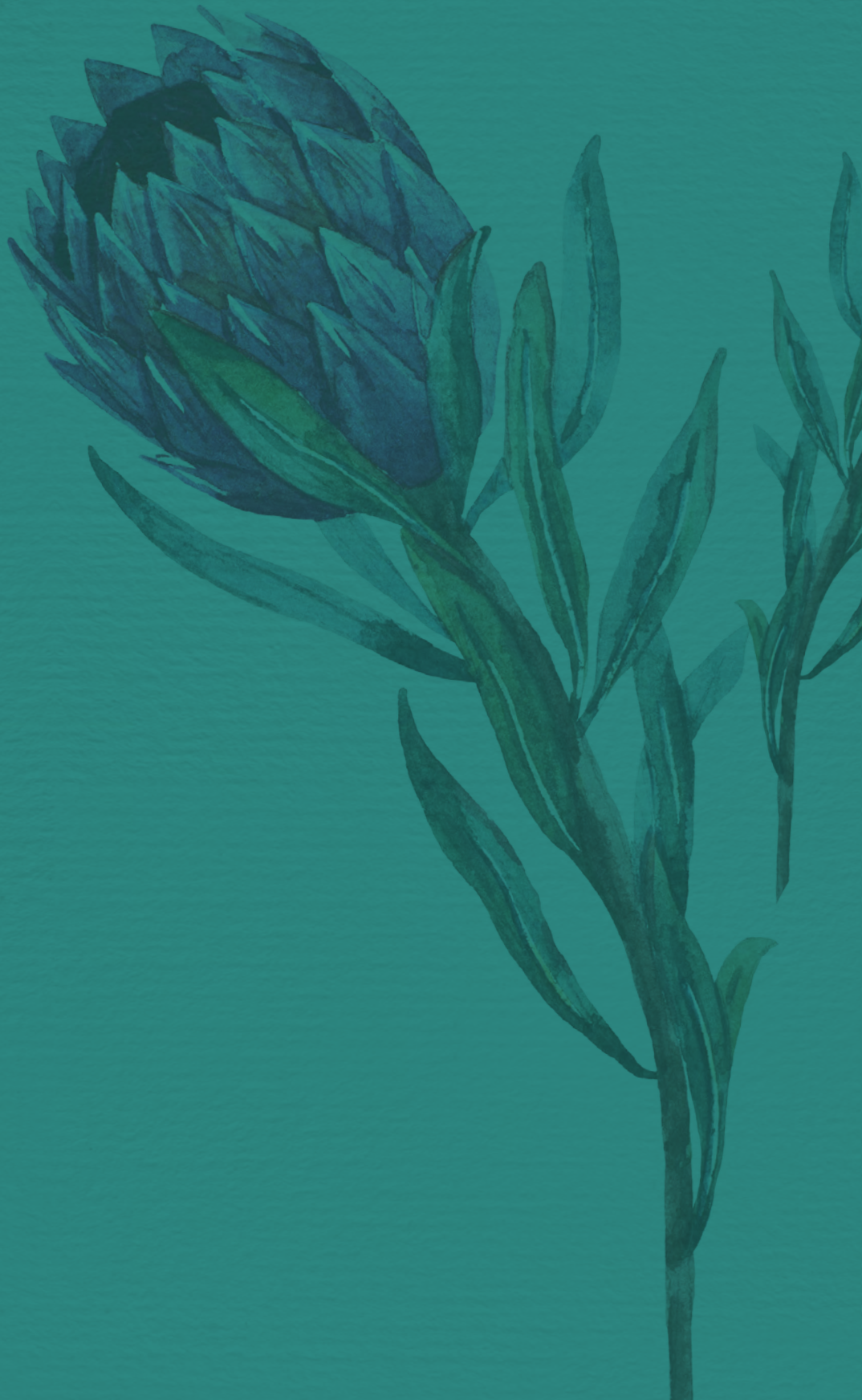


DOMESTIC AND FAMILY VIOLENCE
Implementation Council

— SIX-MONTH REPORT —

DEC 2015 — MAY 2016







Chair's foreword

I was honoured to lead the Special Taskforce on Domestic and Family Violence in Queensland, which delivered the *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* report to the Premier in February 2015.

The *Not Now, Not Ever* report sets out a comprehensive blueprint for action by governments and the community to eliminate domestic and family violence in Queensland.

One of the report's first recommendations was the establishment of an oversight body to monitor and advocate for implementation of the report's recommendations and to present regular reports to the Premier on progress.

The Domestic and Family Violence Implementation Council was established to perform this role. I have been joined on the Council by a diverse group of community members, all committed to facing the scourge of domestic and family violence head on.

Today, there is an unprecedented level of awareness of domestic and family violence issues within our community, and an escalating momentum towards action.

I have been heartened by the energy and commitment many members of the community have dedicated to this cause.

However, I have also been deeply saddened by the continuing prevalence of domestic and family violence across the State and the nation.

This highlights how far we still have to go if we are to achieve the vision set out in the *Not Now, Not Ever* report and Queensland's Domestic and Family Violence Prevention Strategy – the vision of a Queensland free from domestic and family violence. We have reached some important milestones along this journey, but it is critical that the issue remains at the forefront of our consciousness, and that we do not waver from the path towards reform.

This report details the activities of Council and the progress made in implementation activities over the six months since Council was established on 1 December 2015.

Council is closely watching work being undertaken to implement specific measures recommended in the *Not Now, Not Ever* report.

We are aware that achieving real change is more than a compliance exercise. All sectors of the community must work together towards shifting the culture and attitudes that underpin and enable the occurrence of domestic and family violence in our society.

Members of the Domestic and Family Violence Implementation Council urge all Queenslanders to join us on this journey.

The Honourable Quentin Bryce AD CVO
Chair
Domestic and Family Violence Implementation Council

Introduction

The Domestic and Family Violence Implementation Council (Council) was established on 1 December 2015 to oversee implementation of the *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* report and the Queensland Domestic and Family Violence Prevention Strategy (the Strategy).

This report, the first of two Council is to make covering its first year, deals with implementation progress over the first six months of Council's operations.

During this period, Queensland has begun in earnest on implementation of reforms to put an end to domestic and family violence in this State.

The delivery of the *Not Now, Not Ever* report in February 2015 and the release of the government response to the report in August 2015 plotted the path towards a Queensland free of domestic and family violence. The past six months have seen the State set off on that journey, launching into the work needed to turn the ambitious vision outlined in the *Not Now, Not Ever* report into reality.

Key recommendations directed to both government and non-government organisations are being implemented. Around the State, the Queensland community has responded to the spectre of domestic and family violence with grassroots initiatives that stand against violence, raise awareness and support victims and survivors of violence.

Council has heard from government agencies, non-government organisations, educators, domestic and family violence service providers and community organisations on action being taken to address domestic and family violence and the challenges they face. This report sets out the current state of work in progress to address domestic and family violence in Queensland.

Queensland's domestic and family violence reform journey

Special Taskforce on Domestic and Family Violence in Queensland established	September 2014
<i>Not Now, Not Ever</i> report delivered to Premier	February 2015
Queensland Government response to <i>Not Now, Not Ever</i> report released	August 2015
Draft Domestic and Family Violence Prevention Strategy released for public consultation	August 2015
Domestic and Family Violence Implementation Council established	December 2015
Final Domestic and Family Violence Prevention Strategy and First Action Plan delivered to Council	February 2016

Six-month report at a glance

Council activities

- Four meetings
- One regional visit
- Participated in design forum for domestic and family violence communication strategy

Implementation progress

- 77 government recommendations commenced
- 32 government recommendations completed
- 12 government recommendations scheduled for future action plan
- 19 non-government recommendations

Key achievements

- Domestic and Family Violence Prevention Strategy released
- 'Respectful relationships education program' developed for Queensland schools
- Domestic and family violence leave introduced by Queensland Government
- New crisis shelters opened in Brisbane and Townsville
- Integrated response pilots announced for Logan/Beenleigh and Mount Isa
- Specialist domestic and family violence court trial at Southport commenced
- Legislative amendments including:
 - new criminal offence of non-fatal strangulation
 - increased penalties for repeat contraventions of Domestic Violence Orders
 - new aggravating factor of domestic violence for sentencing of certain offences
 - new requirements for magistrates to consider 'ouster' conditions for perpetrators.
- Queensland Police Service Deputy Commissioner appointed as champion of domestic and family violence reform and Domestic and Family Violence State Coordinator position reinstated.

Activities of Council

Council overview

The Council was established by the Queensland Government in response to **recommendation 3** of the *Not Now, Not Ever* report, which recommended that:

The Queensland Government establishes and supports an advocacy and audit oversight body, comprising representatives drawn from key sectors from the Queensland community (including Aboriginal and Torres Strait Islander representation) and with an independent chair. The oversight body should:

- a. **be given the role to audit and undertake advocacy for the implementation of the recommendations of this report and the Domestic and Family Violence Prevention Strategy**
- b. **be required to report to the Premier, initially six monthly, on implementation progress and the performance of the sectors taking action to eliminate domestic and family violence. The frequency of reporting should be reviewed after 12 months from finalisation of the Strategy.**

In accordance with this recommendation, the terms of reference for Council provide that its primary functions are to monitor and champion implementation of the recommendations of the *Not Now, Not Ever* report and the Domestic and Family Violence Prevention Strategy.

Council is required to report to the Premier and Minister for the Arts, the Honourable Annastacia Palaszczuk MP, and the Minister for Communities, Women and Youth, Minister for Child Safety and Minister for the Prevention of Domestic and Family Violence, the Honourable Shannon Fentiman MP, initially every six months.

Reflecting the recommendation regarding its membership, Council consists of 15 members and five ex-officio members, representing a broad cross-section of the Queensland community.

The members of Council are:

The Honourable Quentin Bryce AD CVO (Chair) – former Governor-General of Australia and Chair of the Special Taskforce on Domestic and Family Violence in Queensland

Mr Lance Hockridge (Deputy Chair) – Managing Director and Chief Executive Officer of Aurizon Holdings

Dr Kathleen Baird – Senior Lecturer in Midwifery, School of Nursing and Midwifery at Griffith University and Director of Midwifery and Nursing Education, Women’s and Newborn Services at Gold Coast University Hospital

Ms Faiza El-Higzi – Muslim community leader and manager of a community centre in Brisbane

Mr Lachlan Heywood – editor of The Courier-Mail

Ms Denise Kostowski – Principal of Spinifex State College in Mount Isa

Ms Natalie Lewis – Chief Executive Officer of the Queensland Aboriginal and Torres Strait Islander Child Protection Peak

Ms Karni Liddell – disability specialist, National Disability Insurance Scheme Ambassador and Advisor for Queensland, and former Paralympian

Mr Darren Lockyer – former professional rugby league footballer and commentator

Ms Kathryn McMillan QC – barrister and Adjunct Professor at TC Beirne School of Law, University of Queensland

Mr Edward Mosby – psychologist with Wakai Waian Healing

Ms Janette Phelan – psychologist and Mission Action Partner for Churches of Christ Queensland

Dr Wendell Rosevear OAM – General Practitioner and Director of Stonewall Medical Centre working in areas including drug and alcohol rehabilitation, suicide prevention, rape and sexual abuse and gay and lesbian health

Dr Shannon Spriggs Murdoch – Director of the Mentors in Violence Prevention program and Research Fellow with the Violence Research and Prevention Program at Griffith University

Ms Karyn Walsh – Chief Executive Officer of Micah Projects

Ex-officio members:

Judge Ray Rinaudo – Chief Magistrate of Queensland

Deputy Commissioner Brett Pointing – Deputy Commissioner for Strategy, Policy and Performance in the Queensland Police Service

Ms Christine Castley – Deputy Director-General, Housing Services in the Department of Housing and Public Works

Ms Natalie Parker – Director of Domestic and Family Violence Court Reform in the Department of Justice and Attorney-General

Ms Cathy Taylor – Deputy Director-General, Child, Family and Community Services and Southern Operations in the Department of Communities, Child Safety and Disability Services

Members' full biographies can be found at **Appendix 1**, page 40.

