



CENTRE FOR
NON-VIOLENCE
ending violence against women & children



Participant Handbook 2022

Acknowledgment of Country

We would like to acknowledge the traditional custodians of the lands where we are presenting from today, the Dja Dja Wurrung.

We would also like to acknowledge the many lands of the First Nations Peoples where you are today and pay our respects to Elders past, present and emerging.

We acknowledge First Nations Peoples have been custodians for many centuries and continue to perform age old ceremonies of celebration, initiation and renewal. We acknowledge their living culture and their unique role in the life of this region.

We would also like to acknowledge sovereignty has never been ceded. We exist in solidarity with First Nations Communities and move together towards establishing recognition, treaty, self-determination, and representation in the governance of this land.

Acknowledgement of Family Violence Survivors

We would like to take this opportunity to acknowledge survivors of family violence; their strength and resilience.

We know Family Violence is a social issue that significantly impacts families and communities and would like to recognise the courage of all victim/survivors.

Trigger Warning

This training package discusses disrespect, discrimination, violence and abuse.

We are aware that some people accessing this training material may have a personal connection to the content, and could find this content distressing. Please take care of your safety and well-being. Reach out for support if needed.

If you are unable to speak to your manager about this, please contact Lifeline or 1800RESPECT. Both services are open 24 hours a day, seven days per week.

Lifeline offers three access points:

- Telephone 13 11 14,
- Online Chat, or
- Text.



Online Chat or Text is available via the Lifeline website <https://www.lifeline.org.au/>

To access 1800RESPECT:

- Telephone 1800 737 732, or
- Online Chat.



Online chat is available via the 1800RESPECT website <https://www.1800respect.org.au/>

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Introduction

In recognition of the importance of acting early and the critical role Early Years services play in addressing family violence, Communities for Children (C4C) Bendigo partnered with the Centre for Non Violence (CNV) to develop this training package. This tailored foundational family violence training package has been developed, designed specifically for early learning settings.

During recent years, significant reforms have occurred across both early years and family violence service systems. There is increased awareness of family violence as a significant community issue, the gendered drivers of violence against women and the impact on children. The Victorian Government has created information sharing and family violence reforms to improve the wellbeing and safety of Victorian children and reduce family violence. The three inter-related reforms to reduce family violence and promote child wellbeing and/or safety are:

- Child Information Sharing Scheme (CISS),
- Family Violence Information Sharing Scheme (FVISS), and
- Family Violence Multi Agency Risk Assessment and Management (MARAM) Framework.

Kindergarten and long-day care services are prescribed under all three reforms. Under the schemes, Kindergarten and long day care services are prescribed as Information Sharing Entities.

We know that not all staff are trained in implementing the reforms; this training provides foundational knowledge to help every staff member better understand and respond to family violence. This free, self-paced training is introductory and has a focus on children as well as local referral pathways. The package complements the range of Information Sharing and Family Violence Reforms training, briefings and online modules for education and care workforces provided by the Department of Education.

This training package was developed by the CNV. It comprises of four videos which cover:

- Identifying Family Violence,
- Responding to Family Violence within early years settings,
- Impacts of Family Violence on Children, and
- Primary Prevention of Family Violence within Early Years settings.

The videos are accompanied by this Participants Handbook which contains all the resources discussed in the videos.

This training package can be completed individually or in small groups. The videos are stand alone and can be a basis for team discussion.

Topics include:

- Understanding Domestic and Family Violence and local prevalence
- How you can help a child who has experienced trauma
- Introduction to MARAM, including responsibilities under MARAM
- Tool to help you navigate a disclosure and respond appropriately and confidently
- Local, Bendigo based referral pathways as well as Victorian or National services.
- Intervention Orders
- Understanding primary prevention of violence in early years settings, impact of gender stereotypes and tools and tips for creating change

We value your feedback, therefore there is a questionnaire you can complete, accessed via the QR code displayed at the end each video.

For more information please contact the C4C Bendigo team via:

Anglicare Victoria
10 Mundy Street, Bendigo Victoria, 3550
Phone (03) 5440 1100
Website <http://www.c4cbendigo.com.au/>

Identifying Family Violence

DEFINITIONS

The *Family Violence Protection Act 2008* defines family violence as:

- (a) *behaviour by a person towards a family member of that person if that behaviour—*
 - (i) *is physically or sexually abusive; or*
 - (ii) *is emotionally or psychologically abusive; or*
 - (iii) *is economically abusive; or*
 - (iv) *is threatening; or*
 - (v) *is coercive; or*
 - (vi) *in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or*
- (b) *behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, behaviour referred to in paragraph (a).*

For a full copy of the Act, go to <https://www.legislation.vic.gov.au/in-force/acts/family-violence-protection-act-2008/056>

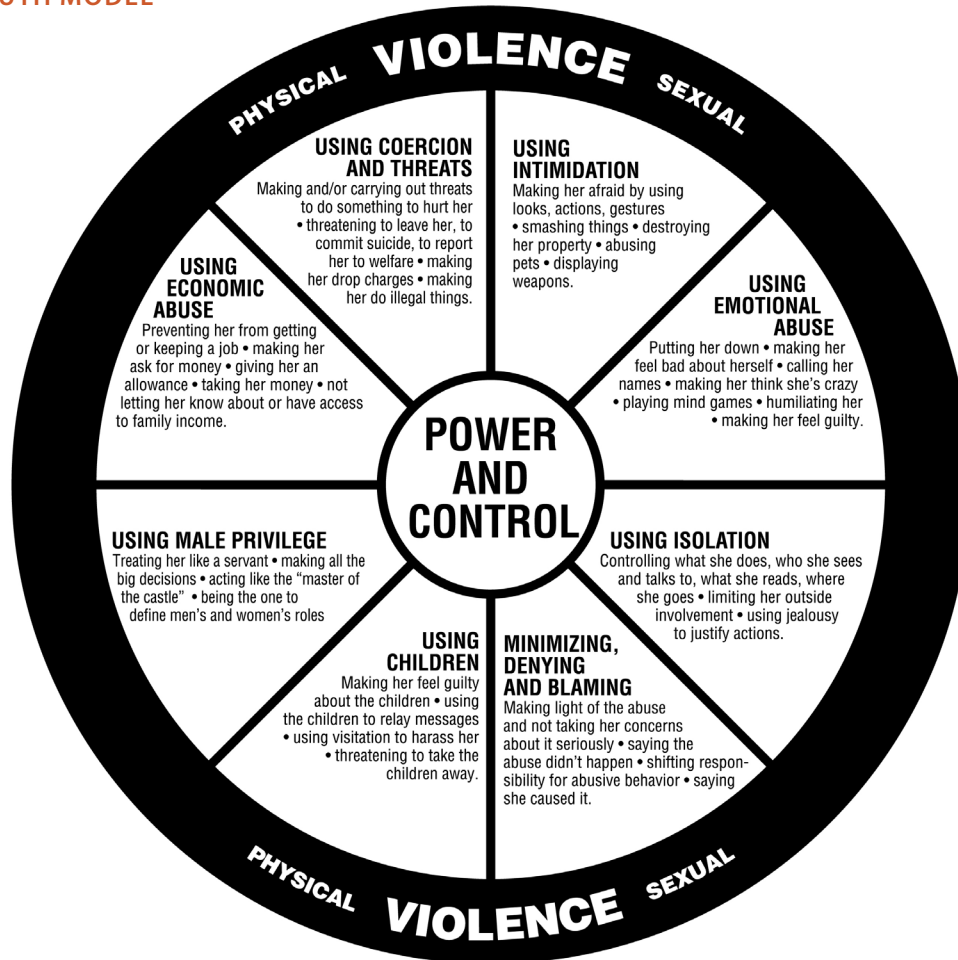
The *Victorian Indigenous Family Violence Task Force (2003)* defines family violence as:

