

Pathways to Prevention

NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028

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Acknowledgement of Country

The New South Wales (NSW) Government acknowledges and pays respects to all Aboriginal peoples across NSW. We recognise Aboriginal and Torres Strait Islander peoples as the First Nations of Australia, whose lands we live and work upon, and whose winds and waters we all share. We acknowledge the diversity and richness of Aboriginal Nations and languages across NSW. We pay our respects to Aboriginal Elders past and present. We value Aboriginal history, culture, and knowledge and the many ways it enriches the life of our nation and communities.

We recognise that Aboriginal peoples — through the ongoing impacts of colonisation and systemic racism — have experienced high levels of violence and institutional abuse. The result is an enduring legacy of intergenerational trauma, devastating impacts to social determinants of health and barriers to care. Responsiveness to these factors is crucial to closing the gap between Aboriginal peoples and non-Aboriginal people.

In this context, all work carried out under this strategy must:

- respect the specific experiences of Aboriginal peoples
- work towards ensuring activities and reforms are culturally appropriate and safe
- nurture the spirit, resilience and cultural identity of Aboriginal peoples, families, and communities.

We recognise that Aboriginal peoples have shared their wisdom, knowledge, experiences and expertise in contributing to development of this strategy. We also acknowledge the ongoing role Aboriginal peoples, organisations and communities will play in its implementation.

The NSW Government is committed to transforming the way in which we work with Aboriginal peoples to achieve better outcomes for those impacted by domestic, sexual and family violence. We are committed to supporting the ongoing efforts of Aboriginal peoples to reduce the effects of individual and collective trauma and violence. We respect the rights of Aboriginal peoples to self-determination and agency.

Minister's message

Domestic, family and sexual violence is widespread with devastating and long-term impacts on victim-survivors, their families and the community.

It is also gendered.

Over the last decade, NSW has centred its activity and investment on crisis responses, supporting victim-survivors to safety and strengthening law enforcement activities. These efforts are crucial and continue to be an important part of our response as reports of domestic and family violence, and sexual violence incidents increase across NSW and demand for services continues to rise.

NSW is now at a pivotal point. It is important to expand our focus out towards a coordinated, whole-of-government service system to address violence.

Pathways to Prevention is the State's first dedicated whole-of-government domestic and family violence, and sexual violence primary prevention strategy. This strategy builds on decades of work by advocates across NSW who maintain that gender equality is a critical part of the answer.

Primary prevention means stopping violence before it starts. It requires a service system that actively works to reduce the root causes of abuse and prevent risk factors progressing to violence. This calls for a defined plan of action on prevention with whole-of-government ownership.

The first step is a whole-of-government strategic plan dedicated solely to the primary prevention of domestic and family violence, and sexual violence. This strategy provides a coordinated approach to strengthen primary prevention work in NSW.

It sits alongside other critical activity that spans early intervention, crisis responses, recovery and healing. Our goal is to acknowledge and address the many complex risk factors of gender-based violence.

The strategy focuses on the gendered drivers that are the most consistent predictors of violence against women – sexism and harmful gender stereotypes.

This is critical, now more than ever, in light of the worrying increase in misogynistic attitudes we are witnessing online and in our communities.

This strategy focuses on expanding place-based programs of work across the four high-impact settings of local communities, schools, workplaces and sporting clubs, strengthening Aboriginal-led prevention efforts, and establishing centralised coordination and evidence-building to assist community initiatives and avoid a siloed approach.

Development of the strategy has been informed by mapping and analysis of existing efforts, gaps and opportunities in NSW. It also draws on the diverse expertise and place-based knowledge of the NSW community sector, who provided their feedback through consultations.

This was further supported by a series of stakeholder engagement sessions that involved participation from almost 200 individuals and organisations, including Aboriginal stakeholders, specialist domestic, family and sexual violence services, government agencies, local government, sporting organisations, businesses, and peak bodies. Written submissions were also provided by 33 stakeholders. Thank you to all involved for the knowledge, time and expertise you've generously provided to shape this strategy.

As noted above, while it's crucial that NSW invests in a primary prevention approach to address domestic and family violence, and sexual violence, this is only one element of a very complex problem. It is critical that we continue to expand and evolve our whole-of-government approach to address domestic and family violence, and sexual violence from primary prevention, through early intervention, response, healing and recovery, and our systems.

Change takes time. It takes action and collaboration at every level of society. This strategy is another step towards a shared goal – a NSW where all people are free from domestic and family violence, and sexual violence.

The Hon. Jodie Harrison MP

Minister for Women and the Prevention of Domestic Violence and Sexual Assault

Defining domestic, family and sexual violence

This strategy adopts the definitions used in the NSW Domestic and Family Violence Plan 2022–2027 and the NSW Sexual Violence Plan 2022–2027.

Domestic and family violence includes any behaviour in a domestic relationship that is violent, threatening, coercive or controlling and causing a person to live in fear for their own or someone else's safety.

Coercive control is when someone repeatedly hurts, scares or isolates another person to control them. It's domestic abuse and it can cause serious harm.

Sexual violence is an umbrella term to describe acts of a sexual nature that happen without consent. It includes acts that are criminal offences, such as sexual assault and child sexual abuse, and acts that are not criminal offences, for example sexual harassment in the form of unwanted comments and leering. Sexual violence not only comprises physical, but also non-physical acts and behaviours, such as image-based sexual abuse.¹ It can range from a single instance of harassment or assault to abuse perpetrated over long periods.

Family violence not only refers to violence between intimate partners but also to violence between family members.² In Aboriginal and Torres Strait Islander communities, family violence is often the preferred term as it encapsulates the broader issue of violence within extended families, kinship networks and community relationships, as well as intergenerational issues.³ For LGBTQIA+ people, 'family' may be defined as the 'chosen family' sometimes created in the context of rejection by biological families, but there is no research on violence in this context.⁴ For people with disability and older people, family violence can include violence from a co-resident or carer, adolescent violence and elder abuse.⁵

Further definitions are available in the Glossary on [page 28–29](#).

Strategy on a page

Vision: All people and communities in NSW are free from domestic, family and sexual violence

1 Priority 1: Progressing prevention action in priority settings	2 Priority 2: Supporting Aboriginal-led prevention	3 Priority 3: Building centralised supports and the evidence base
<p>Outcomes</p> <p>The NSW community is supported to live in healthy and safe relationships.</p> <p>NSW has embedded primary prevention efforts across the community with a diverse range of partners and expanded the NSW evidence base.</p>	<p>Outcomes</p> <p>Aboriginal families are healthy and safe, and enjoy equity in their relationships.</p> <p>Aboriginal-led prevention in NSW is expanded, in collaboration with community leaders, led by skilled staff with ongoing opportunities for professional development.</p>	<p>Outcomes</p> <p>NSW has structures and systems to support good governance, collaboration and coordination across the primary prevention system to support reform now and into the future.</p>
<p>Focus areas</p> <p>Progressing prevention action in priority settings:</p> <ul style="list-style-type: none"> Local communities Schools and early childhood education and care Workplaces Sports clubs and organisations. 	<p>Focus areas</p> <ul style="list-style-type: none"> Support Aboriginal-led and evidence-based prevention activities and approaches. Codesign and implement initiatives with Aboriginal Community Controlled Organisations to reduce the impact of domestic and family violence on Aboriginal communities. Strengthen the primary prevention workforce by attracting and supporting Aboriginal employees. Work in partnership with local sports clubs to expand existing initiatives that address the gendered drivers of violence for Aboriginal communities relevant to sport, including through workshops and broader awareness campaigns. Develop a dedicated NSW Aboriginal Domestic, Family and Sexual Violence Plan. 	<p>Focus areas</p> <ul style="list-style-type: none"> Establish a dedicated area within government with responsibility for driving whole-of-government coordination and implementation of this strategy and primary prevention activity in NSW. Ensure domestic, family and sexual violence data, monitoring and evaluation underpins reporting against this strategy. Expand the scope of the domestic, family and sexual violence research agenda to include a primary prevention stream. Support the development of the expert prevention workforce in NSW. Deliver whole-of-community campaigns to establish population-level awareness and response to the drivers of domestic, family and sexual violence. Support peak body Domestic Violence NSW to run primary prevention programs aligned to sector needs and priorities and establish a primary prevention Community of Practice.

