



Annual Report

Gippsland

Family Violence

Alliance

2022 – 23

Our Vision: A future where all people in Gippsland are safe, thriving and living free of family violence.

www.gippslandfamilyviolencealliance.com.au



Acknowledgments

Gippsland Family Violence Alliance acknowledges the Gunai/Kurnai, Bunurong, Bidewell & Ngarigo/Monero people as the Traditional Owners and Custodians of the lands now also known as Gippsland. We pay our respects to elders past, present and visiting and acknowledge they hold the stories, traditions, spiritual connection and living cultures of this Country.

We recognise the Gunai/Kurnai, Bunurong, Bidewell & Ngarigo/Monero people's long and continued connection and protection of the beautiful coastline from the oceans through inland areas and to the rugged southern slopes of the mountain ranges. We recognise their continued connection to these lands and waters and acknowledge that they have never ceded sovereignty. **Always Was Always Will Be, Aboriginal Land!**



Gippsland Family Violence Alliance acknowledges that the systemic impacts of colonisation still exist today and that we are committed to respectful truth telling and working with our Aboriginal and Torres Strait Islander Communities to improve women's, children's and men's health, wellbeing and self-determination and to achieving reconciliation as a nation.

The Gippsland Family Violence Alliance would like to acknowledge the victims and survivors of family violence, whose tenacity, advocacy and courage have shaped the family violence service sector and provided us with the evidence base for our work. We would also like to acknowledge those who have lost their lives due to family violence and the families, friends and communities who have been impacted by these devastating crimes.

The Gippsland Family Violence Alliance would like to acknowledge our practitioners both current and those who have pioneered the sector who have worked with both victim/survivors of family violence and with people who use violence in the home. These practitioners have supported people in difficult periods of their lives and we wish to acknowledge that vicarious trauma has an impact not only on the workforce but on their family members. Without practitioners we wouldn't have a service system and we thank these workers every day.



Governance Group

Strategic Priority: Effective cross-sector governance for system leadership

Strategic Plan

Over three sessions in 2023 the Governance Group went through a process of designing a new strategic Plan. The Strategic Plan will commence in July and be a five-year plan, with annual action plans.

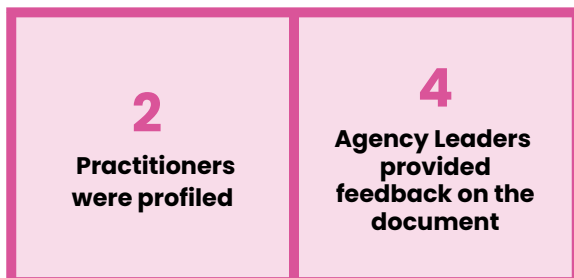
Participation in the Strategic Planning session, included consultations with practitioners, community and partners.



Strategic Priority: Developing an evidence base to inform planning, prioritisation of system improvement initiatives and advocacy for system change.

Advocacy

The Gippsland Family Violence Alliance developed an [election campaign](#), aimed at the Federal Government around Workforce Capacity and Gippsland's specific needs. This document went live in October and has since been utilised by the Centre of Workforce Excellence in DFFH to better understand the workforce needs in regional/rural areas.



Governance Group

Strategic Priority: Effective cross-sector governance for system leadership

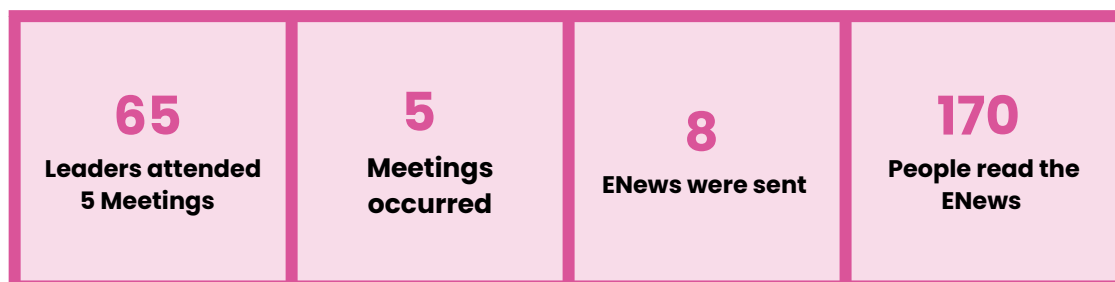
GFVA Governance Meetings

Over the 2022-2023 period, there were 5 meetings, with an additional 3 that were for Strategic Planning. Topics of discussion included:

