



Hawkesbury City Council

attachment 1
to
item 161

Summary and Submissions
from the Public Exhibition

date of meeting: 12 September 2017
location: council chambers
time: 6:30 p.m.



Summary and Submissions from the Public Exhibition Draft Hawkesbury Family and Domestic Violence Action Plan

Summary and Submissions during Public Exhibition

Fourteen responses were submitted by residents and organisations and common themes identified. This table groups and summarises comments according to the relevant section of the Draft Hawkesbury Family and Domestic Violence Action Plan.

Section	Summary of Submission Comments	Response
3.1 Planning and Coordination	<p>Plan should be more compatible to work within best practice guidelines and community services reforms established by the Federal and State governments. Request KPIs to assess change of outcomes and measures in the plan.</p> <p>Resourcing a budget and a fully qualified Domestic Violence full-time staff position at Council is required to coordinate, implement, deliver and capture/assess changes for the plan.</p> <p>Council employee representative be designated to attend and take an active role in HANADV.</p>	<p>The format for the Draft HFDVAP was based on NSW Government's <i>'It Stops Here'</i> Domestic and Family Violence Framework for Reform. The Framework was informed by existing evidence, agency experience, the wisdom of service providers and, most importantly, the views of the women who have experienced violence. Accordingly, it represents a considered and collective 'best practice' response by government and non-government agencies to the prevention of domestic and family violence and the provision of support to people most at risk.</p> <p>The plan does identify outputs. Indicators to measure outcomes are outside of the information that Council currently collects (through its biennial survey) HANADV will utilise data available to assess impact (e.g. DV incidents through the Hawkesbury Local Area Command) and use the outputs to report on the progress of implementing the plan.</p> <p>Responsibility for the provision of family violence services rests with the state and federal governments. Within this framework Council's role is to bring residents, community groups and government agencies together to co-ordinate how best to deliver these services. Responding to Family and Domestic Violence (FDV) requires a community approach, Council will continue to work with stakeholders and service providers through the Hawkesbury Action and Domestic Violence Network (HANADAV) to implement the collaborative actions within the Plan. As a relatively small council, Council does not currently have the resources to employ a specialist FDV worker and would be reliant on state/federal grants to fund such a position.</p> <p>Council has appointed the Community Safety Coordinator as its representative on HANADV. Council has actively supported FDV events and projects and will continue to do so.</p>



Summary and Submissions from the Public Exhibition Draft Hawkesbury Family and Domestic Violence Action Plan

Section	Summary of Submission Comments	Response
3.2 Policy and Advocacy	<p>It is not clear from this draft plan if Council have its own policy and practice statement at the local level for employees who are victims of family violence. It should align with USU recommendations including DV leave and designated support people within Council</p> <p>The promotion of such policies would also send a strong message of Council intolerance of family violence to all employees. This is what makes societal change.</p> <p>Unable to see any specific mention of any support for men, only of men as perpetrators of violence.</p> <p>Council should provide financial support to HANADV to maximise this group's impact and to the Women's Cottage so it may provide full-time service.</p> <p>Requests for Council to make representation to varied entities on numerous issues such as eliminating gender stereotyping.</p> <p>Resourcing a budget and a designated worker at Council is required to deliver actions in this section.</p>	<p>Council has adopted a <i>Domestic Violence Operational Standard</i> that applies to all employees of Council based on the provisions of the Local Government (State) Award 2014 and is aligned with USU Domestic Violence protocols. The suggestion to promote this policy is noted and will be actioned accordingly.</p> <p>The HDVAP was developed through community input and reflects the feedback received at the Hawkesbury Family and Domestic Violence Forum held on 10 November 2016. Participants at the Forum identified domestic violence against women as the priority issue requiring a collective response within the Hawkesbury. Men are not excluded within the plan as advocacy, identification of service gaps and service responses would apply to all FDV 'victims'.</p> <p>In 2016 Council entered into a five-year Community Sponsorship Agreement with the Women's Cottage to subsidise its operating costs by \$22,400 a year on the understanding that these savings would be used to augment services provided by the Women's Cottage. As a member of HANADV Council also actively supports the activities of this group through staff participation and in-kind resources. HANADV have also been successful in securing funding under Council's Community Sponsorship Program for projects and events and remains eligible to apply for further financial support.</p> <p>Council regularly make representations to government and non-government agencies on a range of community issues brought to its attention. A formal request can be made in writing which can be referred to one of Council's Advisory Committee for comment and recommendations for Council's consideration.</p> <p>Refer to response 3.1.</p>



Summary and Submissions from the Public Exhibition Draft Hawkesbury Family and Domestic Violence Action Plan

