those who attended the roundtables. The insights, experience and ideas presented at the roundtables have provided an invaluable resource for assisting in the development of the Government response and draft Strategy.

The Government recognises that there are many dedicated and passionate service providers, support

organisations, professional groups and individuals across Queensland who can, and want to, positively contribute to the elimination of domestic and family violence. It has not been possible in the short time available to meet with all these people. Invitees to the roundtables were chosen to provide a broad range of views and a valuable cross section of the community. Further opportunities to provide input into the draft Strategy and supporting Action Plans will be provided for those that were not part of the roundtables and the Government welcomes their valuable contributions.

The roundtables

Fifteen roundtables were held across Queensland and across sectors and professions where there is opportunity for leadership in cultural change. The 15 roundtables were structured around three main focuses: regional community leaders, sector-based leaders and leaders in services to vulnerable groups. A total of almost 400 people have participated in roundtables around Queensland.

Regional community leaders

- Cairns community leaders roundtable
- Mt Isa community leaders roundtable
- Longreach community leaders roundtable
- Ipswich community leaders roundtable

Sector-based leaders

- Business and community leaders roundtable in Brisbane
- Education leaders roundtable in Pine Rivers
- Health leaders roundtable on the Gold Coast
- Religious and faith leaders roundtable in Brisbane
- Legal leaders roundtable in Brisbane

Leaders in services to vulnerable groups

- Aboriginal and Torres Strait Islander Women leaders roundtable in Brisbane
- Culturally and linguistically diverse community leaders roundtable in Beenleigh
- Disability services leaders roundtable in Townsville
- Seniors services leaders roundtable in Mackay

- Aboriginal and Torres Strait Islander Men leaders roundtable in Cairns
- Community and services leaders roundtable for Lesbian, gay, bi-sexual, transgender and intersex people in Fortitude Valley

A number of key messages came through at a majority of the roundtables. Those messages are consistent with the findings of the taskforce and include:

- Cultural change must involve educating children about respectful relationships, including what constitutes a respectful relationship and how to manage one that is not.
- Cultural change cannot occur without improvements in justice and service responses.
- There is a great deal of frustration within the community, particularly in the specialist service sector concerning the length of time they have been forced to wait for movement toward cultural change and service integration. Commentary often included disappointment that more has not changed.
- Perpetrators must be held to account, cultural change cannot occur if perpetrators continue to ‘get away with it’—because there is no incentive to change their behaviour.
- Communities are passionate, energetic and desire change, but feel that support from Government, organisations and employers is insufficient to enable individuals to safely and effectively intervene.

This report provides a short summary of the discussions held at each roundtable and the key messages from the leaders who participated. The summary does not identify participants and does not provide detailed descriptions of all the issues and comments raised. Key messages and themes are described. However for all roundtables, detailed notes of the discussions were taken and will continue to be considered as input for the Strategy and first Action Plan.

Regional Community Leader Roundtables

Cairns Community Leaders

Friday 6 June 2015

Chair: the Honourable Coralee O’Rourke MP, Minister for Disability Services, Minister for Seniors, and Minister Assisting the Premier on North Queensland

Attendees: 29

Cairns has very active support services for domestic and family violence. The Chair of the Special Taskforce on Domestic and Family Violence met with the Cairns Alliance of Social Services during the review.

The roundtable provided an opportunity for leaders from a cross-section of the Cairns community to gather and discuss cultural change in Cairns. The various Cairns specialist domestic and family violence support services discussed the extensive community engagement and change initiatives they are already engaged in and the partnerships they have already formed with other community leaders.

Participants identified early education of children and young people in building and maintaining respectful relationships as key to long term and sustainable changes in attitudes and behaviours.

There was robust discussion over whether or not the Domestic and Family Violence Prevention Strategy for Queensland should give focus to the gendered nature of the majority of domestic and family violence incidents. The majority of attendees agreed that any strategy should highlight the fact that women are predominately the victims and that the measures in the strategy should be targeted toward improving culture to stop violence against women.

Most participants agreed that the key cultural and attitudinal problem that needed to be addressed to reduce domestic and family violence, was a lack of respect for women which had the potential to lead to behaviour that denigrated women and condoned violence in the home.

Those in attendance representing businesses and employees identified cultural problems in some workplaces and negative attitudes of some regarding the provision of support to victims of domestic and family violence. These barriers were discussed as being areas within which businesses could champion improvement.

A noteworthy outcome from the roundtable was that the Cairns Chamber of Commerce offered to partner with CEO Challenge to promote the CEO Challenge program to the Cairns region members.

Longreach Community Leaders

Friday 13 June

Chair: the Honourable Jo-Anne Miller MP, Minister for Police, Fire and Emergency Services and Minister for Corrective Services

Attendees: 24

Longreach and the surrounding regional area have been suffering the effects of a significant drought for many years. As the region relies heavily on its connection with the land, the drought has made life difficult for many in the area, particularly those who suffer from mental health disorders or are unemployed.

The Longreach Regional Roundtable was well attended by representatives from support services, graziers and influential community members.

As with many of the roundtable events, the education of children was recognised as crucial to developing meaningful, positive and sustainable relationships and communities. Additionally, there was a strong emphasis on education in the broader community. When police, doctors, nurses and teachers enter the workforce they are often quite young and lack experience so education and training was considered essential.