- Lived Experience Journey Mapping Project with Deakin University
- Motel Coordination Project
- Recommendation 209 - workshop
- Data collection
- Workforce Capacity
- Family Violence Counselling- waiting list and demand issues
- Partnership Evaluation
- Mental Health and Alcohol Advisory Committee Updates
- Family Safety Victoria Updates

In addition to the Governance Meetings, we keep our members informed of project updates and important information via the Governance ENews.

We know not every topic can be covered in meetings and we know not everyone can make it to meetings, so the ENews is a mechanism to keep the Governance Members informed and up to date on information.

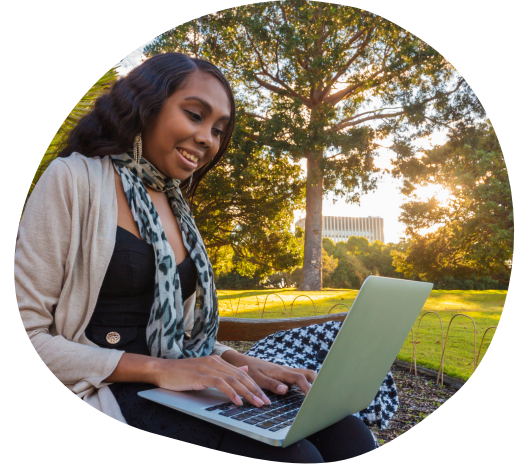


Practitioners

Strategic Priority: Workforce Capacity and Capability

MARAM Collaborative Practice

MARAM Collaborative Practice has been delivered throughout the 2022–2023 period online. In late 2023, the GFVA re-worked the training package to include the updated FSV resources, including videos, stronger links to our Gippsland resources such as our website and adding a case study which includes culturally specific elements for our Aboriginal Communities, with several more case studies in development.



MARAM Collaborative Practice is funded by Family Safety Victoria, but is the responsibility of the Gippsland Family Violence Alliance to deliver locally. The training can be ran in person or online and Gippsland has the highest targets in the state to deliver.



Practitioners

Strategic Priority: Workforce Capacity and Capability

Practice and Connection Forums

Practice and Connection Forums grew out of the recognition that a one day MARAM Collaborative Practice Training is not enough for practitioners to learn about the wider service system, which is what drives collaborative practice.

So the aim of the Practice and Connections Forums are to build skill, knowledge and collaborative practice. **The sessions are aligned to assist practitioners to understand how to use the MARAM Framework in practice and to apply an intersectional lens, which includes challenging their own bias, preconceived ideas and conceptions. We encourage practitioners to learn from one another, share information and build relationships outside the Forums.**

The sessions are run in Inner Outer Gippsland, in acknowledgement of the way our service systems operate and the manner in which our practitioners need to collaborate with one another.

While each Forum is based around a topic, we try to ensure that MARAM and intersectional practice is still centered throughout.



This is the first year we have run these sessions, and our knowledge and skill around these sessions will grow with time.

