

Snapshot of Achievements

Prevent. Support. Believe.

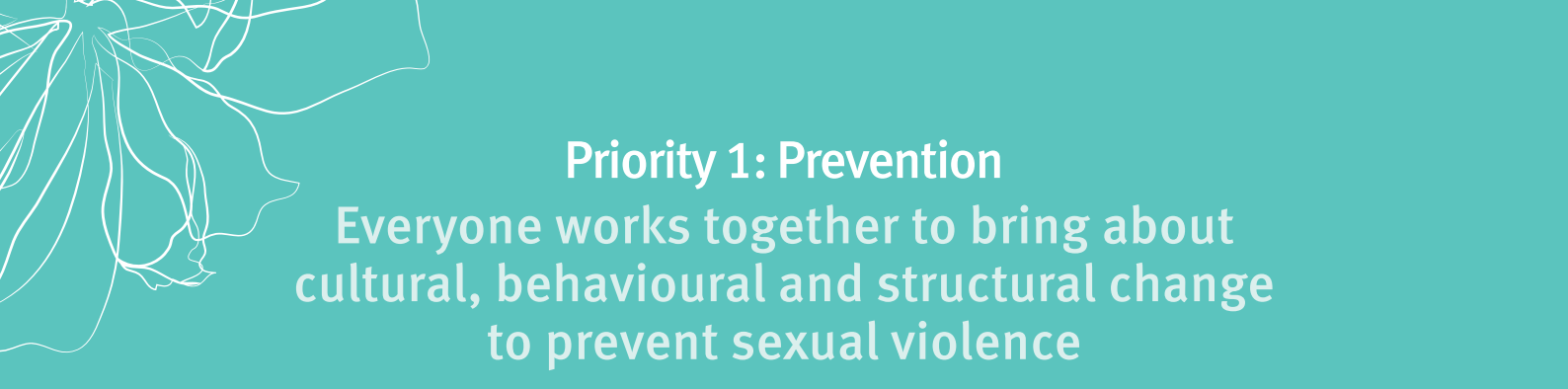
Queensland's Framework to address Sexual Violence Action Plan 2021–22

The ***Action Plan 2021–22*** outlined the Queensland Government's initial implementation of ***Prevent. Support. Believe. Queensland's Framework to address Sexual Violence*** (the Framework).

This **Snapshot of Achievements** highlights the progress made towards our vision of preventing and responding to all forms of sexual violence in Queensland from October 2021 until December 2022.



Queensland
Government



Priority 1: Prevention

Everyone works together to bring about cultural, behavioural and structural change to prevent sexual violence

Achievements

Increase knowledge and understanding of sexual violence and its drivers in the broader community

- funded 88 organisations under the Investing in Queensland Women grant program to receive a share of \$0.81 million for initiatives that address barriers and challenges unique to women and girls (Queensland Health).
- supported the commissioning of research about the drivers of sexual violence through Queensland's support of Australia's National Research Organisation for Women's Safety (Department of Justice and Attorney-General).
- established the independent Women's Safety and Justice Taskforce (the Taskforce), chaired by the Honourable Margaret McMurdo AC. The Taskforce undertook an extensive review of women's experiences of the criminal justice system as victim-survivors of sexual offences. The Taskforce's examination was informed by more than 300 submissions, including 250 from victim-survivors of sexual violence, and 79 consultations and engagements with stakeholders including the judiciary, legislators, police, policy makers, academics and service providers. The Taskforce also commissioned research about community attitudes to sexual consent. *Hear Her Voice – Report Two* focused on the experience of women as victim-survivors of sexual offences, as well as accused persons and offenders and made 188 recommendations, of which 92 aim to enhance the prevention of, and response to, sexual violence in Queensland. The Queensland Government either supported or supported in principle all of these 92 recommendations and committed \$225 million to implementing the response to Report Two (Department of Justice and Attorney-General).
- contributed to the development of the *National Plan to End Violence against Women and Children 2022–2032*, the national policy framework to guide actions to achieve the vision of ending violence in one generation (Queensland Government).

Equip families, children and young people with accurate information on healthy relationships, consent and sexual violence

- implemented annual mandatory compliance training programs so educational staff are aware of their responsibilities and obligations to protect students from harm and sexual abuse (Department of Education).
- released the strengthened *Respect* program for Queensland schools following a comprehensive review of the *Respectful Relationships Education Program* which included consultation with key stakeholders (Department of Education).

