



Uniting Vic.Tas Position Paper

Ending Family Violence in Victoria

January 2019

Uniting

Uniting's position:

Family violence is fostered by a culture of **inequality between women and men**. It causes **inexcusable physical, emotional, spiritual and financial damage**, particularly to women and children.

While contributing factors to family violence are complex and will take generations to fully address, **we believe family violence is preventable, and must be eradicated.**



72,000
women



9,000
men



34,000
children

In 2016–17, about 72,000 women, 34,000 children and 9,000 men seeking homelessness services across Australia reported family and domestic violence caused or contributed to their homelessness.

Source: Australian Institute of Health and Welfare, 2018

Background

Family violence is a major health and welfare issue in Australia. It is a **leading cause of poverty and homelessness for women, children and young people**^{1,2}, and has serious impacts on their physical and mental health.

While men experience family violence, the majority of victims are female and as such this policy refers predominantly to the experiences of women.

Family violence is any behaviour that is violent, threatening, or abusive by an individual against another member of their family, a partner or a household member. It includes any other form of behaviour that coerces or controls a family member or causes that family member to be fearful. This includes behaviour that is:

- Physically, verbally or sexually abusive
- Emotionally, spiritually or psychologically abusive
- Economically abusive
- Threatening, coercive, or seeks to control or dominate the other person.

While the best known form of family violence is between intimate partners, it also encompasses violence between other family members (for example children and parents, or siblings). It may also be perpetrated by carers against the elderly or people living with a disability.

Until recently, family violence has been incorrectly perceived as a private matter. This does not mean it is not widespread:

- It is estimated that one in three women and one in 10 families have experienced family violence in Australia¹
- A woman is killed in Australia almost every week by a partner or an ex-partner¹
- Family violence is the leading cause of death, illness, injury and disability for women aged under 45¹².

The majority of family violence is perpetrated by men against women and children, and ultimately all family violence is underpinned by gender inequality and strong conceptions about gender roles.

There may also be factors that contribute to or exacerbate the behaviour. These could be financial insecurity, substance misuse, mental illness, social and economic exclusion, intergenerational abuse and trauma or exposure to family violence as a child⁴. These factors do not cause or excuse the behaviour, but have been shown to increase the risk associated with the perpetration of family violence.

Vulnerable groups

Family violence occurs across socioeconomic groups, races and religions, but some groups are statistically at greater risk. This includes Aboriginal and Torres Strait Islander women, people who identify as LGBTQI+, young women, pregnant women, women attempting to separate from their partners, women living with disability, women experiencing financial hardship and lacking social supports, women with a history of abuse or who witnessed or experienced violence and abuse as a child².

Specific efforts need to be made to provide services to these groups, and ensure universal service providers are aware of their vulnerability.

Aboriginal and Torres Strait Islander Women

Aboriginal and Torres Strait Islander people (predominantly women and children) are disproportionately impacted by family violence, with rates higher in rural and remote areas⁵. Across Australia, Aboriginal and Torres Strait Islander women are up to 34 times more likely to be hospitalised due to family violence and 11 times more likely to die due to violence than non-Aboriginal and Torres Strait Islander women.

90% of Aboriginal and Torres Strait Islander children in out-of-home care have been removed from their family home because of violence⁶.

Despite the fact much family violence remains unreported, reports to police of family violence against Aboriginal and Torres Strait Islander women and children in Victoria have tripled in the past 10 years⁶.

Family violence is not inherent or culturally customary in Aboriginal and Torres Strait Islander communities. Rather, it must be understood in the historical context of colonisation and dispossession that has resulted in the breakdown of community kinship systems and Aboriginal laws.

Intergenerational trauma, entrenched poverty, problematic substance use, and the ongoing experience of racism, vilification and social exclusion are also factors⁷. These multiple, inter-related contextual factors need to be taken into account in programs addressing family violence in the Aboriginal and Torres Strait Islander population⁵.

Women with disability

Women with disability are 40% more likely to experience intimate partner violence than other women, with experiences of violence more varied and more severe than that experienced by other women⁸. They also face greater challenges in accessing assistance to prevent and respond to violence².