an issue focussed around a wide range of physical, emotional, sexual, social, spiritual, cultural, psychological and economic abuses that occur within families, intimate relationships, extended families, kinship networks and communities. It extends to one-on-one fighting, abuse of Indigenous community workers as well as self-harm, injury and suicide

For more information about the Victorian Indigenous Family Violence Task Force – Dhelk Dja: Safe Our Way. Strong Culture, Strong Peoples, Strong Families – visit <https://www.vic.gov.au/family-violence-reform-rolling-action-plan-2020-2023/prior.ties-for-2020-2023/dhelk-dja-safe-our-way>

Identifying Family Violence (continued)

THE DULUTH MODEL



To access a wide range of variations of the Power and Control Wheel (including languages other than English), please visit: <https://www.theduluthmodel.org/wheel-gallery/>

EXAMPLES OF FAMILY VIOLENCE

- **Physical** – kicking, pushing, punching, slapping, hitting, biting
- **Intimidation** – threats, standing over, smashing things, damaging property
- **Social** – isolation, not allowing visits to friends and family
- **Sexual** – Rape, making someone unwillingly do a sexual act, forced pregnancy/termination, non-consensual dissemination of intimate images
- **Financial** – Not allowing someone to work, taking control of money, incurring debt
- **Emotional** – Name calling, put downs, humiliating and degrading comments
- **Spiritual** – not allowing someone to practice their beliefs/forced beliefs
- **Stalking** – following, tracking, checking emails/social media/phone messages/diaries/using technology
- **Coercive Control** – taking control over aspects of your everyday life (i.e., what to wear, where you can go), using phone trackers, using other forms of family violence to control a victim

Identifying Family Violence (continued)

OBSERVABLE SIGNS OF TRAUMA THAT MAY INDICATE FAMILY VIOLENCE (VICTORIAN GOVERNMENT, 2020).

TABLE 1: SIGNS OF TRAUMA IN ADULT VICTIMS

Form	Signs of trauma that may indicate family violence is occurring for adult victims	
Physical	<ul style="list-style-type: none"> bruising fractures chronic pain (neck, back) fresh scars or minor cuts terminations of pregnancy 	<ul style="list-style-type: none"> complications during pregnancy gastrointestinal disorders sexually transmitted diseases strangulation
Psychological	<ul style="list-style-type: none"> depression anxiety self-harming behaviour eating disorders phobias somatic disorders 	<ul style="list-style-type: none"> sleep problems impaired concentration harmful alcohol use licit and illicit drug use physical exhaustion suicide attempts
Emotional	<ul style="list-style-type: none"> fear shame anger no support networks 	<ul style="list-style-type: none"> feelings of worthlessness and hopelessness feeling disassociated and emotionally numb
Social/financial	<ul style="list-style-type: none"> homelessness unemployment financial debt 	<ul style="list-style-type: none"> no friends or family support isolation parenting difficulties
Demeanour	<ul style="list-style-type: none"> unconvincing explanations of any injuries describe a partner as controlling or prone to anger be accompanied by their partner, who does most of the talking 	<ul style="list-style-type: none"> anxiety in the presence of a partner recent separation or divorce needing to be back home by a certain time and becoming stressed about this reluctance to follow advice

TABLE 2: GENERAL SIGNS OF TRAUMA IN A CHILD OR YOUNG PERSON

General observable signs of trauma for a child or young person that may indicate family violence is occurring

Signs of trauma can manifest as either physical, emotional or behavioural and can include:

- Being very passive and compliant
- Showing wariness or distrust of adults
- Demonstrating fear of particular people and places
- Poor sleep patterns and emotional dis-regulation
- Becoming fearful when other children cry or shout
- Developmental regression (i.e. reverting to bed-wetting)
- Bruises, burns, sprains, dislocations, bites, cuts
- Fractured bones, especially in an infant where a fracture is unlikely to have occurred accidentally
- Poisoning
- Internal injuries
- Wearing long-sleeved clothes on hot days in an attempt to hide bruising or other injury
- Being excessively friendly to strangers
- Being excessively clingy to certain adults
- A strong desire to please or receive validation from certain adults
- Excessive washing or bathing
- Unclear boundaries and understanding of relationships between adults and children
- Excessive sexualised behaviour/advanced sexual knowledge
- Violence or sexualised behaviour to other children.