Challenge attitudes, practices and structures that lead to sexual violence and stop people speaking out

- agencies across government have identified and delivered a range of training for frontline staff to improve understanding of sexual violence, including:
 - » delivering a range of training for Queensland Corrective Services staff to improve understanding of sexual violence and challenge attitudes, practices and structures that lead to sexual violence. This includes mandating three-yearly participation in the *Motivating Action Through Empowerment (MATE) Bystander* program (Queensland Corrective Services).
 - » commenced delivery of new and updated victim-centric and trauma-informed training products for the Queensland Police Service to improve the response to victims of sexual violence at all levels (Queensland Police Service).
 - » delivered trauma-informed practice training to Youth Justice staff to support young people who have committed or been victims of sexual violence (Department of Youth Justice).
 - » delivered training to Child Safety staff to improve understanding and organisational knowledge of sexual abuse. This includes bespoke professional development in relation to sexual violence across the life course and the provision of a range of specialist services for frontline staff in relation to child sexual abuse, harmful sexual behaviours and child sexual exploitation (Department of Child Safety, Seniors and Disability Services).

Priority 1: Prevention

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Strengthen the capacity of workplaces and institutions to prevent sexual violence

- supported implementation of relevant recommendations of the *Respect@Work* report (Queensland Government).
- reviewed the *Anti-Discrimination Act 1991* resulting in the *Building Belonging Report*. The report makes 122 recommendations to ensure Queensland's anti-discrimination law is effective in protecting people from discrimination and sexual harassment, including recommending the introduction of a positive duty to eliminate discrimination, sexual harassment and other prohibited conduct as far as possible (Queensland Human Rights Commission).
- reviewed the *Industrial Relations Act 2016*, resulting in a number of recommendations to enhance protections for workers subject to sexual harassment, and making sexual harassment a valid reason for dismissal. These recommendations were accepted by the Government and the Industrial Relations and Other Legislation Amendment Bill 2022, which included legislative amendments to implement the recommendations, was passed by Parliament on 28 October 2022 (Department of State Development and Infrastructure).
- required state level sport and recreation organisations and active industry peak bodies funded through the Active Industry Fund to achieve gender equity on their boards by 2029 as part of efforts to drive quality and inclusive participation opportunities for all Queenslanders including women and girls (Department of Tourism and Sport).
- continued to partner with *Play by the Rules* to provide information, resources, tools, and free online training to increase the capacity and capability of administrators, coaches, officials, players, parents, and spectators to prevent and respond to discrimination, harassment, child safety, inclusion, and integrity issues in sport (Department of Tourism and Sport).
- made the *Preventing Harm: Promoting Respect* training module resources available to managers and supervisors across Queensland Health, giving participants the confidence to identify and define unacceptable behaviour and risks (Queensland Health).
- continued to provide guidance for mental health clinicians through the Queensland Health *Violence risk assessment and management framework – mental health services*, providing a systematic approach for the identification, assessment and management of consumers at risk of violence, including sexual violence (Queensland Health).
- provided mandatory face-to-face training to Residential Care Officers in Accommodation and Respite Services to build awareness about domestic, family and sexual violence and recognising and reporting indicators of abuse, neglect and exploitation that includes sexual abuse (Department of Child Safety, Seniors and Disability Services).
- investigated the re-establishment of a public sector Sexual Harassment Referral Office resulting in the development of a number of alternative options that retain the spirit of a representative advice service but deliver a contemporary trauma-informed, gender-informed format for government consideration (Public Sector Commission).



Priority 1: **Prevention**

Everyone works together to bring about cultural, behavioural and structural change to prevent sexual violence

Implement targeted prevention and early intervention activities tailored for and designed by specific population groups

