The City of Greater Bendigo has developed a Violence Prevention Plan to address the increasing numbers of violent incidents within the Greater Bendigo community.

In Australia intimate partner violence is the leading cause of ill health and premature death in women aged 15-44 years. On Census night 2011, there were 19,955 females aged between 15-44 years living in Greater Bendigo. They account for just under 40% of the total female population in the municipality. This means family violence is likely to affect many people within our municipality.

In 2010/2011 police responded to 753 family violence incidents in Bendigo compared to 420 incidents for the 2006/2007 period. In December 2010 there were 82 reports of violence. December 2011, this increased to 126 reports. Even though there has been an increase it is all not bad, this can mean that people are feeling more comfortable to report family violence to previous years¹. Both victims and defendants are most commonly aged between 25 - 34 years old and the relationship between victim and defendant are most commonly spouse/defacto/domestic partner (61%). Court data in the City of Greater Bendigo shows that in 2009/2010 there were 1,034 applications for an intervention order and 51% of these were successful.²

In 2010/2011, the Emergency Accommodation Support Enterprise (now known as the Centre for Non-Violence) provided service to 901 women experiencing family violence in the Loddon Campaspe region. In the City of Greater Bendigo region specifically, 482 women were provided with a service (compared to 308 in the previous year) and 263 were provided with court support. It was found that 55% of young women assisted by EASE will present on their own initiative and 17% are referred via Police.³

Statistical data around sexual assault (another form of violence against women) from the Centre Against Sexual Assault Loddon Campaspe Region found that in 2010-11 81% of clients were female. The highest proportion of clients were aged between 20 and 39 years (25%) and 9% of clients identified as Aboriginal/Torres Strait Islander. The majority of services were in the Greater Bendigo region (54%) followed by the Campaspe region (15%). The majority of clients treated for sexually abusive behaviour were male (82%) and of these, 86% of victims were over the age of 10. Approximately only 18% of sexual assaults are reported⁴ Other forms of violence against women can include sexual harassment, prostitution, trafficking and forced marriage.

In 2008/2009 hospital admissions in Greater Bendigo due to injuries caused by domestic violence/disputes was lower compared to Victoria. Greater Bendigo had 67 or 0.16% admissions and Victoria had 4,993 or 0.22% admissions.⁵

St Luke’s Anglicare provide Children, Youth and Family Services to the Greater Bendigo community. Some of the services they provide have a link with family violence. Child FIRST is one of these programs. In the previous financial year, 546 families had a substantive referral and 2,774 families had a non-substantive referral to this service. One of the mail presenting issues for these families was family violence⁶.

Family violence is just one form of violence prevalent in the Greater Bendigo community. Other forms of violence like assaults (excluding sexual assault) continue to increase in the community.

⁵ Bendigo Loddon Primary Care Partnership (2010) Community Wellbeing Profile. Prepared by Nancy Vaughan for BLPCP.
Between December 2010 and December 2011, Police reported an increase of 18.6% in assaults (excluding family violence) in Greater Bendigo. This form of violence usually occurs between people who don’t know each other and predominately between males. It is harder to ascertain how many people experience violence like elder abuse as much can go unreported, however it is estimated that between 1-5% of elderly people experience elder abuse by someone they know.

The Violence Prevention Plan 2012-2015 is the City of Greater Bendigo’s commitment to preventing violence in the community. The Plan is based on two objectives:

**Objective 1:** The City of Greater Bendigo will develop a range of strategies in partnership with other organisations, networks and community members designed to increase awareness and community endorsement to prevent violence, and assist those affected by violence to find the services they require. This is an ‘outward looking’ objective designed to increase community knowledge and capacity to prevent violence.

**Objective 2:** The City of Greater Bendigo will be a role model in the adoption of organisational strategies to reduce the risk of violence in the community and which increase staff awareness of services available to provide direct assistance for those affected. This is an ‘inward looking’ objective designed to increase the competency of City of Greater Bendigo staff to prevent, recognise and manage violence against others appropriately.

To ensure the Plan aligns with the State Government’s ‘Preventing Violence against Women and their Children’ Plan, the action plan that is incorporated in this Violence Prevention Plan is split between the three key prevention strategies listed in that Plan. These are:

1. Changing attitudes and behaviours;
2. Fostering organisations, communities and cultures that are gender equitable and non-violent; and
3. Promoting respectful and gender equitable relationships between men and women, boys and girls.

