

Queensland says: not now, not ever, *together*

FOURTH ACTION PLAN

of the Domestic and Family Violence Prevention Strategy
2022–23 to 2025–26





Support for domestic and family violence is available

If you require professional assistance, the following support services are available:

- DV Connect is a 24-hour crisis support line for anyone affected by domestic or family violence, and can be contacted on **1800 811 811** or **www.dvconnect.org**
- Mensline Australia is a 24-hour counselling service for men and can be contacted on **1300 78 99 78** or **www.mensline.org.au**
- Lifeline is a 24-hour telephone counselling and referral service, and can be contacted on **13 11 14** or **www.lifeline.org.au**
- Kids Helpline is a 24-hour free counselling service for young people aged between 5 and 25 years, and can be contacted on **1800 55 1800** or **www.kidshelpline.com.au**

Acknowledgement of First Nations peoples

The Queensland Government respectfully acknowledges the First Nations peoples in the State of Queensland, and acknowledges the cultural and spiritual connection that Aboriginal and Torres Strait Islander peoples have with the land and sea.

We respectfully acknowledge Aboriginal peoples and Torres Strait Islander peoples as two unique and diverse peoples, with their own rich and distinct cultures, resilience and strengths. We specifically acknowledge the unique history and cultural heritage of Aboriginal peoples and Torres Strait Islander peoples as the First Nations peoples of Australia. We pay our respects to Elders past and present.

Acknowledgment of victim-survivors and their families, frontline service providers, advocates and allies

We humbly pay our respects to victims and survivors of domestic and family violence and their families. We acknowledge their courage and strength and are committed to continuing to hear their voices.

We recognise the many dedicated and passionate people and communities who continue to prioritise the elimination of domestic and family violence.

Accessibility

The Queensland Government is committed to providing accessible services to Queenslanders from all culturally and linguistically diverse backgrounds and people with disability. If you have difficulty in understanding this document, you can contact us on **13 QGOV (13 7468)** and we will arrange an interpreter to effectively communicate the action plan to you.

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Message from the Premier and Attorney-General

Each and every Queenslander has the right to feel safe, and be safe, at all stages of their lives and across all settings including in their home, community, school and workplace.

Seven years into the *Domestic and Family Violence Prevention Strategy 2016–2026* (the Strategy), the Queensland Government’s commitment to end domestic and family violence is unwavering. We are taking action to continue to change attitudes and behaviours towards domestic and family violence, enhance integrated service responses, and strengthen justice system responses to keep victims safe and hold perpetrators to account.

We have been ambitious in our effort to eliminate domestic and family violence. We have brought the issue of domestic and family violence out from behind closed doors through our 10-year reform agenda, including announcing in October 2019 the implementation of all 140 recommendations of the landmark report *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland*.

We are clear on our future approach in responding to all forms of domestic and family violence and the *Fourth Action Plan 2022–23 to 2025–26* (the Fourth Action Plan) of the Strategy brings this work together. We’ve invested more than \$1.3 billion on reforms and initiatives tackling domestic, family and sexual violence since 2015–16.

In 2020, our Government made a commitment to legislate against coercive control. In March 2021, we established the Women’s Safety and Justice Taskforce (the Taskforce), chaired by the Honourable Margaret McMurdo AC. The Taskforce was established to examine coercive control and review both the need for a specific offence of ‘domestic violence’ and the experiences of women across the criminal justice system.

We now have a clear pathway forward to better respond to coercive control, a dangerous form of domestic and family violence that is the most common factor leading to intimate partner homicide. We sincerely thank the Taskforce for this historic work and the hundreds of Queenslanders who made a submission, with the overwhelming majority coming from women with a lived experience of domestic, family and sexual violence.

In May this year, we released our response to the Taskforce’s first report on coercive control, supporting or supporting-in-principle all 89 recommendations. Our Government has committed a funding package of \$363 million to implement the new reforms. Signature initiatives include expanding domestic and family violence specialist courts, funding perpetrator programs to stop the cycle of violence, expanding high risk teams and trialling co-responder models to ensure victims receive a joint response from police and domestic and family violence services, and developing a specific strategy to address the over-representation of First Nations peoples in the criminal justice system.

We will introduce a suite of new laws into Parliament to combat coercive control, starting with reforms to strengthen Queensland’s current legislative responses, including amendments to the Criminal Code to strengthen and modernise the offence of unlawful stalking as well as amendments to the *Domestic and Family Violence Protection Act 2012*, *Evidence Act 1977*, and *Penalties and Sentences Act 1992*.



The Honourable
Annastacia Palaszczuk MP



The Honourable
Shannon Fentiman MP

A key recommendation from the Taskforce's first report was an independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence. The initial Government response includes investment of \$100 million in a raft of initiatives to provide enhanced support for those impacted by domestic and family violence, consistent with the Fourth Action Plan.

We have also announced an additional investment of \$225 million over five years to support implementation of recommendations made in response to the Taskforce's second report on women and girls' experiences in the criminal justice system in Queensland. This reform package builds on the work being delivered under *Prevent. Support. Believe: Queensland's Framework to address sexual violence* and works to improve women's safety.

The Domestic and Family Violence Prevention Council (the Prevention Council) has been pivotal in building community and corporate momentum in the prevention of domestic and family violence. To continue this momentum, the Prevention Council has been extended across the life of the Fourth Action Plan, with a focus on continuing to champion and drive change, particularly in rural, regional and remote areas of Queensland.

We are not stopping there. We are continuing to critically examine what more can be done to keep victims safe and hold perpetrators to account. We are adopting new approaches and improving responses for Queenslanders most likely to be affected by domestic and family violence.

We know that we cannot do this alone. Together we must unite to end all forms of violence and abuse in Queensland, including the insidious abuse of coercive control. It is up to all of us, at all levels of leadership within our state to stop the behaviours and attitudes that trivialise, excuse or perpetuate domestic and family violence.

We maintain our commitment to working together for a safe and equal future for all Queenslanders. Domestic and family violence is avoidable and ending it is achievable.



