



# Australian Government

## Department of Social Services

<b>Organisation ID:</b>	4-J63N5ZO
<b>Agreement ID:</b>	4-J9XMS2D
<b>Program Schedule ID:</b>	4-J9XMS2F

### Deed of Variation in relation to Family Safety

#### 1. Date

This Deed is made on 18th September 2025

#### Parties

This Deed is made between:

1. The Commonwealth of Australia, as represented by the Department of Social Services, ABN 36 342 015 855 (the 'Commonwealth'); and
2. Teach Us Consent Global Limited, ABN 44 653 142 664 (the 'Grantee').

#### 2. Context

- A. The Parties have a current agreement under which the Commonwealth gave a Grant to the Grantee for Family Safety (the 'Agreement').
- B. The Parties have agreed to amend the Agreement on the Terms and Conditions contained in this Deed.

#### 3. Amendments

With effect from the date of execution of this Deed, the Agreement is amended:

**For Activity ID:** 4-J9XMS2L

**Activity Title:** Promoting Consent Initiative

1. **Replace** the dates at **Item C – Duration of the Grant** with the following:
  - the Activity Completion Date with 30 June 2026; and
  - the Agreement End Date with 30 November 2026.
2. **Replace** the milestones from 16 April 2025 at **Item E – Reporting** with the following:

Milestone	Information to be included	Due Date
Financial Acquittal Report	Audited Financial Acquittal from 1 July 2024 to 30 June 2025 as per Item E.3	31 October 2025
Activity Work Plan Report	A report with progress against Activity Work Plan, compliance or other reporting as per Item E.4	31 October 2025
Final Evaluation Report	An evaluation of the project that details the outcomes and achievements against the Activity Work Plan and its performance indicators for each Activity as per Item E.4	16 January 2026
Compliance - Child Safe Clause CB9	Child safe Statement of Compliance as per Item E.4 and specified in supplementary clause CB9	31 March 2026

Activity Work Plan Report	A report with progress against Activity Work Plan, compliance or other reporting as per Item E.4	15 August 2026
Financial Acquittal Report	Audited Financial Acquittal from 1 July 2025 to 30 June 2026 as per Item E.3	31 October 2026

#### 4. Entire agreement and interpretation

- 4.1 The parties confirm all the other provisions of the Agreement and, subject only to the amendments contained in this Deed, the Agreement remains in full force and effect.
- 4.2 This Deed and the Agreement, when read together, contain the entire agreement of the parties with respect to the parties' rights and obligations under the Agreement.
- 4.3 Unless otherwise specified or the context otherwise requires, terms that are defined in the Agreement have the same meaning in this Deed.
- If you are deaf or have a hearing or speech impairment, you can use the National Relay Service to access any of the department's listed phone numbers. You can visit the [National Relay Service](#) website or call [1300 555 727](tel:1300555727).

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by the Department of Social Services

## Disclaimer and explanatory notes

### Disclaimer

By executing this agreement you agree that you have read and accept this disclaimer, including the explanatory notes on how to duly execute this agreement. You warrant that your identity has been verified, you have legal capacity and authority to enter into this agreement, and you are signing in accordance with all legal instruments that apply to you and/or the legal entity which you represent.

