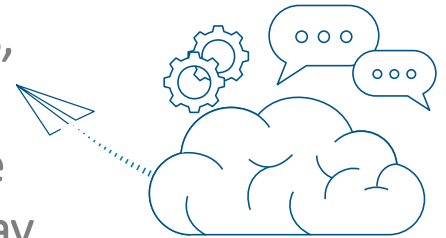


FACT SHEET

Stocktake of primary prevention initiatives in sexual violence and sexual harassment

Sexual violence and sexual harassment have devastating effects on individuals, families, and communities. A mature system of primary prevention can help stop violence before it occurs. Everyone has a role to play.



The Fourth Action Plan

The Fourth Action Plan of the National Plan to Reduce Violence against Women and their Children 2010-2022 makes clear that stopping sexual violence and sexual harassment before it occurs is a priority. Primary prevention has a key role to play in achieving this goal.

Primary prevention requires changing attitudes, behaviours and accepted systems that excuse, justify or encourage sexual violence and sexual harassment. It means creating change at the individual, interpersonal, community and societal levels to promote greater equality.

Supporting the continued growth of primary prevention initiatives across Australia will be key to meeting the goals of the Fourth Action Plan and securing the safety and wellbeing of the community.

Primary prevention in Australia

Across Australia, governments and specialist service providers are delivering innovative and powerful initiatives aimed at preventing sexual violence and sexual harassment. Over **300 initiatives** are currently being delivered today. They range from awareness raising campaigns, education and upskilling, to policies and research.

While significant work is being done in this emerging sector, addressing key gaps will further strengthen the impact of primary prevention. Based on research, issues for consideration were mapped against the five following areas:



Addressing the drivers of sexual violence and sexual harassment



Enhancing coverage of primary prevention initiatives



Improving the approaches delivered



Growing maturity of the sector through evidence



Supportive funding that enables outcomes

Stocktake of primary prevention initiatives

A stocktake of primary prevention initiatives was undertaken in 2020 based on significant research.

The research included:

- **51 consultations** with the sector including government and specialist non-government providers
- A survey of primary prevention initiatives which included responses from **86 organisations** about **166 initiatives** occurring in various states and territories
- A literature review of best practice and existing evaluations.



Addressing the drivers

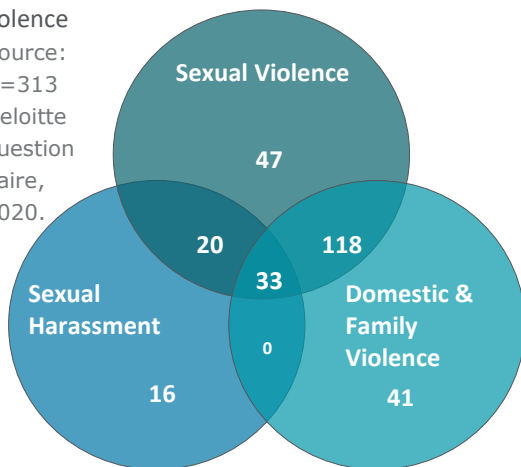
The extent that primary prevention initiatives recognise and address the drivers of sexual violence and sexual harassment

Primary prevention in sexual violence and sexual harassment does not always receive targeted focus:

It is often combined with prevention in domestic and family violence or delivered through tertiary responses. Questionnaire results showed that out of 315 initiatives, 47 initiatives were specific to sexual violence (Figure 1). The unique drivers of sexual violence and sexual harassment risk going unaddressed if not specifically targeted.

Figure 1: Overlap of initiatives with domestic and family violence

Source: N=313 Deloitte questionnaire, 2020.



Primary prevention needs an inclusive and tailored approach that addresses distinct experiences of sexual violence and sexual harassment:

The four gendered drivers of violence established in Our Watch's Change the Story framework are:

1. Condoning of violence against women
2. Men's control of decision making and limits to women's independence in public and private life
3. Rigid gender roles and stereotyped constructions of masculinity and femininity
4. Male peer relations that emphasise aggression and disrespect towards women.

These drivers of gendered violence are applicable and well recognised across various groups and settings where sexual violence and sexual harassment occurs. Additional risk factors or the multiple layers of discrimination experienced by distinct groups, such as racism, heterosexism, ableism or ageism also arise, creating added vulnerabilities and distinct experiences of sexual violence and sexual harassment.