Aboriginal and Torres Strait Islander Advisory Group

Council acknowledges the saddening reality that Aboriginal and Torres Strait Islander Queenslanders suffer domestic and family violence at rates disproportionate to those of the general population. Council is also aware that Aboriginal and Torres Strait Islander communities require culturally appropriate domestic and family violence services if they are to be effective.

In recognition of this, at its first meeting, Council decided to recommend to the Premier establishment of an Aboriginal and Torres Strait Islander Advisory Group to provide advice to Council about implementation of *Not Now, Not Ever* report recommendations affecting Aboriginal and Torres Strait Islander people.

The group comprises two Council members, Edward Mosby and Natalie Lewis, as well as four external members, Antonia Burke, Eddie Cubillo, Charles Passi and Tammy Williams.

This group will consider and provide advice to Council about recommendations of the *Not Now, Not Ever* report with specific application to Indigenous communities and other recommendations that also affect Aboriginal and Torres Strait Islander Queenslanders.

Key areas of focus identified by the group include:

- the pilots of integrated response models, particularly the pilot in a discrete Indigenous community (**recommendations 9 and 74**)
- development of a local authority model for Indigenous communities, including an expanded role for community justice groups (**recommendation 92**)
- the evaluation framework to assess the impact and effectiveness of the domestic and family violence reforms (**recommendation 5**).

The group's work will be integral to Council's role and will provide another way Indigenous voices can be heard during the implementation of *Not Now, Not Ever* report recommendations and the Domestic and Family Violence Prevention Strategy.

Council meetings

The Council has held four meetings, including a regional visit to Mount Isa.

The meetings generally focus on one of the three key themes of the *Not Now, Not Ever* report—culture and attitudes, service responses, and the law and justice framework—to allow it to assess progress against the foundational elements of reform identified in the report. In conducting its meetings, representatives of key organisations have been invited to attend and participate in round table discussions to inform Council of progress in the relevant sector.

Meetings held:

- **10 December 2015** – overview of Council’s role and establishment of governance arrangements
- **19 February 2016** – focus on culture and attitudes (school education), including round table discussion with education stakeholders
- **28–29 April 2016** – regional visit to Mount Isa with focus on local domestic and family violence issues and responses including round table discussion with local representatives
- **17 May 2016** – focus on service responses including round table discussion with domestic and family violence service stakeholders.

Stakeholders who have been consulted by Council or participated in Council meetings are listed at **Appendix 2**, page 44.

Council publishes communiqués detailing meeting outcomes, to allow community access to information on Council’s operations.

Meeting one

The first meeting of Council was held in Brisbane on Thursday 10 December 2015, shortly after the appointment of members. This meeting established Council’s internal governance processes and forward work program.

Members received a briefing on work on domestic and family violence in Queensland that had led to Council’s formation. This included work of the Special Taskforce on Domestic and Family Violence, the release of the Special Taskforce’s two key documents – *Our Journal* and the *Not Now, Not Ever* report, the Queensland Government’s response to the *Not Now, Not Ever* report, and release of the draft Domestic and Family Violence Prevention Strategy.

Council endorsed the proposed establishment of an Aboriginal and Torres Strait Islander Advisory Group to provide advice to Council on domestic and family violence issues as they affect Aboriginal and Torres Strait Islander Queenslanders.



Photo courtesy of Colin Hockey.

Meeting two

The second meeting of 19 February 2016, in Brisbane, focused on actions being undertaken in the school education sector to shift cultures and attitudes that perpetuate domestic and family violence in the Queensland community.

Council was joined by a panel of representatives from the Queensland school education sector. Attendees included the Director-General of the Department of Education and Training and representatives of the Queensland Catholic Education Commission and Independent Schools Queensland. A round table discussion considered the role of schools in effecting change to culture and attitudes relating to domestic and family violence. In particular, Council heard about the introduction of educational programs in schools on respectful relationships and gender equality that address **recommendations 24 to 29** of the *Not Now, Not Ever* report.

Council received the final Domestic and Family Violence Prevention Strategy and accompanying first action plan, developed in response to **recommendations 1 and 2** of the *Not Now, Not Ever* report. The Strategy sets the foundations for reform, and Council has responsibility for oversight and advocacy for its implementation.



Photo courtesy of Kevin Phillips.

Domestic and Family Violence Prevention Strategy and First Action Plan

The Minister for Communities, Women and Youth, Minister for Child Safety and Minister for the Prevention of Domestic and Family Violence, the Honourable Shannon Fentiman MP, attended Council's meeting on 19 February 2016 and presented Council with first copies of the final *Domestic and Family Violence Prevention Strategy 2016–2026* and the *First Action Plan of the Domestic and Family Violence Prevention Strategy 2015–2016*.

The Strategy was finalised following community collaboration undertaken by the Queensland Government from August to November 2015. In developing the Strategy, government received feedback from over 1200 individuals through surveys, written submissions, round table meetings and public information hubs.

The Strategy sets out a ten-year vision of a Queensland free from domestic and family violence and outcomes that support this vision. Four action plans will detail the work that is to occur to achieve the Strategy's vision.

The vision of the Strategy and initiatives in the First Action Plan are underpinned by three foundational elements that mirror the three themes in the *Not Now, Not Ever* report – culture and attitudes, service responses and the law and justice framework.

Meeting three and Mount Isa visit

On 28 and 29 April 2016, Council travelled to Mount Isa. Over the course of the visit, Council members participated in 19 separate meetings, activities and events involving members of the Mount Isa community. The visit gave members insight into domestic and family violence issues and associated responses within the regional context.

The Council meeting was held on Friday 29 April 2016. The Minister for Communities, Women and Youth, Minister for Child Safety and Minister for the Prevention of Domestic and Family Violence, the Honourable Shannon Fentiman MP, was present and provided attendees with a preview of the Queensland Government's 'Not Now, Not Ever' public awareness campaign for Domestic and Family Violence Prevention Month.

Minister Fentiman also informed Council that Mount Isa had been selected as the location for the pilot of a regional integrated response to domestic and family violence as recommended in the *Not Now, Not Ever* report (**recommendation 74**).

The meeting focused on the service response to domestic and family violence in the context of Mount Isa as a regional community. Community leaders and service providers from the area and surrounds were present to discuss local domestic and family violence issues with Council members.

The round table discussion highlighted issues of particular relevance to the local community in addressing domestic and family violence, including:

- need for after-hours services and transport services
- the domestic violence integrated case management initiative being implemented by local agencies
- challenges associated with providing outreach services to rural and remote communities
- delivery of services that are culturally appropriate to the Aboriginal and Torres Strait Islander population.

Meeting four

Council's fourth meeting was held in Brisbane on 17 May 2016. The meeting focused on service responses, and work being done to improve Queensland's domestic and family violence service system.

Council engaged with a panel of representatives about the significant task of re-engineering the domestic and family violence service system in Queensland, including the Director-General of the Department of Communities, Child Safety and Disability Services and service sector representatives.

Round table discussion covered issues including:

- the trial of the specialist domestic and family violence court at Southport
- the opening of new crisis shelters in Brisbane and Townsville in December 2015 and delivery of associated outreach services
- challenges and benefits associated with perpetrator programs
- lessons from Queensland's history of integrated service responses to domestic and family violence.

Development of a domestic and family violence communication strategy

The *Not Now, Not Ever* report emphasises the importance of effecting cultural and attitudinal change in relation to domestic and family violence. Key to the report's findings were recommendations to develop a comprehensive communication strategy aimed at building understanding and intolerance of domestic and family violence across various sectors of the community, as well as increasing awareness of ways both victims/survivors and perpetrators can seek help.

The report contains 11 recommendations relating to development, content and implementation of the communication strategy, including that Council oversee its development and implementation (**recommendation 19**) and that a group of experts be established to design the strategy, reporting to Council (**recommendation 21**).

Other recommended features of the communication strategy include:

- a sustained, long-term advertising/media campaign utilising print, television and social media to raise awareness of domestic and family violence, avenues for victims and perpetrators to seek help, and ways other people can safely intervene (**recommendation 20**)
- promotion of sustained, intergenerational communication in the community, about the seriousness of domestic and family violence, the community's intolerance of domestic and family violence and services available to victims and perpetrators (**recommendation 16**)
- specific elements targeting elder abuse (**recommendation 12**) and lesbian, gay, bisexual, transgender and intersex (LGBTI) communities (**recommendation 14**)
- use of high profile role models, including male role models, to raise awareness of domestic and family violence (**recommendation 30**)
- implementation through all frontline services (**recommendation 22**).



The Queensland Government has commenced development of an engagement and communication strategy to meet these recommendations. To inform the development of the strategy, the government undertook a design forum process that engaged experts (as per **recommendation 21**) and other key contributors to explore innovative and creative responses.

The design forum conducted on 25 May 2016 was facilitated by PricewaterhouseCoopers and involved 50 people with a range of backgrounds and expertise. The outcomes of the forum will inform the development of a road map on how to communicate the complex issue of changing community attitudes and behaviours to domestic and family violence, and inform the development of a detailed communication plan.

A number of Council members participated in the forum and provided input into the process to facilitate the Council's role in overseeing development and implementation of the communication strategy.

Council emphasises the importance of an effective communication strategy to build a common community understanding of the varying types and effects of domestic and family violence, reinforce the overriding message that this violence is unacceptable in modern society, and educate the community about avenues available to assist all those affected.

Mount Isa visit

On 28 and 29 April 2016, Council travelled to Mount Isa and met with people and organisations involved with the city and region's domestic and family violence response. The visit proved an invaluable opportunity for Council members to observe firsthand the challenges associated with responding to domestic and family violence in a regional setting.

Mount Isa is the major city in Queensland's north-western region. It is located 1830 km north-west of Brisbane and 904 km west of Townsville. Its population is estimated to be just over 22,500¹. The original inhabitants of Mount Isa are the Kalkadoon people. Today, 15 per cent of Mount Isa's population identify as being of Aboriginal and/or Torres Strait Islander background². Since 1923, the city's economy has been centred on mining.

Mount Isa faces a range of challenges in relation to domestic and family violence. The city itself sits at the centre of the Mount Isa police district, which in 2014–15 had the highest rates of assaults and domestic violence protection order breaches in Queensland³. These statistics are driven by high rates of offending in some of the smaller communities in the police district⁴ and the city of Mount Isa, all of which experience rates of assault that are significantly higher than the State average⁵.

1 Queensland Government Statistician's Office, Queensland Treasury, Queensland Regional Profiles: Resident Profile for Mount Isa City Local Government Area, p.5

2 Ibid. p.10

3 Queensland Police Service, 2014–2015 Annual Statistical Review, p.106, 122

4 The Mount Isa police district covers 379,449.7 km² – almost a quarter of Queensland's land mass. Communities with high rates of offending include Mornington Island, Doomadgee and Normanton. Queensland Police Service, Online Crime Statistics at www.police.qld.gov.au/forms/crimestatsdesktop.asp retrieved in April 2016.

