

## 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.

## COUNCIL AND CONTACT DETAILS

**Council name\***

Drop down box

**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 <a href="#">Victorian local government women's charter</a>	<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:**

<b>Grant funded</b>	<input type="text"/>
<b>Council funded</b>	<input type="text"/>

**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
<b>28.1)</b> 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
<b>28.2)</b> Advocacy				
Provide example/s here for 28.2:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
<b>28.3)</b> 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
<b>28.4)</b> 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
<b>28.5) Asylum seekers and refugees</b>				
Provide example/s here for 28.5:				

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

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

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

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

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

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

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

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

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

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area

<b>28.15) Emergency management</b>				
Provide example/s here for 28.15:				

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

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

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

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

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
<b>28.20) Information technology</b>				

Provide example/s here for 28.20:

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
<b>28.21)</b> 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
<b>28.22)</b> Libraries				
Provide example/s here for 28.22:				

	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
<b>28.23)</b> 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
<b>28.24)</b> 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
<b>28.25)</b> 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
<b>28.26) Multicultural</b>				
Provide example/s here for 28.26:				

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

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

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

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

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

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

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

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

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

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



	Yes	No	No, but planning to	Do not have policy, plan or service implementation area
<b>28.37) Young people</b>				
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 <input type="checkbox"/> 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 <input type="checkbox"/> 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 <input type="checkbox"/> 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 <input type="checkbox"/> Combination of both <input type="checkbox"/> Unsure <input type="checkbox"/> N/A
Sexual Harassment	<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 <input type="checkbox"/> Combination of both <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"/> Executives <input type="checkbox"/> Managers <input type="checkbox"/> All staff <input type="checkbox"/> New staff during induction	<input type="checkbox"/> Community members <input type="checkbox"/> Community facing staff <input type="checkbox"/> Select staff <input type="checkbox"/> Others <input type="checkbox"/> N/A
Family violence recognise, respond and refer	<input type="checkbox"/> Councillors <input type="checkbox"/> Executives <input type="checkbox"/> Managers <input type="checkbox"/> All staff <input type="checkbox"/> New staff during induction	<input type="checkbox"/> Community members <input type="checkbox"/> Community facing staff <input type="checkbox"/> Select staff <input type="checkbox"/> Others <input type="checkbox"/> N/A
Bystander	<input type="checkbox"/> Councillors <input type="checkbox"/> Executives <input type="checkbox"/> Managers <input type="checkbox"/> All staff <input type="checkbox"/> New staff during induction	<input type="checkbox"/> Community members <input type="checkbox"/> Community facing staff <input type="checkbox"/> Select staff <input type="checkbox"/> Others <input type="checkbox"/> N/A
Unconscious bias	<input type="checkbox"/> Councillors <input type="checkbox"/> Executives <input type="checkbox"/> Managers <input type="checkbox"/> All staff <input type="checkbox"/> New staff during induction	<input type="checkbox"/> Community members <input type="checkbox"/> Community facing staff <input type="checkbox"/> Select staff <input type="checkbox"/> Others <input type="checkbox"/> N/A
Sexual Harassment	<input type="checkbox"/> Councillors <input type="checkbox"/> Executives <input type="checkbox"/> Managers <input type="checkbox"/> All staff <input type="checkbox"/> New staff during induction	<input type="checkbox"/> Community members <input type="checkbox"/> Community facing staff <input type="checkbox"/> Select staff <input type="checkbox"/> Others <input type="checkbox"/> N/A
Other (as previously specified)	<input type="checkbox"/> Councillors <input type="checkbox"/> Executives <input type="checkbox"/> Managers <input type="checkbox"/> All staff <input type="checkbox"/> New staff during induction	<input type="checkbox"/> Community members <input type="checkbox"/> Community facing staff <input type="checkbox"/> Select staff <input type="checkbox"/> Others <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?**