21%

66 initiatives addressed these other forms of inequality and discrimination

Not all drivers receive equal focus to create change:

The actions for combating violence against women receive varied focus. There are limited programs which focus on male peer to peer relationships that condone violence against women and focus on male gender roles (Figure 2).

Figure 2: Proportion of initiatives that focus on the drivers and actions to prevent violence



Source: N=288, Deloitte questionnaire, 2020.

Existing taboos and barriers inhibit open and necessary discussions on sexual violence and sexual harassment:

Taboos and barriers around speaking about sexual violence, sexual harassment, sex and the body are not being addressed, preventing discussions about the drivers of sexual violence and sexual harassment.



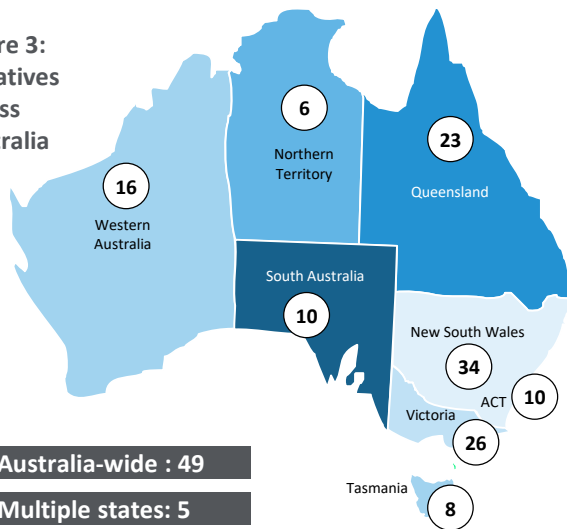
Enhancing coverage

The extent that primary prevention initiatives reach the whole population and address the various settings and sectors in which sexual violence and sexual harassment can occur

Primary prevention initiatives are unevenly spread across Australia

Some states and regions deliver fewer primary prevention initiatives (Figure 3). Remote areas receive poorer coverage from initiatives than metropolitan and regional areas. Only 59% of initiatives reached remote areas.

Figure 3: Initiatives across Australia



Source: N=187, Deloitte questionnaire, 2020.

Primary prevention requires greater attention on men and boys and to varying age groups:

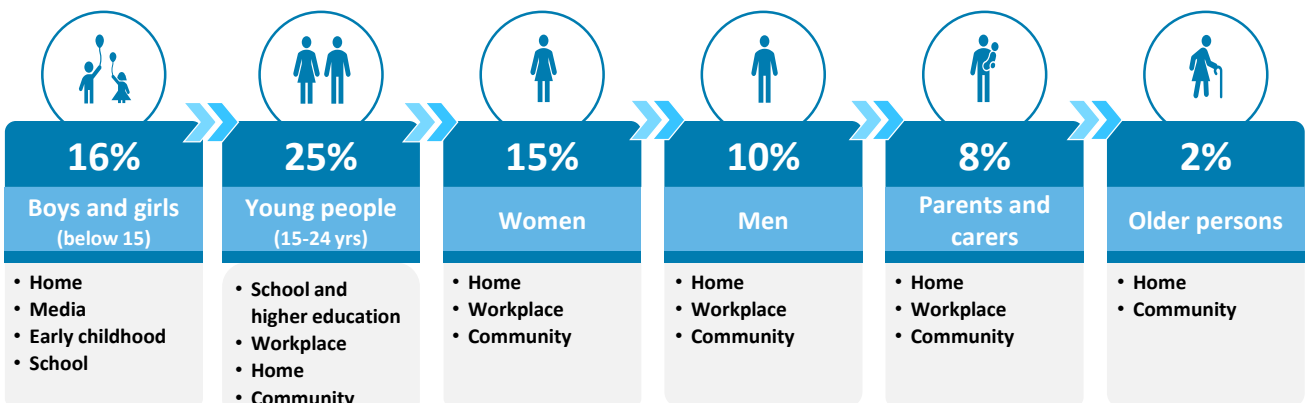
Whole of life and gender-diverse approaches are not always included in primary prevention (Figure 4). Opportunities to engage younger children could be enhanced. Parents and older generations who serve as role models and decision makers are not often directly targeted.

