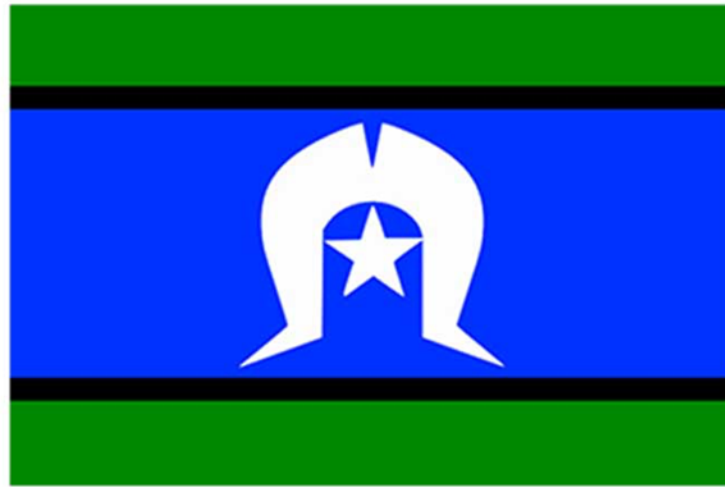




**Learnings from the
Diocese of Melbourne
Preventing Violence Against Women Program
Presented by Rev Scott Holmes**



Acknowledgment of Country



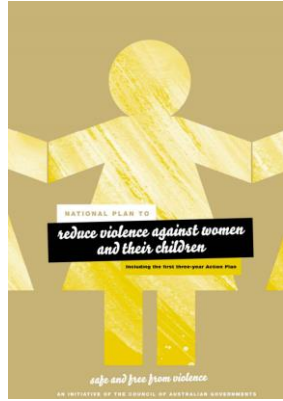
Overview of presentation

- **Introduction**
- **Background to the program**
- **Program description**
- **Key learnings**
- **Findings from the national Anglican research**
- **Implications for Anglican Schools**





Research into health costs of violence against women and developed first public health approaches to prevention of violence against women



**National Plan to Reduce Violence Against Women and Their Children 2010 – 2022
Consultations for the next national plan are now underway**

ANROWS

Australia's National Research Organisation for Women's Safety – guides research activity

**Our
WATCH**

National leader in the primary prevention of violence against women and their children in Australia



CHANGE the STORY

A shared framework for the primary prevention of violence against women and their children in Australia

Our
WATCH

VicHealth

ANROWS

AUSTRALIAN NATIONAL RESEARCH
ORGANISATION FOR WOMEN'S SAFETY

GENDERED DRIVERS of violence against women:

CONDONING
of violence
against women

MEN'S CONTROL
of decision-
making and limits
to women's
independence

STEREOTYPED
constructions of
masculinity and
femininity

DISRESPECT
towards women and
male peer relations
that emphasise
aggression

Gender inequality sets the NECESSARY SOCIAL CONTEXT

ACTIONS that will prevent violence against women:

CHALLENGE
condoning of
violence against
women

PROMOTE
women's
independence
& decision-making

CHALLENGE
gender
stereotypes
and roles

STRENGTHEN
positive, equal
and respectful
relationships

Promote and normalise GENDER EQUALITY in public and private life

History of prevention of violence against women work in ADoM

- Prior to 2011** **Some reports and preliminary research**
- Nov 2011** **First phase of project launched – part time consultant appointed**
- 2017** **Project reviewed**
- 2018** **Second phase commences – full time program manager recruited**
- 2019** **Project funding from Vic Gov commences to facilitate whole of church pilot project**
- 2021** **Evaluation of Second Phase + Whole of Church Project undertaken**
- 2021** **Project funding from Vic Gov for further expansion (commencing soon)**



Violence against women response and prevention training
Post training information package
Peer learning sessions
Individual coaching and mentoring
Family Safety Champion position and supporting resources
Communication guide for leaders
Bystander action resource
'Love does no harm' posters (physical and digital)
Family violence policy package for Anglican Centre and Diocese
Statement of commitment
Videos



Whole church gender assessment tool
Sermon guide on gender equality
Gender justice Bible study series
Equality and respect youth group sessions
Equality and respect children's ministry sessions

Whole Church Approach



Adapted from the Victorian Department of Education and Training's Respectful Relationships whole school approach.

Key Elements

Leadership and Commitment

Culture and Environment

Teaching and Learning

Community Partnerships

Support for Parishioners and Staff



The promising outcomes include the following:

- Faith leaders' *confidence* to prevent and respond to violence against women and family violence increased significantly;
- There were emerging signs that faith leaders are *building relationships and referral pathways* with specialist family violence services;
- The program contributed to strengthening the Diocese's *commitment to gender equality* and women's leadership in the Anglican Church;
- The program contributed to developing a *culture of safety and care* where people feel they can openly discuss issues relevant to violence against women;
- The Anglican colleges have *expressed commitment* to educating staff and students about violence against women;
- Partnerships with Anglican agencies showed early signs of a *two-way learning process* about preventing and responding to violence against women;
- The Diocese is *perceived as a leader* in faith-based prevention work by external stakeholders;



The main implementation enablers are:

- *Holistic strategies* that supported faith leaders to engage with and participate in the program;
- The *authorising environment*, which included an internal mandate for change within the Diocese and the influence of broader external social changes pertaining to violence against women;
- Productive *governance, advisory and staffing structures* that enabled program funding, program design and implementation, and combined expertise in Christian faith and violence against women;
- Messaging that connected *Christian beliefs and values* with socially transformative prevention work; and
- Flexible support and coaching that enabled parishes to *take ownership* of program implementation.