The Honourable Anastacia Palaszczuk MP
Premier and Minister for the Olympics



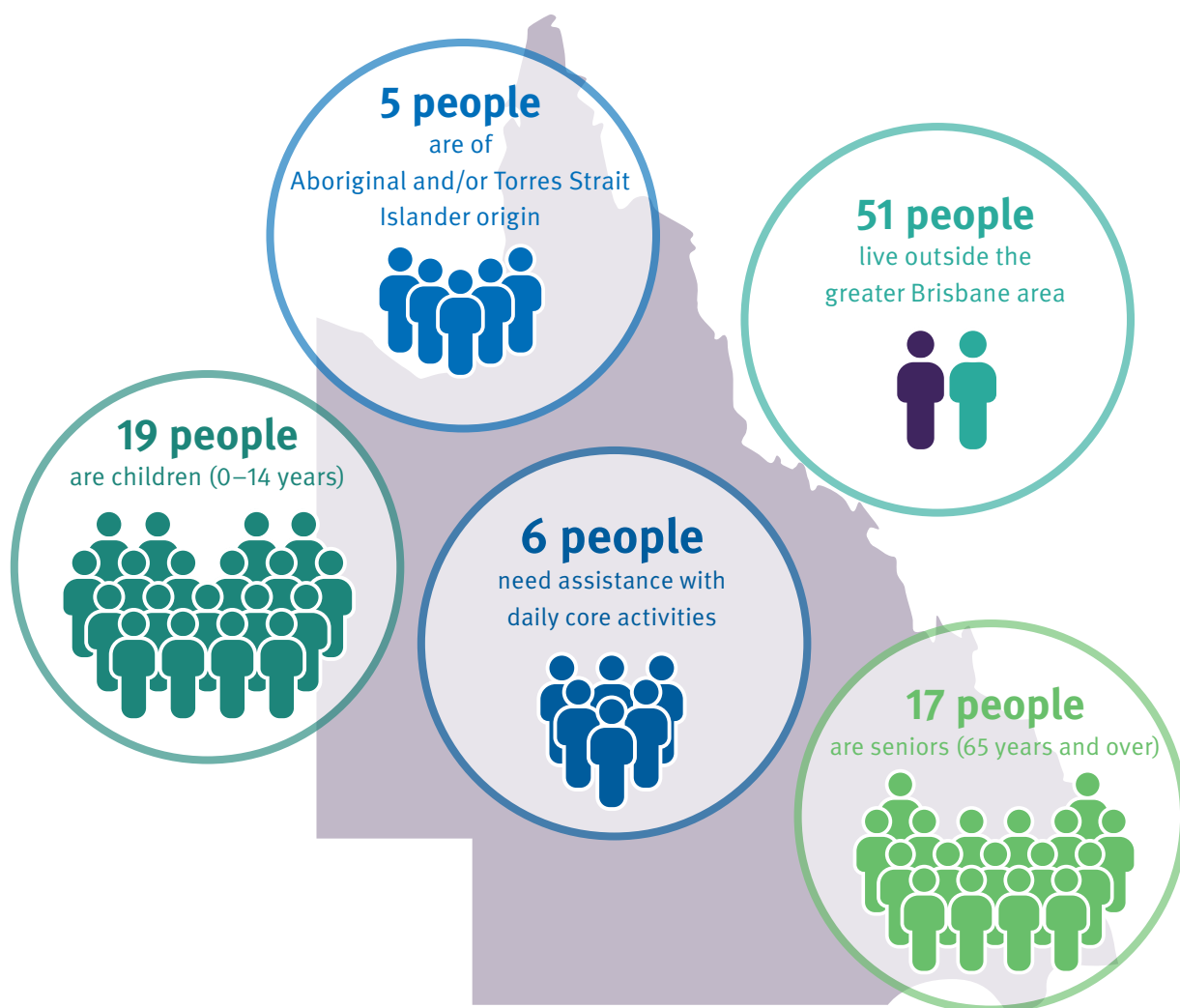
The Honourable Shannon Fentiman MP
Attorney-General and Minister for Justice,
Minister for Women and Minister for the
Prevention of Domestic and Family Violence

A domestic and family violence reform agenda for all Queenslanders

Queensland's diversity is one of its greatest strengths. It is this diversity that is also at the centre of the Queensland Government's domestic and family violence reform agenda.

The Queensland Government will continue to prioritise integrated, holistic, specific and effective responses for all Queenslanders including First Nations peoples, people from culturally and linguistically diverse backgrounds, people with disability, older people, children and young people, people who identify as lesbian, gay, bisexual, transgender, intersex, queer or questioning and asexual (LGBTIQ+).

If Queensland was a village of 100 people:



The Queensland Government acknowledges that data sources, including the 2021 Census data, does not adequately capture the LGBTIQ+ community. The Queensland Government acknowledges this community faces higher risks of being subjected to this violence and/or can face greater challenges in accessing support services to help them escape, or recover from, violence.

Source: 2021 Census of Population and Housing. Adapted from the Queensland Government Statistician's Office *Queensland as a village of 100 people*, *Census 2021 Snapshot* provided at www.qgso.qld.gov.au/issues/11581/qld-village-100-people-census-2021-snapshot.pdf

Queensland's Domestic and Family Violence Prevention Strategy 2016–2026

Vision: A Queensland free from domestic and family violence

Foundational element one

A significant shift in community attitudes and behaviours is required.

Foundational element two

An integrated response system must deliver the services and support that victims and perpetrators need.

Foundational element three

The justice system response will be strengthened to prioritise victim safety and hold perpetrators to account.



First Action Plan
2015–2016

Second Action Plan
2016–17 to 2018–19

Third Action Plan
2019–20 to 2021–22

Fourth Action Plan
2022–23 to 2025–26

Continuing to deliver Queensland's domestic and family violence reforms

Seven years into Queensland's 10-year reform agenda, the Fourth Action Plan marks the last action plan to deliver on the Strategy. It builds on the significant progress achieved to date in working towards ending domestic and family violence in Queensland.



First Action Plan

Established foundations for the Strategy and focused on creating a positive environment for fostering and creating momentum for change.

Second Action Plan

Focused on creating change where fewer people find excuses for violent and abusive behaviour and where everyone is empowered to take action to stop violence and abuse.

Third Action Plan

Embedded cultural change and system reforms, whilst supporting community leadership responses to domestic and family violence.

Fourth Action Plan

Focus is to ensure momentum continues to work to end domestic and family violence in a conscientious, evidence-based and coordinated way.

Builds on the work in response to the *Not Now, Not Ever: Putting an end to domestic and family violence in Queensland* report

The Special Taskforce on Domestic and Family Violence, chaired by Dame Quentin Bryce AD, CVO, created a strong foundation for the domestic and family violence reform agenda. The 2015 release of the landmark *Not Now, Not Ever: Putting an end to domestic and family violence in Queensland* report made 140 recommendations, including 121 directed at government. This report set the vision and direction for the development of the Strategy. By October 2019, all 140 recommendations in the report were delivered.

Since then, the Queensland Government has worked to address all forms of domestic and family violence, including a stronger focus on non-physical violence such as coercive control. In May 2022, the Queensland Government released its response to the Women's Safety and Justice Taskforce – *Hear her voice: Report*

one – Addressing coercive control and domestic and family violence in Queensland, supporting or supporting-in-principle all 89 recommendations.

Findings from the independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence will also continue to contribute to the broader Queensland Government domestic and family violence reform agenda. The Queensland Government is also working to keep women safe in its response to the Women's Safety and Justice Taskforce – *Hear her voice: Report two – Women and girls' experiences across the criminal justice system*.

It is from these foundations and learnings that the Fourth Action Plan is built upon, and which will continue to inform future reform agendas to embed lasting change in Queensland.

Context of Queensland's domestic and family violence reforms

The Queensland Government's *Domestic and Family Violence Prevention Strategy 2016–2026* intersects with international, national, state and local government action to end domestic and family violence. Frontline services, communities, advocates and allies continue to have a pivotal role across all levels of action.

