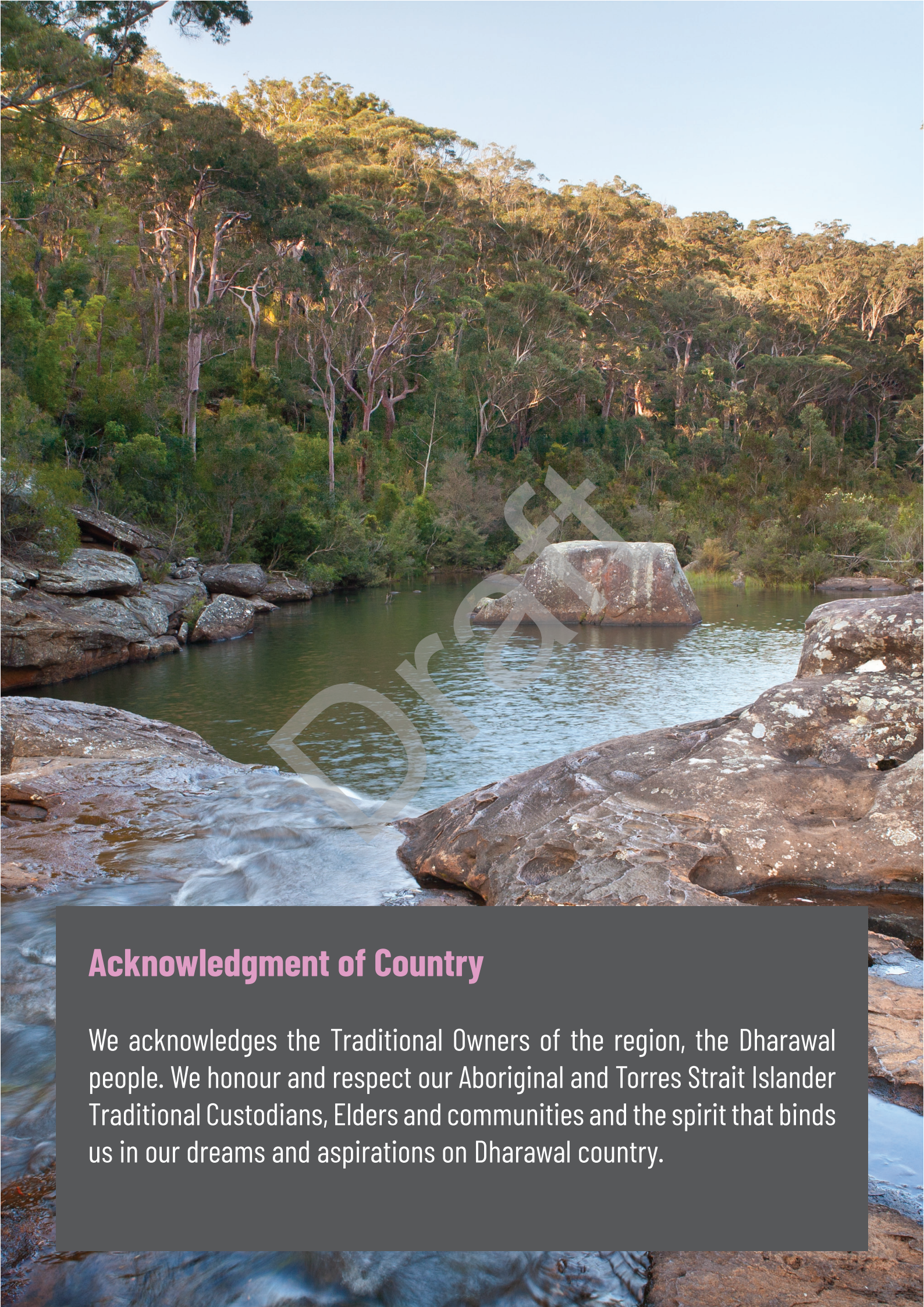


Campbelltown City Council
**Domestic and Family Violence
Strategy**
2023 - 2026





Acknowledgment of Country

We acknowledges the Traditional Owners of the region, the Dharawal people. We honour and respect our Aboriginal and Torres Strait Islander Traditional Custodians, Elders and communities and the spirit that binds us in our dreams and aspirations on Dharawal country.