Victorian research by Healey et al⁹ found most women with disability who experienced violence, 'did not have adequate independent income, information, housing, employment, services (such as lawyers, general practitioners or counsellors) and transport'. The research further found support services were poorly equipped to meet the needs of women with disability; lacking physical accessibility, specialised programs and staff expertise⁹.

LGBTQI+ people

Lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI+) people are often excluded from the discourse about family violence, despite the fact prevalence rates have generally been found to be the same as in the heterosexual, cis-gendered community (including higher rates of violence experienced by people who identify as women). Additionally, LGBTQI+ people may experience forms of family violence specific to this group, such as threats of 'outing' or attempts to stop the person expressing their sexual or gender identity¹⁰.

Experience of homophobia and transphobia, as well as leading to feelings of being excluded from mainstream services, can result in lower help-seeking behaviours.

Women with disability are 40% more likely to experience intimate partner violence than other women, with experiences of violence being more varied and more severe than that experienced by other women.



Older people

Much focus has been given to intimate partner violence and child abuse, while family violence against older people has often been overlooked. This means that data on prevalence rates in this group of people is still emerging¹⁰. Anecdotally, we know that older people and particularly older women are more vulnerable to family violence.

Family violence against older people is often referred to as 'elder abuse' and may include physical or sexual abuse, but more often encompasses emotional and financial abuse.

Control of movement or social interactions, manipulation and neglect are also part of the picture. It primarily occurs in relationships where there is a power imbalance between the abuser and abused and existing trust is breached, for instance by a child or carer.

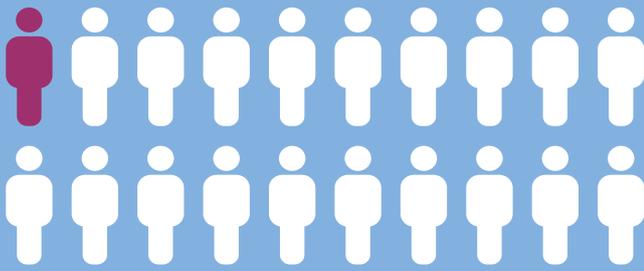
Family violence against older people is underpinned by the marginalisation of older people in our society, whereby older people are socially isolated and discriminated against¹⁰. Older women are more likely than older men to experience family violence, reflecting how age discrimination intersects with their experiences of sexism and gender discrimination.

Intergenerational experiences of family violence

Research indicates experiencing family violence as a child increases the risk of becoming both a victim and perpetrator later in life. In this way, family violence becomes intergenerational^{2,4}.

This does not mean that all children experiencing family violence will go on to perpetrate or experience violence. But it does mean breaking this cycle is one of the most effective ways of reducing family violence.

The facts:



1 in 20

Australians believe violence against women may be justified, with young people more likely to have attitudes that support violence against women



Over 80% of people who experience violence from a current partner do not contact the police



4 in 10

(40%, or 115,000) people who were assisted by specialist **homelessness** agencies across Australia in 2016–17 were **seeking help because of family and domestic violence**

Intimate partner violence was the



leading risk factor

for illness, disability and premature death amongst women aged

25-44

Impacts

The key impacts of family violence are diminished physical and mental health, and increased risk of poverty and homelessness. These impacts are **felt primarily by the woman**, but also by her family, the community and the state.

Violence against women and children is **estimated to cost the government over \$7 billion a year, and the economy as a whole \$21.6 billion each year¹¹**.

Physical and mental health

Family violence presents both an immediate and long-term threat to women's health and wellbeing.

One woman is killed every week in Australia by a current or former partner², meaning she is more likely to be killed in her home than anywhere else. Women are also at high risk of injury and may not get medical treatment due to experiences of shame and fear of stigma.

According to The Australian Women's Health Network, 'women who have been exposed to violence report poorer overall physical health than those who have not, and there is evidence that the health impact of violence can persist long after the abuse has stopped'¹³.