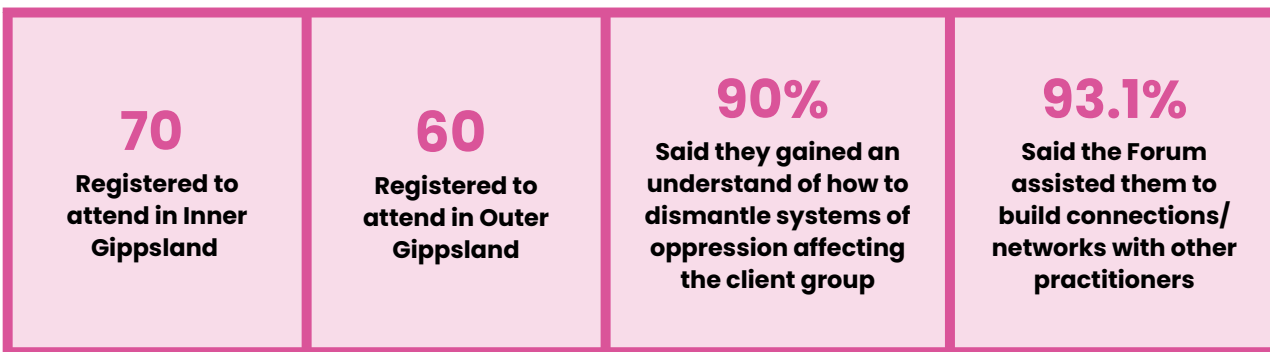


Practitioners

Human Trafficking

We had Christine Carolan the National Executive Officer with ACRATH and members from the Federal Police talk to Practitioners about working with those who are victims of trafficking or who they suspect might be trafficked.

'It has given me more information about what to ask, consider or identify when speaking with women or reading orders for FVIO's.'

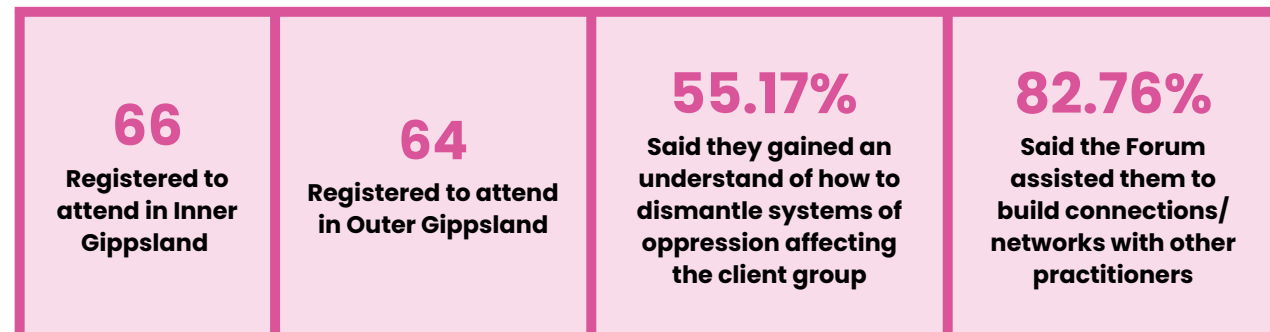


Of those who completed the evaluation survey

Safety Planning with Victim Survivors

This session was a deep dive into Safety Planning. We looked at the Safety Plan templates that are in the Intermediate and Comprehensive responsibilities in MARAM and looked at how to create a detailed plan with a victim survivor based on their individual circumstances.

'The deep dive into safety planning options and alternative questions was extremely valuable.'