Identifying Family Violence (continued)

TABLE 3: SIGNS OF TRAUMA FOR A CHILD (UNBORN TO YOUNG CHILD)

Observable signs of trauma that may indicate family violence for:		
an unborn child	a baby (under 18 months)	a toddler
<ul style="list-style-type: none"> Poor growth and neural development caused by rushes of maternal adrenalin and cortisol Injuries sustained via injury to mother or by the perpetrator targeting the unborn child directly (such as inflicting blows to mother's abdominal area). 	<ul style="list-style-type: none"> Excessive crying Excessive passivity Underweight for age Significant sleep and/or feeding difficulties Reactions to loud voices or noises Extreme wariness of new people No verbal 'play' (such as imitating sounds) Frequent illness Anxiety, overly clingy to primary caregiver 	<p>As for baby (under 18 months), and also:</p> <ul style="list-style-type: none"> Excessive irritability Excessive compliance Poor language development Delayed mobility Blood in nappy, underwear

TABLE 4: SIGNS OF TRAUMA THAT MAY INDICATE FAMILY VIOLENCE IN A CHILD OR YOUNG PERSON

Observable signs of trauma that may indicate family violence for:		
a pre-schooler	a primary school-aged child	an adolescent
<ul style="list-style-type: none"> Extreme clinginess Significant sleep# and/or eating difficulties Poor concentration in play Inability to empathise with other people Frequent illness Poor language development and/or significant use of 'baby talk' Displaying maladaptive behaviour such as frequent rocking, sucking and biting# Aggression towards others Adjustment problems (for example, significant difficulties moving from kindergarten to school) Anti-social play or lack of interest in engaging with others 	<ul style="list-style-type: none"> Rebelliousness, defiant behaviour Limited tolerance and poor impulse control Temper tantrums or irritability, being aggressive or demanding* Physical abuse or cruelty of others, including pets Avoidance of conflict Showing low self-esteem* Extremely compliant behaviour, being passive, tearful or withdrawn* Excessively oppositional or argumentative behaviour Risk-taking behaviours that have severe or life-threatening consequences Lack of interest in social activities Delayed or poor language skills* Experiencing problems with schoolwork# Poor social competence (few or no friends, not getting on well with peers, difficulties relating to adults)*# Acting like a much younger child* Poor school performance Poor coping skills Sleep issues# Bed wetting# Excessive washing Frequent illness Complaining of headaches or stomach pains# Self-harm Displaying maladaptive behaviour# Displaying sexual behaviour or knowledge unusual for the child's age# Telling someone sexual abuse has occurred# Complaining of pain going to the toilet Enacting sexual behaviour with other children Excessive masturbation 	<p>As for primary school aged children, and also:</p> <ul style="list-style-type: none"> School refusal/avoidance (absenteeism/disengagement) Criminal or antisocial behaviours, including using violence against others Eating disorders Substance abuse Depression Suicidal ideation Risk-taking behaviours Anxiety Pregnancy Controlling or manipulative behaviour Obsessive behaviour Homelessness or frequent changes in housing arrangements

Some indicators are related to trauma from specific forms of family violence, including **sexual abuse** (indicated by #) or **emotional abuse** (indicated by *), or indicate signs of neglect.

Identifying Family Violence (continued)

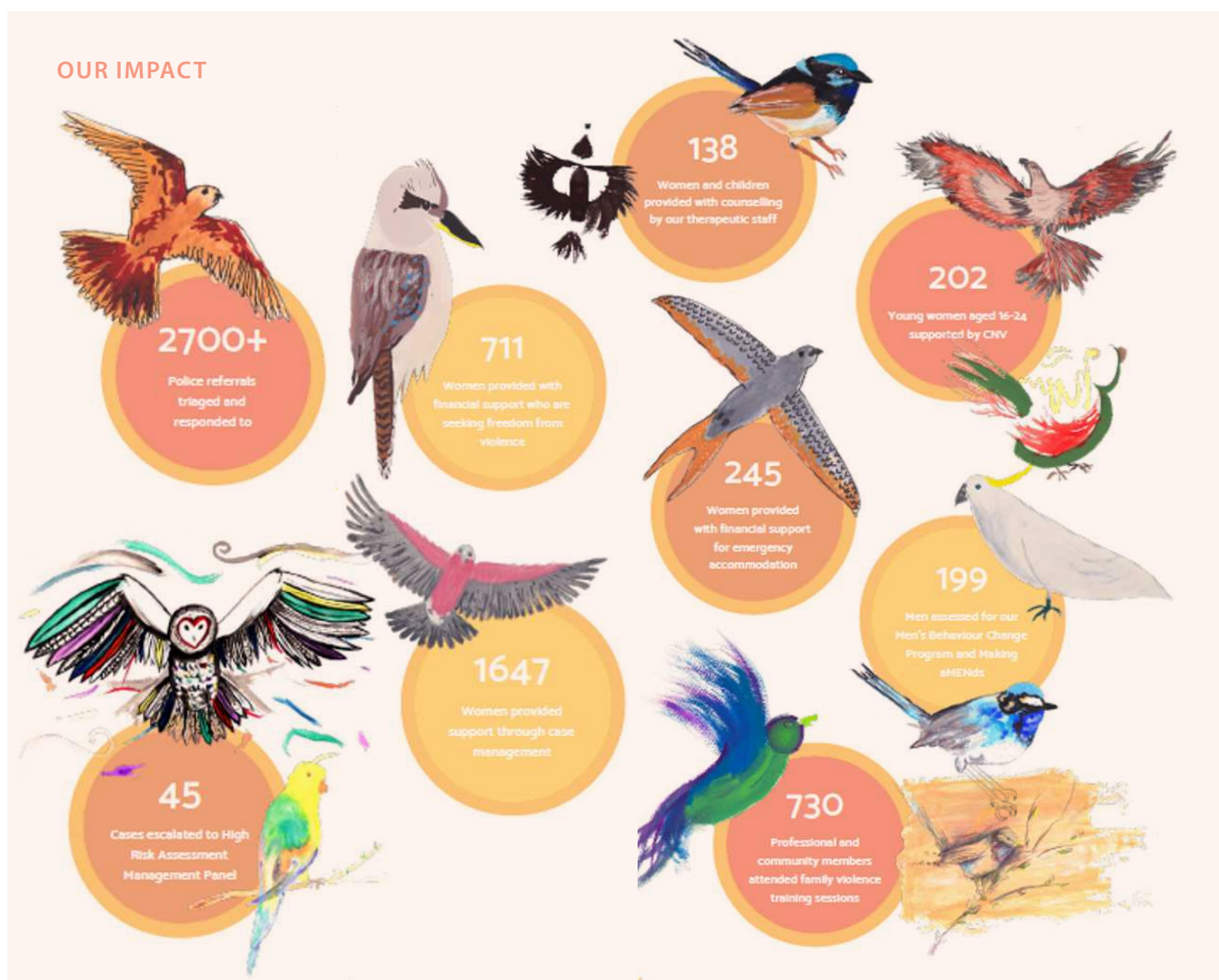
BARRIERS TO DISCLOSING VIOLENCE AND SEEKING HELP

There can be a range of reasons why a victim/survivor may experience challenges in making a disclosure or seeking support for family violence – these are just some (Centre for Excellence in Child and Family Welfare [CFECFW], 2020).