This impact may be due to ongoing physical illness or injury, but also through emotional and psychological trauma. It is common for victims

and survivors of family violence to experience depression, anxiety, suicidal or self-harming behaviours, or misuse of alcohol or other drugs to manage physical and emotional pain^{2,13}.

The cost to the healthcare system of treating victims of family violence is projected to reach \$445 million per year¹⁴.

Poverty and economic impacts

A person leaving an abusive relationship is likely to have limited financial resources and feel unable to seek their financial entitlements through the legal system after leaving. Those who do pursue a settlement with their former partner will often face delays in accessing their money, and are more likely to end up with insufficient compensation¹³. It is also not uncommon for debts accrued by the ex-partner to become the responsibility of the woman.



The cost to the healthcare system for treating victims of family violence is projected to reach **\$445 million per year.**

Where a woman has been working in the home, she will not have her own income stream. Employed women may face significant disruption to their ability to work, sometimes resulting in job loss. If a woman has been prevented from working or studying during the relationship, she may struggle to find work subsequently, due to a lack of relevant qualifications and experience¹³.

It is also more common for women to have inadequate superannuation, increasing their likelihood of poverty in older age.

On leaving an abusive relationship, a woman is likely to incur the cost of reestablishing a home, buying a car, and if she has children, being the sole financial provider for their needs.

Homelessness

Family violence is the leading cause of homelessness in Australia. In Victoria, more than a third of women accessing homelessness services (and more than half of women with children) are doing so due to family violence¹⁵. The actual number of women fleeing violence may in fact be higher - many women present at homelessness crisis agencies citing relationship breakdown or financial difficulty as a primary cause of their need for support, rather than family violence specifically¹.

There is a strong relationship between poverty, family violence and homelessness. Women who have greater access to financial and social resources, such as income, social networks and housing are better supported when leaving a violent home situation. Women with fewer resources often have nowhere to turn. As a result, they are more likely to end up homeless¹⁵.

Impacts on children

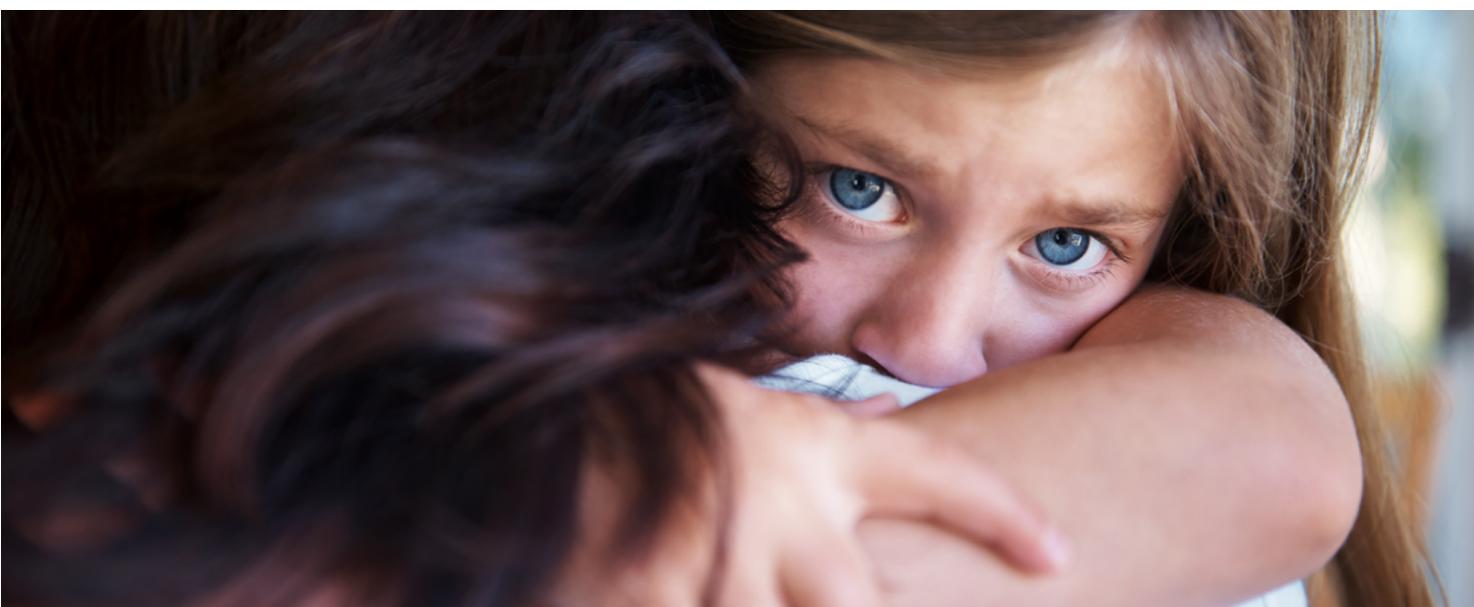
Children may experience family violence as a victim or by witnessing violence against other members of the family².