The development of the Plan was based on the following:

- A detailed background report prepared by the Strategy Unit;
- Structured discussions with key external and internal stakeholders; and
- ‘Achieving respect and gender equality in Greater Bendigo’ forum and workshop.

Using the information sourced from the above activities, the actions were prepared in consultation with responsible Managers at the City of Greater Bendigo, the Steering Group and Project Reference Group.

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Below is a summary of the actions in the draft Plan.

**Changing attitudes and behaviours**
- Undertake a mapping exercise of current services available in relation to violence and develop a Community Engagement Plan that sets out how to disseminate the findings to the community and violence prevention sector.
- Investigate community awareness strategies.
- Develop a universal ‘slogan’ not condoning violence in any form and promote the slogan.
- Work with local media to raise awareness around the issue.
- Advocate for the continued operation of the Salvation Army ‘Chill Out Space’.
- Promote key dates such as White Ribbon Day.
- Support the Safe Community Forum and Bendigo Liquor Accord in their community safety work.
- Collaborate with key stakeholders who work in violence prevention.
- Evaluate, review and renew this Plan.

**Fostering organisations, communities and cultures that are gender equitable and non-violent**
- Newly elected Councillors to sign the ‘Greater Bendigo City Council says NO to violence against women’ position statement.
- Develop a Greater Bendigo City Council Family Violence Prevention Policy.
- Provide training to staff to build skills in relation to disclosures of family violence.
- Gender Equity to be considered in Council Plan values and/or strategic directions.
- Investigate ways to ensure gender equity is considered in all forms of community engagement.
- Establish a reference group to consider joint action in relation to violence prevention.
- Use CPTED (Crime Prevention Through Environmental Design) principles in the review of all City of Greater Bendigo Strategies.
- Provide Maternal and Child Health Nurses with training on how to handle disclosures of family violence.
- Support the implementation of the Central Victorian Prevention of Violence against Women in our Community (Central Victorian Cluster) Project Plan.

**Promoting respectful and gender equitable relationships between men and women, boys and girls**
- Investigate and implement an effective parent program that has an underlying violence prevention focus.
- Investigate and implement a violence prevention workplace policy and programs.
- Develop a commitment statement to be signed by key leaders within the community.
- Support and advocate resourcing for proven violence prevention programs as and when appropriate.
- Investigate the feasibility of developing a City of Greater Bendigo internal White Ribbon Committee and provision of appropriate training.
- Budget bid to be made each financial year to support initiatives associated with White Ribbon Day.
- Explore the opportunity to include gender equality and respect clauses in the Internal Review of Grants Programs and Other Forms of Financial Assistance.
- Advocate for the inclusion of school based programs that focus on gender equality and respect.
- Ensure continual CoGB representation on the Bendigo Elder Abuse Prevention Network and Family Violence Prevention Network.

In actioning the Violence Prevention Plan 2012-2015, the City of Greater Bendigo will assume many and varied roles. Some activities will require resource allocation through Council’s annual budget process. In addition to progress report’s updating Council through the life of the Plan, the action plan will be evaluated at the end of its three year term and form the basis of the review and renewal of the Plan.
INTRODUCTION

The City of Greater Bendigo’s Health and Wellbeing Plan 2009-2013 identified the need to develop a Violence Prevention Plan for Greater Bendigo. The Violence Prevention Plan builds on National and State Government Plans as well as previous local work and research in violence prevention, such as the Glove Project and the Position Statement ‘Greater Bendigo City Council says NO to Violence Against Women’. The Violence Prevention Plan was developed in collaboration and partnership with service providers and community members.

The Violence Prevention Plan 2012-2015 has been developed to identify how the City of Greater Bendigo can contribute to preventing violence in the Greater Bendigo community. This is the first Violence Prevention Plan (VPP) developed for the City of Greater Bendigo and follows on from the position statement signed by Council in October 2010 titled ‘Greater Bendigo City Council says NO to Violence against Women’.

Building respectful and equal relationships between men and women is a key component to violence prevention in our community. It is important that these principles are promoted, and adopted in the home, in workplace as well as the range of settings in the wider community.