- **Fear for her/children's safety;** threats
- Minimisation and **denial as coping** strategies
- **Commitment to relationship/marriage** - love for partner
- Hope that **his behaviour will change**
- **Shame** and embarrassment
- **Staying** for the sake of the children
- Lacks **resources**
- **Depression and stress**
- **Isolation**
- Lack of faith in **other people's ability** to help/to 'believe'
- Concern that the worker/helper will **expect her to take action**
- Belief in value of **self-reliance and independence**

PREVALENCE WITH THE BENDIGO REGION

This figure contains statistics from the CNV programs and services in 2020. The birds in the artwork are by women family violence survivors from the CNV therapeutic program.



Responding to Family Violence

RESPONDING TO DISCLOSURES

The following *CAVE framework provides a simple guide on how to respond to a victim survivor of family violence making a disclosure or seeking support. The key is to listen without judgment and explore what the person is wanting from you. Always be guided by the victim survivor in identifying how you can best help.

CURIOSITY

- Ask direct questions gently and listen intently
- Be thinking about risk and safety
- Always ask the victim/survivor about family violence when other family members are **not** present

ACCOUNTABILITY

- Place responsibility with the person choosing to use violence

VALIDATION

- Take the person's fears seriously
- Don't judge or criticise
- Believe the victim

EXPLORATION OF SAFETY

- Consider relationship status, children, housing and security, family and friends supports, technology access and use

*Developed by the Centre for Non-Violence

Responding to Family Violence (continued)

FAMILY VIOLENCE MULTI-AGENCY RISK ASSESSMENT AND MANAGEMENT (MARAM)

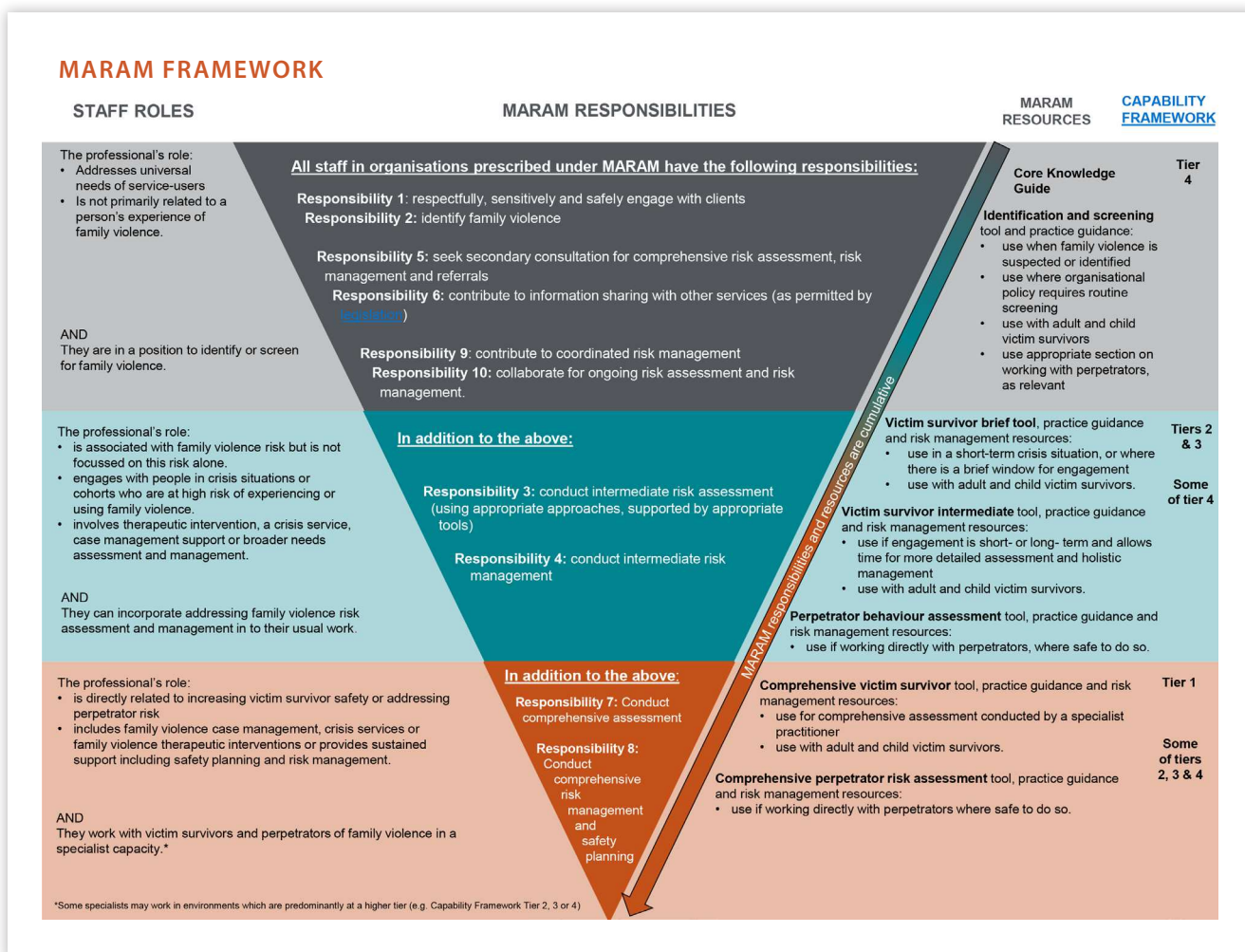
The Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) has been developed in response to Recommendation One of the Royal Commission into Family Violence.

The MARAM Framework is structured through four pillars that aim to establish a system-wide approach and shared responsibility for family violence risk assessment and management. The pillars are set at the organisation level and are designed to build knowledge and skill and support the effectiveness and integration of the system-wide response to family violence in Victoria. These are:

1. Shared understanding of family violence
2. Consistent and collaborative practice
3. Responsibilities for risk assessment and management
4. Systems, outcomes and continuous improvement

The MARAM Framework guides professionals across the continuum of service responses to identify, assess and manage family violence, across the range of presentations and spectrum of risk. It also provides these professionals with the information and resources they need to keep victim survivors safe, and to hold perpetrators accountable for their actions (Victorian Government, 2020)

The Responding to Family Violence Capability Framework outlines the roles of each professional in responding to family violence by tiers.