5 Ibid.

These characteristics resonate with some of the key challenges identified in the *Not Now, Not Ever* report – the need for an effective regional response including rural and remote outreach services, and culturally appropriate services for Aboriginal and Torres Strait Islander communities. For these reasons, Council's visit to Mount Isa was important in informing its assessment of the response to domestic and family violence in this State.

During its two days in Mount Isa, members of Council met with representatives from local organisations and service providers in a program of 19 meetings, events and activities. This allowed members to gain a range of insights into the key issues impacting Mount Isa specifically, and regional locations more generally, when responding to domestic and family violence.





Burke Street Shed

“The people living in open spaces, especially in the Mount Isa Riverbed have significant health issues and need a place of welcome and support. At the Shed they can obtain the basic essentials of life, e.g. water and a place to wash themselves and their clothes. Those with chronic addictions need a place to share some basic activities, a meal, a chat, some artwork or entertainment (e.g. bingo and the occasional disco). They also need a place to engage in education around health or Centrelink processes. Here you get to see what the issues of living in Mount Isa are when you come from outside (especially the Northern Territory) and what people feel are imposed on them. With all these things being juggled in people’s lives, often domestic violence can be seen to be an inevitable consequence of these issues.”

Burke Street Shed facilitators

Above (L–R): Robbie Katter MP, Member for Mount Isa, Jamie Patullo, Jimmy Hill, the Honourable Quentin Bryce AD CVO, Paul Hill, Father Mick Lowcock.



Photo courtesy of Theo van der Meulen.

Culture and attitudes

Discussions between Council members and community representatives highlighted some of the stark challenges that Mount Isa faces. People spoke of the normalisation of violence in some families and neighbourhoods and the deleterious intergenerational impact of violence, alcohol and unemployment.

At the same time, Council was made aware of grassroots campaigns in the Mount Isa community to roll back this tide. In a meeting with Spinifex State College—Mount Isa's only state high school—Principal Denise Kostowski (a Council member) and her staff discussed the work that is being done in the school to challenge the normalisation of violence and the circumstances from which it arises, through school culture, healthy relationships programs and other support programs.

Spinifex State College has a range of structures in place that allow staff to develop relationships of trust and an awareness of student welfare issues that facilitate this cultural change work. A recent example of this work is the school's campaign for Domestic and Family Violence Prevention Month.



Spinifex State College Junior Campus library display of Commitment Statements

Spinifex State College Community says not now, not ever

Spinifex State College used Domestic Violence Prevention Month to successfully raise the profile of the very important issue of domestic and family violence.

During the month the Principal, Denise Kostowski, shared information on parades, through student and staff notices, and meetings around the themes of: Don't be a Victim, Don't be a Perpetrator and Don't be a Bystander.

At the end of the month community members were invited to sign a Commitment Statement to take up the challenge to end domestic and family violence. Staff or students who signed a Commitment Statement received a Not Now, Not Ever sticker

to put in a prominent place to remind them of their commitment. Statements signed by staff, students, P&C members and local primary school principals are now displayed in the school libraries.

Text of commitment:

I am committed to take up the challenge to **END DOMESTIC AND FAMILY VIOLENCE.** I share a vision of a Queensland free of domestic and family violence.

I will:

- Model appropriate behaviours;
- Challenge inappropriate behaviours;
- Support family/friends who need me.

Service response

Council members were able to meet with the key players in the service response to domestic and family violence in Mount Isa. Council members attended meetings with representatives from:

- **the dedicated domestic and family violence service** – North Queensland Domestic Violence Resource Service
- **local shelters** – Nawamba House, Serenity House, Ngurri Ngurri Young Female Shelter, Jimaylya Topsy Harry Centre
- **community service providers** – North West Queensland Indigenous Catholic Social Services, Injilinja Aboriginal and Torres Strait Islander Corporation for Children and Youth, Centacare North Queensland, Young People Ahead
- **key government agencies** – Queensland Police Service, Department of Communities, Child Safety and Disability Services, Department of Housing and Public Works, Queensland Health, Queensland Ambulance Service.

From this experience, Council gained a sense of the service network in Mount Isa and challenges it faces.

Council members were impressed by the skill, commitment and initiative of the professionals and community members responsible for addressing domestic and family violence in Mount Isa. Across the range of meetings, Council members noted that local service providers are intensively engaged with the issues that their clients face and work hard to deliver real solutions to their clients' problems.

This is not to say that Mount Isa service providers do not face challenges. Community representatives identified gaps in the local service landscape, such as a need for mental health services and after-hours services and a lack of public transport, that present obstacles in their day-to-day work. Organisations reported that attracting and retaining staff was a challenge. While local networks clearly exist, there is also scope to involve additional agencies and to enhance information sharing.

The reality of Indigenous disadvantage, the over-representation of Aboriginal and Torres Strait Islander people in domestic and family violence incidents, and aggravating effects of alcohol were starkly illustrated during Council's visit to Mount Isa. While there are some impressive examples of local services providing valuable assistance to Indigenous people, local representatives made it clear that service responses need to be consultative and inclusive to ensure they are taking account of the cultural needs of Aboriginal and Torres Strait Islander people.

The announcement of Mount Isa as the regional trial site for an integrated response model provides an important opportunity to build on the existing foundations to improve the service delivery response within the region.

Nawamba House

"I believe to stop domestic and family violence more efforts should be put on to perpetrators of the violence to find out his or her mental state. As soon as a case is reported to police, perpetrators of the violence should follow a tailor made program to work on his or her issue as the goal is not to put them in jail but instead to make the place violence free. Also, a domestic violence survivor should have a safety plan as soon as the case is reported. I believe perpetrators of violence are the ones who should leave the house not the survivor with children, as children's wellbeing is a priority."



Ms Aashi Sharma, Aboriginal and Islander Development Recreational Women's Association – Domestic Violence and Homeless Women Shelter – Mount Isa

North Queensland Domestic Violence Resource Service

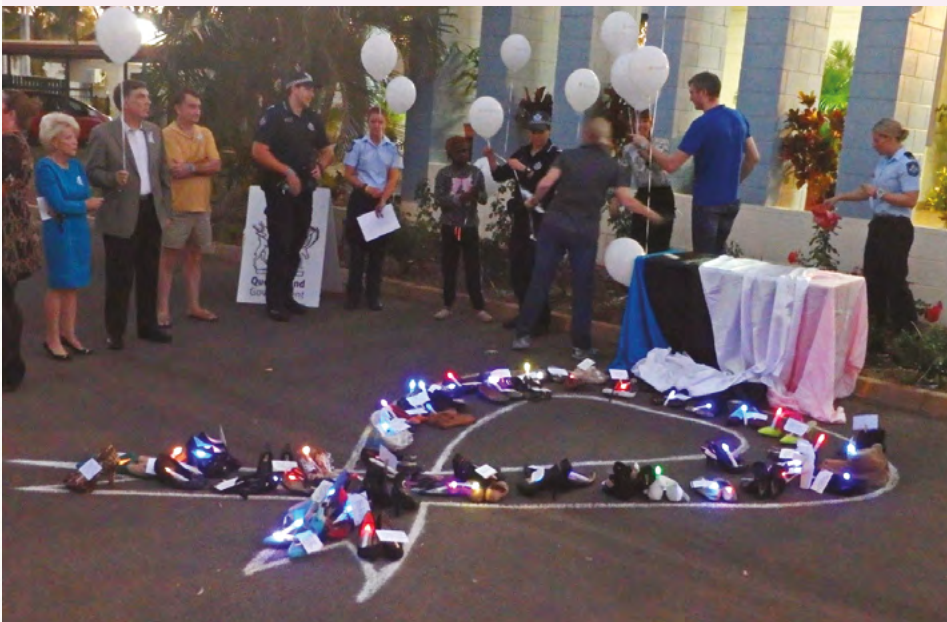
“In June 1994, the North Queensland Domestic Violence Resource Service (NQDVRS) was established in Townsville, the Mount Isa office was opened in 1999. NQDVRS is one of 15 domestic violence services funded by the Department of Communities in Queensland. We work with other organisations to provide a consistent, appropriate and effective approach for women and children seeking protection and safety.

Another important service we offer is the men’s behaviour change program, MIMENTER, and Go-FARR (Fathers Group). The Respondent Court Worker is available to explain the court process and assist men who use violence to get support through awareness activities such as the behaviour change program.

An essential role of NQDVRS is to provide community education and training on domestic violence issues. We provide information and training on various issues relating to domestic violence. Sessions are designed to suit individual requirements of the group or service.”

Matthew Moss

Senior Worker, Co-Facilitator Men’s Program, Respondent Court Worker
North Queensland Domestic Violence Resource Service



*White Ribbon Night
31 July 2015, Mt Isa –
Community Candlelight
Vigil to acknowledge
the women who died
due to domestic homicide.*

Law and justice framework

Council members also met with representatives of the judiciary, court staff, the Aboriginal and Torres Strait Islander Legal Service, Queensland Indigenous Family Violence Legal Service and the Mount Isa and Cloncurry community justice groups. These meetings gave Council members the opportunity to observe and engage with key elements of the law and justice response to domestic and family violence in Mount Isa.

The volume and seriousness of offending in Mount Isa is a significant challenge for Mount Isa's law and justice system. Council was pleased to see a number of local initiatives seeking to engage with this challenge in innovative ways.

The Domestic and Family Violence Integrated Case Management Action Group is a police-led pilot project that case manages ten high risk domestic and family violence cases through information sharing, and the provision of additional positive support and case management to individuals. This project has created important links that facilitate management of offenders through the corrective system and during their transition back into the community, enhancing perpetrator accountability. Additionally, the support provided to individuals receiving case management helps to integrate the law and justice response and service response into a cohesive whole focused on victim safety and accountability.

Council members were also impressed by the work of the Mount Isa Community Justice Group and the Cloncurry Justice Association whose activities include (but are not limited to), a night patrol service, a Murri men's group, a men's shed and providing court support for perpetrators, including for the Murri Court. Such court support helps to explain justice processes to perpetrators who may not understand the complexities of the legal system. The activities of the Murri men's group focus on education, promoting healthy relationships, increasing self-esteem, building personal skills and developing cultural identity, offering perpetrators an alternate path to the type of decisions that led to their offending.

North West Queensland Indigenous Catholic Social Services

"We were very fortunate to have the presence of the domestic violence council in Mount Isa. Our organisation, North West Queensland Indigenous Catholic Social Services, was able to share our insights in relation to the issues associated with our work within the court system and especially the Murri Court. Not only were the issues of DV discussed, but what lies behind these issues. Growing up in an environment where DV is normalised and jail is not seen to be a deterrent, but a break from life's pressures. This places increased stress on family life and housing issues. A lack of understanding around Federal Family Court and Queensland court processes also creates associated trauma for adults and children and therefore families."

Father Mick Lowcock North West Queensland Indigenous Catholic Social Services

Men's group staff: Brother Martin McHugh, Cliff Weatherall, Marcus Bismark, Father Mick Lowcock.



Mount Isa Police

“Standing between an aggressive respondent and a bloodied aggrieved is demanding and mentally exhausting. It leaves a stain on you. I cannot imagine how an aggrieved would feel after suffering years of ongoing violence. Recently I witnessed a man punch his wife in the face, knocking her to the ground, covering her face and the road with blood. Her Lake Nash origin and my Gold Coast roots created cultural and language barriers that cannot be overcome by diversity training alone. I remember her nervously and cautiously telling me, ‘I don’t want to leave him or for him to go to jail... I just don’t want to get hit’. Over the next few weeks she was punched, kicked, bashed and choked on multiple occasions. The evidence was strong and bail was objected to on a number of occasions. Bail with ‘no contact’ conditions was granted and these conditions were breached. I’m fearful that I know the end result to this tragic story.”