Guiding principles: Gender equality, evidence informed and evidence building, Aboriginal self-determination, inclusive and intersectional, work in partnership, strengths based

Introduction

Primary prevention means stopping violence from occurring in the first place. It involves whole of population initiatives that address the underlying causes of domestic, family and sexual violence as well as context-specific risk factors.

For many decades, the NSW Government has worked in partnership with the non-government, community, and private sectors to prevent and respond to domestic, family and sexual violence. This is critical work.

The NSW Government has focused its efforts and investment largely on crisis response, supporting victim-survivors to stay safe after violence has occurred and strengthening law enforcement activities — this emphasis must continue.

Despite this, rates of domestic, family and sexual violence remaining stubbornly high. In NSW, in the five years to December 2023, domestic violence and sexual assault were the only major crime categories to show a significant upward trend.⁶

Research suggests gender-based violence may increase further due to emerging issues that exacerbate known drivers and risk factors — for example, technology-facilitated violence and cost-of-living pressures.

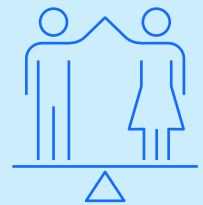
Also worrying is the rise in gender equality ‘backlash’ and movements that encourage misogynistic attitudes and behaviours. This is problematic because domestic, family and sexual violence is widely recognised as a type of ‘gender-based violence’ with gender inequality being a root cause.

In NSW, we see concerning data about people’s attitudes toward gender equality and violence. In the most recent Australian National Community Attitudes towards Violence against Women Survey (2021):

Only

28%

of NSW respondents demonstrated ‘advanced’ rejection of gender inequality.



Only

33%

of NSW respondents demonstrated ‘advanced’ rejection of violence against women.⁷



These results tell us that there is still much work to do to change the attitudes and behaviours that create a context where gender-based violence is tolerated. NSW needs a dedicated prevention strategy that is backed by strong commitment so that we may begin to shift harmful attitudes and stop violence before it starts.

This is NSW’s first stand alone primary prevention strategy. It sits on a foundation of work from across the community and government, including activity under the NSW Domestic and Family Violence Plan 2022–2027, NSW Sexual Violence Plan 2022–2027, and NSW Health’s Prevention and Response to Violence Abuse and Neglect program. These programs and strategies outline the public health approach that the NSW Government uses to prevent and respond to domestic, family and sexual violence.

By using a public health approach, we adopt a nuanced understanding of what is required to prevent this violence. It will engage people and communities in multiple, mutually reinforcing ways in varying contexts and over the course of their life – from childhood to old age.

Building on what we know worksⁱ, the strategy will focus on three priorities:

1

Address drivers of violence in high impact settings of cultural influence, including in local communities, schools, workplaces and sporting clubs. These place-based initiatives will seek to engage people across the many settings where they live, learn, work, socialise and play.

2

Support Aboriginal-led domestic, family and sexual violence prevention efforts and self-determination. This priority seeks to address the heightened risk of domestic, family and sexual violence among Aboriginal people, working within the context of colonisation and the ongoing impacts of intergenerational trauma.

3

Provide centralised support to prevention efforts across the state. This will strengthen workforce capabilities, as well as promote consistency, support information sharing, and build the evidence base.

In doing so, we are working to ensure:

- NSW has embedded primary prevention efforts across the community with a diverse range of partners and expanded the NSW evidence base.
- Aboriginal-led prevention in NSW is expanded, in collaboration with community leaders, led by skilled staff with ongoing opportunities for professional development.
- NSW has structures and systems to support good governance, collaboration and coordination across the primary prevention system to support reform now, and into the future.

This strategy is a first step in a longer-term commitment to prevent domestic, family and sexual violence.

A commitment to realising our vision where all people and communities in NSW are free from domestic, family and sexual violence.

ⁱFor more information on the evidence underpinning our approach, see 'Evidence-based prevention interventions' on [page 14](#).

The problem and the impact

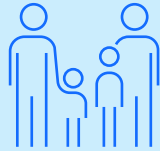
Domestic, family and sexual violence is widespread in NSW

Domestic, family and sexual violence is prevalent and has significant impacts on people, communities, workplaces and government across NSW. It can be physical or non-physical abuse, and it can include things that happen online or that use digital technology.

Domestic and family violence is the most common form of maltreatment experienced by children and young people, impacting

40%

of Australia's population through exposure during childhood⁸



Domestic and family violence is the most prevalent cause of murder in NSW⁹, responsible for

56%

of female homicides and



18%

of male homicides



3 in 4

Australians aged 15 or older have experienced sexual harassment at some point in their lives

89%

of women



64%

of men¹⁰



99.3%

of Australian domestic, family and sexual violence practitioners had clients who experienced technology-facilitated family and domestic violence¹¹



Domestic, family and sexual violence is gendered

Domestic, family and sexual violence is referred to as a type of 'gender-based violence' or 'gendered violence' because it is overwhelmingly used by men against women. For example, while men are more likely to experience violence from strangers, women are more likely to experience violence from men that they know.¹² Men are also more likely to be the perpetrators of violence against people of all genders.¹³

In NSW, more than

1 in 4

women have experienced violence, emotional abuse or economic abuse at the hands of a partner since the age of 15, compared to 1 in 8 men¹⁴



Women

are sexually assaulted at higher rates than men¹⁵



Women

are more likely than men to report fearing for their lives at the hands of a partner¹⁶



77%

of people sexually harassed at work were harassed by a man¹⁷



Men's

experience of violence is more likely to be at the hands of other men¹⁸



Some people are at greater risk of experiencing or using violence

All victim-survivors are unique – they all have different personal circumstances, experiences, and backgrounds. People who already experience discrimination and inequality may be more likely to experience domestic, family and sexual violence, or may experience it differently. They may also face extra barriers to accessing support. However, it's important to remember that it is never the victim-survivor's fault.