Responding to Family Violence (continued)

Early childhood services are positioned in Tier 4: Workers in universal services.

Tier 1: Specialist family violence and sexual assault practitioners	
<ul style="list-style-type: none"> Statewide family violence crisis and specialist services Support and Safety Hubs Family violence outreach services Women's refuges Centres Against Sexual Assault Perpetrator intervention services 	<ul style="list-style-type: none"> Men's family violence telephone/online services Crisis family violence and sexual assault telephone/online services Specialist family violence or sexual assault professionals operating in in Tier 2 or 3 services Specialist family violence or sexual assault services for Aboriginal or culturally and linguistically diverse women and children or women and children with a disability
Tier 2: Workers in core support services or intervention agencies	
<ul style="list-style-type: none"> Courts and court services¹⁴ Legal and paralegal agencies and services Corrections Police Family dispute resolution services 	<ul style="list-style-type: none"> Forensic physicians and medical staff providing sexual assault crisis care Child Protection Child and Family Services Family and relationship services Homelessness services
Tier 3: Workers in mainstream services and non-family violence specific agencies	
<ul style="list-style-type: none"> Health care services Drug and alcohol services Housing services Mental health services Centrelink Individuals providing therapeutic services Emergency services 	<ul style="list-style-type: none"> Maternal and Child Health Services Youth services Disability services Culturally and linguistically diverse services Aboriginal services Lesbian, gay, bisexual, trans and gender diverse and intersex services Aged care services
Tier 4: Workers in universal services and organisations	
<p>Includes workplaces, education services, early childhood services, sport and recreation organisations and faith based institutions.</p>	
<p>¹⁴ Within courts there are a range of roles that are primarily situated within Tier 2, however, it is acknowledged that there are some specialist practitioners (such as applicant workers, respondent workers and family violence registrars) that are situated in Tier 1 and some court-based services, such as duty lawyers, that might identify themselves in Tier 3.</p>	

The MARAM responsibilities prescribed to staff roles in Tier 4 (includes workers within the Early Childhood sector), are outlined below.

RESPONSIBILITY 1: RESPECTFUL, SENSITIVE AND SAFE ENGAGEMENT	RESPONSIBILITY 2: IDENTIFICATION OF FAMILY VIOLENCE
RESPONSIBILITY 5: SECONDARY CONSULTATION AND REFERRAL	RESPONSIBILITY 6: CONTRIBUTE TO INFORMATION SHARING WITH OTHER SERVICES
RESPONSIBILITY 9: CONTRIBUTE TO COORDINATED RISK MANAGEMENT	RESPONSIBILITY 10: COLLABORATE FOR ONGOING RISK ASSESSMENT AND RISK MANAGEMENT

Responding to Family Violence (continued)

The Centre for Excellence in Child and Family Welfare (2020) provides a comprehensive overview of the MARAM responsibilities with practice examples of how organisations can meet each responsibility.

RESPONSIBILITY 1: RESPECTFUL, SENSITIVE, AND SAFE ENGAGEMENT

Practice implementations to meet Responsibility 1.

- Understanding the gendered nature and dynamics of family violence
- Respond to disclosures sensitively and prioritise the safety of victim survivors
- Recognise and address barriers that impact a person's support and safety options
- Know what to do if disclosures of family violence are made

To access further information about Responsibility 1, please visit https://www.vic.gov.au/sites/default/files/2020-05/PG%20Responsibility%201_0.pdf

RESPONSIBILITY 2: IDENTIFICATION OF FAMILY VIOLENCE

Practice implementations to meet Responsibility 2.

- Be able to identify family violence risk indicators and observable signs of trauma in adults and children/ young people (tables from Victorian Government (2020) included in this participant guide. P 3-6.)
- Ask risk-relevant screening and identification questions (outlined in the following table).

Questions for identifying if family violence is present

1. Has anyone in your family done something that made you or your children feel unsafe or afraid? (Are there multiple perpetrators?)
2. Have they controlled your day-to-day activities, for example, who you see, where you go, or put you down?
3. Have they threatened to hurt you in any way?
4. Have they physically hurt you in any way? (Hit, slapped, kicked, or otherwise physically hurt you)
5. Do you have any immediate concerns about the safety of your children or someone in your family?
6. Do you feel safe to leave here today?

7. Would you engage with a trusted person or police if you felt unsafe or in danger?

To access further information about Responsibility 2, including a comprehensive outline of why it's important to ask the questions listed above and indicators for high risk, please visit <https://www.vic.gov.au/sites/default/files/2020-05/PG%20Responsibility%202.pdf>

RESPONSIBILITY 5: SECONDARY CONSULTATION AND REFERRALS

Practice implementations to meet Responsibility 5,

- Appropriately seek consent or views from the victim/ survivor on referrals
- Keep accurate records of secondary consults and referrals
- Actively support and progress referrals

To access further information about Responsibility 5, please visit <https://www.vic.gov.au/sites/default/files/2020-05/PG%20Responsibility%205.pdf>

RESPONSIBILITY 6: INFORMATION SHARING

Practice implementations to meet Responsibility 6,

- Understand the legislative framework for sharing of risk relevant information
- Appropriately seek consent or views from victim survivors on information sharing
- Keep accurate records of information sharing
- Actively share information on a voluntary basis

To access further information about Responsibility 6, please visit <https://www.vic.gov.au/sites/default/files/2020-05/PG%20Responsibility%206.pdf>

RESPONSIBILITY 9: CONTRIBUTE TO COORDINATED RISK MANAGEMENT

Practice implementations to meet Responsibility 9,

- Contribute to coordinated risk management through information sharing, referrals, action planning and coordination of responses
- Participate in joint action planning, coordination of responses and collaborative action including enacting and monitoring safety plans

To access further information about Responsibility 9, please visit <https://www.vic.gov.au/sites/default/files/2020-05/PG%20Responsibility%209.pdf>

Responding to Family Violence (continued)

RESPONSIBILITY 10:

COLLABORATE FOR ONGOING RISK ASSESSMENT AND RISK MANAGEMENT

Practice implementations to meet Responsibility 10,

- Information sharing using Responsibility 6
- Work collaboratively with colleagues and external partners to assess and manage risk
- Participate in joint action planning, coordination of responses and collaborative action including enacting and monitoring safety plans.