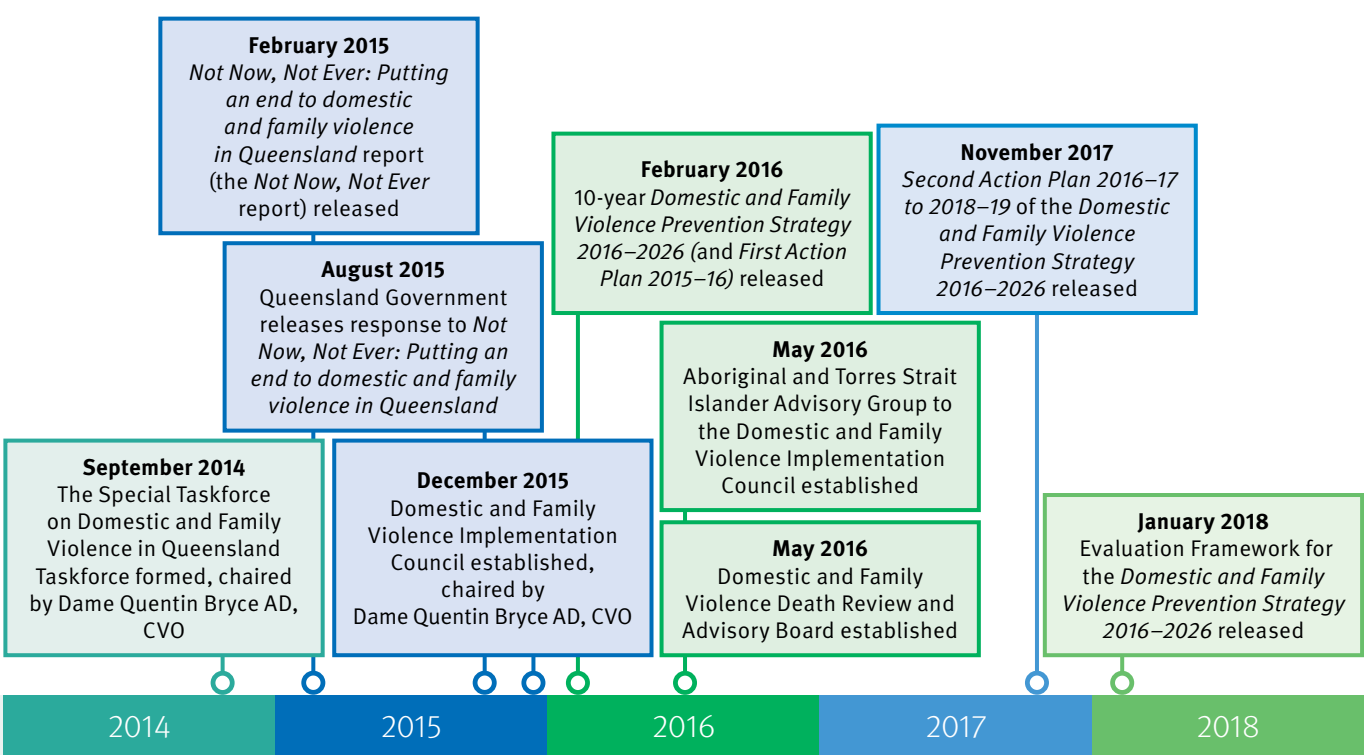
Cultural and behavioural change requires long-term commitment at all levels of leadership whether it be across government, in our workplaces, schools, sporting clubs, communities or by individuals championing change.

International alignment	<ul style="list-style-type: none"> United Nations <i>Declaration on the Elimination of Violence against Women</i> United Nations <i>Agenda 2030: Sustainable Development Goal 5 – Achieve gender equality and empower all women and girls</i> (including Target 5.2: Eliminate all forms of violence against women and girls in public and private spheres) United Nations <i>Universal Declaration of Human Rights</i> United Nations <i>International Covenant on Civil and Political Rights</i> United Nations <i>Convention on the Elimination of All Forms of Discrimination Against Women</i> United Nations <i>Convention on the Rights of the Child</i> United Nations <i>Convention on the Rights of Person with Disabilities</i> United Nations <i>Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment</i> United Nations <i>Declaration on the Rights on Indigenous Peoples</i>
National alignment	<ul style="list-style-type: none"> <i>National Plan to End Violence against Women and Children 2022–2032</i> National Agreement on <i>Closing the Gap</i> Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability <i>Australia's Disability Strategy 2021–2031</i>
Queensland alignment	<ul style="list-style-type: none"> <i>Domestic and Family Violence Protection Act 2012 (Qld)</i> <i>Queensland Human Rights Act 2019</i> <i>Domestic and Family Violence Prevention Strategy 2016–26</i> and associated action plans <i>Domestic and Family Violence Prevention Engagement and Communication Strategy 2016–26</i> <i>Queensland Women's Strategy 2022–27</i> <i>Prevent. Support. Believe. Queensland's Framework to address Sexual Violence</i> and associated action plans <i>Queensland's plan to respond to domestic and family violence against people with disability</i> <i>Path to Treaty</i> <i>Local Thriving Communities</i> and associated action plans <i>Queensland's Framework for Action: Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence</i> <i>Queensland Housing and Homelessness Action Plan 2021–2025</i> <i>Domestic and Family Violence Common Risk and Safety Framework</i> <i>Queensland Youth Strategy</i> <i>Future Directions for an Age-Friendly Queensland</i> <i>Supporting Families Changing Futures 2019–2023</i> <i>Our Way: A generational strategy for Aboriginal and Torres Strait Islander children and families 2017–2037</i> and associated action plans
Local government alignment	<ul style="list-style-type: none"> Local government strategies and actions to prevent and respond to domestic and family violence at the local level.


Supported by frontline services, communities, advocates and allies

Queensland's journey so far

To address alarming statistics of domestic and family violence incidents in Queensland, the Queensland Government committed to an ambitious 10-year reform program to put an end to domestic and family violence. Since this time, significant achievements have been made to collectively work to achieve the vision of a Queensland free from domestic and family violence.




During the first six years of implementation of the *Domestic and Family Violence Prevention Strategy 2016–2026* (the Strategy), the Queensland Government has delivered:




Community attitudes and behaviours

Primary prevention initiatives to improve awareness and recognition of the signs of domestic and family violence, promote support available, and call on Queenslanders to safely intervene. Respectful relationships education is embedded in every Queensland state school and corporate and community organisations have been supported to lead cultural change.