The stocktake results show that 8% of initiatives targeted potential perpetrators, while over 12% targeted bystanders and 15% targeted potential victims.



Figure 4: The proportion of initiatives that target certain life stages.

Of the initiatives identified in the stocktake, varying numbers targeted the below demographic groups:



Source: N=315, Deloitte questionnaire, 2020.



Enhancing coverage

The extent that primary prevention initiatives reach the whole population and address the various settings and sectors in which sexual violence and sexual harassment can occur

The needs of diverse communities are not always met through mainstream initiatives:

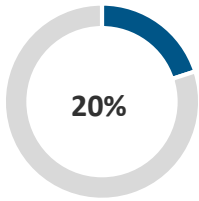
Diverse population groups, who are at higher risk of sexual violence and sexual harassment, require greater inclusion in primary prevention initiatives. There is greater focus on “mainstream” experiences of sexual violence and sexual harassment.

The stocktake found that less than 40% of initiatives were targeted to diverse groups. The distinct contexts of sexual violence and sexual harassment experienced by diverse populations risk going unaddressed.

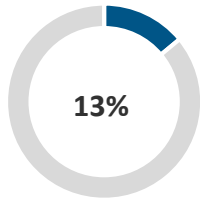
A more comprehensive approach to primary prevention in sexual violence and sexual harassment in specific sectors and contexts can enhance the impact of primary prevention:

Specific sectors that would benefit from a more comprehensive approach to primary prevention initiatives in sexual violence and sexual harassment are education and care settings, faith-based communities, the arts and policing and legal professions.

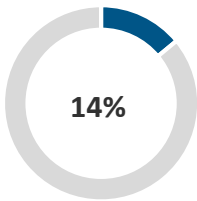
Greater attention on emerging contexts such as the online environment, and reproductive coercion is also needed.



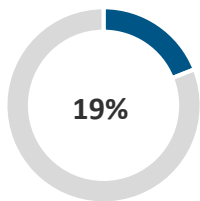
Target the Aboriginal and Torres Strait Islander community



Target people with disability



Target the LGBTIQ community



Target the CALD community

Most commonly targeted setting



Least commonly targeted setting





Improving approaches and strategies

Mapping the delivery of primary prevention initiatives across the ecological model in addition to understanding how they are delivered

Greater consistency in the delivery of initiatives across the individual, community and societal level will effect greater change in attitudes, behaviours and systems:

Primary prevention should be delivered using a comprehensive suite of initiatives. Currently, awareness raising and upskilling the workforce are relied on as the preferred initiatives for delivering change. Initiatives at the organisational and community level present as areas of need.

The current suite of mechanisms consists of mainly short term and one-off initiatives:

Research suggests that attitude, behaviour and system change cannot be achieved in the short term. The current proportion of short term and one-off initiatives, suggests more long term initiatives are needed. Long term initiatives are enabled by long term funding.

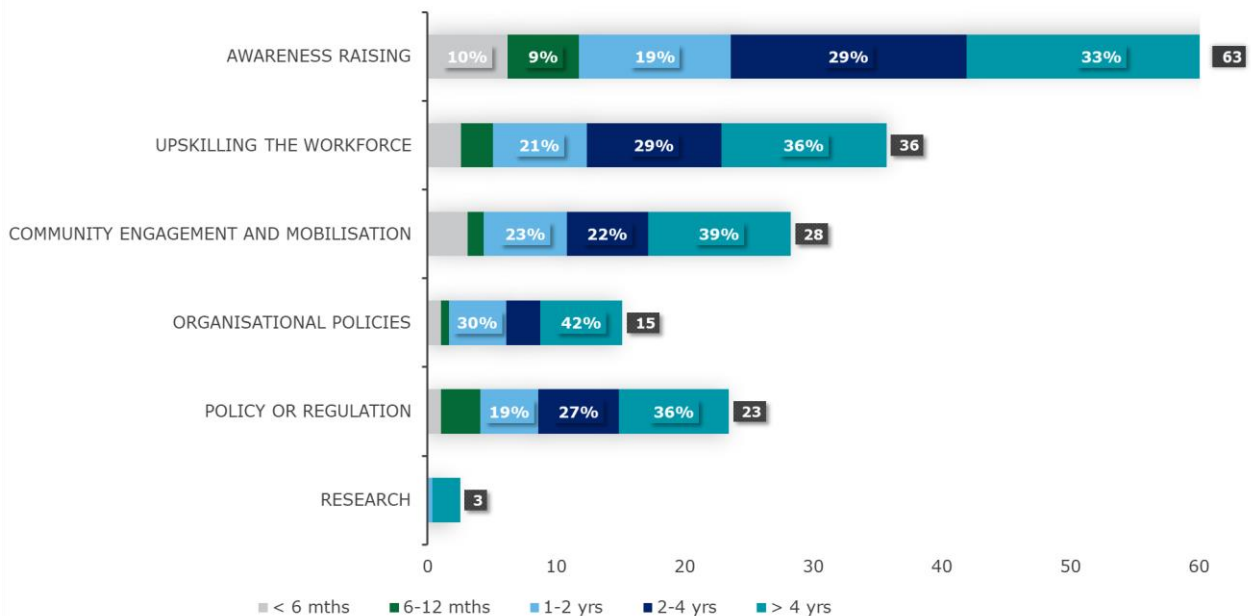
Tailoring the delivery of initiatives to distinct groups will ensure community needs are met:

More tailoring of initiatives for diverse populations will increase effectiveness. This means modifying how initiatives are delivered and by whom they are delivered. Stakeholders in the stocktake consultation advised that mechanisms must be community led and co-designed. Community engagement, role modelling, healing and knowledge circles were key mechanisms for delivering changes in attitudes and behaviours for distinct communities.

Building a specialist workforce that can deliver primary prevention is needed:

Primary prevention requires specific skills. Many organisations deliver primary prevention as an 'extra', in addition to their core work. That core work may be tertiary responses to sexual violence and sexual harassment or other work unrelated to prevention. This suggests a workforce capacity and capability gap in delivering primary prevention in sexual violence and sexual harassment.

Figure 5: Initiatives and timeframe



Source: N=168, Deloitte questionnaire, 2020.



Growing in maturity

The extent that primary prevention initiatives are informed by evidence of what works and are continuously evaluated and improved

36%

Of respondents reported evaluating their initiative

Limited levels of evaluation and reliance on evidence-based frameworks:

There are a very small number of initiatives that have been evaluated, limiting the evidence-base of best-practice approaches in Australia. Few initiatives measure or target outcomes, due to difficulties in measurement of attitudes and behavioural change. Short term initiatives and funding were also raised as compounding reasons. In the questionnaire, 36% of participants reported evaluating their initiatives. Longer standing initiatives tended to review and update their work less frequently. Further, 18% of participants reported using established frameworks or existing programs to support development of their initiatives (Figure 6). These included Our Watch’s Change the Story framework and LoveBites.

12

Of 133 initiatives reported using Change the Story to inform their initiative

12

Of 133 initiatives reported using Love Bites to inform their initiative

Figure 6: Timeframe and review of initiatives

TIMEFRAME OF INITIATIVE	FREQUENCY OF INITIATIVE UPDATES					Total
	Weekly or more	Monthly	Yearly	Every 2-4 years	< every 4 years	
Less than six months	0	1	4	1	0	6
Six to twelve months	2	1	0	1	0	4
One to two years	0	7	10	2	0	19
Two to four years	1	1	18	3	1	24
More than four years	2	5	19	4	2	32
Total	5	15	51	11	3	85

Source: N= 85, Deloitte questionnaire, 2020.

Targeted policy and leadership for primary prevention in sexual violence and sexual harassment is needed to drive momentum:

Continued leadership and momentum for change at a societal level in sexual violence and sexual harassment is needed. Stakeholders noted that catalysts for change are yet to occur in sexual violence more generally. Where commissions are not available or realistic, specific policy and directives in sexual violence and sexual harassment play a role in leading change.

Greater collaboration and co-design of community led policy and initiatives is required:

Stakeholders spoke about the need for greater collaboration and opportunities for co-design. Diverse groups asked for greater inclusion within existing forums and networks. Some stakeholders also advised that primary prevention should be co-designed by survivors of sexual abuse and sexual harassment as well as intended consumers.





Supportive funding

The extent that primary prevention initiatives are funded in a manner that supports best practice

Dedicated funding specifically for primary prevention in sexual violence and sexual harassment is limited:

Generally, initiatives receive discrete pieces of funding for small projects and rely heavily on government funding sources (Figure 7). There is limited longer-term funding, which constrains sustainable practices and the realisation of outcomes on attitude, behaviour and system changes.