Of those who completed the evaluation survey

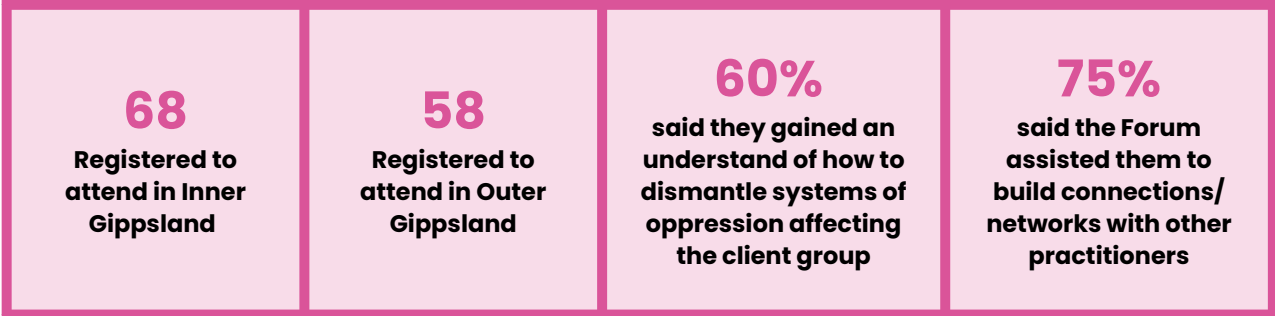
Practitioners

Technology-Facilitated Abuse in Domestic and Family Violence Situations

We had the E-Safety Commissioner come to Gippsland to give practitioners information on technology related abuse. They also provided resources, links to useful information and tips for frontline workers.



'Excellent topic, brilliant delivery.'



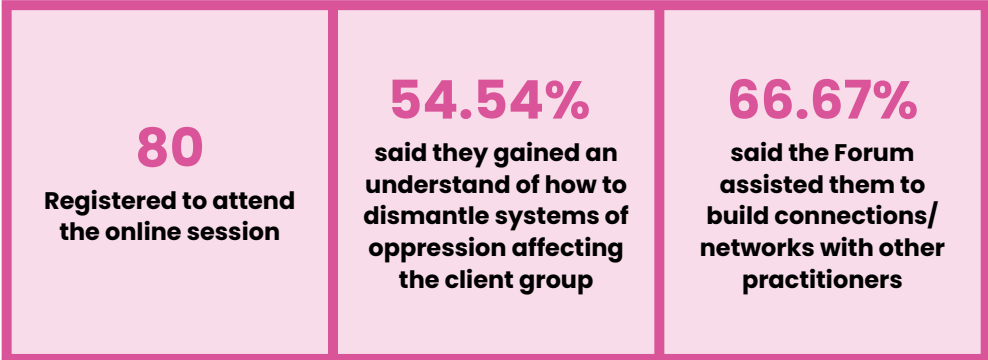
Of those who completed the evaluation survey

Risk factors specific to Particular Cohorts of Victim Survivors

This was an online session, designed to build upon the Safety Planning session that had occurred in February. The purpose was to do a deep dive on how to apply safety planning to specific cohorts who may have intersectional oppressions, which cause specific needs within their safety planning.



'With this session it encouraged considering risk factors for specific groups assisting with the intersectional lens.'



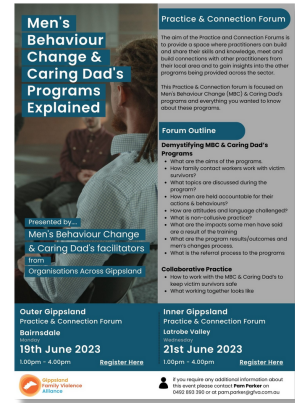
Of those who completed the evaluation survey