Section	Summary of Submission Comments	Response
3.3 Public Information and Education	<p>All Council events provide discreet FDV brochures so that people know where to obtain help.</p> <p>Council to provide printed and website information on obtaining FDV help and on identifying and reporting FDV</p>	<p>Council has, in partnership with HANADV, developed and printed a wallet card which details FDV support services. Comment is noted and circulation of this wallet card at Council events will be considered.</p> <p>Information about services for people impacted by FDV is currently available on Council's on-line Community Directory.</p>
	<p>Making an app either specifically relating to The Women's Cottage or a Hawkesbury Domestic Violence directory.</p> <p>Highly visible posters, banners and permanent signage on main roads, entry points, and HCC Council building that demonstrate FDV will not be tolerated in the Hawkesbury.</p> <p>In the Hawkesbury LGA, there does not seem to be awareness of this very important issue (JP). Awareness needs to be directed via website, social media, signs on roadsides and notices in the local papers.</p> <p>Resourcing a budget and a designated worker at Council is required to deliver actions in this section.</p> <p>Why does council not have a Facebook page to disseminate information?</p>	<p>The development of an app is outside of Council's scope of services however an online version of the HANADV wallet will be made available on Council website. Additionally, domestic violence services can elect to list themselves on Council's Community Directory.</p> <p>In July 2015, Council adopted a Notice of Motion to place an anti-domestic violence message on the "Welcome to the Hawkesbury" signs along State Roads. Letters to Roads & Maritime Services requested permission for installation of DV awareness message on entry-point signage; the response received at the time was that RMS is unable to support the stacking of messages on a single point of signage due to driver distraction and safety risks.</p> <p>Council will again investigate placement of DV Awareness signage near these entry points to the LGA, in consultation with RMS</p> <p>Council resources a range of events and media that seek to raise awareness of domestic violence including Reclaim the Night, Women's Cottage Anti- Domestic Violence, and White Ribbon Day.</p> <p>Council will continue to work with HANADV to support initiatives that raise awareness of domestic violence as an issue in the Hawkesbury.</p> <p>Refer to response 3.1.</p> <p>Council is developing a Facebook profile and will have a Facebook page within the 2017/2018 period.</p>



Summary and Submissions from the Public Exhibition Draft Hawkesbury Family and Domestic Violence Action Plan

Section	Summary of Submission Comments	Response
3.4 Partnership / Resource Sharing	<p>HCC should hire a full-time DV specialist to support Hawkesbury teachers in delivering sustained education messages that domestic violence will not be tolerated ever. This includes funding early intervention programs that focus on healthy relationships, conflict resolution and general kindness. Mentoring for all students from kindergarten all the way through to university students, even the workplace. Include stories from survivors to help reduce the stigma.</p> <p>In relation to perpetrator programs, anger management is not an option in domestic violence.</p> <p>Resourcing a budget and a designated worker at Council is required to deliver actions in this section.</p> <p>Limit any outreach program from another area. It must be located in the Hawkesbury.</p>	<p>The NSW Department of Education is responsible for the provision of student welfare, curriculum and education support staff and resources within NSW schools. Council's function in relation to community services is that of identifying community needs, then working in partnership with government and funded agencies to ensure that services are available for residents.</p> <p>Council can facilitate partnerships, advocate for funding and support local agencies that hold sector expertise to deliver services. It does not have the capacity to fund or deliver specialist services directly. Council will work with HANADV and Schools Partnership Group to identify options for evidence-based early intervention programs focussed on healthy relationships, and support an existing service with DV expertise to gain the funding required to deliver such a program.</p> <p>Education in "Anger Management" was raised by numerous attendees in the discussion of early intervention at the Family and Domestic Violence Forum. Accordingly, Anger Management education was included as a strategy in the Draft Plan to reflect community input. To minimise any perceived conflict with best-practice approaches in early intervention, the term "Anger Management" has been removed from the Plan.</p> <p>Refer to response 3.1.</p> <p>Council has limited jurisdiction over the provision of State and Federally funded services; the terms and conditions governing how services are provided are specified in funding agreements. Council can advocate for local service provision and where available, provide appropriate premises for services to be delivered locally. Additionally, Council provides letters of support to local agencies when funding is being sought to deliver community services.</p>



Summary and Submissions from the Public Exhibition Draft Hawkesbury Family and Domestic Violence Action Plan

Section	Summary of Submission Comments	Response
3.5 Safe Housing	<p>Need for appropriate accommodations, women's refuge (or anonymous safe house) and affordable housing for affected families in the Hawkesbury area. Currently the lack of a refuge stops women trying to escape FDV.</p> <p>Women currently have no option but to leave the Hawkesbury to access emergency accommodation and to report to Housing NSW for temporary Housing assistance. The impact on children who are experiencing DV in their home is devastating. The timeframe of 5-10 years can be considerably shortened with a concerted partnership effort to identify land and develop affordable housing projects.</p> <p>Making partnerships with local real estates who can provide a smooth process in directing women towards finding appropriate housing.</p>	<p>Facilitating the supply of social and affordable housing is a complex undertaking impacted by a range of interconnected factors. The decline in house purchase affordability is a structural problem created by house prices growing faster than incomes over the last half century while reduced investment in public housing has contributed to a reduced supply of low-cost rental housing. The solutions to these problems are generally beyond the capacity and remit of local government – particularly relatively small peri-urban councils such as the Hawkesbury. Responsibility for the funding and provision of emergency and low-cost social housing primarily rests with the state and federal governments. The 'traditional' role of councils in supporting housing affordability is through the supply or rezoning of land for residential development and/or urban intensification as well as establishing partnerships with developers and community housing providers to facilitate affordable housing projects. Council is currently working with community housing providers to identify parcels of underutilised Council land which may be suitable for affordable/social housing proposals.</p> <p>Council will continue to advocate and take cues from Council's Homelessness Action Plan and Affordable Housing Policy. Council has formed a Housing Affordability Working Group which aims to prepare a report for Council to identify how Council can increase the availability of affordable and social housing, as well as address homelessness.</p> <p>Council will continue to work with Wentworth Community Housing to explore opportunities to increase emergency accommodation in the Hawkesbury.</p>