As victims, children are at risk of physical injury (and in the most extreme cases death), either through attacks directed at them or when they are caught in an attack on another family member. They are also highly vulnerable to psychological abuse, including the use of threats, excessive discipline and exposure to developmentally inappropriate sexual experiences, including grooming and sexual abuse¹⁵.

Witnessing acts of violence is also increasingly recognised as a form of both emotional and psychological abuse^{2,16}. Around a third of mothers who experienced family violence said their children had witnessed the event¹⁶.

Children may also suffer the indirect aftermath of violence, through having a distressed or withdrawn parent, needing to care for a parent, or being present when police or medical services are attending to their parent. They are also more likely to be disrupted by relocation (often repeatedly to avoid the perpetrator) and they can struggle to understand the absence of one of their parents or carers.

Living in these highly stressful environments can increase the risk of long-term mental health issues, developmental delays, behavioural and learning difficulties⁴. Exposure to family violence is the most commonly substantiated type of harm (46%) in child protection notifications across Australia¹⁷.



Current political context

Despite being a known problem for several generations, until recently, family violence was often minimised or dismissed as a private issue. In recent years, high profile cases have moved the issue onto the political agenda. Both state and federal governments have been vocal about prioritising family violence.

Council of Australian Governments (COAG)

At a national level, states, territories and the federal government (COAG) first endorsed a coordinated approach in 2011 through the National Plan to Reduce Violence against Women and their Children 2010–2022. Action plans are agreed upon every three years.

To date the National Plan has seen the establishment of Australia's National Research Organisation for Women's Safety (ANROWS), Our Watch (delivering public campaigns, behaviour change programs and partnerships), and 1800RESPECT, a national sexual assault, domestic and family violence counselling and information referral service, available 24 hours a day, every day of the year.

The current phase is focused on women who are highly vulnerable to family violence and responses to perpetrators. COAG have also committed to introducing a National Domestic Violence Order (DVO) model, national standards to ensure those who use violence are held to account by the same standard across Australia, and implementing strategies to keep women safe from technology-facilitated abuse.

Federal Government

Federally, the first Family and Domestic Violence Strategy was released in 2013 and a subsequent strategy was released in 2016.

While these strategies have recognised the challenges in preventing family violence, actions have not been adequately resourced and therefore have had limited impact¹⁸. The current government has also been criticised for cutting \$35 million in funding to community legal services that support people experiencing family violence.

Victorian Government

In the last four years the Victorian government has committed significant resources (\$2.5 billion, more than 20 times the amount committed federally) and political will to addressing family violence, setting Victoria far ahead of other states in addressing this issue.

The first action was establishing the Royal Commission into Family Violence⁴ in February 2015. The holding of the Commission was a significant act that acknowledged the pervasiveness and seriousness of family violence, and the overdue need for more effective policy solutions to address current prevalence and to plan for long-term prevention. The Commission handed down 227 recommendations in March 2016.

The progress made in Victoria towards eradicating family violence in the last two years has been significant. To date, 90 of the 227 recommendations have been implemented. Reforms include significantly increased funding for support services, increased crisis housing, legal services, strengthening of child protection mechanisms, and police responses.

