

FULL REPORT

The Municipal Association of Victoria's Gender Equality and Preventing Violence Against Women Survey of Victorian Councils 2018/2019

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Acknowledgements

The MAV acknowledges Aboriginal and Torres Strait Islander peoples as the traditional owners of the land we work and live on, and offer our respects to Elders past, present and emerging.

We would like to thank the 65 councils who responded to this survey. Your engagement helps us to build an accurate picture of the important work that councils are undertaking in this space.

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Acronyms

CBD	Central Business District
CEO	Chief Executive Officer
DHHS	Department of Health and Human Services
EA	Enterprise Agreement
EBA	Enterprise Bargaining Agreement
FFV	Free from Violence
FTE	Full Time Equivalent
FV	Family violence
GE	Gender equality
HR	Human Resources
IWD	International Women's Day
LG	Local government
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual+
MCH	Maternal and Child Health
MARAM	Multi-Agency Risk Assessment and Management Framework
MAV	Municipal Association of Victoria
MPHWP	Municipal Public Health and Wellbeing Plans
PD	Professional development or Position description
PFV	Preventing/prevention of family violence
PVAW	Preventing/prevention of violence against women
WER	Workplace Equality and Respect
WHS	Women's Health Service

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INTRODUCTION

The Municipal Association of Victoria's Gender Equality and Preventing Violence Against Women Survey of Victorian Councils 2018/2019 (referred to as 'the Survey' or 'the 2018/19 Survey' throughout the reports) was a voluntary survey that all 79 Victorian councils were invited to participate in between July and September 2019. The Survey aimed to collect data, insights and feedback from councils about the work they have undertaken to promote gender equality and prevent violence against women in the 2018/19 financial year.

This was the fourth Gender Equality and Preventing Violence Against Women Survey of Victorian Councils conducted by the MAV, with previous surveys occurring in 2013, 2015 and 2017. The 2018/19 Survey builds on the picture created from these previous results and contributes to the growing evidence of the how, why, and what is needed for councils to effectively engage in the promotion of gender equality and prevention of violence against women.

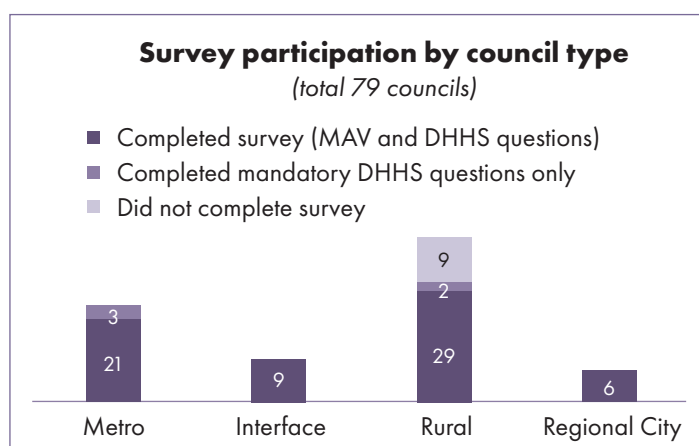
The findings of this survey are best viewed as a snapshot of activity at a particular point in time. Where it is possible to make comparisons between the current survey and results from 2017, these have been highlighted throughout this report. With each iteration of the Survey the questions have been updated and improved enhancing the quality and usefulness of the data received. This has reduced the ability to make direct comparisons across time, however, in general data trends between 2017 to 2018/19 show that councils are increasing their engagement with gender equality and preventing violence against women through both community initiatives and their workforces, and that they plan to continue this work into the future.

The 2018/19 Survey coincided with the introduction of the requirement for councils to report to the Department of Health and Human Services (DHHS) on measures to address family violence in their Municipal Public Health and Wellbeing Plans. The MAV worked with DHHS to include five questions in the Survey to satisfy this requirement and minimise the reporting burden on councils. Responses to these questions were provided to DHHS for analysis.

Significantly, 2018/19 also saw the [Free from Violence local government grants program](#) implemented with an investment of \$2.7 million in 35 twelve-month council projects. This remains the largest investment of funds by the Victorian Government to support councils in their promotion of gender equality, and prevention family violence and all forms of violence against women. This grants program was cited as an enabler throughout council responses to this survey and it is highly likely that activity throughout 2018/19 was higher than otherwise as a result of this investment.

Participation in the survey was high, providing the sector with a robust data set to understand the level of council engagement in this work. As summarised in the graph below, of the 79 Victorian councils 65 answered the MAV survey questions, while a further 5 only completed the questions that satisfied reporting on their Municipal Public Health and Wellbeing Plans to DHHS.

The number of councils that responded to each particular question did vary, however, and this is noted throughout the report.



All responses to the Survey have been thematically analysed and this report is broadly structured around the eight categories the survey questions were themed around:

- > Acknowledgement and recognition
- > Resourcing
- > Data collection and inclusion
- > Policies, plans and service implementation areas
- > Training
- > Human Resources
- > Support for staff experiencing family violence
- > Reflections on the role of the MAV in this space

This 'Full Report', is intended to provide an in-depth look at the responses provided by councils to the 2018/19 Gender Equality and Preventing Violence Against Women Survey of Victorian Councils. A [Summary Report](#) is also available as a quick, easy snapshot of the overall findings.

We hope that both reports prove to be useful tools for councils that provide a strong evidence base and assist councils to progress and position their work on gender equality and the prevention of violence against women.

KEY FINDINGS

Recognition and commitment

Councils perceived that their overall recognition of the role they can play in gender equality, PFV and PVAW is increasing. This is supported by an increase in formal acknowledgement since 2017 and increased participation in public initiatives that recognise and support this role.

Gender leadership and representation

Gender representation in elected council leadership was sitting at around 38% women, while representation in organisational leadership was 40% women and 60% men. These figures, however, hide significant differences between councils, many of which have far fewer women than men in leadership positions. It also fails to highlight that at the CEO level only 29% were women.

Plans, policies and service implementation areas

Most councils considered gender equality, PFV, and PVAW in their Council Plans and across a wide range of planning, policy and service implementation areas. The most common areas were human resources and specific community services such as maternal and child health, sport and recreation, and early years. Many councils plan to expand these considerations into new areas such as emergency management and communications and, while there has been some increase in the collection of gender disaggregated data since 2017, there are still opportunities to improve in this area.

Resourcing

Councils invested significantly in gender equality, PFV and PVAW through both direct funding and staff time. The results of this survey, however, also demonstrate that there is wide ranging capacity to sustain this investment with significant challenges for rural councils in particular. External funding was a significant enabler for councils, particularly in their capacity to dedicate increased staff time to the portfolio.

Training

Many councils offered gender equality/PVAW, and family violence recognise, respond and refer training, which they largely funded themselves. The number of councils offering sexual harassment training was unexpectedly low. Councils relied on external trainers/consultants, and regional women's health services to deliver their training, however, also identified that there is a lack of training and providers that adequately address the specific needs of local government.

Human resources

Around half of the councils that responded to this survey indicated that they address unconscious bias in recruitment, actively promote flexible work and actively promote their sexual harassment policy. Responses also suggest, however, that approaches and assessment of the effectiveness of these activities varied widely. Far fewer councils indicated that they had undertaken a gender audit of employment and recruitment policies and practices in 2018/19. With obligations under the [Gender Equality Act \(2020\)](#) coming into effect from March 2021, councils will be required to make improvements in each of these areas.

Support for staff experiencing family violence

Councils continue to be leaders in the provision of support for staff who experience family violence with all councils now including a family violence clause in their Enterprise Agreement and most councils including a provision for at least some paid family violence leave. Not all councils, however, have a policy to support the implementation of these supports or actively promote their policy where they have one.

About the Municipal Association of Victoria

Councils greatly value the MAV PVAW Network and MAV PVAW role citing advice and support, linkages with other councils and contacts, information sharing and advocacy around opportunities for councils as key benefits. Areas that councils would like to see more support in included greater engagement with rural and regional councils, mentoring opportunities for councils, and additional training resources.

RECOGNITION AND COMMITMENT

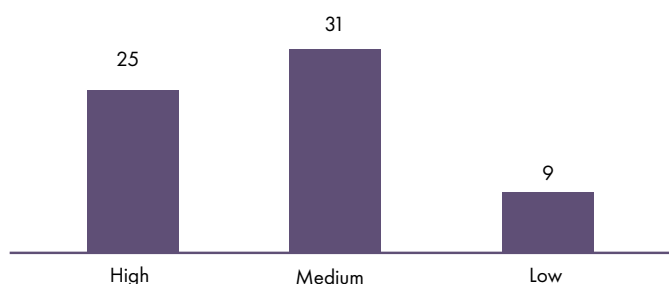
Overall recognition

The Survey asked councils to rate their overall recognition of the role that they can play in promoting GE/PFV/PVAW. The majority of councils (56 of 65) rated their recognition as either 'medium' or 'high', with the remaining 9 rating their recognition as 'low'.

Councils were asked if this level of recognition had changed compared to the previous year. 44 councils reported an increase in recognising council's role in this area, a further 19 stated that it had stayed about the same, while 2 stated recognition had decreased.

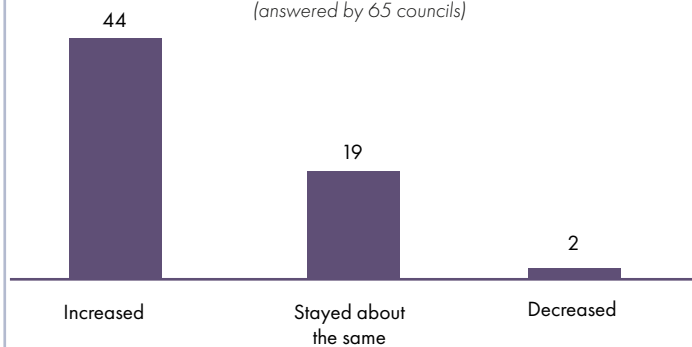
Overall recognition of council's role in promoting GE/PFV/PVAW

(answered by 65 councils)



Reported change in council's overall recognition compared to the previous year

(answered by 65 councils)



Reasons reported for an increase in council's recognition of its role in this area included:

- > receiving external funding
- > formal endorsement of a new or redeveloped plan, strategy or leadership commitment
- > public commitment
- > having a dedicated role

Reasons behind councils reporting their recognition as 'about the same' included:

- > restructures
- > redeployments
- > competing priorities
- > limits to community awareness
- > limited FTE

Two councils reported a decrease in recognition and attributed this to:

- > lack of leadership from councillors, council executive and a key partner
- > lack of dedicated resources

Comparison to 2017 Survey Results:

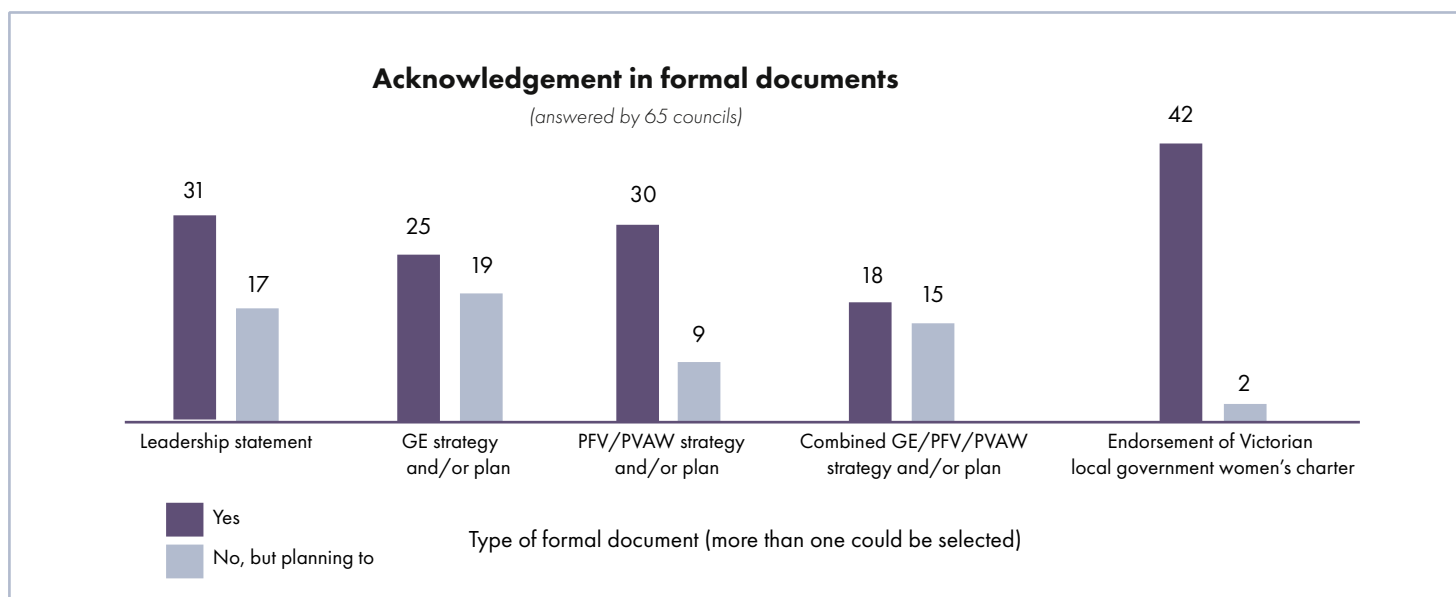
The Survey conducted in 2017 asked "Has your council increased its recognition of the issue of violence against women and the role it can play in prevention in the past twelve months?"

45 of 54 respondents indicated that recognition had increased, while 8 stated that it had stayed about the same. 1 council skipped this question. Comparison of these results seems to suggest that overall recognition has largely not changed or has perhaps decreased since 2017. In reviewing this question for 2019, however, it is suspected that the response options available in 2017 may have skewed the results. The new questions provide a more nuanced data set that we hope will allow for better comparison with future surveys.

Formal acknowledgement

Formal acknowledgement through strategies, plans and statements are important measures that indicate individual council's leadership and commitment to gender equality and preventing family violence and/or violence against women. These documents are formally endorsed by council and demonstrate an organisational commitment to take action towards GE/PFV/PVAW. While plans, strategies and leadership statements are documents requiring a significant development process by council, endorsement of the [Victorian Local Government Women's Charter](#) is included as an important form of public commitment to increasing women's participation and leadership.

The findings show that the majority of councils (57 of 65) have formally acknowledged GE/PFV/PVAW through at least one of the key strategic documents referenced in the graph below. Of the councils that did not have any of these strategic documents, all indicated that they plan to implement at least one in the future.



"Publication of the Equality & Respect 2030 Strategy was key in increasing recognition of... Council's commitment to prevent violence. The Preventing Family Violence Advisory Committee is well into its establishment and engaging a broader number of active members, including councillors. Lastly, there has been an increase in funding for initiatives... increasing recognition to the value of working in PVAW/GE for [our council]. There have also been associated councillor notices of motions, including for a Family Violence Conference and additional budget for 2019/2020." — *Interface Council*

As presented in the table below, the majority of councils had formally acknowledged in more than one document.