Funding for research and evaluation of primary prevention initiatives is limited:

There is limited funding specifically for evaluation, research and innovation. Evaluation of primary prevention initiatives in sexual violence and sexual harassment is considered a new and emerging sector in Australia.

Figure 7: Initiatives and funding source

Source: N=158, Deloitte questionnaire 2020.

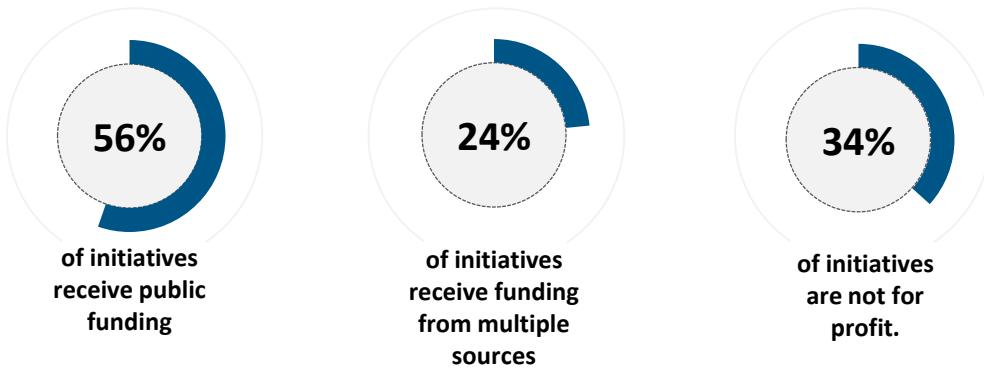
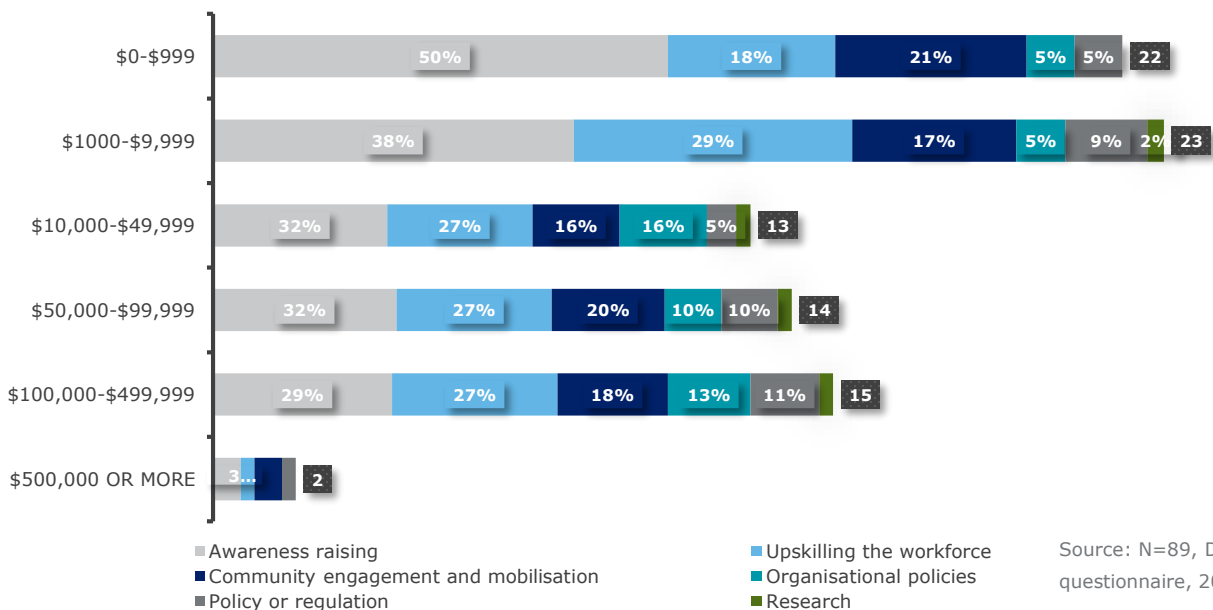


Figure 8: Initiatives and funding



Source: N=89, Deloitte questionnaire, 2020.