To access further information about responsibility 10, please visit https://www.vic.gov.au/sites/default/files/2020-05/PG%20Responsibility%2010_0.pdf

Impacts of Family Violence on Children

Family violence can have short term effects on children (Better Health Channel, 2014) such as:

BLAMING THEMSELVES FOR THE VIOLENCE	EXPERIENCING SLEEPING DIFFICULTIES, SUCH AS NIGHTMARES	REGRESSION TO AN EARLIER STAGE OF DEVELOPMENT, SUCH AS THUMB SUCKING AND BEDWETTING
BECOMING INCREASINGLY ANXIOUS AND FEARFUL	DISPLAYING AGGRESSIVE OR DESTRUCTIVE BEHAVIOUR	STARTING TO WITHDRAW FROM PEOPLE AND EVENTS
BECOMING A VICTIM OR PERPETRATOR OF BULLYING	EXPERIENCING STRESS-RELATED ILLNESSES, SUCH AS HEADACHE OR STOMACH PAIN	DISPLAYING SPEECH DIFFICULTIES, SUCH AS STUTTERING

The Australian Institute of Health and Welfare (2020) identifies a wide range of detrimental outcomes for children exposed to family violence:

DIMINISHED EDUCATIONAL ATTAINMENT	REDUCED SOCIAL PARTICIPATION IN EARLY ADULTHOOD	PHYSICAL AND PSYCHOLOGICAL DISORDERS
SUICIDAL IDEATION	BEHAVIOURAL DIFFICULTIES	HOMELESSNESS

The MARAM practice guidelines (Victorian Government, 2020) provides tables describing the Signs and indicators of neglect of a child or young person.

TABLE 5: SIGNS AND INDICATORS OF NEGLECT

Observable signs and indicators of neglect of a child or young person	
<ul style="list-style-type: none"> • Being frequently hungry • Being poorly nourished • Having poor hygiene • Wearing inappropriate clothing, for example, wearing summer clothes in winter • Being unsupervised for long periods • Not having their medical needs attended to 	<ul style="list-style-type: none"> • Being abandoned by their parents • Stealing food • Staying at school outside school hours • Often being tired and/or falling asleep in class • Abusing alcohol or drugs • Displaying aggressive behaviour • Not getting on well with peers.

Impacts of Family Violence on Children (continued)

CHILD PROTECTION AND MANDATORY REPORTING

When working in the the early childhood sector, there are occasions when you will be required to make a child protection notification. The Department of Families, Fairness and Housing (2020) determines that,

“A child may be in need of protection if they have experienced or are at risk of significant harm, and their parents have not protected, or are unlikely to protect them from that harm. Significant harm may relate to:

- *Physical injury*
- *Sexual abuse*
- *Emotional or intellectual development*
- *Physical development or health*
- *Abandonment or parental incapacity.*

Mandatory reporters are required to report in relation to significant harm as a result of physical injury or sexual abuse. They may choose, as can anyone, to report in relation to other types of significant harm”.

Alternatively, if you are worried about a child’s wellbeing, but you don’t think they are in need of protection, DFFH (2020) suggests that,

“a referral to The Orange Door would be appropriate where families:

- *Are experiencing significant parenting problems that may be affecting the child’s development,*
- *Are experiencing family conflict, including family breakdown*
- *Are under pressure due to a family member’s physical or mental illness, substance abuse, disability or bereavement,*
- *Are young, isolated or unsupported,*
- *Are experiencing significant social or economic disadvantage that may adversely impact on a child’s care or development”.*

For further information about The Orange Door, see p. 26 of this handbook.

INTERVENTION ORDERS

The Department of Education (2021) provides the following definitions for common terms used in intervention orders;

- **Applicant** – A person who is making an application for either a family violence intervention order or a personal safety intervention order and could be a police officer, an adult on behalf of a child, a child, or an adult
- **Protected Person** - A person who is protected by an intervention order

- **Affected person’ or an ‘Affected Family Member (AFM)’** - A person for whose benefit an application for a family violence intervention order or personal safety intervention order is being made
- **Respondent** – A person against whom an application for a family violence intervention order or a personal safety intervention order, has been made.

TYPES OF INTERVENTION ORDERS

Family Violence Intervention Order (FVIO);

- **Interim Order** - A short-term order made until a magistrate can hear all the evidence and make a final decision. An interim order can be made without the Respondent present or knowing of the application.
- **Final Order** - A final order can be made when a Magistrate has heard the evidence at a contested hearing, if both parties consent to the order, or if the Respondent has not opposed the order (i.e., Not attended the hearing).

- **Family Violence Safety Notice** - A temporary type of intervention order issued by Police if they believe someone needs immediate protection and the Respondent is over the age of 18 years old. A Safety Notice can protect Affected Family Members prior to an intervention order being heard in court.
- **Personal Safety Intervention Order** - An order to protect a person from harm caused by someone who is not family

(Victoria Legal Aid, 2021).

Impacts of Family Violence on Children (continued)

CONSIDERATIONS FOR WORKING WITH CHILDREN WHEN THERE IS AN INTERVENTION ORDER IN PLACE.

- An intervention order may have conditions preventing the Perpetrator (person using violence) from having contact with the non-offending parent and /or child
- The intervention order may include conditions stating the Perpetrator can not be within a certain distance from where a person works or attends school/childcare
- Follow your organisation's policy regarding family court orders and intervention orders. It's important to understand
 - Who can collect a child from the service?
 - Who you can share information with,
 - When to report breaches of orders to police

(Department of Education, 2020)



Primary Prevention in Early Years Settings

Our Watch (2021) “is a national leader in the primary prevention of violence against women and their children in Australia”.

In 2015, Our Watch, Australia’s National Research Organisation for Women’s Safety (ANROWS) and VicHealth, developed the Change the Story Framework, promoting an understanding of the social context of gender inequality at the core of the problem and through shared action, violence against women and their children is preventable.

Gendered drivers of violence against women

Driver 1.	Driver 2.	Driver 3.	Driver 4.
Condoning of violence against women	Men’s control of decision-making and limits to women’s independence in public and private life	Rigid gender stereotyping and dominant forms of masculinity	Male peer relations and cultures of masculinity that emphasise aggression, dominance and control

Our Watch, ANROWS and VicHealth (2015) identify key drivers of gender inequality that set the social context for violence against women.

