

Delivery of Recommendations

Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland



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Message from the Premier and the Minister

Domestic and family violence is a complex social issue that has a profound impact on the wellbeing of all Queenslanders across our communities, regardless of age, gender, culture or circumstances.

With Queensland's domestic and family violence increasing and becoming more severe, it was clear change was urgently needed.

In 2014, the Queensland Government established the bipartisan Special Taskforce on Domestic and Family Violence, led by Dame Quentin Bryce AD CVO, to set the direction for reform.

The Taskforce travelled the length and breadth of Queensland, examining support systems and conducting extensive community engagement. They heard stories of those who have suffered, and those who were working to stop the violence. Through listening, sharing and understanding these experiences, the Taskforce gathered insights to inform the development of the *Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland* report (the Not Now, Not Ever report).

The Not Now, Not Ever report outlined recommendations for government and non-government organisations to address domestic and family violence in Queensland.

In 2015, all of the 121 government-directed recommendations in the Not Now, Not Ever report were accepted by the Queensland Government, and the remaining 19 non-government directed recommendations were supported.

The 10-year *Domestic and Family Violence Prevention Strategy 2016–26* was then developed to guide the implementation of these recommendations, with a strong vision for a Queensland free from domestic and family violence.

We committed a record investment of \$328.9 million over six years to transform the recommendations of the Not Now, Not Ever report into action.

Significant progress has been made to prevent and respond to domestic and family violence in our communities, and create a safer Queensland for generations to come. This has shown how the combined

efforts of government, business and communities can create meaningful change.

This report provides a snapshot of Queensland's progress in delivering against each of the Not Now, Not Ever report recommendations.

We are proud of what has been achieved to date in Queensland – creating real and lasting change. We are challenging attitudes in our communities, integrating service responses and reforming our law and justice system.

However, we know significant reform takes time and there is still much more to be done.

The *Third Action Plan 2019–20 to 2021–22* outlines how we will build on the work of Queensland's reform program to date and continue delivering real action towards our vision of ending domestic and family violence.

Eliminating domestic and family violence is not an insurmountable challenge. We thank the many Queenslanders who have played an invaluable role in our reform journey so far. With government, business and communities working together, we will continue to address domestic and family violence and keep all Queenslanders safe.

Looking to the next phase of Queensland's domestic and family reform program, Queensland says: Not Now, Not Ever, *Together*.

Annastacia Palaszczuk MP
Premier and Minister for Trade

Di Farmer MP
Minister for Child Safety, Youth and Women
and Minister for the Prevention of Domestic
and Family Violence

Queensland's response to the Not Now, Not Ever report

Four years into the 10-year reform program, we have taken significant steps towards achieving a Queensland free from domestic and family violence.

Implementing the recommendations from the Not Now, Not Ever report has delivered:

- The 10-year *Domestic and Family Violence Prevention Strategy 2016–26* and three action plans to prioritise our efforts.
- Establishment of an independent oversight body in the Domestic and Family Violence Implementation Council, previously chaired by Dame Quentin Bryce AD, CVO and currently chaired by Kay McGrath OAM.
- Respectful relationships education in schools that seeks to remove the causes of violence and prevent risk factors by using a strength-based approach, to build a culture of respect and gender equality.
- Specialist Domestic and Family Violence Courts, ensuring support is provided for people participating in the court process.
- Amendments to Queensland laws to better protect Queenslanders and hold perpetrators to account.
- Integrated service responses and high risk teams focused on how service systems can work together in a timely, structured and collaborative way to provide integrated, culturally appropriate safety responses to victims and their children who are at high risk of serious harm or lethality.
- Statewide communication and engagement campaigns to increase awareness and understanding of domestic and family violence, including:
 - » promoting help and support services for Queenslanders
 - » encouraging young Queenslanders to recognise the signs of domestic and family violence
 - » addressing stigma around reporting and seeking help within Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ+) communities
 - » raising awareness of how to safely and appropriately intervene.
- Additional shelters providing crisis accommodation and immediate support for people affected by domestic and family violence across Queensland.
- White Ribbon Workplace Accreditation for all Queensland Government departments.
- Domestic and family violence toolkit of resources for the health workforce providing easily accessible information for the health system.
- Specialist police officers deliver education and training to operational police and engage in problem solving with other government and non-government agencies to address domestic and family violence related issues.
- Domestic and Family Violence Workplace Support Package to strengthen support for affected employees and increases workplace capability to respond.
- *Queensland's plan to respond to the impact of domestic and family violence on people with disability* to address the issue of domestic and family violence committed against people with a disability, now and into the future.
- a renewed way of working with Aboriginal and Torres Strait Islander people, families and communities to address the causes, prevalence and impacts of domestic and family violence through *Queensland's Framework for Action – Reshaping our Approach to Aboriginal and Torres Strait Islander Domestic and Family Violence*.
- A new website providing improved access to information on domestic and family violence and support services.

How we will continue to deliver action

The *Domestic and Family Violence Prevention Strategy 2016–26* (the Strategy) will continue to drive change across all sectors of the Queensland community.

The *Third Action Plan 2019–20 to 2021–22* builds on the significant work of the reform program to date. It provides a blueprint for government and the community for the next three years to continue to deliver our common goal of keeping Queenslanders safe.

The *Fourth Action Plan 2022–23 to 2025–26* will continue delivery of tangible results to prevent domestic and family violence, foster independence, and demonstrate the need for ongoing change by the community beyond the life of the Strategy.

Building a community free from domestic and family violence is a multi-generational vision, and the Strategy will continue to be implemented to work toward this vision and achieve long-term cultural change.



Delivery of Recommendations

This report provides a snapshot of activities undertaken by government and non-government organisations to implement each of the recommendations of the Not Now, Not Ever report as at 30 September 2019.