Summary and Submissions from the Public Exhibition Draft Hawkesbury Family and Domestic Violence Action Plan

Section	Summary of Submission Comments	Response
3.6 FDV Services / Facilities	<p>The small safe room at the court house for victims seeking AVOs is not a supportive environment for victims while perpetrators are able to sit in all other areas. This situation does little to reduce victim blaming.</p> <p>More access to therapeutic services to assist families in recovery, e.g. funding for groups/counselling/support services for parents & children.</p> <p>Improving interagency connections with children services to provide a smooth referral system.</p>	<p>In July 2017, the Windsor Courthouse received \$160,000 in state government funding to have an Audio Visual Link which will allow testimony from remote witnesses and evidence from vulnerable victims. Council will make formal representations to the NSW Department of Justice to make further improvements to this local facility.</p> <p>Responsibility for the provision of family support and counselling services rests with the state and federal governments. Council provides letters of support to local agencies when funding is being sought to deliver these services. It can also provide financial support through the Community Sponsorship Program for family support/counselling projects.</p> <p>Council participates in and supports HANADV, the peak interagency for specialist domestic violence support services. Council will continue to work with HANADV with the aim of improving interagency connections.</p>
	<p>Provide education seminars/programs for service providers for addressing domestic violence.</p> <p>Expanding the Women's Cottage, possibly including more domestic violence advocates, counsellors and children's programs.</p> <p>Assist in providing a Community Car to help women attend appointments in or out of the area. This could also help alleviate isolation.</p>	<p>Council promotes training available for service providers through financial support of Hawkesbury eNews (leep), and information distribution via email. Council intends to host an annual FDV Forum where education to service providers will be a component.</p> <p>Council will support any application made by the Women's Cottage to seek funding to expand their scope of services.</p> <p>The provision of public and community transport services is a responsibility of the NSW State Government. Council would support an external agency to apply for and coordinate the use of an 'on demand' community car. Council does receive funds from the state and federal government to provide community transport services for residents. Peppercorn Services Inc. (PSI) operates these services on Council's behalf and these funds are used by PSI to provide a range of subsidised transport services particularly for people who are geographically and socially isolated. Council will liaise with Peppercorn Service to identify options for assisting geographically and socially isolated women to access appropriate transport options</p>

From:
Sent: 1 Aug 2017 19:19:01 +1000
To: Hawkesbury City Council
Subject: Feedback on draft family and domestic violence action plan

Hello,

I just wanted to comment on the Draft Hawkesbury Family and Domestic Violence Action Plan. I am disappointed about the lack of support for men experiencing FDV. I was unable to see any specific mention of any support for men, only of men as perpetrators of violence. Domestic violence is a problems to all genders, as well as LGBT members of our community.

There has been 77 murders/attempted murders of men in domestic violence situations in the first 7 months of this year alone and I believe Hawkesbury should be forward thinking enough to remove gender specific bias to support for FDV

(Reference

: <https://www.facebook.com/domesticviolenceawarenessaustralia/posts/2009484162612730:0>)

Thankyou for allowing me to voice my opinion.

From: The Womens Cottage <antiviolence@womenscottage.org.au>
Sent: Friday, 4 August 2017 11:26 AM
To: Hawkesbury City Council
Subject: Submission - Draft Hawkesbury Family and Domestic Violence Action Plan
Attachments: recommendation (Completed by , student).docx

To the General Manager
Hawkesbury City Council

I am writing on behalf of The Women's Cottage. One of our students, . has given a lot of time and thought into completing a response to this action plan. I have attached this document for you to peruse please, as a response to the draft action plan. This represents the response from The Women's Cottage.

Kind Regards

Anti Violence Project Worker
The Women's Cottage

antiviolence@womenscottage.org.au

The Women's Cottage is on Traditional Darug Land and we respectfully acknowledge the Darug people and Elders past and present.