Participants suggested mass education campaigns might be appropriate to tackle domestic and family violence. They used the example of the effectiveness of the 'anti-bullying in schools' campaign and suggested domestic violence needed to be stigmatised, like bullying has become in recent years through targeted campaigns sending the message that 'bullying is not cool'.

Participants also noted that violence is a cultural norm and suggested any education needed to be multifaceted and aimed at different parts of the community. For example, an education campaign could be focussed on survivors showing some success stories of people who have left the abusive relationships and encouraging bystanders to intervene.

Service providers suggested a holistic approach is required, one that engages the whole family. Teachers mentioned that they can be afraid to get involved when they think there may be domestic violence occurring—

if a child is suspected of experiencing domestic violence the teachers report it but there are no mandatory reporting requirements if the parent is suffering the abuse.

Due to the remoteness of Longreach and surrounding communities, participants recognised that it can be hard to provide services to remote areas and as such require excellent services available by phone. Members of the community were also identified as hesitant to access services as they were embarrassed, so identified a need for discreet or confidential support services to be made available.

Participants also thought that as powerful as Domestic and Family Violence Awareness Month (in May) and then White Ribbon Day (in November) is, the group felt the community needed to be engaged 365 days a year.

A noteworthy outcome from the roundtable was that there was an agreement to establish an inter-agency group and contact list for service providers. There was also a strong desire to reinstate the Rockhampton Integrated Pilot (Breaking the Cycle).

Mt Isa Community Leaders

Wednesday 17 June

Chair: the Honourable Coralee O'Rourke, Minister for Disability Services, Minister for Seniors and Minister Assisting the Premier on North Queensland

Attendees: 42

The Mt Isa region has one of the highest rates of domestic and family violence in Queensland. The region encompasses a large number of the State's remote Aboriginal communities as well as the central township of Mt Isa.

As with other roundtables, a key theme was the need for early intervention and education of children and young people, however, this roundtable also raised a number of unique cultural challenges particularly in relation to the remote and Aboriginal communities. Inconsistencies across service providers were also repeatedly mentioned.

The service delivery model for many crises services (including government crises services such as Child Protection Services) involves services and officers being centrally located in Mt Isa and commuting to remote communities on a daily or as needed basis. Many participants raised the need for services to be embedded into remote communities in order to

effectively support cultural change. It was raised that service providers that were not consistently based in the communities were generally not respected as part of the community and, therefore, were not as trusted by community members to the extent needed to support changes in behaviours and attitudes. Without trusted support, cultural change could not be effective.

The participants recognised that victims and witnesses of domestic and family violence fear retribution for reporting incidents which sometimes restricted their willingness to seek help or support. Participants said often victims were encouraged to leave their domestic situations by service providers which, inadvertently, made it harder for the victim to cope. They also advised that, sadly, the broader community can also be judgmental towards victims.

Participants commented on the need to understand the definition of a relationship, each community may have a different definition according to their culture. There is a need for agreed and consistent understanding here.

Participants suggested that there needs to be better investment in perpetrator programs as there are currently very few shelters for men. As there are few shelters, it is more common for men to go to prison than to be put into a perpetrator program. It was suggested that men who successfully seek help and stop their abusive behaviour could become community champions in the fights against domestic and family violence.

Participants suggested that there is a need to change the language used to describe domestic violence. It was recognised that it is not only women that experience violence and that men suffer too. As men can be embarrassed about experiencing domestic violence, they may be less likely to report it. The roundtable acknowledged that domestic violence does not only affect lower socio-economic parts of society and that it affects the community as a whole. There was general recognition that there needs to be better education around the array of behaviours that constitute domestic violence and that it would be beneficial to view occurrences with the same seriousness as unprovoked assaults.

Participants referred to the importance of a generational education campaign and named 'Slip, Slop, Slap' as a good example. A suggestion for the education campaign could be 'Real Men Don't Hit Woman'.

Ipswich Community Leaders

Wednesday 17 June 2015

Chair: the Honourable Shannon Fentiman MP, Minister for Communities, Women and Youth, Minister for Child Safety and Minister for Multicultural Affairs.

Attendees: 31

Ipswich has a very active and passionate service sector that works in an integrated manner with police and community services to provide a comprehensive support network within the community. This was evident at the roundtable as the majority of participants discussed previous meetings and forums that had been conducted with many of the same key players present.

Aboriginal leaders discussed the importance of having culturally appropriate services for Aboriginal women and families, noting that even at a young age women in violent relationships are reaching out to Elders when they are able to identify an abusive situation. They have found that telling stories with relatable situations can have a greater impact than more impersonal counselling provided by those from outside the community.

The group discussed previous programs that had an impact, especially those which encouraged healthy relationships within educational settings, and safe bystander intervention. Bystander intervention education in particular was identified as sorely lacking across the broader Queensland community.

Attendees identified that information sharing must be improved across government agencies and between service providers, and that this was a key gap in the provision of holistic services in domestic and family violence situations. Even where services and government are working closely together there are impediments, actual and perceived, to sharing information that were identified as putting lives at risk.

It was also noted that there needs to be a cultural shift from domestic and family violence being a women's issue to a whole of community issue. This is something that Ipswich has focused on intently in order to get all of the relevant services coordinating with each other. Within the community, initiatives and events are actively attempting to engage both men and women and as a result, Ipswich is seeing greater gender equality in community support.

