

# National Plan Outcomes Framework

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Performance Measurement Plan





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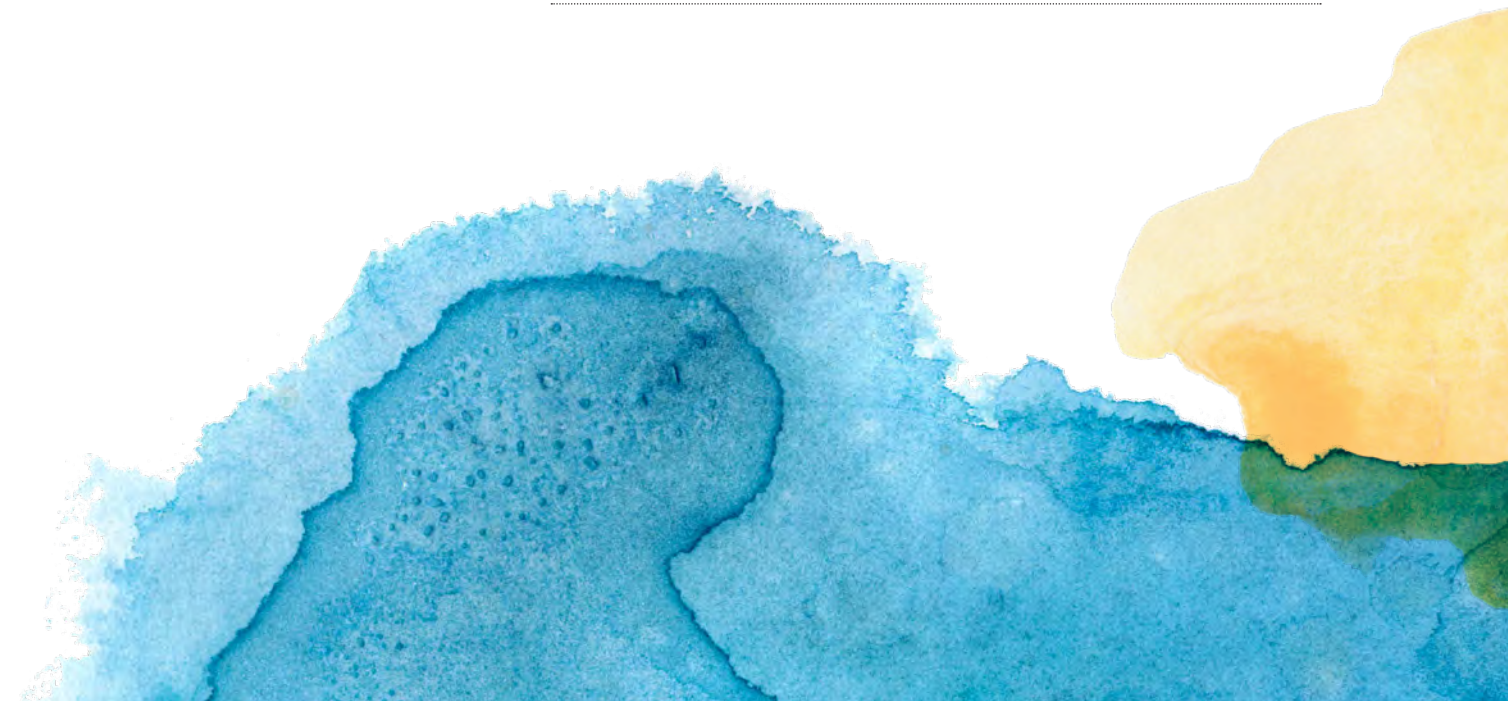
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# Introduction

In Australia, an estimated 2.7 million women, one in four, have been subjected to family violence, intimate partner violence, or both at least once in their life. Even more troubling, most women who experience violence do not seek help of any sort, and for those who do, the vast majority seek help from their family and friends. Very few women seek help from formal institutions like the police or health system.

What does this mean? It tells us gender-based violence is far more pervasive in our society than the reported-crime and family and domestic violence service statistics lead us to believe. It also tells us the majority of victim-survivors are bearing this burden on their own, in silence.

Figure 1 below shows the stark reality in Australia.

In October 2022, the Commonwealth and State and Territory governments launched the *National Plan to End Violence against Women and Children 2022-2032 (National Plan)*. The aim of the National Plan is clear – to end gender-based violence in one generation.

On 16 August 2023, the National Plan's Theory of Change, Outcomes Framework 2023-2032

(Outcomes Framework), First Action Plan 2023-2028 and Aboriginal and Torres Strait Islander Action Plan 2023-2025 were launched. These documents detail what we expect to achieve over the coming years and how we plan to do it.

Our goal is that all people in Australia live free from gender-based violence and are safe in all settings including at home, at work, at school, in the community and online. The Commonwealth, state and territory governments have come together to set an ambitious agenda aiming to achieve 6 long-term outcomes and 6 national-level targets over the next 8 years.

In order to achieve these long-term outcomes and targets, it is important to acknowledge the substantial commitment by individuals, communities and their organisations and governments to prevent family, domestic and sexual violence. The National Plan recognises the meaningful role everyone has to play – as families, friends, work colleagues, employers, business, sporting organisations, media, educational institutions, service providers, community organisations, service systems and governments in ending gender-based violence.

## FDSV prevalence in Australia – Since the age of 15

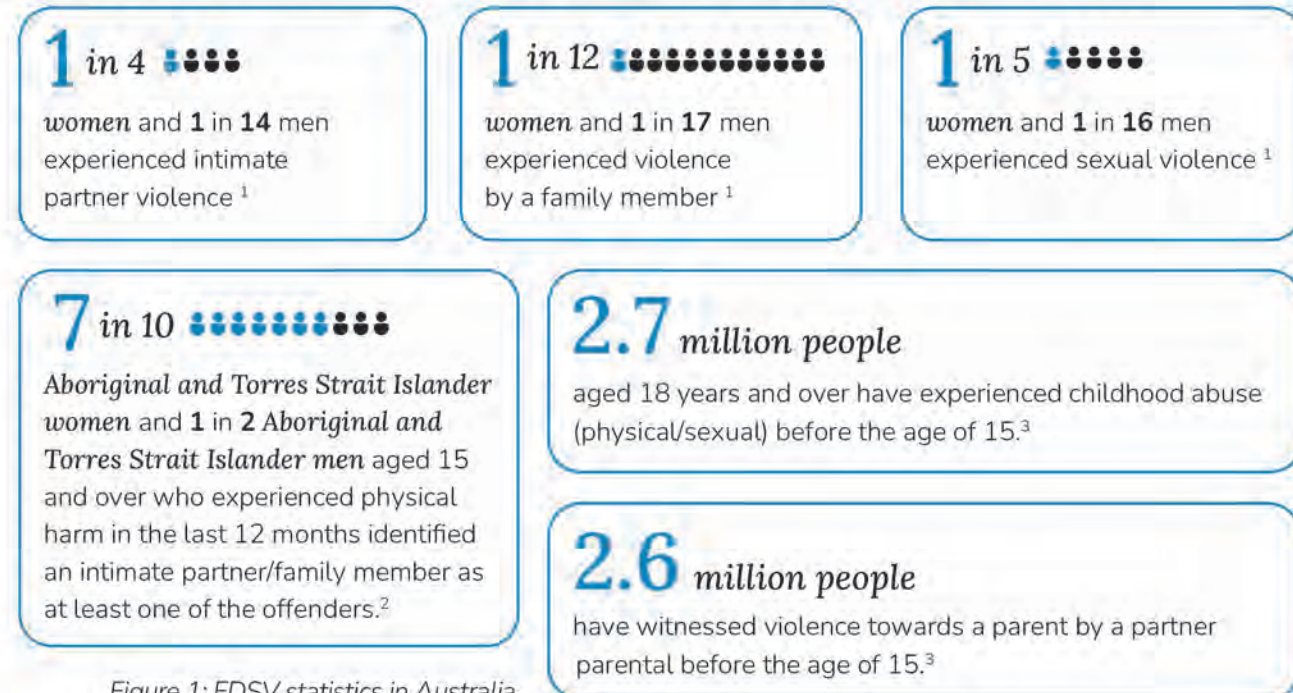
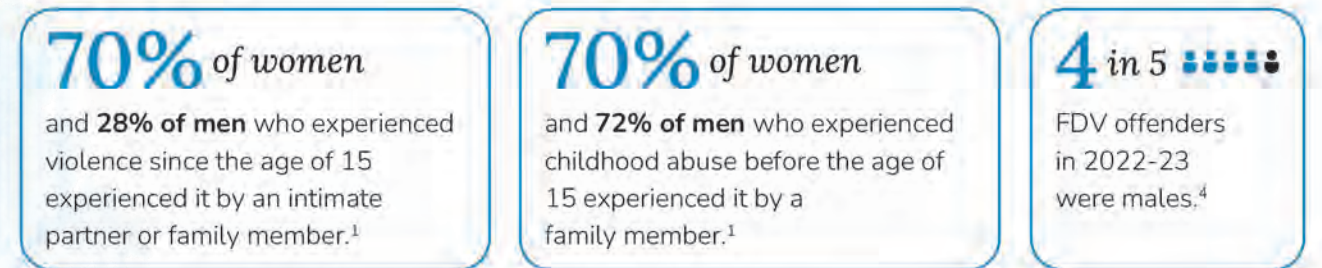