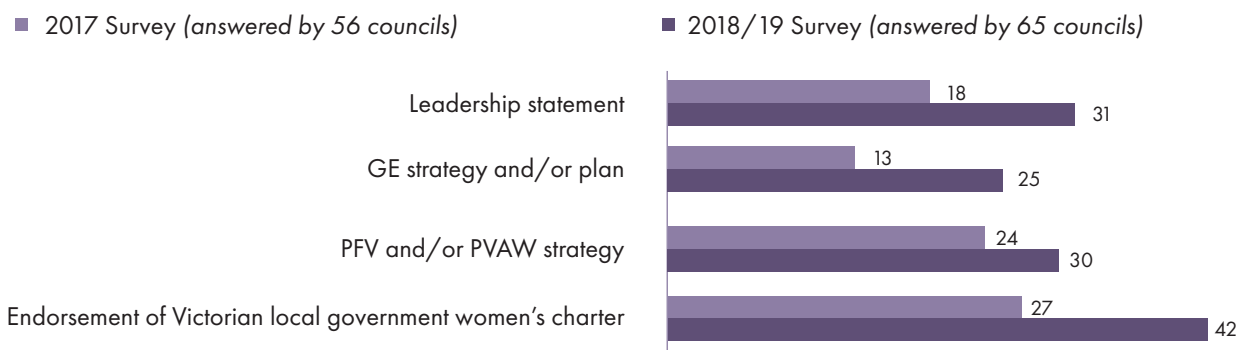
SELECTED COMPARISON OF RELATIONSHIP BETWEEN STRATEGIC DOCUMENTS (answered by 65 councils)

Strategic Document/s	Number of Councils
Leadership statement ONLY	1
Endorsement of Victorian local government women's charter ONLY	9
One or more plan and/or strategy	47
Leadership statement AND one or more plan and/or strategy	24
Endorsement of Victorian local government women's charter AND one or more plan and/or strategy	31
Leadership statement AND one or more plan and/or strategy NOT endorsement of the Victorian local government women's charter	7
Endorsement of Victorian local government women's charter AND one or more plan and/or strategy NOT a leadership statement	10

Comparison to 2017 Survey Results:

A comparison to results from the 2017 Survey indicate that formal acknowledgement is increasing, as demonstrated in the graph below.

Comparison of formal acknowledgement 2017 to 2018/19



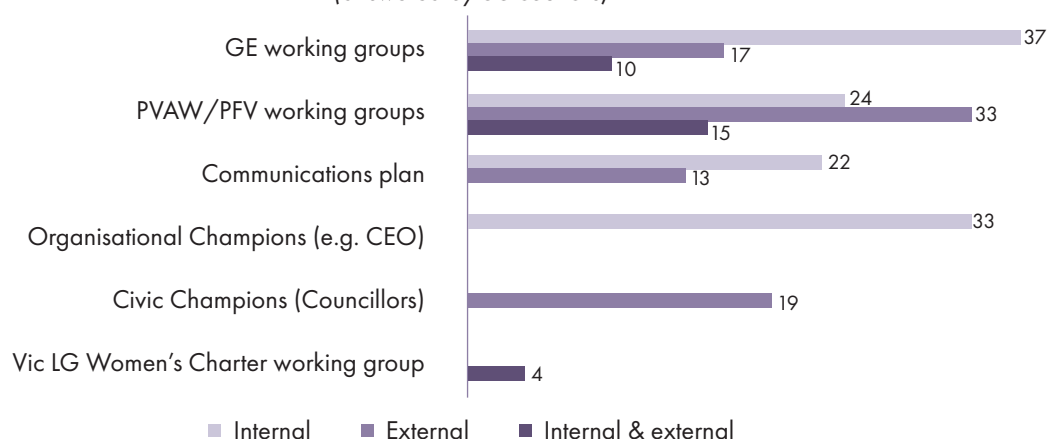
Mechanisms to progress acknowledgement

While formal acknowledgement can set the commitment and provide a plan for action towards GE/PFV/PVAW, having good mechanisms, such as committees or working groups, communications plans and champions, in place to progress the work is essential.

A total of 58 councils reported having at least one of these mechanisms. The mechanisms with highest reported uptake were internal gender equality working groups (37 councils), external PVAW/PFV working groups (33 councils), and organisational champions such as CEOs or executives (33 councils). Victorian Local Government Women's Charter working groups involving community representatives had the lowest uptake (4 councils), however all of these councils had endorsed the Charter.

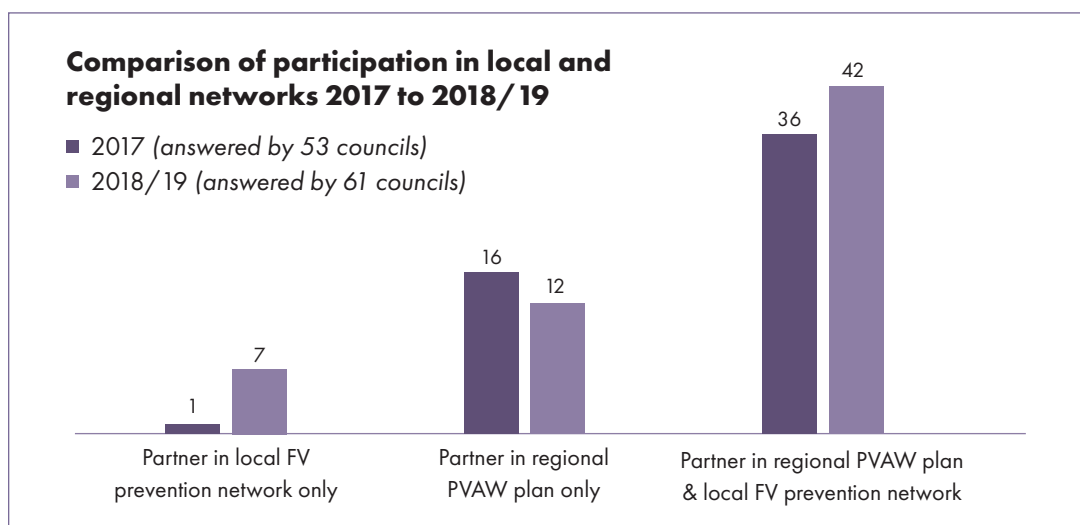
Mechanisms for progressing formal acknowledgement

(answered by 58 councils)



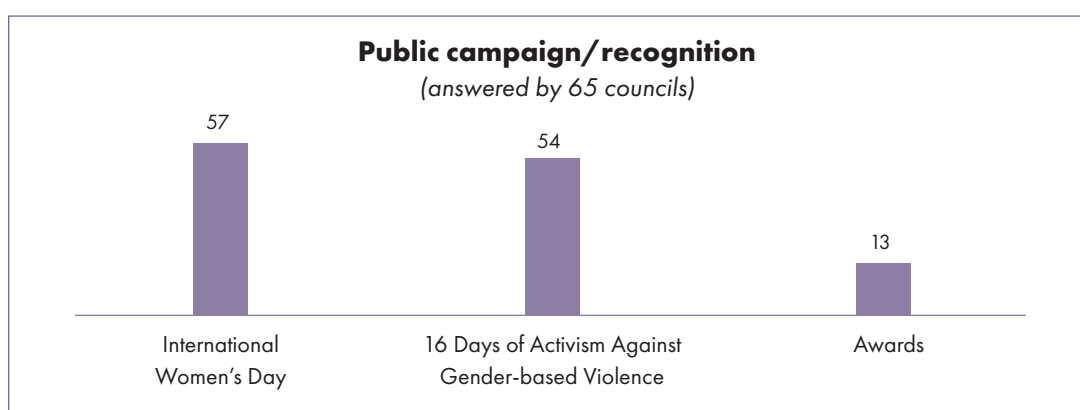
Local and regional networks

Councils were asked if they participate in local and regional networks. 7 councils listed participation in a local FV prevention network only, 12 councils indicated they are a partner in their regional PVAW plan only and 42 councils listed participation in both. 4 councils reported not participating in either type of local/regional networking. The graph below compares responses to those received in 2017.



Participation in public campaigns and recognition through awards

The 2018/19 Survey expanded questions about council support of and participation in public campaigns and recognition to include International Women's Day and Awards, in addition to the 16 Days of Activism Against Gender-based Violence.



Comparison to 2017 Survey Results:

In 2017, 47 councils reported participating in the 16 Days of Activism campaign in 2016.

International Women's Day

57 councils reported recognising International Women's Day in 2019. Events were both internally and externally focussed ranging from staff/councillor attendance at a morning tea or the provision of funding to local events, through to month long programs. Activities included breakfast/morning teas, large community events with keynote speakers, social and traditional media engagement, library displays, awards, art exhibitions and projects, and the launch of a Gender Equity Strategy. Many councils also ensured diversity amongst their programming:

"International Women's Day forum, 'Balance for Better' open to employees, partners and the public. The event was hosted by disability and LGBTIQ rights activist Jax Jacki Brown, with speakers Jill Stark and Tracey Spicer speaking to the group. The 200 tickets were allocated well in advance of the day. An all employee email celebrating the day was sent by the CEO." — *Interface council*

"Two internal events were organised for IWD 2019: After-hours event featuring guest speaker Miriam Issa and networking. Lunchtime event featuring three female staff members sharing their stories." — *Regional city council*

16 Days of Activism Against Gender-based Violence

54 councils reported participating in the 16 Days of Activism Against Gender-based Violence in 2018.

Activities were similar to International Women's Day but with a stronger focus on taking action and the community. Additional activities included community walks, more of a focus on bystander action including training, White Ribbon Day events/activities, and partnerships with women's health services.

"In partnership with local agencies we hosted a pledge ceremony in CBD. Co-hosted a gender equity session at local high school with community health service. Implemented a social media campaign. Participated in the Stop it at the Start campaign including local media/newspaper."

— Rural council

"External activities included a social media campaign, yarn bombing the front of our corporate headquarters and a community march. Internal activities included a lunchtime talk by a victim-survivor, an orange morning tea, MATE Bystander Intervention training session. 300 orange Victoria Against Violence t-shirts were purchased and distributed to staff to wear during the 16 days."

— Rural council

Awards

13 councils reported offering Awards that recognise the contributions and leadership of women, 9 reported they are planning to. Some councils that said 'no' reported that they ensure gender balance in other awards they offer or promote leadership in other ways, many stated they do not have a specific category for women but ensure all genders are eligible for their awards.

Councils that offer specific Awards for women offer International Women's Day Awards, gender equity or women specific categories in their community awards, and/or specific Awards for women e.g. "Woman of the Year Award".

"An internal IWD award is presented annually. (Commenced 2017). Presented to a female staff member who demonstrates exemplary internal and external leadership." — Interface council

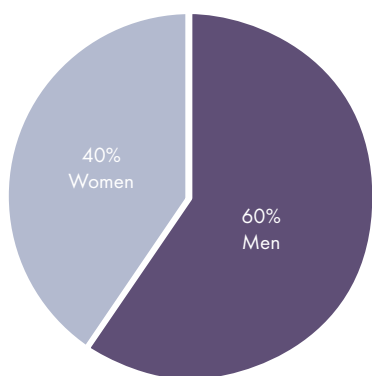
"Honouring women in [Council] Awards included under Council's annual Awards in September." — Metro council

GENDER, LEADERSHIP AND REPRESENTATION

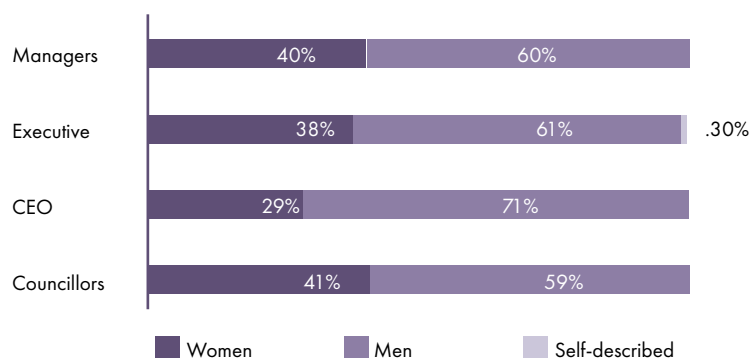
Leadership roles and gender balance

For the first time, the Survey asked about gender representation in council leadership (councillors, CEO, executive leaders and managers), providing a snapshot of gender across council leadership. In analysing the data, it became apparent not all councils answered this question in the same way leading to questions about the efficacy of the data. A review of the 2019 MAV HR Benchmarking Survey however reveals overall similar findings with 40% women and 60% men in leadership positions. The graph below represents council responses to this question in the Survey.

Gender representation across all leadership positions



Leadership roles and reported gender representation



Further analysis and cross referencing with public data sources in February 2020 also confirms that of the 78 councils with a CEO (1 council was currently under administration), 23 or 29% were women.

The results reported by councils in the 2018/19 Survey indicate that 41% of councillors at the time were women. This can be compared to the results of the 2016 council elections when 38% of councillors elected were women. As not all councils responded to this survey, however, this does not necessarily represent a true increase.

It's also important to note that women councillors were not evenly distributed across councils. For example:



Similar inconsistencies regarding leadership at the executive leader and manager levels across councils are revealed by additional analysis of the data:

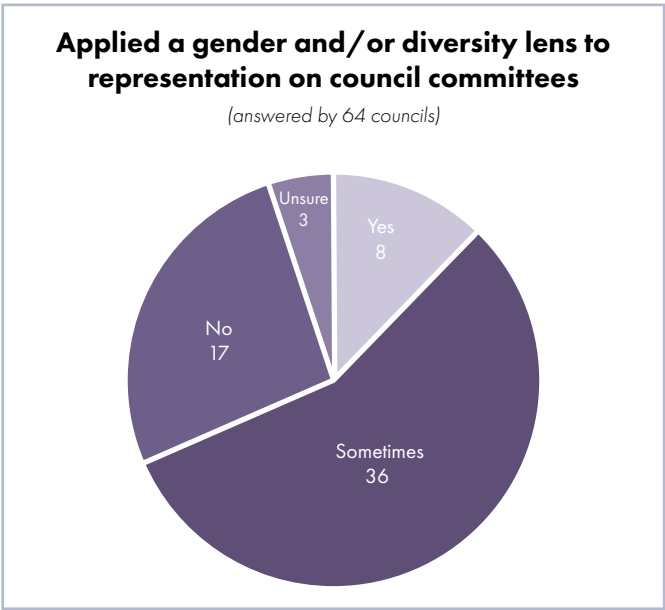
EXECUTIVE LEADERS:	MANAGERS:
> 42 of 63 councils had fewer women than men, including 5 councils that had 0 women executives.	> 43 of 61 councils identified fewer women than men in management
> 4 councils had more women than men	> 11 councils identified more women than men
> 17 councils had equal representation of women and men	> 7 councils identified equal representation of women and men

This analysis indicates that there is still a way to go to achieve gender equality at the highest levels of leadership in council. While some councils are well on the way, most are lagging behind, and future surveys will continue to track any progress.

Gender representation on council committees

In addition to gender and leadership, in this section of the Survey councils were asked if they apply a gender and diversity lens to council committees. The graph below shows that most councils either do not, or only sometimes apply a gender and/or diversity lens to council committees.

Councils reported both formal and non-formal processes for applying a gender and/or diversity lens to committees. Many reported that they anticipated improvements to this process would be made to achieve a more consistent approach across all council committees.



“Council Officers are conscious of having gender balance on committees. There is no formal policy or guideline to educate and encourage staff to do this though. This is particularly the case in Council’s Community Partnerships Team.”
—Rural council

“Mainly a diversity lens. Work is currently being undertaken to ensure that a gender lens is being applied to the committees.”
—Rural council

“Council has a range of Planning Advisory Committees. These were developed with the aim of seeking a representative gender balance as well as diversity in relation to CALD, age, location of residents etc.”
— Metro council

“We try to ensure strong diversity on our committees, however this is not always possible in a small regional council. There is a higher representation of men on Committees.”
—Rural council

PLANS, POLICIES AND SERVICE IMPLEMENTATION AREAS

Councils were asked about the collection and use of gender disaggregated data, the inclusion of sex and gender diversity in planning and implementation of GE/PVAW/PFV work as well as if councils consider gender, PVAW and PFV across a range of plans, policies and service implementation areas.

Council Plans

The Survey did not specifically ask about Council Plans so a brief desktop analysis was undertaken. This found that:

70 / 79 referenced gender equality/equity, women, prevention of violence against women, and/or family violence.

Municipal Public Health and Wellbeing Plans

For the first time in 2019, councils were required to report to the Department of Health and Human Services regarding the measures to address family violence included in Municipal Public Health and Wellbeing Plans. This requirement is in accordance with recommendation 94 of the Royal Commission into Family Violence and has been incorporated into the Public Health and Wellbeing Act 2008. Five questions were incorporated into the Survey to satisfy this reporting and responses were provided to the department for analysis.