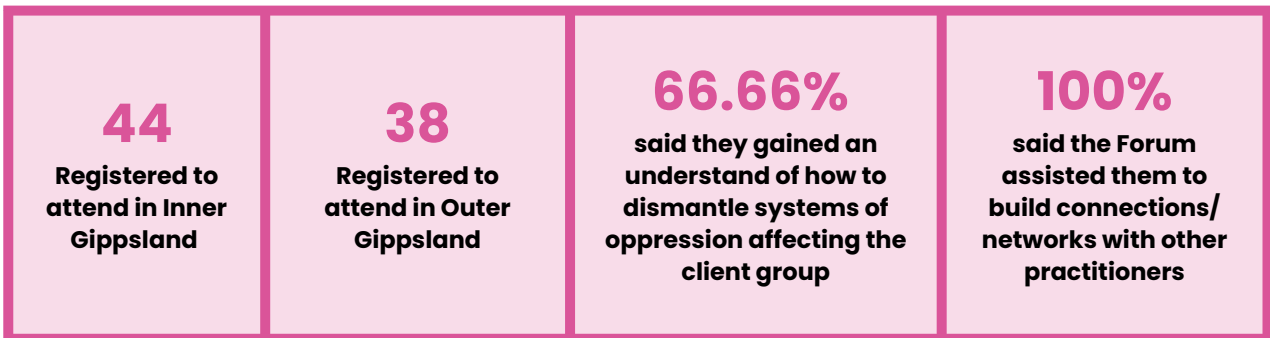
Practitioners

Men's Behaviour Change and Caring Dad's Program Explained

We had presenters from Latrobe Community Health, The Salvation Army and Anglicare, talk to practitioners about their programs, but also how they work with men using a person-centered approach. How to talk to men about referrals, the role of family contact workers, how information sharing is used and the criteria for the program was discussed at length to generate discussion and questions.



'The panelist were really informative and passionate about providing appropriate support for Men using Family Violence.'



Of those who completed the evaluation survey

Strategic Priority: Workforce Capacity and Capability

Communities of Practice

Communities of Practice originally began in Gippsland to bring together workforces who were experiencing isolation. We also try to create an environment where they share knowledge and create networks outside of the group.



Practitioners

Gippsland Behaviour Change Community of Practice

Due to capacity constraints, this group has only met three times in the 2022-2023 period, however it is meeting every two months going forward.

The group consists of both practitioners who work with men using violence and those who work with adolescents using violence. Recently the decision was made to break into small groups to have discussions around course content and to explore how different agencies are engaging clients.



6 Agencies participated in the CoP	40 Practitioners are invited to the sessions
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Supervisors Community of Practice

The Supervisors Community of Practice was facilitated by Jane Wexler and ran for the 2022 period and met 5 times in 2022-2023 period. There were 20 people accepted into the CoP, but due to staff turn over and duplication with the Graduate Program Community of Practice, we only had 14 people complete the sessions, with 7 regularly attending.



Due to the similarities with the Graduate Program Community of Practice facilitated by Family Safety Victoria, the Governance Group made the decision not to continue resourcing this CoP.

Communications

Strategic Priority: Effective cross-sector governance for system leadership

Communication historically hasn't been a focus for regional integration committees. However, investing in purposeful communication strategies can facilitate collaboration, and decision making, boost brand recognition and provide legitimacy around advocacy efforts, and build stronger relationships with partners. As such, we have contracted a Communication Coordinator, one day a week, to assist us and create and implement a Communication Strategy.

New Branding

With the redesign of the website, it was realised that we needed some additional colors in our branding to create variation and depth. As such 4 additional colors were added to the branding as secondary colors.

Stop Card Redesign

The STOP Family Violence Cards have been a mainstay since the 1990's. However, it had become clear that with the increasing number of phone numbers on them that it was confusing for those in the community to navigate. While the new design hasn't been fully finalised, a body of work has been undertaken to create a card that is both educational and easy to navigate for community members.

Final rounds of consultation will occur in July/August 2023.



New Secondary Colour Pallet



Communications

Strategic Priority: Leading initiatives that support service integration and system improvements