For the Victorian government, it is now important that continuing priority be given to this issue. Alleviating family violence is a job that will take generations – it cannot be allowed to slip to the backburner. The current Labor government has committed to implementing all the recommendations of the Royal Commission.

Responses

Responses to family violence can be classified as either crisis response (also called tertiary intervention), early intervention (also called secondary intervention) or primary prevention.



Crisis response

Support to women and children who are at high risk of harm.



Early intervention

Identification of and support to women and children experiencing family violence as early as possible.



Primary prevention

Population-based and community initiatives to educate and bring about social and cultural change.

Crisis response

Crisis response is provided for people in immediate danger, or who need support to stay safe. Crisis response may involve providing information and support, counselling, police intervention, legal aid, safety planning and risk management, emergency housing or financial and medical assistance.

Demand for family violence crisis services has increased significantly in the past few years, with women who experience violence being more likely to seek help as the issue receives more attention. While significant investment has been made by the Victorian government, there are still women unable to access safe housing, case management, counselling, or legal and financial aid when they need it.

The state government cannot fund these services alone — the federal government must step up to support this unmet need. The 2018/19 federal budget allocated just \$18.2 million to frontline family violence services and increasing national awareness of the issue across all states and territories, compared to \$42.5 million in the Victorian budget²⁰.

Early intervention

Early intervention supports ‘individuals and families experiencing family violence with the aim of stopping early signs of violence escalating, preventing a recurrence of violence or reducing longer-term harm²¹. There is strong evidence for providing early intervention through universal services such as health practitioners, teachers, childcare workers, Centrelink and social service providers.



Staff in these services can be trained to identify family violence, start the conversation with the person experiencing violence, provide information and support, and connect them with needed services when they are ready.

Many women come to crisis and family support services citing relationship breakdown or financial difficulty, rather than family violence specifically, as a primary cause of their need for support¹.

There is an urgent need to integrate family violence identification and support into crisis and universal service practice frameworks.

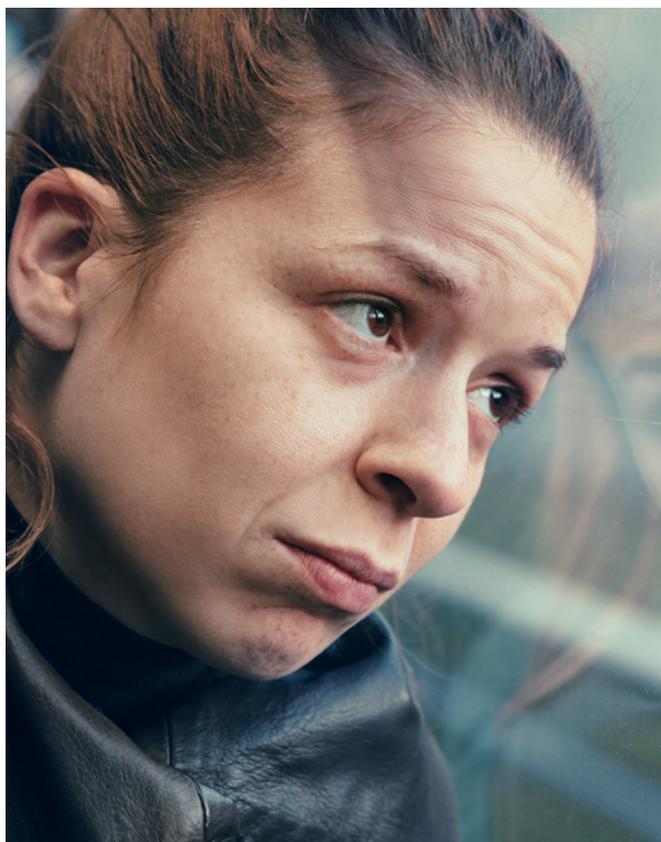
‘First to know’ service providers need to better understand the relationship between exposure to family violence and effects on women’s and children’s physical, mental, social, emotional and financial wellbeing. Where services fail to identify those experiencing family violence, the assessments of client risk and planning for client safety can be inadequate. Clients may not receive the information they need on their legal rights and safe housing options, or be offered the early intervention, support and recovery options available¹.