Figure 1: FDSV statistics in Australia

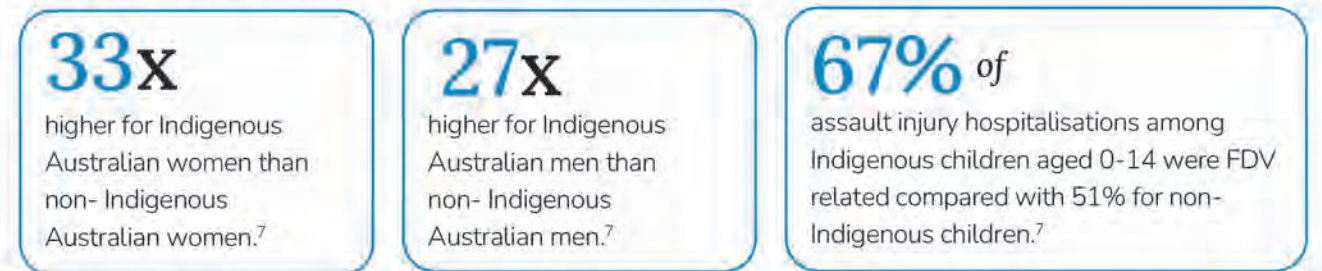
## Perpetrators



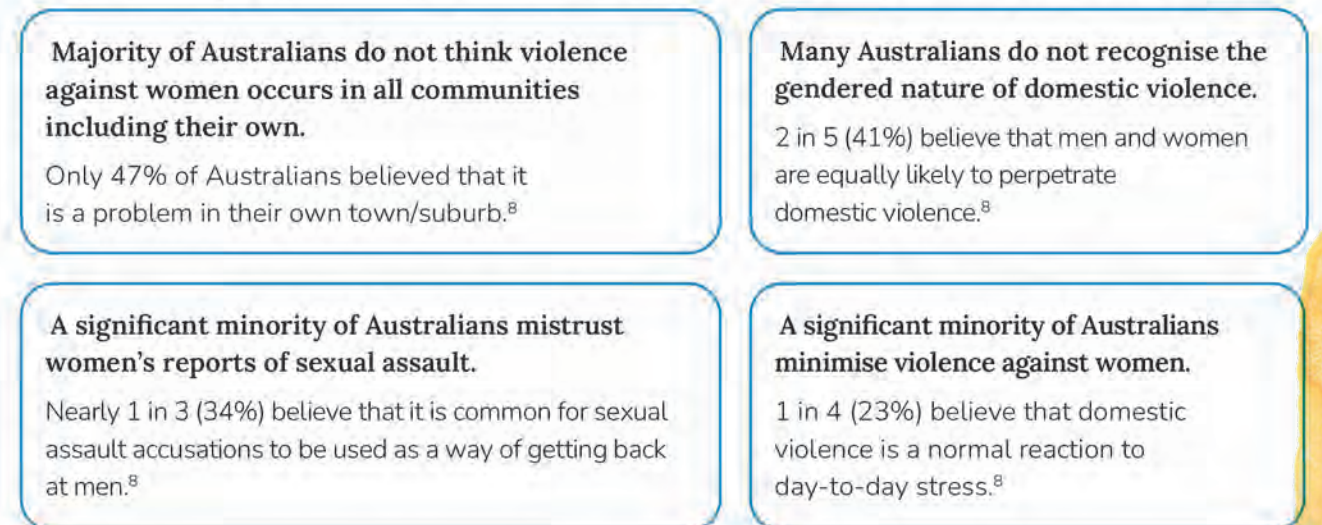
## FDSV related hospitalisation – In 2021-22



## Indigenous Australians aged-standardised rates (per 100,000 persons) of FDV related hospitalisations



## Concerning community attitudes towards FDSV persist in Australia





# Definitions and Acronyms

**Best practice** A procedure that has been shown by research and experience to produce optimal results and is established or proposed as a standard suitable for widespread adoption.

**Cultural Safety** Cultural safety is about overcoming the power imbalances of places, people and policies that occur between the majority non-Indigenous position and the minority Aboriginal and Torres Strait Islander person so that there is no assault, challenge or denial of the Aboriginal and Torres Strait Islander person's identity, of who they are and what they need. Cultural safety is met through actions from the majority position which recognise, respect, and nurture the unique cultural identity of Aboriginal and Torres Strait Islander people. Only the Aboriginal and Torres Strait Islander person who is recipient of a service or interaction can determine whether it is culturally safe.<sup>ii</sup>

**Data** Data is information such as facts and numbers used as a basis for reasoning, discussion or calculation.

**Evaluation** Evaluation is assessment of a planned, ongoing or completed activity to assess the significance, merit and worth of policies and programs. Judgements are made to improve effectiveness and/or inform decisions about future activities.

**Formal support** Services and support provided by professionals, trained employees or individuals from an organisation or agency who are paid for their time. For example, a health care practitioner, the police, a specialist service provider or a teacher.

**Indicator** Indicators specify what needs to change to achieve a desired outcome. They define the direction of change needed to progress towards an outcome. Most outcomes have more than one indicator reflecting the diversity and multiplicity of contributions from various areas.

**Informal support** Unpaid support provided a family member, relative, neighbour and/or friends that assist you in everyday life.

**Low level conflict** In the family context, it is normal to disagree with family members from time to time. Occasional conflict is part of family life and should not include intentional hurtful, coercive, aggressive or violent behaviours.

**Measure** A measure provides an objective and standardised quantification of the size, amount or degree of the change achieved. They provide a more granular detail of what has changed along with a specific measurement of progress.

**Monitoring** Monitoring is the regular collection and analysis of information to provide indicators of progress towards objectives. It includes monitoring inputs, activities, outputs and progress towards outcomes. Monitoring answers the question: 'What is going on?'

**Outcome** Outcomes represent a desired condition that should exist at the end of an activity, process or program. Outcomes should be specific enough to be measured. They are clear and unambiguous high-level statements that allow measurement of success.

**Performance measurement** Performance measurement is the process used to assess the efficiency and effectiveness of projects, programs and initiatives. It is a systematic approach to collecting and analysing how "on track" a project/program/initiative is to achieve its desired outcomes, goals and objectives.

**Services** Government or non-government programs administered by organisations that provide services to the local and broader community.

**Systems and institutions** Systems and institutions refer to all the different parts of government that have been developed to help it function. They include but are not limited to:  
Legal, Education, Health and Aged Care, Social Services, Justice, Political, sporting facilities, Transport, Telecommunications, Finance and Taxation, Corrective Services, Environment, Science and Research.