Contents

Mayor Statement	4
What is Domestic and Family Violence?	6
Gender based violence	7
What the Statistics Tell Us	8
Council's Role	9
Our Domestic and Family Violence Strategy	10
Our Plan 2023-2026	12
Our Implementation	14
Information and Support	15
Additional information and support	15
Resources	15
References	15

Mayor Statement



I'm pleased to introduce this very important document to the community and launch Council's Domestic and Family Violence Strategy 2023-2026.

Ending domestic and family violence is a challenge that requires a whole-of-community approach including raising awareness, education and supporting victims.

Campbelltown has a wide array of government and not-for-profit services and organisations who are working collaboratively to end Domestic and Family Violence in our community.

Through the Campbelltown Domestic Violence Committee, we have an important initiative to bring these services together and identify common goals for taking meaningful action.

This strategy aims to build on the relationships that have already been formed between these agencies and provides a direction to help raise awareness and increase access to information about these support services for residents.

I'd like to thank all the services who have contributed to the creation of this strategy for your input and ongoing efforts in addressing Domestic and Family Violence.

Some of the actions outlined in our strategy include:

- Providing our workforce with education, awareness and support.
- Chairing the Campbelltown Domestic Violence Committee.
- Raise awareness of how to respond to domestic and family violence through public campaigns.
- Collaborating with key stakeholders to promote prevention and awareness campaigns including the 16 Days of Activism.
- Lead the implementation of affordable housing strategies to support victims in our community.
- Engage with cultural leaders and religious organisations to increase access to services.
- Advocating for services assisting victims with pets and animal welfare support.

By working together, we can help give a voice to survivors and take real action towards ending domestic and family violence.



George Greiss
Mayor



What is Domestic and Family Violence?

Domestic and Family Violence (DFV) is behaviour that is violent, threatening, coercive or controlling causing a person to live in fear. It usually forms part of a pattern of controlling or coercive behaviour and is a consequence of a power imbalance where there is not an equal relationship built on respect.

Violence can occur in many types of intimate relationships and can happen in relationships involving carers, relatives or guardians, kinship and other family groups.

DFV can include one or more of the following types of abuse to a person:

Animal Cruelty	Causing or threatening injury or death of a pet.
Coercive control	Physical and non-physical actions that constrain the behaviour and choice of others.
Emotional	Behaviour that insults, humiliates, and generally instils fear in an individual in order to control them.
Financial	Restricting or removing access to money
Injury	Causing injury or threatening to injure a person.
Physical	Abuse involves contact intended to cause fear, pain and injury, including strangulation and other physical suffering or bodily harm.
Property damage	Causing damage or threatening damage to property.
Sexual	Any kind of sexual activity that forces, coerces or tricks a person into doing unwanted sexual act/s that a person has not consented to.
Spiritual or Cultural	Stopping a person from practising their religion or harmful practices, for example, dowry abuse or not allowing someone to practice their faith without abuse, threats or belittling.
Stalking	Unwanted and/or repeated surveillance such as following or watching from a car park or turning up at home or work.
Technology	Harassing through social media, e.g., sharing sexually graphic images without permission.
Verbal	Calling names, belittling, being cruel to a person in front of others.

Violence can occur in any family or community but tends to be more prevalent when other vulnerabilities exist, such as people living in financial hardship, people with disability, people in care scenarios where there are barriers to seeking help.

Gender based violence

Gender inequality is when unequal worth is afforded to men and women and there is an unequal distribution of power, resources and opportunity between them. There are several factors that drive gender based violence, including:

1. Condoning of violence against women
2. Men's control of decision-making and limits to women's independence in public and private life.
3. Rigid gender stereotyping and dominant forms of masculinity.
4. Male peer relations and cultures of masculinity that emphasise aggression, dominance and control.

Experiences of violence for female and male victims are typically very different. Men experience violence mostly from other men in public spaces and women mostly from men they know (usually a current or ex-partner).