This reflects a point in time when the recommendations were considered to be delivered. Additional work may have been completed since, and action will continue to be delivered to prevent and respond to domestic and family violence under Queensland's 10-year Strategy.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
1	<p>The Queensland Government develops a Domestic and Family Violence Prevention Strategy which:</p> <ul style="list-style-type: none">• Is developed through a robust community consultative process• Lays the foundations and creates the building blocks for a Queensland that is free from violence and abuse, and where all Queenslanders act, as individuals and as a collective whole, to place social equality and human rights at the centre of our relationships and interactions with each other• Includes a robust implementation plan• Includes a comprehensive evaluation framework.	<p>The Queensland Government will engage the community in developing a Domestic and Family Violence Prevention Strategy as a framework to drive Government and community action for change.</p>	<p>The <i>Domestic and Family Violence Prevention Strategy 2016–26</i> has been developed in consultation with the Queensland community through a statewide community collaboration, held over three months from 18 August until 16 November 2015.</p> <p>The final Strategy and <i>First Action Plan 2015–2016</i> were released in February 2016.</p> <p>In 2017, the <i>Second Action Plan 2016–17 to 2018–19</i> was released. The <i>Third Action Plan 2019–20 to 2021–22</i> was released in 2019.</p>
2	<p>The Queensland Government develops an implementation plan for the recommendations in this Report and the forthcoming Strategy, which includes robust, transparent and accountable oversight, effective evaluation, research and evidence gathering principles, and the flexibility to improve on actions and initiatives.</p>	<p>The Queensland Government will outline how the Domestic and Family Violence Prevention Strategy will be actioned through an implementation plan.</p>	<p>The <i>Domestic and Family Violence Prevention Strategy 2016–26</i> is being implemented through a series of four action plans each informed by the previous plan.</p> <p>A comprehensive evaluation framework has been developed for the Strategy to determine the impact of the Strategy itself, as well as key initiatives of the reform program.</p>
3	<p>The Queensland Government establishes and supports an advocacy and audit oversight body, comprising representatives drawn from key sectors from the Queensland community (including Aboriginal and Torres Strait Islander representation) and with an independent chair. The oversight body should:</p> <ol style="list-style-type: none">a. Be given the role to audit and undertake advocacy for the implementation of the recommendations of this Report and the Domestic and Family Violence Prevention Strategyb. Be required to report to the Premier, initially six monthly, on implementation progress and the performance of the sectors taking action to eliminate domestic and family violence. <p>The frequency of reporting should be reviewed after 12 months from finalisation of the Strategy.</p>	<p>The Queensland Government agrees an oversight body will be critical to help drive change across the Queensland community. A Domestic and Family Violence Prevention Council will be established to take on this role.</p>	<p>The Premier appointed members to the Domestic and Family Violence Implementation Council on 1 December 2015. The Council has provided four progress reports that have been tabled in the Queensland Parliament and are available online.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
4	The Premier of Queensland tables the oversight body's reports in the Queensland Parliament.	The Queensland Government will ensure the timely tabling of the new Domestic and Family Violence Prevention Council's reports in the Queensland Parliament.	The Domestic and Family Violence Implementation Council has provided four progress reports that have been tabled in the Queensland Parliament and are available online.
5	<p>The Queensland Government develops a detailed evaluation framework to evaluate implementation of the Taskforce's recommendations and as part of the Domestic and Family Violence Prevention Strategy and which allows for the assessment of:</p> <ul style="list-style-type: none"> • The impact of the reform overall in terms of driving change • The specific impact of key initiatives to be progressed under the recommendations and the Strategy in terms of improving outcomes. 	The Queensland Government will develop an evaluation framework as part of the Domestic and Family Violence Prevention Strategy in recognition of the importance of evaluation.	The Institute for Social Science Research at The University of Queensland was engaged to undertake this work in consultation with relevant agencies and experts. The report, outlining an evaluation framework for the Strategy, was released on 25 January 2018 and is available online.
6	The Queensland Government immediately considers an appropriate resourcing model for the Domestic and Family Violence Death Review Unit in the Office of the State Coroner to ensure it can best perform its functions to enable policy makers to better understand and prevent domestic and family violence.	The Queensland Government will increase staffing for the Domestic and Family Violence Death Review Unit.	All Domestic and Family Violence Death Review Unit staff have been recruited and have commenced duties.
7	Protocols be developed with the Domestic and Family Violence Death Review Unit to ensure that government departments with relevant policy development responsibilities have access to the research and resources available from the Unit.	The Queensland Government will ensure government departments can access the research and resources of the Unit to better equip policy makers to understand and prevent domestic and family violence related deaths. Protocols will be developed to support improved information sharing.	Research and data sharing protocols have been developed and are publicly available on the Domestic and Family Violence Death Review Advisory Board's website. An evaluation in 2017 confirmed that the research and data sharing protocols are effective and meet the needs of stakeholders.
8	<p>In consultation with key domestic violence stakeholders, the Queensland Government immediately establishes an independent Domestic and Family Violence Death Review Board, consisting of multi-disciplinary experts, to:</p> <ol style="list-style-type: none"> a. Identify common systemic failures, gaps or issues and make recommendations to improve systems, practices and procedures b. Report to the oversight body every six months on these findings and recommendations c. Be supported by and draw upon the information and resources of the Domestic and Family Violence Death Review Unit. 	The Queensland Government will establish the Domestic and Family Violence Death Review and Advisory Board and determine the Board's membership and operating arrangements in consultation with the State Coroner and community and legal stakeholders.	<p><i>Coroners (Domestic and Family Violence Death Review and Advisory Board) Amendment Act 2015</i> commenced on 4 December 2015. On 20 July 2016, the then Attorney-General and Minister for Justice and Minister for Training and Skills announced the 12 members of the Board.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
9	<p>The Queensland Government, in collaboration with local communities, develops a place-based, culturally appropriate integrated response to domestic and family violence in discrete Indigenous communities which includes:</p> <p>A trial of integrated service provision in one discrete Indigenous community (also discussed in Chapter 7) utilising a locally-based shelter as a hub for the provision of wraparound support services for women and children affected by domestic and family violence</p> <p>Considering an expanded role of Community Justice Groups in design and implementation of the co-located service response, ensuring that they are properly resourced and supported to undertake this role</p> <p>Increasing the funding for, and availability of community-driven and holistic responses to Indigenous male perpetrators.</p>	<p>The Queensland Government will co-design, trial and evaluate a place-based culturally appropriate integrated service model in a discrete Indigenous community to inform future responses in Indigenous communities</p>	<p>The Queensland Government, in partnership with domestic and family violence specialist organisations, has developed a place-based model for responding to domestic and family violence in Cherbourg, with referrals commencing in August 2017.</p> <p>The Griffith Criminology Institute was appointed as the external evaluator and a summary of the evaluation report was tabled in Parliament on 25 July 2019 and is available online.</p>
10	<p>The Queensland Government commissions a review to address the impact of domestic and family violence on people with disabilities.</p>	<p>The Queensland Government will commission a review to explore the specific challenges faced by people with a disability impacted by domestic and family violence.</p>	<p>People with Disability Australia was contracted to undertake the review into the impact of domestic and family violence on people with disability. Consultations were undertaken with people with disability, the government and non-government sectors, and specialised domestic and family violence services. The report has now been finalised and is available online.</p>
11	<p>The Queensland Government commissions a specific review into the prevalence and characteristics of elder abuse in Queensland to inform development of integrated responses (see Chapter 7) and a communications strategy for elderly victims of domestic and family violence (see Chapter 6).</p>	<p>The Queensland Government will commission a review in recognition of the challenges faced by older people impacted by elder abuse, to inform the development of integrated service response models (see Recommendations 74 and 83) and the communication strategy (see Recommendations 12 and 18).</p>	<p>The Review into the Prevalence and Characteristics of Elder Abuse in Queensland consisted of two components:</p> <ul style="list-style-type: none"> • An examination of state government datasets undertaken by the Queensland Government Statistician's Office (QGSO). QGSO has submitted the final report that provides data where it is available and of sufficient quality and also outlines data limitations. • A literature review and qualitative research. Curtin University was engaged to conduct the review into the prevalence and characteristics of elder abuse. <p>Both reports are available online.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
12	The Queensland Government includes specific elements in the communication strategy (see Recommendation 18) that target elder abuse, and where to go for support.	The Queensland Government will ensure the Communication Strategy (see Recommendation 18) targets elder abuse and addresses information and support needs for those experiencing elder abuse.	The <i>Domestic and Family Violence Prevention Engagement and Communication Strategy 2016–2026</i> supports continuation of activities to raise awareness of elder abuse.
13	The Queensland Government makes representations to the Commonwealth Government to consider reforms to the funding of carers that continue to support the invaluable care that most carers provide but remove capacity for the payments to be used as a tool for financial control and domestic and family violence of elderly people.	The Queensland Government will make representations to the Australian Government informed through consultation with carers and stakeholders, the review into the prevalence and characteristics of elder abuse (Recommendation 11) and findings of the Parliamentary Committee inquiry into the adequacy of existing financial protections for Queensland's seniors.	The Queensland Government has received advice and feedback from the Queensland Carers Advisory Council (QCAC) on the issues raised in the recommendation. On behalf of the Queensland Government, the Department of Communities, Disability Services and Seniors has made representations to the Commonwealth Minister for National Disability Insurance Scheme and Commonwealth Minister for Health regarding support for carers to improve their health and wellbeing. The Commonwealth Government has responded advising of the implementation of the new Integrated Carer Support Service model.
14	The Queensland Government includes LGBTI specific elements in the communication strategy (Recommendation 18) to raise awareness of domestic and family violence in the LGBTI community, remove the stigmas around reporting and seeking help, and providing LGBTI victims with advice on where to go for support.	The Queensland Government will ensure the Communication Strategy (see Recommendation 18) addresses the needs and challenges of the LGBTI community.	The <i>Domestic and Family Violence Prevention Engagement and Communication Strategy 2016–2026</i> includes a specific campaign to raise awareness of domestic and family violence within the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer communities. The campaign aims to remove the stigmas around reporting and seeking help, and provide victims with advice on where to go for support.
15	The Queensland Government recognises the importance of community and government prevention programs for long-term reduction of domestic and family violence and gives a clear commitment to resource and support comprehensive and coordinated prevention. In doing so, the Queensland Government must ensure both education and prevention initiatives and response programs receive funding.	The Queensland Government will develop a comprehensive Communication Strategy aimed at the long-term prevention of domestic and family violence and address resourcing of prevention and service delivery responses as part of the long-term funding and investment model (Recommendation 72).	The <i>Domestic and Family Violence Prevention Engagement and Communication Strategy 2016–2026</i> (the communication strategy) provides a 10-year framework for creating cultural change regarding domestic and family violence in Queensland. The communication strategy represents a new approach to domestic and family violence engagement and communication in Queensland and puts in place elements to encourage new thinking and innovation. A focus on preventative funding has been embedded in the funding and investment model, which is publicly available online.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
16	The Queensland Government leads and promotes sustained, inter-generational communication in the community about the seriousness of domestic and family violence, the community's intolerance of domestic and family violence, and the services available to victims and perpetrators.	The Queensland Government will develop a Communication Strategy (see Recommendation 18) to achieve sustained and inter-generational communication with Queenslanders.	The communication strategy provides a 10-year framework for creating cultural change regarding domestic and family violence in Queensland. The communication strategy is an important step in the journey towards Queensland's long-term vision of ending domestic and family violence. The communication strategy is available online.
17	The Queensland Government funds the development of evaluation criteria and a robust evaluation program for existing and future initiatives aimed at changing culture and attitudes towards domestic and family violence. Evaluation of existing initiatives should be commenced as soon as possible.	The Queensland Government will develop an evaluation framework as a component of the Domestic and Family Violence Prevention Strategy.	The Institute for Social Science Research at The University of Queensland was engaged to work in consultation with relevant agencies and experts to develop a comprehensive evaluation framework. The evaluation framework includes a set of indicators for evaluating initiatives aimed at changing culture and attitudes towards domestic and family violence. The evaluation framework is available online.
18	The Queensland Government develops a consistent, comprehensive communication strategy on domestic and family violence for Queensland.	The Queensland Government will develop a comprehensive Communication Strategy.	The communication strategy provides a 10-year framework for creating cultural change regarding domestic and family violence in Queensland. The communication strategy addresses 11 recommendations of the Not Now, Not Ever report and includes a program of communication activities that are being implemented. The communication strategy is available online.
19	The Audit Oversight Body oversees development and implementation of an innovative, multi-pronged communication strategy.	The Queensland Government will establish a Domestic and Family Violence Prevention Council (see Recommendation 3) to oversee the development of the Communication Strategy.	Domestic and Family Violence Implementation Council members have been briefed throughout the development of the communication strategy and were invited to participate in the collaborative development process. Council members have been briefed during implementation of the campaigns.
20	As a minimum, the communication strategy must comprise a sustained, long-term advertising/ media campaign to run for an appropriate minimum period of time, utilising print, television and social media to raise awareness: <ul style="list-style-type: none">• Of what constitutes domestic and family violence• That it is unacceptable• Where victims can go for help• How bystanders, neighbours, friends and family can safely intervene• Where perpetrators can go for help to change their behaviour.	The Queensland Government will develop a comprehensive Communication Strategy (see Recommendation 18).	The communication strategy provides a 10-year framework for creating cultural change regarding domestic and family violence in Queensland. The communication strategy outlined a number of campaigns for specific target audiences that were delivered across a range of mediums including print, television and social media. Future campaigns will continue to be informed by the views of the target audience to ensure successful long-term engagement. The communication strategy is available online.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
21	<p>A group of experts, for example, in behavioural psychology, behavioural economics, marketing and advertising, media and technology, and domestic and family violence, be established to design the communication strategy. The group will report to the Audit Oversight Body and provide advice on innovative ways to communicate with the Queensland community.</p>	<p>The Queensland Government will establish a Domestic and Family Violence Prevention Council (see Recommendation 3) to oversee the development of the Communication Strategy and will use a group of experts to inform the development of the Communication Strategy</p>	<p>A one-day design forum was held in May 2016 that engaged a broad range of experts to provide advice on innovative ways to communicate with the Queensland community. Fifty attendees from a range of specialist backgrounds – from behavioural psychology to creative industries – and community sectors – from faith groups to private enterprise – came together to consider the scope and objective of the communication strategy and to generate ideas and approaches for maximum effectiveness. The results of the design forum have informed the <i>Domestic and Family Violence Prevention Engagement and Communication Strategy 2016–2026</i> and will continue to inform its delivery.</p> <p>The communication strategy is available online.</p>
22	<p>The Queensland Government ensures that the communication strategy is implemented through all front line services including (but not limited to) health and hospital services, education services and schools, Queensland Ambulance Service, Queensland Police Service, Queensland Fire and Emergency Services, housing services, Legal Aid Queensland, Director of Public Prosecutions and other legal services.</p>	<p>The Queensland Government acknowledges frontline staff have an important role in encouraging cultural change in the community and will ensure staff understand the key messages embedded in the Communication Strategy (see Recommendation 18).</p>	<p>The communication strategy will continue to be implemented through frontline services in consultation with relevant agencies.</p> <p>The communication strategy is available online.</p>
23	<p>The Queensland Government continues to fund and considers expanding the annual Domestic and Family Violence Awareness Month Community Grants program to enable community driven initiatives to complement the communication strategy.</p>	<p>The Queensland Government acknowledges the importance of actively supporting Queensland communities to undertake local prevention campaigns and will continue to fund the Domestic and Family Violence Prevention Month Community Grants.</p>	<p>The Queensland Government allocated \$153,000 to community organisations to hold awareness raising activities during Domestic and Family Violence Prevention Month (May 2016). This has increased from \$70,000 in 2014 as the number of funded organisations, events and locations has increased from previous years.</p> <p>The Queensland Government continues to fund the Domestic and Family Violence Prevention Month Grants program.</p>
24	<p>The Queensland Government leads and facilitates the introduction of programs in state schools to embed through the school life of all secondary and primary state schools a culture that emphasises:</p> <ul style="list-style-type: none"> • Developing and maintaining respectful relationships • Respecting self • Gender equality. 	<p>The Queensland Government will support programs in state schools that embed a culture that upholds and recognises the significance of appropriate and respectful relationships and gender equality. This includes students demonstrating respect for themselves and others and behaving in a manner that respects the rights of others.</p>	<p>The Queensland Government has developed the Respectful Relationships Education Program designed for students from Prep to Year 12. It is a primary prevention program based on domestic and family violence research and best-practice educational approaches. It can be delivered as part of the curriculum or as a stand-alone pastoral care program and is available to all schools in Queensland – state and non-state.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
25	<p>The Queensland Government leads and facilitates the introduction of programs to ensure that all secondary students can:</p> <ul style="list-style-type: none"> • Recognise domestic and family violence and where to go for help • Safely intervene and provide support to victims. 	<p>The Queensland Government recognises its responsibility to provide programs that focus on personal safety and awareness, including identifying and responding to abuse and violence, and to develop students' knowledge and skills to be able to recognise, react and report when they, or others, are unsafe.</p>	<p>The Queensland Government developed the Respectful Relationships Education Program designed for students from Prep to Year 12. It is a primary prevention based on domestic and family violence research and best-practice educational approaches. It can be delivered as part of the curriculum or as a stand-alone pastoral care program and is available to all schools in Queensland — state and non-state.</p>
26	<p>The Queensland Government leads and facilitates the introduction of programs to ensure that all primary students can:</p> <ul style="list-style-type: none"> • Resolve conflict without violence • Report fears and concerns safely. 	<p>The Queensland Government recognises its responsibility to provide programs that focus on personal safety and awareness, including identifying and responding to abuse and violence, and to develop students' knowledge and skills to be able to resolve conflict without violence and recognise, react and report when they, or others, are unsafe.</p>	<p>The Queensland Government developed the Respectful Relationships Education Program designed for students from Prep to Year 12. It is a primary prevention program based on domestic and family violence research and best-practice educational approaches. It can be delivered as part of the curriculum or as a stand-alone pastoral care program and is available to all schools in Queensland — state and non-state.</p>
27	<p>The Queensland Minister for Education works with Queensland Catholic Education Council and Independent Schools Queensland to support introduction of similar programs in private schools in Queensland.</p>	<p>The Queensland Government will share relevant material and advice in the area of domestic and family violence with the Queensland Catholic Education Commission and Independent Schools Queensland.</p>	<p>Classroom materials for the Australian Curriculum: Health and Physical Education continue to be shared between the Queensland Government and the non-state school sector. The Queensland Government's Respectful Relationships Education Program was made available to the non-state school sector via a web-based platform in 2016.</p>
28	<p>Principals of non-government schools consider the Queensland Government program and incorporate as appropriate into the school culture.</p>	<p>The Queensland Government supports the intent of this recommendation. The Minister for Education and Minister for Tourism, Major Events, Small Business and the Commonwealth Games will write to peak bodies the Queensland Catholic Education Commission, Independent Schools Queensland and the Non-State School Accreditation Board in order to convey this message to non-state school principals.</p>	<p>The former Minister for Education and Minister for Tourism and Major Events wrote to the Queensland Catholic Education Commission (QCEC), Independent Schools Queensland (ISQ) and Non-State Schools Accreditation Board advising them of the full suite of education materials available via a web-based platform. Representatives of the QCEC and ISQ have attended a meeting of the Domestic and Family Violence Implementation Council in February 2016 and discussed their commitment to facilitating the use of Respectful Relationships Education Program and addressing the issue of domestic and family violence for their students and the broader school community. This commitment was re-affirmed at a subsequent meeting of the Domestic and Family Violence Implementation Council's education work group on 5 February 2018.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
29	<p>The Queensland Government includes measures for implementing the programs into the performance agreements of Principals and Deputy-Principals of state schools.</p>	<p>The Queensland Government recognises Principals and Deputy Principals play a vital role in the leadership of our schools and are crucial to the success of every student. The Queensland State Schools Annual Performance Review process for Principals and Deputy Principals is part of the commitment to developing a strong and sustainable leadership culture. The Queensland Government will communicate to Principals and Deputy Principals that it is a requirement to provide the programs that focus on appropriate, respectful and healthy relationships; and the Queensland Government will continue to provide information to Principals and Deputy Principals about such programs available to support schools and their students. Measures for implementing programs will be established to ensure effective implementation</p>	<p>Information on the need to implement respectful relationships education programs has been included within key departmental and school planning and reporting documents and systems.</p>
30	<p>In developing the communication strategy, the Queensland Government identifies high profile role models to raise awareness of domestic and family violence. Male role models should be drawn from the areas of music, television, film, business, science and sport. Role models need to be selected from an accredited list or undertake appropriate training to be able to speak authoritatively on domestic and family violence and contribute positively to the strategy.</p>	<p>The Queensland Government agrees that male leaders can be effective ‘champions’ for violence prevention and will ensure this is addressed in the development of the Communication Strategy (see Recommendation 18).</p>	<p>A number of initiatives under the communication strategy have involved appropriate male role models. This includes a campaign targeted at Queensland young people aged 12–17 years old, which involved a prominent Australian male musician known as Illy as a role model/ champion. Appropriate role models will continue to be involved in future reform initiatives.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
31	As the largest employer in Queensland, the Queensland Government takes the lead in developing and modelling workplaces that foster equality, and educates employees on unacceptable behaviour in the home and the workplace, with direct emphasis on domestic and family violence.	The Queensland Government values an inclusive and diverse workplace culture where employee health and wellbeing is important. The government accepts that as the largest employer in the state, it can lead by example through raising awareness, supporting employees and creating effective workplace policies.	<p>A range of strategies, frameworks and resources have been made publicly available to support government, business and non-government organisations in their approach to domestic and family violence and gender equality.</p> <p>The Public Service Commission has supported opportunities for Queensland Government agencies to strengthen relationships with workplace partners, such as Australia's CEO Challenge and White Ribbon Australia, and access various capability development offerings regarding Domestic and Family Violence in the workplace.</p> <p>All Queensland Government departments are White Ribbon accredited workplaces.</p>
32	The Queensland Government funds the development of a training program for employers and businesses on building workplaces supportive to victims of domestic and family violence that includes skills on identifying and responding to domestic and family violence.	The Government has collaborated with CEO Challenge to launch the Recognise, Respond, Refer: Domestic Violence and the Workplace online training program. All Queensland Government agencies will be supported to build the program into their training schedules, and the Government will support Australia's CEO Challenge to promote the program to business and non-government organisations.	<p>Recognise, Respond, Refer: Domestic Violence and the Workplace e-learning program was developed in collaboration with Australia's CEO Challenge to address this recommendation.</p> <p>The whole-of-government domestic and family violence directive, issued by the Public Service Commission, encourages Queensland Government departments to make the Recognise, Respond, Refer e-learning program available to employees. More than 50 Queensland Government agencies have accessed the program for implementation.</p> <p>Australia's CEO Challenge is offering the program to employers and businesses outside the Queensland Public Service as part of its ongoing workplace program.</p>
33	The Queensland Government amends the Industrial Relations Act to create a new category of leave for the public sector for victims of domestic and family violence that may be taken for any purpose related to the violence (such as for injury recovery, finding accommodation, court preparation and court appearance).	The Queensland Government will review its industrial relations laws and this review will consider the need for a legislative amendment to create a new category of leave.	The Queensland Government introduced new industrial relations legislation to the Queensland Parliament on 1 September 2016 that proposed an entitlement to leave for victims of domestic and family violence. The <i>Industrial Relations Act 2016</i> came into effect from 1 March 2017.
34	The Queensland Government ensures the amendment provide for 10 days a year of leave, non-accumulative, to be taken in conjunction with other leave and incorporating sensitivity as to the proof requirements for approval of the leave.	The Queensland Government will review its industrial relations laws and this recommendation will be considered as part of the review.	The Queensland Government introduced new industrial relations legislation to the Queensland Parliament on 1 September 2016 that proposed an entitlement to 10 days paid leave for victims of domestic and family violence, which is non-accumulative, can be taken in conjunction with other leave and incorporates sensitivity as to the proof requirements for approval of the leave. The <i>Industrial Relations Act 2016</i> came into effect from 1 March 2017.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
35	The Queensland Government amends the Industrial Relations Act to specify outcomes of domestic and family violence (i.e. injury, application for leave, taking of leave) are not grounds for fair dismissal (similar to parental leave).	The Queensland Government will review its industrial relations laws and this recommendation will be considered as part of the review.	The Queensland Government introduced new industrial relations legislation to the Queensland Parliament on 1 September 2016 that prohibits an employer from taking adverse action (which includes dismissal) against an employee, or prospective employee, because someone has committed or is committing domestic violence against the person. The <i>Industrial Relations Act 2016</i> came into effect from 1 March 2017.
36	The Queensland Government requests the Commonwealth Government considers similar leave and dismissal amendments to the Fair Work Act to protect Queensland workers engaged under the Federal Act from unfair dismissal and provide appropriate support to workers experiencing domestic and family violence.	The Queensland Government will request the Commonwealth Government to amend the <i>Fair Work Act 2009 (Cth)</i> informed by the outcomes of the review of Queensland's industrial relations laws, current leave and unfair dismissal provisions.	The <i>Industrial Relations Act 2016</i> came into effect from 1 March 2017. The Queensland Premier has called on the Commonwealth Government to include domestic and family violence leave in the National Employment Standards in the <i>Fair Work Act 2009</i> and the Queensland Government will continue to advocate for changes to federal unfair dismissal protections in the <i>Fair Work Act 2009</i> .
37	The Queensland Public Service Commission Chief Executive develops Public Service Directives specifically for management of victims of domestic and family violence in the workplace.	The Queensland Government agrees domestic and family violence is a workplace issue and will develop directives, training and information resources related to supporting victims of domestic and family violence in the workplace.	The Domestic and Family Violence Workforce Support Package was released and is available online. The package includes a whole-of-government domestic and family violence directive, model policy template, workplace response guide, template leadership commitment statement, communication toolkit, and other supporting resources. All information has been made available online. Local government, business and non-government organisations are encouraged to adopt and/or tailor these strategies to suit the needs of their workplace.
38	The Queensland Public Service Commission Chief Executive develops training for managers and supervisors on implementing these directives and supporting victims of domestic and family violence.	The Queensland Government agrees domestic and family violence is a workplace issue and will develop directives, training and information resources related to supporting victims of domestic and family violence in the workplace.	The Domestic and Family Violence Workforce Support Package includes a whole-of-government domestic and family violence directive, model policy template, workplace response guide, template leadership commitment statement, communication toolkit, and other supporting resources. All information has been made available publicly online.
39	Queensland Government departments develop and make available information resources for victims on where to seek assistance (financial, accommodation, personal safety, counselling) and for perpetrators to seek help to change behaviour (voluntary perpetrator programs, counselling etc).	The Queensland Government agrees domestic and family violence is a workplace issue and will develop directives, training and information resources related to supporting victims of domestic and family violence in the workplace and assisting perpetrators to seek help to change their behaviour.	The Domestic and Family Violence Workforce Support Package includes a whole-of-government domestic and family violence directive, model policy template, workplace response guide, template leadership commitment statement, communication toolkit, and other supporting resources. All information has been made available publicly online.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
40	<p>The Minister for Local Government works with the Local Government Association of Queensland and individual local governments to implement the changes in the Industrial Relations Act and the provision of new leave. This includes providing (free of charge) all directives, human resource policies and training programs established for state public service employees.</p>	<p>The Queensland Government supports the intent of this recommendation. The Queensland Government will work with the Local Government Association of Queensland to ensure any changes to the Industrial Relations Act and leave arrangements are reflected in the policies and procedures of individual local governments. The Government will make all directives, human resource policies and training materials available, free of charge, for use, if appropriate, by local governments.</p>	<p>The Domestic and Family Violence Workforce Support Package has been provided to the Local Government Association of Queensland (LGAQ). The Queensland Government will continue to work with the LGAQ to provide assistance to individual local governments with any necessary amendments to their policies and procedures to implement the domestic and family violence leave arrangements.</p>
41	<p>The Queensland Government supports businesses and non-government organisations to develop and maintain workplaces that support victims of domestic and family violence. This includes providing all directives, human resources policies and training programs established for state public service employees.</p>	<p>The Queensland Government will model supportive workplace practices and actively support business and non-government organisations to follow suit including making all directives, human resource policies and training materials publicly available online for use, if appropriate, by other sectors.</p>	<p>Local government, business and non-government organisations are encouraged to adopt and/or tailor the strategies within the Domestic and Family Violence Workforce Support Package to suit the needs of their workplace.</p>
42	<p>The Queensland Government amends the Queensland Procurement Policy and Guidelines to expand upon Principle 4: “We use our procurement to advance the government’s economic, environmental and social objectives and support the long-term wellbeing of our community”, to include consideration of workplace policies concerning domestic and family violence as part of the criteria for determining ‘ethical and socially responsible suppliers’.</p>	<p>The Queensland Government has established an Interdepartmental Committee to review government procurement, which will include consideration of government procurement policy and how various social initiatives, such as workplace policies concerning domestic and family violence, can be best implemented within the procurement framework.</p>	<p>Taking the lead from the Interdepartmental Committee review findings into government procurement, a social procurement toolkit has been developed. This toolkit supports procurement officers to use government procurement to advance the government’s social and economic policies. The toolkit is available online.</p>
43	<p>The Queensland Government makes funded services that work with victims of domestic and family violence explain in their service agreements how they will foster a workplace culture that reduces work-induced trauma, outlining specific initiatives.</p>	<p>The Queensland Government will ensure funded specialist domestic and family violence services have processes in place to reduce work-induced trauma for their staff.</p>	<p>Requirements for funded organisations to include initiatives to reduce vicarious trauma are captured within the Human Services Quality Framework auditing process for funded organisations. A new release of the standards and user guide was published in April 2019.</p> <p>A new Workforce Capacity Building service was established mid-2019, and will focus on developing capabilities across the workforce, including in reducing vicarious trauma.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
44	Queensland Government departments and Government-funded organisations brief interpreters prior to any client communication to fully inform them of the nature of the likely discussion and the opportunity to decline the engagement.	All Queensland Government departments, including non-government organisations funded to deliver services on their behalf, are responsible for implementing the Queensland Language Services Policy. Further advice to agencies on briefing interpreters will be incorporated in the next review of the Language Services Guidelines.	The Queensland Language Services Guidelines have now been revised to contain information on how to work with interpreters and plan for multilingual resources. The Guidelines are available online.
45	Businesses and non-government organisations in Queensland recognise the significant economic and social impact of domestic and family violence on the national and state economies and on workforce productivity.	The Queensland Government supports the intent of this recommendation and will take every opportunity to highlight the impacts of Domestic and Family Violence.	Local government, business and non-government organisations are encouraged to adopt and/or tailor the strategies within the Domestic and Family Violence Workforce Support Package to suit the needs of their workplace. Results from the 2019 Queensland Social Survey indicate there is an increased awareness within businesses and non-government organisations, with several workplaces introducing initiatives to protect and support employees who are affected by domestic and family violence.
46	Businesses and non-government organisations in Queensland implement human resource policies, leave arrangements and other support programs to support victims of domestic and family violence.	The Queensland Government supports the intent of this recommendation and will encourage and support businesses and non-government organisations to adopt human resource policies, practices and programs to support victims of Domestic and Family Violence.	Local government, business and non-government organisations are encouraged to adopt and/or tailor the strategies within the Domestic and Family Violence Workforce Support Package to suit the needs of their workplace. Results from the 2019 Queensland Social Survey indicate there is an increased awareness within businesses and non-government organisations, with several workplaces introducing initiatives to protect and support employees who are affected by domestic and family violence.
47	Businesses and non-government organisations in Queensland incorporate information on domestic and family violence, its unacceptability, and availability of support and how to safely intervene in staff training.	The Queensland Government supports the intent of this recommendation and will encourage businesses and non-government organisations to incorporate information on Domestic and Family Violence in staff training.	Local government, business and non-government organisations are encouraged to adopt and/or tailor the strategies within the Domestic and Family Violence Workforce Support Package to suit the needs of their workplace. Results from the 2019 Queensland Social Survey indicate there is an increased awareness within businesses and non-government organisations, with several workplaces introducing initiatives to protect and support employees who are affected by domestic and family violence.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
48	Business and non-government organisations in Queensland sign up to the CEO Challenge to build relationships with domestic and family violence support services, and foster workplaces that do not tolerate violence and support victims.	The Queensland Government supports the intent of this recommendation and will encourage businesses and non-government organisations to sign up to the CEO Challenge and foster workplaces that do not tolerate Domestic and Family Violence.	A number of businesses and non-government organisations are current partners of Australia's CEO Challenge.