## Acronyms

**ABS** Australian Bureau of Statistics

**AIC** Australian Institute of Criminology

**AIHW** Australian Institute of Health and Welfare

**ANROWS** Australia's National Research Organisation for Women's Safety

**FDSV** Family, domestic and sexual violence

**GBV** Gender-based violence

**NCAS** National Community Attitudes Towards Violence against Women Survey

**PSS** Personal Safety Survey

**SV** Sexual violence



# The Performance Measurement Plan

This plan is a living document that will be regularly reviewed and updated as the data landscape changes over the life of the National Plan. It is recommended this document be read in conjunction with the Outcomes Framework, First Action Plan 2023 – 2027 and Aboriginal and Torres Strait Islander Action Plan 2023 – 2025.

The purpose of this document is to detail how we intend to measure and report our progress.

## What is Performance Measurement?

Performance measurement is an ongoing process that monitors and reports on the progress and accomplishments of a program by using pre-selected performance measures. This helps describe the 'what' that is being achieved.<sup>iii</sup>

The Outcomes Framework includes 6 long term outcomes and 6 national level targets as shown below. Each long term outcome is supported by a number of sub-outcomes which help to further refine and clarify what we want to have achieved by the end of the National Plan.

The Performance Measurement Plan establishes a set of indicators and measures against each of the sub-outcomes<sup>i</sup> in the Outcome Framework.

Indicators are an essential component of an effective monitoring and evaluation strategy as they provide critical information on performance, achievement and accountability. Indicators are the things that will be measured to tell us whether we are achieving our outcomes. Indicators provide information on the past, present and

### Outcomes

- Systems and institutions effectively support and protect people impacted by gender-based violence
- Services and prevention programs are effective, culturally responsive, intersectional and accessible
- Community attitudes and beliefs embrace gender equality and condemn all forms of gendered violence without exception
- People who choose to use violence are accountable for their actions and stop their violent, coercive and abusive behaviours
- Children and young people are safe in all settings and are effectively supported by systems and services
- Women are safe and respected in all settings and experience economic, social, political and cultural equality.

### Targets

- 25 per cent reduction per year in female victims of intimate partner homicide
- 2 point increase in community understanding of the behaviours that constitute FDSV every 4 years
- 2 point increase in community attitudes that condemn violence against women every 4 years
- 2 point increase in community attitudes that reject gender inequality every 4 years
- 2 point increase in community attitudes that reject sexual violence every 4 years
- By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced at least by 50 per cent, as progress towards zero

possible future direction of an activity, program and/or behaviour. Along with the standardised measures that support them, indicators allow for comparisons over time, over different geographical areas and across activities.

As part of the National Plan Outcomes Framework 2023 – 2032, Phase 3 work will deliver an Evaluation Framework which will provide a comprehensive evaluation roadmap to complement this Performance Measurement Plan.

## Expected rate of change

In 1945 equality between men and women was a core principle enshrined in the United Nations (UN) Charter, yet almost 80 years on, women continue to live in a world of rampant gender inequality and gender-based violence. In 2019 the Secretary-General of the UN stated, 'change is coming at a pace that is too slow for the women and girls whose lives depend on it.'<sup>iv</sup>

As governments work to implement their activities under the First Action Plan 2023 – 2027 and the Aboriginal and Torres Strait Islander Action Plan 2023 – 2025, the expected rate of change over the life of the National Plan will vary.

Prevention plays a central role in efforts to eradicate and remove the root causes of gender-based violence.<sup>v</sup> Progress was made under the previous *National Plan to Reduce Violence against Women and their Children 2010-2022 (previous National plan)* with the establishment of Our Watch and Australia's National Research Organisation for Women's Safety (ANROWS). Prevention programming was expanded and positive shifts in attitudes towards gender equality were achieved, however, there is still work to be done. Under the current National Plan work continues to build and strengthen prevention infrastructure. As prevention programming improves and expands, we expect to see a significant improvement in peoples' attitudes and beliefs towards violence against women and gender equality.

Early intervention, as noted in the National Plan, is vital in stopping violence from escalating. It has the power to change the trajectory for individuals who are at a higher risk of either perpetrating or experiencing violence. Under the previous National Plan, early intervention programs for

children and young people were successful in addressing the impacts of exposure to violence against women; and a number of health settings introduced training and guidance for healthcare professionals to identify and support people at risk of gender-based violence. Early intervention for the National Plan will see effective intervention approaches embedded in a variety of settings and sectors and we will see a range of strategies introduced to address all forms of gender-based violence including domestic, family and sexual violence, sexual harassment, financial abuse, technology-facilitated abuse, migration related abuse, trafficking and forced marriage.<sup>vi</sup>

In addition, providing a comprehensive and person-centred response system that holds perpetrators to account and helps to keep women and children safe will build confidence and trust that the right supports will be available when they are needed; administered by a trained and trauma-informed workforce. As such, an increase in demand for services and support over the coming years in both early intervention and response domains of the National Plan is expected.

Recovery and healing is a life-long process for many victim-survivors. As an essential component of the National Plan, recovery and healing recognises that even after violence has ended, the effects of violence continue to impact on victim-survivors' health and wellbeing. Under this National Plan we expect to see recovery services and supports that are tailored to the specific needs of diverse population groups including appropriate supports and services for children and young people. We also expect to see an increase in the demand for specialist recovery and healing services that work with people impacted by sexual violence.

Success for the National Plan will not only see more people accessing formal support but should also see an increase in perpetrators being held to account through our justice system. As such, rates of people experiencing gender-based violence may appear to increase in the short to medium term before they plateau and then start to decline. Contrary to what we may see, it is important to recognise that an increase in rates does not necessarily mean gender-based violence is getting worse. It is more likely a reflection of

<sup>i</sup> Outcomes Framework: refer to pages 6 and 7 for a complete list of sub-outcomes



peoples' growing awareness, understanding and confidence to come forward and seek formal support.

It will take more than one program to meet the outcomes and targets under the National Plan. A number of programs are required across the four domains of the National Plan (Prevention, Early Intervention, Response, and Recovery and Healing). Initiatives like Respectful Relationships

Education, The Escaping Violence Payment program and Keeping Women Safe in Their Homes will significantly help to break the cycle of abuse, however each program by itself will not end gender-based violence. Achieving outcomes and targets will be the result of integrated efforts across all levels of society.

Figure 3 illustrates the expected process for change as described above.