A noteworthy outcome of the roundtable was that the group agreed to meet together and network at further roundtables, which are to be locally led. Additionally

it was identified that this will be part of the Family and Child Connect Service in Ipswich, and will lead a local alliance of service providers to look at the whole family unit when providing support.

Sector-Based Community Leader Roundtables

Business and Community Sector Leaders

Thursday 11 June 2015

Brisbane

Chair: the Honourable Leeanne Enoch MP, Minister for Housing and Public Works, and Minister for Science and Innovation.

Attendees: 15

Businesses and community organisations often deal with domestic and family violence not only as service providers but also in the impact on workplaces and employees. The majority of businesses also work within affected communities, and have an interest in their community's wellbeing.

The impact of domestic and family violence is often seen in workplaces. Because of its prevalence, it is almost guaranteed that at least a small percentage of employees in every workplace will at some point be dealing with the effects of domestic and family violence. As such, the economic and performance impact of domestic and family violence can be significant, and worsened if the correct measures (such as appropriate domestic and family violence leave) are not in place.

One participant identified from personal experience that attention must be brought to both the fiscal and personal nature of the damage done by domestic and family violence to compel businesses to change.

The participants identified that businesses may not have the inbuilt capacity to appropriately address a domestic and family violence matter and may need a catalyst to identify the lack of appropriate resources and also provide those resources to equip businesses in the future. It was discussed that domestic and family violence training sessions presented to businesses and employees have been incredibly successful, with many participants agreeing that the support and resources provided in training sessions can prove beneficial to getting greater awareness and support systems into their organisations.

Attendees raised the issue of a growing expectation from the community that both government agencies and businesses will join together in responding to ongoing social problems. Departments are working to address 'male entitlement' at the individual level within agencies and making attempts to collaborate to properly address those expectations from the community.

Those in attendance discussed the need for change on domestic and family violence to be championed by the leaders in organisations to provide the top down mandate for change, but also that employees need to be engaged with the issue in a genuine way rather than being forced to.

It was identified that existing resources should be utilised to enable cultural change, and that there are 8000 charities registered in Queensland with a social mission that could be mobilised for creating change in the domestic and family violence space.

Participants discussed the gendered nature of domestic and family violence but the adamant view of the majority was that the strategy should be inclusive.

Getting information to businesses in an easy and accessible way was a key message from this meeting.

Health Sector Leaders

Tuesday 16 June 2015

Gold Coast

Chair: the Honourable Shannon Fentiman MP, Minister for Communities, Women and Youth, Minister for Child Safety and Minister for Multicultural Affairs.

Attendees: 23

Leaders in the health and medical sector are frequently the first (and often only) point of contact for a victim of domestic and family violence. Whilst not considered a specialist domestic violence support service, it is nevertheless a vital component of any integrated support provided to victims.

Additionally, the economic impact of domestic and family violence on the health sector is enormous. Victims of domestic and family violence can suffer terrible physical injury, sometimes long term disfigurement and impairment. Infertility is often a devastating side effect of the physical abuse some women suffer. But there is also an often life-long, mental health impact that can be overlooked. Depression and post-traumatic stress disorder are frequently associated

with domestic and family violence, and the ongoing health care costs for these are very high.

The roundtable was attended by a cross section of the health and medical sectors, including midwives, general practitioners, professional associations and colleges and specialist sexual assault support services.

The group discussed the desire of professionals in the health sector to be able to respond appropriately. However, participants highlighted the lack of support and resources available to empower professionals to identify, respond and refer clients. One emergency department doctor described the fear he and his colleagues in smaller hospitals feel for their own and their families' safety if, and when, they identify a perpetrator of violence.

Ambulance officers identified barriers with patients 'changing their story' between the officer in the ambulance and the hospital staff, particularly once any suggestion of involving police is raised.

The group discussed opportunities to better support doctors and midwives. The GP's White book was discussed and research into appropriate support for midwives was explored. A suggestion was also made that similar tools as those currently provided for 4 year old checks would be useful, as would a specific Medicare schedule item.

Participants agreed that identifying, responding and referring to domestic and family violence needs to become a core part of the roles of their professions and believed inclusion in undergraduate and ongoing professional education was necessary. It was also agreed that treating domestic and family violence within the health sector as a public health matter would enable the public health model to be used to better support health professionals.

A new campaign being run is the 'non-violence is contagious' campaign. This campaign will draw a comparison with the spread of a contagious disease to show how non-violent ways to interact with others can spread. The core values in this campaign are to not stigmatise perpetrators of violence, and give them an alternative to violence without losing face.

A noteworthy outcome of the roundtable was a commitment from officers from the Hospital and Health Service and the Department of Health to look at an online tool that could provide all the resources and referral pathways for a doctor or nurse to access with 'one click'.

Legal Sector Leaders

Thursday 18 June 2015
Brisbane

Chair: the Honourable Yvette D'Ath MP, Attorney-General and Minister for Justice, and Minister for Training and Skills

Attendees: 21

The Taskforce report found that the legal system in Queensland was convoluted, overly process driven, was frequently misused by perpetrators to continue to harass and abuse their victims, and was inconsistent in support and outcomes across the state. The Taskforce also expressed concern at the experiences of victims who reported that they found the justice system to further victimise them at extremely vulnerable times.

The behaviour of lawyers, court officials, magistrates and other judges will directly impact on the experience both perpetrators and victims of violence have journeying through the justice system. The roundtable was attended by representatives from legal regulatory bodies, a variety of legal practitioners from both government funded and private firms, magistrates from both state and federal courts, and federal judges.