Short term recommendations	Long term recommendations
<p>Promoting the Women's Cottage as a first point of contact for women who are experiencing or have experienced a Domestic Violence relationship</p> <p>How can this be achieved?</p> <ul style="list-style-type: none"> - By creating pamphlets for the Hawkesbury region and the surrounding areas. Reason: To create more awareness of domestic violence within the community and what the cottage offers in the way of services for women. - Pamphlets may also be distributed within other service providers and organisations within the Hawkesbury i.e. the police, court house, medical practices, community centres and the library. - Information can also be handed out on Reclaim the Night to promote the Cottage. - Pamphlets/Brochures may include; the voices of domestic violence victims and survivors as well. Will also include what the bystander affect is. <p>To improve the discourse directed at women experiencing domestic violence i.e. reducing victim blaming within the community. Treating women as if they are not the ones to be of blame.</p> <p>How can this be achieved?</p> <ul style="list-style-type: none"> - By altering how women are treated when going to court i.e. Women are put in a safe room whilst the perpetrator is able to sit wherever within the court surroundings. <p>Improving interagency connections with children services to provide a smooth referral process. Reason: Children are also exposed to</p>	<p>The general consensus was that there is a large need for a women's refuge & safe housing.</p> <p>How can this be achieved?</p> <ul style="list-style-type: none"> - By making partnerships with local real estates whom can provide a smooth process in directing women towards finding appropriate housing. - Expanding Nurreen to accommodate towards the large number of women who are transitioning into housing accommodation. - Expanding short term crisis accommodation services. Reason: We know that these services already function therefore, if funding is granted it should utilised to expand and provide more resources for women experiencing domestic violence. <p>Making an app either specifically relating to the Women's Cottage or a Domestic Violence directory for women in the Hawkesbury to access. Reason: With the use of technology continually on the rise, a phone app may be useful for targeting more of our younger clients to access the services. This may include specialised services, legal services, contact numbers and general information about the cottage and domestic violence.</p> <p>Education seminars/programs for service providers for addressing domestic violence. This may be promoted by utilising domestic violence survivors,</p>

domestic violence and are affected. By having a smoother referral process to services would be beneficial.

stories in order to, reduce the stigma.

Education at local schools within the Hawkesbury by running a healthy relationships program for children to be able to understand this issue.

Expanding the Woman's Cottage, possibly including more domestic violence advocates, counsellors, and children's programs.

Connecting with McDonalds to address the issue of gender stereotyping in their happy meal toys.

From: The Womens Cottage
Sent: 4 Aug 2017 12:08:00 +1000
To: Hawkesbury City Council
Subject: Submission - Draft Hawkesbury Family and Domestic Violence Action Plan

To the General Manager
Hawkesbury City Council

I am writing on behalf of the local domestic violence network – Hawkesbury Action Network Against Domestic Violence (HANADV). I am based at The Women's Cottage, however this response represents in summary some thoughts that our network members have in response to this draft action plan.

Part of our role within HANADV is to help promote awareness in the community about Domestic and Family Violence. So this might be within events held, information share within meetings, etc.

In summary, here are some thoughts we have had in response to this action plan that we would really appreciate be considered by Council members. Furthermore, we are available as a network to be consulted with about these views, and how the Council may be able to further support HANADV and other community members with a vested interest in making positive changes for those impacted by Domestic and Family Violence :

- An ongoing issue is the pressing need for appropriate accommodation for those impacted by Domestic and Family Violence. Statistically, the proportion of those affected are women and children, and the common perpetrators of the violence are males. This is not to deter from the fact that there are instances whereby males are also abused within the Domestic and Family violence context. However if we are to consider the priority of how funding should be ideally dispersed to address this area of need, it makes more sense initially to address the higher need here, being women and children. So what we are specifically advocating for here, is immediate / emergency accommodation, and short to medium term accommodation. We want to know that we are not just going to provide a "band-aid" option, and then for those impacted by domestic and family violence, to be left alone again with no supports and no housing. In fact, if there is no appropriate "flow-on" process once emergency accommodation is provided, in my opinion there is a heightened chance that the women and children who initially were able to leave the violent situation, may return. This would prove disastrous for their physical safety, and emotional / psychological safety. Particularly when we know that an extremely dangerous period of time in a domestic and family violence situation, is when the victim (or survivor as some prefer to be called), leaves the violence. Funding here needs to include costs associated with the supportive intervention required from support staff, caseworkers, counselling etc to the families who are utilising the accommodation.
- We have noticed that other Council areas have created a visual reminder that Domestic and Family Violence is not tolerated in the community, and an awareness & acknowledgement it is still present. It would be fantastic if the Council could support (ie including financial support) the production of signage and banners that permanently remain in place at various entry points to the Hawkesbury area. Such as, on main roads.

- Another way to discreetly ensure we are educating the local community about how to get help when experiencing domestic and family violence, is to have brochures about this at all Hawkesbury City Council events. That way, the information is available but not too obviously (when considering safety issues) to those who feel they need help and are in a position to safely access this information.
- Another idea discussed is to have access to a “Community Car.” The purpose being, to assist in supporting women to attend appointments in or out of area. This vehicle could be attached to a particular service, there would be a booking system, staff would drive the women to and from their appointments (insurance reasons etc I’m sure that would probably make more sense). This initiative could also prove to be a lead in for the women to connect in with other services they may not be aware of in the community. Additionally, this initiative would help to address the isolation commonly experienced by those experiencing domestic and family violence.

On behalf of HANADV, thank you for reading through our thoughts. As members of local services in this community, we take this matter seriously and we are very passionate about this. We are all trying hard to enhance the support network for those who experience domestic and family violence.

