

**WHERE DOES MY WORK FIT?**

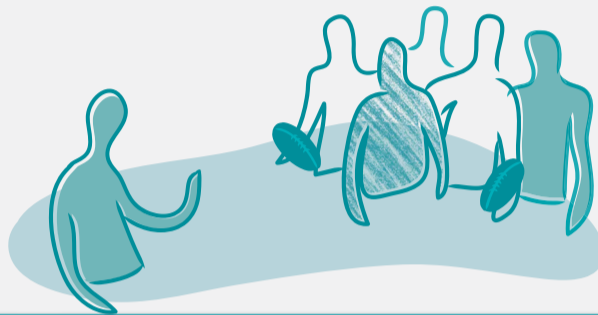
# Primary Prevention, Early Intervention and Response

This resource is designed to assist people to understand the three approaches to addressing violence against women and where their work is placed across the continuum.

Work to address violence against women fits into three broad categories that exist along a continuum: primary prevention, early intervention and response. Each of these approaches are important and reinforce each other. Work must occur across this continuum if we are going to create a world where women and their children live free from violence.

It's important to understand each of these approaches to ensure our work can achieve what it's intended to. For example, if the main goal is to stop violence **before it occurs** (primary prevention) we need to have a clear understanding of what actions will be effective in achieving this. This also helps us understand how different efforts to address violence against women compliment each other and ensure that each approach receives the attention and resourcing it requires.

Sometimes our work serves multiple purposes and these approaches can overlap. It's important to remember that these categories are not rigid, but they can help us organise where our work sits along the continuum of efforts to end violence against women. For example, developing a workplace family violence policy is a response effort, because the main aim is to support someone after they have experienced violence. However, these policies can also have a preventative effect, as they can increase understanding amongst staff of the drivers of violence against women and the actions to challenge these. If your work contributes to more than one of these approaches, it might be useful to think about what it's main objective is in order to clarify where it fits along the continuum.



## PRIMARY PREVENTION or Prevention

Working across communities, organisations and society as a whole in settings where people live, learn, work, socialise and play to stop violence from happening in the first place by challenging or addressing the things that drive violence against women (the gendered drivers).

If work in the family violence sector does not address one or more of the gendered drivers then it's more likely to be early intervention or response work.

### WHAT CAN THIS WORK LOOK LIKE?

- Implementing whole school initiatives that promote gender equality and respectful relationships
- Working with the media to ensure that reporting on violence against women highlights the perpetrator's responsibility rather than the victim's behaviour or clothing
- Developing awareness-raising campaigns that make it clear that sexism and disrespecting women is never acceptable
- Delivering training about the gendered drivers of violence against women
- Running programs for first-time parents that unpack gendered roles and promote gender equitable parenting and household practices
- Supporting a local sports club to develop policies and procedures that ensure women and children have equal access to resources and appropriate facilities to support their participation in sport
- Implementing workplace initiatives that take a whole of organisation approach to addressing the gendered drivers of violence against women, including addressing unequal workplace policies, processes, leadership and workplace culture. This might include strategies such as establishing gender quotas for leadership positions, ensuring flexible working arrangements for all staff and delivering bystander training

## SECONDARY PREVENTION or Early Intervention

Working with specific groups or individuals because they may be at risk of perpetrating or experiencing violence.

This approach also refers to work undertaken in particular environments because there are strong signs that violence may occur in these settings.

### WHAT CAN THIS WORK LOOK LIKE?

- Delivering a program for young boys at school who are exhibiting sexist behaviour and disrespectful attitudes towards women and girls
- Working with boys who have shown early signs of or begun using violence to stop them from continuing to use violence as adults (e.g. the Sexually Abusive Behaviours Treatment Services)
- Delivering education sessions at a sports club about sexual assault and the legal consequences after a number of women have reported experiencing sexual harassment
- Group work focussed on healthy emotional expression for young boys who have experienced family violence
- Developing relationship quizzes that support people to identify if they are in a healthy or abusive relationship (e.g. the Is it love or control quiz)
- Providing information and training about family violence, legal rights and support services to people who are at higher risk of experiencing violence or professionals working with people who are at a high risk of experiencing violence

## TERTIARY PREVENTION or Response

Supporting victim survivors who are living with or have experienced family violence. This work can take a variety of forms, including crisis, therapeutic and recovery support.

This approach also refers to work undertaken with perpetrators to prevent further violence by changing attitudes and behaviour through a range of strategies, including individual counselling, case management and group work.

### WHAT CAN THIS WORK LOOK LIKE?

- Responding to and referring people following a disclosure
- Talking to women about their experience of violence and assessing their level of risk
- Providing case management support including; arranging crisis accommodation, supporting women to secure housing, advocating for women navigating the legal system, providing referrals and support
- Police protection/response (e.g. responding to incidents of family violence)
- Establishing and running a support group, therapeutic program or counselling for women and children who have experienced family violence or sexual assault
- Developing a workplace policy that provides additional leave for staff who are experiencing family violence
- Delivering a men's behaviour change program for perpetrators and supporting women whose partners are attending the program
- Providing family violence legal advice to victim survivors to help them to manage family court proceedings and/or parenting orders