### Explanatory notes

- If you are an **individual**, you must download, print and sign the agreement in wet-ink in the presence of a witness (the witness date must be the same as the signatory date).
- If you are a **partnership**, the signatory must be all partners, or one partner with the authority to sign on behalf of all partners receiving the grant. You should be prepared to provide evidence of this authorisation upon request.
- If you are a **proprietary company incorporated under the Corporations Act 2001 (Cth)**, the signatory must be the sole director and company secretary, as required under section 127 of the Corporations Act 2001 (Cth). If required by your Constitution, please affix your **company seal** in the presence of the sole director and company secretary acting as a witness (the witness date must be the same as the date the company seal is affixed). For execution by company seal, you must download, print and sign the agreement in wet-ink.
- If you are a **company incorporated under the Corporations Act 2001 (Cth)**, the signatories must be two directors, or one director and one company secretary, as required under section 127 of the Corporations Act 2001 (Cth). If required by your Constitution, please affix your **company seal** in the presence of two directors, or one director and one company secretary acting as a witness, or if your company has only one director – that director and a suitable witness, (the witness date must be the same as the date the company seal is affixed). For execution by company seal, you must download, print and sign the agreement in wet-ink.
- If you are a **company incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth) (CATSI Act)**, the signatories must be two directors, one director and one company secretary, or if your company has only one director – that director, as required under section 99-5 of the CATSI Act. If required by your Constitution, please affix your **company seal** in the presence of two directors, or one director and one company secretary, or if your company has only one director – that director. For execution by company seal, you must download, print and sign the agreement in wet-ink.
- If you are an **individual trustee of a trust**, you must download, print and sign the agreement in wet-ink in the presence of a witness (the witness date must be the same as the signatory date). You must sign in your capacity as a trustee and not the trust. The trustee is the legal entity entering into the agreement. The words 'as trustee for [name of trust]' should be included in the signature block.
- If you are a **corporate trustee of a trust**, the signatory must be the sole director and company secretary in the proprietary company, or two directors in the company, or one director and one company secretary in the company, as required under section 127 of the Corporations Act 2001 (Cth). If required by your Constitution, please affix your **company seal** in the presence of the sole director and company secretary in the proprietary company, or two directors in the company, or one director and one company secretary in the company, acting as witness (the witness date must be the same as the date the company seal is affixed). For execution by company seal, you must download, print and sign the agreement in wet-ink. The company must sign in its capacity as a trustee and not the trust. The trustee is the legal entity entering into the agreement. The words 'as trustee for [name of trust]' should be included in the signature block.
- If you are an **incorporated association**, you must refer to the legislation incorporating the association as it will specify how documents must be executed. This process may differ between each State and Territory. If an authorised person is executing a document on behalf of the incorporated association, you should be prepared to provide evidence of this authorisation upon request.
- If you are a **university**, the signatory can be an officer authorised by the legislation creating the university to enter into legally binding documents. A witness to the signature is required (the witness date must be the same as the signatory date).

<b>Organisation ID:</b>	4-J63N5ZO
<b>Agreement ID:</b>	4-J9XMS2D
<b>Program Schedule ID:</b>	4-J9XMS2F

## Signatures

### Executed as a Deed

Signed for and on behalf of the Commonwealth of Australia represented by and acting through the Department of Social Services, ABN 36 342 015 855, by an authorised representative in the presence of:

<p>_____</p> <p>(Name of authorised representative - print)</p> <p>Acting Team Leader</p> <p>_____</p> <p>(Position of authorised representative)</p> <p>_____</p> <p>(Name of Witness in full - print)</p>	<p>_____</p> <p>(Signature of authorised representative)</p> <p>_____</p> <p>(Signature of Witness)</p> <p>Date 18/09/.....</p>
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Signed for and on behalf of Teach Us Consent Global Limited, ABN 44 653 142 664 in accordance with its rules, by its representative(s) who warrant(s) that they are authorised to sign this Deed:

<p>_____</p> <p>(Name of the representative - print)</p> <p>_____</p> <p>(Position held by the representative - print)</p> <p>_____</p> <p>(Name of the second representative/witness - print)</p> <p>_____</p> <p>(Position held by second representative/witness - print)</p>	<p>_____</p> <p>(Signature of representative)</p> <p>Date ..../..../.....</p> <p>_____</p> <p>(Signature of second representative/witness)</p> <p>Date ..../..../.....</p>
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# Australian Government

## Department of Social Services

<b>Organisation ID:</b>	4-J63N5ZO
<b>Agreement ID:</b>	4-J9XMS2D
<b>Program Schedule ID:</b>	4-J9XMS2F

### Deed of Variation in relation to Family Safety program

#### 1. Date

This Deed is made on 3 December 2024

#### 2. Parties

This Deed is made between:

1. The Commonwealth of Australia, as represented by the Department of Social Services, ABN 36 342 015 855 (the 'Commonwealth'); and
2. Teach Us Consent Global Limited, ABN 44 653 142 664 (the 'Grantee').

#### 3. Context

1. The Parties have a current agreement under which the Commonwealth gave a Grant to the Grantee for the Family Safety program (the 'Agreement').
2. The Parties have agreed to amend the Agreement on the Terms and Conditions contained in this Deed.

#### 4. Amendments

With effect from the date of execution of this Deed, the Agreement is amended:

**For Activity ID:** 4-J9XMS2L

**Activity Title:** Promoting Consent Initiative

1. **Replace** the text at **Item B – Activity** with the following:

The purpose of the program is to engage young people aged 16 years and over (with a focus on 16 to 25 years olds) on consent issues and healthy sexual activity and relationships, with the aim of contributing to a reduction in sexual violence and harm among young Australians.

The objectives and outcomes of the program are set out below.