Kind Regards

**Anti Violence Project Worker
The Women’s Cottage**

antiviolence@womenscottage.org.au

The Women’s Cottage is on Traditional Darug Land and we respectfully acknowledge the Darug people and Elders past and present.



From: RCSI Family Support
Sent: 8 Aug 2017 11:50:30 +1000
To: Hawkesbury City Council
Subject: Draft Hawkesbury Family & Domestic Violence Plan
Attachments: RCSI submission to Council's DV plan Aug 2017.pdf

Attn Council staff,

Please find attached submission in response to council's Draft Hawkesbury Family & Domestic Violence Plan. Thanks

Regards

[REDACTED]
Family Support Coordinator
[REDACTED]
[REDACTED]

www.rcsi-neighbourhoodcentre.org



We acknowledge the traditional Dharug owners of the place in which we work and pay our respects to the Dharug people past and present.



Please don't print this e-mail unless you really need to

This e-mail is solely for the named addressee and may be confidential. You should only read, disclose, transmit, copy, distribute, act in reliance on or commercialise the contents if you are authorised to do so. If you are not the intended recipient of this e-mail, please notify the sender by e-mail immediately and then destroy any copy of this message. Except where otherwise specifically stated, views expressed in this e-mail are those of the individual sender. Richmond Community Services Inc. does not guarantee that this communication is free of errors, virus, interception or interference



20 West Market Street, Richmond
P O Box 260 Richmond, NSW 2753
Telephone: 02 4588 3555
Fax: 02 4578 3322
e-mail: admin@rcsi.ngo.org.au
www.rcsi-neighbourhoodcentre.org
ABN: 13 787 087 171



Attn Hawkesbury City Councillors

7th August 2017

Re Draft Hawkesbury Family & Domestic Violence Plan

Richmond Community Services would like to express our support for the initiatives outlined in the draft Hawkesbury Council's Family & Domestic Violence Plan and applaud council for the decision to address this issue in the Hawkesbury Community. We know domestic violence is a major issue in the lives of many clients accessing our service -over 60% of the families accessing our family support service have either left an abusive relationship or are in the process of leaving. Such a plan is well overdue.

We applaud the inclusion of a louder voice from council on this issue in the community and suggest this could be improved even further with signage & banners throughout the LGA saying *"The Hawkesbury says NO to Domestic Violence"* or similar, provision of information about DV support services at all council functions in the community, and financial support to the activities of HANADV (Hawkesbury Action Network Against Domestic Violence) to maximise this group's impact in advocacy work on this issue.(for example funding of "Reclaim the Night" and "Stop DV Day" events, annual printing of DV directory of services).

We would like especially to highlight the urgent need to prioritise the following in Council's plan:

- **A Domestic Violence refuge in the Hawkesbury.** Currently the lack of somewhere to go in a crisis in the Hawkesbury stops women trying to escape. We believe this is the most pressing need and one that the council could take leadership on and work to make it happen.
- **More Housing for women who have recently left DV** – we have only 1 DV specific home available for women through Wentworth Community Housing in the Hawkesbury, with access to only another 5 units through BEAM shared with homeless single adults. Obviously the waiting list for these is long; many families cannot get into these when needed and the delay compromises their recovery and increases the likelihood of return to violent partners.
- **More access to therapeutic services** to assist families in recovery- eg funding for groups/counselling/support services for parents & children .

We look forward to the outcome of this consultation for our families and the Hawkesbury Community.

Regards

Family Support Co-ordinator

Community Development
Administration

Family Support
Executive Officer

Neighbour Aid

From: [REDACTED]
Sent: 8 Aug 2017 12:53:13 +1000
To: Hawkesbury City Council
Subject: General Manager, Hawkesbury City Council titled 'Submission - Draft Hawkesbury Family and Domestic Violence Action Plan'

Dear sir

I am very interested in commenting on the Hawkesbury's action plan for 'Domestic Violence'.

Visual support around the Hawkesbury seems to be non-existent, where are the posters in the council building? why don't you have a face book page?? the modern way to disseminate information .

I would also like to pass comment on the small room at the court house for victims who are seeking AVO's .

Last time I supported a client through this process the ladies were drawing cards to see who could stay in the room and who would have to wait outside with their perpetrator.

This does not look a supportive environment for the victims.

The first step seems to be the action plan, I hope to see plenty of "ACTION" moving forward.

Regards

[REDACTED]
Community Development Worker
Hawkesbury Community Outreach Services Inc.
PO box 220 Kurrajong NSW 2758
cd@hcos.net.au



"Live every moment, Love beyond words, Laugh every day"

From: Your Hawkesbury Your Say
Sent: 14 Aug 2017 12:22:40 +1000
To: Hawkesbury City Council;
Subject: Hawkesbury Labor completed a Draft Hawkesbury Family and Domestic Violence Action Plan submission form.

Hawkesbury Labor just submitted the a 'Draft Hawkesbury Family and Domestic Violence Action Plan' submission form with the responses below.