Strategic Priority: Building workforce capacity and capability

GFVA Updates Newsletter

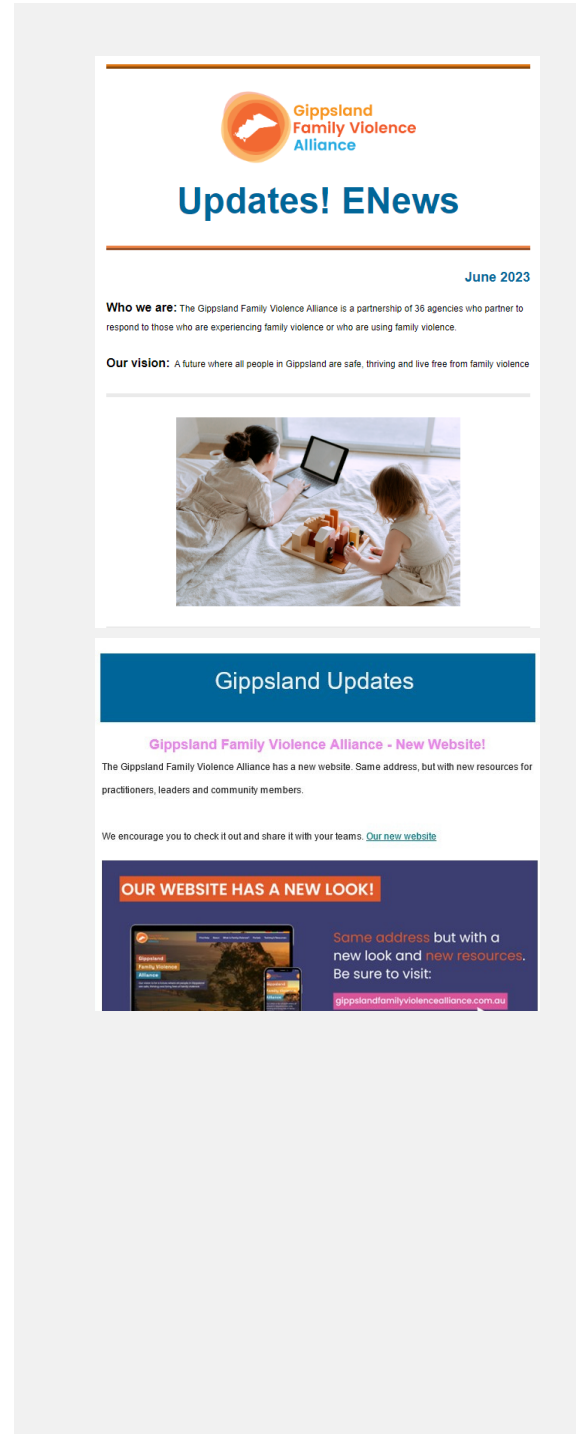
The purpose of the GFVA Updates Newsletter is to provide a central platform for all practitioners to be able to access information on:

- Local services/programs
- Statewide updates
- Latest research
- Access family violence resources
- Access family violence specific training
- Learn about career opportunities

We were trying to limit the number of chain emails that went throughout the sector and to limit the already overwhelming number of emails people receive.

At the end of 2023 we reviewed our account and merged several lists, along with looked at how we signed people up to the newsletter. As a result, we currently have 509 subscribers, however that was not the case for the majority of the year.

We have a face-lift planned for the newsletter and you can now subscribe through the website.



12

Newsletters were sent in the 2022-2023 period

1148

Practitioners who were subscribed read the newsletter

6229

Practitioners opened the newsletter (this includes those subscribed and those who had it forwarded it to them)



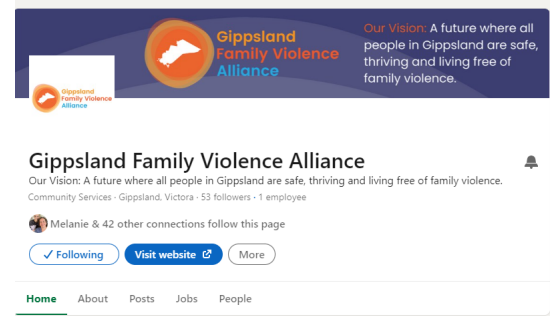
Communications

Strategic Priority: Leading initiatives that support service integration and system improvements

Strategic Priority: Building workforce capacity and capability

Social Media Presence

In late 2023, we started a LinkedIn account for the Gippsland Family Violence Alliance. The purpose was to have a mechanism to alert practitioners to new features and resources on the website and to also provide us with a wider reach for future advocacy efforts by building a platform. It's a new page, but will grow over time.



GFVA Community Newsletter

In late 2023, we a Community Newsletter. Currently we are working on building the contact list for the newsletter, a newsletter hasn't gone out.