The questions broadly sought to identify the types of strategies and actions included in plans, the types of indicators used to assess progress, and the facilitators and barriers to implementing initiatives.

Of the 79 councils, 75 met their legislated requirement to report on family violence initiatives in their 2017–2021 Municipal Public Health and Wellbeing Plans (response rate: 95%). The DHHS, the Office for Women, Department of Premier and Cabinet and the MAV are committed to working together to support councils as they continue to develop and implement their family violence initiatives.

Comparison to 2017 Survey:

The 2017 Survey asked if PVAW was a priority in councils' Council and/or Municipal Public Health and Wellbeing Plans for 2013-16, and if it was expected to be in 2017.

- > 40 councils indicated that PVAW was a priority for 2013-16
- > 49 councils reported that they expected PVAW to be a priority in 2017

Disaggregated data collection

The Survey asked if councils collect and use gender disaggregated data to inform policies, service planning, implementation and evaluation. The graph below presents council responses and demonstrates that the majority only 'sometimes' collect and use this information.

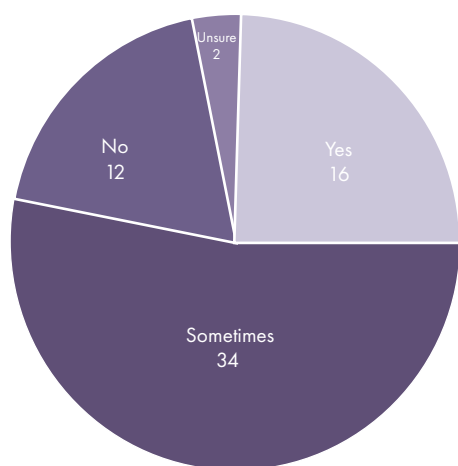
Examples of where gender disaggregated data is collected included:

- > workforce planning
- > survey and community engagement processes
- > sports club membership
- > service usage data
- > recruitment
- > attendance at events
- > attendees at recreation programs

The high number of councils that reported 'sometimes' reflects inconsistency across all areas of council.

Collect and use gender disaggregated data to inform policies, service planning, implementation and evaluation

(answered by 64 councils)



"The collection of gender disaggregated data is not consistent across the organisation. There is limited use of gender disaggregated data to aid decision making and planning. Gender disaggregated data was used in the development of the Diversity and Inclusion strategy. It has also been used to map gender equity for reporting of remuneration/management level reporting."

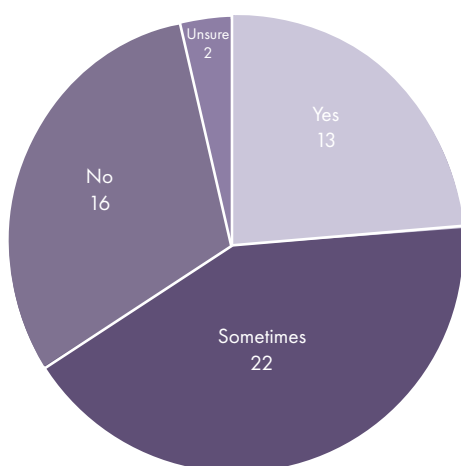
— Regional city council

"Where applicable, gender disaggregated data was used with the development of the draft MPHWP Action Plan 2019/21. There is a gap in having a consistent approach across Council and in addition, sharing resources for data."

— Metro council

(2017 Survey) Collect separate data for women and men

(answered by 53 councils)



Comparison to 2017 Survey:

There is a slight increase reported in the collection of gender disaggregated data, particularly in councils reporting 'sometimes', since the 2017 survey which asked if councils 'collect separate data for men and women'.

Sex and gender diversity

For the first time, the 2018/2019 survey asked about the inclusion of sex and gender diversity, meaning intersex, transgender and non-binary people, in councils' GE/PFV/PVAW work.

In response, 20 councils indicated 'yes' and a further 24 'sometimes', as shown in the associated graph.

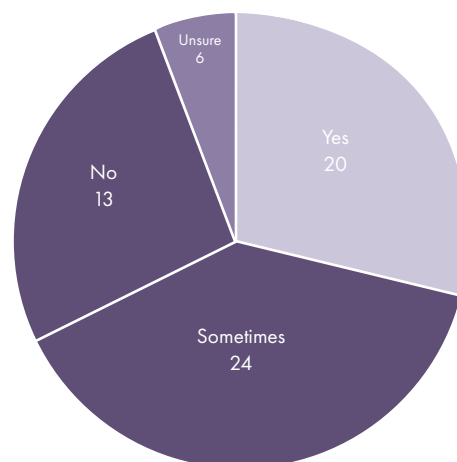
Examples of common responses are below:

"Our GE/PVAW strategy recognises sex and gender diversity. There is one action... that specifically focus on this in the 2019/20 action plan - "implement 'Safe and Supported' program to reduce the abuse discrimination, bullying and isolation experienced by LGBTI young people'. This is a VicHealth funded project."

— Interface council

Inclusion of sex and gender diversity in policies, plans and implementation of GE/PFV/PVAW work

(answered by 63 councils)



"Ad hoc, not normal practice. Being discussed and used in development of community facilities." —Rural council

"We are progressively modifying our use of language, the way we capture diversity within our processes and forms, and seek to engage with people with gender diversity in mind." — Metro council

Although all councils can improve on how inclusive they are of everyone regardless of their gender identity, the following example demonstrates a sophisticated, whole of organisation approach:

"Councils Diversity and Inclusion policy highlights Councils commitment to an inclusive environment of all people regardless of their gender identity. The Diversity and Inclusion committee hosts events to increase employee awareness of gender diversity and proactively demonstrates support for all people regardless of their gender identity with Council led events and campaigns. Council collects employment data that enables individuals to identify as female, male, self-identified (open text) and prefer not to answer. Councils Gender Equity and Bystander training program supports individuals to reflect on the harm that rigid gender stereotypes can cause. This is then discussed in the context that gender is no longer considered within a binary and that stereotypes can be harmful to all people regardless of how they identify. For some employees this is the first time they have openly discussed that someone may not identify as male or female." — Interface council

Consideration of GE/PFV/PVAW in policies, plans and service implementation areas

Councils were provided with a list of 37 policy, plan, and service implementation areas and asked if they considered GE/PFV/PVAW in relation to each of these. The graph on page 19 shows how many councils responded 'yes' or 'no but planning to' for each of the listed areas.

Council responses confirm that they consider GE/PFV/PVAW across a broad range of policies, plans and service areas. Key findings include:

- > Human resources was the most identified area where councils consider GE/PFV/PVAW (52 councils). Some examples identified were:
 - > interviews, advertising of positions, flexible work arrangements, gender balance on recruitment panels, professional development, and women in leadership programs

"Staff survey and other data collation has recently been conducted using the Workplace Equality and Respect Standards tools. This is being used to inform development of an action plan. Some specific steps have been undertaken regarding recruitment (e.g. putting pressure on recruitment agencies to do better in providing more women's applications in short lists for senior positions)" — *Regional city council*

"EA now includes changes from 'maternity' and 'paternity' leave to primary and secondary carer parental leave. Began work in 2018/19 on flexible work policy which will support all staff, including those with caring responsibilities, regardless of gender, to work flexibly. Staff induction includes sexual harassment and discrimination modules. Women's Professional Development Network supports PD for women, including career development and financial empowerment and hearing from inspiring females. Elevate Leadership Program ensures there is a strong representation of aspiring female leaders. Uncapped family violence leave, as outlined through EA and Responding to Family Violence Policy. Discrimination, Harassment and Bullying Policy outlines protected gendered attributes, including breastfeeding, gender identity, marital status, parental status, pregnancy, sex. Recruitment: interview panels must have at least one male and one female as part of the three panellists." — *Interface council*

- > Maternal and child health was the second most identified area where GE/PFV/PVAW is considered (48 councils). Examples included:
 - > using the MARAM framework, inclusion in all client interviews, included as a topic in parenting groups, the MABELS project, and screening for family violence as written in MCH Service Practice Guidelines.

"Maternal and Child Health staff use the MARAM framework and training as part of their visits to identify family violence and provide referrals." — *Metro council*

"Healthy Relationships conversation with all families at multiple Key Ages and Stages appointments. Family Violence consultation (one hour) can be offered to any family who has disclosed family violence or there are risk factors for family violence, or with whom there has not been an opportunity to ask about family safety. Healthy relationships and gender roles discussed in existing First Time Parent Groups. Planning underway for First Time Parent Group to develop a module specifically about gender roles, and the influence that gender stereotyping can have on parenting styles and child development." — *Metro council*

- > Sport and recreation, young people, early years, and community grants (e.g. in arts, youth, sport) were amongst the highest ranking areas.

"Council's leisure strategy focuses on the underrepresentation of women in sports and leisure and outlines strategies to address this. The development of Front and Centre: Achieving Gender Equality on and off the Field. This short film celebrates women's sporting contributions and the role of women's sports in achieving gender equality and preventing violence against women." — *Metro council*

"Considered during planning and design of new sports facilities." — *Rural council*

"A variety of programs are designed to challenge gender norms. This includes the 'Turn Up! Music Program.' This provides a space for young women, gender diverse, trans and non-binary youth to connect while learning how to make music, play in a band or create and record music using computers. The Youth Citizen Jury prioritises the representation of women identifying, non-binary people." — *Metro council*

"Early years are currently considering father/male carer inclusive practice as well as gender equity in their services and committed to this within the 2019-2020 Equality & Respect Plan." — *Interface council*

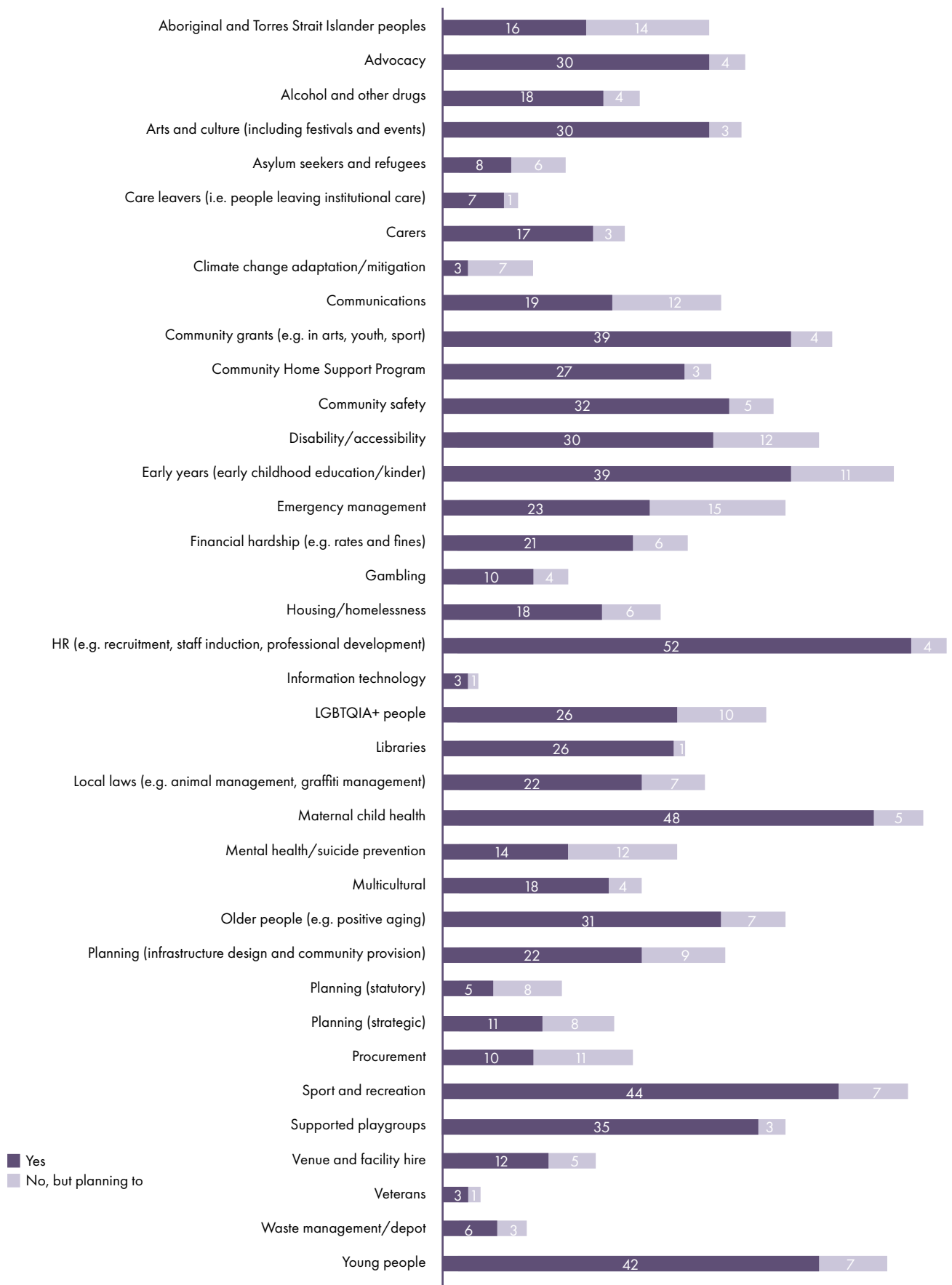
"Community Grant Guidelines note applications are sought for projects that: "2. Support gender equity and social inclusion and improve accessibility." — *Rural council*

- > There are a significant number areas where councils have not yet considered GE/PFV/PVAW but plan to in the future. The most common policy, plans and service areas for further work were identified as:
 - > emergency management (15 councils)
 - > Aboriginal and Torres Strait Islander peoples (14 councils)
 - > disability/accessibility (12 councils)
 - > mental health/suicide (12 councils)
 - > communications (12 councils)
- > Few councils reported consideration of GE/PFV/PVAW in relation to:
 - > veterans
 - > information technology
 - > climate change adaptation/mitigation
 - > statutory planning

The MAV have created a database of all councils' responses and examples of promising practice. For further information on a particular policy area contact the PVAW team.

Considered GE/PFV/PVAW in policy, planning or service implementation area

(answered by 64 councils)



Comparison to 2017 Survey:

The 2017 Survey asked if GE/PFV/PVAW were referenced in 4 specific policies/plans: Aboriginal & Torres Strait Islander, disability, multicultural and LGBTI. The table below compares these results to council responses in 2018/19 to the corresponding policy, plan and/or service implementation area.

COMPARISON TO 2017 SURVEY WITH REGARDS TO GE/PFV/PVAW IN SPECIFIC POLICIES/PLANS:

	2017 survey (answered by 56 councils)		2018/19 survey (answered by 65 councils)	
	Yes	No but planning to	Yes	No but planning to
Aboriginal & Torres Strait Islander	7	8	16	14
Disability	17	10	30	12
Multicultural	15	5	18	4
LGBTQIA+	6	5	26	10

This comparison shows a significant increase across all plans/areas except Multicultural. While this may, at least in part, be accounted for by changes to how the question was asked, it is highly encouraging.

All other areas listed for a similar question in 2017 have seen a significant increase with the exception of emergency management, 'facility design' (compared to 'Planning (infrastructure design and community provision)'), and communications, which either stayed the same or saw a small decrease.

The areas where there has been the highest increase of councils considering GE/PFV/PVAW from 2017 to 2018/19 were:

- > young people (17 additional councils)
- > community grants (16 additional councils)
- > arts and culture (16 additional councils)
- > human resources (15 additional councils)

RESOURCING

Measuring council investment in GE/PFV/PVAW provides an indication of how willing councils are to ‘walk the talk’ and put their stated commitments into action. Capacity to invest, however, is reliant on more than a council’s commitment, and is impacted by such things as the availability of external resources, council’s own rate base, council priorities and geographic and staffing size. To get a more accurate picture, the survey included a question about the staff time they allocated as well as monetary funds.