Integrating service responses

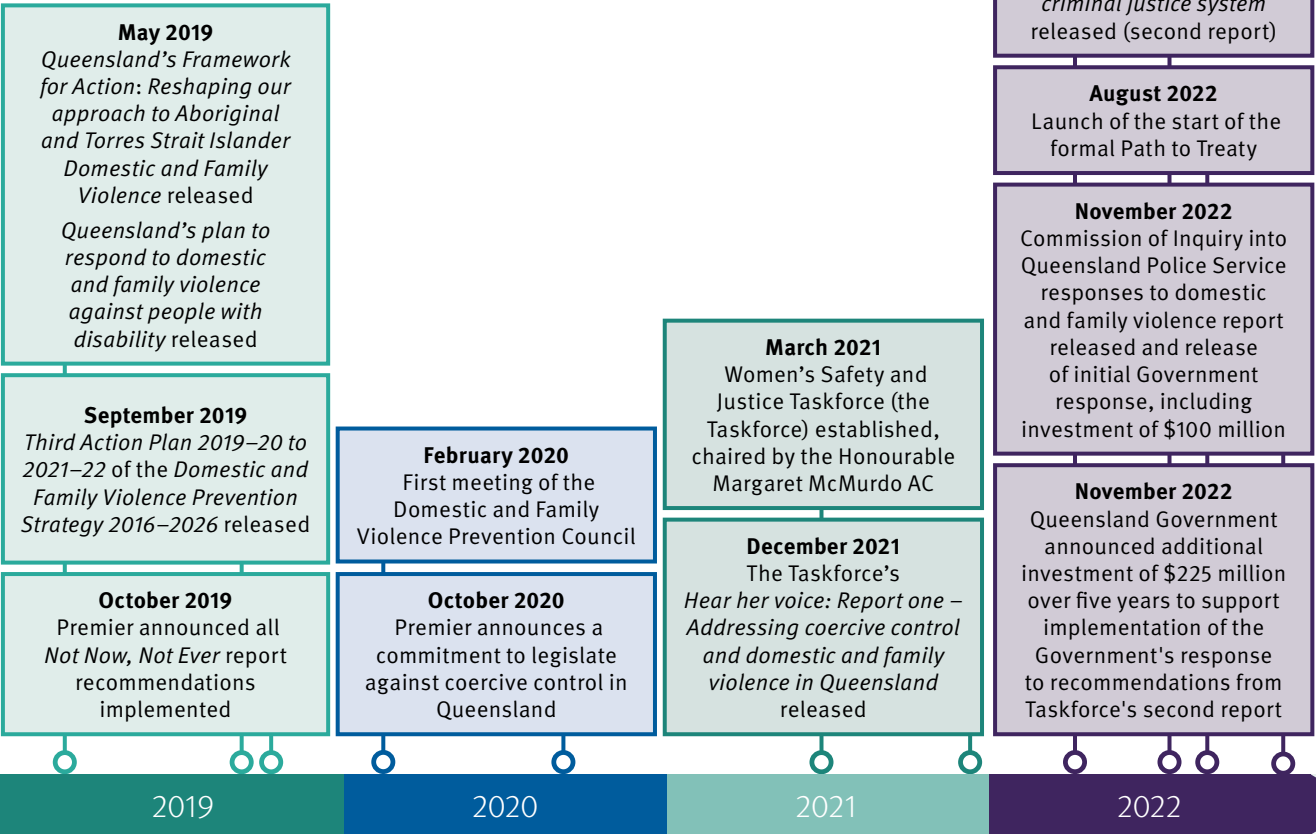
Improvements to integrate service responses for Queenslanders impacted by domestic and family violence, including establishing high risk teams in eight locations. Culturally appropriate and client focused initiatives have been delivered that respond to the needs of Queenslanders most likely impacted by domestic and family violence.



Strengthening justice system responses

Enhancement of justice responses including expanding specialist domestic and family violence courts across Queensland. Legislative changes have been enacted to improve responses to domestic and family violence including amending laws to better protect victims and hold perpetrators to account.

Since 2015–16
More than \$1.3 billion in domestic, family and sexual violence services, programs and strategies



Impact of the COVID-19 pandemic

Globally, communities have been faced with responding to, and recovering from, the COVID-19 pandemic. We know this pandemic has had significant impacts on victims and survivors of domestic and family violence and frontline services. It created additional challenges far beyond those already being faced, especially for vulnerable members of our community. For victims of domestic and family violence it included the impacts of social isolation and increased time with perpetrators at home, coupled with the possible loss of employment, financial pressure and general anxiety about the future. For frontline services there was a spike in demand for services and the need to find new ways to support victim-survivors.

The Queensland Government rapidly established mechanisms to keep Queenslanders safe from domestic and family violence in new and innovative ways including:

- providing \$7.5 million in 2020 to meet increased demand for domestic and family violence assistance across Queensland
- developing a new domestic and family violence online reporting tool via the Queensland Police Service website to enable victims to make a report discreetly
- enabling courts to continue to hear urgent domestic violence applications, via telephone or video conference in most cases
- hosting a Domestic and Family Violence COVID-19 Virtual Summit to bring together stakeholders to share ideas on how to support people experiencing domestic and family violence through the COVID-19 pandemic, and much more.



Strengthening Queensland's domestic and family violence reforms

Areas for further reform

All Queenslanders have the right to live in respectful, supportive and safe relationships and to feel safe and secure in their homes.

When developing the Strategy, the Fourth Action Plan was originally intended to focus on fostering independence and activating community-driven change, with a move away from government-led action to community ownership. This focus has now been extended to addressing the critical issue of coercive control and to ready our domestic and family violence and justice systems for this reform, as well as enhancing perpetrator responses and an increased intersectional approach to responding to domestic and family violence. Subsequently, the Fourth Action Plan captures the Queensland Government's significant domestic and family violence reform commitments, including our response to the first report from the Women's Safety and Justice Taskforce.

In addition, whilst significant progress has been made under the reform since 2016, we know that more needs to be done to prevent domestic and family violence, keep victims safe and hold perpetrators to account. We know this because victim-survivors and their families, along with frontline service providers, advocates and allies have told us. This has been further evidenced by the learnings gained from delivering the domestic and family violence reform agenda so far, together with recent critical examinations into domestic and family violence in Queensland. These examinations include:

- The Women's Safety and Justice Taskforce – *Hear her voice: Report one – Addressing coercive control and domestic and family violence in Queensland*
- The Women's Safety and Justice Taskforce – *Hear her voice: Report two – Women and girls' experiences across the criminal justice system*
- Independent evaluation of Strategy action plans
- The Queensland Audit Office: *Keeping People Safe from Domestic and Family Violence* report
- Annual reports from the Domestic and Family Violence Death Review and Advisory Board
- Recommendations from domestic and family violence coronial inquests
- *A Call for Change: Commission of Inquiry into Queensland Police Service Responses to domestic and family violence* report
- The Commission of Inquiry relating to the Crime and Corruption Commission
- *Independent review into investigations of police-related deaths, and domestic and family violence deaths in Queensland* (the Mazerolle report)
- Annual Queensland Social Surveys

From experiences shared with us, together with our learnings and recent examinations into domestic and family violence responses, we know that:

Community attitudes and behaviours



More Queenslanders are aware of the physical signs of domestic and family violence, with more bystanders willing to intervene and more communities and workplaces taking action. However, there is further work to do to reach all Queenslanders across all locations, all demographics and in all settings to raise awareness of domestic and family violence and to continue to change attitudes and behaviours. It is particularly critical to raise awareness and change behaviours related to non-physical abuse, including coercive control and understanding the link between gender inequality and domestic and family violence. There is also more work to be done to better plan and map the Queensland Government's investment in primary prevention activity.

Integrating service responses



There have been significant improvements in the integration of frontline services, including information sharing and this needs to continue to be enhanced. We know that we must continually strive to deliver services that are integrated, connected, accessible, client centred and culturally responsive. This includes making sure workforces have the capability and capacity to respond effectively to domestic and family violence. We also know more can be done to improve how we respond to incidents of domestic and family violence, including our frontline responses, recognition of patterns of behaviours and prioritising action. More can be done to continue to enhance safe and sustainable housing pathways for victim-survivors and to support children and young people impacted by domestic and family violence.