- implemented the new disability worker screening system as part of a commitment to the Intergovernmental Agreement for Nationally Consistent Disability Worker Screening (Department of Child Safety, Seniors and Disability Services).
- provided funding to a peak disability service provider that included a requirement to develop sector capability by promoting online sexual violence prevention resources and training for carers and disability support providers (Department of Child Safety, Seniors and Disability Services).
- led community awareness campaigns including the *'Together we can stop elder abuse'* campaign and the domestic and family violence annual community awareness campaign to increase awareness, encourage bystander action and promote the accessibility of specialist support services in relation to older people experiencing intimate partner violence (Department of Child Safety, Seniors and Disability Services, and Department of Justice and Attorney-General).
- continued to work with the Federal Government and state and territory governments to implement the *National Strategy to Prevent and Respond to Child Sexual Abuse 2021–2030* (Department of Child Safety Seniors and Disability Services).
- continued to implement recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse (Queensland Government).
- revised youth detention centre (YDC) operational policies and procedures and strengthened behavioural change interventions for young people in YDCs to ensure consistency with the Child Safety Standards and recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse (Department of Youth Justice).
- delivered *Living Under the Act* training to frontline services in Queensland to improve programs and service provision to Aboriginal and Torres Strait Islander peoples (Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts).
- commenced the co-design and implementation of place-based responses to youth sexual violence and abuse in Toowoomba and Bundaberg, with the local action plans informed by significant community input (Department of Justice and Attorney-General).
- worked in partnership with Yarrabah community leaders to establish local governance arrangements and complete initial community engagement, recruitment, and planning work on the Yarrabah Positive and Respectful Relationships Project – a community-led youth sexual violence and abuse prevention project (Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts and Department of Justice and Attorney-General).

Priority 2: Support and healing

All people who are impacted by sexual violence are believed and supported to recover and heal

Achievements

Provide timely, integrated and victim-centric support for people who have experienced sexual violence

- delivered online workshops to 225 doctors on undertaking primary clinical and forensic consultation when a patient (14 years+) discloses sexual assault (Queensland Health).
- increased the number of clinicians able to undertake forensic sexual assault examinations by developing an education program to train Registered Nurses and Midwives as Sexual Assault Nurse Examiners (SANEs), allowing SANEs to join their Forensic Nurse Examiner counterparts on adult (14 years+) sexual assault examination rosters, with 97 Nurses and Midwives trained over the 2021–22 period (Queensland Health).
- delivered place-based engagements through Housing Service Centres in 21 locations involving approximately 150 specialist sexual violence and domestic and family violence services (Department of Housing, Local Government, Planning and Public Works).
- extended Flexible Assistance Packages (goods or services needed to maintain and access safe housing) to people experiencing sexual violence outside the context of domestic, family and intimate partner violence (Department of Housing, Local Government, Planning and Public Works).
- supported women experiencing domestic, family and sexual violence to acquire stable housing and engage with non-housing supports by extending the Domestic, Family and Sexual Violence Housing with Support, resulting in the tailored coordination of up to 20 head leases in Greater Brisbane with a focus on First Nations, culturally and linguistically diverse women, and women and children with disability (Department of Housing, Local Government, Planning and Public Works).

Increase the capacity and cultural capability of specialist and mainstream services to be trauma-informed and meet the diverse needs of people who have experienced sexual violence

- committed \$30 million over four years from 2021–22 to support domestic, family and sexual violence services (Department of Justice and Attorney-General).
- partnered with the Australian Government under a new National Partnership on Family, Domestic and Sexual Violence Responses 2021–2023, with \$53.020 million provided for Queensland over two years (Department of Justice and Attorney-General).
- relevant agencies across government have embedded trauma-informed practice training for targeted service delivery staff, including
 - » offering 'Working with trauma workshops' to Queensland Corrective Services psychologists and counsellors to enhance therapeutic practice (Queensland Corrective Services).
 - » developing modules on using a trauma-informed approach to support students that considers the impacts of trauma associated with domestic, family and sexual violence (Department of Education).
 - » delivering mandatory training for all Department of Education staff that is victim-centric, trauma-informed, meets the needs of people who have experienced sexual violence, and is culturally appropriate for Aboriginal and Torres Strait Islander peoples, people with disability, LGBTIQ+ people, and people from culturally and linguistically diverse backgrounds (Department of Education).



Priority 2: **Support and healing**

All people who are impacted by sexual violence are believed and supported to recover and heal

- continued to fund specialist counselling services targeted at young people who have committed sexual offences (Department of Youth Justice).
- ensured service responses continue to be up-to-date and effective in relation to older people experiencing intimate partner violence, including requiring organisations to demonstrate their knowledge of, and capacity to make appropriate referrals to support services as part of procurement processes (Department of Child Safety, Seniors and Disability Services).