Overall results indicate that councils across Victoria are investing in GE/PFV/PVAW work but that most are yet to take a strategic approach to this investment by applying a gender equality lens to resource planning and budgets.

Gender equality lens on strategic resource planning and/or budgets

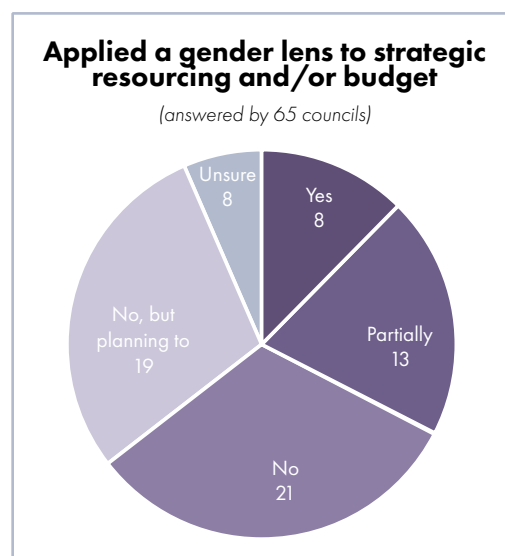
When asked if they apply a gender equality lens to strategic resource planning and/or budgets most councils (40) indicated that they do not, although nearly half (19) of these stated they are planning to do so in the future.

8 councils indicated that they did apply a gender equality lens to resource planning and/or budgets, while 13 indicated they partially do so. It’s important to note, however, that some of the comments indicate interpretation of this question varied widely reinforcing that further development is required in this area.

It was remarked that measurement of this kind of activity is difficult as the process occurs across many different levels of council.

Many councils commented that this work is or will be tied to particular dedicated roles or the implementation of plans or strategies.

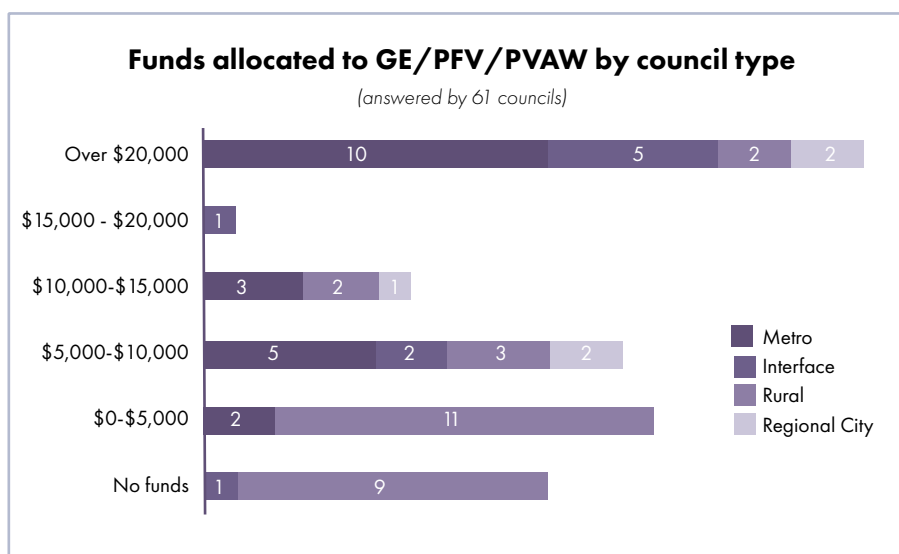
Others indicated that a gender equality lens had only been applied in particular areas such as sport and recreation, community-based services, or procurement.



“This was not undertaken systematically across Council. Some teams were supported to analyse this as part of a pilot project to apply a gender lens to their work practices.” — *Interface council*

Council funds

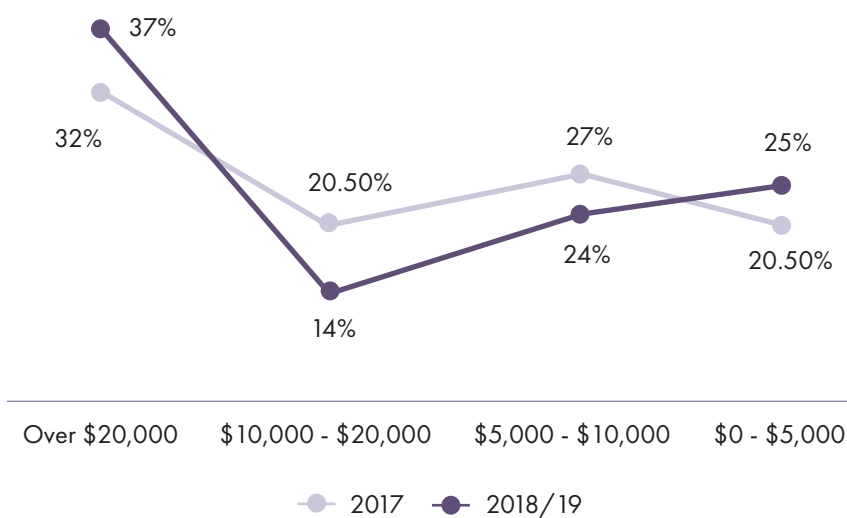
51 councils reported that they dedicated funds to GE/PFV/PVAW activities (separate to staffing costs and external grant funding) in the 2018/19 financial year. The most common amount dedicated by councils from across all council types was estimated at over \$20,000 (19 councils). Rural councils however, were more likely to dedicate between \$0-\$5,000 or to not dedicate any funds at all. The graph below provides further information on these trends.



Comparison to 2017 Survey:

The graph below shows a comparison of the funds reportedly allocated by councils in 2017 and 2018/19. The results are expressed as a percentage of councils that responded to the survey to account for differences in the number of respondents in each year and better highlight any emerging trends.

Comparison of funds allocated by councils 2017 to 2018/19



The Survey asked councils to report on if their level of funding allocation had changed compared to the previous year. As can be seen in the graph to the right, the vast majority of councils reported that allocation of funds had either 'increased' or 'stayed about the same.'

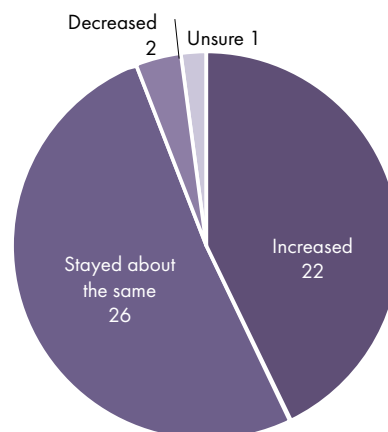
The 2 councils that reported a decrease provided the following comments:

"In previous years we were supported with external funding."
— Metro council

"Operational funding cuts required to offset rate-capping."
— Interface council

Reported change in funding allocation compared to the previous year

(answered by 51 councils)



Comparison to 2017 Survey:

Councils were also asked if funding allocation had changed in 2017. The results were very similar to those found in the 2018/19 Survey.

Allocation of staff time

As with the allocation of funds, allocation of staff time to GE/PFV/PVAW can provide an indication of a council's capacity to put time and resources into this work.

63 councils reported investing staff time into GE/PFV/PVAW work, while the 2 additional rural councils that completed the survey reported that they did not.

To account for the different ways that this allocation might occur in different councils, provide a sense of the breadth of engagement with this work, and consider the definitions of 'practitioners' and 'contributors' outlined in [Victoria's 10 Year Industry Plan for Family Violence Prevention and Response](#), the Survey asked further questions about both dedicated positions and staff that contribute from across council.

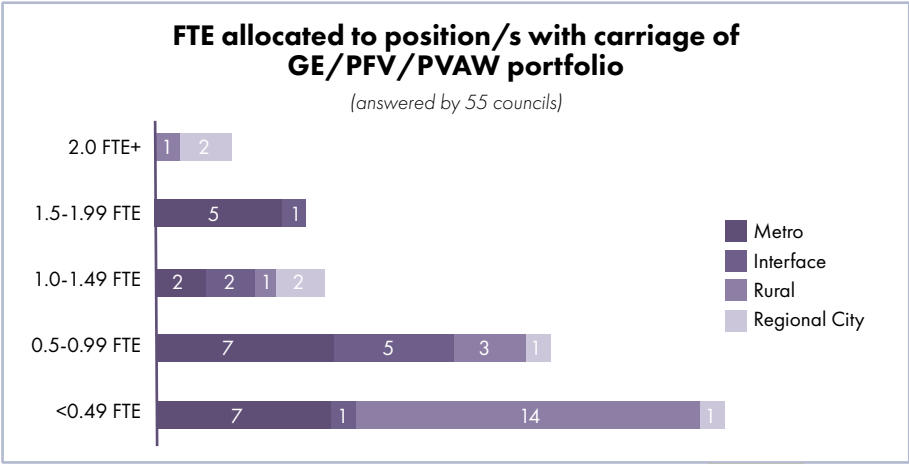
Dedicated staff positions

The Survey asked if councils had an officer/s with 'defined carriage of the GE/PFV/PVAW portfolio' in the 2018/19 financial year. Asking the question in this way allowed councils to report on positions that were 100% dedicated to GE/PFV/PVAW and those where the portfolio made up a portion of a staff member's work (e.g. a community health and wellbeing officer with many areas of responsibility).

56 of the 63 councils that reported allocating staff time indicated that they have a dedicated position/s, while the remaining 7, which were all rural councils, reported that they did not.

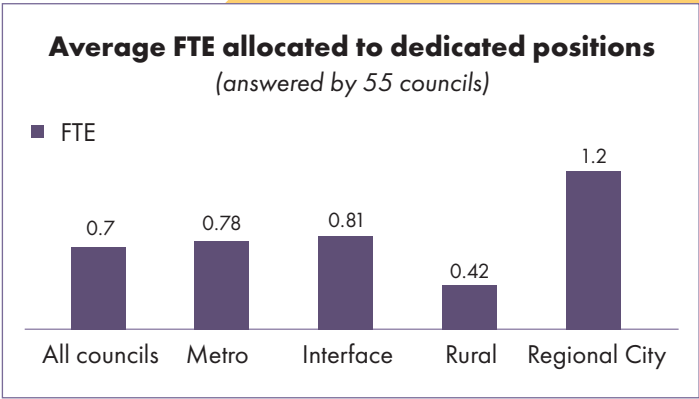
Councils were asked to estimate the total FTE allocated to dedicated GE/PFV/PVAW role/s.

As shown in the graph below, the most common allocation of FTE, reported by 23 councils, was less than 0.5 FTE. This may indicate that the GE/PFV/PVAW portfolio is often part of a broader role with several responsibilities. The majority of councils in this category (14) were rural councils, accounting for nearly three quarters of the rural councils that reported having a dedicated position. 16 councils had at least 1.0 FTE allocated to the GE/PFV/PVAW portfolio.



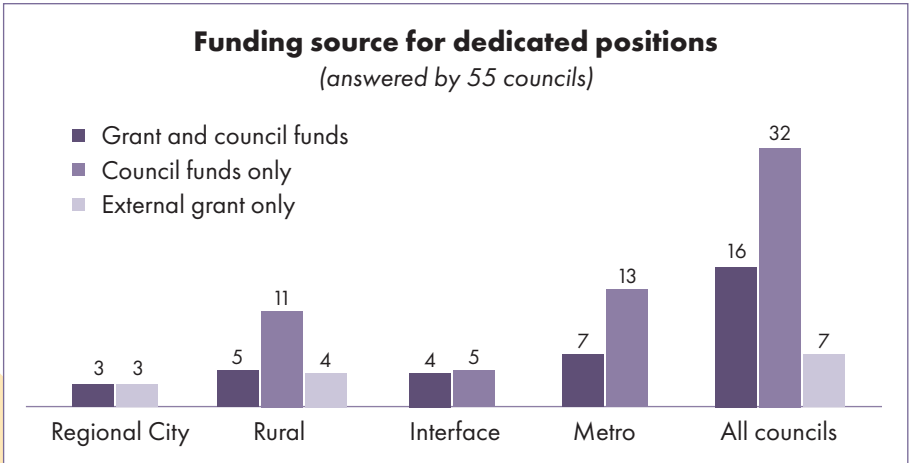
The graph to the right further highlights the disparity between rural and other council types in relation to the average allocation of FTE.

While both metro and interface councils allocated an average of approximately 0.8 FTE and regional cities were well ahead at 1.2 FTE, rural councils averaged only 0.42 FTE.



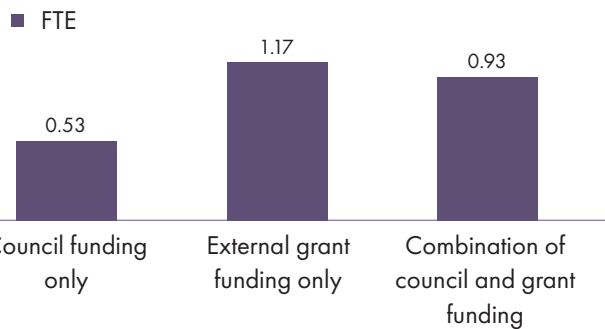
Funding source for dedicated staff positions

The next graph shows the reported funding source for these dedicated positions. The findings demonstrate councils’ commitment to invest in GE/PFV/PVAW with the majority of respondents (32 of 55) reporting that positions were fully funded by council. A further 16 reported a combination of funding sources which averaged at a 50/50 contribution from both parties. The remaining 7 councils reported that their dedicated FTE was solely funded through an external grant/s.



Average FTE allocated to dedicated positions by funding source

(answered by 55 councils)



Further analysis of the relationship between the average FTE allocated to dedicated positions and funding source is represented in the graph to the left.

It shows that while the number of councils funding staff time is high, the average FTE of positions fully funded by council is 0.53 FTE, much lower than when a grant is received. The receipt of external grant funding enables councils to dedicate a greater amount of staff time to GE/PFV/PVAW.

Comparison to 2017 Survey:

The 2017 survey asked if councils dedicated staff time and for the amount of FTE, but did not request specific details about funding sources or contributing colleagues (discussed below).

53 councils reported dedicating staff time in 2017. The average FTE reported has increased from 0.5 to 0.7 FTE between 2017 and 2018/19. The number of councils that dedicated 1.0 FTE or more has also increased from 10 to 16.

Other staff contributing to the GE/PFV/PVAW portfolio

The GE/PFV/PVAW portfolio impacts and is impacted by all areas of council business. To achieve gender equality in councils a whole of organisation approach is required. The time contributed by council staff who are not responsible for the portfolio provides an indication of how embedded and part of core business GE/PFV/PVAW has become in councils.

6 of the councils that reported having a dedicated position reported not having others from across council contribute to the portfolio.

59

Councils reported that additional staff contributed time to the portfolio.

623

staff and an equivalent of **44.8 FTE** positions contributed to GE/PFV/PVAW across councils in the 2018/19 financial year, in addition to dedicated positions.