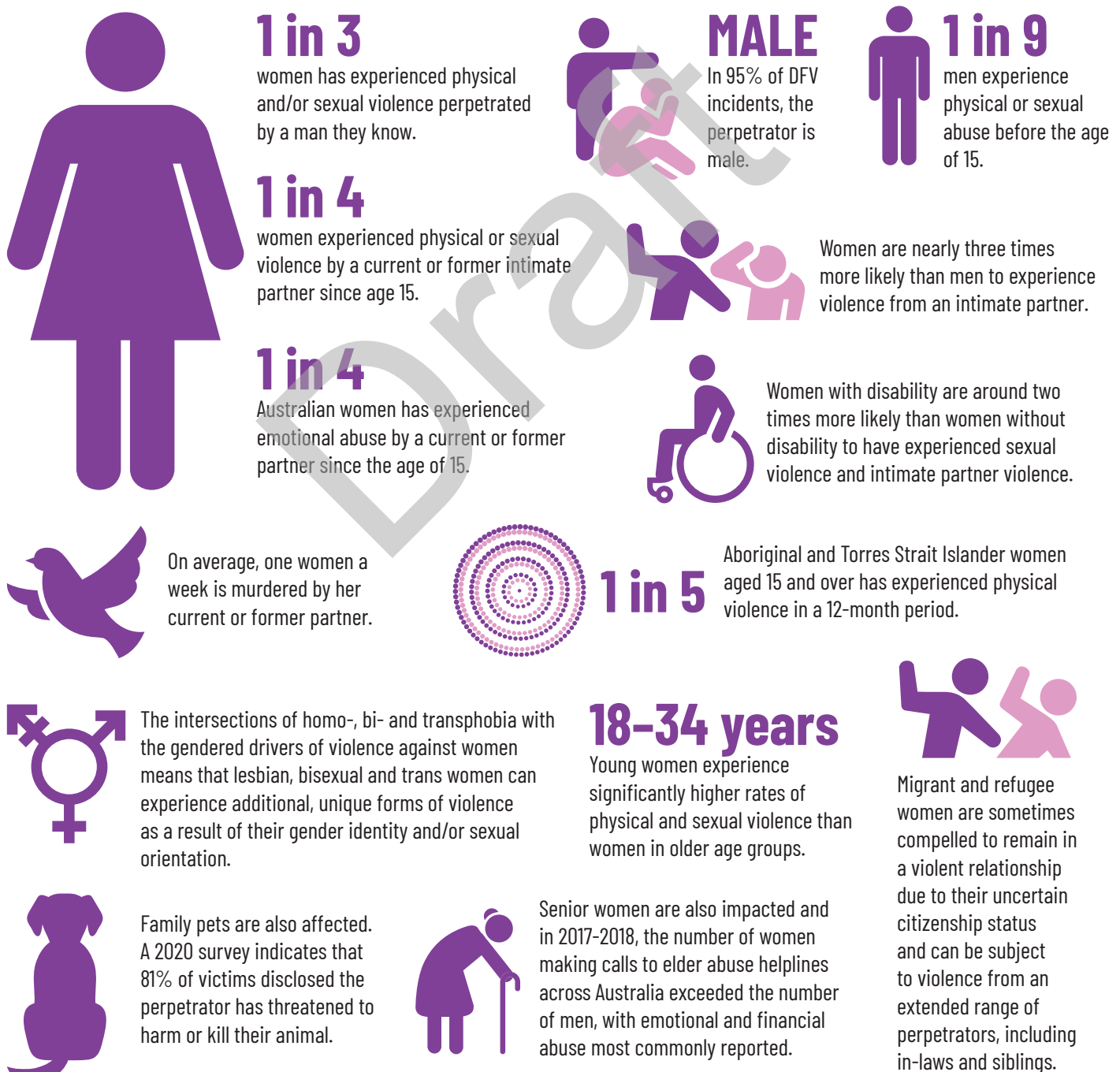


What the Statistics Tell Us

The NSW Bureau of Crime Statistics and Research (BOSCAR) in 2021, reported the number of incidences of domestic violence related assaults annually from 2017-2021.

The average annual rate of incidences per 100,000 of the population is 534 people in the Campbelltown Local Government Area (LGA). The incident rate has increased by 10.8% over the period of 2017-2021, with an average annual growth rate of 2.6%.

Nationally, the rates of domestic and family violence are also significant:



Council's Role

Australia's National Framework for the prevention of violence against women and their children Change the Storey identifies the role of local government in the primary prevention of domestic and family violence and sets out five essential actions. These are:

1. Challenge condoning of violence against women.
2. Promote women's independence and decision-making in public life and relationships.
3. Foster positive personal identities and challenge gender stereotypes and roles.
4. Strengthen positive, equal and respectful relations between and among women and men, girls and boys.
5. Promote and normalise gender equality in public and private life.

