

The Northern Territory's Domestic, Family and Sexual Violence Reduction  
Framework 2018-2028 *Safe, Respected and Free from Violence*



## Action Plan 1: Changing Attitudes, Intervening Earlier and Responding Better (2018-2021)



# The Northern Territory's Domestic, Family and Sexual Violence Reduction Framework 2018-2028

In December 2017 the Northern Territory Government announced a ten-year plan to reduce the impact of domestic, family and sexual violence in our community.

The Northern Territory's Domestic, Family and Sexual Violence (DFS) Reduction Framework 2018-2028 Safe, Respected and Free from Violence is broad and takes a Territory wide approach that allows for regional variations, complementary agency effort, builds on the strategies and initiatives that have worked, and expands the scope and reach to individuals and communities in need. Our vision is long-term and will take many years of sustained focus and effort.

## Our First Action Plan (2018-2021)

The framework will be implemented over the next ten years through a series of three rolling action plans:

- Action Plan 1: *Changing Attitudes, Intervening Earlier and Responding Better* 2018-2021.
- Action Plan 2: 2022-2025.
- Action Plan 3: 2026-2028.

This first action plan – Action Plan 1: *Changing Attitudes, Intervening Earlier and Responding Better* 2018-2021 focuses on the first phase of implementation, explaining how we will implement the strategies outlined in the framework. Building on and complementing the range of positive activities that are already underway, our key focus areas for the next three years are:

- Challenging the values, norms, attitudes and behaviours that drive DFS.
- Understanding the role of key early responders and building their capacity.
- Strengthening the specialist DFS sector.
- Building a stronger shared understanding of the needs of victims and perpetrators.

It is important that we are able to measure the impact and benefits of what we are doing to reduce DFS across our community. We will measure our progress against the following broad indicators:

- Reduced prevalence of domestic violence and sexual assault.
- Increased proportion of women who feel safe in their communities.
- Reduced deaths related to domestic violence and sexual assault.
- Reduced proportion of children exposed to their mother's or carer's experience of domestic violence.



# Outcome. 1. Domestic, family and sexual violence is prevented and not tolerated.

## The change we want to see

Violence is prevented before it occurs by addressing the factors that lead to or condone violence. There is a strong focus on children and young people and the specific contexts and places where inequalities and violent behaviours are shaped. Respectful relationships and non-violent behaviours are embedded and normalised in our community, wherever we live, learn, work and play.

OUTCOME 1		
WHAT WE WILL DO	HOW WILL WE DO IT	WHO IS RESPONSIBLE
1.1 Educate the community about DFSV and protective behaviours.	<ul style="list-style-type: none"><li>a) Support and develop prevention initiatives in both education and community settings which promote healthy and respectful relationships and consent.</li><li>b) Deliver information sessions to educate all members of the community, with particular focus on youth about what DFSV is, what is and is not acceptable within domestic and familial relationships and clarify what is consent within relationships.</li><li>c) Identify health programs and messages, gaps and options to involve men and boys in discussion and action regarding DFSV.</li><li>d) Schools continue delivery of the Australian Curriculum which involves learning about identities, interacting with others, understanding emotions, making healthy and safe choices, and help-seeking.</li></ul>	<ul style="list-style-type: none"><li>• NT Government</li><li>• NGOs</li><li>• Local Government Councils</li><li>• Local Aboriginal and community organisations</li></ul>





## OUTCOME 1

WHAT WE WILL DO	HOW WILL WE DO IT	WHO IS RESPONSIBLE
1.2 Develop and implement policies that challenge rigid gender roles, gender inequality, sexism and discrimination.	<ul style="list-style-type: none"> <li>a) Develop and implement a Sexual Violence Prevention Strategy.</li> <li>b) Develop and implement a Gender Equality Framework ensuring that the essential actions to reduce the gendered drivers of violence against women are addressed.</li> <li>c) Build a community of prevention practice and ensure that the supporting actions to address reinforcing factors are incorporated into the Gender Equality Framework as outlined in the Our Watch Change the Story publication.</li> <li>d) Develop policy addressing sexual and gender diversity in schools.</li> <li>e) Support localised initiatives to promote respectful relationships including the establishment of a prevention grants program in 2018-2019 to support community and evidence based-prevention activities.</li> </ul>	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Local Government Councils</li> <li>• Local Aboriginal and community organisations</li> </ul>
1.3 Partner with community, business, sporting and religious leaders to grow the number of organisations that actively reject DFSV and challenge gender inequality.	<ul style="list-style-type: none"> <li>a) Engage and work with leaders from community, religious, sporting, industry and business backgrounds to develop targeted ways in which they can:               <ul style="list-style-type: none"> <li>• Challenge condoning of violence against women.</li> <li>• Promote women's independence and decision-making.</li> <li>• Challenge gender stereotypes and roles.</li> <li>• Strengthen positive, equal and respectful relationships.</li> </ul> </li> <li>b) Partner and support initiatives such as the No More campaign to strengthen positive, equal and respectful relations between and among women and men, girls and boys in public and private life.</li> </ul>	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Sporting and community organisations</li> <li>• Religious leaders in local churches and organisations</li> <li>• Key business and industry stakeholders</li> </ul>