The highest number of staff reported as contributing was **67** staff at a metro council with the average contribution per council being **11** staff at a combined estimated total of

0.8 FTE.

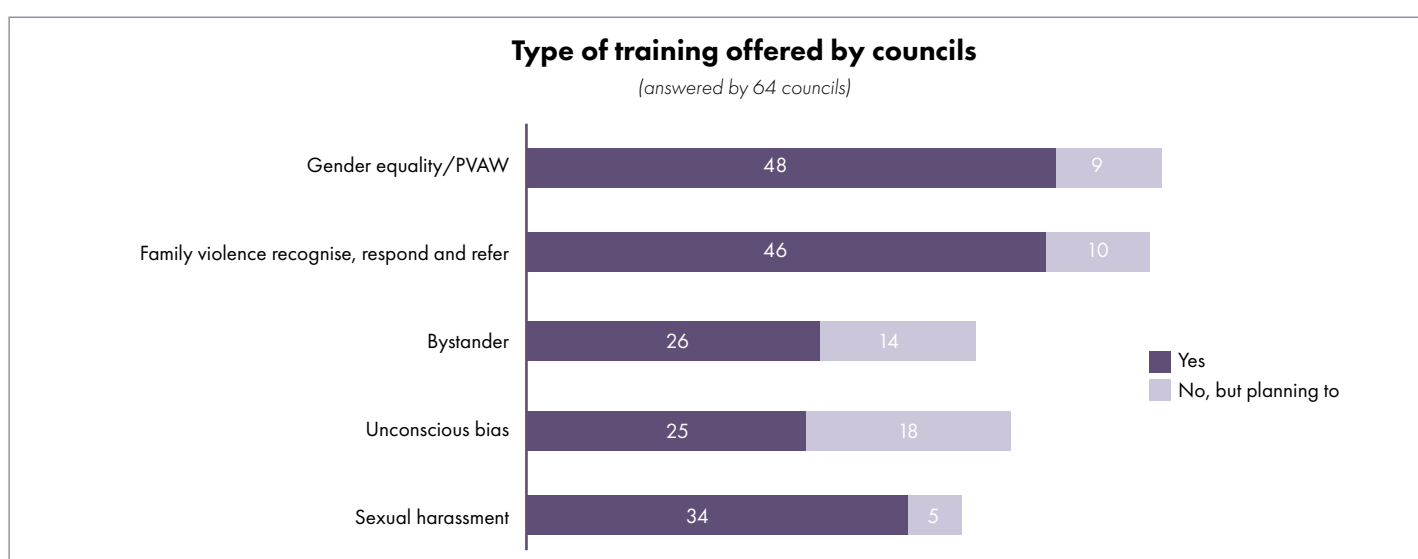
A description of the roles of PVAW 'contributors' versus 'practitioners' can be found in [Victoria's 10 Year Industry Plan for Family Violence Prevention and Response](#).

Types of training offered

For the first time, the Survey asked councils to identify which types of relevant training were offered in the last financial year. Councils reported on who received the training, who delivered the training, how it was funded, and commented on any unmet training needs.

Of the 64 councils that responded to the training questions, 60 offered at least one type of training with 50 offering multiple types. Some councils, however, answered this question for training they intend to deliver in the future.

As shown in the graph below, the most common training offered by councils in 2018/19 was 'Gender equality/preventing violence against women' training (48) followed closely by 'Family violence recognise, respond and refer' (46), then 'Sexual harassment' training (34). Although the numbers of councils that offered 'Unconscious bias' and 'Bystander' training were lowest, a notable number identified these as training sessions that they plan to run in the future.



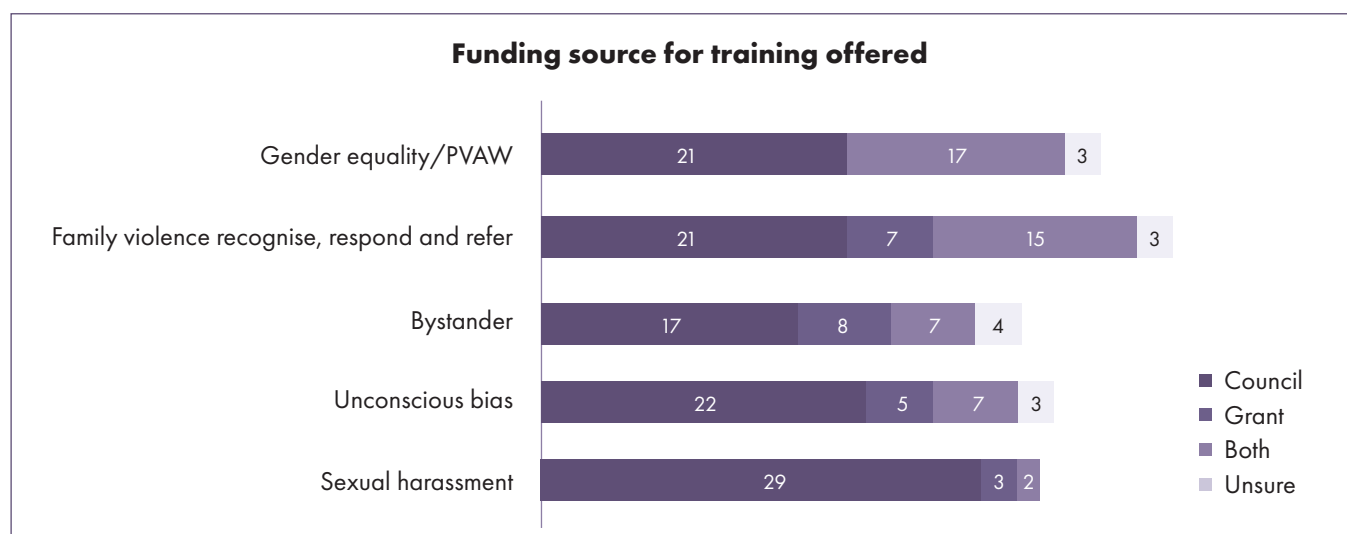
While it is promising to see a high number of councils offered GE/PVAW and Family Violence Recognise, Respond and Refer training, it is surprising that only a little over half of respondent councils offered sexual harassment training, indicating that there are opportunities to improve in this area.

Several councils also advised of other types of relevant training they offered. These included workplace related training such as Workplace Equality and Respect, Equal Opportunity, and 'Family Violence is a Workplace Issue'. Other types of additional training included leadership training, managing disclosures and resistance, and parenting/relationships training.

Many councils also described relevant modules of training, such as sexual harassment or unconscious bias, as being embedded into broader training rather than being offered as a stand-alone session. This may have affected the way that councils reported on this data.

Funding of training

It was reported that training, across all types, was mostly funded by councils, with combination council and grant funding also significant. Although reported by a few councils, training was rarely funded by an external grant only.



Training attendees

The Survey asked who each type of training was delivered to. The table below provides the number of councils that delivered each type of training to the cohorts listed.

When considering this data, it should be noted that there were different interpretations of this question. For example, some councils reported 'all staff' to indicate that all staff were invited to participate in the training, not that all staff actually attended.

NUMBER OF COUNCILS THAT DELIVERED TRAINING TO PARTICULAR GROUPS:

Training	Councillors	Executive	Managers	All staff	Select staff	New staff	Community members	Community facing staff
Gender equality/PVAW (delivered by 48 councils)	9	17	22	15	24	9	9	9
Family violence recognise, respond, refer (delivered by 46 councils)	7	13	16	9	26	4	7	12
Bystander (delivered by 26 councils)	3	10	12	12	12	2	4	4
Unconscious bias (delivered by 25 councils)	7	13	16	5	13	3	3	2
Sexual harassment (delivered by 34 councils)	7	7	8	23	3	14	-	1

'Select staff' was the most consistently selected category across most types of training. Most councils commented that 'select staff' referred to those who self-nominated, had a particular interest, or were involved in a GE/PVAW process within council such as a working or advocates group, developing a strategic plan, as part of their substantive role, or as contact officers. Some also stated that training was specifically offered to team leaders or the 'leadership team', or to those in specific work areas such as maternal and child health, early years, and human resources.

Councils that selected 'community facing staff' as the recipients of training identified that these staff were from a wide range of

work areas. Along with the areas of maternal and child health, early years and human resources mentioned above, these included:

- > Community development
- > Aged and disability home care support
- > School crossing supervision
- > Neighbourhood houses
- > Libraries
- > Local laws including animal management and on street compliance
- > Sport and recreation
- > Arts and culture
- > Customer service
- > Youth services
- > Events

These staff mostly received GE/PVAW or family violence recognise, respond and refer training.

Of the 60 councils that indicated they offered at least one type of the above trainings, 26 did not have senior leadership (executives or managers) attend the training, although two of these had councillors attend sexual harassment training. The most common training delivered to councillors, executives and managers was 'Unconscious bias' training. Councillors were least likely to receive 'Bystander' training, while both managers and executives were least likely to receive 'Sexual harassment' training.

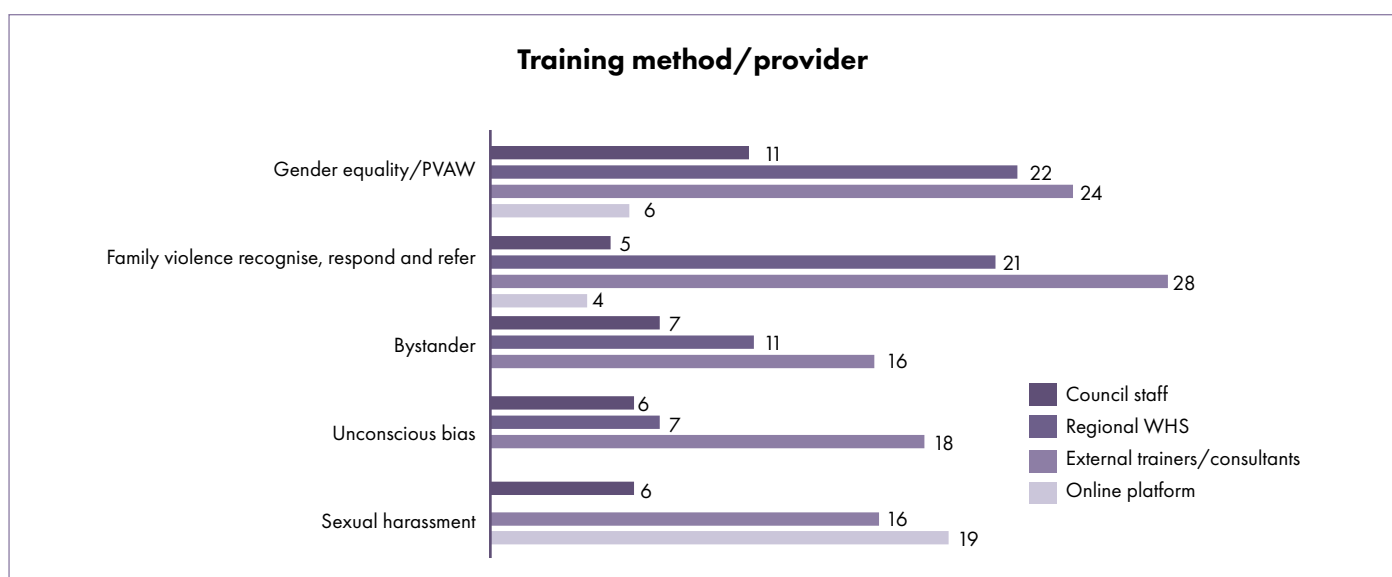
There is an opportunity to increase leadership engagement in training to build understanding of and support for gender equality and PVAW, which is key to successful implementation.

Methods of delivery

A range of methods were used to deliver the training including council staff, regional women's health services, online platforms and external trainers/consultants.

For each of the training sessions, the majority of training was delivered by external trainers/consultants, followed by regional women's health services. With the exception of 'Sexual harassment', online training was not a common method of delivery at the time the survey was conducted, however it is expected that this may change in future surveys due to the impacts of coronavirus. Training delivered directly by council staff was relatively low and many of these councils commented that training was delivered in partnership with regional women's health services or consultants.

There was little consistency around who the external trainers/consultants providing training were. Trainers included a high number of private individuals and firms, along with larger organisations such as family violence specialist services, Women with Disabilities Victoria, and the Victorian Equal Opportunity and Human Rights Commission. Other councils engaged Universities, and a few relied on regional networks for training. This diversity and lack of consistency with regards to available, qualified trainers is likely to pose challenges around quality assurance.



Unmet training needs

Unmet training needs were identified by 36 councils, including training in:

- > sexual harassment
- > unconscious bias
- > harassment and discrimination
- > intersectionality
- > specific training tailored to council roles
- > gender audit tools specific to council roles.

Seven councils identified costs and lack of local providers with expertise in council operations and needs as key barriers to accessing training for their staff.

"We want GE/PVAW training tailored for our communications and media team but could not find a provider that would meet our needs."

— Metro council

A number of councils were yet to identify specific training needs and were awaiting outcomes from gender audits/surveys to identify and plan training for staff.

"Council is keen to explore future employee training options in relation to PVAW, PFV, Gender Equity and Bystander Training, but these will be subject to available budget. Very little training has occurred in the past few years due to budget limitations."

— Metro council

"The provision of training to staff is expensive and local providers are few. Online training resources would be beneficial as would a local government specific training package for consistency across all Councils."

— Rural council

HUMAN RESOURCES

This section of the Survey asked about common strategies, policies and approaches that can be implemented by councils to promote gender equality within the workforce.

Since the Survey was conducted, Victoria's [Gender Equality Act \(2020\)](#) has passed parliament and obligations for public entities, including councils, will come into effect from March 2021. The Act will require councils to undertake a formal gender auditing process and formally report on many of the aspects discussed in this section such as flexible work arrangements, responses to address sexual harassment, and other policies and practices that promote an "inclusive culture where all staff feel safe, respected and valued regardless of gender".

Gender audits of employment and recruitment practices

The 2018/19 Survey asked if councils have completed a gender audit of employment and recruitment practices.

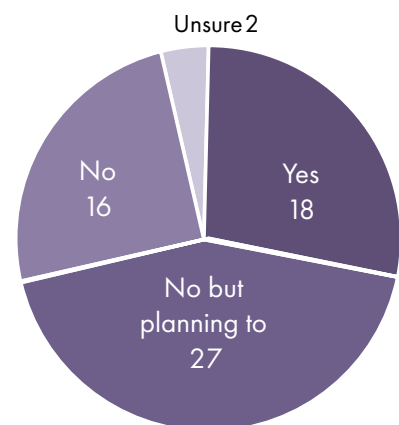
18 councils indicated that they have undertaken a gender audit, and a further 27 that they plan to undertake one in the future.

While examples of tools used were provided by some and are discussed below, responses were not systematic and therefore an analysis of the mode of audit conducted by respondents cannot be undertaken.

Many councils cited Our Watch resources, especially Workplace Equality and Respect (WER) standards and tools, as the framework used or to be used to implement a gender audit. Others engaged or plan to engage external consultants or regional women's health services to guide the process. Audits were often used to further develop plans, and some indicated that undertaking a gender audit is included in their Council Plan. Several councils commented that they did not specifically undertake a gender audit but that gender was included in a broader analysis of diversity and inclusion. Importantly some councils commented that a gender audit occurred specifically as part of a Free from Violence project.

Completed a gender audit of employment and/or recruitment policies & practices

(answered by 63 councils)



"As part of our 'Free from violence' grant we intend on undertaking a gender audit during the last quarter of this year. We will be trialling different tools to work out the most appropriate for a local government context, and will be aiming to embed them into organisation processes, both internal and external facing, moving forward." —Metro council

While these results are promising they do not give any indication about the quality of audits being undertaken or many of the barriers faced in implementing them. One metro council that used the WER resources and an external consultant commented that the process took much longer than expected, while others described experiencing resistance from particular departments and a lack of organisational prioritisation. Also of note is the following comment from a respondent:

"The audit conducted was superficial. While HR extracted some data for the audit, we didn't have direct access to the HR database and therefore were not able to fully assess audit elements like pay parity at executive levels or gender pay gap."

— Rural council

Unconscious bias in recruitment

It is becoming more common for workplaces, including councils, to consider how unconscious bias regarding gender, along with other aspects of a person's identity, may impact on employment and recruitment policies and practices.

The Survey asked if councils had implemented strategies to address unconscious bias in recruitment. Half (32) of responding councils indicated that they do implement strategies to address this problem, and a further 14 indicated they plan to in the future, as shown in the corresponding graph.

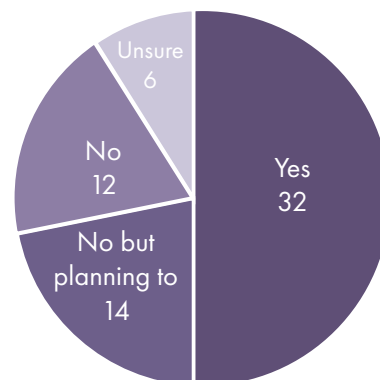
As with gender auditing, a systematic analysis of the types of strategies used is not possible from the answers provided, however some examples are cited below.