Sergeant Matthew Ward
Mount Isa Police



Personal observations – Council member, Karni Liddell



In rural and remote areas such as Mount Isa with its large geographic spread, low population density and limited infrastructure, the range of domestic and family violence supports and services available in the area is restricted. Everyone we

spoke to on our trip to Mount Isa discussed the difficulties involved in attracting and retaining a skilled workforce.

Partnerships should exist between all domestic and family violence-related services (especially police, justice, health services and Aboriginal and Torres Strait Islander health and other services) to ensure improvements in access for Indigenous women and children escaping domestic violence, and to improve the service response provided by gaining access to coordinated and linked services.

I observed effective community networks that already exist with local solutions and most of the people who work within this field have a strong desire for change. It is important for all of these funded and non-funded

services to establish better networks to draw on the expertise and resources that already exist within these organisations before ‘reinventing the wheel’ and introducing unnecessary external outside resources.

The majority of domestic and family violence cases in Mount Isa are perpetrated and experienced by Indigenous people and therefore all approaches and interventions within the community have to be culturally appropriate and holistic to recognise the continuing impact of colonisation, poverty, housing and other health and social issues. The full extent of violence against Indigenous women is difficult to establish due to under-reporting by victims. All agencies should be aware of this and work more specifically with Aboriginal and Torres Strait Islander services to incorporate better practices to improve this.

At the core of everything we do we must acknowledge the deep and enduring historical trauma for Aboriginal and Torres Strait Islander families dealing with government agencies (especially social workers), the child protection system and police services and respond in ways that enable people, families and communities to heal.

Karni Liddell

Personal observations – Council member, Dr Wendell Rosevear OAM

It had been 36 years since I had worked in the Mount Isa Hospital as a first year doctor. Back then I had seen most of the crises known to medicine, amplified by issues of alcohol and drugs and dispossessed Indigenous people.

Sadly at this visit the problems seem to have grown.

Indigenous people are over-represented in domestic and family violence cases and workers identify that over 90 per cent of cases relate to alcohol and drug abuse.

Some offenders are measured at the watch house with blood alcohol readings of 0.34 per cent (when 0.4 per cent can be lethal). The police identified that even in some alcohol-free communities, alcohol is still a problem as many use sugar to make home brew that can be more potent than bought alcohol, resulting in severe violence.

Some people are housed in the community, only to come back to the river camp for the social and shared drinking culture. The nearby half-way house community does foster safe accommodation and limited drinking hours if you stay, coupled with employment and skill training. It is a choice to be there as long as one abides by the rules. It was great to see there was a local option.

I was impressed that the men's violence prevention program is full and oversubscribed with a waiting list. It is based on respectful relationships and has an accountability dimension. The workers were committed and passionate about prevention.

I was impressed that the police and some community agencies are working to case manage ten of the most difficult cases. There was a pragmatic approach and a clear need for case coordination, that also needs mental health input. It is great that Mount Isa will be an integrated response trial site.

The Murri Court received a great stamp of approval and it is worthy of note that personal engagement with community Elders in a valuing dynamic was noted to increase the likelihood of honesty and accountability on the part of perpetrators.

To foster honesty rather than denial is critical in achieving change and to see the linking of a sense of safety through talking to trusted Elders was helpful for this purpose.

Many workers observed that punishment doesn't seem a disincentive for violence for some individuals and seemed disillusioned with repeated violence where the wheels of the legal system are turning but we don't seem to be getting anywhere. It is obvious we must address the causes of domestic violence and help people value themselves and each other and find relief beyond alcohol and drugs.

The court is also to be commended for already being well adapted and respectful for dealing with same sex domestic violence and male and female victims and male and female perpetrators. To some extent they seemed more pragmatically and realistically responsive to these people than what I hear from the experiences of some diverse victims in the big cities.

I want to honour the sincere efforts of everyone that I met in seeking to heal and prevent violence.

Dr Wendell Rosevear OAM



Personal observations – Council member, Janette Phelan



Mount Isa is truly blessed with dedicated workers making a difference through education, Indigenous groups, positive police programs and services for domestic violence victims and perpetrators. I commend the innovative approach of the local police force,

the comprehensive support provided by schools and the numerous paid and unpaid workers who staff a range of services that truly make a difference to people's lives.

Despite this, we witnessed a canvas of disadvantage, social structures and displacement upon which the high rates of Indigenous violence played out. Local services are focused upon delivery within business hours to a nuclear family unit and resources beyond this are stretched or do not exist. It is thus a struggle to address issues perpetuated by night-time drinking and socialising within an extended family unit context and sometimes exacerbated by rivalries between mobs.

Children who lack safe, quiet places to sleep at home while the adults in their lives model a violent drinking culture often roam the streets at night and skip school so they can sleep in the quiet of the day, setting up a cycle of illiteracy and disadvantage. Some children glimpse a way forward through excellence with local sporting clubs. However, the practicalities of travel, uniforms and high costs are often a huge barrier. Business sponsorships and scholarships for such children could well be life-changing.

A number of other issues restrict people's empowerment and their ability to seek support for change: lack of public transport; need for a dedicated mental health service; the size and isolation of Mount Isa that makes it easy for perpetrators to locate victims; the importance for victims to maintain links with their mob.

It is clear that an integrated approach embedded in culture will have the greatest impact, since focus on one area without due consideration of concurrent issues can only have limited, short-term effect. To be effective, support for parenting, relationships and the family unit must address a culture where aunts and grandparents have at least equal responsibility for child raising and education, rather than focusing solely on biological parents.

A key intervention point may well be during the teen years. The pattern of romantic relationships, as described by the students we spoke to, is one of coercion and power. Work towards change through school culture, the Respectful Relationships program, etc. may assist in developing alternative, healthier relationship models and in breaking down the expectations that relationships must necessarily involve power and entitlement.

It was heartening to observe the dedication, the flexibility of approach and the degree of cooperation between agencies working in Mount Isa. I am optimistic that this cooperation and the effectiveness of interventions will be enhanced as the new legislation allows appropriate information sharing between organisations.

Janette Phelan

Implementation progress

Oversight of the implementation of recommendations of the *Not Now, Not Ever* report and the Domestic and Family Violence Prevention Strategy is the core responsibility of Council. This part of this report provides an overview of Council's view of implementation progress to date.

Not Now, Not Ever report



The *Not Now, Not Ever* report made 140 recommendations to address domestic and family violence in Queensland. Of these, 121 recommendations are directed at the Queensland Government and 19 are directed at non-government organisations and sectors of the Queensland community. The Queensland Government accepted the

121 recommendations directed at government and supported the report's 19 other recommendations.

To oversee implementation of these recommendations, Council receives quarterly implementation progress reports from the Queensland Government on the recommendations for which it is responsible. Council is also following the progress of report recommendations directed at non-government organisations through correspondence and round table discussions at Council meetings.

Domestic and Family Violence Prevention Strategy and First Action Plan

The development of a domestic and family violence prevention strategy was the first recommendation of the *Not Now, Not Ever* report. The Domestic and Family Violence Prevention Strategy and the accompanying First Action Plan were delivered to Council at its February meeting.

The First Action Plan set out the work that was to occur by 30 June 2016 to implement both the recommendations of the *Not Now, Not Ever* report and other initiatives—classified as enabling actions—that support the Strategy's vision. Three action plans that are to follow will run for three years each.

Council monitors progress of implementation of the Strategy and First Action Plan through regular reports received from the Queensland Government.



Implementation progress to date

In relation to the 121 recommendations of the *Not Now, Not Ever* report and the eight enabling actions of the Domestic and Family Violence Prevention Strategy for which it is responsible, the Queensland Government reports that, as at 15 May 2016:

- implementation had commenced on 77 recommendations and three enabling actions
- implementation had been completed for 32 recommendations and five enabling actions
- implementation of 12 recommendations had been scheduled to be undertaken as part of a future action plan.

Through activities in its first six months, Council has noted progress in relation to the implementation of recommendations directed at non-government organisations and sectors.

The Chief Magistrate, who is an ex-officio member of Council, has provided regular implementation updates to Council.

Independent Schools Queensland and the Queensland Catholic Education Commission reported at Council's second meeting on the steps being taken by non-government schools to implement respectful relationships education programs.

Council will continue to engage with the non-government sector regarding the implementation of relevant recommendations through its future meetings and other activities.

This part of the report is divided into four sections that reflect the thematic grouping of the *Not Now, Not Ever* report's recommendations.

- **Framework for change**
- **Culture and attitudes**
- **Service responses**
- **Law and justice framework**

Framework for change

To lay the foundations for reform, the *Not Now, Not Ever* report makes a number of recommendations on the framework for delivery of the domestic and family violence reform program. These recommendations aim to ensure that appropriate high level governance, oversight and strategic arrangements have been established as foundational elements for change. The majority of these recommendations have commenced or been completed in Council's first reporting period.

Overview

Recommendations 1 to 8 of the *Not Now, Not Ever* report include recommendations to:

- develop a domestic and family violence prevention strategy, implementation plan and evaluation framework
- establish an audit oversight body and death review board.

Implementation status

- 2 recommendations completed
- 5 recommendations commenced
- 1 recommendation to commence in future action plan

Key achievements

- *Domestic and Family Violence Prevention Strategy 2016–2026 and First Action Plan (2015–16) of the Domestic and Family Violence Prevention Strategy* released (**recommendations 1 and 2**)
- Domestic and Family Violence Implementation Council established (**recommendation 3**)

Things to watch

- Finalisation of evaluation framework (**recommendation 5**)
- Release of second action plan for the Domestic and Family Violence Prevention Strategy (**recommendation 2**)
- Appointment of members to the Domestic and Family Violence Death Review Board (**recommendation 8**)

The *Not Now, Not Ever* report's primary recommendation was implemented with the development of the Domestic and Family Violence Prevention Strategy (**recommendation 1**) that was delivered to Council in February 2016.

The implementation plan that is called for in **recommendation 2** will be delivered in four action plans described in the Strategy, the first of which was released with the Strategy. The audit and oversight body envisaged in **recommendation 3** has been established in the form of the Domestic and Family Violence Implementation Council.

Staffing levels in the Domestic and Family Violence Death Review Unit in the Office of the State Coroner have been increased in line with **recommendation 6**. The Queensland Government has commenced work on developing information sharing protocols that will allow this unit to share its resources with policy makers to support better policy development (**recommendation 7**).

Two significant elements of the framework for change are not yet in place.

Recommendation 5 calls for a detailed evaluation framework to evaluate the implementation of the recommendations of the *Not Now, Not Ever* report and the Strategy. The Strategy provides an overview of the evaluation framework and the Queensland Government reports that the framework is in the process of development. As the Strategy acknowledges, the delivery of the evaluation framework will be critical to ensuring that reforms being implemented are achieving their goals.

Council notes that the framework is currently under development, and looks forward to further updates in the next reporting period.

Recommendation 8 calls on government to immediately establish an independent Domestic and Family Violence Death Review Board to identify systemic issues associated with domestic and family violence deaths and make recommendations to improve systems, practices and procedures.

The legislative framework for the Board was established by the *Coroners (Domestic and Family Violence Death Review and Advisory Board) Amendment Act 2015* that commenced in December 2015.