Strengthening justice system responses



We have introduced and amended legislation to keep victims safe and hold perpetrators to account. There have also been significant improvements to support victim-survivors within the criminal justice system, including the provision of specialist courts and services. But there is more to be done to build the capacity and capability of our justice response workforce and to continue to amend legislation, including legislation to specifically criminalise coercive control. Perpetrator interventions need to be further explored and examined and need to embed risk-assessment approaches. More can also be done to develop intervention approaches for First Nations peoples and young people. Victim-survivors also tell us of the need for continued reform to improve their experiences within the criminal justice system.

We also know there are people who are more likely to be impacted by domestic and family violence and can face greater challenges in accessing appropriate support. This includes First Nations peoples, people from culturally and linguistically diverse backgrounds, people with disability, older people, people who identify as lesbian, gay, bisexual, transgender, intersex, queer or questioning and asexual (LGBTIQA+), children and young people and people from rural, regional and remote communities. We are committed to ensuring the Fourth Action Plan is informed by, and specific to, the needs of those most impacted by domestic and family violence.

The Queensland Government is also committed to making sure our domestic and family violence reform agenda continues to be underpinned by an extensive monitoring and evaluation framework. Under the Fourth Action Plan, we will improve the ways we measure and monitor outcomes and collect data and focus on building a stronger evidence base, including for perpetrator programs.

SPOTLIGHT

Women's Safety and Justice Taskforce

In March 2021, the Queensland Government established the Women's Safety and Justice Taskforce, chaired by the Honourable Margaret McMurdo AC. The Taskforce was established as an independent, consultative body to examine:

- 1 coercive control and review the need for a specific offence of domestic violence
- 2 the experiences of women across the criminal justice system.

The Taskforce has undertaken extensive consultation with key stakeholders across Queensland, including the judiciary, police, the legal profession, policy makers, academics and service providers. The Taskforce also met with victim-survivors and the families of victims who did not survive. The Taskforce received 950 submissions, with the overwhelming majority coming from women with a lived experience of domestic, family and sexual violence.

The Taskforce released its first report – *Hear her voice: Report one – Addressing coercive control and domestic and family violence in Queensland* (report one) in December 2021, making 89 recommendations.

In May 2022, the Queensland Government released its response to report one supporting or supporting-in-principle all of the Taskforce's 89 recommendations and is now working to implement them. This reform is being supported by a funding package of \$363 million over five years.

Following completion of the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence, a key recommendation from the Taskforce's first report, the Queensland Government will invest \$100 million in a raft of reforms and initiatives to provide enhanced support and protections to support those impacted by domestic and family violence.

The Taskforce released its second and final report – *Hear her voice: Report two – Women and girls' experiences across the criminal justice system* (report two) in July 2022, making 188 recommendations.

There are a number of initiatives under the Fourth Action Plan that align with recommendations made by the Taskforce's second report, noting the intersection of sexual violence and domestic and family violence.

In November 2022, the Queensland Government announced an additional investment of \$225 million over five years to support implementation of the Government's response to recommendations made in report two.

Queensland Government responses to report one have been captured within the Fourth Action Plan. Report two aligns more strongly to Queensland Government sexual violence reforms and broader reforms of the criminal justice system.

For more information on the Women's Safety and Justice Taskforce, including Queensland Government responses, visit www.womenstaskforce.qld.gov.au

The Domestic and Family Violence Prevention Council

The Domestic and Family Violence Prevention Council (the Prevention Council) was established in 2019 to support shifting community understanding, attitudes, values, beliefs and behaviours towards domestic and family violence.

The Prevention Council has been pivotal in building community and corporate momentum in recognising that domestic and family violence is everyone's concern and ending it is everyone's responsibility.

To continue this positive momentum, the Prevention Council has been extended to 2026 to support implementation of the Fourth Action Plan. This includes a future focus to:

- increase awareness and understanding of domestic and family violence, primary prevention, coercive

control and legislative changes for communities in regional, rural and remote Queensland

- strengthen the level of understanding and awareness on what constitutes domestic and family violence among population cohorts such as men, young people and specific marginalised population cohorts
- champion and drive change in communities and workplace so that everyone, everywhere in our community feels safe, supported and protected.

For more information about the Domestic and Family Violence Prevention Council, please visit www.qld.gov.au/dfvpreventioncouncil

The Fourth Action Plan 2022–23 to 2025–26

Recognises the strengths and cultural wisdom of First Nations peoples and prioritises embedding approaches that are co-designed, culturally appropriate and reflect self-determination. The Queensland Government offers a genuine commitment to fearlessly represent, advocate for, and promote, the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

Adopts a culturally safe, disability aware and trauma-informed approach to domestic and family violence reforms, acknowledging victim-survivors of domestic and family violence and their families, frontline service providers, advocates and allies.

Prioritises integrated holistic, specific, culturally safe and effective responses for all Queenslanders, including those most impacted by domestic and family violence such as First Nations peoples, people from culturally and linguistically diverse backgrounds, people with disability, older people, people who identify as LGBTIQ+, children and young people and people from rural, regional and remote communities.

Acknowledges all forms of domestic and family violence to encompass physical and non-physical abuse including coercive control and recognises domestic and family violence as a pattern of behaviours over time and within the context of a relationship as a whole.

What we know

Queenslanders have the right to live free from the fear of violence and abuse and be safe in public and at home.

Eliminating domestic and family violence requires generational change.

The prevention of domestic and family violence requires actions at all levels of society, community and across all settings.

Domestic and family violence is a gendered issue – it has an unequal impact on women, with gender inequality and gender bias identified as drivers.

Domestic and family violence unequally impacts First Nations peoples, people from culturally and linguistically diverse backgrounds, people with disability, older people, people who identify as LGBTIQ+, children and young people and people from rural, regional and remote communities.

What we will deliver under the Fourth Action Plan

Increased awareness and appropriate responses to all forms of domestic and family violence.

Culturally safe and trauma-informed responses that prioritise keeping people safe at all stages of their life and in key settings.

Domestic and family violence responses that are integrated, holistic, specific and effective.

A reform agenda that identifies and addresses priorities in domestic and family violence responses.

Initiatives that actively address perpetrating behaviours and increase perpetrator accountability.

Approach

Governments and communities have come a long way in addressing domestic and family violence. The Queensland Government is committed to continuing to learn, prioritise and pivot its approaches to ensure effective and appropriate responses to keep victims safe and hold perpetrators to account.

Under the Fourth Action Plan, the Queensland Government will:

- continue to recognise that everybody, at every level, has a role to play in ending domestic and family violence including individuals, communities, businesses, industry groups, faiths, and frontline service providers
- work to ensure Queenslanders feel safe, and are safe, across all settings including at home and within the community, schools and workplaces
- prioritise culturally safe, inclusive and accessible responses for Queenslanders who are most likely to be impacted by domestic and family violence
- listen to the brave voices and experiences shared by victim-survivors and their families, frontline service providers, advocates and allies and adopt a trauma-informed practice
- highlight the importance of prevention and early intervention as fundamental to ending domestic and family violence
- ensure responses to domestic and family violence are evidence-based and evaluated
- acknowledge that key learnings must be shared to build whole-of-community capacity to respond to domestic and family violence
- work to ensure perpetrators are supported to take action to stop their violence and abusive behaviours, and are held accountable.