49	The Queensland Government funds the development, promotion and provision of a model training program for frontline professionals in service industries and government, to develop skills in recognising when domestic and family violence is occurring and appropriate intervention.	The Queensland Government recognises the importance of skilling frontline professionals to recognise domestic and family violence and will review existing training programs to inform the development of a model training program.	A review of existing training programs for frontline domestic and family violence service professionals has been completed. The Queensland Government conducted extensive research identifying national and international best-practice, leading to the development of a set of training principles. This work has informed the broader workforce capacity and capability project for delivery of quality and effective training and professional development of the domestic and family violence workforce.
50	The Taskforce supports the recommendation of the Coroner in his report on the inquest into the death of Ms Beutel and recommends that the Royal Australian College of General Practitioners refines the RACGP 'White Book'—Abuse and Violence—Working with our patients in general practice to be more prescriptive and provide more definitive advice and decision making pathways for general practitioners.	The Queensland Government supports the intent of this recommendation. The Minister for Health will write to the Royal Australian College of General Practitioners in support of this recommendation.	The former Minister for Health and Minister for Ambulance Services wrote to the Royal Australian College of General Practitioners (RACGP) regarding their 'White Book'. RACGP have confirmed that the 'White Book' will be updated in 2021. General Practitioners have access to the Domestic and Family Violence Toolkit of Resources developed by the Queensland Government in response to Recommendation 52.
51	Royal Australian College of General Practitioners, CheckUp and Primary Health networks work together to ensure that all General Practitioners across Queensland, have access to, are familiar with and are utilising the 'White Book'.	The Queensland Government support the intent of this recommendation. The Minister for Health will write to a range of primary health organisations in support of this recommendation.	The former Minister for Health and Minister for Ambulance Services wrote to the Royal Australian College of General Practitioners (RACGP) regarding their 'White Book'. RACGP have confirmed that the 'White Book' will be updated in 2021. General Practitioners have access to the Domestic and Family Violence Toolkit of Resources developed by the Queensland Government in response to Recommendation 52.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
52	The Queensland Government, in partnership with CheckUp and the RACGP, develops a toolkit based on existing examples in Victoria and New South Wales to complement the ‘White Book’ and assist GPs to recognise and respond to domestic and family violence.	The Queensland Government recognises the importance of skilling frontline professionals to recognise domestic and family violence. The Queensland Government, through the Department of Health, will work with key agencies to develop a toolkit based on existing resources in other jurisdictions. A statewide train-the-trainer program will be developed to support the implementation of the toolkit across public and private sector health services in Queensland	CheckUp and Queensland Health Primary Health Network (PHN) representatives supported the development of the Domestic and Family Violence Toolkit of Resources. The Royal Australian College of General Practitioners (RACGP) and General Practitioners themselves have been provided with the resources. The Toolkit of Resources is now available online. A train-the-trainer program for both public and private health services was completed in March 2017.
53	The Australian and New Zealand College of Obstetricians and Gynaecologists continues to expand the resources available to trainees and practitioners and develop a strategy to actively engage with Fellows to encourage ongoing use of the resources.	The Queensland Government supports the intent of this recommendation. The Minister for Health will write to the Royal Australian and New Zealand College of Obstetricians and Gynaecologists to provide access to the Department of Health resources.	The former Minister for Health and Minister for Ambulance Services wrote to the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) regarding this recommendation. The Queensland Government, through Queensland Health, worked with RANZCOG to develop the Toolkit of Resources as per Recommendation 52. The Toolkit of Resources is available online.
54	The Queensland Government evaluates the frequency and efficacy of ante-natal screening for domestic and family violence and reports to the Audit Oversight Body.	The Queensland Government recognises the important role of midwives in recognising domestic and family violence. The Queensland Government, through the Department of Health, will lead the development of the evaluation of ante-natal screening for domestic and family violence and will provide a report to the Domestic and Family Violence Council.	The report has been completed and provided to the Domestic and Family Violence Implementation Council, and internal Domestic and Family Violence Executive Group. The Queensland Government is implementing all recommendations made in the report.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
55	The Queensland Government commissions the Australian College of Midwives to develop training for midwives on asking pregnant women about exposure to domestic violence during ante-natal appointments and how to deal with disclosure, and a tool kit to provide practical guidance on implementing the national practice guidelines.	<p>The Queensland Government agrees that training and the development of a tool kit would be beneficial for all health professionals. The Queensland Government, through the Department of Health, will work with key stakeholders including the Australian College of Midwives on the development of training for all health professionals who work with women including midwives, based on existing resources in other jurisdictions.</p> <p>A statewide train-the-trainer program will be developed to support the implementation of the toolkit across public and private sector health services in Queensland. (As per the response to Recommendation 52).</p>	<p>Training resources have been developed to support midwives as well as other health practitioners providing antenatal care. A representative of the Australian College of Midwives participated in the development of resources. A website has been launched that contains the toolkit of resources for health professionals.</p> <p>A train-the-trainer program for both public and private health services completed in March 2017.</p>
56	Hospital and Health Services ensure that all midwives receive appropriate training and that all women attending ante-natal clinics are asked about their exposure to domestic and family violence and appropriate referrals occur if domestic violence is disclosed.	<p>The Queensland Government recognises the important role of midwives in recognising domestic and family violence. The Queensland Government, through the Department of Health, will work with key stakeholders including the Australian College of Midwives on the development of training for all health professionals who work with women, including midwives, based on existing resources in other jurisdictions. A training program will be delivered within each Hospital and Health Service.</p>	<p>Training resources have been developed to support midwives as well as other health practitioners providing antenatal care.</p> <p>A website has been launched that contains the toolkit of resources for health professionals.</p> <p>A train-the-trainer program for both public and private health services completed in March 2017.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
57	The Australian College of Midwives develops a continuing professional development program to educate midwives on asking pregnant women about exposure to domestic violence during ante-natal appointments and how to deal with disclosure.	The Queensland Government supports the intent of this recommendation. The Queensland Government, through the Department of Health, will write to the Australian College of Midwives (ACM) to ensure they have access to the resources developed for Recommendations 55 and 56 to enable the ACM to build on these resources for the continuing professional development program.	The former Minister for Health and Minister for Ambulance Services wrote to the Australian College of Midwives (ACM) regarding this recommendation. Queensland Health is working with ACM to review and update the content of ACM's national professional development programs. This will likely be completed by June 2020.
58	The Queensland Chief Health Officer and Queensland Chief Nurse work with private hospitals to encourage similar admission procedures in private maternity hospitals, and to make available for use any tools or material produced for public midwives.	The Queensland Government will work with the private health sector in developing resources and will share these resources with the private health sector, including private maternity hospitals.	The toolkit of resources has been developed in consultation with the Private Hospital Association of Queensland. A website has been launched that contains the toolkit of resources for health professionals. A train-the-trainer program for both public and private health services was completed in March 2017.
59	The Queensland Government and DVConnect work in partnership to develop a model to provide immediate access to specialist domestic and family support and referral services within public and private maternity hospitals and emergency departments.	The Queensland Government, through the Department of Health, will work in partnership with DVConnect to develop a model to provide immediate access to specialist support and referral services within public and private maternity hospitals and emergency departments.	The Queensland Government has collaborated with DVConnect to develop a referral to specialist support services model that guides clinicians through the process of referring a client to specialist services, in cases where this becomes necessary.
60	The Minister for Health recommends to the Australian Health Workforce Ministerial Council that the Health Practitioner Regulation Boards of Australia require specific skill sets pertaining to recognition of and appropriate intervention for domestic and family violence and child harm be included in accreditation standards submitted by Accreditation Agencies under the National Law.	The Minister for Health will raise workforce issues with other Australian Health Ministers.	Workforce issues have been raised through the Health Workforce Principle Committee. In May 2016, the Health Workforce Principal Committee agreed to undertake scoping work to identify how jurisdictions are responding to issues of domestic and family violence following the Victorian Royal Commission into Family Violence and the Queensland Not Now, Not Ever report. The scoping work is being led by Victoria, to frame advice to the Australian Health Ministers' Advisory Council and Health Ministers on a suitable response to recommendations with respect to the registered and unregistered health workforce.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
61	The Minister for Health recommends to the Australian Health Workforce Ministerial Council that Health Practitioner Regulation Boards of Australia work with appropriate accreditation bodies and colleges to enable professional development on recognising and intervening appropriately in domestic and family violence to be considered suitable for Continuing Professional Development recognition.	The Minister for Health will raise workforce issues with other Australian Health Ministers.	Workforce issues have been raised through the Health Workforce Principle Committee.
62	The Minister for Health recommends to the Australian Health Workforce Ministerial Council that consideration also be given to including skill sets and professional development on recognising and responding to child harm into accreditation standards and professional development programs.	The Minister for Health will raise workforce issues with other Australian Health Ministers.	Workforce issues have been raised through the Health Workforce Principle Committee.
63	The Minister for Health recommends to the Standing Council on Health that a requirement to be familiar with the indicators of domestic and family violence and child harm and to appropriately intervene be included into the draft National Code of Conduct for Health Care Workers.	The Minister for Health will provide a paper to the COAG Health Council.	<p>The National Code of Conduct for Health Care Workers is being implemented by each jurisdiction. The Code of Conduct in Queensland came into effect on 1 October 2015.</p> <p>Jurisdictions have identified appropriate and sufficient mechanisms currently in place to address matters identified in the recommendation.</p>
64	The Queensland Minister for Education recommends to the Education Council that the Australian Institute for Teaching and School Leadership includes in the Australian Professional Standards for Teachers, specific skill sets to recognise and respond to incidents of domestic and family violence and child harm.	The Minister for Education will raise this matter with the Education Council.	The Minister for Education raised this recommendation with the Education Council. This matter was referred to the national Respectful Relationships Education Working Group for consideration and is now considered closed.
65	The Queensland Government works with universities to identify suitable ways to incorporate into professional undergraduate courses, education and training on how to identify when domestic and family violence is occurring and how to appropriately intervene.	The Queensland Government will work with universities to explore how pre-service teachers can be better educated to recognise and appropriately respond to domestic and family violence.	The Queensland Government worked with the Queensland College of Teachers, the non-state school sector and universities to include the requirement for all Queensland Initial Teacher Education Programs to include education and training on domestic and family violence as a mandatory component from January 2017.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
66	<p>The Queensland Government works with the Vocational Education and Training sector to increase the delivery of existing approved units of competency related to domestic and family violence.</p>	<p>The Queensland Government will utilise approved industry consultation processes to identify whether there is a need to provide a subsidy for either full qualifications in child youth and family intervention or for specific skill sets which would assist in the upskilling of other professionals who may need additional skills in this area.</p>	<p>The consultation process has commenced and will be ongoing with relevant industry advisory organisations.</p> <p>Consultation has resulted in the nationally recognised Child Protection Skill Set being included on the Priorities Skill List. This skill set is available for people in frontline services who need upskilling to assist them to recognise and refer people experiencing domestic and family violence.</p> <p>The Queensland Government has commenced a process to promote the uptake of the nationally recognised skill set.</p> <p>The Priority Skills List includes a subsidy for both the Certificate IV and Diploma in Child, Youth and Family Intervention that may provide a pathway to employment or further education that could be relevant for particular roles within the sector.</p>
67	<p>The Queensland Government considers legislative amendment to the <i>Defamation Act 2005</i> to provide a defence to defamation against media for publishing domestic and family violence support services information in stories or publications where domestic and family violence is alleged or intimated but not yet proven.</p>	<p>The Queensland Government will consider whether it is necessary to amend the <i>Defamation Act 2005</i>, taking into account that the Act is part of a national uniform legislative scheme.</p>	<p>A review of the barriers to media reporting on domestic and family violence was conducted, including existing defamation laws in this context, in addition to consultation with key legal and media stakeholders. The review took into account the responses provided throughout the consultation process. The outcome of the review was that no change is required to existing legislative measures to protect the privacy and identity of certain parties to domestic violence proceedings; and the <i>Defamation Act 2005</i> did not require amendment.</p>
68	<p>The Attorney-General recommends to the Law, Crime and Community Safety Council that a similar defence be established in all jurisdictions across Australia to provide surety to media when publishing nationally available content.</p>	<p>The Queensland Government will make recommendations to the Law, Crime and Community Safety Council dependent on the outcome of the Queensland Government's consideration of Recommendation 67 as to whether the <i>Defamation Act 2005</i> should be amended.</p>	<p>A review of the barriers to media reporting on domestic and family violence was conducted, including existing defamation laws in this context, in addition to consultation with key legal and media stakeholders. The review took into account the responses provided throughout the consultation process. The outcome of the review was that no change is required to existing legislative measures to protect the privacy and identity of certain parties to domestic violence proceedings; and the <i>Defamation Act 2005</i> did not require amendment.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
69	The Queensland Government reviews current relevant civil and criminal legislation to identify and amend anything that may impede media from publishing information about domestic and family violence support services when reporting on domestic and family violence incidents.	The Queensland Government will review civil and criminal legislation to examine whether there are legislative barriers that may prohibit the media from publishing information about domestic and family violence support services when reporting on domestic and family violence incidents.	A review of the barriers to media reporting on domestic and family violence was conducted, including existing defamation laws in this context, in addition to consultation with key legal and media stakeholders. The review took into account the responses provided throughout the consultation process. The outcome of the review was that no change is required to existing legislative measures to protect the privacy and identity of certain parties to domestic violence proceedings; and the <i>Defamation Act 2005</i> did not require amendment.
70	The Queensland Government develops a media guide to assist news and current affairs programs when reporting on domestic and family violence incidents in Queensland.	The Queensland Government will develop a media guide as a component of the Communication Strategy (see Recommendation 18).	The <i>Domestic and Family Violence Media Guide</i> was publicly released on 27 October 2017 and is available online.
71	The Queensland Government undertakes an immediate audit of services to ensure adequate resources are available to meet demand for specialist domestic and family violence services, including perpetrator intervention initiatives and specialist shelters.	The Queensland Government has commenced an audit of services to inform the development of a long-term funding model (see Recommendation 72) to guide future investment in the domestic and family violence service system.	KPMG was engaged to undertake the audit of services and provided its final report to government. The report was considered by government in June 2016 and is available online.
72	The Queensland Government develops a long-term funding and investment model, informed by the audit on the best mix of specialist and generalist services, to be implemented, as a minimum, over the five year forward estimates commencing in 2016/2017, to meet needs and address any gaps.	The Queensland Government will develop a funding and investment model that will guide future investment in the domestic and family violence service system.	Development of a long-term funding and investment model has been completed and is available online.
73	<p>The Queensland Government explicitly outlines in the funding and investment model how new investment in service delivery for rural and remote communities will:</p> <ul style="list-style-type: none"> • Enhance collaboration and coordination • Encourage innovation in service delivery • Improve service to Queensland's rural and remote communities into the future • Expand technology to support victims of domestic and family violence • Attract and retain highly skilled workers to support victims of domestic and family violence in rural and remote communities • Link rural and remote services into the broader network of domestic and family violence service providers. 	The Queensland Government will develop a funding and investment model that will guide future investment in the domestic and family violence service system and address specific service delivery issues in rural and remote communities.	The funding and investment model incorporates guidance to address service delivery issues in rural and remote communities and is available online.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
74	<p>The Queensland Government immediately, and in collaboration with the domestic and family violence service sector, establishes pilots for an integrated response model, incorporating:</p> <ul style="list-style-type: none"> • One urban integrated response to domestic and family violence • One regional city integrated response to domestic and family violence, with outreach programs to rural and remote communities • One discrete Indigenous community integrated response (as discussed in section 5.2 of this Report). 	<p>The Queensland Government has commenced planning for the three integrated service response pilots with stakeholder engagement, co-design activities, implementation and evaluation to follow. Critical foundational work underway includes development of a common risk assessment framework and information sharing guidelines to be implemented as part of the pilots.</p>	<p>A trial of integrated service responses has been conducted in Logan/Beenleigh, Mount Isa and Cherbourg. Common tools and information sharing guidelines were used by the three trial sites to assess and manage domestic and family violence. An evaluation of the pilot has been conducted and a Summary of the Evaluation Report was tabled in Parliament on 25 July 2019.</p>
75	<p>These trial sites need to be reviewed and evaluated, with a view to expanding the number of sites for integrated services over a defined period of time to transition to state-wide integrated service responses.</p>	<p>The Queensland Government will evaluate the pilot sites to inform the integrated service response models.</p>	<p>The Griffith Criminology Institute was appointed as the external evaluator and the evaluation is completed. A Summary of the Evaluation Report tabled in Parliament on 25 July 2019.</p>
76	<p>The Queensland Government establishes a model for inter-agency response to high-risk cases which works within, or complements integrated responses and which is progressively established throughout the state.</p>	<p>In collaboration with key stakeholders, the Queensland Government will develop, trial and evaluate a model for inter-agency responses to high-risk cases as part of the integrated service response pilots in three sites (see Recommendation 74).</p>	<p>In collaboration with key stakeholders, a high risk team model was developed, trialled and evaluated as part of the integrated response pilots in Logan/ Beenleigh, Mount Isa and Cherbourg. High risk teams are also operational in Ipswich, Cairns and Brisbane, Mackay and Caboolture. The Griffith Criminology Institute was appointed as the external evaluator and a Summary of the Evaluation Report tabled in Parliament on 25 July 2019.</p>
77	<p>The Queensland Government designs a best practice common risk assessment framework to support service provision in an integrated response, and designed for use by generalist and specialist services (supported by relevant tools).</p>	<p>In collaboration with key stakeholders, the Queensland Government will develop, trial and evaluate a best practice common risk assessment framework as part of the integrated service response pilots in three sites (see Recommendation 74).</p>	<p>The Domestic and Family Violence Common Risk and Safety Framework was distributed in the three integrated service response trial locations for use. High risk teams, operational in Ipswich, Cairns, Brisbane, Mackay and Caboolture also utilise the Framework. The Framework was considered as part of the evaluation conducted by the Griffith Criminology Institute and a Summary of the Evaluation Report tabled in Parliament on 25 July 2019.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
78	The Queensland Government introduces enabling legislation to allow information sharing between agencies (government and non-government) within integrated responses, with appropriate safeguards. This would include legislative protection for the sharing of information without consent if a risk assessment indicates it is for the purpose of protecting the safety of the victim and their immediate family.	The Queensland Government understands the importance of robust information sharing mechanisms and will actively explore current barriers to information sharing across agencies and address barriers through a legislative response as needed.	The review of the <i>Domestic and Family Violence Protection Act 2012</i> (Recommendation 140) included consideration of a legislative framework to enable information sharing. Relevant provisions of the <i>Domestic and Family Violence Protection and Other Legislation Amendment Act 2016</i> commenced on 30 May 2017. It introduced a legislative framework to facilitate information sharing between key government and non-government entities for the purposes of enabling risk assessment and responding to serious domestic violence threats.
79	The Queensland Government develops and shares with all relevant service providers, clear guidelines to facilitate information sharing within an integrated response, with a continued focus on obtaining consent unless a high risk threshold has been met.	The Queensland Government recognises that clear information sharing guidelines are a critical component of a best practice integrated service response to domestic and family violence. In collaboration with key stakeholders, information sharing guidelines will be developed, trialled and evaluated as part of the integrated service response pilots in three sites (see Recommendation 74).	The information sharing guidelines (to support the implementation of legislative amendments) were made available online from 30 May 2017. The Guidelines were considered as part of the evaluation conducted by the Griffith Criminology Institute and a Summary of the Evaluation Report tabled in Parliament on 25 July 2019.
80	The Queensland Government increases access to domestic and family violence perpetrator intervention initiatives, prioritising those areas identified for the immediate rollout of integrated responses (see Recommendation 74) with a view to ensuring statewide coverage within three years.	The Queensland Government will increase access to perpetrator intervention initiatives and will consider funding requirements in the long-term funding and investment model (see Recommendation 72).	The Queensland Government has rolled out funding of \$10.3 million over four years allocated in the 2016–17 Budget to provide coverage for perpetrator interventions across the state, particularly targeting high-need populations.
81	The Queensland Government changes eligibility criteria so offenders in custody for less than 12 months for domestic and family violence related offences are able to access a range of therapeutic intervention programs.	The Queensland Government will increase accessibility for offenders in custody less than 12 months to quality perpetrator programs and interventions as part of the integrated service response models.	The Queensland Government has revised the eligibility criteria to allow prisoners to participate in therapeutic programs regardless of sentence length, providing they have enough time in custody to complete the program.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
82	<p>The Queensland Government:</p> <ul style="list-style-type: none"> a. Reviews and updates the Professional Practice Standards: Working with men who perpetrate domestic and family violence and the accompanying principles to ensure they reflect the most recent developments and knowledge in the field and include models of practice and standards to ensure safe and appropriate practice for individual (as well as group) intervention sessions b. Ensures that practice standards require that initiatives for perpetrators of domestic and family violence are to be delivered in conjunction with an integrated response in order to establish adequate safety and accountability protocols c. Establishes a clear and rigorous process for evaluating and approving initiatives and providing ongoing monitoring of compliance with the Practice Standards to ensure that issues of non-compliance and service system development requirements are identified d. Considers establishing a formal accreditation process for practitioners, including minimum qualification requirements for practitioners, be implemented gradually so as to not adversely impact on service availability. 	<p>The Queensland Government recognises that quality perpetrator interventions are a key component of a best practice integrated service response model to domestic and family violence, providing a mechanism for assessing and managing risk, promoting perpetrator accountability and behaviour change, and prioritising victim safety. Practice standards, monitoring and compliance frameworks will be reviewed and updated as part of the integrated service response pilots in three sites (see Recommendation 74).</p>	<p>Following extensive consultation and research, a set of contemporary, evidence-based practice standards have been developed. A quality framework for perpetrator interventions has also been developed in conjunction with the practice standards.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
83	<p>The Queensland Government:</p> <ul style="list-style-type: none"> a. Works with the service sector, using a co-design approach, to develop a suite of statewide tools to support the integration of responses, including an information sharing protocol (Recommendation 78 and 79), a common risk assessment framework (Recommendation 77) and a process for managing high risk cases (Recommendation 76) b. Provides sufficient flexibility in the structure of the integrated response for local service providers to build on existing networks and initiatives to ensure the model is tailored to the specific needs of the local community and service landscape c. Ensures that, while primarily involving the central role of specialist domestic and family violence services, the integrated responses incorporate generalist service providers to ensure early identification of people affected by domestic and family violence and support appropriate referral pathways d. Ensures that the integrated response includes adequate provision of services for perpetrators of domestic and family violence e. Provides appropriate funding to agencies participating in integrated responses to enable ongoing professional development opportunities to staff. 	<p>In collaboration with key stakeholders, the Queensland Government will develop, trial and evaluate a suite of tools as part of the integrated service response pilots designed to build on existing initiatives and networks in three sites (see Recommendation 74). The requirements for perpetrator interventions and professional development for staff will be considered in the pilots and in the long-term funding and investment model (Recommendations 72 and 73).</p>	<p>The Domestic and Family Violence Common Risk and Safety Framework has been distributed in the three integrated service response locations for use. It is also being implemented in the additional high risk team locations.</p> <p>Services for perpetrators of domestic and family violence are available in all trial locations and are a part of each location's integrated service response model.</p> <p>The Griffith Criminology Institute was appointed as the external evaluator and a Summary of the Evaluation Report tabled in Parliament on 25 July 2019.</p>
84	<p>The Queensland Government immediately funds two 72-hour crisis shelters in Brisbane and Townsville respectively for women and children escaping violence so that immediate safety and support can be met while awaiting a refuge placement.</p>	<p>The Queensland Government acknowledges the importance of crisis accommodation to support those escaping domestic and family violence and has committed to establishing two supported accommodation services in Brisbane and Townsville.</p>	<p>Two supported accommodation services in Brisbane and Townsville commenced operation on 18 December 2015</p>
85	<p>The Queensland Government:</p> <ul style="list-style-type: none"> a. Transfers responsibility and funding for domestic and family violence shelters back to a single portfolio, i.e. the portfolio that is responsible for the broader domestic and family violence service response. b. Commits to maintaining dedicated funding for specialist domestic and family violence accommodation, including refuges (non-competitive with generic crisis accommodation providers such as homelessness service providers). 	<p>The state of Queensland will continue to maintain dedicated funding for domestic and family violence shelters. Responsibility for funding administration of domestic and family violence shelters will be transferred to the Department of Communities, Child Safety and Disability Services.</p>	<p>The transfer of responsibility was approved by Governor in Council on 21 July 2016 and effective from 1 July 2016. The Queensland Government has negotiated new service agreements with all existing providers and funding homelessness services enabling delivery of accommodation and support for women and children escaping domestic and family violence.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
86	<p>The Queensland Government:</p> <ul style="list-style-type: none"> a. Provides flexibility to service providers to offer the necessary crisis accommodation required for the situation, whether that be access to a domestic and family violence refuge or brokerage funding for the perpetrator to stay in short term accommodation b. Ensures the Queensland Police Service's current operational procedures strongly support women and children staying in the home, where safe, in line with the principles of the Act c. Expands safety upgrades programs to give more victims the option to stay safely in their own homes. 	<p>The Queensland Government recognises the need for safe and flexible responses, and will ensure the objectives of this recommendation are considered in the long-term funding and investment model (Recommendation 72).</p>	<p>Additional funding was allocated for safety upgrades services in April 2015 and January and February 2016 increasing the number of locations across the state where brokerage funding is provided from seven to 28. Further investment was rolled out in Beaudesert and Ripley/Somerset in October 2016. Future investment will be considered in the context of the funding and investment model (Recommendation 72).</p> <p>Commonwealth funding was secured from 2016 to 2019 to trial new technologies as part of the Commonwealth Safe at Home Program, building on Queensland's growing investment in safety upgrades. Four trial sites – Cairns, Rockhampton, Moreton Bay and Ipswich – are testing new technologies to increase safety.</p> <p>Delivery of part B of this recommendation has been incorporated into Recommendation 134.</p>
87	<p>The Queensland Government pilots a refuge that caters for families with companion animals with a view to rollout more flexible refuges into the future to meet the needs of victims.</p>	<p>The Queensland Government acknowledges the importance of crisis accommodation to support those escaping domestic and family violence and will pilot a refuge for victims who have companion animals.</p>	<p>Providers for the new shelters in Brisbane and Townsville (Recommendation 84) are trialling the accommodation of companion animals. The Brisbane service has already accommodated a number of cats and dogs. Design and commissioning of new shelters in Roma and Charters Towers will consider the specific needs of women living in rural areas, including options for women with animals.</p>
88	<p>The Queensland Government expands the range of responses to alleviate housing stress and homelessness for women and children escaping domestic and family violence including reducing the eligibility criteria on programs such as Rental Grants and Bond Loans.</p>	<p>The Queensland Government is committed to alleviating housing stress and homelessness for women and their children escaping violence. The Government will be implementing processes to streamline access to products such as Bond loans and Rental Grants which will to reduce barriers to women and children affected by domestic and family violence accessing private rental tenancies.</p>	<p>The Queensland Government has improved service delivery systems and the tools to better identify people experiencing domestic and family violence.</p> <p>The Queensland Government has automated bond loan approvals for customers experiencing domestic and family violence who have verified their circumstances.</p> <p>Housing Service Centres reviewed social housing applications that identified domestic and family violence. This review reassessed the current circumstances of these customers and explored options for providing assistance, providing supportive responses and achieving housing outcomes.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
89	<p>The Queensland Government:</p> <ul style="list-style-type: none"> a. Provides flexible brokerage funding to alleviate immediate financial hardship that is experienced when escaping violence b. Provides non-residential support programs to assist victims to live independently and not be compelled to return to violent/controlling relationships c. Provides access to subsidised training and skilling incentives for those experiencing domestic and family violence. 	<p>The Queensland Government is committed to supporting victims of domestic and family violence to achieve financial and other forms of independence, including access to subsidised training and skilling and will consider the objectives of this recommendation in the long-term funding and investment model (Recommendation 72).</p>	<p>The procurement of new Women's Health and Wellbeing Support services has commenced with new services established in the Sunshine Coast, Moreton Bay, Toowoomba, Ipswich, Logan, Redlands and the Gold Coast in 2018 and the Whitsundays and Townsville in 2019. These services focus on meeting the longer term needs of victims and children, including access to employment and training opportunities and to assist women and children to recover from domestic, family and sexual violence.</p> <p>Vocational education and training (VET) investment in 2019–20 will continue to provide an avenue for disadvantaged Queenslanders including those experiencing domestic and family violence to access subsidised training opportunities through programs such as Skilling Queenslanders for Work (SQW), Certificate 3 Guarantee and Higher Level Skills. SQW now includes 'women re-entering the workforce' as a key target group from the first funding round in 2016–17.</p>
90	<p>The Queensland Government continues its commitment to the development and implementation of a National Domestic Violence Order Scheme to achieve automatic mutual recognition and enforcement of domestic and family violence related orders across jurisdictions.</p>	<p>The Queensland Government is committed to, and actively participating in, the development and implementation of a National Domestic Violence Order Scheme.</p>	<p>The National Domestic Violence Order Scheme commenced in Queensland on the 25 November 2017, on the same date as in other Australian states and territories.</p>
91	<p>The Queensland Government prioritises the eDV project and the Single Person Identifier project for completion as soon as practically possible within a defined time limit.</p>	<p>The Queensland Government will continue to prioritise the eDV project and Single Person Identifier project to ensure information is shared between police and courts in a timely manner.</p>	<p>An electronic Domestic Violence interface (eDV) has been implemented to replace manual processes between the police and Courts to streamline application processes and support timely enforcement of protection orders.</p> <p>The QPS Single Person Identifier is included for the aggrieved and respondent for all Domestic and Family Violence applications. This ensures results can be tracked more easily and details are linked within the QPS database.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
92	<p>The Queensland Government works with discrete Indigenous communities to develop and support an effective local authority model to respond to crime and violence in those communities, with a priority focus on addressing domestic and family violence. As a part of this work, consideration should be given to resourcing and expanding the role of community justice groups, JP Magistrate's courts, and related local justice initiatives as appropriate, as well as examining the specific role that community justice groups could play in conferencing, mediation, and criminal justice system support.</p>	<p>The Queensland Government will work with discrete Indigenous communities to develop and support effective local authority structures such as community justice groups and other local justice initiatives as part of the integrated service response pilot (see Recommendations 9 and 74).</p>	<p>The Domestic and Family Violence Community Justice Group (CJG) Enhancement Project has been delivered in discrete Aboriginal and Torres Strait Islander communities to develop and support effective local authority structures with a focus on addressing and responding to domestic and family violence. The Queensland Government has worked with 11 discrete communities to co-design a model that is a unique, culturally appropriate domestic and family violence response for their community. Learnings and tools developed will be used to continue to work with discrete communities to develop, support and build capacity of communities, to respond to domestic and family violence.</p>
93	<p>The Queensland Government amends the Family Responsibilities Commission Act to require a court to notify the Family Responsibilities Commission when a protection order under the Domestic and Family Violence Protection Act is made naming a welfare reform community resident as the respondent.</p>	<p>The Queensland Government notes that the requirement for a court to notify the Family Responsibilities Commission when a protection order is made in this context supports the objects of the Family Responsibilities Commission (FRC) Act and will amend the FRC Act to achieve this outcome.</p>	<p>The <i>Family Responsibilities Commission Amendment Act 2015</i> gave effect to Recommendation 93 and came into effect on 17 December 2015.</p>
94	<p>The Queensland Government reviews the resourcing impact of the new domestic and family violence trigger and ensures sufficient funding is available to manage the anticipated increase in referrals to the Family Responsibilities Commission.</p>	<p>The Queensland Government will review Family Responsibilities Commission data at quarterly intervals from the date of implementation of the proposed trigger to assess any resourcing impact.</p>	<p>In 2017, the Queensland Government developed the Report on the Impact of the Domestic and Family Violence Trigger on the Family Responsibilities Commission. The Report identifies that the impact of the trigger on the Commission within the first 12 months was minimal, and no additional funding was required.</p>
95	<p>The Queensland Government continues the review of the Victims of Crime Assistance Act to ensure appropriate financial compensation for victims of domestic and family violence.</p>	<p>The Queensland Government will continue the statutory review of the <i>Victims of Crime Assistance Act 2009</i> and will table a report about the outcomes of the review in Parliament at the end of 2015. The review is considering options to ensure all victims of domestic and family violence are able to seek financial assistance.</p>	<p>In response to the recommendations of the legislative review of the <i>Victims of Crime Assistance Act 2009</i> (VOCAA), the new amendments commenced on 1 July 2017. In 2013, the Department of Justice and Attorney-General commenced a statutory review of the VOCAA. The review aimed to ensure that Queenslanders are provided with the best support and services to get their lives back on track following an act of violence. These resulting legislative changes to VOCAA ensure that government and non-government agencies provide an increasingly effective response to victims of violent crime in Queensland.</p>