The Queensland Government reports that a selection process is being undertaken for non-government representatives on the Board. The Board, when established, will perform a critical function by ensuring systemic issues related to domestic and family violence deaths are identified and addressed.

Council awaits further updates in relation to appointment of members to this Board.

Culture and attitudes

People have long appreciated that the culture and attitudes of our community contribute significantly to the behaviour of individuals. In recent years there has been an increased understanding that domestic and family violence does not occur in isolation from our broader culture. Rather, domestic and family violence is given space to develop and grow by attitudes and cultural currents that allow individuals to excuse inequality, condone entitlement, trivialise violence and blame and isolate victims.

The *Not Now, Not Ever* report and the Strategy recognise that, to address domestic and family violence, community cultures and attitudes in relation to domestic and family violence need to change and mature.

While it is accepted that cultural and attitudinal change will be an evolutionary process, the *Not Now, Not Ever* report and the Strategy recommend a number of initiatives aimed at effecting cultural change.

These recommendations are aimed at building community understanding of what constitutes domestic and family violence, that it is unacceptable, and the steps individuals can take to address it.

Overview

Recommendations 10 to 70 of the *Not Now, Not Ever* report include recommendations to:

- develop a communication strategy
- deliver school-based respectful relationships education
- provide workplace supports
- provide appropriate professional development for frontline workers.

Implementation status

- 12 recommendations completed
- 34 recommendations commenced
- 6 recommendations to commence in future action plan
- 9 non-government recommendations

Key achievements

- ‘Respectful relationships education program’ developed and accessible to Queensland schools (**recommendations 24 to 26**)
- Domestic and family violence leave introduced in the Queensland Government (**recommendation 34**)

Things to watch

- Development of engagement and communication strategy (**recommendation 18**)
- Development of guidance and training for health professionals (**recommendations 50 to 58**)
- Delivery of domestic and family violence referral services within hospitals and emergency departments (**recommendation 59**)

Communication strategy

The development of a comprehensive communication strategy on domestic and family violence is a major initiative required to drive cultural and attitudinal change to domestic and family violence.

It is the subject of 11 recommendations in the report that provide that the strategy is to incorporate elements dealing with:

- the nature of domestic and family violence and that it is unacceptable
- guidance and support for victims/survivors, perpetrators and bystanders
- elder abuse and domestic and family violence in the LGBTI community.

Work on the communication strategy has commenced, including the design forum held in May 2016. Further work will be necessary to progress from the input gathered at the design forum to the development of a strategy and communication materials. Council will watch this process with interest.

The existing Domestic and Family Violence Prevention Month grant program provides grants to support community organisations to undertake grassroots campaigns to address domestic and family violence in their own communities.

Recommendation 23 of the *Not Now, Not Ever* report called on government to consider expanding the grant program to spur further growth of grassroots campaigns. Council noted that this call was answered by funding allocated for Domestic and Family Violence Prevention Month grants in 2016, that was one third greater than in the previous year.

Domestic and Family Violence Prevention Month – May 2016

The ‘Not Now, Not Ever’ communication campaign was delivered by the Department of Communities, Child Safety and Disability Services for Domestic and Family Violence Prevention Month in May 2016. This campaign was designed to encourage the community to take up the challenge of putting an end to domestic and family violence through local activities.

The campaign showcased domestic and family violence prevention activities in workplaces, schools, sporting clubs, neighbourhoods and communities. Template resources were made available to the public to allow communities to plan and promote their own ‘Not Now, Not Ever’ activities.

The use of the ‘Not Now, Not Ever’ tagline builds on and reinforces association with the *Not Now, Not Ever* report and recognition of domestic and family violence issues within the community.

Council was encouraged by the level of community involvement in this campaign, and commends organisations standing up to domestic and family violence in their communities.



School education

Development and delivery of the ‘Respectful relationships education program’ in Queensland schools is a key mechanism to address the culture and attitudes of young Queenslanders in relation to domestic and family violence.

Addressing domestic and family violence in Queensland schools was the principal focus of Council’s February 2016 meeting. Representatives from Queensland’s schooling sector were present at the meeting to report on the implementation of **recommendations 24 to 29** of the *Not Now, Not Ever* report.

The Department of Education and Training reported that, in accordance with **recommendations 24, 25 and 26**, a ‘Respectful relationships education program’ for students from Prep to Year 12 had been developed and made available to all state schools for Term 1, 2016. In line with **recommendation 27** of the report, non-government schools have also been given access to these materials.

Council was pleased to note the commitment of representatives from across Queensland’s school sector to the recommendations of the report and to addressing domestic and family violence more broadly.

In addition to the Department of Education and Training, representatives from Queensland Catholic Education Commission and Independent Schools Queensland reported to Council on the commitment of both their organisations and the schools that they represent to addressing domestic and family violence as an issue for their students, their workforce and the broader school community.

Respectful relationships education program

The Department of Education and Training has developed a suite of curriculum resources to support schools to teach students about respectful relationships from Term 1, 2016, including:

- ‘Curriculum into the Classroom’ resources for Prep to Year 10
- an additional Prep to Year 12 ‘Respectful relationships education program’ curriculum resource available via a web-based platform
- access to respectful relationships education resources developed by other jurisdictions and non-government organisations.

The respectful relationships education materials provide flexible delivery options for schools and can be included as part of the school curriculum or pastoral care program. Principals, in conjunction with teachers and the school community, make decisions about the resources and their delivery, to ensure programs are appropriate to the context of the individual school.

These programs have been designed to teach children about healthy, respectful relationships and to contribute to a broader shift in culture and attitudes regarding domestic and family violence.

The ‘Respectful relationships education program’ has been made available to the non-state school sector in accordance with **recommendation 27** of the *Not Now, Not Ever* report.

At its February meeting, Council heard positive reports from representatives in State and non-State school sectors of collaboration occurring to facilitate delivery of these programs across Queensland schools.

Workplace reforms

The *Not Now, Not Ever* report recognised that creating workplaces that are aware and supportive of staff affected by domestic and family violence presents a major opportunity to address domestic and family violence in Queensland.

Recommendations 31 to 49 recommended a range of initiatives to promote development of such workplaces.

On White Ribbon Day 2015, the Queensland Government announced that it would provide 10 days of paid leave per year to support its employees impacted by domestic and family violence.

As the largest employer in Queensland, this action by the Queensland Government is a significant step towards creating workplaces that are supportive and responsive to domestic and family violence. A number of local governments and other organisations in Queensland have also undertaken to introduce such leave.

The Public Service Commission has developed a range of resources to support a workplace culture within the public sector that is responsive to domestic and family violence in line with **recommendations 37 and 39**. This workforce support package includes a whole-of-government directive, model policy template, commitment statement, communications toolkit and other supporting resources.

The Queensland Government worked with CEO Challenge to develop the *Recognise Respond Refer: Domestic Violence and the Workplace* training package, in line with **recommendation 32**, that trains employees to identify and respond to domestic and family violence in the workplace.

Council hopes that such training will result in workplaces that are:

- better informed about domestic and family violence
- better able to support colleagues and employees affected by domestic and family violence
- better able to seek and receive assistance from colleagues in the case of people who themselves are affected.

Workplaces outside the Queensland public sector need to create environments that support those affected by violence. Council is keen to acknowledge the work of organisations that are leading in this area and have domestic and family violence workforce support policies in place. This is a new area of reform and domestic violence policies are not yet the norm in Queensland workplaces.

To help employers seeking to develop these policies, **recommendations 31 and 41** call for the Queensland Government to take the lead in modelling workplace reform and support businesses and non-government organisations by sharing resources. Council notes that the Public Service Commission has made its domestic and family violence workforce support package publicly available on its website to be adapted for use by local governments, businesses and non-government organisations.

Council looks forward to examining in greater detail the steps the non-government sector is taking to create workplaces supportive of people experiencing domestic and family violence.

Skilling our frontline workers

Frontline services are often contact points for people who are impacted by domestic and family violence. Just as the workplace reform initiatives seek to promote a Queensland workforce supportive of colleagues and employees affected by domestic and family violence, it is important that people working in frontline services can recognise and respond appropriately when they work with clients impacted by violence. This is recognised in a suite of recommendations in the *Not Now, Not Ever* report.

Recommendations 50 to 63 deal with initiatives to improve the capacity of the health sector, particularly general practitioners, midwives and obstetricians, to appropriately identify and respond to clients affected by domestic and family violence. **Recommendations 64 to 66** seek to increase the amount of training that future professionals are receiving on recognising and responding to domestic and family violence by working to embed relevant units in tertiary courses where appropriate and increasing the amount of such training that is delivered.

Council notes that work on most of these recommendations is reported as commenced. Progress will be considered further over the coming reporting period.

Media

The *Not Now, Not Ever* report calls for reforms to defamation and other civil and criminal laws to facilitate freer discussion of domestic and family violence in the media (**recommendations 67 to 69**) and the development of a media guide to assist news and current affairs programs when reporting on domestic and family violence incidents (**recommendation 70**).

In response to these recommendations:

- the Attorney-General has commenced consultation with media stakeholders on recommendations relating to law reform
- the Queensland Government has scheduled the development of a media guide to take place as part of a future action plan.

Service responses

Services respond directly to those impacted, or at risk of domestic and family violence. They include services that support victims to escape violence and work with perpetrators to address their violent behaviour.

The *Not Now, Not Ever* report and the Strategy recognise that working towards the vision of a Queensland free from domestic and family violence requires our State to ensure that we have an up-to-date, innovative and integrated service response across the State.

The April and May meetings focused Council's attention on Queensland's service response to domestic and family violence. While implementation progress varies from recommendation to recommendation, Council notes some significant progress in the first reporting period.

Mapping and funding services

In May, Council was given an overview of work being undertaken to implement key recommendations.

The audit of services has been undertaken and has informed government planning around the locations and the type of services in which it invests (**recommendation 71**). The funding and investment model is in development, with investment principles and guidelines being delivered as a preliminary to an investment plan (**recommendations 72 and 73**).

Overview

Recommendations 9 and 71 to 89 of the *Not Now, Not Ever* report include recommendations to:

- undertake an audit of domestic and family violence services
- develop a new long-term funding and investment model
- deliver three pilots of integrated response models (urban, regional and a discrete Indigenous community)
- design a common risk assessment framework
- update and increase access to perpetrator interventions
- deliver two new crisis centres
- provide additional service and housing support to victims.

Implementation status

- 3 recommendations completed
- 16 recommendations commenced
- 1 recommendation to commence in future action plan

Key achievements

- Opening of shelters in Brisbane and Townsville (**recommendation 84**)
- Undertaking an audit of services (**recommendation 71**)
- Selection of locations for urban and regional pilots of integrated response models (**recommendation 74**)

Things to watch

- Commencement of pilot of urban integrated response in Logan/Beenleigh in July 2016 (**recommendation 74**)
- Selection of location of discrete Indigenous community pilot of integrated response (**recommendation 74**)
- Development of interagency response model for high-risk cases and common risk assessment framework (**recommendations 76 and 77**)
- Delivery of long-term funding model (**recommendation 72 and 73**)

Integrated service responses

Recommendation 74, that calls for pilots of three integrated response models, in urban, regional and discrete Indigenous community settings, is a key initiative recommended in the *Not Now, Not Ever* report.

During Council's first six months, locations of the urban (Logan/Beenleigh) and regional (Mount Isa) pilots have been announced, with government reporting that consultation is taking place in relation to location of the discrete Indigenous community integrated response. The Logan/Beenleigh pilot is due to commence on 1 July 2016. Council will observe its progress with interest.