Many councils relied on training senior leadership and human resources in unconscious bias, along with policies regarding recruitment, conflict of interest and equal opportunity to address this need. Some simply stated that all appointments are merit based.

Other councils have taken further steps including reviewing language used in position descriptions, job advertisements, interview questions and reference check templates, ensuring balance and diversity on selection panels, and 'blind' application and selection processes. One council is exploring bias and possible changes to their psychometric testing, while another has introduced a policy of interviewing all female applicants for senior management positions.

Implemented strategies to address unconscious bias in recruitment

(answered by 64 councils)



"All recruitment advertisements are put through an online tool that measures gender bias of wording. We strive to achieve gender equity on all interview panels." — Rural council

"We are using a new recruitment program that uses blind selection for the initial stages, a newly adopted Recruitment strategy that accounts for a gender balance on all interview panels and awareness on writing PD's and job adverts with a gendered lens." — Metro council

There was a high reliance on human resources and their knowledge of unconscious bias. Many councils stated that they are looking to develop further in this area.

Flexible work arrangements

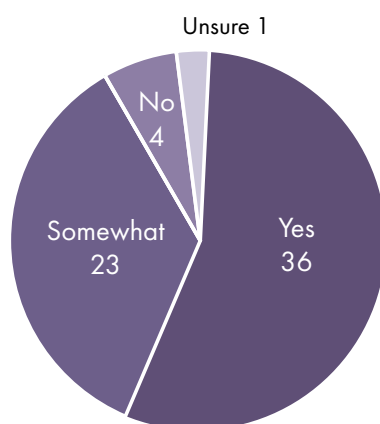
The Survey asked councils if flexible work arrangements are actively promoted by council leadership to all employees regardless of gender or the reason for which they require flexible work arrangements.

More than half (36) of the councils that responded to this question said 'yes', flexible work arrangements are actively promoted at their council. Most of these councils cited inclusions in Enterprise Agreements, policies, and specific practices as evidence supporting flexibility.

A further 19 councils reported that flexible work arrangements were promoted 'somewhat'. The main reason provided for reporting 'somewhat' was a lack of consistency with implementation and decisions being left to the discretion of individual managers or work areas. Other councils cited the need for better communication and promotion, as well as resistance to change. One council commented that flexible work is not available to part time staff, most of whom are women, while another commented that only women tend to take up flexible arrangements.

Actively promote flexible work arrangements

(answered by 64 councils)



"Still some way to go to see this promoted and utilised more broadly. Currently still quite dependent on individual leaders and work areas as to whether or not flexible work arrangements are promoted. Change in culture around acceptance of new way of working. Organisation Strategy will assist in this process of change." — Regional city council

Promotion of sexual harassment policy

The Survey asked if councils' sexual harassment policies are actively promoted by council leadership.

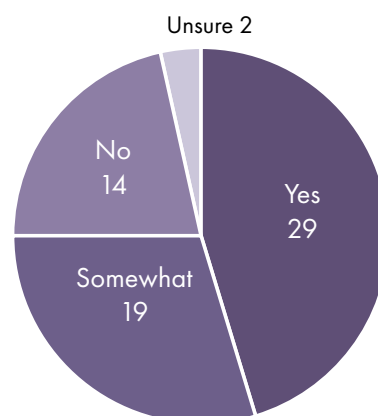
Less than half (29) of responding councils indicated that their sexual harassment policy is actively promoted. Evidence of active promotion provided included inclusion at induction and on the council intranet, promotion by the CEO and/or council leadership, through policies and planning, offering annual or refresher training, and inclusion in staff meetings.

"In March, every employee was asked about their perceptions of harassment and discrimination including whether they knew how to report incidents. Following this, every Branch Manager was required to develop a plan to address any gaps, and submit this to the CEO and Executive Leadership Team."

—Metro council

Actively promote sexual harassment policy

(answered by 64 councils)



While some respondents indicated that including sexual harassment in policy and at induction was a sufficient level of promotion, others felt that more need to be done.

"This is included in Council's Discrimination, Harassment and Bullying Policy, and is meant to be part of the induction process, however the policy has not been accessible through the induction process." — Interface council

19 councils reported that the policy was 'somewhat' promoted. Reasons given included that there needs to be more active, ongoing promotion in addition to the policy being available on the intranet where it may be difficult to find, that a stronger focus is required, and that sexual harassment is not a stand-alone policy but incorporated into a broader policy.

"As a result of the work of the funded workplace gender equality project and the recent sexual harassment workshops, our CEO has included items on sexual harassment and responsible workplace behaviour in staff eNews. However many staff still don't know we have a Sexual Harassment Policy and Resolution Procedure. While these documents are available on the intranet they need to be better promoted." — Rural council

"Not actively promoted. An eLearning module is part of staff induction." — Interface council

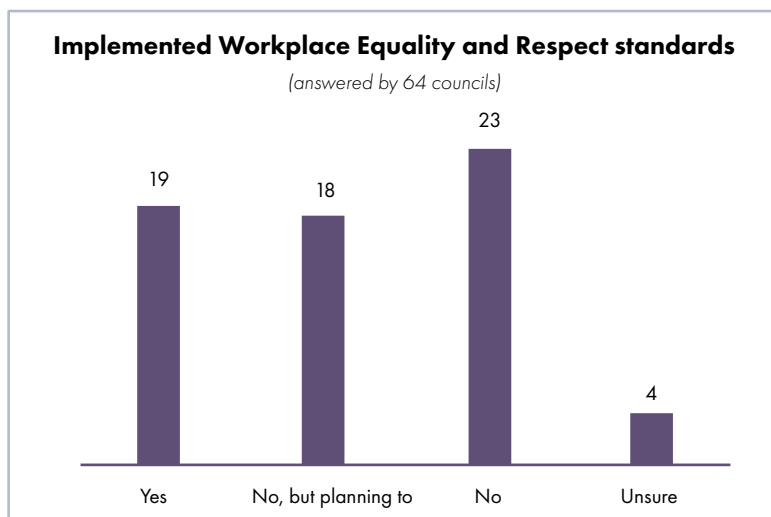
A further 14 councils indicated that their sexual harassment policy is not actively promoted. Most of these councils did not provide further comments but many of those that did indicated a policy is currently under development.

Some councils noted positive shifts to higher levels of promotion as a result of workplace gender equality change processes and projects.

Workplace Equality and Respect (WER) Standards

[Workplace Equality and Respect \(WER\)](#), developed by Our Watch, is a step by step process that enables workplaces to assess their organisation and identify key actions to promote gender equality and prevent violence against women. In the 2018/19 financial year, 19 councils were funded by the Free from Violence (FFV) local government grants program to implement WER.

The Survey asked all councils if they had commenced implementation of WER. Of the 19 councils that responded 'yes' to this question, 14 had received a Free from Violence grant while 5 had not. 2 councils that selected 'No but planning to' had received a Free from Violence grant.



Many the councils that selected 'yes' commented that the tools were useful particularly in relation to gender auditing, staff surveys and providing a model for best-practice. One council commented that there is lack of gender audit tools specific to the needs of local government, while several stated that implementation would not have been possible or as progressed without project funding.

"While it was part of the requirements of our [FFV] funding that we implement the WER standards, we would have drawn on these tools as they are incredibly useful resources for workplace based gender equality work (although without the support of a funded position we would not have progressed as far as we have). We have adapted the standards and tools to our context. For example, we have gone beyond the binary definition of gender in the WER standards." — *Rural council*

"Workplace Equality and Respect standards was a foundation of Council's Family Violence background paper and the Gender Equity Audit." — *Metro council*

A high number of councils stated they plan to implement WER in the future with some indicating that they were quite close to commencing. Several councils stated that the WER standards align with aspects of policies, processes and standards that they already have in place, and that the standards would inform planned work. The main barrier cited was a lack of resourcing.

"We have had conversations about these standards... It is something that the organisation is interested in pursuing in the future. We currently have a number of large cross organisational working groups who are focused on big projects and developments (OHS and Safety, Digital Upgrades), so again it's about capacity for staff to take up work that is extra to their roles." — *Rural council*

Comparison to 2017 Survey:

The 2017 Survey asked if councils had formally acknowledged the role they could play in PVAW and promoting gender equality throughout their workforce.

37 of 54 councils indicated that they had acknowledged this role in their workforce, but the survey did not require them to specify further details.

SUPPORT FOR STAFF EXPERIENCING FAMILY VIOLENCE

Enterprise Agreement family violence clauses

In 2010 Surf Coast Shire Council was the first employer in the world to include a family violence clause in their Enterprise Agreement. We know that 100% of councils now include such a clause, and this was reflected in council responses to the Survey. Further information about this type of clause can be found on Victorian Trades Hall Council [website](#).

Family violence policy for staff

The Survey asked if councils have a family violence policy for staff, the focus of that policy and if it is actively promoted by council leadership. 45 of 64 councils said they do have a policy and a further 12 plan to implement one in the future.

Most councils with a policy (42 of 45) indicated that the focus was guidance on applying the Enterprise Agreement clause, and support for victim/survivors. While a smaller number (17 and 16) have a policy that includes perpetrators.

A few councils reported further inclusions in their staff family violence policies such as safety planning, guidance on keeping safe in the workplace, and potential impacts on employees' performance.

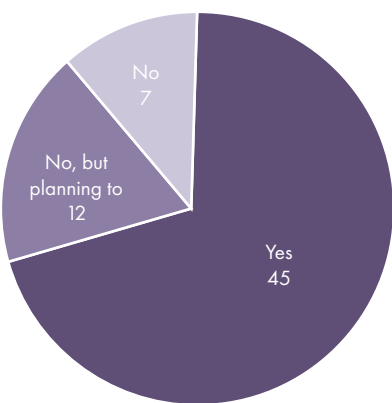
20 councils indicated that their family violence policy for staff is actively promoted by council leadership and a further 20 responded that it is 'somewhat' promoted:

"This policy is being actively promoted with the Gender Equity Advocates (GEA) project with all GEAs speaking briefly about the policy at all team meetings. [It] is listed with other relevant policies on the intranet page... which also includes where to get support if experiencing family violence. A 'Family Violence Resources' page is on Council's website which lists the work Council is currently doing in relation to GE/PVAW and what is family violence and where to get support." — Interface council

5 councils indicated their policy is not actively promoted stating that some managers are unaware of the policy, fail to inform staff of entitlements, and that greater promotion is required.

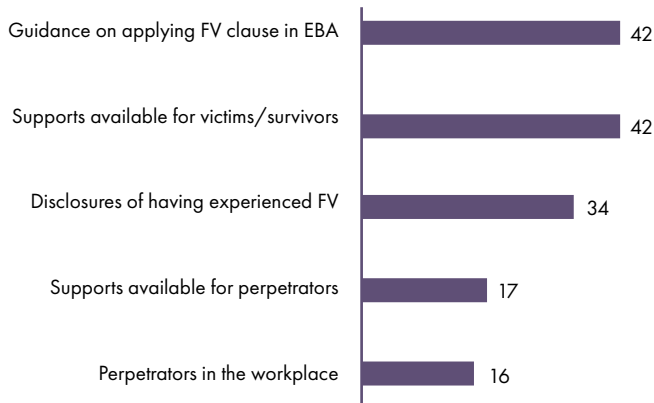
Have a family violence policy for staff

(answered by 64 councils)



Focus of family violence policy for staff

(answered by 45 councils)



Comparison to 2017 Survey:

The 2017 results reported that 95% of councils had a family violence clause in their Enterprise Agreement, now 100%.

28 of 54 responding councils reported that they had a family violence policy for staff in 2017, with 8 planning to implement one in the future. 45 of 64 councils indicated they have a family violence policy for staff in 2018/19, with 12 planning to.

The Survey did not ask about the focus of the policy in 2017.

Family violence leave entitlements

Councils were asked about the amount of paid and unpaid family violence leave staff were entitled to access in 2018/19. The graph below shows that the majority of councils (37 of 63) reported that staff were entitled to 11-20 days of paid family violence leave. Most unpaid family violence leave was reported as 'unspecified'.



The Survey also asked councils to identify who was eligible for family violence leave. This was a general question and did not specify the type of leave (paid or unpaid). Responses indicate:

- > Victims/survivors were eligible to take family violence leave at all councils (65)
- > 38 councils reported that 'friends/family/support person' were eligible to take family violence leave,
- > 12 councils reported that 'perpetrators' were eligible to take family violence leave.

Councils were asked to report on the amount of leave that was actually accessed at their council in the 2018/19 financial year, if available. Many councils did not respond to this question and/or did not collect this information. Several commented that this data was not recorded for privacy reasons and, when it was, was often recorded as 'special leave', 'additional leave' or 'carers leave' making it difficult to distinguish.

For those that could report on this question (38 councils), a total of 3,588 hours of paid family violence leave was accessed, with a median of 50.3 hours or approximately 7 days per annum per council. The graph below shows the number of councils that reported leave accessed in 50 hour increments. The highest number of hours reported was 541, by a metro council, while 8 councils reported 0 hours claimed. No councils reported on the amount of unpaid leave.



Total hours =
3,588 hours of paid
 family violence leave was able
 to be reported.

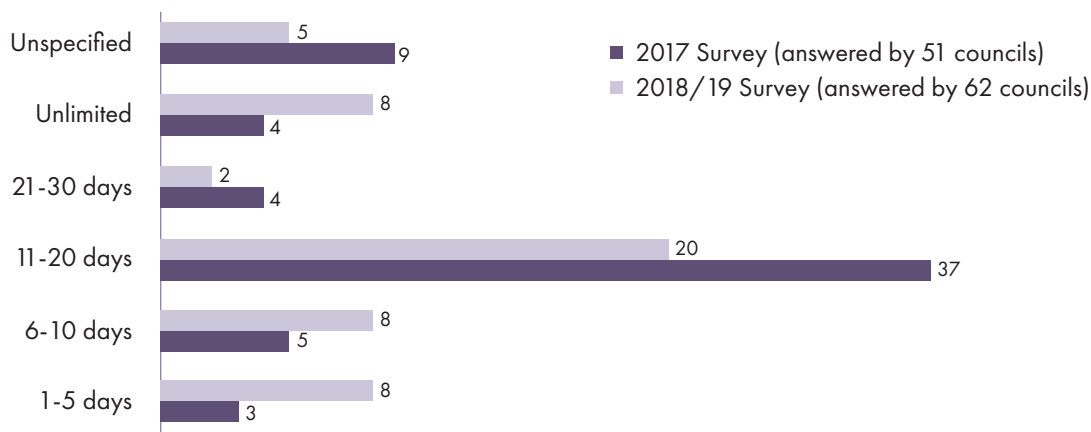
Median = **50.3 hours**
 per council

Councils were asked to provide gender disaggregated data for family violence leave accessed, if available. 9 councils were able to do so. 5 of these reported that both women and men accessed family violence leave. Men accessed between 5%-32% of the hours claimed at these councils (an average of 19%). At the other 4 councils all family violence leave was claimed by women.

Comparison to 2017 Survey:

A comparison of reported family violence leave entitlements in the graph below shows a trend towards these entitlements increasing, however, not usually higher than 11-20 days.

Comparison of family violence leave entitlements 2017 to 2018/19



* Comparison is to paid leave in 2018/19, type of leave was not differentiated in the 2017 survey.

'No leave entitlement' and '30+ days' have been excluded from this graph as one or both surveys did not have results.