Service standards and funding agreements for universal services should incorporate family violence screening conditions. There needs to be a requirement for universal community service organisations to use a screening tool for family violence purposes and for their staff to be routinely and adequately trained in screening and response¹. A tool is currently under development by the state government in Victoria — the Multi-Agency Risk Assessment and Management (MARAM) Framework — which is hoped will fulfil this need.

Primary prevention

Primary prevention seeks to prevent violence before it happens, by working at the community level to address the root cause, gender inequality, as well as factors that reinforce it, such as financial insecurity, social and economic exclusion.

The evidence base for ‘what works’ in preventing family violence is still being developed, ‘with little to no rigorous, population-based prevalence or perpetration studies focussing on prevention’¹⁰.



What is known, at this point, is that interventions that appear to have greatest impact:

- Focus on transforming gender norms,
- Engage and mobilise communities,
- Work with both men and women, and
- Are holistic and coordinated.

By contrast, interventions that focus on legislation and public messages condemning family violence have been shown to be ineffective on their own, and need to be used in conjunction with the above methods^{10,22}.

Transforming gender norms

To address family violence at its root, we must seek greater equality between genders, elevating the status of women and addressing the gendered drivers of violence against women²². There are countless ways in which policy can be used to create a more equal society. However, the most significant are around workforce participation and equal pay and supporting women's financial independence.

Workforce participation

There are many ways in which women can be better supported to participate more fully in the workforce, including encouraging women to undertake further education, take on leadership roles and continue their careers after having

children. Government policy can facilitate this by mandating parental leave and return-to-work provisions, requiring gender quotas in interviewing and appointment of senior roles and delivering affordable childcare.

In low-paid, female-dominated industries such as childcare, nursing and aged care, governments have a responsibility to ensure staff are remunerated in-line with similar skills in male-dominated fields, with agencies providing these services on behalf of the government being adequately funded to support this.

Financial equality

In addition to these workplace and income improvements, there are other important mechanisms to address women's higher levels of financial disadvantage. For instance, women tend to live longer than men but have less retirement savings. The 2017 HILDA survey found Australian women retire with an average super balance of \$230,907, while men retire with double this amount. As a result, women are more likely to end up financially insecure in later life²³.

Policies to address this have been proposed including removing the \$450 per month wage threshold at which employers make compulsory contributions. Nonetheless, far more will be required to address this gap.

Financial disadvantage may also be addressed through greater financial literacy. Many women doubt their ability to manage money, and have trouble finding trusted, independent financial information²⁴.

Services that support women to make informed choices, manage debt and improve their financial security are crucial to reducing financial disadvantage among women.

Working across genders

Changing behaviours requires engagement with people of all genders, and interventions that seek to have all genders work together have demonstrated strong results.

There is good evidence to support relationship-level interventions and parenting programs for adults, teaching respectful relationships (inclusive of LGBTIQ+ relationships) and positive masculinity in school settings and men's behaviour change programs.

Public policy recommendations.

Primary prevention

- **Address barriers to workforce participation and financial equality. This can be done through numerous measures. Uniting supports the prioritisation of:**
 - Increased access to affordable childcare
 - Introduction of 10 days paid family violence leave for all employees, regardless of their employment status
 - Quotas to ensure women hold a percentage of executive level and Board roles
 - Wage transparency and reporting to ensure women are paid equally in roles of equal value
 - Measures to increase women's superannuation in-line with men in equal work
 - Expanding access to financial counselling and literacy training
 - Increasing parenting payments.
- **Increased investment in interventions with a solid evidence base, including:**
 - Relationship-level interventions
 - Parenting programs
 - Healthy relationships curriculum in schools
 - Community-led approaches
 - One-on-one behaviour change programs with a focus on perpetrators taking responsibility and being accountable for their violence.

Early intervention

- Adopt a 'First to Know, First to Act' model for service provision that integrates family violence identification and support into crisis and universal service practice frameworks and makes these a requirement of funding agreements¹.