Work has also commenced on the development of a model for interagency responses to high-risk

cases (**recommendation 76**), common risk assessment frameworks (**recommendation 77**) and initiatives to increase the accessibility of and the rigour surrounding perpetrators programs (**recommendations 80 and 82**).

The Queensland Government reports that development of a legislative framework that will underpin information-sharing within integrated responses (**recommendation 78**) is being progressed in the context of the review of the *Domestic and Family Violence Protection Act 2012*. Further progress on these recommendations will be crucial to the pilot of integrated service responses.

Recommendation 83 sets out principles to guide development of Queensland's integrated service response, including the development of statewide tools to support integrated responses to be undertaken

Integrated service responses

During its visit to Mount Isa in April and its May meeting, Council was exposed to a variety of integrated responses to domestic and family violence.

Local integrated service responses to domestic and family violence can be found in a diverse range of locations in Queensland. Some responses have extensive histories that significantly pre-date current reforms.

The Gold Coast Domestic Violence Integrated Response has operated since 1996. Under the leadership of the Domestic Violence Prevention Centre Gold Coast Inc., this response has coordinated the activities of local shelters, service providers, law enforcement, legal services, hospitals and government agencies to support people impacted by domestic and family violence. Its operations have evolved over its 20-year life, having been informed by international expertise and the variety of programs and projects it has participated in. At its May meeting, Council heard from the Chief Executive Officer of the Domestic Violence Prevention Centre Gold Coast Inc. in relation to the work the organisation is undertaking as part of the specialist court trial at Southport.

During the visit to Mount Isa, Council members attended a meeting of the newly established Mount Isa Domestic Violence Integrated Case Management Action Group led by the Queensland Police Service. The group brings together a range of government agencies and non-government service providers to case manage ten high-risk cases in the Mount Isa police district through information sharing and the provision of coordinated support. Though in its infancy and operating as a one year trial, participants spoke highly of the real collaboration in the group's activities, and the enhanced capacity to identify and respond to risk that the group's work has provided.

These and other integrated responses operating in Queensland share a common spirit of proactive engagement and effective local collaboration. Their experience will be a useful resource for the Queensland Government to draw on as it proceeds with the implementation of the three pilot integrated response models called for in **recommendation 74**.

using a co-design approach with the service sector. The recommendation calls for sufficient flexibility in the structure of integrated responses to allow local service providers to build on existing networks.

Key initiatives have been implemented, but the vision of a statewide integrated response outlined in the *Not Now, Not Ever* report is in its developmental phase. Council has received positive reports of the collaborative nature of reforms implemented so far.

As implementation proceeds, the challenge will be to fully merge local initiatives with implementation work underway within government. A collaborative working relationship between government agencies and the service sector will be crucial to success.

Crisis accommodation support

Recommendation 84's call for the immediate roll-out of new crisis centres in Brisbane and Townsville was delivered by Christmas 2015. Both shelters are trialling accommodation of companion animals (**recommendation 87**).

At its May meeting, Council heard positive reports from government and non-government agencies involved in delivery and management of these shelters and outreach services.

Perpetrator programs

In line with **recommendation 81**, Queensland Corrective Services has revised eligibility criteria for custodial programs to ensure that prisoners sentenced for less than twelve months for domestic and family violence related offences can access therapeutic programs and other interventions during sentence.

Implementation has also commenced on **recommendations 80** and **82** to increase access to perpetrator programs in the community and update practice standards.

At April and May meetings, Council heard reports from stakeholders about the significant role perpetrator programs can play to ensure accountability for perpetrators and to increase safety of those experiencing domestic and family violence.

Crisis shelters

In producing the *Not Now, Not Ever* report, the Special Taskforce on Domestic and Family Violence frequently received advice that there are inadequate refuge placements to meet needs of victims escaping domestic and family violence.

The Taskforce was informed that evidence suggests that victims of domestic and family violence delay leaving violence owing to concerns for the welfare of animals that they may be leaving behind. The Taskforce responded to these concerns with **recommendations 84** and **87** of the *Not Now, Not Ever* report, that called for the immediate roll-out of two new crisis centres and the trial of refuges catering for animals.

Since delivery of the report, the government has worked with service providers to implement these two recommendations. Using a co-design process, government agencies and service providers collaborated during June 2015 to discuss needs of victims escaping domestic and family violence and the services supporting them, the current service response and the preferred service response. These discussions provided foundations for development of a prototype service delivery model.

The shelters, that include a capacity to accommodate the companion animals of victims, were opened in Brisbane and Townsville in December 2015. Swift delivery of this recommendation was achieved through enthusiasm, professionalism and dedication from all involved.

The Brisbane shelter provides 11 units of supported accommodation. The Townsville shelter provides 10 units of supported accommodation. In addition to this, the trial also provides mobile support to victims in the community. Mobile support can be provided 24 hours every day of the week to ensure that people living in the community while escaping domestic and family violence receive the same level of support that they would receive if they were in a shelter.

In May, Council heard about the establishment and operation of the shelters from representatives of Save The Children, that manages the Brisbane shelter, Micah Projects, that provides mobile support in Brisbane, and the Department of Communities, Child Safety and Disability Services.

Between December 2015 and April 2016, over 1100 people benefited from these services. The effort and dedication shown by all involved in the delivery of the two crisis shelters is a significant achievement of this reporting period.

Further work is required to ensure the adequacy of crisis accommodation to meet the evident need. Council is heartened to hear of improved outcomes that these additional services appear to have delivered over the short period they have been operating.

Law and justice framework

The law and the justice framework that responds to domestic and family violence incidents forms a critical part of Queensland's overall response to domestic and family violence.

This includes both the law enforcement response when incidents are reported and investigated, and the justice response when incidents are heard and determined in the courts.

The *Not Now, Not Ever* report recommendations relating to the law and justice framework focus on ensuring that Queensland's processes provide:

- appropriate support for victims/survivors during justice processes
- fair and safe justice outcomes
- accountability for perpetrators.

Overview

Recommendations 90 to 140 of the *Not Now, Not Ever* report include recommendations to:

- establish specialist courts to deal with domestic and family violence matters
- develop best practice guidelines and professional development materials for magistrates and lawyers
- increase access to interpreters in justice processes
- increase sanctions for and tracking of domestic and family violence offences
- provide greater support for victims/survivors in justice processes
- increase the capacity of police to respond to and prosecute domestic and family violence incidents.

Implementation status

- 15 recommendations completed
- 22 recommendations commenced
- 4 recommendations to commence in future action plan
- 10 non-government recommendations

Key achievements

- Commencement of specialist domestic and family violence court trial at Southport (**recommendation 96**)
- Creation of criminal offence of non-fatal strangulation (**recommendation 120**)
- Increases in penalties for repeat contraventions of Domestic Violence Orders (**recommendation 121**)
- Appointment of Queensland Police Service domestic and family violence champion and reinstatement of Domestic and Family Violence State coordinator (**recommendations 136 and 137**)
- Completion of domestic and family violence 'Bench Book' and 'Best Practice Guidelines' (**recommendations 101 and 102**)

Things to watch

- Roll-out of court support workers for domestic and family violence matters (**recommendation 124**)
- Development of Queensland Police Service strategy to increase criminal prosecution of perpetrators of domestic and family violence (**recommendation 131**)
- Review of *Domestic and Family Violence Prevention Act 2012* (**recommendation 140**)

Specialist domestic and family violence courts

Recommendation 96 recommends the establishment of specialist courts in legislation. **Recommendations 97** and **100** expand the role to be played by specialist courts and specialist magistrates.

Implementation has commenced with a trial of a specialist domestic and family violence court at Southport. The trial commenced on 1 September 2015 and will end on 30 June 2017 with a comprehensive evaluation to be undertaken. Council has received positive reports from stakeholders on their experiences with the specialist court and innovations it is generating.

The specialised justice response to domestic and family violence will be supported by employment of court support workers for domestic and family violence matters in magistrates courts in Queensland (**recommendations 124** and **125**) and increase of duty lawyers for people involved in domestic and family violence-related matters (**recommendations 126** to **128**).

Council looks forward to exploring and reporting on implementation of these initiatives at upcoming meetings as it focuses more closely on law and justice reforms.

Southport domestic and family violence specialist court trial

The specialist domestic and family violence court in Southport brings together a range of components aimed at improving the experience and justice outcomes for people involved in domestic and family violence matters.

The trial includes:

- two specialist magistrates working in dedicated court rooms for all domestic and family violence matters and related criminal proceedings
- a court coordinator overseeing operation of the trial
- a dedicated and specialist court registry
- dedicated duty lawyers and police prosecutors
- specialist domestic and family violence workers, a men's court information worker and an information desk coordinating access to services
- a dedicated support room for those involved in matters.

An interim evaluation of the specialist court trial was published in May 2016. It found that despite the

challenges posed by the short space of time in which it was set up and the unexpected increase in the volume of matters coming before the court, the trial was tracking well.

Stakeholders who participated in the evaluation made positive comments in relation to the operation of the court. The continuity created by providing dedicated magistrates, the access to on-site legal and non-legal support services, the safety and privacy of the court, and the professional performance of magistrates, registry staff and domestic and family violence workers were identified by stakeholders as positive aspects of the specialist court. Evaluation identified areas for improvement, indicating that there is more work to be done to ensure that victims and perpetrators are kept informed of progress of court matters.

While noting that further investigation will need to take place ahead of the final evaluation, the interim evaluation concluded that the success of trial to date has been the result of having key roles performed by people experienced in the complexities of domestic and family violence.

Courts

Six recommendations of the *Not Now, Not Ever* report—**recommendations 101 to 105 and 115**—are directed at the office of the Chief Magistrate. The Chief Magistrate is an ex-officio member of Council and has provided regular reports on implementation progress over the reporting period.

The domestic and family violence ‘Bench Book’ and ‘Best Practice Guidelines’ have been completed and made publicly available in accordance with **recommendations 101 and 102**.

Significant work has been undertaken to ensure—consistent with **recommendations 103 to 105**—that magistrates, both new and established, receive training and professional development focused on domestic and family violence issues and managing domestic and family violence cases.

Recommendation 115 relates to engaging interpreters for domestic and family violence cases. This is being explored as part of the specialist court trial discussed previously.

The Queensland Law Society has progressed the development of best practice guidelines for lawyers working with people who have experienced domestic and family violence in line with **recommendations 107 and 108**.

Council looks forward to receiving further updates on the implementation activities of the Queensland Law Society and other legal stakeholders.

Law reforms

A number of important legislative reforms recommended in the *Not Now, Not Ever* report have been progressed both prior to and during Council’s first reporting period.

The passage of the *Domestic and Family Violence Protection and Another Act Amendment Act 2015*, *Criminal Law (Domestic Violence) Amendment Act 2015*, *Family Responsibilities Commission Amendment Act 2015*

and *Criminal Law (Domestic Violence) Amendment Act 2016* has effected a number of changes in Queensland law including:

- the creation of a domestic violence trigger for the Family Responsibilities Commission (**recommendation 93**)
- a requirement that courts must consider concurrent cross-applications under the *Domestic and Family Violence Protection Act 2012* at the same time (**recommendation 99**)
- a requirement that courts consider making an order excluding the perpetrator from the home when making a Domestic Violence Order (**recommendation 117**)
- making domestic violence an aggravating factor for sentencing of certain offences (**recommendation 118**)
- enabling notations to be made on a person’s criminal record indicating when charges and convictions occurred in the context of domestic and family violence incidents (**recommendation 119**)
- creating a specific offence of non-fatal strangulation (**recommendation 120**)
- increasing the maximum penalties for breaches of Domestic Violence Orders (**recommendation 121**)
- creating further opportunities for people who fear or experience domestic and family violence to provide their views to the court (**recommendation 129**)
- giving survivors of domestic and family violence ‘special witness’ status in criminal matters, to reduce the trauma of giving evidence in court (**recommendation 133**)
- facilitating the use of footage from police body-worn cameras as evidence in court (**recommendation 133**).