Short term solutions to make a difference, until larger systems can be overhauled, were happening in a number of cases, including where a form was developed within one court that can be sent to another court, enabling the receiving court to deal with that person in a domestic and family violence situation with urgency.

Participants identified that education to those within the legal sector and from outside of the legal sector is key on making the court process easier on those dealing with domestic and family violence. Key regulatory organisations identified that they are already organising education programs and courses on appropriately dealing with those involved in domestic and family violence, as it was recognised that this insidious violence doesn't only occur in relation to family law cases, it can be any client in any circumstance. The suggestion was also made that education specific to domestic and family violence could be incorporated into Priestley subjects for those studying law.

The group identified that most aggrieved applicants in domestic and family violence matters are not represented by private counsel, usually applicants are represented by the police prosecutor, and the clear majority of respondents did not have legal

representation. Participants then discussed the benefits of adequate legal representation for both parties in a domestic and family violence matter, as being of assistance to the parties involved in gaining a better resolution and also making the process smoother for the Court.

Attendees discussed the capacity for lawyers and social workers to work more closely together for the benefit of both professions, in that lawyers would build their ability to deal appropriately with domestic and family violence cases, and social workers could gain a greater knowledge of legal processes.

A noteworthy outcome from the roundtable was that all in attendance agreed to the sharing of their details amongst the group so that further communication can continue. Additionally the Attorney-General agreed to publish a joint media release on behalf of those that attended to demonstrate the willingness of the key players in the legal community that attended the roundtable, to end domestic and family violence. The group also consented to meet again in six months as an update on what has been accomplished since the roundtable.

Education Sector Leaders

Monday 22 June 2015

Pine Rivers

Chair: the Honourable Kate Jones MP, Minister for Education and Minister for Tourism, Major Events, Small Business and the Commonwealth Games

Attendees: 26

Educating children and young people on respectful, non-violent relationships has been a strong, recurring theme throughout the Community Leader Roundtables and is recognised as a critical element of positive and sustainable cultural change.

A range of stakeholders from the public and private education sectors including teachers and school staff; union representatives; youth and support workers and 'Parents & Citizens' representatives participated in the Education Leaders Roundtable.

The participants acknowledged that a genuine cultural shift in the way communities view and respond to domestic and family violence hinges around education of community members, including children, to have self-belief and respect. It was recognised that in order to shift the culture away from violence, children in particular need to understand violent situations and

their impacts. It was identified that education should also include information about healthy relationships as children may not be aware of what healthy relationships look and feel like if they have not been exposed to one themselves.

Participants discussed the fact that children can feel a sense of helplessness when coming from violent homes and were adamant that education campaigns should empower children to step out and get beyond this. It was identified that some children do not seek support because they don't know that life can be any different.

There was general consensus that any education campaigns would need to be multifaceted and wide reaching in order to effectively target young people in all stages of their education (from kindergarten through to high school). In addition, it was suggested that general community education campaigns could also be delivered to engage the broader community in the conversation. Participants suggested community champions (such as sport stars) be identified to assist in the education campaigns and that education campaign be designed to enable teachers to explain how to identify and safely report domestic and family violence (whilst still supporting the affected child). The roundtable attendees identified technological advancements such as smartphones and social media could be effective tools to bolster education campaigns.

Participants recognised that early intervention was essential and that school based approaches using the philosophy that 'it takes a village to raise a child' would be valuable. Recognition was given to family forums that have been run throughout 2015 on topics such as cyber safety and quality family relationships. One program was discussed as an example of an initiative designed to help young people manage their anger and violence. Other school-based programs teaching young people sport and life skills were mentioned. In one particular boxing program it was identified that there had been a noted decrease in violence from the children who participated in the program.

It was identified that there was a fact sheet available focussed on appropriate student behaviour. This fact sheet is given to volunteers as it is those volunteers (in the classroom, tuckshop, lollipop ladies) who often see behaviour that teachers are unaware of. In recognition of this, participants suggested that volunteers be provided with comprehensive training in the identification and reporting of domestic and family violence.

A discussion identified that schools sometimes struggle with the balance between health and wellbeing, and results driven agendas which can sometimes contradict each other. Schools have also been reducing extracurricular programs due to lack of time and funding. These activities were recognised as crucial to building confidence and good memories for children and the loss of these programs was viewed as potentially detrimental to their long-term wellbeing. The same lessons can apply to neighbourhood programs, funding is not consistent so providing ongoing support is often difficult. Schools can also struggle with identifying genuine financial hardship within a family, so sometimes the community (and neighbourhood centres) will get involved and assist with this process.

Participants stated that in order to positively change culture we need to understand the present culture, specifically the culture of isolation within society. There is a perception that people feel disengaged from their community. Their whole life and world is within their home and often they are unable to access services. The modern culture also breeds a transient society so it can be hard to track and support people.

Participants believe consistency across the schools is crucial for driving cultural change. It was also noted that we should show caution with a 'one size fits all' model. There needs to be localised solutions based on community needs.

Faith and Religious Leaders

Thursday 5 June 2015

Brisbane

Chair: the Honourable Anastacia Palaszczuk MP, Premier and Minister for the Arts.