Program objectives:

- To use trauma-informed and age-appropriate social media and online communication methods to improve the attitudes and understanding of consent and healthy sexual relationships among young people aged 16 years and over (with a focus on 16 to 25 years olds), with the aim of contributing to a reduction in sexual harm.
- To improve the confidence and motivation of young people to actively practice affirmative consent skills and respectful behaviours with their sexual partners using a strengths-based approach.
- To improve the Australian Government's understanding of emerging youth issues around sexual harm and healthy sexual relationships, and what works when engaging young people on these issues.

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The intended outcomes of the initiatives (to be measured through program evaluation and benchmarking) include:

- Improved attitudes and understanding of consent, and healthy sexual activity and relationships amongst the target audience.
- Increased awareness of affirmative consent skills and respectful behaviours amongst the target audience.
- Improved understanding of issues around sexual relationships and violence affecting young people, including what works when engaging young people.

The intended outputs of the initiative must include:

- A content strategy must be developed in consultation with the department, the Youth Advisory Group and relevant experts and advisors. The content strategy must be approved by the department.
- Social media and other digital resources about consent and healthy sexual activity and relationships that are trauma-informed and age-appropriate are curated or developed and distributed for young Australians aged 16 years and over (with a focus on 16 to 25 years olds), through agreed channels. Social media posts must align with the content strategy, as approved by the department, and follow approvals process as determined by the department.
- These resources must be informed by evidence and existing frameworks that underpin Commonwealth investment in primary prevention, including Change the Story (Our Watch).
- Guided by comprehensive research and consultation, resources must be accessible and appropriate for all young people. Additionally, tailored content specifically for priority population groups including First Nations young people, LGBTIQ+ young people, young people with disability, and culturally and linguistically diverse young people must be considered and developed as required to ensure resources are relevant and ensure optimum impact amongst those groups of young people.
  - This output must be supported by the inclusion of specific First Nations, LGBTIQ+, disability and CALD representation in either the Youth Advisory Group or consulted experts and advisors.
  - Where this is not possible, key subject experts and advisors from the aforementioned cohorts must be consulted on the development of content.
- Evaluation will be conducted by a procured independent external agency, using a representative sample of Australians aged 16 – 25 years.
- The evaluation will examine the awareness and understanding of consent; attitudes toward consent and healthy sexual relationships, and the confidence and motivation of young people in engaging in consent-related practices and include:
  - A process evaluation that reviews how effectively the Promoting Consent Initiative was implemented, including an evaluation of the function and impact of the Youth Advisory Group, and
  - An outcome evaluation that includes the collection of data prior to launching the Promoting Consent Initiative, in order to establish baseline measures, and again following the Promoting Consent Initiative, in order to identify improvements in knowledge, attitudes and behavioural intentions
- The creation of a Youth Advisory Group to support content development and provide valuable perspectives from the target audience on issues relating to sexual harm and healthy sexual relationships.
- Regular reports or updates from the provider as to what is working to engage young people regarding consent, including any insights on the use of social media as an engagement tool for promoting consent, healthy sexual activity and relationships and reducing sexual harm.

The program must be developed in a way that:

- Is consistent with the prevention objectives of the National Plan, the First Action Plan and the Commonwealth Consent Policy Framework.
- Aligns with evidence-based strategies of prevention and associated policy frameworks., including those outlined in Our Watch’s Change the Story and associated policy frameworks.
- Complements existing prevention programs funded by the Commonwealth
- Shows how learnings and evidence are applied to improve engagement approaches.
- Supports the psychological safety of the Youth Advisory Group including through:
  - Teach Us Consent hiring or sub-contracting a qualified mental health professional to provide support to members
  - Processes and materials, including an initial briefing used by the YAG, support the psychological safety and prevention of psychological harm of its members. This includes ensuring that all materials used are developed in consultation with a qualified mental health practitioner.
- Reduces risks associated with harmful comments through active moderation of social media posts and comments.

The Department of Social Services and Community Grants Hub administers the program according to the Commonwealth Grants Rules and Guidelines 2017 (CGRGs). As outlined below, the Grantee must submit an Activity Work Plan (AWP) along with updates to this AWP and a progress report against it at regular intervals. The completion, submission, and departmental approval of this AWP is a requirement of this Grant Agreement and it is the obligation of the Grantee to comply with it, as a term of the agreement, once it is approved.

The Grantee must provide a budget that will be agreed to by the department as part of the AWP. Ongoing approval of the AWP, the associated budget, and progress reports are a requirement for ongoing payment of this Grant.