The major legislative project remaining for the Queensland Government is the review of the *Domestic and Family Violence Protection Act 2012* that was recommended to be completed with legislative amendments made by 30 June 2016 (**recommendation 140**).

Police operations

Critical recommendations for the Queensland Police Service are **recommendations 131** and **134**.

Recommendation 131 calls for the Queensland Police Service to develop and implement a strategy to increase criminal prosecution of perpetrators of domestic and family violence. **Recommendation 134** calls for the Queensland Police Service to adopt a proactive investigation and protection policy to prioritise safety of victims and arrest of perpetrators. The Queensland Police Service has started the program of work that is intended to deliver these recommendations.

Reflecting an increased focus on domestic and family violence, the Queensland Police Service has reformed internal structures in line with the *Not Now, Not Ever* report recommendations to improve the agency's capacity to respond to domestic and family violence.

As a first step towards the implementation of **recommendation 135**, the Queensland Police Service has begun to analyse and assess the resourcing and staffing requirements for its District Domestic and Family Violence Coordinator network as part of a process to ensure that numbers of these positions are increased consistent with demand.

The Queensland Police Service has also appointed a new Domestic and Family Violence State Coordinator (**recommendation 136**) and a Deputy Commissioner to champion best practice domestic and family violence prevention (**recommendation 137**).

Council anticipates these positions will be crucial to providing the structure and leadership necessary to deliver the vision of the policing response outlined in the *Not Now, Not Ever* report.

Below (L-R): QPS Deputy Commissioner Brett Pointing, Mount Isa Mayor Joyce McCulloch, QPS Superintendent Kevin Guteridge and QPS Detective Inspector Chris Hodgman.



Looking forward

Future Council activities

During the second six-month period of its operation, Council will conduct another five meetings, including a second visit to regional Queensland.

Key areas of focus for Council at future meetings will be:

- the law and justice framework
- assessment of implementation progress as it affects Aboriginal and Torres Strait Islander Queenslanders
- health system responses
- workplace support measures.

Council looks forward to detailed discussion of issues including:

- the trial of the domestic and family violence specialist court in Southport
- progression of cultural change within the Queensland Police Service
- the integrated service response pilot in a discrete Indigenous community.

Council will be assisted in its work by the Aboriginal and Torres Strait Islander Advisory Group, that will provide advice about how the implementation of *Not Now, Not Ever* report recommendations are progressing in relation to Aboriginal and Torres Strait Islander communities. This will be a key priority for the Council in the upcoming reporting period.

Council will undertake further engagement with the non-government sector to raise awareness of the importance of domestic and family violence issues, and advocate for further community-led action to address these issues.

As part of this work, the Chair and Deputy Chair of the Council will participate in a series of business engagement events to raise awareness of domestic and family violence issues among the business community and encourage appropriate support to be provided within workplaces as well as within the broader community.

Aurizon has undertaken to support the work of the Council in its business engagement program, reflecting the commitment of the Deputy Chair of Council and the Chief Executive Officer and Managing Director of Aurizon, Lance Hockridge, to raising awareness of domestic and family violence issues. Council welcomes the commitment of organisations such as Aurizon contributing to change.

12-month report

In accordance with recommendations of the *Not Now, Not Ever* report and Council's terms of reference, Council will provide a second report to the Premier and the Minister for the Prevention of Domestic and Family Violence after 12 months of operation.

Following a full year of operation, and a period of 15 months since the delivery of the government's response to the *Not Now, Not Ever* report, Council will be in a position to make a more comprehensive assessment of the rate and effectiveness of progress of the government's domestic and family violence reform program.

Council would expect to see progress in key areas including:

- development of the **evaluation framework** for the reform program
- progress towards delivery of the **engagement and communication strategy**
- completion of the **review of the *Domestic and Family Violence Prevention Act 2012*** and introduction of legislation to give effect to required changes
- commencement of the **Logan/Beenleigh integrated response pilot**, planning for the **Mount Isa integrated response pilot** and the selection of the location for the **discrete Indigenous community pilot**
- progress on the **evaluation of the Southport domestic and family violence specialist court**, to allow the findings to inform the operations of other specialist courts to be delivered across the State.

Council is required to review the frequency of its reporting after 12 months from the finalisation of the Domestic and Family Violence Prevention Strategy and will therefore consider its reporting arrangements by February 2017.

Conclusion

Council notes there has been encouraging progress in implementation of the *Not Now, Not Ever* report since Council was established, with work having commenced on the majority of the report's recommendations.

Although outside the current reporting period, Council notes the Queensland Government's funding commitment announced in the 2016–17 State Budget of \$198.2 million over five years. The Minister for Communities, Women and Youth, Minister for Child Safety and Minister for the Prevention of Domestic and Family Violence, the Honourable Shannon Fentiman MP, has written to Council outlining the key elements of domestic and family violence funding included in the 2016–17 Budget. A copy of the Minister's letter is at Appendix 3.

Council welcomes the commitment of the Queensland Government to funding and resourcing agencies appropriately to address domestic and family violence across the cycle of prevention, early intervention, crisis response and recovery.

Measures announced through the State Budget will contribute towards establishing the physical infrastructure, service networks, legal frameworks and cultural supports required to effect change. This problem requires sustained commitment over an extended period of time if true change is to be realised.

During Council's visit to Mount Isa, members observed firsthand the complexity of issues and responses to domestic and family violence within the context of a regional city. This was an invaluable experience

for Council in understanding the extent of challenges facing the State in tackling this issue.

Council members witnessed with admiration the dedication and commitment of many Mount Isa community members who work on the frontline daily to assist and respond to domestic and family violence within their community. This dedication is cause for much optimism.

Council believes that this is a whole-of-community issue. All sectors have responsibility to contribute to the elimination of domestic and family violence from the State.

At present, there is an unprecedented level of awareness of the devastating effects and the shocking prevalence of domestic and family violence in Queensland society. This has elevated attention on this issue and made it a national priority.

Queensland has a unique opportunity to continue a process of generational change in community attitudes and responses to domestic and family violence.

Council urges all members of the community to seize the opportunity and the responsibility to make real change by maintaining momentum and determination to eliminate domestic and family violence.



Appendix 1 – Domestic and Family Violence Implementation Council members



The Honourable Quentin Bryce AD CVO (Chair)

The Honourable Quentin Bryce AD CVO is the former Governor-General of Australia and the former Governor of Queensland. Ms Bryce has held a significant number of esteemed positions in the areas

of human rights and equal opportunity, some among firsts for women in this country. Most notably Ms Bryce was the Federal Sex Discrimination Commissioner, Human Rights and Equal Opportunity Commission; the Convenor, National Women's Advisory Council; founding Chair and CEO, National Childcare Accreditation Council; and Director, Human Rights and Equal Opportunity Commission, Queensland. Ms Bryce chaired the Special Taskforce on Domestic and Family Violence in Queensland that delivered its report *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* in February 2015.



Mr Lance Hockridge (Deputy Chair)

Mr Hockridge is the Managing Director and Chief Executive Officer of Aurizon Holdings. He is the founding member of Queensland's 'Male Champions of Change' group that is leading

diversity initiatives in the workplace in Queensland. Mr Hockridge was awarded a United Nations Women's Empowerment Principles CEO Leadership Award for championing gender equality in 2016 and won the Australian Human Resource Institute Diversity Chief Executive Officer Champion of 2014. He has enabled a partnership with the Australian National Committee of United Nations (UN) Women and has spoken at UN Women business events across Australia. Mr Hockridge is the Chairman of the Salvation Army's South Queensland Advisory Board and a private sector member of the Australian Government's Department of Defence Force Gender Equality Advisory Board.



Dr Kathleen Baird

Dr Baird holds a joint appointment as Senior Lecturer in Midwifery, School of Nursing and Midwifery at Griffith University and Director of Midwifery and Nursing Education, Women's and Newborn Services at Gold Coast University

Hospital. Dr Baird has been a midwife since 1996 and has clinical experience in a variety of positions. In her academic career, that stretches over a decade and two continents, Dr Baird has focused on women's experiences of domestic violence during pregnancy. Her current appointments include Director of the Centre of Women's and Newborn Research and Visiting Scholar for Metro South and Bayside Hospitals.



Ms Faiza El-Higzi

Ms El-Higzi has extensive experience in multicultural affairs, including working with refugees and asylum seekers. She holds many advisory positions in community organisations and peak bodies such as the National

Council for Women of Queensland and the Queensland African Communities Council and is a respected Muslim community leader. Ms El-Higzi has experience in strategic policy at both State and federal levels and holds a number of post-graduate qualifications. She manages a community centre in Brisbane and is also undertaking a PhD focusing on developing leadership models for multicultural women.



Mr Lachlan Heywood

Mr Heywood is the editor of The Courier-Mail and was formerly the editor of the Townsville Bulletin and Townsville Sun newspapers. Prior to his editorship in Townsville, he was Deputy Editor of The Sunday Mail in Brisbane

and Chief of Staff at The Courier-Mail.



Ms Denise Kostowski

Ms Kostowski is the Principal of Spinifex State College in Mount Isa. She has been actively involved and committed to the delivery of quality education programs to students in rural and remote Queensland schools for over 25 years.



Ms Natalie Lewis

Ms Lewis is currently the Chief Executive Officer of Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP). QATSICPP aims to lead, support, resource and build the capacity of Aboriginal

and Torres Strait Islander agencies that work alongside parents, families and communities to improve the safety and wellbeing of Aboriginal and Torres Strait Islander children and young people. Ms Lewis has worked in the USA developing and implementing juvenile diversion programs and gang prevention programs in collaboration with government agencies and law enforcement.



Ms Karni Liddell

Ms Liddell is a disability specialist and a National Disability Insurance Scheme Ambassador and Advisor for the State of Queensland. Ms Liddell is one of Australia's most successful and well-respected paralympic swimmers

and has worked as a social worker, trainer and assessor, radio presenter/journalist and public speaker.



Mr Darren Lockyer

Mr Lockyer is a former professional rugby league footballer, captaining the Brisbane Broncos, Queensland and Australian Kangaroos. He has been highly sought as an ambassador and motivational speaker for various brands and

the media. He is currently a Channel Nine commentator, a contributor for The Courier-Mail and an ambassador for Origin Energy, One Key Resources, NRL and the Brisbane Broncos. Mr Lockyer has been involved in a number of charity endeavours including the Life Education Awards and visits to Brisbane's Children's Hospital. Recently, Mr Lockyer joined other sporting legends and television personalities in calling for an end to domestic and family violence.



Ms Kathryn McMillan QC

Ms McMillan is a barrister and mediator practicing primarily in all aspects of administrative law, family law, civil/human rights and discrimination and child protection law. She has a long-term interest in the legal

issues around bioethics as well as domestic and family violence. Ms McMillan is also an Adjunct Professor at the TC Beirne School of Law, University of Queensland.