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
96	The Queensland Government establishes specialist domestic violence courts in legislation with jurisdiction to deal with all related domestic and family violence and criminal/breach proceedings.	As a first step, the Queensland Government will fund a trial of a specialist domestic and family violence court in Southport for six months. An evaluation of this trial will inform any future rollout across Queensland, as appropriate.	The Southport Specialist Domestic and Family Violence Court has been established as a permanent court, and a three year staged rollout commenced in 2017–18 in Beenleigh, Townsville, Mount Isa and Palm Island. Specialist domestic and family violence Magistrates have been sitting in these additional locations since November 2017.
97	Specialist courts should include specialist divisions or programs and utilise specialist Magistrates with specialised expertise in domestic, family and intimate partner sexual violence to improve the efficacy of responses to domestic and family violence. This recommendation is to be considered in combination with the other recommendations in this Report and in particular Recommendations 116 (interpreters), 124 (court support workers), 126 (duty-lawyers) and 80 (perpetrator interventions).	The evaluation of the specialist court trial will inform the any future rollout across Queensland, as appropriate (see Recommendation 96).	The Queensland Government established five specialist Domestic and Family Violence Courts (Recommendation 96). Appointments of specialist domestic and family violence Magistrates for these courts are in the process of being finalised. The key features of the Specialist Domestic and Family Violence Court model include streamlined access to interpreters (this process has now been implemented statewide – see Recommendation 115), wraparound services including Domestic and Family Violence Court support workers, domestic and family violence duty lawyers who provide both advice and representation in court in civil and criminal matters, and availability of perpetrator programs.
98	The Queensland Government considers providing for related family law children's matters (by consent) and child protection proceedings to be dealt with by the same court.	The Queensland Government will seek to improve pathways between the Magistrates Court (for domestic violence matters), the Childrens Court (for child protection matters) and the Family Court and the Federal Circuit Court (for family law matters) to ensure that the justice response is better co-ordinated.	<i>Family Law matters</i> – A statewide pilot protocol between Magistrates Courts and the Family Court and Federal Circuit Court registry is in place for requests for copies of family law orders (where these have not been supplied with applications for protection orders). <i>Child Protection matters</i> – the Southport Specialist Domestic and Family Violence Court regularly makes requests for child safety information for consideration when making or varying Domestic Violence Orders. Findings arising out of the final report of the Family Law Council (released on 19 October 2016) and ongoing work of the Council of Attorneys-General Family Violence Working Group will continue to inform relevant work.
99	The Domestic and Family Violence Protection Act be amended so that the court must consider a family law order when making a Domestic Violence Order. An amendment also be made to the Domestic and Family Violence Protection Act so that the court must consider concurrent cross applications at the same time and a later application and related cross application or order.	The Queensland Government will strengthen the <i>Domestic and Family Violence Protection Act 2012</i> so that courts must consider dealing with cross applications at the same time, as part of the recommended review of the Act (see Recommendation 140).	Legislative changes regarding cross applications were included in the <i>Domestic and Family Violence Protection and Another Act Amendment Act 2015</i> , which commenced on 29 January 2016. Consideration of family law orders was examined as part of the review of the Act (Recommendation 140). Relevant provisions of the <i>Domestic and Family Violence Protection and Other Legislation Amendment Act 2016</i> commenced on 30 May 2017.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
100	The Queensland Government utilises trained and specialist circuit Magistrates, in areas where a specialist court is not feasible (e.g. rural and remote areas), with a good knowledge of the relevant legislation and knowledge and understanding of domestic and family violence and its impact on victims of the violence, including children who witness the violence.	The Queensland Government will consult with the Chief Magistrate on the best way of ensuring Magistrates who circuit rural and remote areas have a good knowledge of the relevant legislation and understanding of domestic and family violence and its impact on victims of the violence, including children who witness the violence.	A trained, specialist domestic and family violence circuit Magistrate is in place in Townsville, with circuit to Palm Island. A second specialist domestic and family violence Magistrate has been appointed to manage the integrated civil and criminal domestic and family violence list in Mount Isa. Learnings from the circuit work, as well as the culturally appropriate model for Aboriginal and Torres Strait Islander people, will inform future policy development.
101	The Chief Magistrate completes the domestic and family violence ‘Bench Book’ in consultation with relevant stakeholders (Women’s Legal Service, North Queensland Women’s Legal Service, Queensland Domestic Violence Services Network, Queensland Association of Independent Legal Services, Queensland Indigenous Family Violence Legal Service and Legal Aid Queensland).	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.	The <i>Domestic and Family Violence Protection Act 2012</i> Bench Book has been finalised and is publicly available on the Queensland Courts website.
102	The Chief Magistrate completes the Domestic Violence Best Practice project and publish the results.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.	The <i>Domestic and Family Violence Protection Act 2012</i> Best Practice Report has been finalised and is publicly available on the Queensland Courts website.
103	The Chief Magistrate commissions development of a professional development package, informed by evidence of best practice in judicial education currently being developed by Australia’s National Research Organisation for Women’s Safety, for induction of newly appointed Magistrates on managing domestic and family violence cases.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.	Funding was allocated in 2016–17 for a professional development package for the induction of newly appointed Magistrates. The package includes development of modules and materials for inclusion in the ongoing program of professional development of Magistrates on domestic and family violence. A dedicated legal officer will be appointed to develop and maintain these materials.
104	The Chief Magistrate develops modules specifically on domestic and family violence for inclusion in professional development programs for Queensland Magistrates.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.	Funding was allocated in 2016–17 for a professional development package for the induction of newly appointed Magistrates. The package includes development of modules and materials for inclusion in the ongoing program of professional development of Magistrates on domestic and family violence. A dedicated legal officer will be appointed to develop and maintain these materials.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
105	The Chief Magistrate ensures that Magistrates receive intensive and regular professional development on domestic and family violence issues, including its impact on adult victims and children, from domestic and family violence practitioners who have expertise working with adult victims, children and perpetrators.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.	Magistrates receive annual professional development dedicated to domestic and family violence. In April–May 2016, Magistrates received a full day of professional development dedicated entirely to domestic and family violence. Two days of the Annual Conference for 2017 were dedicated exclusively to domestic and family violence.
106	The Queensland Government ensures that court and registry staff receive compulsory training in responding to the needs of domestic and family violence clients.	The Queensland Government agrees that court and registry staff should receive training. The Queensland Courts Service has commenced a statewide rollout of compulsory domestic and family violence training for frontline staff and this training will be repeated on a regular basis.	Training has been rolled out to court and registry staff and training will be delivered on an ongoing basis for staff who move into relevant positions. This training now forms part of the mandatory training requirements for court and registry staff.
107	The Queensland Law Society develops best practice guidelines for lawyers working with people who have experienced domestic and family violence in accordance with Legal Aid Queensland model guidelines, and in consultation with Legal Aid Queensland, Women's Legal Service and Queensland Association of Independent Legal Services and other relevant stakeholders.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.	The Domestic and Family Violence Best Practice Guidelines have been developed to assist practitioners in dealing with legal matters that are impacted by domestic and family violence. The guidelines are available on the Queensland Law Society's website.
108	The implementation of the best practice guidelines be led by the Queensland Law Society.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.	The Domestic and Family Violence Best Practice Guidelines were developed and implemented by the Queensland Law Society.
109	Queensland Law Society ensures that suitable continuing professional development programs in respecting diversity and ethical conduct for managing the intersection of domestic and family violence and family law are available.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.	After commencing in 2016–17, Queensland Law Society's Domestic Violence Continuing Professional Development Program has continued throughout 2018–19.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
110	Queensland Law Society encourages lawyers engaged in domestic and family violence law (whether representing perpetrators or victims) and family law undertake continuing professional development in diversity and ethical conduct for managing intersection of domestic and family violence and family law.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the President of the Queensland Law Society in support of this recommendation.	After commencing in 2016–17, Queensland Law Society’s Domestic Violence Continuing Professional Development Program has continued throughout 2018–19.
111	<p>The Attorney-General:</p> <ul style="list-style-type: none"> a. Recommends to the Law Council of Australia that amendment be made to the Australian Solicitors Conduct Rules 2011 to ensure safeguards currently applied to victims of sexual assault are extended to include victims where allegations of domestic and family violence are part of proceedings. b. Recommends the Queensland Legal Practice Committee consider the application of safeguards for victims of domestic and family violence as they apply to Queensland solicitors and barristers, should a national approach not be supported. 	The Attorney-General will write to the Law Council of Australia about this issue. If a national approach is not supported, relevant Queensland bodies will be asked to consider this reform.	The intent of the government response has been delivered to the extent possible at this time. The Attorney-General wrote to the Law Council of Australia and the Australian Bar Association about the issue. The Australian Bar Association did not support the recommendation. The Law Council has been considering the issue as part of its review of the Australian Solicitors Conduct Rules. When the Law Council of Australia’s review of the Solicitors Conduct Rules is released, it will become clear whether a national approach is supported, and what that approach is. The Attorney-General has recently written to the Law Council of Australia seeking an update on the review. Given the Australian Bar Association does not support the recommendation and the Law Council of Australia’s review is yet to be completed the Attorney-General has written to the Queensland Law Society and the Bar Association of Queensland asking that they consider the recommendations, subject to developments with the Law Council of Australia’s review.
112	<p>The Queensland Government:</p> <ul style="list-style-type: none"> a. Supports the work of CrimTrac in developing a National Domestic Violence Order Information Sharing System b. In the interim (acknowledging that a national scheme may take some time to be negotiated and implemented) progress bilateral agreements with other jurisdictions (in particular bordering jurisdictions such as New South Wales) where possible to facilitate increased information sharing for the protection of victims of domestic and family violence. 	The Queensland Government is actively supporting the work of CrimTrac in developing and testing a prototype National Domestic Violence Order Information Sharing System. In the interim, the Queensland Government will explore options for progressing bilateral agreements with New South Wales and Northern Territory to facilitate information sharing for the protection of victims of domestic and family violence.	The Australian Criminal Intelligence Commission (ACIC) has implemented an information sharing tool for court staff that provides information on all Domestic Violence Orders in existence across Australia. Court staff access to this information has been facilitated through an agreement between justice agencies, police commissioners and the ACIC.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
113	The Queensland Police Service strengthens policy and guideline documents to ensure the use of interpreters for victims of domestic and family violence and their families, where required.	The Queensland Government will review police policy and guidelines to ensure, as far as practicable, the assistance of interpreters is provided for victims of domestic and family violence and their families.	To support the practical application of the new Language Services Guidelines to domestic and family violence situations, the Queensland Police Service (QPS) developed a guideline entitled <i>Use of Interpreters in Domestic and Family Violence Incidents</i> .
114	The Queensland Police Service and the Department of Justice and Attorney-General ensure that applicants, including police and private, for a protection order or a variation of a protection order, have indicated either “yes” or “no” to interpreter requirements on each application filed.	The Queensland Government recognises the importance of interpreters and will improve current processes to ensure the need for an interpreter is identified at the time an application is made.	The Queensland Police Service reviewed systems and procedures and explored technological solutions to ensure interpreter election is completed in applications for protection orders. The Department of Justice and Attorney-General has implemented training of registry staff to ensure that counter staff follow procedures to check any interpreter requirements, including ensuring that applicants have indicated either “yes” or “no” to interpreter requirements on each application filed.
115	The Chief Magistrate issues a practice direction to require the court to engage an interpreter, where a party has difficulty communicating in English, at the first mention for all domestic and family violence civil proceedings before the Magistrates Court.	The Queensland Government supports the intent of this recommendation. The Attorney-General and Minister for Justice will write to the Chief Magistrate in support of this recommendation.	As part of the Southport Specialist Domestic and Family Violence Court trial, a new court procedure, supported by the Chief Magistrate, requires registry staff to engage interpreters for parties if required at first appearance in court proceedings. This new process will be monitored with a view for wider rollout, if considered workable and of benefit to parties.
116	The Department of Justice and Attorney-General identifies opportunities to streamline systems for engagement of interpreters for civil domestic and family violence court proceedings to ensure best practice.	The Queensland Government will identify best practice for interpreter services for civil domestic and family violence court proceedings and then work with responsible agencies to implement that practice.	The Whole of Government Interpreter Working Group have: <ul style="list-style-type: none">• developed service maps depicting a victim's journey in accessing an interpreter in the criminal and civil justice systems, including the identification of ‘pain points’ that identify vulnerabilities in the process.• trialled streamlining of the Domestic Violence Order application process with registrars.• amended the Queensland Police Service witness statement template to include a check box to indicate when information has been obtained with the assistance of an interpreter.• developed a glossary of common court, tribunal and legal terms for interpreters to inform training of interpreters at the National Accreditation Authority for Translators and Interpreters.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
117	The Queensland Government amends the Domestic and Family Violence Protection Act to require a court when making a Domestic Violence Order to consider whether an order excluding the perpetrator from the home should be made, having regard to the wishes of the victim.	The Queensland Government will amend the <i>Domestic and Family Violence Protection Act 2012</i> (see Recommendation 140).	Legislative changes to implement this recommendation were included in the <i>Domestic and Family Violence Protection and Another Act Amendment Act 2015</i> , which commenced on 29 January 2016.
118	The Queensland Government introduces a circumstance of aggravation of domestic and family violence to be applied to all criminal offences.	The Queensland Government supports the need to hold perpetrators of domestic and family violence to account and to reinforce the nature and seriousness of this type of offending. Consultation will occur with relevant legal and community stakeholders to explore the best means to achieve the objective of this recommendation.	The <i>Criminal Law (Domestic Violence) Amendment Act 2016</i> contains amendments to make provision for domestic and family violence to be an aggravating factor on sentence, commenced on 5 May 2016.
119	The Queensland Government makes provision in legislation for domestic and family violence related convictions to be recorded, consistent with the approach adopted in New South Wales.	The Queensland Government recognises that to enhance the safety of victims the sentencing court needs to know if there is an ongoing pattern of domestic and family violence by the perpetrator. Consultation will occur with relevant legal and community stakeholders to explore the best means of ensuring patterns of domestic and family violence are identifiable through the perpetrator's criminal history so as to inform future law enforcement authorities and criminal justice agencies.	The <i>Criminal Law (Domestic Violence) Amendment Act 2015</i> enabled notations to be made against charges and convictions for criminal offences to indicate that they occurred in a domestic and family violence context, and commenced on 1 December 2015.
120	The Queensland Government considers the creation of a specific offence of strangulation.	The Queensland Government recognises that non-lethal strangulation is a high risk indicator of future domestic and family violence related homicides. Consultation will occur with relevant legal and community stakeholders to consider ways to improve the legal response to this serious criminal conduct.	The <i>Criminal Law (Domestic Violence) Amendment Act 2016</i> contains amendments to create an offence of choking, suffocation or strangulation in a domestic setting, commenced on 5 May 2016.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
121	The Queensland Government considers the sufficiency of penalties to hold perpetrators to account for repeat contraventions of Domestic Violence Orders.	The Queensland Government is committed to ensuring perpetrators are held to account and will review penalties.	The <i>Criminal Law (Domestic Violence) Amendment Act 2015</i> increased maximum penalties for breaches of Domestic Violence Orders. This amendment commenced on 22 October 2015.
122	The Queensland Government identifies and implements strategies to increase perpetrators' participation in interventions, including a pilot on mandatory attendance, with the evaluation of the pilot to inform future decisions about broader use of mandatory perpetrator interventions	The Queensland Government is committed to implementing strategies to increase perpetrators' participation in intervention programs.	<p>The government has implemented a variety of initiatives to increase perpetrators' participation in intervention programs, including:</p> <ul style="list-style-type: none"> • legislative amendments • increasing availability of perpetrator programs • review and update of Professional Practice Standards: Working with men who use domestic and family violence • development of a quality compliance framework • engaging boys in preventing violence against women and girls through the Re-New program.
123	The Queensland Government trials the use of GPS monitoring for high risk perpetrators of domestic and family violence.	The Queensland Government will explore options to monitor high risk perpetrators of domestic and family violence, taking into account the full range of potential technological solutions including the use of Global Positioning System (GPS) monitoring, and then trial the most promising model to improve victim safety.	<p>The Queensland Government engaged Australia's National Research Organisation for Women's Safety (ANROWS) to explore GPS monitoring of domestic and family perpetrators. The ANROWS report found that GPS monitoring cannot be used in isolation, and must be used as part of a broader safety plan. This report is available online. Legislative changes now enable GPS monitoring to be used in the bail and parole contexts, including for perpetrators of domestic and family violence as considered appropriate. The Queensland Government is also exploring other technological initiatives to keep victims safe, including the Keeping Women Safe in their Homes initiative and the issuing of personal safety devices and home security safety upgrades as part of a comprehensive risk assessment and safety plan.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
124	The Queensland Government employs court support workers for all Magistrates Courts for domestic and family violence matters for all applicants and information/liaison officers for all respondents.	The Queensland Government will continue to fund non-government organisations to provide court-based assistance and support.	Additional funding for court support services provided by non-government organisations was allocated in April 2015 and February and October 2016 and further investment will be rolled out in 2017–18. New funds have been allocated through the 2016–17 Budget to enhance the number of court support programs across the state, including court assistance for respondents subject to domestic and family violence matters. Funding for court support has also been provided at specialist domestic violence court locations.
125	The Queensland Government develops a formal position description and guidelines for court support workers and information/liaison officers to provide uniformity in support to people through domestic and family violence proceedings, and that the Chief Magistrate looks at the consistency across all Magistrates Courts on the role of court support workers.	The Queensland Government will work closely with community and legal stakeholders to develop a position description and guidelines for court support workers.	A good practice resource for domestic and family violence court support workers has been developed that incorporates a position description and guidelines. The resource has been distributed to the domestic and family violence service sector and is available online.
126	The Queensland Government establishes a statewide duty-lawyer service for domestic and family violence matters in Magistrates Courts for both applicants and respondents.	The Queensland Government will provide additional funding for the expansion of the domestic violence duty lawyer service to a total of 14 locations across the state through Legal Aid Queensland.	The rollout of the domestic violence duty lawyer service across 14 locations is complete (including in the trial specialist domestic and family violence Magistrates Court at Southport). Funding has been allocated for the continuation of the domestic violence duty lawyer services in the current 14 locations from 2016–17, including enhancing the model so representation is provided in court for all applicants and respondents in six court locations that deal with high numbers of domestic and family violence matters.
127	The Queensland Government develops a position description and guidelines for the duty-lawyer service to ensure: <ul style="list-style-type: none"> • Provision of legal advice before and after court appearances • Limited assistance with drafting court related documents • Provision of advice and referral on related issues (such as family law, child support, child protection matter) • Legal representation during court appearances. 	The Queensland Government will work with Legal Aid Queensland to develop position descriptions and guidelines to ensure duty lawyer services are of a high quality and that appropriate referrals are made to other legal and support services.	Guidelines (case management standards) have been developed. The case management standards include the expectations of the duty lawyers delivering the service. Preferred suppliers of Legal Aid Queensland and community legal centres are required to adhere to these guidelines as a requirement of their service agreements.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
128	<p>The Queensland Government ensures duty-lawyer service lawyers are:</p> <ul style="list-style-type: none"> • Experienced in the dynamics and challenges of domestic and family violence • Able to give family law, child support and child protection advice • Operate within a wider integrated service response network, working to prioritise the safety of adult victims and children. 	<p>The Queensland Government will work with Legal Aid Queensland to ensure that duty lawyer services are of a high quality and underpinned by an appropriate knowledge and skills base.</p>	<p>Guidelines (case management standards) have been developed. Preferred suppliers are required to adhere to these guidelines as a requirement of their service agreements.</p>
129	<p>The Queensland Government amends the Domestic and Family Violence Protection Act to provide for victim impact statements to be introduced and for mandatory consideration by the court in applications for protection orders.</p>	<p>The Queensland Government is committed to ensuring victims voices are heard in all domestic violence-related legal processes and ways to achieve the objective of the recommendation will be considered as part of the recommended review of the Act (see Recommendation 140).</p>	<p>The <i>Domestic and Family Violence Protection and Another Act Amendment Act 2015</i> implemented the Government response to this recommendation. It introduced a principle that, to the extent it is appropriate and practicable, the views and wishes of people who fear or experience domestic and family violence should be sought before a decision affecting them is made under the <i>Domestic and Family Violence Protection Act 2012</i>. This amendment commenced on 29 January 2016.</p>
130	<p>The Queensland Government introduces a sexual assault counselling privilege based on the New South Wales legislative model, i.e. an absolute privilege in preliminary proceedings and a qualified privilege in other proceedings.</p>	<p>The Queensland Government will legislate to provide for a sexual assault counselling privilege to apply to criminal proceedings and limited civil proceedings on the same facts (e.g. domestic violence matters). The Queensland Government acknowledges the benefits of the New South Wales legislative model as it seeks to ensure the appropriate balance in each case between the right to a fair trial and the public interest in preserving the confidentiality of counselling communications. The Queensland Government will consult with legal and community stakeholders prior to introducing legislation to provide for this privilege.</p>	<p>Victims of sexual assault now receive greater protection following the commencement of the sexual assault counselling privilege on 1 December 2017. The privilege limits the disclosure and use of protected counselling communications made between a victim of a sexual assault offence and a counsellor during a criminal proceeding, related civil proceeding or proceedings related to a domestic violence order under the <i>Domestic and Family Violence Protection Act 2012</i>. The Queensland Government allocated \$1.588 million over 2017–20 to Legal Aid Queensland to establish Counselling Notes Protect a statewide sexual assault counselling privilege legal assistance service. The service is currently being evaluated with a report due in early 2020.</p>
131	<p>The Queensland Police Service develops and implements a strategy for increasing criminal prosecution of perpetrators of domestic and family violence through enhanced investigative and evidence-gathering methodologies.</p>	<p>The Queensland Government will enhance investigative and evidence gathering methodologies to increase criminal prosecution of perpetrators.</p>	<p>The Queensland Police Service continues to progress activities to enhance investigative and evidence-gathering methodologies to increase criminal prosecution of perpetrators as part of normal business practices.</p>