While at the local government level, Councils are not funded or legislatively tasked with providing direct service provision within the DFV space, our Community Strategic Plan advocates for a safe community.

We understand that in committing to our role, we recognise the importance of working transparently, collaboratively and authentically in partnership with community stakeholders. This approach supports us to be better informed and placed to make further decisions on next steps enable sustainable and successful outcomes.

We provide key strengths in advocacy, coordination and systems leadership and our role in responding to DFV encompasses the following:

Local government is the closest jurisdiction to people's everyday lives, with reach across all communities and key roles in promoting social change for the prevention of violence against women and gender equality. Local governments can provide significant political and cultural leadership to drive change, model best practice, respond to local concerns and both lead and enable the take-up of primary prevention activities through their operations and partnerships, as well as internally, with their employees.

Our Watch – Change the Storey (2021)



Provide **leadership** and **advocacy** on systemic issues – Our role is to herald a community vision for social change and identify policy targets that reduce DFV in our local community.



Work **collaboratively** and in **partnership** with stakeholders – We maintain community partnerships with service providers and specialist DFV responders, collaborating to increase awareness of DFV and reduce incidence rates.



Increase **awareness** and **education** within the community about the impacts of DFV and where to get support – We are responsible to ensure campaigns convey curated key messages effectively within the diverse cohorts of the LGA.



Provide **information** and **referral** to specialist services and supports – Our role is to make information and referral pathways readily available to community.

Our Domestic and Family Violence Strategy

Our plan 2023-2026

Our strategy contributes to strengthening, supporting, and educating our community of the impacts of DFV and aims to reduce the levels of violence in our local community. Our goal is to provide the building blocks that will prevent, respond, collaborate and monitor outcomes.

Our key focus areas have identified goals, activities, outputs and indicators of success for the strategy in the coming four years and is aimed at building community safety.

Focus areas of the plan

1. Demonstrate leadership in prevention of DFV
2. Raise employee and community awareness about DFV
3. Collaborate to prevent and respond to DFV
4. Provide a safe, inclusive and respectful working environment
5. Advocate for gender equality in planning, decision-making and service delivery across local government.

Strategic alignment

Campbelltown is a *City of Opportunity for All*. We take action and are making real progress for the betterment of our community.

Community Strategic Plan: Activities identified in our Community Strategic Plan specifically focuses on actions to increase community safety and work toward preventing DFV. These are:

Outcome 1:

Community and Belonging identifies key activities to increase community safety.

1.4.1 Deliver and promote services and programs that keep our community safe and healthy.

1.5.1 Lead Partnerships and alliances that drive community safety.

Outcome 2:

Places for People.

2.6.2 - Lead and build partnerships to achieve diverse and affordable housing options

Campbelltown Resilience Hazard Assessment: The 2021 Resilience Hazard Assessment demonstrates Domestic and Family Violence is increasing. One of the complex challenges facing community resilience in the increasing rates of DFV across the city. We know that additional shocks and stressors, such as a pandemic, intensifies the complexities of DFV and that such events overwhelm an already stretched service and support system.