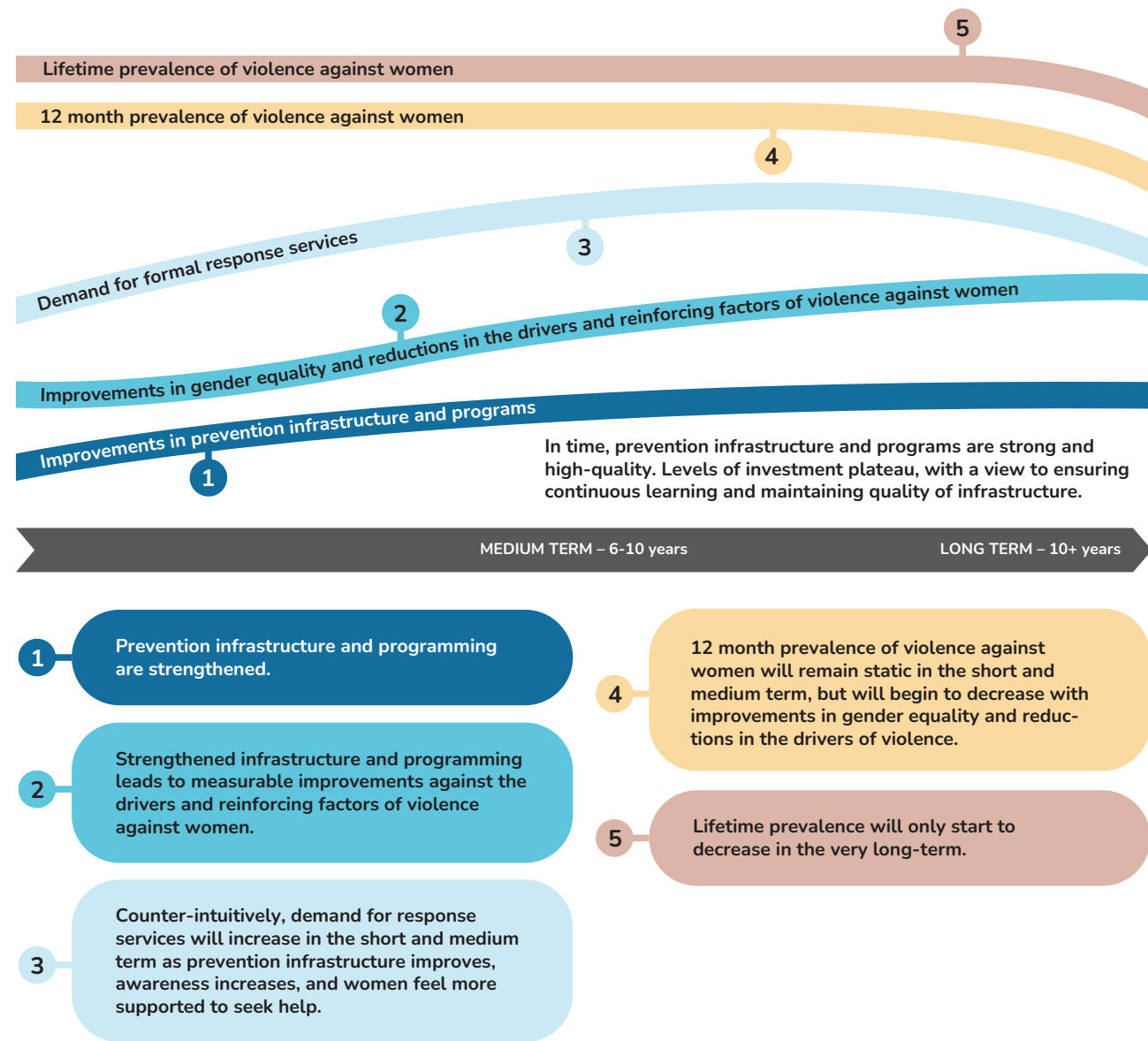


Figure 3: Expected process of change over time  
Our Watch: Counting on change: A guide to prevention monitoring, reprinted with permission

# Performance Measurement Plan structure

The following performance measurement tables provide a rounded picture of performance to inform on the progress of the National Plan. The tables set out the:

- long term outcomes,
- sub-outcomes,
- specific actions detailed in the *First Action Plan 2023-2027* and *Aboriginal and Torres Strait Islander Action Plan 2023-2025*.
- indicators,
- measures,
- baseline (where available),
- target or expected direction of change,
- frequency of measurement.

The measures have been categorised into four tiers. Tiers 1 and 2 consist of measures where an existing data source is in place and data is collected at the national level.

## Tier 1: Headline Measures

The headline measures are based on the 6 national level targets listed in the Outcomes Framework. A baseline exists with an agreed numerical target in place.

## Tier 2: Sub-outcome Measures

Indicators and measures with an existing available data source including a baseline, have been categorised as Tier 2 measures.

The expected direct of progress for Tier 2 measures is demonstrated by an arrow.

↑ Where an increase is expected, an upward arrow has been used. Using baseline data for 2023-24, it is expected that the number will increase.

↓ Where a decrease is expected, a downward arrow has been used. Using baseline data for 2023-24, it is expected that the number will decrease.

↪ In some instances it is expected that the data will increase and/or plateau before a decline is evident. In this instance, the following arrow shape has been used. This arrow shows that ultimately we would like to see the data trend downwards, however, in the short to medium term we may see an increase or a plateau as confidence in our systems and services increases and people come forward to report experiences of violence.

Progress against Tier 1 and Tier 2 measures will be reported on the Australian Institute of Health and Welfare's family, domestic and sexual violence website.

## Tiers requiring further data development work

Tier 3 and 4 indicators have been identified as important elements to measure, however, there is currently no available data source that collects exactly what is required to measure progress.

**Tier 3: Sub-outcome indicators and measures where a potential data source has been identified**

**Tier 4: Sub-outcome indicators and measures where no current data source exists**

The Outcomes Framework detailed 3 phases of work:

- Phase 1: Overarching outcomes model detailing outcomes and sub-outcomes (completed August 2023)
- Phase 2: Performance Measurement Plan linking outcomes and sub-outcomes to indicators, measures and data sources.
- Phase 3: Evaluation Framework including a data development plan.

Tier 3 and 4 tables will form the basis for Phase 3 work.

# Tier 1: Headline measures

The following headline measures are based on the 6 national level targets\* and will be used to track performance against the long-term outcomes.

Target	Measure	Baseline	Indicator	Long-term Outcome	Data Source	Frequency	Supporting Actions
25% reduction per year	Decrease in the number of female victims of intimate partner homicide	35 intimate partner homicides (0.33 per 100,000 population aged 18 yrs and over) (2022-23 data)	Increase in the number of women who are safe	Women are safe and respected in all settings, and experience economic, social, political and cultural equality	Australian Institute of Criminology's (AIC) National Homicide Monitoring Program	Annual	All actions
2 point increase in the mean UVAWS score every 4 years	The population mean score on the Understanding Violence Against Women Scale (UVAWS) score	69 (2021 data)	Increased community understanding of the behaviours that constitute GBV	Community attitudes and beliefs embrace gender equality and condemn all forms of gendered violence without exception	ANROWS NCAS (Survey)	Every 4 years	Action 1
2 point increase in the mean AVAWS score every 4 years	The population mean score on the Attitudes Towards Violence against Women Scale (AVAWS)	68 (2021 data)	Increase in community attitudes that condemn violence against women	Community attitudes and beliefs embrace gender equality and condemn all forms of gendered violence without exception	ANROWS NCAS (Survey)	Every 4 years	Action 1
2 point increase in the mean AGIS score every 4 years	The population mean score on the Attitudes Towards Gender Inequality Scale (AGIS)	67 (2021 data)	Increase in community attitudes that reject gender inequality	Community attitudes and beliefs embrace gender equality and condemn all forms of gendered violence without exception	ANROWS NCAS (Survey)	Every 4 years	Action 1
2 point increase in the mean SVS score every 4 years	The population mean score on the Sexual Violence Scale (SVS)	68 (2021 data)	Increase in community attitudes that reject sexual violence	Community attitudes and beliefs embrace gender equality and condemn all forms of gendered violence without exception	ANROWS NCAS (Survey)	Every 4 years	Action 1

<sup>2</sup> Refer Outcomes Framework pages 8-23 for detailed description of the 6 national level targets



Target	Measure	Baseline	Indicator	Long-term Outcome	Data Source	Frequency	Supporting Actions
By 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced by at least 50%	Decrease in the rates of Aboriginal and Torres Strait Islander female victims (18+years) of intimate partner homicide	1.39 per 100,000 relevant population 4 intimate partner homicides (2022-23 data)	Increase in the number of women who are safe	National Agreement on Closing the Gap Outcome 13: Aboriginal and Torres Strait Islander families and households are safe	Australian Institute of Criminology's (AIC) National Homicide Monitoring Program	Annual	All actions
	Decrease in rates of hospitalisation for family violence assaults for Aboriginal and Torres Strait Islander women by relationship to perpetrator	Baseline available mid 2024	Increase in the number of Aboriginal and Torres Strait Islander women who are safe		Australian Institute of Health and Welfare	Annual	All actions
	Decrease in the rates of Aboriginal and Torres Strait Islander children victims (0-17yrs) of filicide.	2.02 per 100,000 relevant population 7 filicides (2022-23 data)	Increase in the number of children who are safe		Australian Institute of Criminology's (AIC) National Homicide Monitoring Program	Annual	All actions
	Decrease in rates of hospitalisation for family violence assaults for Aboriginal and Torres Strait Islander children by relationship to perpetrator	Baseline available mid 2024	Increase in the number of children who are safe		Australian Institute of Health and Welfare	Annual	All actions