## OUTCOME 1

WHAT WE WILL DO	HOW WILL WE DO IT	WHO IS RESPONSIBLE
1.4 Ensure government policies support the reduction of violence and address reinforcing factors such as harmful use of alcohol and other drugs.	<ul style="list-style-type: none"><li>a) Collaborate with NT Government agencies when developing/reviewing policies where DFSV intersects with reinforcing factors.</li><li>b) Scope health related actions to align DFSV with alcohol and other drugs policy and practice, mental health initiatives (e.g. suicide prevention), policy and practice, and child safety initiatives.</li><li>c) Continue to implement the drugs in schools policy which provides schools with the tools to plan for and implement appropriate resources to drug related incidents, with an emphasis on prevention through curriculum based drug education.</li><li>d) Examine existing data to better understand and identify the factors that contribute to DFSV and to improve responses.</li></ul>	<ul style="list-style-type: none"><li>• NT Government</li><li>• Local Aboriginal and community organisations</li><li>• Local Government Councils</li></ul>



# Outcome. 2.

Territorians at risk of experiencing violence are identified early and provided with effective interventions.

## The change we want to see

Early interventions are focused on keeping people who are vulnerable to violence safe and changing the behaviours of those at higher than average risk of perpetrating violence. Actions are aimed at challenging the impacts of behaviours or building the skills of individuals or communities at risk or where incidents of violence are identified or disclosed. These improvements will raise community awareness, challenge violence-condoning attitudes and encourage reporting of incidents. As a result, women experiencing violence will be more likely to seek help from DFSV specialist services.

OUTCOME 2		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
2.1 Focus prevention programs on protective behaviours and healthy, consensual and respectful relationships in public and private.	<ul style="list-style-type: none"><li>a) Develop and launch the Safe, respected and free from violence prevention grants program with annual funding provided for community based projects and activities.</li><li>b) Support evidenced-based programs to promote healthy consensual and relationship norms, including addressing jealousy, pornography, and harmful behaviours.</li><li>c) Support place-based initiatives aimed at developing resources and promoting DFSV reduction.</li><li>d) Develop and implement 'Keeping Safe' child protection curriculum in schools to assist teachers in delivering a whole school approach to child protection curriculum.</li><li>e) Implement the NT Social and Emotional Learning curriculum in schools. The resources provide professional learning and resources to teachers and school staff to deliver topics across transition to year 12 including empathy, managing conflict, understanding relationships, communication, managing emotions and mindfulness, reflecting on diversity, challenging stereotypes, being reflective learners, setting goals, making decisions and contributing to the community.</li></ul>	<ul style="list-style-type: none"><li>• NT Government</li><li>• Health clinics</li><li>• Aboriginal corporations/ organisations</li><li>• Local Government Councils</li></ul>



OUTCOME 2		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
2.2 Conduct research and collate data regarding vulnerable groups.	a) Invest in, partner and establish research projects within the NT. b) Using research, develop a Five Year Housing Master Plan of current and projected demand for emergency women's shelters. c) Research the link between problem gambling and violence within families, particularly in remote communities, and identify ways to improve responses.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Tertiary education providers</li> </ul>
2.3 Develop tailored responses for communities at risk of experiencing DFSV.	a) Target and support individuals and groups at risk through multiple pathways including an expansion of outreach services. b) Progress work identified in the NT Health Domestic Family and Sexual Violence Reduction Strategic Plan 2018- 2021. c) Deliver housing and homelessness responses for families experiencing DFSV including early intervention, crisis and post crisis support.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Specialist DFSV services</li> <li>• Community legal services</li> <li>• Aboriginal corporations/ organisations</li> </ul>
2.4 Build the capacity of universal services and the community to identify and respond to DFSV.	a) Improve training in universal service agencies to enable them to identify and act on risk. b) Review and strengthen the current training being offered for NT public service staff and key community stakeholders in identifying and responding to DFSV. c) Pilot and evaluate the draft NT Health Domestic and Family Violence Clinical Guidelines in at least two sites (one each in the Top End and Central Australia) in 2018-19. d) Develop and implement a common risk assessment tool, which can be tailored to respond to other vulnerable groups such as young people, CALD, LGBTQI and seniors. e) Continue the School Chaplaincy program to support the wellbeing of students and the broader school community irrespective of their faith or beliefs.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Counselling providers</li> <li>• NGOs</li> <li>• Health clinics</li> </ul>



# Outcome. 3. People experiencing DFSV are protected and helped to recover and thrive.

## The change we want to see

Victims of DFSV receive services that provide timely, accessible, person-centred, flexible and appropriate help to meet their immediate safety and recovery needs. A coordinated and integrated system with skilled workers wraps around the victim wherever they live and at any stage of experiencing violence to help them feel supported, connected and free from violence. We want to strengthen the service system, within government and with our partner non-government organisations, to ensure that the services and responses provided meet the needs of clients and support people to recover and thrive.