The City of Greater Bendigo VPP has two main approaches. The first is the focus on ‘outward looking’ activities designed to increase community knowledge and people’s likelihood to take personal action to prevent violence, and address it appropriately if it occurs. The second approach relates to ‘inward looking’ activities which will be designed to increase the competency of City of Greater Bendigo staff to prevent, recognise and manage violence against others appropriately.

Definition of Violence and Violence Prevention

For the purpose of this Plan, the following definition is used.

The Violence Prevention Alliance defines violence as “the intentional use of physical force or power, threatened or actual, against oneself, another person or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation”.  

Specific definition relating to preventing violence against women and elder abuse can be located in the Violence Prevention Background Report.

Violence Prevention Platforms

Prevention of violence, according to VicHealth, has three levels of strategies; intervention strategies (intervening after violence has occurred), early intervention strategies (taking action on the early signs of violence) and primary prevention (preventing violence before it occurs).

Intervention strategies are implemented after violence occurs and involves providing support and treatment to those affected by violence. Early intervention strategies are targeted at individuals and groups who show early signs of violent behaviour. They are aimed at changing behaviours or increasing the skills of the individuals or groups.

Primary prevention is an important strategy to focus on as it seeks to prevent violence before it occurs. The structural, cultural and societal contexts of a community in which violence occurs are important targets for primary prevention. It is also important to address the underlying causes of violence (like poverty) as primary prevention strategies.

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Types of Violence\textsuperscript{10}

Acts of violence can take on many forms and is not a new phenomenon within our community. The World Health Organization categorises violence into three broad areas; self-directed violence, interpersonal violence and collective violence.

Self-directed violence
Self-directed harm can be divided into two subgroups; suicidal behaviour and self-abuse. There are many complex factors that might influence a person’s decision to self harm or commit suicide.

Interpersonal violence
Interpersonal violence encompasses different forms of violence including elder abuse, family violence, intimate partner violence, sexual assault and community violence. Family and intimate partner violence is defined as any behaviour within an intimate relationship that causes physical, psychological or sexual harm to those in the relationship and usually occurs in the home. The perpetrator of this form of violence is statistically more likely to be men compared to women. The effect on the individual can be significant. It can impact on self-esteem, access to information and services, experience of public life, relationships with family and friends, care of children and themselves and the ability to pursue jobs and careers.

Community violence is a more visual form of violence as it occurs in the public realm. This form of violence usually takes place at venues like parks, shopping centres, public transport, nightclubs, pubs and late night food outlets as they are open late and on weekends and some are places where alcohol is consumed. For Bendigo, the Entertainment Precinct is one area where this form of violence has occurred.

Collective violence
Collective violence can be divided into social, political and economic violence and receives a high degree of public attention. Collective violence on a global scale is usually violent conflicts between nations and groups, state and group terrorism, rape as a weapon of war, the movement of large numbers of people displaced from their homes and gang warfare. The impacts are vast in terms of death, physical illness, disability and mental anguish. The risk factors identified within this category of violence can include lack of democratic process and unequal access to power, unequal distribution or access of resources, inequality between different ethnic or religious groups. Collective violence to this extreme is very rare in Australia let alone Greater Bendigo, however the threat of an incident is very real.

POLICY STATEMENT

The Greater Bendigo City Council’s policy position on violence prevention is that:

Greater Bendigo City Council understands violence in any form is a serious and preventable health issue for the Greater Bendigo Community and does not condone the use of violence in any form towards any member of the community.

Working in partnership with the community and key service providers, we can create a municipality that is gender equitable, respectful and inclusive. We can do this as a role model and by raising community awareness, providing information, creating inclusive community settings, and fostering respectful attitudes and relationships.
POLICY CONTEXT

The elimination of violence within the community is a world wide issue. This has meant that a range of legislation, policies and strategies have been developed at an international, national, state and local level to try to ensure violence prevention is effective and the various forms of violence are eliminated. These strategic approaches allow for continuity and alignment. The following is a list of the legislative and policy context that was considered in the development of this Plan. Links to each piece of work is listed in the Background Report.