# Tier 2 : Sub-outcome indicators and measures with an available data source

## Outcome 1: Systems and institutions effectively support and protect people impacted by violence

Sub-outcome	Supporting actions	Indicator	Measure	Baseline	Direction of change	Data Source	Frequency
1.3 Systems and institutions are culturally safe, accessible, inclusive, trauma-informed and centre lived experience	First Action Plan 2023-2027 Action 1    Action 5 Action 3    Action 6 Action 4    Action 8 Action 9 Aboriginal and Torres Strait Islander Action Plan 2023-2025 Reform Area Two Reform Area Three	Increased confidence and trust in the systems and institutions to respond to GBV and keep communities safe	Proportion of people who were sexually harassed in a university context, who sought support or assistance from the university	Yes	↑	National Student Safety Survey (NSSS)  ABS PSS	NSSS (Every 5 years), ABS PSS (Every 4 years)
		Increased confidence and trust in the systems and institutions to respond to GBV and keep communities safe	Proportion of people who were sexually assaulted in a university context, who sought support or assistance from the university	Yes	↑	NSSS (survey)	Every 5 years
		Increased confidence and trust in the systems and institutions to respond to GBV and keep communities safe	Proportion of people who experienced sexual assault who reported the incident to police	Yes	↑	ABS PSS	Every 4 years
		Increased use of best practice for preventing and responding to bullying, sexual harassment and sexual assault in the workplace	Proportion of workplaces with strategies in place targeting sexual harassment	Yes	↑	Workplace Gender Equality Agency (WGEA) census	Annual
1.5 Workplaces are safe from all forms of gender-based violence and are actively preventing sexual harassment and discrimination	First Action Plan 2023-2027 Action 1    Action 6 Action 2    Action 9 Action 3 Aboriginal and Torres Strait Islander Action Plan 2023-2025 Reform Area Two Reform Area Three	Increased use of best practice for preventing and responding to bullying, sexual harassment and sexual assault in the workplace	Proportion of people who experienced sexual harassment in the workplace: 1. in the last 12 months 2. in the last 5 years	Yes	↷	Australian Human Rights Commission's National Survey on Sexual Harassment in Australian Workplaces (AHRC survey)	Every 4–5 years (on average)
		Increased confidence by people to report sexual harassment and discrimination including racism	Proportion of people who experienced sexual harassment in the workplace (in the last 5 years), who made a formal report or complaint	Yes	↑	AHRC survey	Every 4–5 years (on average)
		Increased confidence by people to report sexual harassment and discrimination including racism	The number of complaints a) received and b) finalised under the Sex Discrimination Act	Yes	↷	AHRC (Admin)	Annual
		Increased confidence by people to report sexual harassment and discrimination including racism	Proportion of workplaces with strategies in place targeting sexual harassment	Yes	↑	Workplace Gender Equality Agency (WGEA) census	Annual



## Outcome 2: Services and prevention programs are effective, culturally responsive, intersectional and accessible

Sub-outcome	Supporting actions	Indicator	Measure	Baseline	Direction of change	Data Source	Frequency
2.6 Sector and community capacity is developed to identify and support all people impacted by violence or at risk of violence	First Action Plan 2023 – 2027 Action 1 Action 4  Aboriginal and Torres Strait Islander Action Plan 2023 – 2025 Reform Area Two Reform Area Three	Increased resources (staffing/outlets) across the sector	Proportion of people who said they would know where to go if they needed outside support for someone experiencing domestic violence	Yes	↑	ANROWS NCAS	Every 4 years

## Outcome 3: Community Attitudes and beliefs embrace gender equality and condemn all forms of gendered violence without exception

Sub-outcome	Supporting actions	Indicator	Measure	Baseline	Direction of change	Data Source	Frequency
3.1 People recognise the behaviours that constitute gender-based violence and understand the long-term consequences.	First Action Plan 2023-2027 Action 1 Action 3	Increased community understanding of the behaviours that constitute GBV	The population mean score on the Recognise DV subscale	Yes	↑	ANROWS NCAS (Survey)	Every 4 years
	Aboriginal and Torres Strait Islander Action Plan 2023-2025  Reform Area Two Reform Area Three	Increased community understanding of the gendered nature and drivers of violence	The population mean score on the Gendered DV subscale	Yes	↑	ANROWS NCAS (Survey)	Every 4 years










Sub-outcome	Supporting actions	Indicator	Measure	Baseline	Direction of change	Data Source	Frequency
3.2 People know how to safely respond or seek support when they witness or experience gender-based violence.	First Action Plan 2023-2027 Action 1 Action 3	Increased by-stander willingness to intervene with GBV or other types of harmful behaviour	Proportion of people who say they would intervene if they witnessed disrespect or abuse	Yes	↑	ANROWS NCAS (Survey)	Every 4 years
3.3 People have equal, healthy, and respectful relationships.	Aboriginal and Torres Strait Islander Action Plan 2023-2025	Decreased prevalence of emotionally abusive and controlling behaviours in relationships	Proportion of people who experienced emotional abuse from a partner in the last 12 months	Yes	↩	ABS PSS (Survey)	Every 4 years
3.5 Gender equality, positive relationships, and positive masculinities are promoted across the community including in faith-based, sporting, entertainment, educational institutions, digital spaces, the arts, and media organisations.	Reform Area Two	Increased use of initiatives and activities to promote equality and safety in the community and in institutions	Proportion of workplaces that have policies and strategies in place to address gender inequality	Yes	↑	WGEA (census)	Annual
	Reform Area Three	Increased general feelings of safety	Proportion of women who feel safe while waiting for and using public transport alone after dark in the last 12 months	Yes	↑	ABS PSS (Survey)	Every 4 years
			Proportion of women who walk alone in their local area after dark and feel safe in the last 12 months	Yes	↑	ABS PSS (Survey)	Every 4 years
			Proportion of women who are home alone after dark and feel safe in the last 12 months	Yes	↑	ABS PSS (Survey)	Every 4 years
3.6 People actively challenge attitudes and behaviours that enable violence including gendered stereotypes and norms, cisgenderism and heteronormativity.		Increased bystander willingness to challenge attitudes and behaviours that involve harmful gendered stereotypes	Proportion of people who would be bothered by a friend telling a sexist joke	Yes	↑	ANROWS NCAS	Every 4 years
			Proportion of people who would intervene if bothered by a friend telling a sexist joke	Yes	↑	ANROWS NCAS	Every 4 years



## Outcome 4: People who choose to use violence are accountable for their actions and stop their violent, coercive and abusive behaviours

### Tier 2: Available measures with a baseline

Sub-outcome	Supporting actions	Indicator	Measure	Baseline	Direction of change	Data Source	Frequency
4.2 People using violence or at risk of using violence recognise their own harmful behaviours and are supported to change through effective, culturally appropriate, trauma-informed and evidence-based interventions.	First Action Plan 2023 – 2027 Action 1    Action 3 Action 5    Action 6 Action 7    Action 8	Decreased prevalence of violence and abuse in family and domestic relationships	Proportion of people who experienced physical and/or sexual violence by a family member or intimate partner in the last 12 months	Yes		ABS PSS (survey)	Every 4 years
			Proportion of people who experienced intimate partner violence in the last 12 months	Yes		ABS PSS (survey)	Every 4 years
	Reform Area 2 Reform Area 3 Reform Area 5	Decreased prevalence of sexual violence	Proportion of people who experienced sexual violence in the last 12 months	Yes		ABS PSS (survey)	Every 4 years
			Proportion of people who experienced sexual harassment in the last 12 months	Yes		ABS PSS (survey)	Every 4 years
4.3 People who choose to use violence are held to account through police and justice systems, with services and systems working together to actively identify and manage risk.	First Action Plan 2023 – 2027 Action 5	Increased coordination and accountability across police and justice systems for people who use violence	Offender rates of breaches of violence orders	Yes		ABS recorded Crime – Offenders report	Annual
			Rates of offending of sexual assaults and related offences across all age categories	Yes		ABS recorded Crime – Offenders report	Annual
	Aboriginal and Torres Strait Islander Action Plan 2023 – 2025 Reform Area 3	Decrease in rate of offenders of FDV related offences proceeded against by police	Rates of FDV offenders	Yes		ABS recorded Crime – Offenders report	Annual