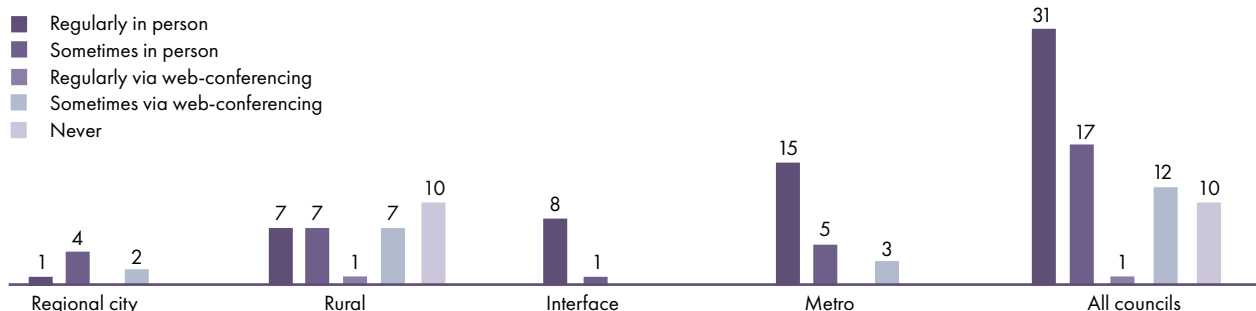
ABOUT THE MUNICIPAL ASSOCIATION OF VICTORIA

The MAV PVAW Network

The MAV PVAW Network is one of the primary ways that councils engage with the MAV to support their work in GE/PFV/ PVAW. The Network has met in person since 2010 with the option to join via web-conferencing introduced in June 2018. At the time the Survey was conducted, the Network Meetings attracted around 40 participants per quarter. Further information about the Network can be found on the MAV [website](#).

MAV PVAW Network attendance

(answered by 62 councils)



* Respondents could select more than one option

The graph above shows councils' reported attendance at the quarterly meetings. Metro councils were most likely to report attending regularly in person, while rural councils were more likely than metro councils to report attending via web-conferencing or that they had never attended. Attendance records are also slightly different to what was reported through the survey which should be considered when interpreting the data. For example, we believe fewer rural councils have attended in person than is reported above.

There were a range of barriers identified by councils in participating in the Network including cost of travel, distance, competing priorities, part time positions and meetings scheduled on a non-working day, not being aware of the web-conferencing option, and a lack of awareness about who from council is invited.

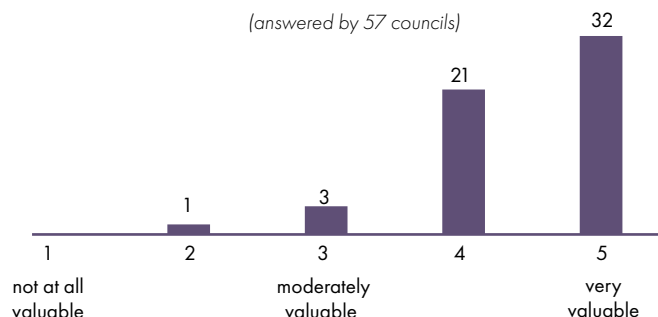
The graph to the right clearly shows that councils greatly value the PVAW Network. Comments included:

"The network meetings and newsletters are extremely valuable. The meetings provide an excellent opportunity to: network, learn from others, share information, promote projects/events, feel supported by other LG colleagues and reflect on learnings, successes, and challenges with others."

— Metro council

Value of MAV PVAW Network

(answered by 57 councils)



"It is a great opportunity to get together with other Council staff who operate in this space, to share resources and make connections. It is also beneficial to hear about the great work MAV are doing in this space and to ensure that this information is taken back to our small rural council to be implemented." — Rural council

Of the councils who found the network less valuable, comments included:

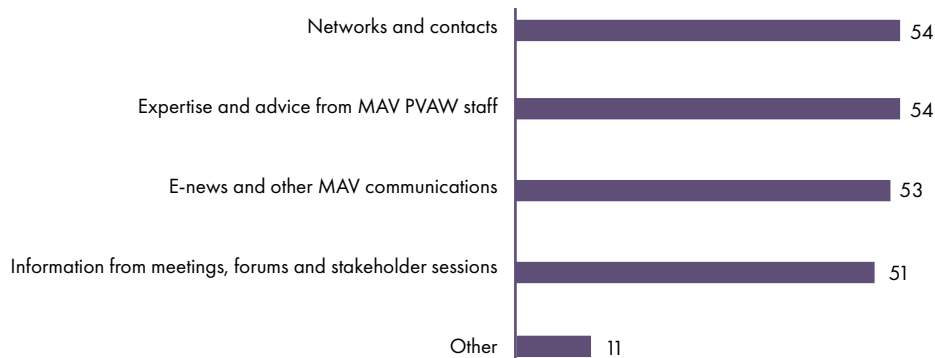
"Often the focus is more for metro councils who have a lot of resources available to them and the capacity to deliver the work. For smaller councils who struggle with capacity and FTE the information can be helpful but often unattainable or above what we are capable of delivering." — Rural council

Other benefits of the MAV PVAW role

The MAV PVAW role is funded by the Victorian Government to support and promote gender equality and primary prevention of violence against women in the Victorian local government sector. The MAV PVAW role achieves this largely through a variety of capacity and capability building initiatives for councils, which include the MAV PVAW Network.

Additional benefits of the MAV PVAW role

(answered by 58 councils)



The Survey asked councils about additional areas of the MAV PVAW role that they have benefitted from. Along with the list of possible areas or functions in the graph above, councils could select 'Other' and specify what this was.

'Other' benefits described by councils included funding opportunities, linkages with other agencies, peer support, debriefing, MAV presentations to councillors, and benchmarking and strategic planning.

Further comments about how the MAV PVAW role supports councils' work included:

"The MAV PVAW role helps us undertake GE/PVAW work at the local level which can be quite isolating, particularly in a rural area: someone we can go to who has oversight of what other councils are doing and can put you in touch with them, can act as a critical friend or sounding board." — *Rural council*

"Councils benefit enormously from MAV leadership and advocacy on behalf of local governments, e.g. Free from Violence and other LG grant opportunities. Further, in promoting local government leaders and inspiring followers in relation to gender equality and PVAW in workplaces, sport & rec, animal management etc. Lastly, by coordinating local governments' participation in campaigns, e.g. 16 Days of Activism." — *Metro council*

"The gender forum in 2018...was excellent!" — *Rural council*

Some suggested improvements include:

"More of a focus on supporting regional councils. Visits from the MAV to our Council would be beneficial and help address regional council needs." — *Rural council*

"It would be great to explore mentoring opportunities between emerging and more experienced GE/PFV/PVAW practitioners." — *Metro council*

"Shared training resources that could empower Council's to deliver training internally would be fantastic." — *Interface council*

Introduction

This is the fourth time the Municipal Association of Victoria (MAV) has conducted the local government Gender Equality and Preventing Violence Against Women Survey. It was previously conducted in 2013, 2015 and 2017. It asks you to look back on the work your council has done over the 2018/19 financial year to promote gender equality and/or prevent family violence and/or all forms of violence against women.

Reporting on family violence measures included in your municipal public health and wellbeing plan

Following the Royal Commission into Family Violence, Recommendation 94 resulted in amendment to the Public Health and Wellbeing Act 2008. Councils are now required to specify measures to prevent family violence and respond to the needs of victims in preparing public health and wellbeing plans, and to provide the Secretary to the Department of Health and Human Services (DHHS) with information regarding these measures at key intervals during the four-year lifetime of their plans [(Section.26 (6A)].

Councils are already required to review their Municipal Public Health and Wellbeing Plan (MPHWP) annually, amend if necessary, and give a copy of the current plan to the Secretary. The Department has worked with the MAV to ensure reporting on measures to reduce family violence and respond to the needs of victims, are streamlined with other reporting requirements and with the MAV Gender Equality and Preventing Violence Against Women Survey. This will minimise the reporting burden on councils, while still promoting a sustained focus on prevention of family violence.

The advice, [Reporting on family violence measures in municipal public health and wellbeing plans](#), has been developed to assist councils with this reporting for 2017 – 2021.

Answering the five MPHWP questions at the end of this survey will satisfy this reporting requirement to DHHS. Only your responses to these five questions will be made identifiable to the Department.

Further information can be found on the [MPHWP page](#) of the MAV website.

Completing the survey

All questions, except your council's details and the five questions at the end of this survey related to your MPHWP, are voluntary and will be collated into a non-identifying state-wide report. This report will be shared with the sector to promote the work of councils and support the MAV's advocacy in this area. You will also receive a full report of your council's individual responses.

The MAV recognises that while some councils have been engaged in this work for many years, others are only beginning to incorporate it into their core business. We therefore encourage you to answer the questions to the best of your ability. If questions do not seem relevant to your council feel free to skip them and/or contact the MAV PVAW Team to discuss.

Please note, you are able to exit and return to the survey at any time prior to the close date using the original link on the same device. When you return to the survey it will take you to the start of the page you were last working on.

The MAV greatly appreciates the time taken to complete this survey and has endeavoured to make it as relevant to your work as possible. Your responses assist our sector to:

- > demonstrate the role and leadership of local government;
- > provide an evidence base for understanding how local government is engaged in gender equality and prevention;
- > identify mutually reinforcing strategies across council that we would wish to strengthen; and
- > share examples of "best practice".

Definitions

Throughout the survey we have abbreviated gender equality and/or prevention of family violence and/or prevention of all forms of violence against women to GE/PFV/PVAW. As an emerging and evolving field, we have consciously integrated these terms in an attempt to capture the diversity in breadth, scope and focus across all Victorian councils. When you see the term GE/PFV/PVAW please interpret it to mean however your council frames this work. If you would like to provide comments about this, please do so in the final comments section at the end of the survey. For the few questions that we ask about a specific aspect of GE/PFV/PVAW we have written the term in full. If providing parts of this survey to council colleagues for their input, please ensure to provide them with this paragraph explaining the abbreviation.

If you have any questions regarding this survey please contact:

Rachel Close
MAV Preventing Violence Against
Women Project Officer
P: (03) 9667 5503
M: 0438 166 714
E: rclose@mav.asn.au

Kellie Nagle
MAV Preventing Violence Against
Women Policy Adviser
P: (03) 9667 5585
M: 0407 730 573
E: knagle@mav.asn.au

This survey will close at 5:00pm Monday 26 August, 2019.

Council and contact details

Council name*

Type of council*

- ☐ Interface
- ☐ Interface (growth council)
- ☐ Metro
- ☐ Regional City
- ☐ Rural

Details of the person completing this survey:*

Full name

Position title

Email address

Phone number

If different from above, please provide details of the person you nominate as your council's MAV GE/PFV/PVAW key contact:

Full name

Position title

Email address

Do you wish to only complete the required questions regarding family violence measures in your Municipal Public Health and Wellbeing Plan?

- ☐ No, continue with the MAV Gender Equality and Preventing Violence Against Women Survey
- ☐ Yes, skip the MAV Survey and only complete the five questions regarding your Municipal Health and Wellbeing Plan (*Skip to page 24*)

Acknowledgement and recognition – formal acknowledgement

1. Has your council formally acknowledged their role in promoting GE/PFV/PVAW in any of the following ways?

		Is this active/current?	Is this available online?
Leadership statement	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Gender equality strategy and/or plan	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Preventing family violence and/or violence against women strategy and/or plan	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Combined GE/PFV/PVAW strategy and/or plan	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Endorsement of the Victorian local government women's charter	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure <input type="checkbox"/> N/A

Other (please specify)

2. Does your council have any of the following mechanisms in place to progress work around any of the above acknowledgements? (Select all that apply)

- ☐ Internally focussed gender equality working group or committee
- ☐ Internally focussed preventing family violence/violence against women working group or committee
- ☐ Externally focussed gender equality working group or committee
- ☐ Externally focussed preventing family violence/violence against women working group or committee
- ☐ Victorian local government women's charter working group or committee involving community representatives
- ☐ Civic champions (i.e. Councillors)
- ☐ Organisational champions (i.e. CEO or Executive)
- ☐ Internal communications plan
- ☐ External communications plan
- ☐ Other (please specify)

3. Does your council participate in any of the following GE/PFV/PVAW networking opportunities at a local or regional level? (Select all that apply)

- ☐ Local family violence prevention network (your LGA)
- ☐ As a partner in your regional preventing violence against women plan
- ☐ Other (please specify)

4. Do you have any comments about formal acknowledgement, mechanisms, and networks?

5. Thinking about the 2018/19 financial year, how would you rate your council's overall recognition of the role it can play in promoting GE/PFV/PVAW?

- ☐ Low ☐ Medium ☐ High ☐ Unsure

6. Compared to the previous year, did this level of recognition:

☐ Decrease ☐ Stayed about the same ☐ Increase ☐ Unsure

How/why did the level of recognition change (if applicable)?

Acknowledgement and recognition – 16 days of activism against gender based violence

7. In 2018, did your council participate in the annual 16 Days of Activism Against Gender Based Violence that runs from 25 November through until 10 December?

☐ Yes ☐ No ☐ Unsure

Acknowledgement and recognition – 16 days of activism against gender based violence cont.

(If “yes” selected for question 7)

8. How did your council participate in the 16 Days of Activism Against Gender Based Violence?

Please comment on both internal and external actions/participation.

Acknowledgement and recognition – international women’s day

9. Did your council recognise International Women’s Day in 2019?

☐ Yes ☐ No ☐ Unsure

Acknowledgement and recognition – international women’s day cont.

(If “yes” selected for question 9)

10. How did your council recognise International Women’s Day in 2019?

Please comment on both internal and external actions/recognition.

Acknowledgement and recognition - awards

11. Does your council offer any Awards that recognise the contributions and leadership of women (e.g. International Women's Day Awards, Australia Day Awards)?

☐ Yes ☐ No ☐ No, but planning to ☐ Unsure

Do you have any comments about this (e.g. what Awards do you have?)

--

Resourcing – staff time allocation

12. In the 2018/19 financial year, did your council invest staff time in GE/PFV/PVAW work?

☐ Yes ☐ No ☐ Unsure

Resourcing – staff time allocation (officer with defined carriage)

(If "yes" selected for question 12)

13. In the 2018/19 financial year, did your council have an officer/s with defined carriage of the GE/PFV/PVAW portfolio?

☐ Yes ☐ No ☐ Unsure

Resourcing – staff time allocation (officer with defined carriage) cont.

(If "yes" selected for question 13)

14. What FTE of this role/s was dedicated to GE/PFV/PVAW in the 2018/19 financial year?

15. What % of this was:

Grant funded

Council funded

Resourcing - staff time allocation (contributors)

16. In the 2018/19 financial year, did others across council, who did not have defined carriage of this portfolio, contribute time to GE/PFV/PVAW work?

☐ Yes ☐ No ☐ Unsure

Resourcing staff allocation (contributors) cont.

(If "yes" selected for question 16)

17. Approximately how many other staff contributed to this portfolio in the 2018/19 financial year (excluding attendance at training)?

--

18. How much time do you estimate they contributed in combined FTE?

Resourcing – staff time allocation cont.

19. Do you have any comments to share about your council's allocation of staff time to this work (e.g. comments about dedicated staff, changes to resourcing, contributors' portfolios)?

Resourcing – council funds

20. In the 2018/19 financial year, did your council apply a gender equity lens to strategic resourcing planning/budgets?

☐ Yes ☐ Partially ☐ No, but planning to ☐ No ☐ Unsure

Do you have any comments or examples about this?

21. In the 2018/19 financial year, did your council dedicate funds (separate to staff time and external grant funding received) to GE/PFV/PVAW activities?

☐ Yes ☐ No ☐ Unsure

Resourcing – council funds cont.

(If "yes" selected for question 20)

22. Please estimate how much funding your council dedicated to GE/PFV/PVAW activities in the 2018/19 financial year?

- ☐ \$0 - \$5,000
☐ \$5,001 - \$10,000
☐ \$10,001 - \$15,000
☐ \$15,001 - \$20,000
☐ Over \$20,000

23. Compared to the previous year did this resource allocation:

☐ Decrease ☐ Stay about the same ☐ Increase

Why did your resourcing change (if applicable)?