International
- United Nation’s Universal Declaration of Human Rights
- United Nation’s Declaration on the Elimination of Violence against Women 1993
- United Nation’s Convention for the Elimination of All Forms of Discrimination against Women

National
- Time for Action: National Plan to Reduce Violence against Women and their Children 2010-2022
- Sex Discrimination Act 1984
- Equal Opportunity for Women in the Workplace Act 1999

State
- Victorian Charter of Human rights and Responsibilities Act 2006
- Violence Against Women Policy Statement
- VicHealth – Preventing violence before it occurs: a framework and background paper to guide the primary prevention of violence against women in Victoria
- Family Violence Protection Act 2008
- Strong Culture, Strong people, Strong Families: Towards a Safer Future for Indigenous Families and Communities
- All of Us: Victoria’s Multicultural Policy
- MAV Preventing Violence against Women Statement.

City of Greater Bendigo
- Greater Bendigo 2036 Community Plan
- Council Plan 2009-2013 (Updated 2011)
- Health and Wellbeing Strategy 2009-2013
- Greater Bendigo City Council Says NO to Violence Against Women 2010
- Bendigo Safe Community Forum Strategic Plan 2010-2012
- Bendigo Family Violence Prevention Network Strategic Plan (revised 2011)
DEVELOPMENT OF THE PLAN

The development of this Plan is based on community consultation and engagement with relevant service providers, key internal staff, youth and residents with experience or an interest in this issue.

The governance of the project has included a Project Reference Group and Steering Group. The Project Reference Group is made up of service providers who registered their interest to be part of the group. Their main role has been to provide feedback and advice throughout the development of the Plan.

The Steering Group has representatives from the City of Greater Bendigo from areas that will have a direct role in implementing the Plan. The main role of this group is to provide internal direction and feedback throughout the development of the Plan and support the Project Manager. Both groups were also expected to communicate the project development to their respective units/businesses and also to bring information to the group that would help in the development of the Plan.

The research and consultation for this Plan was has been based on the following steps:

- Production of a background report with national, state and local statistics and description of the legislation and policy context;
- Structured discussions with key external and internal service providers; and
- A forum and workshop attended by people working in this area, interested community members and youth. Guest speakers presented a range of best practice prevention programs as well as good examples of what is currently happening at a local government level. The outcomes of the workshop have informed the Action Plan at the end of this document.

Communication with the wider community occurred through media releases, project bulletins as well as the City of Greater Bendigo website.
CITY OF GREATER BENDIGO’S ROLE

Preventing violence requires a whole of community approach. As local governments are closely attuned to its community, it is fitting that they play an important role in contributing to violence prevention in the community. They are seen as being key drivers of change due to their ability to bring together people from a range of sectors like sport, education and workplaces. The 2009 the National Plan to Reduce Violence against Women and their Children, affirmed the key role local government has to play in this area and the need for Federal Government to work with Councils to ensure they have the resources to deliver violence prevention actions. The State Government ‘Addressing Violence against Women and their Children – Action Plan Consultation Framework’ also addresses the important work local governments can do and the need for them to be supported in their initiatives. It is important to ensure this holistic approach to violence prevention is maintained.

Local Government has an important role in supporting a range of strategies to prevent violence, both in endorsing positive community values through educational approaches and in supporting direct service provision. Many local Councils are now documenting this commitment by developing a local Violence Prevention Plan, and the City of Greater Bendigo is one of these.

The City of Greater Bendigo recognises its leadership role in contributing to preventing violence in the Greater Bendigo community. This includes working with key service providers to increase community knowledge and people’s likelihood to take action to prevent violence. The City of Greater Bendigo also has an important role to increase staff competency to prevent, recognise and manage violence against others appropriately. It also has a role in promoting the respect and gender equality that encompasses violence.

Training/Process

Maternal and Child Health Nurses

Maternal and Child Health Nurses are required by State Government to undergo training to ensure they can better identify and respond to family violence. A Framework has been developed that aims to develop common standards and practices among service providers and a consistent approach is adopted to assess and manage family violence.