Name

Hawkesbury Labor

Address

,

Please provide your comments below

Hawkesbury Labor recognises the work of Council in developing this draft action plan. Further, we recommend the following additions and amendments be made: 1. A Council Officer be designated to be responsible for the co-ordination and delivery of this plan. 2. Council allocates a budget to deliver the plan. 3. This plan includes a D&FV community positive promotion strategy with an allocated budget. 4. Strong advocacy and participation by Council is essential to achieve the outcomes in the action plan. 5. Council strongly advocate for a full time women's service and a women's specific refuge in the Hawkesbury 6. A designated council officer attends HANADV meeting in order to achieve the action plan. 7. Council establishes an internal domestic violence policy as outlined by the NSW Local Government, Admin, Clerical, Energy, Airlines & Utilities Union. This policy should include the designation of staff members to support victims of domestic violence. This policy should be promoted internally.

Upload supporting documents (optional)

No Answer

From: CYFS Coordinator
Sent: 14 Aug 2017 12:54:33 +1000
To: Hawkesbury City Council
Subject: Draft Hawkesbury Family and Domestic Violence Action Plan.

As a resident and a Worker in the area I'm amazed that HCC has not been on this issue earlier when we have so many families affected by this issue and with Councils connection with the local area Command the amount of violence in the area was one of the highest is South Windsor and Bligh Park for years.

I work between Hawkesbury City Council and Penrith City Council the level of council promotion about it's support of no tolerance to Family and Domestic violence is highly visual throughout the whole LGA and on the council building as well, I notice that Hawkesbury council has no signage regarding where it stands on this topic. As a side note Blacktown city Council even have their stand on their boards as you enter the LGA from the Richmond Road.

Also support from the council with a few premises to house families who are escaping violence would help support the process of families staying where they feel comfortable with their support networks, but due to obvious reasons the houses cannot be known to perpetrators . so this will be a very supportive help to the community and specific families in the Hawkesbury LGA.

That Council helps services education the community to what Family and Domestic violence is through promotional material from Hawkesbury City Council saying that they have no tolerance to Family and Domestic violence and some information on the Council website where they can get help.

Thank you for taking the time to read the submission

Child, Youth & Family Support Service.

Available Mon, Wed, Thurs, Fri.
Kurrajong Community Centre
[30 McMahons Park Rd,](#)
[Kurrajong, NSW 2758](#)

Email fs@hcos.net.au
Website www.hcos.org.au

I acknowledge the Traditional Owners, Custodians and Elders of the Darug Nation, past and present, on whose traditional land I live and work.

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify

the originator of the message. This footer also confirms that this email message has been scanned for the presence of computer viruses. H.C.O.S accepts no liability for any consequential damage resulting from email containing any computer viruses. Any views expressed in this message are those of the individual sender, except where the sender specifies and with authority, states them to be the views of H.C.O.S

From: [redacted]
Sent: 14 Aug 2017 15:08:26 +1000
To: Hawkesbury City Council
Subject: Submission - Draft Hawkesbury Family and Domestic Violence Action Plan

To the General Manager
Hawkesbury City Council

In summary, here are some thoughts I had in response to this action plan that we would really appreciate be considered by Council members.

- An ongoing issue is the pressing need for appropriate accommodation for those impacted by Domestic and Family Violence. A continual note through out this action plan is the need for a women refuge in the Hawkesbury area.
- I have noticed that other Council areas have created a visual reminder that Domestic and Family Violence is not tolerated in the community, and an awareness & acknowledgement it is still present. It would be fantastic if the Council could support (ie including financial support) the production of signage and banners that permanently remain in place at various entry points to the Hawkesbury area. Such as, on main roads.
- Another way to discreetly ensure we are educating the local community about how to get help when experiencing domestic and family violence, is to have brochures about this at all Hawkesbury City Council events. That way, the information is available but not too obviously (when considering safety issues) to those who feel they need help and are in a position to safely access this information.

Thanks

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

From: .
Sent: 14 Aug 2017 16:32:29 +1000
To: Hawkesbury City Council
Subject: Family and Domestic Violence Action Plan

- We need the council to take up this Action Plan and show that they are fully supporting this dire need in the community and not leaving it to other communities to fill the gap for the Hawkesbury area.
- Council should be supporting all community programs and events that are providing services to support those who are most vulnerable in our community and affected by FDV.
- Awareness needs to be directed via social media, signs on roadside and notices in the Local papers.
- There needs to be a worker fully trained in FDV at HCC to take up an advocacy role for the purpose of collaborating with the community and agencies.
- URGENT – need for a refuge with access to transport for those escaping DV in the area.



Family Worker – Early Years Family Support



P |
M |
A | 190 Macquarie Street, Windsor NSW 2756
W | www.hcs.org.au

I acknowledge the Darug people as the traditional custodians of the land in which I work, and pay my respects to all Aboriginal elders past and present and to the children who will be the elders of the future.

From: .
Sent: 15 Aug 2017 10:06:34 +1000
To: Hawkesbury City Council
Subject: Submissions - Draft Hawkesbury Family and Domestic Violence Action Plan

Attention: General Manager

I am writing to you in response to the above Action Plan. I am a Rate Paying Resident of the Hawkesbury and I also work for an NGO who deals with families who have or are expressing Family and Domestic Violence. My concerns are that with in the Hawkesbury LGA, there does not seem to be awareness of this very important issue.