How the Fourth Action Plan works

The Fourth Action Plan continues to deliver domestic and family violence reform under the three foundational elements of the *Domestic and Family Violence Prevention Strategy 2016–2026*.




Under each of these foundational elements, implementation principles guide the delivery approach.

Each foundational element has four priority areas. These demonstrate how the Queensland Government is continuing to deliver reforms in a conscientious, evidence-based and coordinated way.

Within these priority areas are Queensland Government actions. These actions are evidenced-based, trauma-informed and have measurable and clear outcomes. Actions are defined as:

- **new** – these actions have not appeared in the Third Action Plan (including actions commenced in response to report one from the Women’s Safety and Justice Taskforce)
- **existing** – these actions have appeared in previous actions plans and are continuing (including modifications)
- **expanded** – these actions have appeared in previous action plans, but have since received additional significant funding or have been expanded in some way.

More information about how these actions will be monitored and evaluated are outlined on page 24.

	Implementation principles			
Community attitudes and behaviours 	Awareness raising	Media and advocacy	Cultural change across all settings and all levels	Building organisational and community capability and capacity
	Implementation principles			
Integrating service responses 	Building workforce capability and capacity	Service integration	Client- centred responses	Perpetrator interventions
	Implementation principles			
Strengthening justice system responses 	Building workforce capability and capacity	Legislating against coercive control	Holding perpetrators to account	Improving victim-survivor safety and experiences

Foundational element one: Significant shift in community attitudes and behaviours

Highlights of the domestic and family violence reform agenda

Engagement and communication

We have released and continue to implement, a 10-year *Domestic and Family Violence Prevention Engagement and Communication Strategy 2016–2026* including innovative social marketing campaigns which aim to raise awareness, challenge attitudes and behaviours and contribute to a more informed public conversation about domestic and family violence.

Cultural change

We have empowered cultural change in communities and workplaces through annual Domestic and Family Violence Prevention Month events and activities and shared insights and resources to promote safe, respectful and inclusive workplace cultures.

Queensland Social Survey

We have released the Queensland Social Survey (since 2017) to measure Queenslanders' perceptions and attitudes towards domestic and family violence.

Respectful Relationships Education

We have delivered the Prep to Year 12 Respectful Relationships Education Program across all Queensland state schools.

Domestic and Family Violence Prevention Council

We have established the Domestic and Family Violence Prevention Council to generate greater community and corporate momentum in recognising that domestic and family violence is everyone's concern and ending it is everyone's responsibility.

Implementation principles

Under the Fourth Action Plan, the Queensland Government will deliver actions that continue to drive a significant shift in community attitudes and behaviours to all forms of domestic and family violence in a way that:

- ensures prevention activities focus on all forms of abuse, with a specific focus on coercive control and changes to Queensland legislation
- prioritises prevention and early intervention responses in all settings, including school, workplaces and communities
- consciously works to raise awareness of all forms of domestic and family violence, including engaging Queenslanders of all genders
- commits to ensuring prevention responses are co-designed, accessible and inclusive of First Nations peoples, people from culturally and linguistically diverse backgrounds, people with disability, LGBTIQ+ communities, children and young people, older people and people living in rural, regional and remote communities
- challenges and changes the attitudes and behaviours of people using (any form of) violence.

Actions



Awareness raising

Existing	Under the <i>Domestic and Family Violence Prevention Engagement and Communication Strategy 2016–2026</i> , continue to raise awareness and understanding about the nature and impacts of domestic and family violence and abuse, including coercive control and changes to legislation.
Existing	Deliver tailored, inclusive and accessible domestic and family violence resources and communication that is co-designed with representatives of key audience cohorts.
Expanded	Proactively engage local government authorities to raise awareness and support capacity building for place-based prevention activities and leadership in regional, rural and remote Queensland.*
Existing	Coordinate an annual Domestic and Family Violence Prevention Month program that will contribute to awareness raising in regional, rural and remote communities through local government libraries, visitor centres and community hubs.*



Media and advocacy

Existing	Review the Queensland Government's <i>Domestic and Family Violence Media Guide</i> in consultation with media outlets and other key stakeholders, to provide expert guidance to encourage trauma-informed and culturally sensitive journalism practices when reporting on domestic and family violence and coercive control.
Existing	Advocate nationally, through relevant forums, to promote Queensland's <i>Domestic and Family Violence Media Guide</i> as an example to be replicated for consistency across jurisdictions in media reporting on domestic and family violence matters.
Existing	Identify and engage in proactive media engagement opportunities that contribute to community education and awareness and challenge the values, beliefs, attitudes and behaviours that contribute to violence and abuse.*



Cultural change across all settings and all levels


Expanded	Enhance respectful relationships education for children and young people by: <ul style="list-style-type: none"> making the strengthened Respect Program available to all Queensland state and non-state schools building respectful relationships education capability for state school teachers working with youth service providers to ensure young people who are not engaged in formal education, have access to respectful relationships-informed information continuing work to implement respectful relationships education in Queensland youth detention centres.
New	Progress implementation of the <i>Queensland Women's Strategy 2022–27</i> to strengthen and support the rights of Queensland women and girls and work towards achieving a gender-equal Queensland.
New	Develop and implement a transformational plan to address widespread culture, values and belief, which will include reviewing and updating all relevant operational policies and procedures to guide police in responding to coercive control.
Expanded	Partner with agencies to connect with young people who are disengaged from schooling to support expansion of appropriate respectful-relationships education and awareness.*
Expanded	Lead a pilot project to develop a practical action-orientated toolkit that will activate boys, young men and men as allies in the prevention of violence and abuse using a best practice and evidence-based approach.*
Expanded	All Queensland Government departments will continue to embed best practice responses and support for employees, including working with external partners to build safe and respectful organisational cultures.



Building organisational and community capability and capacity

New	Develop and implement a comprehensive and integrated plan for the primary prevention of violence against women.
Expanded	Co-Chair the Local Government Domestic and Family Violence Prevention Champions network with the Local Government Association of Queensland and participating local government authorities to build capacity for place-based prevention activities and local leadership.*
Expanded	Engage with Government statutory authorities to support their internal and external capacity and capability to effectively respond to domestic and family violence in the workplace and across community.*

*Indicates actions led, or supported by, the Domestic and Family Violence Prevention Council.



Foundational element two: An integrated response system

Highlights of the domestic and family violence reform agenda:

High risk teams

We have established eight high risk teams to provide integrated, culturally appropriate safety responses to women and their children who are at high risk of serious harm or lethality.

Common Risk and Safety Framework

We have implemented a *Common Risk and Safety Framework* and risk assessment tool to support integrated service responses and high risk teams.

COVID-19 Virtual Summit

We have swiftly responded to increased demand for domestic and family violence support in the COVID-19 pandemic, including providing a \$7.5 million package in 2020, enabling online reporting of violence and innovating service system responses. We also hosted a Domestic and Family Violence COVID-19 Virtual Summit, bringing together more than 120 stakeholders to share ideas on how to support people experiencing domestic and family violence through the COVID-19 pandemic.

Crisis accommodation

We have increased crisis accommodation for victim-survivors, including delivering seven new domestic and family violence services and brokerage funding for short term crisis accommodation in 30 locations.