People at the highest risk of experiencing domestic, family and sexual violence are those in regional areas,¹⁹ young people, among First Nations communities, living with disability, among culturally and linguistically diverse communities and within the LGBTQIA+ community.²⁰

Sexual assault offences have increased by

47%

in regional NSW over the five years from 2019 to 2023²¹

Women with disabilities in Australia are around

2x

the more likely than women without disabilities to have experienced sexual violence and intimate partner violence²⁵

Young women and girls are more likely to be victims of sexual assault than other Australians. In NSW, around

two-thirds

of reported sexual assaults involve young women and girls.²² Young women are also more likely to be the target of image-based abuse²³

More than

6 in 10

LGBTIQ people have experienced intimate partner violence in some form of domestic and family violence²⁶

Aboriginal and Torres Strait Islander women experience violence at more than

3x

the rate of violence against non-Indigenous women²⁴

More than

1 in 3

migrant women in Australia have experienced domestic violence²⁷

Responsibility for violence always sits clearly with the perpetrator and not with the victim-survivor. While evidence indicates that groups of people and individuals experience multiple challenges that increase the likelihood, impact or severity of violence, it is important to highlight that this is not because they are inherently more 'vulnerable'. Rather, increased vulnerability often arises because perpetrators exploit victim-survivors' experiences of inequality, marginalisation and discrimination.

Aboriginal peoples experience violence at disproportionately higher rates

Aboriginal peoples experience disproportionate rates of violence, and violence that is often more severe and more complex in its impacts. This is linked to the ongoing impacts of racism and colonisation. Research shows Aboriginal women and girls are 31 times more likely than non-Aboriginal women and girls to be hurt by domestic and family violence assaults so badly that they need to stay in hospital.²⁸

Research also shows Aboriginal people may not feel safe to report domestic, family and sexual violence for many reasons, including:

- experiences of racism
- past government practices
- mistrust of mainstream services
- fear of what may happen to their family and community if they do report the violence.²⁹

In understanding Aboriginal peoples' experience of violence, it is important to also look beyond deficit models and narratives that hide the resilience and stories of Aboriginal peoples.³⁰ Instead, a culturally safe, strengths-based approach 'involves recognising the importance of the traditional and ongoing roles and knowledge of Aboriginal men and women, kinship structures, connection to family, community and country, and the importance of this to Aboriginal people.'³¹

Violence has ongoing and devastating impacts

Domestic, family and sexual violence has significant impacts on the physical and mental health of individuals, families and communities. The trauma of domestic, family and sexual violence often impacts people long after an incident and, in many instances, the impacts are passed on through generations.

In addition, experiences and threats of violence limit people's quality of life, reduce their ability to participate in employment and education, and limit their ability to maintain social connections with friends, family and their community. It also impacts their access to basic human rights such as secure and adequate housing and economic security.

Domestic, family and sexual violence results in significant costs for the economy – estimated as \$26 billion per year nationally.³² This includes major costs that NSW spends on domestic and family violence-generated service delivery, covering health, education, justice responses, child protection, and housing.

What are the causes?

When men and women are not equal, gender-based violence is both more likely to occur and more likely to be tolerated.

Gender inequality is a root cause of gender-based violence.³³ But violence is not caused by any single factor. Evidence shows there are also ‘key drivers’ and context-specific risk factors that contribute to domestic, family and sexual violence.ⁱⁱ

Four drivers that have consistently been found to predict gendered violence at a population level:³⁴

Driver	Examples ³⁵
Driver 1: Condoning of violence against women	<ul style="list-style-type: none"> • Not speaking out when we see or hear about violence. • Giving excuses for why men cannot be held fully responsible for violent behaviour, for example ‘boys will be boys’. • Trivialising, dismissing or downplaying violence, for example by not taking a victim-survivor’s reports of violence seriously. • Shifting the blame for the violence from the perpetrator to the victim-survivor.
Driver 2: Men’s control of decision-making and limits to women’s independence in public and private life	<ul style="list-style-type: none"> • Men have greater control over laws, policies and resources. • Women have lower levels of economic security than men, for example persistent wage gaps. • Beliefs that a man’s role in a family is ‘head of the household’ and therefore he should be in control of the finances. • Rigid ideas on acceptable female behaviour in a relationship.
Driver 3: Rigid gender stereotyping and dominant forms of masculinity	<p>Examples of harmful stereotypes:</p> <ul style="list-style-type: none"> • Men cannot control their sexual desires. • Women should be flattered by any male attention. <p>Dominant forms of masculinity in Australia:</p> <ul style="list-style-type: none"> • Dominance and control, aggression, hypersexuality, rejection of homosexuality and femininity, stoicism and suppression of emotion, toughness, independence and self-reliance, competitiveness, and risk taking. • For example, in men’s sporting contexts, aggression and dominance are seen as player strengths and rewarded, while other character traits that are as important to winning are overlooked or undervalued.
Driver 4: Male peer relations and cultures of masculinity that emphasise aggression, dominance and control	<ul style="list-style-type: none"> • An emphasis on aggression and sexual conquest in male peer relationships may lead to a greater tendency for some men to use or support violence. • Interaction between alcohol, masculine peer cultures, and dominant forms of masculinity tends to create cultures where men’s violence against women is more likely to occur.

Violence against Aboriginal peoples³⁶

While there is no one cause of gender-based violence against Aboriginal peoples, three key drivers that intersect to produce high rates of violence against Aboriginal women are:

- Ongoing impacts of colonisation for Aboriginal and Torres Strait Islander peoples, families and communities.
- Ongoing impacts of colonisation for non-Indigenous people and society.
- Gendered drivers of violence against Aboriginal and Torres Strait Islander women.

ⁱⁱFor more on risk factors, see ‘A public health approach to prevent violence’ on [pages 13–14](#).

The solution: A focus on prevention

‘A public health approach provides the framework for understanding violence as a problem that is preventable and can have its impact reduced similar to other public health concerns.’
– NSW Health, The Case for Change³⁷

A public health approach to prevent violence

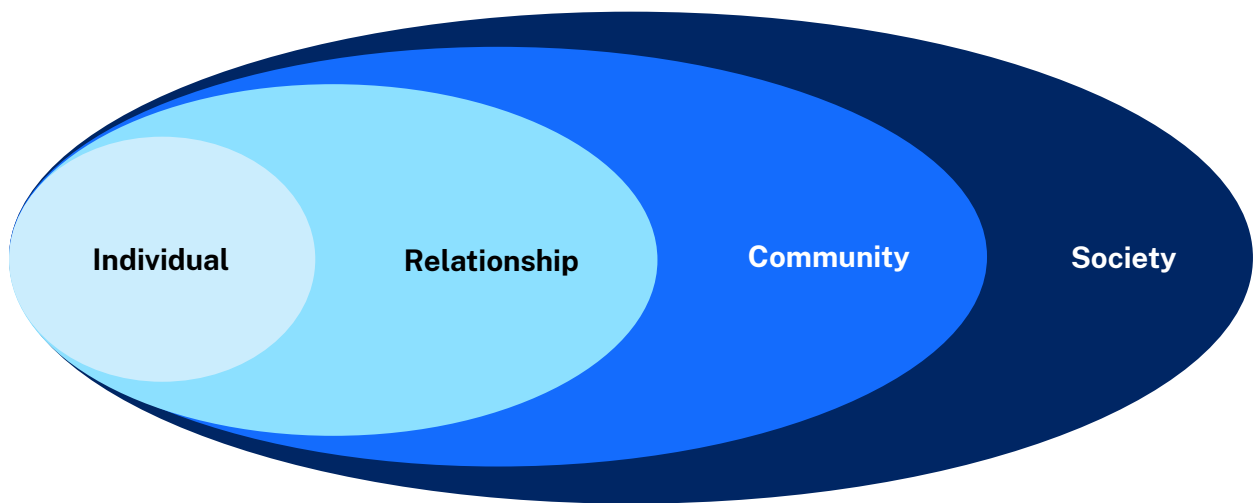


Figure 1: The socio-ecological model

The socio-ecological model is a key part of the public health approach. It helps us to understand how risk factors interact and intersect to contribute to gender-based violence. To effectively prevent violence, we must address key risk factors at each of the four levels:

Level	Some examples of risk factors ³⁸
Individual	Prior exposure to violence against a parent; emotional, physical and sexual abuse during childhood; previous experience of violence; age; disability
Relationship	Inequality in decision-making and poor communication within a relationship; childhood exposure to violence; men’s alcohol abuse; male peer relations that emphasise aggression, dominance, control
Community	Inequitable and harmful community-held beliefs, attitudes and norms surrounding violence, gender, and sex; dominant and aggressive forms of masculinity; high levels of community violence
Society	Men have greater control over public power, resources and decisions; economic inequality, for example gender pay gap

The NSW Government's approach to prevent and respond to domestic, family and sexual violence uses the public health model by working across four pillars: primary prevention, early intervention, response, and recovery and healing.³⁹

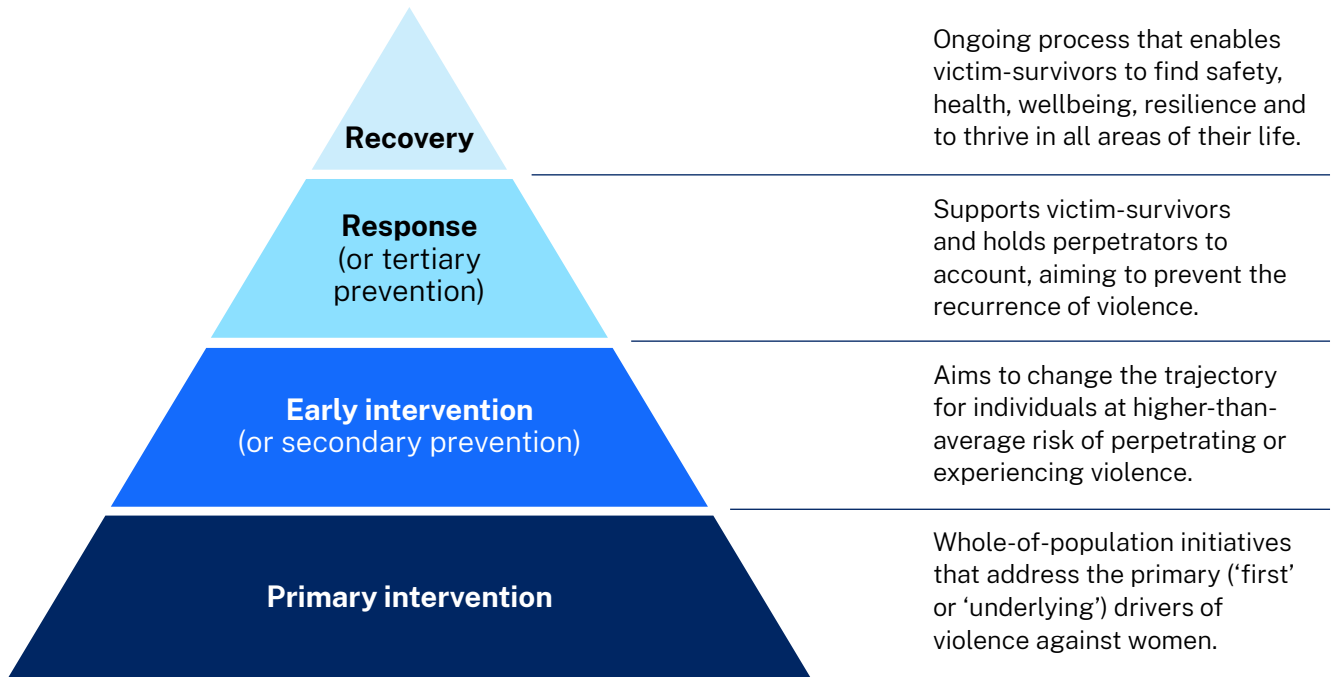


Figure 2: Public health model to prevent and respond to domestic, family and sexual violence (*Change the Story, Our Watch*)

Preventing domestic, family and sexual violence therefore requires a range of mutually reinforcing strategies and activities across all four pillars and all levels of society.

Evidence-based prevention interventions

National and international evidence provides a guide on how to design effective primary prevention interventions:

- **Reaching people at all stages of their lives:** targeting different age groups and life stages. This includes providing education and support to children and youth to prevent violence before it occurs, as well as addressing risk factors and providing services to adults.
- **Localised and place-based:** tailored to specific contexts, recognising the diverse cultural, social, and economic backgrounds within communities.
- **Community collaboration:** actively involving the community in all stages of the design, implementation, and evaluation process.
- **Empowerment and strengths based:** building on the strength and resilience of individuals and communities, supporting individuals to take control of their lives and make informed decisions.
- **Gender transformative:** addressing gender power imbalances and social norms that contribute to violence.
- **Trauma informed:** interventions should be sensitive to victim-survivors' trauma; acknowledge the role of complex trauma, and prioritise safety, empowerment, and recovery.
- **Accessible and inclusive:** for all members of the community, including in how they are designed, delivered, and evaluated.

Interventions for young people

The National Community Attitudes towards Violence against Women Survey (NCAS) findings indicate that careful consideration needs to be given to the timing and focus of effective violence prevention strategies with young people who may be victim-survivors of violence and/or perpetrators themselves. As attitudes towards relationships, equality, and violence begin developing early and continue to mature in adolescence and young adulthood, early programs provide the opportunity to break the cycle of violence.

Collaborating to address the problem

An effective state-wide approach to prevention requires the concerted efforts of multiple stakeholders. The NSW Government acknowledges the leadership role it must play in driving and coordinating prevention work. However, institutions, organisations, communities and individuals also have roles to play in preventing domestic, family and sexual violence in NSW. These different stakeholders have the complementary areas of focus, expertise, capacities and spheres of influence needed to drive change.

Opportunities for governments

- Commonwealth and NSW Governments reform policy and legislation; develop and manage coordination, governance and information-sharing mechanisms; invest in prevention activity and infrastructure; develop ways to monitor and report on progress; and provide cultural leadership, setting standards and modelling best practice.
- Local governments 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.

Opportunities for non-government organisations and networks

- Non-government organisations, women's organisations and civil society networks support women, build capacity, advocate for reform, build the evidence base, share knowledge and work with organisations to deliver primary prevention.
- Specialist prevention organisations, including specialist domestic, family and sexual violence organisations and peak bodies, provide expertise on the gendered nature and dynamics of domestic, family and sexual violence. They also have the knowledge of how to prevent it.
- Other specialist organisations have experience, expertise and in-depth knowledge of how to work appropriately and effectively with particular age groups, communities or in particular locations.
- Other organisations working on social policy issues have a role to play in working in partnership to address the risk factors that contribute to domestic, family and sexual violence.

Opportunities for organisations in everyday settings

- For prevention to be effective, there is a role for leadership across everyday settings and sectors, including by workplaces, schools, businesses, early childhood providers, sports clubs and institutions, civil society organisations and the media.