Our Action Plan 2023 - 2026

Goal	Action	Timeframe	Responsibility	Target Outputs
1. Demonstrate leadership in prevention of DFV	1.1 Establish an internal working group to drive outcomes and accountability	Ongoing	City Lifestyles Community Life	<ul style="list-style-type: none"> Working Group Terms of Reference published on intranet Membership drawn from across council's directorates Quarterly meetings All working group members undertake DFV training
	1.2 Facilitate external collaborative committee, Campbelltown Domestic and Family Violence Committee	Ongoing	City Lifestyles Community Life	<ul style="list-style-type: none"> Committee terms of reference agreed by auspice organisation and published on committee website Facilitate the quarterly meeting Conduct annual membership review Facilitate an annual planning day Committee delivers purposeful community-focused campaigns or projects
	1.3 Council's authorised statement on DFV is reviewed and published on an annual basis	Annual	City Governance People and Performance	<ul style="list-style-type: none"> Working group reviews authorised statement Authorised statement is published on council's website
2. Raise employee and community awareness about DFV	2.1 The Campbelltown Says NO campaign run across the LGA year-round	Ongoing	Office of the General Manager Communications	<ul style="list-style-type: none"> Develop an annual communications campaign with refreshed key messages Develop an annual communications plan with key community leaders and representatives that targets the whole of population
	2.2 Provide staff education and training on DFV	Ongoing	City Governance People and Performance	<ul style="list-style-type: none"> 10 sessions/year 100% of new staff participate in DFV training as part of on-boarding. 60% of existing staff participate in DFV training by 2026 Annual review of intranet information
	2.3 Add DFV module to induction package for new Councillors	By 2024	City Governance People and Performance	<ul style="list-style-type: none"> By 2024, all new Councillors have received the DFV induction package module and/or training
	2.4 Increase employee awareness and engagement	Annual	City Governance People and Performance	<ul style="list-style-type: none"> Annual staff survey benchmarking Increase employee participation rate in DFV campaigns or programs
	2.5 Participate in awareness campaigns	Annual	City Lifestyles Community Life	<ul style="list-style-type: none"> Participate in a minimum of 3 campaigns, such as, 16 Days of Activism campaign, the Driving Out Violence Convoy, Love Bites, May Prevention Month

Goal	Action	Timeframe	Responsibility	Target Outputs
3. Contribute to the prevention and response to DFV in Campbelltown	3.1 Develop an information package and referral procedure for people who contact us seeking information or assistance	2023	City Lifestyles Community Life	<ul style="list-style-type: none"> Information package is available at all customer-facing services (customer service, libraries, child care, leisure centres) Referral procedure is published on our intranet
	3.2 Investigate opportunities to improve safety in the delivery of public space infrastructure projects	2026	City Delivery Open Space	<ul style="list-style-type: none"> Review recommendations of the NSW Safer Cities Program Decrease in incident rates reported in public spaces Increase perception of safety
	3.3 Monitor local DFV incident reporting rates	Ongoing	City Lifestyles Community Life	<ul style="list-style-type: none"> Monitor reporting rates to influence DFV awareness campaigns and local programs
	3.4 Work collaboratively with local specialist services to implement new programs that respond to DFV	Ongoing	City Lifestyles Community Life	<ul style="list-style-type: none"> Respond to opportunities as they emerge
4. Provide a safe, inclusive and respectful working environment	4.1 Continue to provide appropriate leave entitlements to staff experiencing DFV	Ongoing	City Governance People and Performance	<ul style="list-style-type: none"> Monitor and ensure accessibility to People and Performance Periodic review of policy as per the Authorised Statement
	4.2 Continue to uphold the Equal Employment Opportunity policy	2023	City Governance People and Performance	<ul style="list-style-type: none"> Review of policy
5. Advocate for gender equality in planning, decision-making and service delivery across local government	5.1 Advocate for affordable housing for vulnerable populations	2023	City Development Urban Centres	<ul style="list-style-type: none"> Targets set in Council's Affordable Housing Strategy
	5.2 Advocate for suitable local emergency accommodation and services for women, their children and youth escaping violence	Ongoing	City Lifestyles Community Life	<ul style="list-style-type: none"> Work with community partners and key agencies to analyse local need Respond to advocacy opportunities as they arise Monitor funding opportunities

Our Implementation

Council Working Group

An internal working group is established to drive the implementation of goals and activities identified in this plan. Members of the working group are drawn from across directorates and are responsible for promoting an organisational culture that values understanding and action to prevent violence. The working group will:

- Promote a workplace culture which supports employees who are affected by violence.
- Articulate Council's commitment to preventing violence toward women, children and men, including a zero tolerance for violence in the workplace.
- Promote and ensure a safe working environment in all operations, strategies, policies and service delivery.
- Improve access to appropriate leave provisions for staff impacted by violence respond to and address issues identified in state, national and international documents.

Community Partnerships

Broader implementation of the plan will be undertaken with key stakeholders from our local community including local Aboriginal Elders, community leaders and groups, service providers and advocacy organisations.