2. **Replace** the dates at **Item C – Duration of the Grant** with the following:

- the Activity Completion Date with 1 September 2025; and
- the Agreement End Date with 13 February 2026

3. **Replace** the milestones from 16 April 2025 at **Item E – Reporting** with the following:

Milestone	Information to be included	Due Date
Activity Work Plan Report	A report with progress against Activity Work Plan, compliance or other reporting as per Item E.4	31 October 2025
Final Evaluation Report	An evaluation of the project that details the outcomes and achievements against the Activity Work Plan and its performance indicators for each Activity as per Item E.4	16 January 2026
Financial Acquittal Report	Audited Financial Acquittal from 1 July 2024 to 30 June 2025 as per Item E.3	16 January 2026

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## 5. Entire agreement and interpretation

- 5.1 The parties confirm all the other provisions of the Agreement and, subject only to the amendments contained in this Deed, the Agreement remains in full force and effect.
- 5.2 This Deed and the Agreement, when read together, contain the entire agreement of the parties with respect to the parties' rights and obligations under the Agreement.
- 5.3 Unless otherwise specified or the context otherwise requires, terms that are defined in the Agreement have the same meaning in this Deed.

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by the Department of Social Services

## Disclaimer and explanatory notes

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### Explanatory notes

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- If you are a **university**, the signatory can be an officer authorised by the legislation creating the university to enter into legally binding documents. A witness to the signature is required (the witness date must be the same as the signatory date).

<b>Organisation ID:</b>	4-J63N5ZO
<b>Agreement ID:</b>	4-J9XMS2D
<b>Program Schedule ID:</b>	4-J9XMS2F

## Signatures

### Executed as a Deed

Signed for and on behalf of the Commonwealth of Australia by the relevant Delegate, represented by and acting through the Department of Social Services, ABN 36 342 015 855 in the presence of:

s 47F \_\_\_\_\_ (Name of Departmental Representative)

s 47F \_\_\_\_\_ (Signature of Departmental Representative)

03/12/2024

\_\_\_\_\_  
(Position of Departmental Representative)

s 47F \_\_\_\_\_ (Name of Witness in full)

s 47F \_\_\_\_\_ (Witness)

03/12/2024

Signed for and on behalf of Teach Us Consent Global Limited, ABN 44 653 142 664 in accordance with its rules, and who warrants they are authorised to sign this Agreement:

Chanel Contos, Director \_\_\_\_\_ (Name and position held by Signatory)

s 47F \_\_\_\_\_ (Signature)

27/11/2024

s 47F \_\_\_\_\_ witness

\_\_\_\_\_ (Name and position held by second Signatory/Name of Witness)

s 47F \_\_\_\_\_ (Signature of second Signatory/Witness)

27/11/2024

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# Australian Government

## Department of Social Services

<b>Organisation ID:</b>	4-J63N5ZO
<b>Agreement ID:</b>	4-J9XMS2D
<b>Program Schedule ID:</b>	4-J9XMS2F

### Notice of Change

Other <sup>s 47F</sup>  
 Teach Us Consent Global Limited  
 139 Hopetoun Avenue  
 VAUCLUSE NSW 2030  
 hello@teachusconsent.com

Dear Other <sup>s 47F</sup>

### Notice of Change in relation to the Family Safety Program

This Notice of Change is to apply Indexation to your grant.

Indexation is a standard process used to adjust the value of government programs for changes in the level of prices, living costs or wages. In general, indexation aims to maintain the relative value or level of policy settings over time.

We have a grant agreement in place with you to carry out a grant activity under the Family Safety Program between Teach Us Consent Global Limited and the Commonwealth of Australia, represented by the Department of Social Services. Indexation is being applied to this grant agreement.

We request that you please let us know if you disagree with this proposed change for any reason, by providing an email response to <sup>s 47E(d)</sup> [@communitygrants.gov.au](mailto:communitygrants.gov.au) within (5) calendar days from the date of this Notice of Change, as authorised representative of Teach Us Consent Global Limited.

If you agree with this proposed change, you are not required to take any action. Where we do not receive a written response in the form outlined above is not received, we will deem that you have accepted the proposed change, and if the funds as varied to give effect to any applicable indexation amounts are accepted into your account (or other nominated payment method), and are spent or otherwise appropriated for a Grant Activity.

This Notice of Change is to advise you of the following:

**Activity ID:** 4-J9XMS2L

**Activity Title:** Promoting Consent Initiative

1. **Replace** all payment milestones for the 2024-25 financial year, noting Indexation has been applied to all outstanding payment amounts, with the following:

Milestone	Anticipated Date	Amount (excl. GST)	GST (if applicable)	Total (incl. GST if applicable)
Half yearly payment of 2024-25 funds	11 July 2024	\$1,581,500.00	\$0.00	\$1,581,500.00
Half yearly payment of 2024-25 funds	3 December 2024	\$1,744,078.20	\$0.00	\$1,744,078.20
<b>2024-25 Total</b>				<b>\$3,325,578.20</b>

We wish to advise you that this is a legally binding change that does not vary your existing obligations under the Grant Agreement, and does not require a formally executed variation to be carried out.