The main implementation barriers are:

- *Competing demands* faced by busy clergy and volunteer lay leaders;
- Challenges engaging *socially and culturally diverse communities* within the Diocese;
- *Opposition* by some constituents who feel confronted by, or deny, the prevalence of violence against women and/or who are concerned about stigmatisation; and
- Challenges *navigating theological tensions* pertaining to differing interpretations of the Bible's stance on gender equality and the roles of men and women.

General Synod Family Violence Working Group

**Working Group established following 2017
General (national) Synod of the Anglican Church**

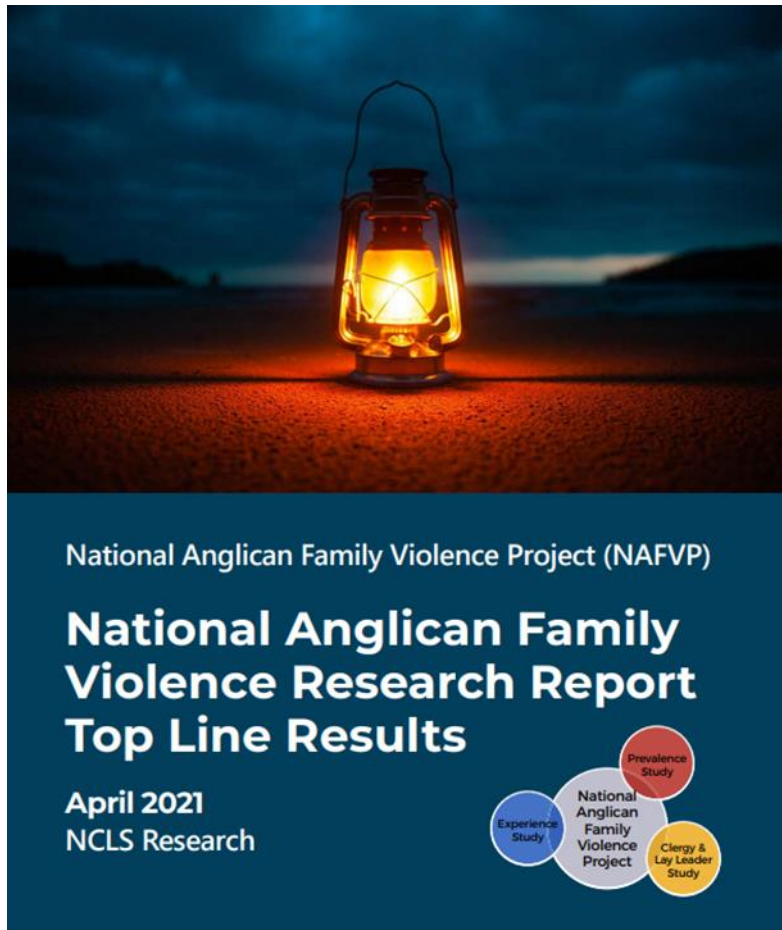
**Tasked with a number of activities, including this research, and the development of
guidelines and other resources**

Held national gathering of Diocesan delegates in 2019

Second national gathering has just occurred

**10 Commitments for preventing and responding to domestic and family violence
endorsed earlier this year**





National Anglican Family Violence Project (NAFVP)

National Anglican Family Violence Research Report Top Line Results

April 2021
NCLS Research



Commissioned by the
Anglican Church of Australia



Charles Sturt
University

Three separate studies – Prevalence Study; Clergy and Lay Leader Study; Experience Study

Undertaken by the National Church Life Survey, under Ethics Committee of Charles Sturt University

Research conducted between 2019 and early 2021

Top line results released earlier this year

Full results released this week

- **Prevalence of IPV among Anglicans was same or higher than in the wider Australian community**
- **Most Anglican victims of domestic violence did not seek help from Anglican churches**
- **Clergy views on gender roles within marriage and the family varied strongly by church tradition**
- **Clergy and lay leaders were aware of the widespread nature of the problem of domestic violence in Australia, but less aware of its prevalence in church communities**
- **Clergy confidence in their personal capacity to respond to domestic violence was low to moderate**
- **A minority of clergy felt very familiar with support services or very confident to refer people to them**
- **Although unintended, Christian teachings sometimes contribute to and potentially amplify situations of domestic violence**
- **When churches acknowledge that domestic violence happens it can help victim-survivors**



Potential implications for Anglican Schools

Primary prevention of violence against women is vital – too many women still experiencing violence, and significant cultural change is required

Long term work that requires long term commitment

Importance of the 'whole-of' approach – best framework for change and for commitment

Authorising environment

Partnerships with services and other agencies

Leadership that schools can offer



Thank you

Questions?