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
132	In responding to recommendations related to enhancing integration, responsible agencies in Government should make provision for the inclusion of coordinating appropriate justice supports for victims of domestic and family violence exposed to criminal proceedings.	The Queensland Government, through Victim Assist Queensland, will lead the co-ordination of improved justice supports for victims of domestic and family violence in criminal proceedings through incremental and continuous improvement as part of the integrated service response pilots (see Recommendation 74).	Victim Assist Queensland is leading a project to promote and implement incremental and continuous improvement of justice supports for victims of domestic and family violence engaged in criminal proceedings. The project includes three stages and milestones for the first two stages have now been completed. While the project is focused on the three integrated service response pilot areas, the delivery of this recommendation will have positive impacts for victims of domestic and family violence, engaged in criminal proceedings, across the state.
133	The Attorney-General, in consultation with the Chief Magistrate and Chief Judge, implements alternative evidence procedures for victims of domestic and family violence providing evidence in related criminal matters to reduce the trauma of this experience, including legislative amendment and/or procedural changes. Consideration should be given to allowing for admissibility of any video recordings made at the time of initial police intervention.	The Queensland Government will work closely with leaders of the judiciary and legal stakeholders to develop options for improved evidence procedures, including considering amending the <i>Evidence Act 1977</i> to include a presumption that victims of domestic and family violence be regarded as special witnesses. Consideration will be given to allowing for admissibility of any video recordings made at the time of the initial police intervention.	On 22 October 2015, the <i>Evidence Act 1977</i> definition of 'special witness' was amended to include within that definition a person who is a victim of domestic violence and who also is to give evidence about the commission of an offence committed by the person who committed the domestic violence. In addition, amendments were made in 2015 to the <i>Police Powers and Responsibilities Act 2000</i> to establish the lawfulness of the use of body-worn cameras to record images or sounds by police officers acting in performance of their duties. The Attorney-General has consulted key legal stakeholders on the use of evidence obtained via police worn body camera device admissible as a complainant's evidence-in-chief in domestic violence proceedings.
134	The Queensland Police Service adopts a pro-active investigation and protection policy which requires consideration of safety of the victim as paramount when deciding the course of action to be taken against the perpetrator and prioritises arrest where risk assessment indicates this action is appropriate.	The Queensland Government will implement a pro-active investigation and protection policy to prioritise the safety of victims and hold perpetrators to account for their actions.	The Queensland Police Service continues to progress activities to implement proactive investigation and protection policies that prioritise the safety of victims and hold perpetrators to account.
135	Recognising the valuable contribution of District Domestic and Family Violence Coordinators to the experiences of victims of domestic and family violence, the Queensland Police Service increases staffing numbers based on rigorous assessment of demand and appropriate allocation and resourcing of these positions across the state.	The Queensland Government will undertake a reassessment of the Queensland Police Service District Domestic and Family Violence Coordinator network to inform staffing and resource allocation decisions.	The capacity of the Queensland Police Service Domestic and Family Violence Coordinator network will continue to be enhanced through rollout of additional Coordinator positions to meet current and projected future demand in reporting of domestic and family violence across the state.



REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
136	The Queensland Police Service reinstates the Domestic and Family Violence State Coordinator role at a level of suitable influence to effectively support District Domestic and Family Violence Coordinators, address the disconnect between policy and practice to engender a consistent approach to the policing response, monitor performance and drive the future direction of policing domestic and family violence with a view to improving practice.	The Queensland Government will reintroduce the role of State Domestic and Family Violence Coordinator at a rank of at least Inspector of Police.	The Queensland Police Service has reinstated a State Domestic and Family Violence Coordinator to work with district coordinators to drive direction and policy.
137	The Queensland Police Service appoints the Deputy Commissioner (Regional Operations) to champion best practice domestic and family violence prevention and first responder practice in the Queensland Police Service. The Deputy Commissioner would be responsible, among other things, for increasing officers' awareness and understanding of domestic and family violence and its impact on involved parties, police and the community, with a view to creating positive cultural change within the Queensland Police Service.	The Queensland Government immediately appointed the Deputy Commissioner (Regional Operations) to champion police domestic and family violence best practice and cultural change.	The Queensland Police Service has appointed the Deputy Commissioner (Regional Operations) as the Champion of Best Practice in prevention and first response.
138	The Queensland Police Service facilitates an external independent audit and review of training packages currently available to officers, with a view to assessing the appropriateness and frequency of compulsory professional development opportunities relevant to domestic and family violence. Components for enhancement of officers' conceptual understanding of dynamics of domestic and family violence, communication skills, as well as cultural awareness and sensitivities should be assessed.	The Queensland Government acknowledges the complexities of domestic and family violence and will review training packages available to police.	The Queensland Police Service continues to review its domestic and family violence-related training packages to ensure they are contemporary and reflective of emerging trends to support persons affected by domestic and family violence.
139	The Queensland Government duly notes the advice to be received from the Family Law Council (due December 2015) in relation to the terms of reference issued by the Commonwealth Attorney-General, in October 2014 in relation to the needs of parents resolving parenting disputes. However, the Queensland Government must not wait for the Family Law Council report to proceed with recommendations in this report. Some reforms implemented following this Taskforce may need to be reviewed to reflect/coordinate with any Commonwealth reforms made longer term following the Family Law Council report.	The Queensland Government will note the advice from the Family Law Council and consider the recommendations once the Council has reported. Under its current Terms of Reference, the Council is to provide its final report to the Commonwealth Attorney-General by 30 June 2016.	At a national level, work is progressing through the Council of Attorneys-General Family Violence Working Group on measures to improve interactions between the federal family law system and state child protection and domestic and family violence systems.