OUTCOME 3		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
3.1 Strengthen the systemic response to high risk DFSV cases including the Family Safety Framework (FSF).	a) Implement the FSF Review recommendations and broaden the reach and participation in the FSF. b) Police responses to high risk DFSV cases on the FSF are further strengthened through increased pro-active compliance checks.	<ul style="list-style-type: none"><li>• NT Government</li><li>• Aboriginal corporations/ organisations</li><li>• NGOs</li></ul>
3.2 Enable a connected, coordinated and collaborative response that puts the client at the centre.	a) Undertake a system review in order to reform the service model for women experiencing DFSV in remote communities. b) Support victims of DFSV whose first language is not English, to access support services through the provision of interpreting and translating services. c) Continue to drive place-based operations which focus on multi-agency participation and coordination to identify actionable tasks. d) Psychological and specialised support is provided to schools through the Response to Intervention model. Three tiers of support (including therapeutic support) can be provided to school staff, classes of students, small groups of students and individuals.	<ul style="list-style-type: none"><li>• NT Government</li><li>• NGOs and specialist DFSV services</li><li>• Community legal services</li></ul>





OUTCOME 3		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
3.3 Improve the criminal justice system so that the safety and wellbeing of victims is the first priority and they are not re- traumatised.	a) Improve supports for victims of DFSV, including the provision of culturally appropriate and trauma informed support when appearing in court proceedings.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Specialist DFSV legal services</li> </ul>
3.4 Build a capable and responsive system and workforce.	a) Review the centralised electronic referral management system and ensure that it is cost effective and well targeted. b) Establish and maintain a website which supports practice improvements across the sector and within government. The website should include all relevant information and services for victims of DFSV. c) Consider and develop a program which will focus on upskilling Aboriginal staff including assistant teachers to support students in the area of wellbeing. d) Deliver training to front line services who work with and support people who have experienced trauma, including victims of DFSV. e) Ensure that Corrections treatment staff have training in DFSV risk assessment and interventions.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Specialist DFSV services</li> </ul>



OUTCOME 3		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
3.5 Ensure when children are exposed to DFSV the response does not further harm the child.	<ul style="list-style-type: none"> <li>a) Ensure support services are in place to address the impact of DFSV on young children within their first 1000 days of life.</li> <li>b) Develop and implement a policy for responding to incidents and student disclosures in schools.</li> <li>c) Deliver NT government services and support to victims of DFSV in alignment with the <i>Care and Protection of Children Act</i>, including policies, guidelines and procedures.</li> <li>d) Provide ongoing training to police trainees, promotional courses and at Command training days to equip officers with the necessary skills to prioritise the wellbeing of children present at instances of DFSV.</li> </ul>	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Aboriginal corporations/ organisations</li> </ul>
3.6 Develop an integrated and specialist DFSV hub in Tennant Creek which will support women and children of the Barkly region to be safe, recover and thrive.	<ul style="list-style-type: none"> <li>a) Undertake a service review of the Tennant Creek Women's Refuge and Katherine Women's Crisis Centre to assist with future capacity and operations.</li> <li>b) Review the nature and extent of DFSV in Tennant Creek and the Barkly region to inform the development of the hub.</li> <li>c) Undertake a DFSV service system wide review to strengthen the community based service response for women, children and young people impacted by DFSV.</li> </ul>	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Specialist DFSV services</li> <li>• Australian Government</li> <li>• Aboriginal corporations/ organisations</li> </ul>



# Outcome. 4. Perpetrators are held accountable and connected early to responses that change their behaviours and reduce violence.

## The change we want to see

Perpetrator accountability is embedded in system preventions and intervention responses that identify DFSV as part of a pattern of behaviour. Behaviour change interventions are targeted towards high-risk DFSV offenders and reflect the distinctive social and cultural contexts and drivers in which violence against women occurs in the Territory.