The work that The Women's Cottage does of invaluable to the women and children that it assists. Through my professional life, my Organisation is a member of the HANADV Group. I am our representative to this Group. It is through Groups such as these that correct and informative information can be disseminated to the community.

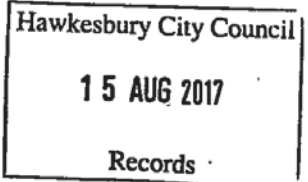
I feel that the Council is capable to supporting these organisations and also do more around education and awareness within the Hawkesbury.

I look forward to hearing about the outcome of the Action Plan and certainly hope that it is implemented by the Council.

Regards

'Submission - Draft Hawkesbury Family and Domestic Violence Action Plan

The General Manager,
Hawkesbury City Council
PO Box 146,
Windsor NSW 2756



Thank you for producing a plan that can be consulted and commented upon. As a long time worker in community services and particular skills in domestic violence work, I wish to make the following comments.

Overall

1. Outcomes and measures need real KPI's otherwise it will be impossible to measure the change.
2. There needs to be integrated into the plan, a review time and process to capture the changes
3. What is the timeframe for the plan?
4. Current services are stretched – it seems unlikely that much of the plan will progress without further funds and specific workers
5. All programs must work within the guidelines of best practice using both Federal and State DV policy frameworks particularly in relation to perpetrator programs e.g. anger management is not an option in domestic violence
6. Under current State government reforms in community services, this plan will need to appear and be integrated and resourced.

Planning and co-ordination

1. A designated worker must be employed to co-ordinate and implement the plan. Without this the plan is doomed. Whether this is best placed within Council or within a specific service in the Hawkesbury should be determined by Hawkesbury services.
2. A sufficient budget must be given to the plan. Without money, no resources will be available to support the plan. This needs to include program costs for both the project and the Council's own internal work.
3. A partnership framework will not work without resources and dedicated worker to undertake this and make it happen
4. External funding is essential to make a difference. Current services are stretched.
5. Priorities need to be set within the plan as to what is realistically achievable within current resource restrictions.

Policy & Advocacy

1. If Council is to advocate, this needs to be given to a designated worker with adequate time to work on this and be trained in best practice responses
2. Council's internal policy must be in line with USU recommendations including domestic violence leave and designated support people within Council

Public Information and Education

1. Again, a designated worker needs to be available to resource these initiatives
2. HANADV has limited resources to undertake the actions but is an important consultative body
3. The Women's Cottage needs funds to address required responses for DV victims. It is funded part time only but trying to provide a full time service.

4. Appropriate training needs to be delivered across the community service sector in the Hawkesbury. Not enough workers are aware of best practice and the intricacies of domestic violence as it is played out in homes in all its many forms.
5. There is a need for specific trauma and support services for children of all ages (including preschoolers) who experience domestic violence. This is as well as early intervention programs around healthy relationships

Partnership/Resource Sharing

1. There is a need for the "Staying Home Leaving Violence" program to be located in the Hawkesbury. There are never enough funds for Hawkesbury families from the Penrith program.
2. Limit any outreach program from another area. It must be located in the Hawkesbury.
3. Children need to be seen as a client group in their own right and resources allocated by services to address their very specific needs
4. Again, these initiatives need to be resourced otherwise they will be shelved as unachievable by many of the players and the women and children of the Hawkesbury will be left vulnerable in a continued national disgrace.

Safe housing

1. There is a need for a specialist women's refuge to be located in the area (not an add on to a family refuge service)
2. There is a need for specific allocation of housing for domestic violence affected families

FDV Services/Facilities

1. Research and experience shows that good intention is not enough. Allocated resources and designated workers make the difference to good responses and coordinated services around a particular issue. These, of course, are the most difficult to source but if governments were committed to addressing this national tragedy, they would put their money where their mouth is.

Thank you for the opportunity of responding to the draft paper.

15/8/2017

From: .
Sent: 15 Aug 2017 18:44:39 +1000
To: Hawkesbury City Council
Cc: .
Subject: Submission - Draft Hawkesbury Family and Domestic Violence Action Plan

To The General Manager,

Please may I make the following comments in response to the draft Hawkesbury Family and Domestic Violence Action Plan. In making these comments, please may I note that I am a local resident. I am also a social worker and work in the child protection field in Hawkesbury. I am also a delegate of the Public Service Association and take an active role advocating for the rights of victims of domestic violence who are also employees in public service.