REC NO.	RECOMMENDATION	GOVERNMENT RESPONSE	SUMMARY OF ACTIVITY
140	<p>The Queensland Government undertakes a review of the <i>Domestic and Family Violence Protection Act 2012</i> by 31 December 2015, to ensure a cohesive legislative framework for domestic and family violence in Queensland that incorporates major reforms recommended in this Report. Resulting legislative amendments to be made as soon as possible, but not later than by 30 June 2016.</p>	<p>The Queensland Government has commenced a review of the <i>Domestic and Family Violence Protection Act 2012</i> to ensure a cohesive legislative framework for domestic and family violence in Queensland. Final timing of legislative amendments will be subject to the outcomes of the review and parliamentary processes.</p>	<p>The Queensland Government led a collaborative review of the <i>Domestic and Family Violence Protection Act 2012</i> (the Act) to ensure it provides an effective and efficient legislative framework that supports the broader systemic reforms being implemented as part of the government's response to the Taskforce report.</p> <p>The review found that while the Act introduced beneficial reforms and remains a robust, contemporary legislative framework, there were opportunities to make further amendments to support implementation of the government response. The <i>Domestic and Family Violence Protection and Other Legislation Amendment Act 2016</i> incorporates amendments identified by the review of the Act and the majority of provisions commenced on 30 May 2017.</p>