Home Care Workers

City of Greater Bendigo has a policy in place for Home Care Workers to ensure a certain procedure is undertaken if elder abuse is detected or declared to a worker. Staff are trained in this policy and the procedure that must be undertaken if this is the case.
Programs/Projects to prevent violence

GLOVE Project
During 2006-2009 the City of Greater Bendigo was one of four Councils in Victoria participating in a research project funded by the Australian Research Council and VicHealth. The aims of the project were to critically investigate the divide in research and public policy between reducing violence in the public and private realms and develop Australian local, state and national policy that can take an integrated approach to violence prevention in both public and private space.

Preventing Violence against Women in our Community Project
The City of Greater Bendigo, Mt Alexander Shire and Macedon Ranges Shire have been successful in obtaining funding from the State Government to conduct the Preventing Violence against Women in our Community pilot project in collaboration across the three municipalities to reduce violence against women.

White Ribbon Day
The City of Greater Bendigo plays an important role in this annual event. Both the Mayor and CEO have been White Ribbon Day ambassadors previously. Swear jars were placed in internal location through City of Greater Bendigo Offices for people to declare they will help prevent violence against women.

Groups

Bendigo Safe Community Forum
The Bendigo Safe Community Forum is a collaborative partnership between local agencies that play a vital role in the safety of our community. The purpose of the forum is lead and advocate for a safer community. One of their priority areas is around violence prevention. The Bendigo Liquor Accord is a sub-group of the Safe Community Forum and has a focus on the CBD.

Bendigo Family Violence Prevention Network
The aim of the Bendigo Family Violence Prevention Network is to reduce the incidents of family violence within the community. They do this by raising community awareness, monitoring information about trends, raising the level of knowledge and skills, informing the community about support services, identifying gaps in services and monitoring enforcement and effectiveness of legislation.

Bendigo Elder Abuse Prevention Network
The Elder Abuse Prevention Network was established in August 2010 and is a forum to address issues relating to elder abuse with the City of Greater Bendigo. The Network collaborated to develop the Bendigo Elder Abuse Prevention Tool Kit and The Elder Abuse Prevention Guide.

Bendigo Crime Prevention Reference Group
Bendigo Crime Prevention Reference Group was established to help build and improve crime prevention partnerships across all levels of government, and to empower and support local communities to take an active role in preventing crime in their own neighbourhoods.

Child Friendly Cities Leadership Group
The Child Friendly Cities Leadership Group was established in 2010 and comprises of senior representatives from organisations across Greater Bendigo who have an interest in the future and safety of our children.

For a comprehensive list of other key stakeholders please refer to the Background Report.
IMPLEMENTATION AND EVALUATION

The success of any Plan relies on clear, adequately resourced and accountable structures for its implementation and evaluation. Council staff will have responsibility for the implementation of the VPP and providing progress reports to Council. The Community and Cultural Development Unit evaluation and reporting aspects as set out below.

The Action Plan will be evaluated once the VPP is adopted by Council. A full evaluation will occur in 2015 as the basis for the review and update of this Plan. The evaluation can be based on the level of achievement or progress towards the indicators specified against each action. It could also include other achievements or measures that weren’t specified in the action plan but have contributed to towards addressing the issues.
ACTION PLAN

The purpose of the Action Plan outlines the priority areas and actions for the City of Greater Bendigo in relation to violence prevention. The Action Plan is based on community consultation that occurred prior to the development of the Plan and through research of key policies and statistics relating to violence prevention.

To ensure the Plan aligns with the State Government’s ‘Preventing Violence against Women and their Children’ Plan, the action plan that is incorporated in this VPP is split between the three key prevention strategies listed in the State Plan. These are:
1. Changing attitudes and behaviours;
2. Fostering organisations, communities and cultures that are gender equitable and non-violent; and
3. Promoting respectful and gender equitable relationships between men and women, boys and girls.

These three prevention strategies are important in relation to violence prevention as they capture important themes including respect, gender equality and whole of community approach that have been proven to help prevent violence. As violence is a complex issue that can affect anyone in the community, embedding these themes in what we do will ensure long term sustainable change.

Some issues have been identified through the consultation process that have not been explored in the scope of this Plan. These issues include Cyber Safety and violence as a consequence of disaster. These are prevalent issues and have linkages with City of Greater Bendigo’s core business. As this is the City of Greater Bendigo’s first Violence Prevention Plan, these issues will be considered in the renewal of the Plan.