Tackling Violence

Tackling Violence is a NSW Government community education, prevention and early intervention program delivered via local rugby league clubs. The program uses rugby league as a platform to change harmful attitudes and behaviours that can contribute to gender-based violence. For example, it encourages men to be leaders and role models in the campaign against domestic and family violence in their communities. The program includes:

- a Code-of-Conduct that commits rugby league clubs to eliminate and stand against violence
- use of clubs and facilities to host education workshops and support broader community awareness campaigns

- support principles of best practice when working with Aboriginal communities including being community led, strengths based, whole of community and promoting non-violent norms.

Tackling Violence has been running in communities across NSW since 2009. A 2019 evaluation found it had ‘a successful reach and reputation across rural and remote NSW communities, with evidence to suggest it has contributed to positive impacts for individuals, clubs and wider communities.’

Tackling Violence was a finalist in the NSW Premiers Awards for strengthening the communities, and was a finalist in the NSW Institute of Public Administration Australia Awards for public value.

Further work with men and boys

We must encourage all members of society to take responsibility for preventing domestic, family and sexual violence — this includes men and boys. Doing so will require overcoming stubborn barriers to engagement, including resistance to change (or ‘backlash’); the perception that domestic, family and sexual violence is a ‘women’s issue’; as well as men’s lack of knowledge or skills, support for sexist and violence-supportive attitudes, loyalty to other men, and lack of opportunity or invitation to engage.⁴⁰

Evidence suggests that when engaging men and boys we should:

- avoid stereotypes of masculinity that may reinforce and inadvertently promote dominant forms of masculinity and gender inequality
- understand a person’s experiences with discrimination and disadvantage to avoid reinforcing them

- use multiple strategies, tailored to relevant contexts, and work across all different levels of society
- increase awareness, encourage reflection, and build their knowledge and capacity to actively challenge socially dominant forms of masculinity
- prioritise positive messaging and strength-based approaches to develop healthy masculinities and build more positive, respectful male peer relationships.⁴¹

It is important for men and boys to take equal responsibility for this strategy and its implementation across all priorities and focus areas. Although most men do not use domestic, family and sexual violence, it will take all people working together to prevent it.

Policy context

National and international

This strategy complements, builds on and strengthens the work and reforms that are underway nationally and internationally to prevent domestic, family and sexual violence, including:

National:

- National Plan to End Violence Against Women and Children 2022–2032
- First National Action Plan, Aboriginal and Torres Strait Islander Action Plan and Outcomes Framework under the National Plan to End Violence Against Women and Children 2022–2032
- National Strategy to Achieve Gender Equality (in development)
- National Agreement on Closing the Gap

International:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979)
- United Nations Declaration on the Elimination of Violence Against Women (1993)
- Beijing Declaration and Platform for Action (1995)
- International Labour Organization Convention No. 190 on Violence and Harassment (2023)

Make No Doubt

Make No Doubt is a sexual assault prevention campaign that was launched under the NSW Sexual Assault Strategy 2018–2021 and remains a priority under the current NSW Sexual Violence Plan 2022–2027. The campaign aimed to empower young people to check consent every time they engage in sexual activity, normalise the practice of checking sexual consent, and promote positive attitudes around consent.

The campaign ran across three phases between 2018–2024, targeting young adults aged 18 to 30 years old through social media videos, outdoor and digital advertising and other targeted media. In 2022, it also supported key changes to NSW consent laws by raising awareness among young people that they must take active steps to check and communicate consent every time they engage in sexual activity.

The campaign has made an impact — particularly with young men. Independent market research identified that:

- 81 per cent of respondents who were previously aware of the campaign claimed to have already taken some form of positive action in relation to consent, rising to 83 per cent among young male respondents.
- 97 per cent of respondents agreed the campaign effectively communicated its key message, and 95 per cent found the campaign easy to understand.

Awareness campaigns are one key element of an effective communications strategy to prevent domestic, family and sexual violence. They play an important role in increasing knowledge and can support people to make more informed decisions.



NSW context

The NSW Government has taken important steps to prevent domestic, family and sexual violence, but we are still in the early stages of our primary prevention journey. It has been a growing area of work across sectors in NSW over the last decade.

Related strategies and plans

- NSW Domestic and Family Violence Plan 2022–2027
- NSW Sexual Violence Plan 2022–2027
- NSW Women’s Strategy 2023–2026
- NSW Women’s Safety Commissioner Strategic Plan 2024–2027
- NSW Disability Inclusion Plan 2021–2025
- SafeWork NSW Respect at Work Strategy: preventing sexual harassment (2023–2027)
- NSW Women’s Health Framework
- NSW Closing the Gap Implementation Plan
- Children First (2022–2031), supported by Safety in Action and Talking About It
- NSW Health Strategy for Preventing and Responding to Domestic and Family Violence 2021–2026
- NSW Health Integrated Prevention and Response to Violence, Abuse and Neglect Framework 2019
- NSW Health Aboriginal Family Wellbeing and Violence Prevention Strategy (in development)

What we are already doing

- Advancing gender equality by improving economic, social and health outcomes for all women and girls in NSW through the NSW Women’s Strategy 2023–2026.
- Piloting Gender Equality Action Plans as a commitment under the NSW Women’s Strategy and the Women’s Opportunity Statement 2022.
- Delivering prevention initiatives under the National Plan to End Violence Against Women and Children 2022–2032.
- Delivering targeted primary prevention actions under the NSW Sexual Violence Plan 2022–2027 and the NSW Domestic and Family Violence Plan 2022–2027.
- Strengthening the public health system’s role in preventing domestic and family violence, including under the NSW Health Strategy for Preventing and Responding to Domestic and Family Violence 2021–2026.

- Implementing the prevention action strategy Talking About It, which forms part of the shared framework for preventing and responding to problematic and harmful sexual behaviours by children and young people under Children First 2022–2031.
- Established a stand-alone NSW Women’s Safety Commissioner to provide whole-of-government and cross-sector leadership and oversight in relation to domestic, family and sexual violence.
- Delivering community-based primary prevention projects funded under the Domestic and Family Violence Innovation Fund and supporting their continuation and further evaluation to help build the evidence base in NSW.
- Released the Election of Women in Local Government Action Plan to encourage more women to stand for council.
- Delivering awareness raising campaigns to increase community understanding of coercive control, and increasing awareness of sexual consent and new consent reforms through the ‘Make No Doubt’ campaign.
- Released the Closing the Gap 2022–2024 NSW Implementation Plan.
- Established a Respect at Work Taskforce within SafeWork focused on preventing and addressing sexual harassment across NSW workplaces through the work health and safety framework.
- Introduced a Sexual Harassment Model Policy to create appropriate processes for preventing sexual harassment in NSW Government workplaces.
- Supported prevention initiatives across NSW public schools through additional School Counselling Services, which aims to bolster prevention and early intervention activities; delivery of age-appropriate respectful relationships education for all students from K–10 in the PDHPE syllabus; and participation in the National Respectful Relationships Education Expert Working Group.
- Provided grants for sports organisations to support women, including a focus on diversity and inclusion through the ‘Her Sport Her Way’ program.

Framework for action 2024–2028



Vision

All people and communities in NSW are free from domestic, family and sexual violence.