Mr Edward Mosby

Mr Mosby is the Queensland representative on the Prime Minister's National Taskforce on Domestic and Family Violence. Mr Mosby is a psychologist with Wakai Waian Healing and has worked at the Helem Yumba

Central Queensland Healing Centre. The Helem Yumba model of care for Aboriginal and Torres Strait Islander families prioritises the safety of victims and families while working with perpetrators of domestic and family violence in a culturally appropriate manner. Mr Mosby has presented and published on a number of topics including addressing Indigenous males on family violence and working with Aboriginal and Torres Strait Islander families.



Ms Janette Phelan

Ms Phelan is a psychologist who has worked in private practice, education, guiding and church organisations. She is currently working in private practice and as Mission Action Partner for Churches of Christ in Queensland

and is a member of the newly established Churches of Christ in Queensland Domestic and Family Violence Prevention Taskforce. She previously worked as a Disaster Recovery Trauma Counsellor in the wake of the 2011 Queensland floods and has had a range of coordinating and teaching roles in Queensland and Victorian schools. Ms Phelan has also undertaken a range of voluntary work, including board appointments, lecturing and couples counselling.



Ms Karyn Walsh

Ms Walsh is the Chief Executive Officer of Micah Projects that provides a range of support and advocacy services to individuals and families. Ms Walsh has 35 years' experience in the community

sector developing organisations and implementing programs to create opportunities for personal and social change. She has been involved in a range of projects including homelessness partnerships, inclusive health partnerships, the work of Lotus Place, mental health and disability services and domestic and family violence services.



Dr Wendell Rosevear OAM

Dr Rosevear is a General Practitioner and Director of Stonewall Medical Centre and has worked in the areas of drug and alcohol rehabilitation, suicide prevention, rape and sexual abuse, gay and lesbian health,

HIV/AIDS, counselling and prisoner health. Dr Rosevear is the founder of the Gay and Lesbian Alcohol and Drug support group, the Men Affected by Rape and Sexual Abuse support group, and co-founder of the Gay and Lesbian Health Service.



Dr Shannon Spriggs Murdoch

Dr Spriggs Murdoch is the Director of the Mentors in Violence Prevention program and a Research Fellow with the Violence Research and Prevention Program at Griffith

University. The Mentors in Violence Prevention program is a leadership program focused on preventing all forms of violence by empowering bystanders to confront, interrupt or prevent violence. Dr Spriggs Murdoch has developed and delivered the Mentors in Violence Prevention program in the USA, the Middle East and Australia since 2006.

Ex-officio members



Judge Ray Rinaudo

Judge Rinaudo is a judge of the District Court and the Chief Magistrate of Queensland. Prior to commencing as Chief Magistrate, His Honour served as a Queensland magistrate for 10 years throughout South East

Queensland and regional Queensland. His Honour has extensive experience in alternate dispute resolution and international experience in teaching mediation both in Hong Kong and Malaysia as well as locally, having taught in arbitration and mediation at the University of Queensland. Judge Rinaudo has also held the positions of President of the Queensland Law Society, Crime and Misconduct Commissioner and Legal Aid Commissioner. Judge Rinaudo is Adjunct Professor in the School of Social Science, University of Queensland.



Deputy Commissioner Brett Pointing

Deputy Commissioner Pointing joined the Queensland Police Service in 1978 and during his career has performed a range of roles around the State.

Deputy Commissioner Pointing

accepted the position of Deputy Commissioner (Regional Operations) on 1 January 2013 and took responsibility for coordinating the disaster recovery of Bundaberg and North Burnett Regional Council areas. In October 2015, Deputy Commissioner Pointing transitioned to lead the Strategy, Policy and Performance portfolio for the Queensland Police Service. His service has been recognised with the awarding of the Queensland Police Service Medal, the Australian Police Medal, the National Police Service Medal and Queensland Flood and Cyclone Citation.



Christine Castley

Ms Castley has 20 years' experience in the public sector and is currently the Deputy Director-General, Housing Services in the Department of Housing and Public Works. In January 2014, she was appointed as Senior

Executive Director, Social Policy with the Department of the Premier and Cabinet, having worked for the department from late 2000 in the Law and Justice Policy and Environment and Resources Policy units. During the course of her career with the Queensland Government, Ms Castley has worked for a number of departments, covering a range of areas including industrial relations, state development and natural resources. She holds a Bachelor of Laws, Bachelor of Arts (English and Communications) and a Master of Public Administration from the University of Queensland.



Natalie Parker

Ms Parker is the Director of Domestic and Family Violence Court Reform as part of the Courts Innovation Program and was previously the Director of Child Safety in the Department of Justice and Attorney-General.

Ms Parker practised as a social worker and as a solicitor before becoming a policy officer with the Queensland Government. She worked at Women's House in the mid-1980s and has a practical understanding of the impacts of domestic and family violence on women and their children. She has worked for the Department of Justice and Attorney-General since the early 2000s and led the development of legal frameworks for Victim Assist Queensland and the Public Guardian.



Cathy Taylor

Ms Taylor commenced as Deputy Director-General, Child, Family and Community Services and Southern Operations of the Department of Communities, Child Safety and Disability Services in October 2014 and was

previously the Acting Deputy Director-General, Strategic Policy and Programs from November 2013 to September 2014. She has held senior roles in government since 2002, including General Manager, Youth Justice and Youth Development; Executive Director, Child Safety, Youth and Families Policy and Performance; and Regional Executive Director, Brisbane Region. Prior to joining government, she practised child and family law and was the inaugural director of Women's Legal Aid.

Appendix 2 – Organisations consulted

Independent Schools Queensland	Letter of 16 December 2015 Council meeting of 19 February 2016
Queensland Catholic Education Commission	Letter of 16 December 2015 Council meeting of 19 February 2016
P&Cs Queensland	Council meeting of 19 February 2016
Queensland Teachers' Union	Council meeting of 19 February 2016
National Association for Prevention of Child Abuse and Neglect	Council meeting of 19 February 2016
Queensland Secondary Principals' Association	Council meeting of 19 February 2016
Queensland Association of State School Principals	Council meeting of 19 February 2016
Member for Mount Isa	Meeting on 28 April 2016
North West Queensland Indigenous Catholic Social Services	Meeting on 28 April 2016
Nawamba House	Meeting on 28 April 2016
Ngurri Ngurri Young Female Shelter	Meeting on 28 April 2016
Serenity House	Meeting on 28 April 2016
Jimaylya Topsy Harry Centre	Meeting on 28 April 2016
Domestic Violence Integrated Case Management Action Group	Meeting on 28 April 2016
Mount Isa Community Justice Group	Meeting on 28 April 2016
Cloncurry Justice Association	Meeting on 28 April 2016
North Queensland Domestic and Family Violence Service	Meeting on 29 April 2016
Mount Isa Domestic and Family Violence Combined Action Group	Meeting on 29 April 2016
Kalkadoon Aboriginal Corporation	Meeting on 29 April 2016
Queensland Indigenous Family Violence Legal Service	Meeting on 29 April 2016
Aboriginal and Torres Strait Islander Legal Service	Meeting on 29 April 2016
Injilinj Aboriginal and Torres Strait Islander Corporation for Children and Youth	Meeting on 29 April 2016
Centacare North Queensland	Meeting on 29 April 2016
Young People Ahead	Meeting on 29 April 2016

Mayor of Mount Isa	Council meeting of 29 April 2016
The office of the Member for Mount Isa	Council meeting of 29 April 2016
North West Queensland Indigenous Catholic Social Services	Council meeting of 29 April 2016
North Queensland Domestic Violence Resource Service	Council meeting of 29 April 2016
Kalkadoon Aboriginal Corporation	Council meeting of 29 April 2016
Nawamba House	Council meeting of 29 April 2016
Injilinj Aboriginal and Torres Strait Islander Corporation for Children and Youth	Council meeting of 29 April 2016
Queensland Indigenous Family Violence Legal Service	Council meeting of 29 April 2016
Commerce North West	Council meeting of 29 April 2016
DV Connect	Council meeting of 17 May 2016
Domestic Violence Prevention Centre Gold Coast Inc.	Council meeting of 17 May 2016
YFS Ltd	Council meeting of 17 May 2016
Save the Children	Council meeting of 17 May 2016
Ipswich Domestic Violence Action Centre	Council meeting of 17 May 2016
Queensland Law Society	Letter of 19 April 2016
Bar Association of Queensland	Letter of 19 April 2016
Legal Aid Queensland	Letter of 19 April 2016
Aboriginal and Torres Strait Islander Legal Service	Letter of 19 April 2016
Women's Legal Service	Letter of 19 April 2016
Queensland Association of Independent Legal Services	Letter of 19 April 2016
District Court of Queensland	Letter of 19 April 2016
Court of Appeal	Letter of 19 April 2016
Supreme Court of Queensland	Letter of 19 April 2016
Director of Public Prosecutions	Letter of 19 April 2016

Appendix 3 – 2016-17 State Budget funding for domestic and family violence



Minister for Communities, Women and Youth
Minister for Child Safety
Minister for the Prevention of Domestic and Family Violence

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Email communities@ministerial.qld.gov.au

The Honourable Dame Quentin Bryce AD CVO
Chair
Domestic and Family Violence Implementation Council
Department of Premier and Cabinet
PO Box 15185
City East QLD 4002

Dear Ms Bryce

As you know, the Queensland Government's 2016-17 Budget included a \$198.2 million investment package to boost domestic and family violence services over five years.

This brings the total funding to date to \$233.8 million over five years, and builds on the \$49 million over 5 years committed in 2014-15 from the Child Protection Commission of Inquiry to enhance domestic and family violence services to support reforms to our child protection system and recognises the interface between these two reforms

Key elements of the 2016-17 Budget include:

- \$53.4 million for new and enhanced support services and perpetrator interventions to address service gaps.
- Integrated service responses - \$26.3 million has been allocated over four years for eight specialist 'high risk' teams to prioritise victims and their safety.
- Funding for specialist domestic and family violence courts - \$42.4 million over four years has been allocated from 2016-17 to roll out specialist courts, building on learnings from the trial at Southport.
- Culturally appropriate domestic and family violence service responses - \$11 million has been allocated over four years for dedicated domestic and family violence coordinators to join Community Justice Groups in 18 discrete Indigenous communities and to support culturally appropriate domestic and family violence response services for Aboriginal and Torres Strait Islander people.
- Cultural transformation - \$9.6 million was allocated over four years for a communication and engagement program to change attitudes and behaviours towards domestic and family violence.
- Domestic and family violence shelters - \$8.7 million over four years was allocated for two new shelters to support women and children escaping domestic and family violence.

This significant funding demonstrates our commitment towards addressing domestic and family violence since accepting all 140 recommendations of the *Not Now Not Ever* report of the Special Taskforce on Domestic and Family Violence.

In allocating funding for new and enhanced support services, we will be considering the findings of the recent KPMG domestic and family violence services audit. The audit, conducted in response to recommendation 71 of the *Not Now Not Ever* report, provides a 'point in time' assessment of funding in 2014-15 for specialist support services and serves as the first step in the development of a long term funding and investment model for Government to address recommendations 72 and 73.

In relation to the integrated service response trials, I am pleased to advise you that we are working with Cherbourg to be the discrete Indigenous community trial location.

I look forward to continuing to work with the Council and across the community to achieve a shared vision of a Queensland free from domestic and family violence.

Yours sincerely



Shannon Fentiman MP
Minister for Communities, Women and Youth
Minister for Child Safety
Minister for the Prevention of Domestic and Family Violence