Throughout the implementation of the action plan, the City of Greater Bendigo will continue to collaborate with service providers and stakeholders and build partnerships.

**Note:** The reference to years 1,2 and 3 in the Action Plan refer to City of Greater Bendigo’s financial years. Eg. Year 1 – 2012/2013, Year 2 – 2013/2014 and Year 3 – 2014/2015.
# 1. Change attitudes and behaviours

<table>
<thead>
<tr>
<th>Action</th>
<th>Responsible Manager</th>
<th>Partners</th>
<th>Timeline</th>
<th>Indicators/Budget</th>
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<tbody>
<tr>
<td>1.1.1 Undertake a mapping exercise of current services available in relation to family violence to inform the public and enable them to connect with services.</td>
<td>Family Violence Prevention Network Manager Executive Services</td>
<td>Manager Strategy Loddon Campaspe Family Violence Advisory Committee Coordinator Media and Communications External Service Providers</td>
<td>Year 1</td>
<td>Map developed No COGB budget required</td>
</tr>
<tr>
<td>1.1.2 Once the exercise is complete, develop a community engagement plan for how the City of Greater Bendigo will disseminate this information to the community.</td>
<td></td>
<td></td>
<td>Year 2</td>
<td>Community Engagement Plan developed and executed. Information disseminated. Budget required.</td>
</tr>
<tr>
<td>1.2 Investigate a range of community awareness strategies that have been evaluated as being to assist in the planning of initiatives that could potentially be adopted and applied within the Greater Bendigo area.</td>
<td>Manager Community and Cultural Development</td>
<td>Coordinator Media and Communications Women’s Health Loddon Mallee</td>
<td>Year 1-3</td>
<td>Investigate community awareness strategies.</td>
</tr>
<tr>
<td>1.3.1 Develop a ‘slogan’ not condoning violence of any form, that can be used by local government, service providers, businesses and sporting groups to raise awareness within their organisation or group and share the materials with these groups also.</td>
<td>Manager Executive Services</td>
<td>Coordinator Media and Communications WRD Committee Manager Strategy Coordinator Media and Communications WRD Committee</td>
<td>Year 2</td>
<td>Slogan developed and shared among key groups.</td>
</tr>
<tr>
<td>1.3.2 Promote the above slogan that will raise awareness and help create changing attitudes in the community.</td>
<td>Manager Executive Services</td>
<td></td>
<td>Year 2</td>
<td>Slogan is promoted. Subject to budget allocation</td>
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<td>Action</td>
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<tr>
<td>1.4 Collaborate with local media to increase awareness around the issue of violence prevention and provide positive news stories.</td>
<td>Manager Executive Services</td>
<td>Coordinator Media and Communications Coordinator for Prevention of Violence Against Women in Our Community External Service Providers</td>
<td>Year 1-3</td>
<td>Number of features in local newspaper. Budget required.</td>
</tr>
<tr>
<td>1.5 Advocate for the continued operation of the Chill Out Space whilst ever this model is considered to be an effective community safety initiative.</td>
<td>Manager Community and Cultural Development</td>
<td>Safe Community Forum</td>
<td>Year 1-3</td>
<td></td>
</tr>
<tr>
<td>1.6 As a member organisation of the Bendigo Safe Community Forum and Bendigo Liquor Accord, continue to work collaboratively with other members to plan, implement and evaluate a broad range of community safety initiatives.</td>
<td>Manager Community and Cultural Development</td>
<td></td>
<td>Year 1-3</td>
<td>Possible budget allocation required</td>
</tr>
<tr>
<td>1.7 Continue to collaborate with key stakeholders who work within the violence prevention sector.</td>
<td>Manager Community and Cultural Development</td>
<td>Women’s Health Loddon Mallee External Service Provider</td>
<td>Year 1-3</td>
<td></td>
</tr>
<tr>
<td>1.8 Evaluate, review and renew the Violence Prevention Plan 2012-2015.</td>
<td>Manager Strategy</td>
<td>Women’s Health Loddon Mallee External Service Providers</td>
<td>Year 1-3</td>
<td>Plan is evaluated, renewed and reviewed. Budget required for renewal of Plan.</td>
</tr>
</tbody>
</table>
### 2. Foster organisations, communities and cultures that are gender equitable and non-violent