Attendees: 21

Leaders of faith and religion were specifically mentioned in the Taskforce report as community leaders that can and should play a major leadership role in cultural change. All faiths have, as a fundamental pillar, doctrine concerning respect and non-violence.

Leaders from a broad cross section of religions and faiths in Queensland participated in the roundtable. The group boldly discussed that there are significant, but obsolete, statements in their various scriptures about male domination of women, and female subservience to the male head of the family. The challenge, as articulated by some leaders, was to appropriately and adequately convey to their congregations that these

statements should be ignored as are other outdated and unacceptable statements and values.

Faith leaders recognised that there are often impediments specific to different cultural groups that will require a victim to justify their need for support, rather than being openly encouraged to seek help. This is something that could in future be supported through religious figures for those communities.

Cultural capability training was a topic that reappeared several times during the roundtable, with agreement that increased training for all involved on the complexities of dealing with people from a wide range of cultures is needed in both the crisis response space for police but also for support workers in a range of social services.

An attendee provided detail of a program called 'How to be a good person', which comprises value statements and rules on what is a respectful relationship. There was also a discussion regarding the benefits of the multi-faith dialogue that occurs in the Toowoomba community where leaders from different faiths come together every 3 months to discuss different topics including modelling respectful relationships.

It was identified by the group that many of the services provided by the different faiths were often to those outside their congregation. Many people affected by domestic and family violence may not be connected to a church but still require those resources but do not know where to go for support. These domestic and family violence services could be better integrated with both faith services and other support services including alcohol and drug programs.

There was a discussion regarding the disconnect that exists between pastoral services and the support services in the community, and that often people utilising pastoral services will not access seemingly unknown support services without encouragement from their faith leaders.

This discussion provided a catalyst for a significant outcome from this roundtable, where the attendees tentatively agreed that a central religious body in partnership with service providers could work together to engage faith leaders with social services on the issue of domestic and family violence.

Indigenous Women Leaders

Monday 22 June 2015

Brisbane

Chair: the Honourable Jackie Trad MP, Deputy Premier, Minister for Transport, Minister for Infrastructure, Local Government and Planning and Minister for Trade.

Attendees: 32

The Not Now, Not Ever Report recognised that Aboriginal and Torres Strait Islander people in Queensland experience disproportionately high levels of violence, including domestic and family violence. It was also a recommendation of the report to create more collaborative and culturally appropriate services within and outside of Aboriginal and Torres Strait Islander communities.

There was a serious discussion within the roundtable regarding the impact of intergenerational issues upon domestic and family violence, especially those relating to education of Aboriginal and Torres Strait Islander children. Lower levels of literacy create many issues for adult women who may need further support and education to empower them to change their situation. It was identified that both men and women require increased education to help alleviate the levels of violence, and create behavioural change.

Attendees agreed that support services and consultation should cover the entirety of the state, including those from the Torres Strait who may sometimes be left out due to the remote location. The skill sets in the more remote locations can often be lower than those in more easily accessible areas, which needs to be taken into account.

It was identified that the outcomes being sought from initiatives and programs need to be tailored to the needs of the community. In some cases, kicking small goals can be more important to the people in community: an effort needs to be made to shift the focus from the volume of services provided to the quality of the services.

The group discussed entrenched institutional racism, and that one of the greatest challenges would be to address this and cause attitudinal change from the top down.

When looking at family violence, the point was made that it does not occur in isolation and that other aspects such as alcoholism need to be managed in

a way that can contribute to the broader strategies regarding violence.

There was also a discussion around the benefits services that are provided by Aboriginal and Torres Strait Islander organisations, and that an improved focus on building capacity amongst Aboriginal and Torres Strait Islander non-government organisations to provide these services would be beneficial to the community as a whole. It was important to note that it was advised that token Aboriginal and Torres Strait Islander representatives would not be adequate.

Reinvestment in services from prevention and early intervention through to acute crisis levels is as important in Aboriginal and Torres Strait Islander communities as it is across Queensland, but within Aboriginal and Torres Strait Islander communities these services need to be specific to the community in the context of the bigger picture.

A notable outcome from the roundtable was that the broad group agreed to meet again on these issues to undertake consultation on the ongoing strategy.

Culturally and linguistically diverse community leaders

Monday 6 July 2015

Beenleigh

Chair: the Honourable Shannon Fentiman MP, Minister for Communities, Women and Youth, Minister for Child Safety and Minister for Multicultural Affairs.

Attendees: 31

Women from culturally and linguistically diverse (CALD) communities are recognised as particularly vulnerable to domestic and family violence. Different cultural values and language barriers contribute to social isolation and compound the impacts of domestic and family violence.

The roundtable discussion commenced with information from one participant about a successful local program which works with the local youth to change violent behaviour. Participants discussed the benefits of small, local support organisations that can focus on cultural groups and provide culturally appropriate services. Often support provided by these organisations is more than just counselling, and extends to working with the family and within the home. Participants mentioned that sometimes the best thing they can do to help a family is simply to help out with the housework and child care at crises points. Participants were concerned that there is often a lack of flexibility in the service models of

larger organisations which inhibit their ability to provide culturally sensitive and appropriate supports across the full needs of a family.

Another program that was highlighted as working well involved engaging men from the community to be role models within their community on how to behave in the home.