The purpose of this newsletter is:

- To build the capacity of the community to respond to family violence. It will have short tips on how to have conversations and links to resources.
- To build community recognition of the GFVA and its website, which will assist us with our advocacy efforts in the future.



Communications

Strategic Priority: Leading initiatives that support service integration and system improvements

Strategic Priority: Building workforce capacity and capability

Document Design and Creation

As part of redeveloping the website, we have turned our Communities in Focus Newsletters into downloadable resources that practitioners can access.

These resources were developed prior to the 2022-2023 period, but were redesigned and updated as a result of the website. They were written either in consultation with practitioners from across the sector, or have been written by partners within the GFVA. They outline how to work with specific communities, including:

- Mental Illness and Family Violence
- Elder Abuse
- Substance use coercion as a barrier to safety and recovery
- Intellectual Disability and family violence
- Reproductive coercion
- Mis-identification and family violence

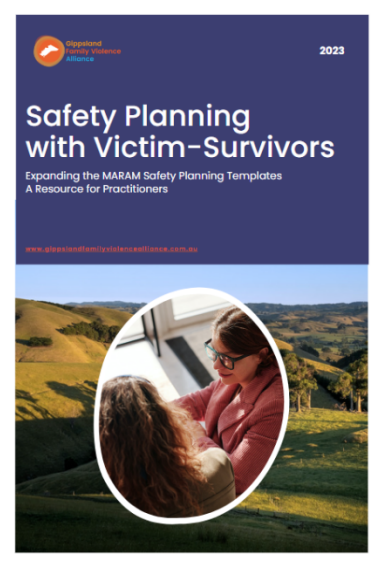
One new document was created for the sector, which was developed as a result of the Practice and Connection Forums which was:

- Safety Planning with victim-survivors

Which was designed to give practitioners and understanding of how to build upon the MARAM Safety Plan.

These are available through the website:

<https://gippslandfamilyviolencealliance.com.au/resources/>



Projects

Strategic Priority: Leading initiatives that support service integration and system improvements

Strategic Priority: Building workforce capacity and capability

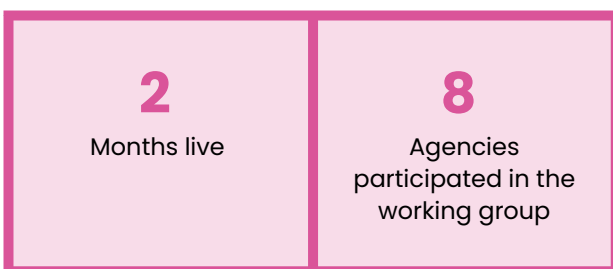
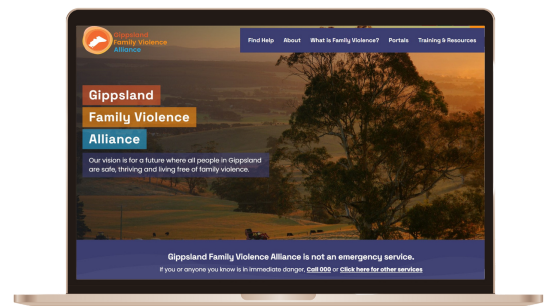
Gippsland Family Violence Alliance Website Redevelopment

The Gippsland Family Violence website redevelopment was caused by wanting to create additional functionality within the website where both practitioners and leaders could access information.

The website now features the following:

- A practitioner portal (which includes a service directory)
- A community portal
- A MARAM Portal
- A careers page
- Gippsland family violence statistics
- Resources and training links

<https://gippslandfamilyviolencealliance.com.au/>



Analytics are now installed on the website and we will be able to monitor visits and downloads going forward.



Projects

Strategic Priority: Supporting the implementation, monitoring and evaluation of family violence reform initiatives.

MARAM Family Violence Survey

The purpose of the MARAM Family Violence survey is to give the Governance Group a picture of how MARAM is being used by practitioners across Gippsland, and also to provide an agency snapshot. Supporting the understanding of the survey the PSA does presentations to Agencies and makes recommendations for projects for the next 12 months.