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<tr>
<th>Action</th>
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<tr>
<td>2.1 Newly elected Councillors to sign the ‘Greater Bendigo City Council says NO to violence against women’ position statement as part of their ongoing commitment to not commit, condone or remain silent about Violence against Women.</td>
<td>Manager Executive Services</td>
<td>Coordinator for Prevention of Violence Against Women in Our Community.</td>
<td>Year 1</td>
<td>Position Statement signed by newly elected Councillors. No budget required.</td>
</tr>
<tr>
<td>2.2 Develop a policy to be endorsed by the Greater Bendigo City Council relating to all forms of violence against women.</td>
<td>Manager Strategy</td>
<td></td>
<td>Year 1</td>
<td>Policy developed. No budget required.</td>
</tr>
<tr>
<td>2.3 Provide training to build the skills of staff members who respond to disclosures of violence.</td>
<td>Manager People and Learning</td>
<td>External Service Provider</td>
<td>Year 2-3</td>
<td>Training developed and rolled out to all staff members.</td>
</tr>
<tr>
<td>2.4 Include gender equity to be considered in Council Plan values and/or strategic direction.</td>
<td>Manager Strategy</td>
<td>Coordinator for Prevention of Violence Against Women in Our Community</td>
<td>Year 1</td>
<td>Gender equity included in Council Plan 2013/17.</td>
</tr>
<tr>
<td>2.5 Investigate ways to ensure gender equity is considered in all forms of community engagement undertaken by the City of Greater Bendigo.</td>
<td>Manager Strategy</td>
<td>All Managers Coordinator Media and Communications Coordinator for Prevention of Violence Against Women in Our Community Women’s Health Loddon Mallee</td>
<td>Year 1-3</td>
<td>Gender equity is embedded in the City of Greater Bendigo Community Engagement Framework.</td>
</tr>
<tr>
<td>Action</td>
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<tr>
<td>2.6 Undertake partnership building of all relevant service providers in Greater Bendigo by establishing a ‘reference’ group to consider joint action in relation to violence prevention.</td>
<td>Manager Community and Cultural Development</td>
<td></td>
<td>Year 1</td>
<td>Reference Group developed.</td>
</tr>
<tr>
<td>2.7.1 Use CPTED Principles in the review all City of Greater Bendigo Strategies.</td>
<td>Manager Strategy</td>
<td>All Managers</td>
<td>Year 1-3</td>
<td>Principles considered and included if appropriate.</td>
</tr>
<tr>
<td>2.7.2 Modify the Design and Development Overlay in the CBD to incorporate CPTED principles.</td>
<td>Manager Strategy</td>
<td>Place Manager</td>
<td>Year 1</td>
<td>Design and Development Overlay modified accordingly.</td>
</tr>
<tr>
<td>2.8 Support the implementation of the Prevention of Violence against Women in our Community (Central Victorian Cluster) Project Plan.</td>
<td>Manager Community and Cultural Development</td>
<td>Manager Strategy</td>
<td>Year 1-3</td>
<td></td>
</tr>
<tr>
<td>2.9 Provide Maternal and Child Health nurses with training about how to handle disclosures of family violence and to provide them with information about referring clients to the correct agencies.</td>
<td>Manager Children and Family Services</td>
<td>Centre for Non-Violence Centre Against Sexual Assault</td>
<td>Year 1-3</td>
<td>Training and referral information provided to Maternal and Child Health Nurses.</td>
</tr>
</tbody>
</table>
3. Promote respectful and gender equitable relationships between men and women, boys and girls