The participants discussed the need for cultural change programs to consider how to empower women as often victims have deeply held beliefs and fears that inhibit them reporting. Participants highlighted that not reporting violence is one of the biggest issues they face in their communities. Encouraging women to report violence requires getting around such problems as:

- fears held by a victim that if they tell a member of the community, support service or police officer that the information will be told to someone else within the community and come back to the perpetrator or the perpetrator's family or friends;
- lack of understanding by the victim that they have rights under Australian and Queensland laws;
- belief that reporting domestic and family violence brings shame to the family as men are often considered the 'head of the household' and allegations of bad behaviour on their part affects the reputation of the whole family;
- fears that police in Australia hold the same values and behave in the same manner as some police in their home countries and will not support victims or alternatively will violently mistreat perpetrators;
- lack of understanding of the nature of sexual abuse and a fundamental belief that sex is a 'duty' and not to be spoken about.

The roundtable heard of a number of problems faced by CALD communities obtaining appropriate support such as incorrect or inappropriate interpreters accompanying police or in court (e.g. where a member of the perpetrator's family or network of friends is employed as an interpreter) and lack of culturally appropriate and sensitive shelters for women (e.g. shelters that provide appropriate facilities for religious and traditional needs).

Difficulties faced by men from non-English speaking countries that add to their likelihood to commit violence in the home were also explored. Men from CALD backgrounds face unemployment, discrimination, lack of networks and support, isolation, lack of education opportunities and poverty. Addressing these may assist in relieving the stressors that can contribute to domestic

and family violence rates and severity and also provide other avenues to educate men that violence in the home is unacceptable.

The roundtable heard of groups of vulnerable people from CALD backgrounds that are often not recognised or are overlooked such as women from non-English speaking countries that are brought to Australia to marry white Australian men; elderly parents who are brought from their country to provide home and child care services and who are often locked in the house, speak no English, have no income of their own and do not understand they have rights in Australian law; asylum seekers; and people on student, tourist and 475 visas that enter into relationships with Australians.

Participants spoke of a need for better integration and partnership between immigration services, settlement programs and victim and perpetrator programs to provide a very clear message to anyone entering Australia that violence is not acceptable whether in the home or elsewhere.

At the end of the roundtable, participants provided their 'one' initiative that they believed would make a difference to the rates of domestic and family violence in their communities or would provide better support and safety to victims. Ideas included:

- a single, strong message—simply 'Australia says no to violence'
- mandatory education for police and court officers associated with CALD communities on responding in culturally appropriate ways;
- flexible and stable funding models for community based support and education services to enable locally driven solutions appropriate to the particular culture and community;
- education for young women about respect for themselves and their bodies;
- holistic approach to supporting families and perpetrators that encompasses not just violence but also unemployment, lack of literacy, discrimination, poverty and homelessness;
- education for young people and children, within the school system, by the community and by young or youth ambassadors/role models/champions;
- social workers accompanying police to domestic and family violence incidents to ensure the victim is sensitively supported.

Two notable outcomes of the roundtable were: provision of information about and an invitation to

participate in Project Stay Safe (a project being run by journalist students recording community stories and perspectives); and sharing of information about a new program for young ambassadors and an offer to consider suggestions from participants for suitable young people.

Disability services leaders

Thursday 9 July 2015

Townsville

Chair: the Honourable Coralee O'Rourke, Minister for Disability Services, Minister for Seniors and Minister Assisting the Premier on North Queensland

Attendees: 41

People with a disability are recognised as highly vulnerable to domestic and family violence. Women with a disability in particular are at much greater risk of sexual assault than women without a disability. Men with a disability are also at much greater risk of being victims of domestic and family violence than men in the general population. However there is a lack of reliable data on the impact of domestic and family violence on people with a disability. The Taskforce recommended that a further review be conducted to examine specifically the impacts on this vulnerable group.

Participants noted early in the discussions that there are significant and interesting cross overs between people with mental illness and people with disabilities. Mental illness and disability both increased individuals' risk of being victims and perpetrators of violence in relationships. Unique challenges exist with recognising, responding and supporting victims and perpetrators with mental illness or disability.

The roundtable discussed the meaning of cultural change for dealing with people with a disability. Cultural change within the community for these members needs to be broader than just around violence. The inequalities, biases, discrimination and lack of opportunities for people with a disability go to the heart of domestic and family violence perpetration and need to be addressed in any cultural change strategy.

Participants described that cultural change needs to be about understanding and changing how we value people, how we give all people purpose, choice, meaning and citizenship—people with a disability must be valued and respected throughout society; in the home, in services, at school, by the Government and in the media.

One very important action articulated by the participants is that people with a disability need to be given the voice to speak for themselves. Self-determination must be respected and this needs to be supported by respect and understanding of what 'relationship' and 'family' mean with respect to relationships between people with disabilities. Sadly some service providers noted that often relationships between people with disabilities can be dismissed because they don't necessarily have the language or skill to explain or defend the relationship. Thus the relationships are dismissed simply because they can be.

Communication with people with a disability can be a challenge that provides a barrier to recognising and supporting victims of domestic and family violence. The roundtable heard that some victims of domestic and family violence literally cannot express that violence through words or verbal communication. Service providers to people with a disability need to be given the skills to understand non-verbal communication and be able to interpret behavioural changes that might indicate violence in the home.

Communicating with people with a disability may also be difficult if trying to educate about domestic and family violence and provider information on support services. Poor literacy skills, physical access to media and the internet and isolation provide particular challenges for services and Government to find solutions to if communication with people with a disability is to be successful.