Enabling actions

The table below details the enabling actions of the First and Second Action Plans and the activities taken by government to implement each action.

ACTION NO.	DESCRIPTION	ACTIVITY UNDERTAKEN
1	Become a member of Our Watch to extend Queensland-based primary prevention activities. Our Watch is a national organisation established to implement strategies to stop violence against women before it occurs.	Queensland became a member of Our Watch in January 2016.
2	Work in partnership with the culturally and linguistically diverse (CALD) community and the domestic and family violence service system to develop culturally appropriate services and supports.	The Queensland Government has engaged culturally and linguistically diverse communities throughout the life of the <i>First Action Plan 2015–16</i> to discuss strategies to deliver services and supports that are culturally appropriate.
3	Expand the network of specialist domestic and family violence prevention and support services by establishing new services across the Central Queensland and Far North Queensland regions.	Three new perpetrator intervention programs are located in Gladstone, Bundaberg and Maryborough/Hervey Bay and capacity for one existing program in Rockhampton has been enhanced. Brokerage funding for safety upgrades was made available for nine new domestic violence counselling services in Tablelands, Innisfail, Rockhampton, Emerald, Longreach, Gladstone, Bundaberg, Maryborough/Hervey Bay and South Burnett. Six new services for court-based support have been established, covering 10 new court locations – Innisfail, Tully, Longreach, Emerald, Blackwater, Hervey Bay, Kingaroy, Nanango, Cherbourg and Murgon.
4	Consult on and co-design a Queensland Women's Strategy. Gender inequality is a key reason why violence against women exists. Through its focus on gender equality and opportunities for women, the strategy will be an important violence prevention foundational initiative.	The <i>Queensland Women's Strategy 2016–21</i> was launched on 9 March 2016. The Women's Strategy is focused on four priority areas: Leadership and Participation; Economic Security; Safety; and Health and Wellbeing. The Women's Strategy is available online.
5	Consult on and co-design a Prevention of Violence Against Women Plan for Queensland. By taking a broader approach to preventing violence against women, the government is committed to making Queensland a safer place for women and girls. This plan will support and strengthen the Domestic and Family Violence Prevention Strategy.	The <i>Queensland Violence against Women Prevention Plan 2016–22</i> was publicly released on 2 November 2016. It incorporates actions to address all forms of violence against women, and complements Queensland's efforts to address domestic and family violence. The Plan and related Progress Report are available online. The <i>Prevent. Support. Believe. Queensland's Framework to address Sexual Violence</i> was publicly released on 15 October 2019, following extensive community consultation, and is also available online. A comprehensive action plan to respond to all forms of sexual violence is being developed for release in 2020. The <i>Queensland Women's Strategy Community Implementation Plan</i> will remain Queensland's key plan for addressing gender inequality including violence against women.

6	Negotiate new three year service agreements for existing specialist homelessness services for women and children escaping domestic and family violence.	New service agreements have been negotiated with all existing providers and funding for homelessness services specialising in delivering accommodation and support for women and children escaping domestic and family violence effective until 30 June 2018.
7	Support the Chief Magistrate and the Queensland Law Society in developing useful practice resources as well as professional development training for magistrates and legal professionals, and continue training initiatives for front-line court and registry staff.	A part-time officer is now employed to ensure the development and delivery of resources for Magistrates, i.e. general Magistrates as well specialist domestic and family violence Magistrates.
8	Make available to local government, business and non-government organisations a consolidated suite of information, training and support resources developed for Queensland Government employees.	A Domestic and Family Violence Workforce Support Package was publicly released on 25 November 2015. The package includes a whole-of-government domestic and family violence directive, model policy template, template leadership commitment statement, communication toolkit, and other supporting resources. Local government, business and non-government organisations are encouraged to adopt and/or tailor these strategies to suit the needs of their workplace.
9	Affirm the Queensland Police Service as a reform leader in the criminal justice sector and as a domestic and family violence service delivery agency through embedding sustainable, long-term best practice policing prevention and response services to improve victim safety and hold perpetrators to account.	The Queensland Police Service will continue to progress activities to achieve a policing approach that is contemporary and reflective of emerging trends to the support persons affected by domestic and family violence, and affirm the Queensland Police Service as a reform leader in the criminal justice sector and as a domestic and family violence service delivery agency.
10	Influence cultural and attitudinal change within the community by upholding the Queensland Police Service as a role model to reinforce positive behaviours.	The Queensland Police Service will continue to progress a significant body of work to effect cultural and attitudinal change related to domestic and family violence within the Queensland Police Service.
11	Continue to contribute to national discussions on the possible inclusion of a specific skill set to recognise domestic and family violence and child harm into the Australian Professional Standards for Teachers through the newly developed Schools Policy Group Respectful Relationships Education Working Group.	The Respectful Relationships Education Working Group considered Recommendation 64 within their broader examination of respectful relationships education in Australia. It was determined the existing Australian Professional Standards for Teachers articulate the requirement to maintain student safety, through appropriate school, curriculum and legislative responsibilities.
12	Continue to maintain and promote the Respectful Relationships education program website and conduct an annual review of the program to ensure best practice and current research is reflected in the program.	The Queensland Government's Respectful Relationships Education Program is reviewed annually to ensure operability, best practice and currency of content.
13	Continue to work in partnership with the culturally and linguistically diverse (CALD) community and the domestic and family violence service system to develop culturally appropriate services and supports.	The Queensland Government will continue to engage culturally and linguistically diverse communities throughout the life of the Strategy to discuss strategies to deliver services and supports that are culturally appropriate.
14	Continue to promote a whole-of-school approach to developing respectful relationships that utilises curriculum materials and resources, school pastoral care opportunities and specialised evidence informed programs by non-government organisations.	Professional development to support the implementation of respectful relationships education through the Australian Health and Physical Education (HPE) Curriculum continues to be delivered to staff. The Queensland Government's Respectful Relationships Education Program continues to be promoted as a resource to support the delivery of respectful relationships education, as part of a broader whole-school approach.



15	Implementation of the ‘Support for Young Children Affected by Domestic and Family Violence’ project — 12-month grants (2016–17) to 18 non-government organisations across Queensland to implement initiatives that respond to the learning and development needs of children aged from birth to eight years affected by domestic and family violence.	The 18 funded non-government organisations delivered initiatives during the 2016–17 financial year to support young children affected by domestic and family violence.
16	Deliver a new mobile support service for women escaping domestic and family violence on the Gold Coast, in collaboration with community stakeholders.	Funds totalling \$1,141,000 (excl. GST) were allocated to Centacare. The new service commenced on 1 March 2017.
17	Work closely with partner agencies to ensure domestic and family violence responses and services developed and implemented meet the needs of Aboriginal and Torres Strait Islander Queenslanders.	The Queensland Government is continuing to develop appropriate and culturally sensitive responses that cater to the needs of Aboriginal and Torres Strait Islander peoples. Six Senior Project Officers work alongside the high risk teams in Cairns, Ipswich and Brisbane North, Logan/Beenleigh, Cherbourg and Mount Isa.
18	Finalise and implement a violence against women prevention plan for Queensland.	<i>Queensland Violence against Women Prevention Plan 2016–22</i> was publicly released on 2 November 2016. It incorporates actions to address all forms of violence against women and sits alongside Queensland’s efforts to address domestic and family violence. Implementation is progressing. The plan is available online.
19	Implement relevant actions under the <i>National Plan to Reduce Violence Against Women and Their Children 2010–22</i> .	The <i>National Plan to Reduce Violence Against Women and Their Children 2010–2022</i> is being implemented through a series of three-year action plans. The Third Action Plan outlines 36 practical actions under the following six priority areas: <ol style="list-style-type: none">1. prevention and early intervention2. Aboriginal and Torres Strait Islander women and their children3. greater support and choice4. sexual violence5. responding to children living with violence6. keeping perpetrators accountable across all systems. The Queensland Government is implementing relevant actions under the Third Action Plan via the <i>Domestic and Family Violence Prevention Strategy 2016–2026</i> , the <i>Queensland Violence against Women Prevention Plan 2016–2026</i> and the <i>Queensland Women’s Strategy 2016–2021</i> .
20	The Domestic and Family Violence Death Review Board to report to the Domestic and Family Violence Implementation Council on any findings or recommendations.	The Domestic and Family Violence Death Review and Advisory Board has embedded this discretionary reporting process to the Domestic and Family Violence Implementation Council, into its business as usual activities.
21	Use the Queensland Police Service State Domestic and Family Violence Coordinator role to affect and shape the future direction of the Queensland Police Service in Queensland in line with the Strategy.	The Queensland Police Service, through the State Domestic and Family Violence Coordinator, continues to forge collaborative partnerships with government, non-government and the community to create a platform where diverse experiences can be shared and used to shape new thinking and new ideas to improve the collective response to domestic and family violence.

22	<p>Use the Queensland Police Service State Domestic and Family Violence Coordinator role as an advocate for the Domestic and Family Violence Coordinator Network by providing leadership and guidance, and facilitating opportunities where the network is able to contribute to shaping the future direction of domestic and family violence policing.</p>	<p>The Queensland Police Service continues to develop the Domestic and Family Violence Coordinator role into a ‘specialist practitioner’ by offering access to professional development opportunities such as the Queensland University of Technology Graduate Certificate in Domestic Violence.</p>
23	<p>Implement the National Outcome Standards for Perpetrator Interventions.</p>	<p>New Practice Standards and Quality Framework for perpetrator interventions and the outcomes of the data mapping project will support the implementation of the National Outcome Standards for Perpetrators Interventions.</p>