Objectives

Domestic, family and sexual violence is prevented over time through changes to attitudes, social norms, practices and structures that underpin gender-based violence.



Priorities

1. Progressing prevention action in priority settings:
 - a. Local communities
 - b. Schools and early childhood education and care
 - c. Workplaces
 - d. Sports clubs and organisations
2. Supporting Aboriginal-led primary prevention
3. Building centralised supports and the evidence base

Developing the framework for action

Preventing domestic, family and sexual violence across NSW requires dedicated and sustained focus, coordination and investment.

This strategy has three priorities:

1. Address drivers of violence in high impact settings of cultural influence. This will include partnerships and programs in local communities, schools, workplaces and sporting clubs. These place-based initiatives will aim to improve gender equality and reinforce healthy gender norms by engaging people across the many settings where they live, learn, work, socialise and play.
2. Support Aboriginal-led domestic, family and sexual violence prevention efforts and self-determination. This addresses the heightened risk of domestic, family and sexual violence among Aboriginal peoples and the ongoing impacts of intergenerational trauma from colonisation.
3. Provide centralised support to prevention efforts across the state. This will promote consistency, information sharing and build the evidence base on prevention. It will be underpinned by diligent monitoring and evaluation.

These three priorities were identified through consultations with key stakeholders, aligning with existing national and statewide priorities, exploring the primary prevention research, and identifying opportunities to build on effective existing interventions.

In doing so, we seek to prevent violence over the short, medium, and long term by:

- strengthening existing foundations in primary prevention to enable a coordinated and holistic approach
- investing in initiatives that disrupt domestic, family and sexual violence before it escalates to crisis
- improving the service system through better research and workforce development.

A note on ‘opportunities for the future’

The NSW Government welcomes and is committed to supporting ongoing prevention work outside these priorities. In recognition of this, under each priority we have included ‘opportunities for the future’, which identify areas of work that stakeholders told us are also important to consider. This work may happen alongside the strategy or be captured in future strategies.



Principles

The following set of principles underpin all aspects of the strategy.

Principle	Explanation
Gender equality	Gender inequality is the core driver underlying primary prevention work. Advancing gender equality is therefore key to preventing domestic, family and sexual violence. Interventions should elevate the participation, representation and voices of women, girls and gender diverse people, and encourage men and boys to be proactively part of the solution.
Evidence informed and evidence building	Interventions should be evidence informed, drawing from broad research and expertise across the socio-ecological model. They should also be designed to add to the evidence base. Interventions should employ mixed-methods evaluation frameworks to understand the causal and contextual factors that make a program effective. A mixture of quantitative and qualitative evaluation design principles will facilitate a comprehensive review of what works, and what interventions can be used in alternative settings.
Aboriginal self-determination	Self-determination ensures that Aboriginal peoples can meet their social, cultural and economic needs as the First Peoples of Australia. Self-determination is the reclamation of power that authorises Aboriginal peoples to manage Aboriginal-led responses to their social, cultural and economic needs. Government organisations have a mandate to transform structures to further enable the aspirations of First Nations communities to be integrated into all areas of services design and response. Aboriginal leadership and self-determination will ensure the integration of Aboriginal wisdom and cultural knowledge, community control and co-design initiatives, contributing to the Closing the Gap priority reforms and targets.
Inclusive and intersectional	Domestic, family and sexual violence is often experienced in combination with other forms of inequality and discrimination. Applying an intersectional lens means examining how these different forms of inequality and discrimination interact. This approach is necessary to effectively address the core drivers of violence against all people, across the diversity of the Australian population.
Work in partnership	To be effective across a diversity of settings and communities, primary prevention requires a partnership approach. This will involve the NSW Government working in collaboration across government, with organisations and workplaces, and with leaders and practitioners in the community to ensure primary prevention is being communicated and implemented in a nuanced and relevant way and by the people known and trusted in those settings and communities.
Strengths based	A strengths based approach will focus on growing knowledge, leadership and capacity, instead of on what is lacking. It recognises that the NSW community is resilient and is capable of growth, learning and change.

Priority 1: Progressing prevention action in priority settings

1

Outcomes:

The NSW community is supported to live in healthy and safe relationships.

NSW has embedded primary prevention efforts across the community with a diverse range of partners and expanded the NSW evidence base.

Why is it important?

Effective primary prevention initiatives need to engage people across the many settings where they live, learn, work, socialise and play.⁴²

In line with a phased approach to reform, this strategy identifies four priority settings that have the potential for widespread positive impact. These settings already have a strong evidence base and present immediate opportunities to scale up existing initiatives:

1. Local communities
2. Schools and early childhood education and care
3. Workplaces
4. Sports clubs and organisations.

Local communities

Communities present opportunities for place-based approaches to primary prevention that are tailored to the unique characteristics of local areas.⁴³ This includes working with local governments, which already have networks, systems, and structures to reach people in multiple settings and across different stages of their lives. Local governments also have the potential to shape attitudes, culture and norms through employment, service provision, procurement, planning and local initiatives.

Schools and early childhood education and care

The education system provides near universal reach to children and young people and presents key opportunities for primary prevention work.⁴⁴ Children begin developing their understandings of gender in the early years, and this continues to develop and is reinforced in school settings.⁴⁵

Educational settings are not only places of learnings, but community hubs and workplaces. As such, evidence-based respectful relationship education involves a whole-of-school approach that goes beyond students, curriculum and programs delivered in the classroom and extends to teachers, families, school policies and practices.⁴⁶

Workplaces

Workplaces have significant reach across the NSW population and can influence individual and organisational views and actions. Workplaces can drive a culture of equality and respect, and actively contribute to preventing domestic, family and sexual violence.

Sports clubs and organisations

Sport reaches and influences people in multiple settings and at all ages, including employees, sponsors, supporters, volunteers, players and their families.

Sports clubs and organisations are workplaces, social contexts where people build relationships and communities and institutions with significant influence. Sport settings also present an opportunity to influence men and boys to develop healthy masculinities and to have positive, supportive male peer relationships.⁴⁷

Focus areas for 2024–2028

Local communities

- Support communities in NSW to be leaders in domestic, family and sexual violence prevention through multi-year delivery partnerships to work with local community organisations on prevention initiatives.
- Work in partnership with councils, a range of local government networks and related organisations to increase understanding and awareness of primary prevention.
- Establish a domestic, family and sexual violence primary prevention network across NSW local governments.

Schools and early childhood education and care

- Expand and transform the content and reach of the online respectful relationships education (including online safety) resource hub to provide material for teachers, parents and carers.
- Provide professional learning for all school teachers and staff on the evidence base for best practice respectful relationships education.
- Develop and embed a more holistic curriculum approach to respectful relationships education (beyond Personal Development, Health and Physical Education).
- Invest in innovative early childhood education prevention approaches and initiatives to challenge rigid gender roles and promote healthy relationships.

Workplaces

- Deliver face-to-face workshops to employers on the drivers of workplace gender-based violence, and preventative actions they can take. Supplement with online resources to enable workplaces to embed learnings.
- Work with the NSW Domestic, Family and Sexual Violence Corporate Leadership Group to identify ways for the Group to champion primary prevention and gender equality in the private sector.
- Support the implementation of Gender Equality Action Plans across the NSW Government.
- Support the implementation of the NSW Women's Strategy 2023–2026, particularly to increase the representation of women in leadership across the NSW public service.
- Deliver best-in-class sexual harassment prevention training across the NSW public service.