## Outcome 5: Children and young people are safe in all settings and are effectively supported by systems and services

Sub-outcome	Supporting actions	Indicator	Measure	Baseline	Direction of change	Data Source	Frequency
5.3 Targeted prevention initiatives support children and young people to recognise the drivers and behaviours that constitute GBV and the long-term consequences.	First Action Plan 2023-2027 Action 1 Action 3 Action 4 Action 8	Increased understanding by children and young people of the behaviours that constitute GBV and recognition that the impacts can be long-lasting	The mean score on the Recognise VAW subscale from young respondents	Yes	↑	ANROWS NCAS	Every 4 years
	Aboriginal and Torres Strait Islander Action Plan 2023-2025 Reform Area 2 Reform Area 3 Reform Area 5		The mean score on the Recognise DV subscale from young respondents	Yes	↑	ANROWS NCAS	Every 4 years
5.5 Children and young people have equal, healthy, and respectful relationships.	First Action Plan 2023-2027 Action 1 Action 3 Action 4 Action 8	Increase in families that have healthy and respectful relationships that are safe and nurturing for children and young people	Proportion of children who have a low level of conflict in their family	Yes	↑	Longitudinal Study of Australian Children (Longitudinal survey)	Every 2 years
	Aboriginal and Torres Strait Islander Action Plan 2023-2025 Reform Area 2	Increased safety for children and young people at home, in their community and online	Proportion of children and young people who feel safe in their neighbourhood	Yes	↑	Longitudinal Study of Australian Children (Longitudinal survey)	Every 2 years
	Reform Area 3 Reform Area 5	Decrease in rate of youth offender of sexual assault and related offences	The rate of youth offenders of sexual assault and related offences	Yes	↩	ABS Recorded Crime-Offenders	Annual



## Outcome 6: Women are safe and respected in all settings, and experience economic, social, political and cultural equality

### Tier 2: Available measures with a baseline

Sub-outcome	Supporting actions	Indicator	Measure	Baseline	Direction of change	Data Source	Frequency
6.3 Women enjoy full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	First Action Plan 2023-2027 Action 1	Increased representation in leadership roles for women	Proportion of senior leadership roles held by women in government	Yes	↑	WGEA (census)	Annual
	Aboriginal and Torres Strait Islander Action Plan 2023-2025		Proportion of senior leadership roles held by women in private industry	Yes	↑	WGEA (census)	Annual
	Reform Area 1 Reform Area 2 Reform Area 3 Reform Area 5		Proportion of parliamentarians who are women	Yes	↑	Parliamentary library	Annual
6.4 Women have economic security and their social, cultural and economic needs are met, including being supported to access affordable, accessible and safe housing, from crisis accommodation to transitional and long-term housing.	First Action Plan 2023-2027 Action 1    Action 3 Action 4    Action 7 Action 10	Increased social connection for victim-survivors	Proportion of victim-survivors who have someone they don't live with who they can ask for support when in crisis	Yes	↑	ABS PSS	Every 4 years
	Aboriginal and Torres Strait Islander Action Plan 2023-2025	Increased housing security for victim-survivors of GBV	Number of women and children affected by family violence experiencing persistent homelessness	Yes	↓	Specialist Homelessness Services Collection (SHSC) (admin)	Annual
	Reform Area 1 Reform Area 2 Reform Area 3 Reform Area 5		Number of women and children affected by family violence who return to homelessness after achieving housing	Yes	↓	Specialist Homelessness Services Collection (SHSC) (admin)	Annual



# Future Data Development Work

In Phase 3, an assessment of the feasibility for further data development across Tier 3 and 4 measures will occur. This includes the development of an Evaluation Strategy and Data Development Plan. The National Plan acknowledges the critical role data plays in measuring progress towards ending gender-based violence and, as such the Commonwealth, State and Territory governments, under Action 2 of the First Action Plan 2023-2027 and Reform Area 4 of the Aboriginal and Torres Strait Islander

Action Plan 2023-2025, are committed to working together to improve data and information-sharing.

In establishing new data assets for Aboriginal and Torres Strait Islander peoples, the Data Development Plan will ensure Indigenous Data Sovereignty, exercised through the practice of Indigenous Data Governance is a priority.

The following sub-outcomes, indicators and measures have been identified as important for understanding the impact of the National Plan.

## Outcome 1: Systems and institutions effectively support and protect people impacted by violence

### Tier 3: Measures with a potential data source (no baseline)

Sub-outcome	Indicator	Measure	Potential Data Source
1.1 All government agencies have built the evidence-base for all diverse population groups and forms of violence and abuse, including sharing data appropriately to drive effective policy and investment	Increase in availability of high-quality research, information and data to understand the extent and nature of GBV across population groups	Number of high-quality research and information publications on the extent and nature of GBV (including those with a specific focus on population groups)	ANROWS Register of Active Research
1.2 Policy decisions are evidence-informed, centre lived experience, promote gender equality and meet the needs of diverse populations	Increase in the number of high-quality evaluations of GBV programs and services	Number of programs trialled and evaluated as effective or promising, which are supported for additional government funding	Commonwealth, State and Territory reporting and ANROWS
	Increase in the number of high-quality evaluations of GBV programs and services with specific emphasis on diverse population groups	Number of active/finalised GBV -related evaluation projects with a focus on specific population groups	Commonwealth, State and Territory reporting and ANROWS
1.3 Systems and institutions are culturally safe, accessible, inclusive, trauma-informed and centre lived experience	Increased confidence and trust in the systems and institutions to respond to GBV and keep communities safe	Proportion of Aboriginal and Torres Strait Islander respondents who felt that violence against women in their suburb or town is taken seriously by the police/the government	ANROWS National Community Attitudes towards Violence against Women NCAS (Survey)
		Proportion of Aboriginal and Torres Strait Islander respondents who expected that Indigenous people who report family violence would be treated fairly by the police/courts	ANROWS NCAS (Survey)
		The proportion of people who experienced IPV who reported incident to the police	ABS Personal Safety Survey
1.6 Workforce capability across systems and institutions is developed to recognise the drivers and signs of gender-based violence and to respond and refer appropriately	Increased capability of the workforce to recognise and respond appropriately to GBV	Proportion of staff within systems and institutions responding to GBV who have access to/are offered training and resources in their workplace	Potential to include in the AHRC Survey

**Tier 4: Identified Measure with no data source**

Sub-outcome	Indicator	Measure
1.1 All government agencies have built the evidence-base for all diverse population groups and forms of violence and abuse, including sharing data appropriately to drive effective policy and investment	Increase in availability of high-quality research, information and data to understand the extent and nature of GBV across population groups	Number of focus population groups for which a comparable baseline national prevalence rate can be estimated
	Increase in safe and effective national data sharing	Number of projects approved or completed that involve data sharing between the Commonwealth and States
1.2 Policy decisions are evidence-informed, centre lived experience, promote gender equality and meet the needs of diverse populations	Increase in the number of high-quality evaluations of FDSV programs and services	Number of high-quality evaluations of FDSV programs and services in the public domain
	Increased use of evidence in policy decisions	Proportion of GBV policy decisions made citing evidence and data
1.3 Systems and institutions are culturally safe, accessible, inclusive, trauma-informed and centre lived experience	Increased confidence and trust in the systems and institutions to respond to GBV and keep communities safe	Proportion of people disclosing GBV in mainstream services (for example, proportion of people disclosing FV during antenatal care)
		Proportion of people from diverse population groups who feel that violence against women in their suburb or town is taken seriously by the police/the government
1.4 Within and across systems and institutions, integrated support is embedded to provide people impacted by violence with coordinated care and ongoing support to facilitate recovery and healing	Increased use of referral pathways for those seeking support for GBV	Proportion of victim-survivors receiving immediate specialist support services following a police response to GBV
	Increase in long-term support options for people affected by GBV	Proportion of victim-survivors who are satisfied with the options available for long-term support
1.6 Workforce capability across systems and institutions is developed to recognise the drivers and signs of gender-based violence and to respond and refer appropriately	Increased capability of the workforce to recognise and respond appropriately to GBV	Proportion of staff within systems and institutions responding to GBV who are offered FDSV training courses
		Proportion of staff within systems and institutions who report that they know how to respond and refer appropriately
1.7 The justice system correctly identifies people who use violence and ensures they face appropriate consequences	Increased awareness across police and justice workforce about risks of misidentification of family violence perpetrators	Proportion of police who correctly identify and understand the factors contributing to misidentification of family violence perpetrators— specifically in regards to Aboriginal and Torres Strait Islander peoples
	Decreased number of self-reported misidentification of victim-survivors as perpetrators	Proportion of victim-survivors who self-report misidentification as a perpetrator
	Increased coordination and accountability across police and justice systems for people who use violence	The proportion of offenders of GBV proceeded against by police who are proven guilty