--

Data collection and inclusion

24. Does your council collect and use gender disaggregated data to inform policies, service planning, implementation and evaluation?

☐ Yes ☐ Sometimes ☐ No ☐ Unsure

Please comment and/or provide an example of where you currently do/do not collect gender identifying data.

--

25. Does your council include sex and gender diversity* in policies, planning and implementation of GE/PFV/PVAW work?

(*e.g. intersex, transgender and non-binary people)

☐ Yes ☐ Sometimes ☐ No ☐ Unsure

Do you have any examples or comments about this?

--

26. Does your council apply a gender and diversity lens to representation on council committees?

☐ Yes ☐ Sometimes ☐ No ☐ Unsure

Do you have any comments about this?

--

27. What is the gender representation in your council's leadership (women : men : self-described)?

Councillors	
CEO	
Executive	
Managers	

Policies, plans and service implementation areas

28. In addition to your Municipal Public Health and Wellbeing Plan (which you will be asked about at the end of this survey), is GE/PFV/PVAW considered in any of the following policies, plans or service implementation areas in your council?

Please circulate to colleagues, as applicable, to collect practice examples from across council. An individual text box has been included in this word document for each area. When submitting the survey online, please copy and paste each of these individual responses into the comments box at the end of the table identifying the area the example relates to (e.g. 28.1, 28.6, 28.13 etc.).

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.1) Aboriginal and Torres Strait Islander peoples				
Provide example/s here for 28.1:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.2) Advocacy				
Provide example/s here for 28.2:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.3) Alcohol and other drugs				
Provide example/s here for 28.3:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.4) Arts and culture (including festivals and events)				
Provide example/s here for 28.4:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.5) Asylum seekers and refugees				
Provide example/s here for 28.5:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.6) Care leavers (i.e. people leaving institutional care)				
Provide example/s here for 28.6:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.7) Carers				
Provide example/s here for 28.7:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.8) Climate change adaptation/mitigation				
Provide example/s here for 28.8:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.9) Communications				
Provide example/s here for 28.9:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.10) Community grants (e.g. in arts, youth, sport)				
Provide example/s here for 28.10:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.11) Community Home Support Program (also see question 28.27 re: older people)				
Provide example/s here for 28.11:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.12) Community safety				
Provide example/s here for 28.12:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.13) Disability/accessibility				
Provide example/s here for 28.13:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.14) Early years (early childhood education/kinder)				
Provide example/s here for 28.14:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.15) Emergency management				
Provide example/s here for 28.15:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.16) Financial hardship (e.g. rates and fines)				
Provide example/s here for 28.16:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.17) Gambling				
Provide example/s here for 28.17:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.18) Housing and homelessness				
Provide example/s here for 28.18:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.19) HR (e.g. recruitment, staff induction, professional development)				
Provide example/s here for 28.19:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.20) Information technology				
Provide example/s here for 28.20:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.21) Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+) people				
Provide example/s here for 28.21:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.22) Libraries				
Provide example/s here for 28.22:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.23) Local laws (e.g. animal management, graffiti management)				
Provide example/s here for 28.23:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.24) Maternal child health				
Provide example/s here for 28.24:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.25) Mental health/suicide prevention				
Provide example/s here for 28.25:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.26) Multicultural				
Provide example/s here for 28.26:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.27) Older people (e.g. positive aging. Also see question 28.11)				
Provide example/s here for 28.27:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.28) Planning (community infrastructure design and provision)				
Provide example/s here for 28.28:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.29) Planning (statutory)				
Provide example/s here for 28.29:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.30) Planning (strategic)				
Provide example/s here for 28.30:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.31) Procurement				
Provide example/s here for 28.31:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.32) Sport and recreation				
Provide example/s here for 28.32:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.33) Supported playgroups				
Provide example/s here for 28.33:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.34) Venue and facility hire				
Provide example/s here for 28.34:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.35) Veterans				
Provide example/s here for 28.35:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.36) Waste management/depot				
Provide example/s here for 28.36:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
28.37) Young people				
Provide example/s here for 28.37:				

Do you have any examples of promising practice, barriers or comments about any of the above areas that you would like to share?

When completing the survey online, please copy and paste any responses to question 28.1 – 28.37 into the text box at the end of the bottom of the page, identifying the relevant area.

Training

29. In the 2018/19 financial year, did your council offer any of the following types of training?

		Is this training funded by:
Gender equality/preventing violence against women	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Council <input type="checkbox"/> Grant/s Combination of both <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Family violence recognise, respond and refer	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Council <input type="checkbox"/> Grant/s Combination of both <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Bystander	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Council <input type="checkbox"/> Grant/s Combination of both <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Unconscious bias	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No, but planning to <input type="checkbox"/> Unsure	<input type="checkbox"/> Council <input type="checkbox"/> Grant/s Combination of both <input type="checkbox"/> Unsure <input type="checkbox"/> N/A

Sexual Harassment	<input type="checkbox"/> Yes	<input type="checkbox"/> Council
	<input type="checkbox"/> No	<input type="checkbox"/> Grant/s
	<input type="checkbox"/> No, but planning to	Combination of both
	<input type="checkbox"/> Unsure	<input type="checkbox"/> Unsure
		<input type="checkbox"/> N/A

Other relevant training (please specify)

30. Who received this training (select all that apply - if not applicable select N/A)?

Gender equality/preventing violence against women	<input type="checkbox"/> Councillors	<input type="checkbox"/> Community members
	<input type="checkbox"/> Executives	<input type="checkbox"/> Community facing staff
	<input type="checkbox"/> Managers	<input type="checkbox"/> Select staff
	<input type="checkbox"/> All staff	<input type="checkbox"/> Others
	<input type="checkbox"/> New staff during induction	<input type="checkbox"/> N/A
Family violence recognise, respond and refer	<input type="checkbox"/> Councillors	<input type="checkbox"/> Community members
	<input type="checkbox"/> Executives	<input type="checkbox"/> Community facing staff
	<input type="checkbox"/> Managers	<input type="checkbox"/> Select staff
	<input type="checkbox"/> All staff	<input type="checkbox"/> Others
	<input type="checkbox"/> New staff during induction	<input type="checkbox"/> N/A
Bystander	<input type="checkbox"/> Councillors	<input type="checkbox"/> Community members
	<input type="checkbox"/> Executives	<input type="checkbox"/> Community facing staff
	<input type="checkbox"/> Managers	<input type="checkbox"/> Select staff
	<input type="checkbox"/> All staff	<input type="checkbox"/> Others
	<input type="checkbox"/> New staff during induction	<input type="checkbox"/> N/A
Unconscious bias	<input type="checkbox"/> Councillors	<input type="checkbox"/> Community members
	<input type="checkbox"/> Executives	<input type="checkbox"/> Community facing staff
	<input type="checkbox"/> Managers	<input type="checkbox"/> Select staff
	<input type="checkbox"/> All staff	<input type="checkbox"/> Others
	<input type="checkbox"/> New staff during induction	<input type="checkbox"/> N/A
Sexual Harassment	<input type="checkbox"/> Councillors	<input type="checkbox"/> Community members
	<input type="checkbox"/> Executives	<input type="checkbox"/> Community facing staff
	<input type="checkbox"/> Managers	<input type="checkbox"/> Select staff
	<input type="checkbox"/> All staff	<input type="checkbox"/> Others
	<input type="checkbox"/> New staff during induction	<input type="checkbox"/> N/A
Other (as previously specified)	<input type="checkbox"/> Councillors	<input type="checkbox"/> Community members
	<input type="checkbox"/> Executives	<input type="checkbox"/> Community facing staff
	<input type="checkbox"/> Managers	<input type="checkbox"/> Select staff
	<input type="checkbox"/> All staff	<input type="checkbox"/> Others
	<input type="checkbox"/> New staff during induction	<input type="checkbox"/> N/A

If you selected "community facing staff", "select staff", or "others" please specify here.

31. Who delivered this training (select all that apply - if not applicable select N/A)?

Gender equality/preventing violence against women	<input type="checkbox"/> Council staff <input type="checkbox"/> Regional women's health service <input type="checkbox"/> N/A	<input type="checkbox"/> Online platform <input type="checkbox"/> Other training provider or consultant
Family violence recognise, respond and refer	<input type="checkbox"/> Council staff <input type="checkbox"/> Regional women's health service <input type="checkbox"/> N/A	<input type="checkbox"/> Online platform <input type="checkbox"/> Other training provider or consultant
Bystander	<input type="checkbox"/> Council staff <input type="checkbox"/> Regional women's health service <input type="checkbox"/> N/A	<input type="checkbox"/> Online platform <input type="checkbox"/> Other training provider or consultant
Unconscious bias	<input type="checkbox"/> Council staff <input type="checkbox"/> Regional women's health service <input type="checkbox"/> N/A	<input type="checkbox"/> Online platform <input type="checkbox"/> Other training provider or consultant
Sexual Harassment	<input type="checkbox"/> Council staff <input type="checkbox"/> Regional women's health service <input type="checkbox"/> N/A	<input type="checkbox"/> Online platform <input type="checkbox"/> Other training provider or consultant
Other (as previously specified)	<input type="checkbox"/> Council staff <input type="checkbox"/> Regional women's health service <input type="checkbox"/> N/A	<input type="checkbox"/> Online platform <input type="checkbox"/> Other training provider or consultant

If you selected "council staff" or "other training provider or consultant" please specify here.

32. Does your council have any training needs related to GE/PFV/PVAW that are not being met?

☐ Yes ☐ No ☐ Unsure

If applicable, please advise what training need/s are unmet and provide any other comments you have about training offered at your council.

Human resources

33. In the 2018/19 financial year, did your council commence implementation of the [Workplace Equality and Respect](#) standards and organisational change process?

☐ Yes ☐ No ☐ No, but planning to ☐ Unsure

Do you have any comments about this?

34. In the 2018/19 financial year, did your council undertaken a gender audit of employment and/or recruitment policies and practices?

☐ Yes ☐ No ☐ No, but planning to ☐ Unsure

If you selected "yes" or "no, but planning to" please provide further comments (e.g. what tool did/do you plan to use, any change to policies or practices as result of the audit, or the implementation process)

35. Does your council apply any strategies to address unconscious bias in your recruitment processes?

☐ Yes ☐ No ☐ No, but planning to ☐ Unsure If you answered "yes" or "no, but planning to" please advise what these strategies are.

36. Are flexible work arrangements actively promoted by council leadership to all employees regardless of gender or the reason for which they require flexible arrangements?

☐ Yes ☐ Somewhat ☐ No ☐ Unsure

Why did you choose that response?

37. Is your council's sexual harassment policy actively promoted by council leadership?

☐ Yes ☐ Somewhat ☐ No ☐ Unsure

Do you have any comments about this?

Supporting staff experiencing family violence

38. Does your council have a Family Violence clause included in your Enterprise Bargaining Agreement (EBA)?

☐ Yes ☐ No ☐ No, but planning to ☐ Unsure

39. Does your council have a family violence policy for staff?

☐ Yes ☐ No ☐ No, but planning to ☐ Unsure

Support for staff experiencing family violence – policy

(If “yes” selected for question 38)

40. Which of the following does your council’s family violence policy for staff include? (Select all that apply)

- ☐ Guidance on applying the family violence clause in your EBA
- ☐ Disclosures of having experienced family violence
- ☐ Supports available for victims/survivors
- ☐ Responding to perpetrators in your workplace
- ☐ Supports available for perpetrators
- ☐ Other (please specify)

41. Is your council’s family violence policy actively promoted by council leadership?

☐ Yes ☐ Somewhat ☐ No ☐ Unsure

Do you have any comments about this or your policy in general?

Support for staff experiencing family violence – leave entitlements

42. What amount of paid and unpaid family violence leave are employees entitled to at your council?

Paid	<input type="checkbox"/> None <input type="checkbox"/> 21-30 days <input type="checkbox"/> 1-5 days <input type="checkbox"/> Over 30 days <input type="checkbox"/> 6-10 days <input type="checkbox"/> Unlimited <input type="checkbox"/> 11-20 days <input type="checkbox"/> Unspecified
Unpaid	<input type="checkbox"/> None <input type="checkbox"/> 21-30 days <input type="checkbox"/> 1-5 days <input type="checkbox"/> Over 30 days <input type="checkbox"/> 6-10 days <input type="checkbox"/> Unlimited <input type="checkbox"/> 11-20 days <input type="checkbox"/> Unspecified

43. Who is eligible to take family violence leave at your council? (Select all that apply)

- ☐ Victims/survivors
- ☐ Friends/family/support person
- ☐ Perpetrators

44. In the 2018/19 financial year, how many hours of leave were claimed under your council's family violence provision? If available, please provide gender disaggregated data?

(This information will be collated to provide state-wide data and will not identify individual councils.)

Paid hours	
Unpaid hours	

45. Do you have any other comments about family violence leave at your council?
(e.g. eligibility, collecting data)

A FEW QUESTIONS ABOUT THE MAV

46. Does your council participate in the MAV PVAW Network quarterly meetings?
(Select all that apply)

- ☐ Regularly in person ☐ Regularly via Zoom web-conferencing
☐ Sometimes in person ☐ Sometimes via Zoom web-conferencing
☐ Never

If applicable, please comment on any barriers that prevent or restrict you from participating in the MAV PVAW Network

47. On a scale of 1-5, where 1 is not at all valuable, 3 is moderately valuable and 5 is very valuable, how valuable is participating in the MAV PVAW Network to related work at your council?

- ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ N/A (my council has never participated)

Do you have any comments about the rating you provided?

**48. Which of the following has your council benefitted from through the MAV PVAW role?
(Select all that apply)**

- ☐ Networks and contacts
- ☐ Expertise and/or advice from MAV PVAW staff
- ☐ Information from e-news and MAV communications
- ☐ Information from PVAW network meetings, forums and stakeholder sessions
- ☐ Other (Please specify)

49. Do you have any comments about how your council has benefitted from the MAV PVAW role and/or any untapped opportunities for the MAV that would help your council increase efforts to promote GE/PFV/PVAW?

Reporting on family violence measures in your municipal public health and wellbeing plan

The following five questions relate to your reporting requirements under the *Public Health and Wellbeing Act 2008*, as amended in accordance with Recommendation 94 of the Royal Commission into Family Violence.

To assist you with answering these questions and your council's reporting for 2017-2021 the advice, [Reporting on family violence measures in municipal public health and wellbeing plans](#), has been developed.

The [Local Government Free From Violence Grants program – Evaluation reporting guidance and template for councils](#) (Part B), would also be a useful reference in fulfilling this reporting requirement. It includes indicators and measures to evaluate primary prevention activities and outcomes that are being delivered by the 35 councils funded through the Local Government Free from Violence Grants Program. This document was developed by the Office for Women, Department of Premier and Cabinet for the Free from Violence program.

Further information can be found on the [MPHWP page](#) of the MAV website.

These questions must be completed and will be provided, identifying your council, to DHHS. No other identifying data from this survey will be provided to DHHS.

50. What are the family violence measures (actions or strategies) included in your council's Municipal Public Health and Wellbeing Plan?*

51. What are the local indicators and measures guiding implementation of these initiatives? *
(The [Local Government Free From Violence Evaluation reporting guidance and template](#), Part B, may be a useful reference to assess whether any of the indicators and measures could be used to quantify results of your Plan's actions or strategies.)

52. What are the key facilitators to the implementation of these measures? *
(What factors have supported implementation, including reach and effectiveness, of these actions?)

53. What are the key barriers to the implementation of these measures? *
(What are the limitations reducing the reach and effectiveness of these actions?)

54. Are there any new measures you would include in your council's subsequent Municipal Public Health and Wellbeing annual action plan or business plan? *

Final comments

55. Is there anything else you would like to share or comment on?

MAV PVAW CONTACTS AND RESOURCES

For more information about this report and the gender equality and PVAW work at the MAV visit the [MAV gender equality webpage](#) or contact:

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