Sports clubs and organisations

- Expand the scope of the multi-code coalition of state sporting organisations and peak bodies focused on preventing sexual violence to include prevention of domestic and family violence.
- Build evidence about what works in NSW sport to support gender equality and domestic, family and sexual violence primary prevention, including through ongoing activity, evaluation and collection of insights and examples of good practice.
- Establish, scale up, strengthen and learn from successful evidence-based primary prevention activities in sport through multi-year delivery partnerships with local sporting clubs.
- Establish a dedicated team within the Office of Sport to drive the coordination and implementation of primary prevention activity within the sporting context in NSW.
- Support the development of the new NSW Women in Sport Strategy that includes primary prevention related actions.

Opportunities for the future

- Continue to build the knowledge and capacity of leaders across the private and community sectors in primary prevention.
- Explore additional legislative mechanisms to promote gender equality in workplaces.
- Continue to investigate ways of embedding gender equality and the prevention of domestic, family and sexual violence into the core business of the NSW public service.
- Continue to expand successful approaches to building safe and respectful workplace cultures within the NSW Parliament.
- Work with businesses and workplaces in NSW to support the development of safe and respectful workplace cultures, and build capacity to prevent and respond to workplace sexual harassment.
- Expand primary prevention activities to new settings, including TAFEs and universities.
- Engage local government mayors and councillors in primary prevention training and education.
- Encourage and support local governments in NSW to develop gender equality strategies.
- Support initiatives that foster the representation of women in senior leadership roles and on the boards of sports organisations.

Priority 2: Supporting Aboriginal-led prevention

2

Outcomes:

Aboriginal families are healthy and safe, and enjoy equity in their relationships.

Aboriginal-led prevention in NSW is expanded, in collaboration with community leaders, led by skilled staff with ongoing opportunities for professional development.

Why is it important?

Aboriginal peoples in NSW have led the way in providing solutions to address the disproportionate, severe and intergenerational impact of sexism, colonisation and racism for Aboriginal peoples and communities.

This leadership has been demonstrated at every level of society through:

- the development of policy
- the work of Elders and leaders
- the activities and programs of Aboriginal Community-Controlled Organisations and Aboriginal peoples
- the advocacy of grassroots initiatives.

This leadership has responded to the unique needs of Aboriginal communities across urban, regional, rural and remote areas in NSW. It has recognised and advocated that no two communities or contexts are the same.

As the NSW Government, it is our responsibility to support the work of Aboriginal communities and work in partnership to:

- address the ongoing impacts of colonisation
- reform the systems, structures and attitudes that uphold racism and disrespect
- take action to address the gendered drivers of violence against Aboriginal peoples.⁴⁸

The NSW Government is a signatory to the National Partnership Agreement for Closing the Gap, including Target 13, which focuses on reducing all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children by at least 50 percent by 2031, as progress towards zero.

Focus areas for 2024–2028

- Support Aboriginal-led and evidence-based prevention activities and approaches.
- Codesign and implement initiatives with Aboriginal Community-Controlled Organisations to reduce the impact of domestic, family and sexual violence on Aboriginal communities.
- Strengthen the primary prevention workforce by attracting and supporting Aboriginal employees.
- Work in partnership with local sports clubs to expand existing initiatives that address the gendered drivers of violence for Aboriginal communities relevant to sport, including through workshops and broader awareness campaigns.
- Develop a dedicated NSW Aboriginal Domestic, Family and Sexual Violence Plan. This plan will support primary prevention by assisting the broader service sector to:
 - recognise the impacts of intergenerational trauma
 - promote self-determination and partnership approaches with Aboriginal peoples
 - increase cultural safety and capability when responding to the needs of Aboriginal peoples, families and communities experiencing the impacts of family and sexual violence.

Opportunities for the future

- Support the implementation of the NSW Aboriginal Domestic, Family and Sexual Violence Plan.
- Expand training and capacity building opportunities across the NSW Government and non-government sectors to include education on the drivers of violence against Aboriginal and Torres Strait Islander women and children.
- Investigate opportunities to identify, scale up, and learn from successful primary prevention activities and approaches led by Aboriginal Community-Controlled Organisations.

Priority 3: Building centralised supports and the evidence base

3

Outcomes:

NSW has structures and systems to support good governance, collaboration and coordination across the primary prevention system to support reform now and into the future.

Why is it important?

Building centralised supports refers to the systems and structures that ensure primary prevention is supported, coordinated and sustainable over the long term. This unlocks the potential for every sector, institution, organisation and community across NSW to prevent domestic, family and sexual violence.

Focus areas for 2024–2028

- Establish a dedicated area/team within government with responsibility for driving whole-of-government coordination and implementation of the strategy and primary prevention activity in NSW.
- Ensure domestic, family and sexual violence data, monitoring and evaluation underpins reporting against this strategy.
- Expand the scope of the domestic, family and sexual violence research agenda to include a primary prevention stream.
- Support the development of the expert prevention workforce in NSW.
- Deliver whole-of-community campaigns to establish population-level awareness and response to the drivers of domestic, family and sexual violence.
- Support peak body Domestic Violence NSW to run primary prevention programs aligned to sector needs and priorities and establish a primary prevention Community of Practice.

Opportunities for the future

- Use the lessons learnt from this strategy to scale up and strengthen successful mechanisms for coordination, collaboration and quality assurance.
- Continue to support workforce and sector development through workforce planning, professional development, sector governance, working conditions and career pathways in tertiary education settings.
- Build on prevention research and evaluation of primary prevention activities under this strategy to inform future investment in primary prevention in NSW.
- Use research and sector knowledge, developed under this strategy to identify gaps and opportunities to better meet the needs of priority cohorts and underserved communities.

Implementation

Implementation, monitoring and reporting on the strategy will be led by a new dedicated area within the NSW Government that will have responsibility for driving whole-of-government implementation of the strategy and primary prevention activity in NSW.

Governance

NSW Domestic and Family Violence Taskforce

The Taskforce is a time-limited body (12 months) that brings together the heads of key NSW Government agencies to:

- drive whole-of-government implementation of the NSW Government's immediate domestic and family violence commitments
- enhance cross-agency coordination of domestic and family violence responses
- build on and connect the government's reform agenda to existing state and national efforts on domestic and family violence, and child and family wellbeing.

The Taskforce will play a critical role in overseeing the initial implementation of the strategy and ensure that relevant tools and reporting mechanisms are in place to facilitate effective monitoring and reporting of primary prevention initiatives in NSW.

NSW Domestic, Family and Sexual Violence Board

The Board has overarching responsibility and accountability for the NSW Sexual Violence Plan 2022–2027 and NSW Domestic and Family Violence Plan 2022–2027. The Board brings together principal decision-makers and leaders from across the NSW Government to ensure agencies work collectively to shape, support and implement domestic, family and sexual violence reforms.

NSW Women's Safety Commissioner

The Women's Safety Commissioner provides leadership and oversight of whole-of-government policy and programs addressing domestic, family and sexual violence in NSW. The Commissioner also provides advice and support on cross-sector and whole-of-government women's safety policy development and law reform. As a result, the Commissioner has an important role to play in supporting implementation and monitoring of the strategy and the identified actions.