OUTCOME 4		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
4.1 Connect perpetrators to timely, effective and evidence based behaviour change interventions.	a) Expand the range and coverage of perpetrator programs in the NT. b) Ensure that all offenders convicted of a domestic, family or sexual violence related offence who are held in custody are assessed by Corrections' treatment services, and that intervention pathways and risk management strategies are developed for individual male and female prisoners.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Specialist DFSV Services</li> </ul>
4.2 Implement perpetrator interventions that are effective and reduce reoffending.	a) Support the development and implementation of evidence-based perpetrator interventions. b) Conduct an analysis of perpetrator programs to improve the effectiveness of interventions.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Aboriginal corporations/ organisations</li> <li>• Local Government Councils</li> <li>• Specialist DFSV Services</li> </ul>
4.3 Refocus the justice system on the rehabilitation and restoration of perpetrators to violence-free families.	a) Align perpetrator outcomes with National Outcome Standards for Perpetrator Interventions. b) Implement awareness and education in youth detention facilities for detainees about respect for women and girls and preventing violence	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Community legal services</li> <li>• Specialist DFSV Services</li> </ul>



OUTCOME 4		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
4.4 Empower the community to support perpetrators to end the use of violence.	a) Engage with respected Elders and service providers including victim support agencies in identified Aboriginal communities to monitor success and failures and redress any issues as soon as practicable. b) Develop culturally appropriate and gender specific resources and develop a shared knowledge of interventions to support offenders to value and live in violence free relationships.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Aboriginal corporations and organisations</li> <li>• Local Government Councils</li> <li>• Specialist DFSV Services</li> </ul>



# Outcome. 5.

Legislation, policy and funding models enable a responsive, high quality and accountable DFSV service system.

## The change we want to see

The system meets the needs of victims and perpetrators through intelligent and efficient design, robust and sustainable legislation, strong and consistent leadership, strong oversight mechanisms and an adequate and competent workforce.

OUTCOME 5		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
5.1 Ensure policy and legislation works toward reducing DFSV.	<ul style="list-style-type: none"><li>a) Review and reform the <i>Domestic and Family Violence Act</i> so that it provides a sound, responsive and accountable foundation for the service system.</li><li>b) Establish a Domestic and Family Violence Death Review process.</li><li>c) Support the establishment of the specialist approach to domestic violence in the Alice Springs Local Court.</li><li>d) Include relevant DFSV activities across impacted NT Health business plans.</li><li>e) Develop the new NT Police Domestic and Family Violence Reduction Strategy.</li></ul>	<ul style="list-style-type: none"><li>• NT Government</li><li>• Specialist DFSV Services</li><li>• Legal NGOs</li></ul>
5.2 Ensure legislative and policy changes are embedded in agency, organisational policies and practices.	<ul style="list-style-type: none"><li>a) Ensure the Northern Territory Public Sector (NTPS) leads the way for Territory employers on domestic and family violence leave policy, including paid leave.</li><li>b) Through the NT Working Women's Centre pilot, support and build the capacity of the NTPS to better respond to staff impacted by domestic and family violence.</li></ul>	<ul style="list-style-type: none"><li>• NT Government</li><li>• NGOs</li></ul>





OUTCOME 5		
WHAT WE WILL DO	HOW WE WILL DO IT	WHO IS RESPONSIBLE
5.3 Better integrate DFSV services and child protection.	a) Child protection and youth justice systems' practice is strengthened through the development and embedding of domestic and family violence advanced practitioners across the Territory Families regional offices. b) Develop and establish a collaborative framework to support a shared practice for child protection and specialist DFSV services. c) Through the domestic and family violence advanced practitioners, improve the connection and collaboration of client work between the special DFSV sector and Territory Families.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Specialist DFSV Services</li> </ul>
5.4 Enhance sharing of data, information and intelligence.	a) Develop an accountable and robust outcomes reporting of the framework. b) Review information sharing practices and legislation in consultation with NGOs and relevant stakeholders. c) Share the findings and strategic analysis of place-based operations which focus on multi-agency participation and coordination with all partner agencies. d) Amend the Cross Agency Working Group terms of reference to include representation from the specialist DFSV sector.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• NGOs</li> <li>• Research partners</li> </ul>
5.5 Prioritise government and non-government sector investment to the greatest needs and return.	a) Invest in the sector to improve practice through the establishment of the inaugural biennial DFSV conference for front-line workers and practitioners. b) Reduce the red-tape and complexity of performance and financial reporting across the specialist DFSV sector. c) Review and establish terms of reference and membership of governance structures to oversee the delivery of actions under the framework. d) Improve the sustainability of the NGO investment through the introduction of long-term and flexible funding agreements. e) Territory Families to review future funding options to include flexible support packages for victim survivors. f) Invest in DFSV specialist sector connections and capability building through the NTCOSS project and biennial practice conference.	<ul style="list-style-type: none"> <li>• NT Government</li> <li>• Specialist DFSV Services</li> </ul>