Expand access to early intervention programs for children and young people displaying harmful sexual behaviours or who are at risk of experiencing sexual violence

- engaged Swinburne University of Technology to evaluate youth sexual violence and abuse service enhancements in areas of high need to inform improvements and enhancements to these services (Department of Justice and Attorney-General).
- engaged with all jurisdictions in implementing measures identified in the *National Strategy to Prevent and Respond to Child Sexual Abuse 2021–2030*, including participation in the working group to develop national standards for responding to children with harmful sexual behaviours (Department of Child Safety, Seniors and Disability Services, Queensland Health and Department of Justice and Attorney-General).

Priority 3: Accountability and justice

The justice system is responsive to the needs of victims and survivors, and perpetrators are held to account for their actions

Achievements

Investigate and seek to address barriers to victims and survivors reporting sexual violence and accessing justice responses

- Queensland Police Service released its *Sexual Violence Response Strategy 2021–2023* (Queensland Police Service).
- continued to address barriers to reporting sexual assault to the Queensland Police Service by:
 - » implementing the sexual violence liaison officer model state-wide.
 - » regularly consulting with key stakeholders, including sexual assault support services and the Queensland Sexual Assault Network, to encourage reporting and promote online reporting options.
 - » completing Sexual Violence Business Unit Reviews in all districts to discuss the response to sexual violence, the barriers to, and options for, reporting to police.
 - » continuously reviewing and improving sexual violence content on the Queensland Police Service website, updating in consultation with sexual assault support services (Queensland Police Service).
- established a Commission of Inquiry into Forensic DNA Testing in Queensland to review the systems and processes used by Queensland Police Service for forensic DNA collecting, testing and analysis, and committed \$10 million over four years for victim support services to meet any increased demand as a result of the Commission of Inquiry (Queensland Government).
- undertook actions to ensure individuals who have experienced sexual assault and are ineligible for Medicare, are not charged for clinical care, forensic examinations, testing and psychosocial support provided by Queensland Health (Queensland Health).

Continue to strengthen support to navigate the criminal justice system for people who are impacted by sexual violence, and investigate expansion of alternative justice responses

- committed \$225 million over five years to support implementation of the recommendations made in the Women's Safety and Justice Taskforce report *Hear her voice – Report Two – Women and girls experiences across the criminal justice system*, placing victim-survivors at the centre of the response to sexual violence (Queensland Government).
- revised practice standards for government funded services, with all organisations funded by Victim Assist Queensland required to provide trauma-informed responses to people who experience sexual violence, and report on how these responses are provided (Department of Justice and Attorney-General).
- commenced the Queensland Intermediary Scheme pilot program, providing communication support to eligible prosecution witnesses in child sexual offence matters, assisting them to participate fully in the criminal justice system (Department of Justice and Attorney-General).



Priority 3: **Accountability and justice**

The justice system is responsive to the needs of victims and survivors, and perpetrators are held to account for their actions

Continue to provide and strengthen interventions that help perpetrators of sexual violence to take responsibility for their actions and change their attitudes and beliefs to prevent re-offending

- improved access to specialist counselling services through continued delivery of restorative justice programs, such as the Turning Corners Restorative Justice program, responding to young people who have been charged with sexual offences (Department of Youth Justice).
- implemented a research program in youth detention centres to identify communication barriers young people experience during restorative justice conferencing and develop a toolkit to support young people understanding the perspectives of their victim (Department of Youth Justice).
- developed training for Youth Justice staff targeting best practice intervention methods when working with young people who have engaged in sexual offending (Department of Youth Justice).

Continue to review and evaluate justice processes and relevant laws in Queensland to ensure that victims of sexual violence are supported and perpetrators are held accountable

- the Women's Safety and Justice Taskforce's *Hear Her Voice – Report Two* conducted extensive consultation to evaluate the experiences of victim-survivors of sexual violence in the justice system, ultimately recommending significant reforms to justice and service responses, and legislative reform to reduce barriers to reporting and enhance the experience of victim-survivors in their engagement with the justice system (Department of Justice and Attorney-General).
- introduced the Domestic and Family Violence Protection (Combating Coercive Control) and Other Legislation Amendment Bill 2022 into the Queensland Parliament to amend references to 'carnal knowledge' and the offence of maintaining a sexual relationship with a child in the *Criminal Code Act 1899* (Department of Justice and Attorney-General).
- commenced a data insights program to improve data collection and monitoring of the outcomes of organisations funded to deliver domestic, family and sexual violence services, including perpetrator interventions (Department of Justice and Attorney-General).