Campbelltown Domestic Violence Committee

The Campbelltown Domestic Violence Committee (www.dvhelp.org.au) is made up of organisations that provide services to women, men, children and families impacted by domestic and family violence. The committee is convened by Council and auspiced through Sector Connect. Membership is open to government and non-government agencies and identified corporate or community members with a commitment to gender equity and who work in the Campbelltown local government area. The committee is governed by an agreed terms of reference and meets on a monthly basis.

Governance, Monitoring and Accountability

The Executive Sponsor for this strategy and plan is the Director City Lifestyles. Actions identified by this plan are integrated into our operational planning processes. Annual and delivery outcomes are communicated to the community through the Integrated Planning and Reporting process.

To support the implementation of this plan, we will continue to work with our working group and external stakeholders, who will meet regularly to monitor and review the progress of the plan. We may also engage other experts, partners and stakeholders with lived experience to assist us with implementation or specific activities as required.

Our plan is designed to be a flexible document that can respond to emerging needs over the next 3 years. To ensure that the strategy is responsive to changes in the community and remains relevant, it will be assessed on an annual basis to ensure it continues to address broader community need.

Information and Support

If you are in need of support, please contact 000 in an emergency or the **Domestic Violence Hotline** on **1800 65 64 63**.

Further information and local support agency information is available on Council's website.

Information and Support

ⁱ<https://handbook.ourwatch.org.au/resource-topic/key-concepts-in-prevention-of-violence-against-women/the-link-between-gender-inequality-and-violence-against-women/>

ⁱⁱAustralia's National Research Organisation for Women's Safety (ANROWS). 2018. Violence against women: Accurate use of key statistics (ANROWS Insights 05/2018). Sydney, NSW: ANROWS.

ⁱⁱⁱAustralian Bureau of Statistics (ABS). 2017. Personal Safety Survey, Australia, 2016 (ABS cat. no. 4906.0). Canberra, ACT: ABS.

^{iv}Australian Bureau of Statistics (ABS). 2017. Personal Safety Survey, Australia, 2016 (ABS cat. no. 4906.0). Canberra, ACT: ABS.

^v<https://www.missionaustralia.com.au/domestic-and-family-violence-statistics>

^{vi}Australian Bureau of Statistics (ABS). 2017. Personal Safety Survey, Australia, 2016 (ABS cat. no. 4906.0). Canberra, ACT: ABS

^{vii}Australian Institute of Health and Welfare (AIHW). 2019. Family, domestic and sexual violence in Australia: Continuing the national story (Cat. no FDV 3). Canberra, ACT: AIHW. Young women aged 18–34 were 2.7 times as likely as those aged 35 and over to have experienced intimate partner violence in the 12 months before the 2016 PSS.

^{ix}Centre of Research Excellence in Disability and Health (CRE-DH). 2021. Nature and extent of violence, abuse, neglect and exploitation against people with disability in Australia: Research report. Parkville, VIC: CRE-DH. Centre of Research Excellence in Disability and Health (CRE-DH). n.d. Violence against young people with disability in Australia Fact Sheet 2. Parkville, VIC: CRE-DH. Australian Institute of Health and Welfare (AIHW). 2020. People with Disability in Australia. Canberra, ACT: AIHW

^xAustralian Institute of Health and Welfare (AIHW). 2019. Family, domestic and sexual violence in Australia: Continuing the national story (Cat. no FDV 3). Canberra, ACT: AIHW. Female victims disproportionately outnumbered male victims in each state, ranging from 66% to 74% of reported victims.

^{xi}Vaughan, C., Davis, E., Murdolo, A., Chen, J., Murray, L., Block, K., Quaizon, R., & Warr, D. 2016. Promoting community-led responses to violence against immigrant and refugee women in metropolitan and regional Australia. The ASPIRE Project (Key findings and future directions). Sydney, NSW: ANROWS. Child Family Community Australia (CFCA). 2018. Intimate partner violence in Australian refugee communities Scoping review of issues and service responses (CFCA Paper No. 50). Melbourne, VIC: CFCA.

^{xii} <https://www.dvns.org.au/wp-content/uploads/2020/11/Nov-DVNSW-Report-on-Animals-and-People-Experiencing-Domestic-and-Family-Violence.pdf>

^{xiii}p.110. <https://media-cdn.ourwatch.org.au/wp-content/uploads/sites/2/2021/11/23131846/Change-the-story-Our-Watch-AA.pdf>

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