Strategic Priority: Leading initiatives that support service integration and system improvements

Motel Coordination Project

The Motel Coordination Project which was auspiced by Gippsland Family Violence Alliance, Inner Gippsland and Gippsland Lakes Complete Health in Outer Gippsland has provided us with a snapshot of the key issues facing agencies and their service users when accessing motels.



Projects

Strategic Priority: Developing an evidence base to inform planning, prioritisation of system improvement initiatives and advocacy for system change

Lived Experienced Journey Mapping

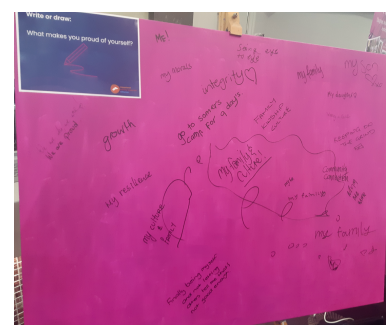
In October 2022, Deakin University was engaged to complete Journey Mapping of clients who have experienced family violence in the past 2 years in Gippsland. They will also interview 10 practitioners. Ethics approval was a lengthy process and was delayed because of concerns of bringing up traumatic memories with those who had experienced violence. Ethics approval was achieved in late April and the team at Deakin and GFVA have been working with agencies to start engaging those who have used services.



Strategic Priority: Developing an evidence base to inform planning, prioritisation of system improvement initiatives and advocacy for system change.

Djirra Sisters Day

To encourage participation in the Journey mapping, GFVA team members attended the Djirra sisters day and ran an activity where people could share what made them proud and one thing that needs to change on canvas's. The responses varied greatly on age and were very affirmative.



5

People completed consent to be contacted forms

Principal Strategic Advisor

Strategic Priority: Effective cross-sector governance for system leadership

SFVIAC Specialist Family Violence Integration Advisory Committee

SFVIAC is the statewide group of 13 PSA's which come together monthly to meet to discuss key issues, participate in consultations with stakeholders and work towards strategic priorities. We also meet bi-monthly with FSV. SFVIAC receive modest funding. Currently we are working on a Theory of Change and updating our Stakeholder Engagement Plan.



9 SFVIAC meeting with PSA's	2 Face to face meetings with PSA's	6 SFVIAC meetings with FSV	5 Consultations with FSV/DFFH or Implementation Monitors (outside of FSV Meeting)
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SFVIAC Secretariat Member

Kim is a current member of the three person Secretariat group, which plans the SFVIAC meetings with the PSA's and liaises with Family Safety Victoria to plan the FSV meetings. As a member of the Secretariat, they rotate responsibilities for minute taking and meeting facilitation. They also monitor a central email account and take on some of the responsibilities of liaising with stakeholders, collating information and engaging consultants as needed.



Principal Strategic Advisor

Strategic Priority: Effective cross-sector governance for system leadership

State-wide Working Groups

The PSA's divide the responsibilities for stakeholder engagement and sit on many Statewide working groups amongst themselves, usually working in pairs of one regional PSA and one metro PSA. Kim sits on the following groups.



MARAMIS Expert Advisory Committee	Specialist Family Violence Advisors Steering Committee	Family Violence and Sexual Assault Graduate Program Steering Committee
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Strategic Priority: Effective cross-sector governance for system leadership

Local Committees

Kim sits on the following local committees to represent the Gippsland Family Violence Alliance.



Homelessness Network/LASN	Inner Gippsland Family Services Governance Group	Gippsland Family Law Pathways Network	Mental Health and Alcohol and Drug Advisory Committee	Gippsland Free From Violence Partnership
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The Team



Kate Graham

CEO Gippsland Womens Health
Chair of the Gippsland Family Violence Alliance



Kim Adams

Principal Strategic Advisor
1 EFT



Pam Parker

Family Violence Practice Lead
Workforce Development &
Training Officer
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Monique Hanley

Motel Coordination
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Communication
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