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</thead>
<tbody>
<tr>
<td>3.1 Investigate and implement an effective parent program that has an</td>
<td>Manager Children and Family Services</td>
<td></td>
<td>Year 1-3</td>
<td>Programs investigated and implemented - Subject to budget allocation</td>
</tr>
<tr>
<td>underlying violence prevention focus working in collaboration with</td>
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<td>Maternal and Child Health service.</td>
<td></td>
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<tr>
<td>3.2 Investigate and implement a violence prevention workplace policy</td>
<td>Manager People and Learning</td>
<td>Manager Strategy</td>
<td>Year 2-3</td>
<td>Programs investigated and implemented - Subject to budget allocation</td>
</tr>
<tr>
<td>and program (via the Corporate Training Calendar) for all staff.</td>
<td></td>
<td>External Training Provider</td>
<td></td>
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</tr>
<tr>
<td>3.3 Develop a Commitment Statement (linked to the slogan developed in</td>
<td>Manager Strategy</td>
<td>Family Violence Prevention</td>
<td>Year 1-3</td>
<td>Commitment Statement developed and signed by community leaders.</td>
</tr>
<tr>
<td>1.3) to be signed by community leaders to not commit, condone or</td>
<td></td>
<td>Network</td>
<td></td>
<td></td>
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<tr>
<td>remain silent about any form of violence to be publicly signed as part</td>
<td></td>
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<tr>
<td>of White Ribbon Day celebrations.</td>
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<tr>
<td>3.4 Support and advocate resourcing for proven violence prevention</td>
<td>CEO</td>
<td>Mayor and Councillors</td>
<td>Year 1-3</td>
<td></td>
</tr>
<tr>
<td>programs as and when appropriate through The Municipal Association of</td>
<td></td>
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<tr>
<td>Victoria, Regional Manager’s Forum, Regional Cities Victoria and</td>
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<td>individual meetings with Ministers and Members of Parliament.</td>
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</tr>
<tr>
<td>Action</td>
<td>Responsible Manager</td>
<td>Partners</td>
<td>Timeline</td>
<td>Indicators/Budget</td>
</tr>
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</tr>
<tr>
<td>3.5.1 Investigate successful internal committee models and seek Expressions of Interest from staff to be part of an internal City of Greater Bendigo White Ribbon Day Committee.</td>
<td>Manager Community and Cultural Development, Manager People and Learning</td>
<td>All Managers</td>
<td>Year 2</td>
<td>Successful internal committee models investigated.</td>
</tr>
<tr>
<td>3.5.2 After Expressions of Interest have been sought, develop and support the internal City of Greater Bendigo White Ribbon Day Committee that will act as champions and will undertake activities that looks at gender equality and respectful relationships.</td>
<td>Manager Community and Cultural Development</td>
<td></td>
<td>Year 2</td>
<td>Committee established.</td>
</tr>
<tr>
<td>3.5.3 Provide training to support this group.</td>
<td>External Service Provider</td>
<td></td>
<td>Year 3</td>
<td>Training provided. Subject to budget allocation.</td>
</tr>
<tr>
<td>3.6 City of Greater Bendigo Council Officers will make a budget bid for Council consideration each financial year to support initiatives associated with White Ribbon Day.</td>
<td>Manager Community and Cultural Development</td>
<td></td>
<td>Years 1 - 3</td>
<td>Budget allocated</td>
</tr>
<tr>
<td>3.7 As part of the Internal Review of Grants Programs and Other Forms of Financial Assistance, explore opportunities to include gender equality and respect clauses in future grant making guidelines and assessment processes.</td>
<td>Manager Community and Cultural Development</td>
<td></td>
<td>Year 1</td>
<td>Gender equality and respect clauses are explored and included.</td>
</tr>
<tr>
<td>3.8 Advocate for the inclusion of appropriate school based programs that focus on respect and gender equality.</td>
<td>Manager Community and Cultural Development</td>
<td></td>
<td>Year 1-3</td>
<td></td>
</tr>
<tr>
<td>3.9 Ensure there is continual CoGB representation on the Bendigo Elder Abuse Prevention Network and the work conducted by this group is communicated to CoGB staff.</td>
<td>Manager Aged and Disability Services</td>
<td></td>
<td>Year 1-3</td>
<td>Representation on the Network. Work is communicated to CoGB staff.</td>
</tr>
<tr>
<td>Action</td>
<td>Responsible Manager</td>
<td>Partners</td>
<td>Timeline</td>
<td>Indicators/Budget</td>
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</tr>
<tr>
<td>3.10 Ensure there is continual CoGB representation on the Family Violence Prevention Network.</td>
<td>Manager Community and Cultural Development</td>
<td>Family Violence Prevention Network</td>
<td>Year 1-3</td>
<td>Representation on the Network. Work is communicated to CoGB staff.</td>
</tr>
</tbody>
</table>