Crisis response

- Increased federal funding to support access to legal aid, information and support services
- Increased state and federal funding for housing and homelessness
- Ensure adequate options for safe and affordable housing for women and children. Completing delivery on the Royal Commission recommendations 13, 14, 15, 16, 18, 20, 21, 24, 124, 176, 177 (see <https://www.vic.gov.au/familyviolence/recommendations.html>) will be a significant step towards ensuring this
- Finalise implementation of Recommendation 45, to review Victoria Police policies and procedures relating to employees and family violence.

Build the evidence base

- Invest in research to better understand the incidence and prevalence of family violence, pathways to perpetration and victimisation, and help-seeking behaviours
- Government funded programs should allocate a minimum of 5% of a program's total budget to rigorous program monitoring and evaluation to understand which interventions are effective in different populations. This will drive the development of future prevention strategies and identify opportunities to scale¹⁸.

Tailor interventions for specific groups

- **Invest in tailored programs to target and work with specific communities and groups with high rates of family violence, including**
 - Aboriginal and Torres Strait Islander people
 - LGBTQI+ people
 - Older people
 - Faith communities
 - People with a disability
 - Children and young people
 - People in rural and regional communities
 - People in the sex industry.

Uniting's commitment

In addition to advocating for the needs of our consumers and for a fairer, more equitable society, Uniting recognises the need for workplaces to lead on preventing and responding to family violence. We are committed to doing this by:

- Taking a strong stand against gender discrimination in any form
- Promoting respectful workplace behaviours and ensuring that victims of harassment and abuse are supported
- Creating a safe environment for people to report inappropriate behaviours they have experienced or witnessed
- Ensuring women are given equal opportunity to advance their careers and take on leadership roles
- Providing flexible, family-friendly working arrangements wherever possible
- Providing the Employee Assistance Program with counselling available for all employees
- Working towards the introduction of paid family violence leave for all employees
- Continuing the work of our Heritage Service to support care-leavers who were raised in the out-of-home care services provided by the Uniting Church in Victoria and Tasmania.

References

1. Spinney A and Zirakbash F. First to Know, First to Act: Assisting universal community service providers to identify and respond appropriately to family violence. Wesley Mission Victoria and Swinburne University of Technology. 2017.
2. Australian Institute of Health and Welfare. Family, domestic and sexual violence in Australia. 2018 [online]. Accessed 24 October 2018 from: <https://www.aihw.gov.au/getmedia/d1a8d479-a39a-48c1-bbe2-4b27c7a321e0/aihw-fdv-02.pdf.aspx?inline=true>
3. Australian Bureau of Statistics. Personal Safety, Australia, 2016, ABS cat. no. 4906.0. Canberra: ABS. 2017.
4. State of Victoria, Royal Commission into Family Violence: Summary and recommendations, Parl Paper No 132 (2014–16).
5. Closing the Gap Clearinghouse. Family violence prevention programs in Indigenous communities. Australian Institute of Health and Welfare. 2016. Accessed 12 November 2018 from <https://www.aihw.gov.au/getmedia/c0e5bdde-e9c4-4a1f-808e-256191835cde/ctgc-rs37.pdf.aspx?inline=true>
6. Braybrook, A. Family violence in Aboriginal communities. DVRCV Advocate Vol 2. 2015.
7. VicHealth. Preventing violence against women in Australia: Addressing the social and economic determinants of mental and physical health [online]. 2011. Accessed 12 November 2018 from <https://www.betterhealth.vic.gov.au/health/HealthyLiving/Family-violence-and-aboriginal-and-torres-strait-islander-women?viewAsPdf=true>
8. Didi, A., Soldatic, K., Frohmader, C. and Dowse, L. Violence Against Women with Disabilities: is Australia meeting its human rights obligations? Australian Journal of Human Rights. 2016. 22(1): 159-177
9. Healey, L., Howe, K., Humphreys, C., Jennings, C., Julian. F. Building the Evidence: A report on the status of policy and practice in responding to violence against women with disabilities in Victoria. Women's Health Victoria and Victorian Women with Disabilities Network. 2008.
10. The Equality Institute. Family Violence Primary Prevention: Building a knowledge base and identifying gaps for all manifestations of family violence. Victorian Government. 2016. Accessed 12 November 2018 from https://www.vic.gov.au/system/user_files/Documents/fv/Family_Violence_Primary_Prevention%20-%20Building_a_knowledge_base_and_identifying_gaps_for_all_manifestations_of_family_violence.pdf
11. PricewaterhouseCoopers. A high price to pay: The economic case for preventing violence against women [online]. 2015. Accessed 24 October 2018 from <https://www.pwc.com.au/pdf/a-high-price-to-pay.pdf>
12. NSW Government - Family and Community Services. The effects of domestic and family violence. <https://www.facs.nsw.gov.au/domestic-violence/about/effects-of-dv>
13. Senate Standing Committees on Finance and Public Administration, Report: Inquiry into domestic violence in Australia. 2015. Accessed 14 April 2016, www.aph.gov.au/Parliamentary_Business/Committees/Senate/Finance_and_Public_Administration/Domestic_Violence/Report
14. National Council to Reduce Violence against Women and their Children. The cost of violence against women and their children [online], Department of Families, Housing, Community Services and Indigenous Affairs, Canberra. 2009. Accessed 24 October 2018 from http://www.dss.gov.au/sites/default/files/documents/05_2012/vawc_economic_report.pdf.