## Outcome 2: Services and prevention programs are effective, culturally responsive, intersectional and accessible

### Tier 3: Measures with potential data source (no baseline)

Sub-outcome	Indicator	Measure	Potential Data Source
2.4 Evidence informed, age appropriate, intersectional, and tailored prevention initiatives are embedded across key settings and digital spaces	Increased implementation of prevention programs that have been trialled and evaluated as effective or promising	Number of prevention programs that have been trialled and evaluated as effective or promising are supported for continuous improvement	ANROWS / Our Watch
	Increased implementation of prevention programs across key settings and digital spaces	Number of prevention programs that have been implemented in: <ul style="list-style-type: none"> <li>• Schools</li> <li>• Universities</li> <li>• Organisations</li> <li>• Sporting organisations</li> <li>• Online</li> </ul>	Our Watch
2.5 Services work together to provide integrated and tailored responses for all people impacted by violence, including people who choose to use violence	Increased integration between specialist GBV services with mainstream supports and relevant statutory bodies to support seamless transition through to recovery	Proportion of police departments fully participating in the National Criminal Intelligence System	Australian Criminal Intelligence Commission Admin data

### Tier 4: Identified measures with no data source

Sub-outcome	Indicator	Measure
2.1 Services and prevention programs are evidence-informed, inclusive, culturally safe and appropriate, accessible, and trauma and healing informed	More victim-survivors of GBV have access to appropriate services where and when they need them	Proportion of victim-survivors who seek advice or support from a service for GBV
		Proportion of victim-survivors who seek help from a service after experiencing GBV and get the help they need
		Proportion of victim-survivors who are satisfied with service/s received in response to GBV
	Increase in specialist FDV and SV services that are appropriate, accessible, inclusive and use best practice to support recovery and healing	Proportion of specialist FDV and SV services that apply relevant practice standards
Proportion of specialist FDV and SV services co-designed, and tailored for, specific communities		

Sub-outcome	Indicator	Measure
2.2 Workforces access training and information to enable the effective delivery of timely, evidence-based, culturally safe and trauma-informed services	Increase in workers across the specialist FDV and SV workforce who are appropriately trained and supported to provide the help that people need	Proportion of the FDV and SV workforce that have received evidence-based trauma-informed training
		Number of specialist FDV and SV services using the expertise of victim-survivors in service design according to best practice
		Proportion of the FDV and SV workforce that receive training on relevant practice standards
2.3 Prevention focused policies and programs are designed with, and tailored for, specific communities including all people from diverse population groups	Increased implementation of evidence-based prevention initiatives	Proportion of prevention initiatives that are designed with their intended audience to meet the audiences needs
2.5 Services work together to provide integrated and tailored responses for all people impacted by violence, including people who choose to use violence	Increased integration between specialist FDV and SV services with mainstream supports and relevant statutory bodies to support seamless transition through to recovery	Proportion of specialist FDV and SV services that are connected with the central intake for services, by state and territory
	Increased number of integrated and tailored intervention programs for men using violence	Number of programs for men that provide an integrated and tailored service.
2.6 Sector and community capacity is developed to identify and support all people impacted by violence or at risk of violence	Increased number of staff employed in the FDSV sector	Number of new staff employed in the FDSV sector
	Increased number of service outlets /locations	Number of new service outlets/locations that have opened across the country
2.7 Services and systems have collaboratively built quality prevention infrastructure	Increased collaborative activity to support the development of prevention infrastructure	Number of institutions and organisations delivering prevention programs that meet quality standards for prevention practice in different settings and sectors (e.g. education, workplaces, sports)

### Tier 3: Measures with potential data source (no baseline)

Sub-outcome	Indicator	Measure	Potential Data Source
3.3 People have equal, healthy, and respectful relationships.	Increased satisfaction in relationships	The mean satisfaction relationship with partner among those in married or de facto relationships	HILDA
	Increase in gender equal dynamics in the home	Proportion of time women spend on unpaid care work compared with men	ABS time use survey commencing 2024
		Proportion of women who are satisfied with the way household tasks are divided between them and their partner	HILDA
		Percentage of parental leave uptake by fathers versus mothers	DSS Payments data



#### Tier 4: Identified measures with no data source

Sub-outcome	Indicator	Measure
3.5 Gender equality, positive relationships, and positive masculinities are promoted across the community including in faith-based, sporting, entertainment, educational institutions, digital spaces, the arts, and media organisations.	Increased use of initiatives and activities to promote equality and safety in the community and in institutions	Proportion of people who feel community leaders (e.g. faith-based, sporting, entertainment, the arts and media) promote gender equality
	Increased understanding of what constitutes positive relationships	Proportion of schools implementing Respectful Relationships Programs
		Proportion of the public that understands what constitutes healthy, safe, respectful and supportive relationships

### Outcome 4: People who choose to use violence are accountable for their actions and stop their violent, coercive and abusive behaviours

#### Tier 3: Measures with a potential data source (no baseline)

Sub-outcome	Indicator	Measure	Potential Data Source
4.3 People who choose to use violence are held to account through police and justice systems, with services and systems working together to actively identify and manage risk.	Increased coordination and accountability across police and justice systems for people who use violence	The proportion of FDSV cases that are discontinued through the police and justice system	ABS Criminal Justice Data Asset
		The proportion of people committing FDV and SV offences who have a record of adult FDV and SV offences	ABS Criminal Justice Data Asset
		Proportion of youth FDV offenders who commit FDV offences as adults	ABS Criminal Justice Data Asset
		The proportion of offenders of FDV and SV proceeded against by police who are proven guilty	ABS Criminal Justice Data Asset
		Rates of recidivism of FDV and SV offenders	ABS Criminal Justice Data Asset

#### Tier 4: Identified measures with no data source

Sub-outcome	Indicator	Measure
4.1 People at risk of using violence are identified early and supported to access programs and services to change their behaviour.	Increased effective early identification of men and boys at risk of using violence	<p>The proportion of at-risk clients referred to early intervention services by community services such as child protection, alcohol and other drug treatment services, mental health services</p> <p>Proportion of workers in relevant community services (e.g. child protection, mental health) who report that they are confident in identifying and responding to people using GBV</p>
	Increased support provided to assist people using violence to access programs	The proportion of clients accessing services that help to change behaviour
4.2 People using violence or at risk of using violence recognise their own harmful behaviours and are supported to change through effective, culturally appropriate, trauma-informed and evidence-based interventions.	Increased community understanding of appropriate responses to GBV and where to seek help	Proportion of people who know where to access support if they use, or are at risk of using GBV
		Proportion of clients voluntarily commencing early intervention programs
		Proportion of clients voluntarily commencing early intervention programs
		Proportion of clients who were unable to commence behaviour change programs due to lack of availability
	Increased use of appropriate interventions that support behaviour change including programs for people in prison	Proportion of GBV offenders who are referred to behaviour change programs by police
		Proportion of GBV-related criminal court cases that include referral to behaviour change programs
		Proportion of GBV-related civil court cases that include referral to behaviour change programs
		Proportion of clients completing behaviour change programs who reoffend
Increased number of programs supporting people who use violence or are at risk of using violence that are: <ul style="list-style-type: none"> <li>• evidence-based</li> <li>• culturally appropriate</li> <li>• trauma-informed</li> </ul>	Proportion of clients with a non-mandatory referral to a behaviour change program who complete the program	
	<p>Number of programs for men that are evidence-based, culturally appropriate and trauma-informed</p> <p>Proportion of clients reporting improved outcomes as a result of accessing culturally appropriate and trauma-informed services</p>	
4.3 People who choose to use violence are held to account through police and justice systems, with services and systems working together to actively identify and manage risk.	Increased collaboration between systems and services to identify and manage risk	