Significant discussion centred on the risk of social isolation that increases for people with a disability. "Community" can be quite narrow and, without intervention, people with a disability can quickly become very isolated if their community is not actively supporting them. Examples of where this happens a lot is where parents have been caring for adult children without connecting with services and the parents die. If the connections with services and others in the community have not been made then the child with a disability becomes significantly isolated.

Service providers in attendance highlighted the challenges working with perpetrators of domestic and family violence who have a disability. Often mainstream processes can be more harmful. Civil and criminal responses don't always work well. The processes of investigation, evidence gathering, dealing with mainstream services and lawyers can be too complicated and not sensitive to the needs of either

victims or perpetrators who have disabilities. It is also not always appropriate to follow the same paths of accountability for perpetrators of violence who have a disability. The 'systems' simply do not cater for the needs of this group.

Discussion also took place about how the community supports a victim who has a disability if the perpetrator of violence is the only carer of that person. This is also identified as a challenge for an elderly person who relies on the care, income and support of the perpetrator of the violence. In these instances unless there is suitable care available, removal of the perpetrator because of prosecution may cause more damage to the person than leaving the perpetrator in the home.

The roundtable participants discussed that a government led communication and education strategy could be of significant value. However there needs to be care not to gender stereotype in any communication and education. One service provider described the difficulty men with disabilities have in making complaints about being abused to police. It was agreed that women are significantly more likely to be victims of violence in the home, but care must be taken to not further isolate or deride violence against men with a disability.

As with all the roundtables, participants agreed that all children need to be educated about respectful relationships.

Seniors services leaders

Wednesday 22 July 2015

Mackay

Chair: the Honourable Coralee O'Rourke, Minister for Disability Services, Minister for Seniors and Minister Assisting the Premier on North Queensland

Attendees: 21

Mackay participants spoke of their pride in the social groups run for the benefit of seniors, an example of the assistance was the public transport provided to attend social groups. The aim of these social groups is to lessen the impact of social isolation felt by seniors within their community.

One serious problem within the seniors' community is the issue of elder abuse. While there may be a perception in the community that elder abuse is not domestic and family violence, participants at the Seniors Roundtable were adamant that elder abuse is another form of domestic violence and should be treated in the same way.

Participants spoke of an existing coordinated community response (involving a majority of the attendees at the roundtable) for the purpose of sharing information and processes around domestic and family violence. The group shares information around referrals, focusing on what is working and what is not. This group noted there was limited input from seniors in the community and also commented on the fact that elder abuse does not always fit appropriately within domestic violence legislation.

The group noted that there is an Elder Abuse Unit that visits Mackay once a year to remind seniors of their rights, and a Seniors Hotline for elder abuse also exists. The Elder Abuse Prevention Unit felt it was important to raise awareness across the community. Similar to the information coming out of the other roundtables, participants felt there was a need for education in the community, targeting different sectors of the community, most importantly educating the early education sector. This education should include information on how the community can prevent abuse occurring.

Participants repeatedly commented on the fact that all people within the community have a very real fear of reporting elder abuse because they are afraid of what will happen to them. Seniors also can be hesitant to report abuse they are experiencing as they are worried that they may end up in a nursing home. This worry was amplified as participants noted that even if elder abuse is reported (for the victim or by the victim) there are insufficient crisis centres and that this issue seems to mostly affect isolated seniors.

One service provider, spoke of an interagency group that exists in relation to domestic violence. The group was started 24 years ago by the then Director of Nursing and the then Chief of Police. Both were disgusted by the amount of domestic violence occurring in their community and wanted to make a difference. The Chief of Police would even arrange for the person suffering domestic violence to be put in a safe place (which often was not a shelter or crisis centre but private accommodation). Whilst he knew this was not appropriate, he knew there was no other suitable places for them to go. He would then try and sit down with both parties to attempt reconciliation and if that didn't work he would send them off to relevant programs (which were noted to be fairly non-existent). Even today, there is only one men's shelter in Mackay.

There is a program in Mackay which has cross-agency representation on healthy and safe communities.

They used to have a narrow scope towards injury prevention and since their inception statistics show that preventable injury has lowered and this year the focus is on domestic violence. The group noted there was funding limitations around direct services for domestic violence community engagement projects but their aim is to do programs around awareness and prevention. They suggested that they will campaign big business and schools to educate them about healthy relationships.

Participants identified that awareness is a big part of the issue. The group agreed that cultural change is essential but noted that the community, as a whole, needs better education around what constituted domestic violence. It was agreed that any education campaign should incorporate messages around all the different facets of domestic abuse. As most seniors visit the doctor, optometrist, etc. and there is a need for education amongst these professionals in how to identify and safely report domestic violence. It was also noted that the older generations were raised to not discuss their problems in a public forum, so early education is crucial to break this cycle of silence.

The group did suggest that there is a need to revisit the age of 55 being defined as elderly. Most attendees were around that age and did not consider themselves to be elderly. This was then reflected in a suggestion by participants that there is a need to educate young people to better respect elders, and used other cultures (who highly regard their elders) as an example that perhaps we need to follow as an Australian community.

It was also noted that statistically there are large numbers of grandparents raising their grandchildren (for a multitude of reasons) and this is also putting greater stress on seniors. Research is currently being done around combining some playgroups with seniors social groups.