1. It is in my capacity as a union delegate I am commenting on strategy Action 3.2.3: Review Council's FDV policy; Measure: notification to staff and coordinated response to the needs of council staff experiencing FDV.
Hawkesbury City Council's support to its employees, who may be victims of family violence is an opportunity to demonstrate its attitude family violence. It is a strong measure of the seriousness in which Council considers these matters.
It is not clear from this draft plan if Hawkesbury City Council has its own policy and practice statement at the local level for employees who are also victims of family violence. Does Council have its own policy and practice statement or does this draft submission only refer to a general non-binding agreement made between NSW Local Government and employees peak bodies? I could not find a local internal policy and practice statement on Council's website.
Therefore I recommend that council establishes a Hawkesbury City Council internal policy and practice statement following negotiations with employee representatives that includes the designation of a staff representative to act as a support person for employees seeking assistance in relation to personal family violence issues. This policy should also be promoted internally among all staff and regularly reviewed within the usual employee/ employer consultation processes. The promotion of such policies would also send a strong message of Council intolerance of family violence to all employees. This is what makes societal change.
2. That a council employee representative be designated to attend and take an active role in the Hawkesbury Action Network for Domestic Violence (HANADV). In order for the recommendations contained in this action plan to be realised Council will need to provide active support and participation in the local network. Council's representation and participation has been noticeably absent since the network's inception. Appreciating Council's limited resources, if Council truly recognises the corrosive nature of family violence to the well-being of our community then prioritising its representation on our local peak advocacy and coordination network must be a priority. Further, participation in this network would appear a time efficient and streamlined method of addressing the plan and assuring it's outcomes.

Kind regards,

From: [REDACTED]
Sent: 16 Aug 2017 10:47:32 +1000
To: Hawkesbury City Council
Subject: 'Submission – Draft Hawkesbury Family and Domestic Violence Action Plan'

Dear Council

I wish to submit my comment as the Draft Action plan, it does not adequately address early intervention, which I think is the critical to reducing family and domestic violence.

There needs to be a funded program amongst all Hawkesbury schools and community centres that focus on healthy relationships, conflict resolution and general kindness.

Our teachers are already overloaded, so I suggest Council hire a full-time person to keep a sustained education message that domestic violence will not be tolerated ever.

Children today need to hear the message consistently so that they believe the message. Mentoring all students from kindergarten all the way through to uni students, even the workplace.

Council needs to provide discreet family & domestic violence information at every point of contact that council has with the community

The prevalence of domestic violence in our community is a clear example that the message is not getting through

21 August 2017

Mr Peter Conroy
General Manager
Hawkesbury City Council

Dear Peter,

Re: Submission - Draft Hawkesbury Family and Domestic Violence Action Plan

Thank you for the invitation to comment on the draft Hawkesbury Family and Domestic Violence Action Plan. Staff from Wentworth Community Housing's domestic and family violence service 'Nurreen', were active participants at the Domestic Violence Forum last year. I congratulate Hawkesbury City Council for taking leadership on this issue and laying out a clear plan to reduce and respond to violence.

Wentworth is actively leading housing solutions for women and children leaving domestic and family violence both through our direct support service Nurreen and in our current exploration with Council to identify suitable sites for affordable housing projects. Women and children escaping domestic and family violence are direct beneficiaries of affordable housing; as demonstrated in our recent developments in the Hills Shire where several units have been taken up by women and children who needed safe and affordable housing to rebuild their lives.

The need for affordable accommodation in the Hawkesbury is especially crucial given the lack of any form of crisis or medium term accommodation funded through state government homelessness programs, despite consistent advocacy for over 25 years.

Women currently have no option but to leave the Hawkesbury to access emergency accommodation and to report to Housing NSW for temporary accommodation assistance.

The impact on children who are experiencing domestic violence in their home is devastating. Leaving the area to find safe and affordable housing creates further emotional upheaval and disrupts supports such as school life, social circles, friendships and activities that keep them connected to the community.

Wentworth strongly supports recommendation 3.5.2 in the Safe Housing section which proposes that Council advocate for safe and affordable housing options for family and domestic violence victims. We believe the timeframe of 5-10 years can be considerably shortened with a concerted partnership effort from Wentworth and Council to identify land and develop affordable housing projects. This is the most viable option for increasing access to safe housing for women and children escaping domestic and family violence.

Kind regards



Chief Executive Officer

**Wentworth Community
Housing Limited**

ABN 50 003 076 337

Borec House, Suite 1002, Level 1, 29-57 Station Street, Penrith NSW 2750
PO Box 4303, Penrith Westfield NSW 2750

Tel. | Fax | Email admin@wentworth.org.au

www.wentworth.org.au

From:
Sent: 15 Aug 2017 20:18:33 +1000
To: Hawkesbury City Council
Subject: Fwd: Response to Hawkesbury DV Action Plan

Dear sir/madam
Apologies I mistyped the email address. Please see my response below

Cheers

Sent from my iPhone

Begin forwarded message:

From:
Date: 15 August 2017 at 8:13:11 pm AEST
To:
Subject: Response to Hawkesbury DV Action Plan

Dear sir/madam

I am writing to advise that Wentworth Community Housing wishes to express its intention to provide a written submission in response to the Hawkesbury Domestic Violence Action Plan (draft format). This response is currently being reviewed by senior management and will be forwarded by mail and email.

I thank you for providing Wentworth with the opportunity to contribute. If you wish to contact me please feel free to do so via email or on

Cheers

Client Services Manager

Sent from my iPhone