Implementation principles

Under the Fourth Action Plan, the Queensland Government will deliver actions that continue to enhance integrated response systems to:

- emphasise that an integrated service system is essential to deliver appropriate and effective services to victim-survivors and perpetrators of domestic and family violence
- prioritise information sharing where appropriate, across government agencies, funded services and stakeholders to protect privacy and support safety
- support best practice and innovation in service delivery and recognises the importance of reflecting the needs of Queenslanders, including cohort specific responses
- commit to working in full and genuine partnership with First Nations peoples, recognising effective services and responses can only be achieved if they are co-designed and community-led, promoting cultural safety to support self-determination
- ensure an integrated response system is culturally safe, disability aware, trauma-informed, accessible and inclusive.

Action



Building workforce capability and capacity

Expanded	Continue to support WorkUp to develop and implement a workforce capability strategy, that attracts, retains and recruits a skilled workforce for domestic and family violence services.
New	Develop, implement and embed evidence-based and trauma-informed domestic and family violence practice development frameworks to enhance existing education and training across the domestic and family violence, justice and child safety systems, (domestic and family violence, justice and child safety) including funded services (where appropriate).



Service integration

Expanded	Enhance Mental Health, Alcohol and Other Drugs services contribution to integrated service system responses and high risk teams, including improved service responses to support the safety and wellbeing of victims and their children, and building capacity of services across Queensland Health and non-government organisations.
Expanded	Explore and trial enhanced integrated and wrap-around responses in police settings, including co-responder models.
Existing	Review the high risk team program and funding structure to inform future improvements, investment and expansion.
Expanded	Develop and implement strategies and resources to improve the understanding and use of relevant legislative provisions for the sharing of information to assess and/or manage high risk of serious domestic and family violence harm in Queensland Health agencies.
New	Review domestic and family violence information sharing guidelines and develop a communication strategy to promote and enhance the use of the guidelines to support integrated approaches.
Existing	Continue to promote the use of the <i>Common Risk and Safety Framework</i> and aligned risk assessment tools to improve Queensland's approach to recognising, assessing and responding to domestic and family violence.
New	Develop a whole-of-government domestic and family violence service system strategic investment plan encompassing services and supports delivered and funded by the Queensland Government and review every five years. This includes services and supports for children and young people experiencing violence.
Expanded	Continue existing and new actions under <i>Queensland's Framework for Action: Reshaping our approach to Aboriginal and Torres Strait Islander domestic and family violence</i> .
Expanded	Expand delivery of targeted disability capability training for domestic and family violence workers, and a range of resources for culturally and linguistically diverse and Aboriginal and Torres Strait Islander women with disability.



Client-centred responses

Existing	Continue to implement Queensland Government responses to the Domestic and Family Violence Death Review Advisory Board.
Existing	Continue to work towards achieving Closing the Gap Target 13, to reduce the rate of family violence against Aboriginal and Torres Strait Islander women and children by 50 per cent by 2031, as progress towards zero.
New	Establish a domestic and family violence peak body for specialist domestic and family violence services including shelters and perpetrator intervention service that will support the integration of and access to trauma-informed, culturally appropriate services including Aboriginal and Torres Strait Islander services that focus on culture as a preventative and healing factor.
New	Develop a whole-of-government framework to strengthen and integrate service responses for victims and perpetrators of domestic and family violence, to support the system to better respond to multiple and complex needs of people experiencing and/or perpetrating domestic and family violence.
New	Develop a whole-of-government strategy and action plan for culturally safe services for Aboriginal and Torres Strait Islander peoples who interact with the criminal justice system, that will be co-designed to support building capacity of and partnerships between government and community controlled organisations.
New	Deliver enhanced housing service response for women and families experiencing domestic, family and sexual violence through a specialist response team, head leasing housing and flexible assistance packages.
New	Undertake an audit of critical area of service delivery to determine the cultural responsiveness of services.
Existing	Continue to investigate and streamline pathways to safe, secure and affordable housing for people experiencing domestic and family violence through the Housing and Domestic and Family Violence Roundtable.
New	Ensure Queensland's rental laws continue to support renters experiencing domestic and family violence to ensure their tenancy agreements meet their safety and security needs.
New	Work in collaboration with the Australian Government, state and territory governments to deliver the <i>National Plan to End Violence against Women and Children 2022–2032</i> .


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Expanded	Extend and expand affordable housing for survivors of domestic and family violence to increase the availability of safe and secure housing for women who experience barriers exiting crisis accommodation.
New	Co-design and pilot a new crisis accommodation model that will integrate support for the complex and diverse needs of women experiencing homelessness as a result of domestic, family and sexual violence.



Perpetrator interventions

New	Develop a stand-alone, system-wide strategy for responding to all perpetrators of domestic and family violence, including establishing a state-wide network of perpetrator interventions, exploring options to increase funding, responding to a continuum of risk and need, and improving monitoring and evaluation of programs.
New	Through a co-design approach, develop and trial perpetrator programs specific to the needs of First Nations people.
New	Develop a perpetrator-centric risk assessment approach and tool for incorporation into domestic and family violence service practice standards.
Existing	Continue work to deliver domestic and family violence perpetrator programs to young people in the youth justice system who are perpetrating violence, including through specialist counselling services, the Men's Project in Brisbane youth detention centres and the KIND program.
Expanded	Continue to explore and develop intervention responses and programs for young people who perpetrate domestic and family violence.



Foundational element three: Strengthening justice system responses

Highlights of the domestic and family violence reform agenda:

Specialist domestic and family violence courts

We have established specialist domestic and family violence courts in five locations, with approximately 25 per cent of domestic and family violence court applications in Queensland being responded to in these courts.

Criminalising coercive control

We are taking significant action to deliver on a commitment to legislate against coercive control in Queensland. This includes supporting or supporting-in-principle all 89 recommendations of the Women's Safety and Justice Taskforce first report to tackle coercive control and committing funding of \$363 million.

Legal assistance

We are providing approximately 25,000 hours of legal assistance to people during court proceedings involving domestic and family violence annually.

Better protection for victims

We have made legislative amendments to better protect victims and their families including increasing the duration of domestic violence orders, making non-fatal strangulation a specific offence, automatically treating victims of domestic and family violence as a 'special witness' to help reduce the trauma of giving evidence in criminal proceedings against the alleged perpetrator.

Holding perpetrators to account

We have made legislative amendments that better hold perpetrators to account, including introducing harsher penalties for first-time and subsequent breaches of domestic violence orders. Courts are now required to consider imposing a condition to remove perpetrators from the family home in all applications for domestic violence orders.

Implementation principles

Under the Fourth Action Plan, the Queensland Government will deliver actions that continue to strengthen a justice system that prioritises victim-survivor safety and holds perpetrators to account in a way that:

- improves justice system responses in recognising all forms of domestic and family violence and patterns of abuse
- builds the capacity and capability of the justice system, and beyond, to be fully educated and prepared for legislative changes criminalising coercive control
- genuinely commits to working with First Nations peoples to reduce the overrepresentation of First Nations peoples in the criminal justice system
- commits to reducing further trauma to victim-survivors and their families
- believes and supports victims
- prevents and deters perpetrators from using violence in any form
- ensures justice system responses are culturally safe, disability aware, trauma-informed, accessible and inclusive.