Aboriginal and Torres Strait Islander Men leaders

Friday 24 July 2015
Cairns

Chair: the Honourable Curtis Pitt MP, Treasurer, Minister for Employment and Industrial Relations and Minister for Aboriginal and Torres Strait Islander Partnerships

Attendees: 31

The Not Now, Not Ever Report recognised that Aboriginal and Torres Strait Islander people in Queensland

experience disproportionately high levels of violence, including domestic and family violence. It was also a recommendation of the report to create more collaborative and culturally appropriate services within and outside of Aboriginal and Torres Strait Islander communities.

The participants acknowledged the enormity of the challenge communities' face in trying to eliminate domestic and family violence. The group discussed the need for the domestic and family violence conversation to be shifted to the community and individual level. There was also consensus that the community has a vital role to play and needs to be given the flexibility to take ownership of this challenge.

There was focused discussion on the need to change attitudes of men, that violence against women and children is not acceptable. Although there was acknowledgement that this is not an easy undertaking with adult men, the group agreed it was important that the community doesn't stop working with men.

The group discussed the importance of there being a focus on changing attitudes through education in schools. Some participants spoke of successful programs in schools that addressed Elder abuse and healthy relationships.

The group admitted that it is going to be hard to break the cycle when violence is normalised for children in the home. However participants spoke of the symbolic power, of men standing up and apologising to women and children for the violence that has been inflicted on them. The group then discussed the need to build courage in their communities for men to speak out against violence against women and children.

There was serious discussion on the need for not only consistent messaging in any communication campaigns, but to ensure they focus on positive attitudes. This idea resonated with the group and some suggested that Aboriginal and Torres Strait Islander men need to be involved in creating a positive change (taking ownership).

The group noted that many men do not understand the consequences (legal and other) of their behaviours. There was also discussion that the focus should be on making perpetrators accountable which is not always about punishment.

Lastly the group discussed the importance of service providers and community stakeholders working together to eliminate domestic and family violence. Participants

noted a general need for service providers to be appropriately resourced, however acknowledged the opportunity for better coordination and the sharing of goals/visions. One participant raised the potential to

encourage this sharing of goals and coordination through the government tender process.

A noteworthy outcome from the roundtable was that the participants agreed to make the following pledge as men:

We, the undersigned, met with Minister Pitt on the afternoon of 24 July 2015 to talk about the 'Not Now, Not Ever' Report on Domestic and Family Violence.

We endorsed a view that violence in any form is never to be tolerated and is not acceptable in any circumstance.

We collectively apologise to all victims of family violence, especially our women, children and Elders for the hurt they have experienced and pledge our support to you.

We undertake to 'call out' our relations and friends who ever commit any form of violence at any time.

We call on all Governments to work with Aboriginal and Torres Strait Islander communities and organisations to put in place initiatives that support victims of family violence to be safe and healed and initiatives that ensure perpetrators are held accountable for their actions and are given opportunities to change their behaviour.

We here today pledge to support one another to put these statements into meaningful action.

Community and services leaders for Lesbian, gay, bi-sexual, transgender and intersex populations

Tuesday 28 July 2015
Fortitude Valley

Chair: the Honourable Steven Miles MP, Minister for Environment and Heritage Protection and Minister for National Parks and the Great Barrier Reef

Attendees: 14

The true nature and extent of domestic violence suffered by lesbian, gay, bisexual, transgender and intersex members of the community remains largely hidden. There is a consensus that this violence is largely under-reported, under-researched and under-responded. The unique barriers faced by LGBTI populations were a theme in the Not Now, Not Ever Report and were incredibly evident at the roundtable discussion.

Participants had a number of discussions that focused on the necessity of appropriate and tailored services that allowed LGBTI populations the freedom to seek relevant support services in a safe space. A discussion was then had on existing support services and how relevant these services were for LGBTI populations, where many said that service providers did not discriminate against people based upon LGBTI status but that often funding wasn't available for services to

upskill in working specifically with LGBTI clients. Many service providers that participants had dealt with were unable to identify basic information about the LGBTI community and the particular issues that would be faced by that population when affected by domestic and family violence.

It was identified that there needs to be parallel messaging between domestic and family violence being unacceptable and then making it clear that domestic and family violence occurs in LGBTI populations. Many reflected that as domestic and family violence messaging is directed and marketed at heterosexual couples that LGBTI populations will often not identify with the messaging but also fail to realise what domestic violence could look like in a LGBTI relationship. It was identified that because domesticity is defined in a gendered familial sense that this made it difficult to identify domestic and family violence when you are not considered in a domestic relationship.

A consistent message was the fact that LGBTI as an acronym lumps together incredibly different populations of people under one banner. One big oversight that was particularly communicated in the roundtable was that often transgender people were ignored in messaging meant for the LGBTI population when campaigns are targeting same-sex relationships. This can leave transgender domestic violence victims vulnerable due to that exclusion but also as transgender people

face difficulties dissimilar from lesbian and gay populations, including that many transgender people are in heterosexual relationships and do not personally identify as facing LGBTI issues.

There needs to be education and training more broadly about understanding LGBTI populations and what healthy LGBTI relationships look like. These messages need to be integrated into mainstream campaigns across a broad range of areas, including domestic and family violence. Something similar to a champions of change model could be used about LGBTI issues and domestic and family violence, participants thought it was important for workplaces and institutions to have at least one person who staff could come to for these specific issues.



Queensland
Government