15. Council to Homeless Persons. Fact Sheet: Family violence and homelessness [online]. 2015. Accessed 26 October 2018 from <https://chp.org.au/wp-content/uploads/2015/06/Family-violence-fact-sheet-FINAL.pdf>
16. Phillips, J. and Vandenbroek, P. Domestic, family and sexual violence in Australia: an overview of the issues [online]. Parliamentary Library of Australia. 2014. Accessed 24 October 2018 from https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/pubs/rp/rp1415/ViolenceAust#_Toc401045315
17. AIHW. Child Protection Australia 2016-2017. Cat. no. CWS 63. Canberra: AIHW. 2018.
18. Domestic Violence Victoria. Prevention and response to family violence [online]. n.d. Accessed 13 November 2018 from <http://dvvic.org.au/understand/prevention-and-response-to-family-violence/>
19. Domestic Violence Victoria. Prevention and response to family violence [online]. n.d. Accessed 13 November 2018 from <http://dvvic.org.au/understand/prevention-and-response-to-family-violence/>
20. Fitz-Gibbon, K., McCulloch, J. and Maher, J.M. 2018 federal budget: Turnbull Government all talk, no action on family violence [online]. Lens. Monash University. 2018. Accessed 13 November 2018 from <https://lens.monash.edu/2018/05/09/1349612/2018-federal-budget-turnbull-government-all-talk-no-action-on-family-violence>
21. Cameron, P. Expanding early interventions in family violence in Victoria, Domestic Violence Victoria, Melbourne. 2016.
22. Our Watch, Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth. Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia. Melbourne: Our Watch. 2015.
23. University of Melbourne. Household, Income and Labour Dynamics in Australia (HILDA) Survey. <https://melbourneinstitute.unimelb.edu.au/hilda> 2018.
24. Women's Information and Referral Exchange (WIRE). Women's financial empowerment [online]. 2010. <https://www.wire.org.au/womens-financial-empowerment-and-resilience/>

About Uniting Vic.Tas

For over 100 years, we've delivered community services across Victoria and Tasmania.

We build capacity and confidence in children, young people and families, people with disability, older people and people newly arrived in Australia. We work with people at risk of or experiencing financial crisis, homelessness, mental illness and problems with alcohol and other drugs by empowering them with the support they need to succeed.

As an organisation, we celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Learn more.

vt.uniting.org

© Copyright Uniting (Victoria and Tasmania) Limited 2019

Uniting (Victoria and Tasmania) Limited

ABN 81 098 317 125

Level 6, 250 Victoria Parade, East Melbourne Vic 3002

Uniting