Actions



Building workforce capability and capacity

New	Work with the Chief Justice, Chief Judge, Chief Magistrate, Bar Association of Queensland and the Queensland Law Society to explore opportunities to improve workforce awareness and capability to respond to domestic and family violence, including exploring the establishment of an Independent Judicial Commission. This will also include consulting with the Chief Justice, Chief Judge and Chief Magistrate to seek publication of judicial training in annual court reports.
Expanded	Continue to deliver regular domestic and family violence training for legal (including court-based) staff in the Queensland Government and consider longer term solutions to ensure legal staff undertake regular and ongoing tailored domestic and family violence training to support knowledge and understanding of domestic and family violence and its impact on relevant law.
New	Develop a trauma-informed and intersectional strategy for Court Services Queensland and Community Justice Services.
New	Consult with the Chief Justice, Chief Judge and Chief Magistrate to explore options to review domestic and family violence content in benchbooks within each Queensland court, including the <i>Domestic and Family Violence Protection Act 2012</i> Benchbook.
Existing	Develop and deliver ongoing evidence-based and trauma-informed training and education on domestic and family violence including coercive control to all levels of the Queensland Police Service.
Existing	Continue to build Queensland Police Service workforce capability and capacity including consideration of any relevant findings from the independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence. [†]



Legislating against coercive control

New	Create a coercive control offence under the Criminal Code and amend the <i>Penalties and Sentences Act 1992</i> to hold perpetrators accountable for non-compliance with an order and harm caused to children.
New	Amend legislation to strengthen court processes and understanding around coercive control including in provision of evidence and jury directions.
New	Amend Chapter 33A of the Criminal Code to strengthen and modernise the offence of unlawful stalking including introducing a new circumstance of aggravation, recognising relevant relationships.
New	Examine and consider amending legislation to improve disclosure of domestic and family violence history in courts.
New	Amend the <i>Domestic and Family Violence Protection Act 2012</i> to strengthen protections relating to coercive controlling behaviours in the context of the relationship as a whole.



Holding perpetrators to account

Existing	Enhance Queensland Corrective Services' systems and processes for monitoring prisoners to ensure they do not breach Domestic Violence Orders.
New	Create a new facilitation offence under the <i>Domestic and Family Violence Protection Act 2012</i> to stop a person facilitating domestic and family violence on behalf of a perpetrators and related amendments to require the imposition of an additional standard condition on Domestic Violence orders that the perpetrator must not counsel or procure someone else to engage in behaviour that, if engaged in by the perpetrator, would be domestic violence.
New	Examine strategies to improve supervision, rehabilitation and monitoring of high-risk domestic and family violence perpetrators, including exploring a non-public register.
New	Establish a new court-based perpetrator diversion scheme.
New	Invite the Legal Affairs and Safety Committee to consider reviewing and investigating the <i>Dangerous Prisoners (Sexual Offenders) Act 2003</i> to examine the effectiveness of the scheme and whether it should be expanded to dangerous violence offenders.
New	Explore the development of a post-conviction civil supervision and rehabilitation order for serious domestic and family violence offenders.
New	Explore options to undertake an independent review of the defences and excuses in the Criminal Code.
New	Review and investigate possible amendments to the <i>Domestic and Family Violence Protection Act 2012</i> to support substituted service in limited circumstances.



Improving victim-survivor safety and experiences

New	Explore potential legislative amendments to provide improved safety and reduced trauma to victims of domestic and family violence throughout court processes including cross-examination processes and intentional use of court proceedings as a means of perpetrating domestic and family violence.
New	Amend the <i>Domestic and Family Violence Protection Act 2012</i> to ensure applications and cross applications for a domestic violence order are considered together and that courts only make one domestic violence order which favours the person most in need of protection in the relationship (unless exceptional circumstances apply).
New	Work in partnership with the private security industry, victim-survivors and key stakeholders to develop guidance and information to provide improved protections for victims of domestic and family violence.
New	Amend the <i>Penalties and Sentences Act 1992</i> to provide an explicit mitigating factor where an offender's criminal behaviour is attributed, wholly or in part, to the defendant being a victim of domestic and family violence.
New	Complete an audit of victim safety across Queensland Courts, with the outcomes used to inform implementation of a statewide court domestic and family violence safety plan.
Expanded	Expand the specialist domestic and family violence court program.
Existing	Advocate for the need for reform to the family law system at a national level.
New	Deliver reforms that improve victim-survivor safety and experiences with the criminal justice system in response to findings from the independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence. [†]
New	Implement a pilot program providing court support for domestic and family violence victim-survivors involved in criminal justice proceedings.

[†] The Commission of Inquiry into Queensland Police Service responses to domestic and family violence, established by the Queensland Government, was ongoing during the development of the Fourth Action Plan. A *Call for Change: Commission of Inquiry into Queensland Police Service Responses to domestic and family violence* report was publicly released on 21 November 2022, along with an investment of \$100 million to support the Government's initial response and contribute to the broader Queensland Government domestic and family violence reform agenda.

Monitoring and evaluation

The *Domestic and Family Violence Prevention Strategy 2016–2026* has been supported by a comprehensive evaluation framework, which provides the reform agenda with a strong evidence base to track progress and outcomes against key objectives, and document learnings to help inform future directions.

The Queensland Government releases annual highlight cards to provide an overview of what has been achieved to date under the Strategy, and highlights efforts across community, business and government in working together to create real and lasting change. The Queensland Social Survey, released annually, measures Queenslanders' perceptions and attitudes towards domestic and family violence.

The Queensland Government has committed to undertake independent evaluation at the completion of each Strategy action plan to explore the extent to which Queensland is on track towards achieving the long-term vision of the Strategy.

For more information on the monitoring and evaluation of the Strategy, please visit

www.qld.gov.au/dfvpreventionstrategy

Monitoring and evaluation of the Fourth Action Plan

The Queensland Government is committed to continuing to improve the monitoring and evaluation of domestic and family violence reforms and ensuring this continues to inform future policy and service delivery decisions. This includes improving ways to measure and monitor outcomes, improve data collection, and build a stronger evidence base.

As a part of the Queensland Government's domestic and family violence reform agenda, the Queensland Government will:

- ensure appropriate governance measures for oversight and accountability for implementation of actions
- appoint an independent implementation supervisor to provide appropriate oversight of actions arising from the implementation of recommendations from the Women's Safety and Justice Taskforce report
- develop and implement a new whole-of-government monitoring and evaluation framework to measure and monitor outcomes achieved, with consideration given to other domestic and family violence reporting and target setting (including prevention)
- develop a data quality strategy and embed agreed data collection standards across all agencies, including as it relates to target population groups
- legislate to provide for a statutory review to occur as soon as practicable, five years after the last of the relevant legislative amendments commence
- develop and release annual highlight cards across the life of the Fourth Action Plan
- continue to release the Queensland Social Survey to measure Queenslanders' perceptions and attitudes towards domestic and family violence
- undertake independent evaluation at the completion of the Fourth Action Plan and Strategy to explore the extent to which Queensland has delivered the long-term vision of the Strategy.