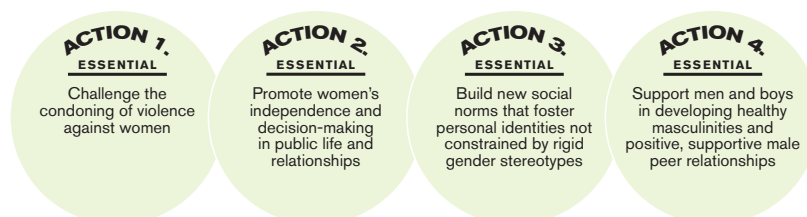
As listed in the previous table, these include,

- **Condoning** of violence against women
- **Men’s Control** of decision making and limits to women’s independence
- **Stereotyped** constructions of masculinity and femininity
- **Disrespect** towards women and male peer relations that emphasise aggression

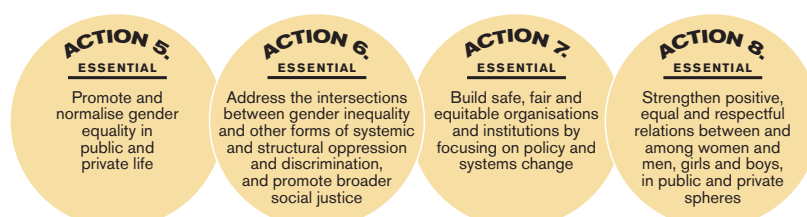
THE SOLUTION

Violence against women is preventable if we all work together

Essential actions to address the gendered drivers



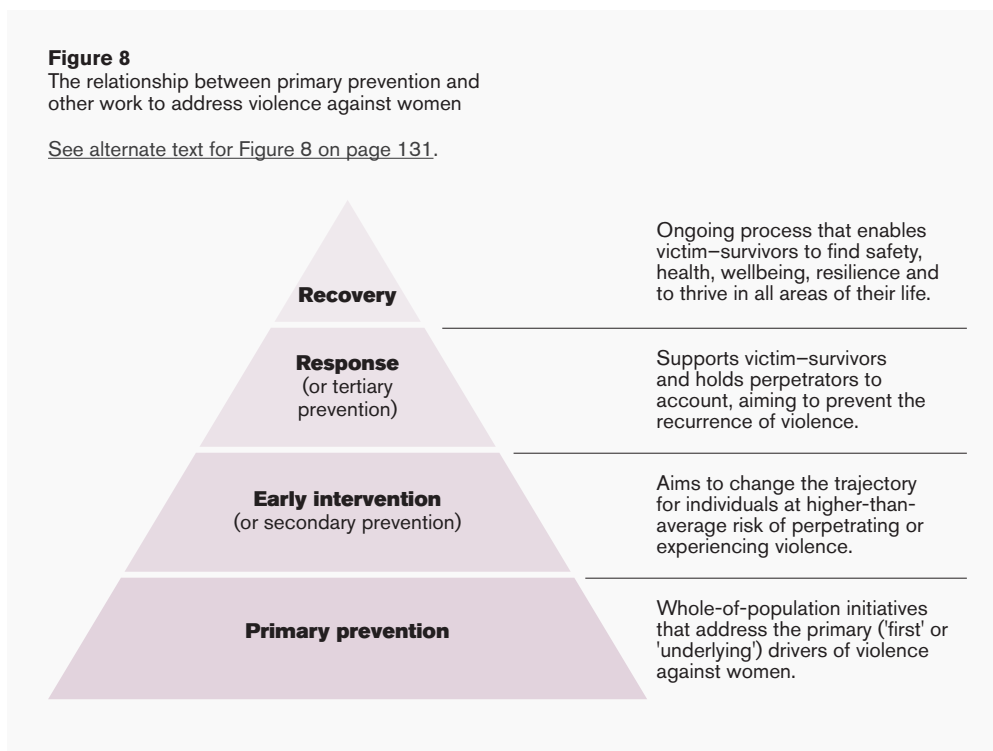
Essential actions to address the underlying social context



Primary Prevention in Early Years Settings (continued)

Through shared action, Our Watch, ANROWS and VicHealth (2015) propose that violence against women is preventable. Actions include,

- **Challenge** condoning of violence against women
- **Promote** women's independence and decision making in public life and relationships
- Foster positive identities and **Challenge** gender stereotypes and roles
- **Strengthen** positive, equal and respectful relations between and among women and men, girls and boys
- **Promote** and normalise gender equality in public and private life



The Change the Story Framework (Our Watch, ANROWS & VicHealth, 2015) outlines a primary prevention approach that requires changes to the social conditions that perpetuate violence against women and their children.

Examples of primary prevention,

- School based programs
- Social marketing campaigns
- Workplace initiatives

CREATING GENDER EQUITY IN THE EARLY YEARS

The City of Darebin (2017) has developed a broad range of resources including videos, assessment tools and templates for promoting gender equity in early years settings through policy and practice. The assessment tools are designed for early childhood educators to identify practical actions to implement across the centre, from creating suitable play spaces to auditing the centres' library collection.

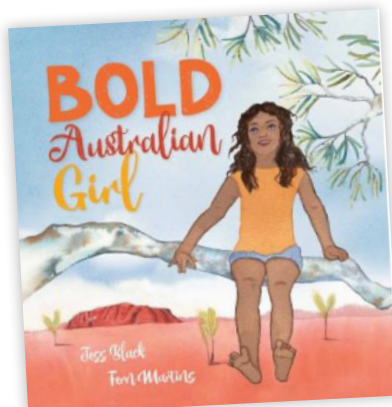
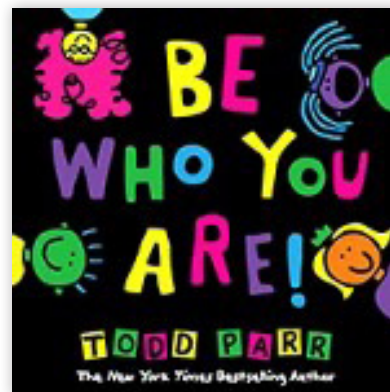
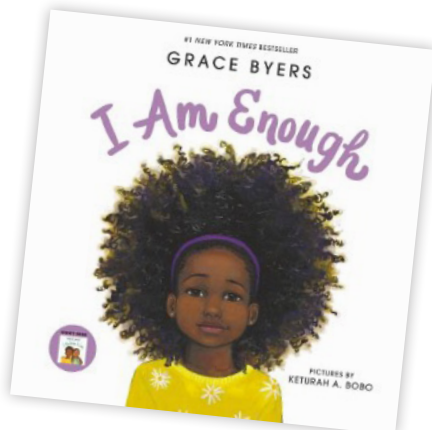
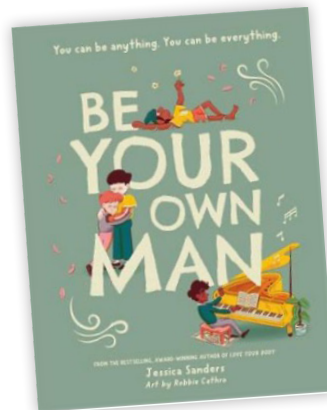
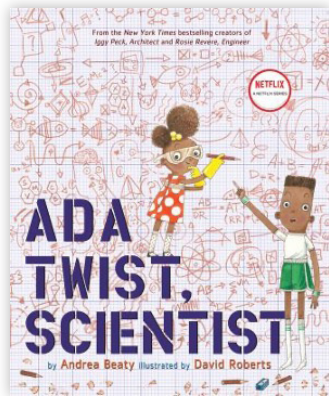
These resources and further information can be located at: <https://www.darebin.vic.gov.au/-/media/Council/Files/Services-and-business/Multicultural-services-and-diversity/Diversity/Our-commitment-to-equality/CreatingGenderEquityintheEarlyYearsAResourceforLocalGovernmentpdf.ashx>