## Outcome 5: Children and young people are safe in all settings and are effectively supported by systems and services

### Tier 3: Measures with potential data source (no baseline)

Sub-outcome	Indicator	Measure	Potential Data Source
5.1 Services and systems recognise children and young people as victims in their own right, centre them in decision-making, and support them to grow up safe and supported including at home, at school, in their community, and online.	Increase in service systems that keep the best interests of the child at the centre when making decisions related to FDV	Proportion of eligible families that complete the Family DOORS Triage risk screen	Admin data Potentially through the Federal Circuit and Family Court of Australia
5.5 Children and young people have equal, healthy, and respectful relationships.	Increased safety for children and young people at home, in their community and online	Proportion of 16–24 year olds who have experienced maltreatment as a child	Australian Child Maltreatment Study (ACMS)
		Proportion of 16–17 year olds who experienced maltreatment in the last 12 months	Australian Child Maltreatment Study (ACMS)
5.6 Primary carer-givers have access to supports for their own well-being, in turn supporting them to nurture the child.	Increased satisfaction in division of childcare within the household	The proportion of people who are satisfied with the way child care tasks are divided with their partner	HILDA
	Increased satisfaction in level of parenting support	The proportion of people who are satisfied with the level of parenting support available to them	HILDA

### Tier 4: Identified measures with no data source

Sub-outcome	Indicator	Measure
5.1 Services and systems recognise children and young people as victims in their own right, centre them in decision-making, and support them to grow up safe and supported including at home, at school, in their community, and online.	Increased recognition of children and young people as victims in their own right	Proportion of specialist FDV services that focus on the needs of children and young people as victims in their own right (e.g., apply child-centred practice standards and/or principles)
		Proportion of people who understand the impacts of violence on children
		Proportion of people who consider children and young people need support after a violent or abusive incident
	Increase in service systems that keep the best interests of the child at the centre when making decisions related to FDV	Proportion of police staff trained to consider children and young people as victims in their own right
		Proportion of health staff trained to consider children and young people as victims in their own right
		Proportion of justice system staff trained to consider children and young people as victims in their own right

Sub-outcome	Indicator	Measure
5.2 Services and systems are evidence-informed, culturally safe, accessible, trauma and healing informed to meet the needs of all children experiencing violence, and support their long-term recovery.	Increase in services that consider the needs of children and young people, and support the whole family in culturally appropriate ways	Proportion of specialist FDV services that support the whole family in culturally appropriate ways (e.g., apply inclusive practice standards and/or principles)
		Proportion of specialist FDV services that offer specific services for parents, children and young people to support recovery
5.4 Children and young people know how to respond or seek support when they, or someone they know, experience or witness family, domestic or sexual violence.	Increased understanding by children and young people of how to seek help when FDV occurs	Proportion of children and young people who know where to access support to heal and recover after experiencing FDV
5.5 Children and young people have equal, healthy, and respectful relationships.	Increased safety for children and young people at home, in their community and online	Proportion of children and young people who feel safe online

## Outcome 6: Women are safe and respected in all settings, and experience economic, social, political and cultural equality

### Tier 3: Measures with potential data source (no baseline)

Sub-outcome	Indicator	Measure	Potential Data Source
6.4 Women have economic security and their social, cultural and economic needs are met, including being supported to access affordable, accessible and safe housing, from crisis accommodation to transitional and long-term housing.	Increased access to affordable, accessible and safe housing	Proportion of clients seeking DFV services who were provided with the services	Productivity Commission Report On Government Services



#### Tier 4: Identified measures with no data source

Sub-outcome	Indicator	Measure
6.1 People impacted by violence and abuse have access to timely and ongoing supports, services, resources, and opportunities to support their long-term recovery and healing.	Increased use of effective programs that support long-term recovery and healing	Proportion of specialist FDV and SV services that support long-term recovery
		Proportion of specialist FDV and SV services that support long-term recovery that are funded for more than 12 months
	More victim-survivors of GBV have access to services that support long-term recovery and healing	Proportion of women who know where to access support to heal and recover after experiencing GBV
		Proportion of women who were satisfied with support provided when needed to heal and recover from GBV
6.2 People impacted by violence have positive experiences with and outcomes through the services and systems that respond to gender-based violence; particularly the justice system and family law.	Increase in positive outcomes and experiences across the justice and legal systems	Proportion of victim-survivors who report positive experiences with justice and legal systems
6.4 Women have economic security and their social, cultural and economic needs are met, including being supported to access affordable, accessible and safe housing, from crisis accommodation to transitional and long-term housing.	Increased economic security for victim-survivors of GBV	Proportion of victim-survivors who could raise money in an emergency
		Proportion of victim-survivors who wanted time off work after experiencing GBV, and were able to
	Increased access to affordable, accessible and safe housing	Proportion of female workforce with access to paid family and domestic violence leave who would feel comfortable using it
		Proportion of SHS clients experiencing DFV and homeless at first presentation who achieved housing at end of reporting period
		Proportion of SHS clients experiencing DFV with a need for accommodation that was unmet
6.5 Alternative approaches to justice are victim-led, culturally appropriate and prioritise the safety of survivors first.	Increased awareness and access to alternative approaches to justice	Proportion of people interested in alternative approaches to justice who were able to pursue appropriate responses

# Endnotes

<sup>i</sup> Australian Bureau of Statistics (2023): Personal Safety Survey 2021-22.

<sup>ii</sup> Commonwealth of Australia, Department of the Prime Minister and Cabinet (2020): Chapter 12 Closing the Gap Definitions in National Agreement on Closing the Gap.

<sup>iii</sup> United States Environmental Protection Agency (2023): Evaluating EPA's Programs: Program Evaluation and Performance Measurement at the EPA.

<sup>iv</sup> United Nations (2019): Secretary-General's remarks at the Security Council's Open Debate on Women, Peace and Security

<sup>v</sup> Pandea A-C, Grzemny D, Keen E (2019): Chapter 3 Taking action against gender-based violence in Gender Matters: A manual on addressing gender-based violence affecting young people, 2nd Ed.

<sup>vi</sup> Commonwealth of Australia, Department of Social Service (2022): National Plan to End Violence against Women and Children 2022-2032 (dss.gov.au).

## Figure 1 references:

1. Australian Bureau of Statistics (2023): Personal Safety Survey 2021-22 financial year.
2. Australian Bureau of Statistics (2019): National Aboriginal and Torres Strait Islander Health Survey, 2018-2019 financial year.
3. Australian Bureau of Statistics (2023): Childhood abuse Personal Safety Survey 2021-22 financial year.
4. Australian Bureau of Statistics (2024): Recorded Crimes - Offenders 2022-23 financial year.
5. Australian Institute of Health and Welfare (2024): Family, domestic and sexual violence-health services-AIHW analysis of National Hospital Morbidity Database.

6. Australian Institute of Health and Welfare (2024): Family, domestic and sexual violence-population groups-children and young people-AIHW analysis of National Hospital Morbidity Database.
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8. Coumarelos, C., Roberts, N., Weeks, N., & Rasmussen, V. (2023). Attitudes matter: The 2021 National Community Attitudes towards Violence against Women Survey (NCAS) (Research report, 02/2023). ANROWS.