NSW Primary Prevention Advisory Council

The NSW Government will also establish a new Primary Prevention Advisory Council to ensure specific advice and guidance in relation to prevention. The Council will provide strategic advice to the NSW Government about the implementation of this strategy and other primary prevention related activities in NSW. The Council will include representatives from key NSW government agencies, peak bodies, and sector experts. The Council will play an important role in linking government and the community, providing prevention expertise, and shaping pathways to prevention.

Expert input and guidance

The NSW Government values the knowledge of people with lived experience, academic knowledge, and those in positions of community leadership who can provide valuable input on the feasibility and practical implication of actions.

The strategy will be supported by ongoing guidance from key existing advisory bodies, including:

- The NSW Domestic and Family Violence and Sexual Assault Council, comprised of experts in service delivery and academia.
- The Aboriginal Women's Advisory Network, in conjunction with other Aboriginal and Torres Strait Islander advisory groups and voices, will provide community-led knowledge on domestic, family and sexual violence issues.
- The Department of Communities and Justice's Domestic, Family and Sexual Violence Sector Group, comprised of representatives from peak bodies and service providers.
- The NSW Domestic and Family Violence and Sexual Assault Corporate Leadership Group.
- The NSW Respect at Work Advisory Group, comprised of key government and non-government stakeholders working to prevent sexual harassment.
- The NSW Collaboration on the Primary Prevention of Gender Based Violence, comprised of government, peak bodies, local councils and non-government organisations working in primary prevention.
- The NSW Women's Safety Commissioner will establish a victim-survivor advisory forum to provide advice on initiatives to address domestic, family and sexual violence in NSW, including primary prevention initiatives.

More broadly, the NSW Government commits to ongoing and meaningful engagement with victim-survivors, young people, Aboriginal peoples, multicultural communities, LGBTQIA+ people, and people with disability in the implementation and monitoring of this strategy.

Annual reporting

Progress of this strategy will be included in the annual report card, published by the NSW Women's Safety Commissioner, on implementation and achievements of the NSW Domestic and Family Violence Plan 2022–2027 and the NSW Sexual Violence Plan 2022–2027.

Outcomes monitoring and reporting of the strategy

Outcomes monitoring and reporting of the strategy is essential for understanding its progress towards long-term goals. Monitoring the outcomes helps us understand and measure our progress toward preventing domestic, family and sexual violence. It also plays a crucial role in building the evidence base for what works.

The outcomes monitoring and reporting of the strategy is guided by the NSW Domestic, Family and Sexual Violence Outcomes Framework (Outcomes Framework) under the NSW Domestic and Family Violence Plan 2022–2027 and NSW Sexual Violence Plan 2022–2027. These outcomes and indicators are aligned to support the monitoring and reporting processes of the National Plan to End Violence against Women and Children 2022–2032, including the National Performance Measurement Framework.

To support this, we will develop a primary prevention monitoring and evaluation framework based on the Outcomes Framework, which will include a theory of change and relevant program logics. This framework will support further research and evaluations. In addition, the NSW Domestic, Family, and Sexual Violence Data Strategy (in development) will outline the government's plan for improving data collection and enhancing evidence quality.

The monitoring and reporting of outcomes for the strategy will occur at two levels:

- At the strategy level: monitoring and reporting will use primary prevention outcomes and indicators from the Outcomes Framework to provide an understanding of how the strategy is bringing about the desired change.
- At the individual project level: monitoring and reporting will make use of detailed outcomes and indicators developed through a program logic that connects project-level work to the higher level outcomes at the strategy level.

Glossary

Term	Explanation
Dominant forms of masculinity	The particular attitudes, norms, stereotypes, roles and practices that men are expected to support, conform to or participate in, and that operate at and across structural, systemic, organisational, community, interpersonal and individual levels of society.
First Nations	First Nations people is a collective name for the original people of Australia and their descendants. It is used to acknowledge Aboriginal and Torres Strait Islander peoples as the first peoples of Australia and to emphasise that Aboriginal and Torres Strait Islander people lived on this continent prior to European invasion. While this document uses the terms 'First Nations', 'Aboriginal' and 'Aboriginal and Torres Strait Islander' peoples interchangeably, in NSW 'Aboriginal' is often used in preference to 'Aboriginal and Torres Strait Islander' in recognition that Aboriginal people are the original inhabitants of NSW.
Gender	The socially learnt roles, behaviours, activities and attributes that any given society considers appropriate for men and women; gender defines masculinity and femininity. ⁴⁹ Gender expectations vary between cultures and can change over time. ⁵⁰
Gendered violence	Gendered violence is a broad term that captures any behaviour directed at any person or that affects a person because of their sex, gender or sexuality, because they do not adhere to socially prescribed gender roles, or because their body does not conform with male or female norms. For example, this includes violence targeted at someone because they identify as lesbian, gay, bisexual, transgender, queer or asexual, or have an innate variation of sex characteristics (intersex).
Gender equality	Involves equality for people of all genders. This term is used in the substantive sense to mean not only equality of opportunity but also equal or just outcomes (sometimes also called equity). It requires the redistribution of power, resources and responsibilities between men and women in particular, and the transformation of the underlying causes and structures that create and sustain gender inequality.
Gender norms	The dominant beliefs and rules of conduct that are determined by a society or social group in relation to the types of roles, interests, behaviours and contributions expected from girls and boys, men and women. Norms are not neutral in their effect, but rather create and maintain unequal relations of power.
Intergenerational trauma	A form of historical trauma transmitted across generations. Survivors of the initial experience who have not healed may pass on their trauma to further generations. In Australia, intergenerational trauma particularly affects Aboriginal and Torres Strait Islander peoples, especially the children, grandchildren and future generations of the Stolen Generations. ⁵¹

Glossary

Term	Explanation
Intersectionality	Describes the interactions between multiple systems and structures of oppression such as sexism, racism, classism, ageism, ableism, heteronormativity and cissexism.
Inclusive	While the gendered nature of domestic, family and sexual violence necessitates the use of binary language, the experiences of all people (including children and young people) should be recognised and included as part of primary prevention. Inclusive approaches also extend beyond gender to include all people no matter their gender, sexuality, race, ability, age, cultural or religious background.
LGBTQIA+	An acronym used to describe members of the lesbian, gay, bisexual, trans, queer, intersex and asexual communities. At times in this document, certain letters may be intentionally left out if that group is not specifically included in what is being referenced.
Settings	Environments in which people live, work, learn, socialise and play.
Sex	The biological and physical characteristics used to define humans as male or female.
Sexism	Discrimination based on gender, and the attitudes, stereotypes and cultural elements that promote this discrimination. ⁵²
Sexual harassment	An unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature that makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances. ⁵³
Social norms	The informal, mostly unwritten and unspoken collective rules that define typical, acceptable, appropriate and obligatory actions in a social group, setting or society. They are produced and reproduced by customs, traditions and value systems that develop over time to uphold particular forms of social order.
Violence against women	Any act of gender-based violence that causes, or could cause, physical, sexual or psychological harm or suffering to women, including threats of harm or coercion, in public or in private life. ⁵⁴ This definition encompasses all forms of violence that women experience (including physical, sexual, emotional, cultural, spiritual, financial and others) that are gender based.

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