Primary Prevention in Early Years Settings (continued)

SUGGESTED BOOK LIST FOR EARLY YEARS LIBRARIES

Early childhood educators can use picture books that encourage discussions about gender equality and directly challenge harmful gender stereotypes.

Some of the suggestions from the 16 Days of Activism Toolkit (Respect Victoria, 2019) include;



For a full list of recommended books, visit https://mcusercontent.com/b407c5ab83935f805a654d7f1/files/7b80ea19-f668-b73a-d7de-690dd4e5d28b/16Days_ToolKit_22.10.2021.pdf

Resources

MARAM RELATED INFORMATION

To access a range of training options to strengthen your understanding of the Multi-Agency Risk Assessments and Management (MARAM) framework and information sharing, visit: <https://www.vic.gov.au/training-for-information-sharing-and-maram#overview-of-maram-training>

Family Violence Information Sharing Scheme - <https://www.vic.gov.au/family-violence-information-sharing-scheme>

Frequently asked questions about information sharing and MARAM - <https://www.vic.gov.au/frequently-asked-questions-about-information-sharing-and-maram>

Child information Sharing Scheme summary –<https://www.vic.gov.au/sites/default/files/2021-05/Child%20Information%20Sharing%20Scheme%20on%20a%20page.pdf>

FAMILY VIOLENCE STATISTICS

Current family violence statistics can be located on various websites including the Australian Bureau of Statistics, Australian Institute of Health and Welfare and Crime Statistics Agency.

<https://www.abs.gov.au/>

<https://www.aihw.gov.au/>

<https://www.crimestatistics.vic.gov.au/>

MANDATORY REPORTING TO CHILD PROTECTION

“Protecting children: Mandatory reporting and other obligations” can be accessed via the following links:

<https://www.vic.gov.au/protecting-children-mandatory-reporting-and-other-obligations>

<https://www.education.vic.gov.au/childhood/professionals/health/childprotection/Pages/eonlinelearning.aspx>

<https://www.education.vic.gov.au/childhood/providers/regulation/Pages/protectionprotocol.aspx>

<https://providers.dffh.vic.gov.au/mandatory-reporting-child-protection-victoria-early-childhood-factsheet>

<https://services.dffh.vic.gov.au/referral-and-support-teams>

VICTORIAN ROYAL COMMISSION INTO FAMILY VIOLENCE,

<https://www.vic.gov.au/about-royal-commission-family-violence>

Other resources include,

Ending Family Violence: Victoria’s Plan for Change - <https://www.vic.gov.au/ending-family-violence-victorias-10-year-plan-change>

Safe and strong: A Victorian Gender Equality Strategy - <https://www.vic.gov.au/safe-and-strong-victorian-gender-equality>

CHANGE THE STORY:

A shared framework for the primary prevention of violence against women and their children in Australia - https://www.dvrcv.org.au/sites/default/files/Change-the-story-framework-prevent-violence-women-children_0.pdf

16 DAY OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

<https://www.unwomen.org/en/what-we-do/ending-violence-against-women/take-action/16-days-of-activism>

Supports and Referrals



CONTACT US

Centre for Non-Violence Inc.

Phone: (03) 5430 3000

FREE CALL: 1800 884 292

(free call accessible from any mobile or landline)

Fax: (03) 5430 3050

Email: reception@cnv.org.au

Bendigo Office

96-98 Pall Mall, Bendigo (take the lift or stairs to reception on Level 3)

Supporting Women and Children - Offering specialist knowledge and support including safety planning, crisis response, accommodation and therapeutic recovery programs.

Supporting Young Women - Providing immediate support for young women who are pregnant or parenting and experiencing housing and/or homelessness issues.

Men's Programs - Services for men who use violence including men's behaviour change and family violence case management programs.

Prevention and Development - Providing programs and projects to support workforce capacity building with a key focus on training, education, research, advocacy and prevention.

Safe, Thriving & Connected - Therapeutic recovery and healing program for people in the Loddon Campaspe area who have experienced family violence.



Phone: 1800 512 359

Email: loddon@orangedoor.vic.gov.au

<https://orangedoor.vic.gov.au/>

9am to 5pm Monday to Friday
(closed public holidays)

The Orange Door is a free service for adults, children and young people who are experiencing or have experienced family violence and families who need extra support with the care of children.

You should contact The Orange Door if:

- someone close to you is hurting you, controlling you or making you feel afraid – such as your partner, family member, carer or parent(s)
- you are a child or young person who doesn't have what you need to be OK
- you are worried about the safety of a friend or family member
- you need more support with the care of children, e.g. due to money issues, illness, addiction, grief, isolation or conflict
- you are worried about the safety of a child or young person
- you need help to change your behaviour and stop using violence in your relationships

Primary Prevention in Early Years Settings (continued)



Phone 1800 015 188

Email safesteps@safesteps.org.au

Safe Steps provides 24/7 telephone crisis counselling, referral, information and support, and is the central contact point for women's Refuges in Victoria

For a comprehensive list of Victorian supports and services, please visit <https://www.vic.gov.au/family-violence-statewide-support-services>

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