The parties agree that:

- (a) the only change/s affected by this Notice of Change are those specified within.

If you have any questions regarding this Notice of Change, please contact s 47E(d) @communitygrants.gov.au.

Yours sincerely

Community Grants Hub

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**Australian Government**

**Commonwealth  
Individualised Grant Agreement**  
between  
the Commonwealth represented by  
Department of Social Services  
and  
Teach Us Consent Global Limited

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by the Department of Social Services

*The Commonwealth Acknowledges the Aboriginal and Torres Strait Islander Peoples throughout Australia and their continuing connection to land, water, culture and community. We pay our respects to the Elders both past and present. We acknowledge that our services are provided on many Indigenous lands. We continue to recognise that to achieve true reconciliation we need to work together with Aboriginal and Torres Strait Islander peoples, communities, staff and stakeholders to ensure that we are meeting the needs of the community.*

## Grant Agreement

Once completed, this document, together with each set of Grant Details and the Commonwealth Individualised Grant Conditions (Schedule 1), forms an Agreement between the Commonwealth of Australia (the Commonwealth) and the Grantee.

## Parties to this Agreement

### The Grantee

Full legal name of Grantee	Teach Us Consent Global Limited
Legal entity type (e.g. individual, incorporated association, company, partnership etc)	Company
Trading or business name	
Any relevant licence, registration or provider number	
Australian Company Number (ACN) or other entity identifiers	
Australian Business Number (ABN)	44 653 142 664
Registered for Goods and Services Tax (GST)	Y
Date from which GST registration was effective	
Registered office (physical/postal)	139 Hopetoun Avenue VAUCLUSE NSW 2030
Relevant business place (if different)	
Telephone	s 47F
Fax	
Email	hello@teachusconsent.com

### The Commonwealth

The Commonwealth of Australia represented by Department of Social Services  
71 Athllon Drive, GREENWAY ACT 2900  
ABN 36 342 015 855

## Background

The Commonwealth has agreed to enter into this Agreement under which the Commonwealth will provide the Grantee with one or more Grants for the purpose of assisting the Grantee to undertake the associated Activity.

The Grantee agrees to use each Grant and undertake each Activity in accordance with this Agreement and the relevant Grant Details.

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## Scope of this Agreement

This Agreement comprises:

- (a) this document;
- (b) the Individualised Supplementary Terms;
- (c) the Individualised Grant Conditions (Schedule 1);
- (d) the Grant Details;
- (e) any other document referenced or incorporated in the Grant Details.

Each set of Grant Details, including Supplementary Terms (if any), only applies to the particular Grant and Activity covered by that set of Grant Details and a reference to the 'Agreement' in the Grant Details or the Supplementary Terms is a reference to the Agreement in relation to that particular Grant and Activity. If there is any ambiguity or inconsistency between the documents comprising this Agreement in relation to a Grant, the document appearing higher in the list will have precedence to the extent of the ambiguity or inconsistency.

This Agreement represents the Parties' entire agreement in relation to each Grant provided under it and the relevant Activity and supersedes all prior representations, communications, agreements, statements and understandings, whether oral or in writing.

Certain information contained in or provided under this Agreement may be used for public reporting purposes.

## Grant Details

<b>Organisation ID:</b>	4-J63N5ZO
<b>Agreement ID:</b>	4-J9XMS2D
<b>Program Schedule ID:</b>	4-J9XMS2F

### A. Purpose of the Grant

The purpose of the Grant is to:

Achieve positive outcomes for women and their children by working across sectors to improve the safety and wellbeing of children, advancing gender equity and reducing violence against women and children.

This Grant is being provided under, and these Grant Details form part of, the Agreement between the Commonwealth and the Grantee.

The Grant is being provided as part of the Family Safety program.

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## Activity Title: Promoting Consent Initiative

Activity ID: 4-J9XMS2L

### B. Activity

The Grantee must comply with:

- DSS Departmental Policies\*;
- the relevant Guidelines\*;
- the Data Exchange Protocols\*; and
- any other service compliance requirements applicable for the Activities the Grantee is funded to deliver.

\*Any or all of these may be amended by the department from time to time. If the department amends these the department will notify the Grantee in writing at least one month prior to the changes coming into effect. The latest version can be found on the DSS website [dss.gov.au](http://dss.gov.au).

The Grantee must ensure that cultural and linguistic diversity is not a barrier for people targeted by this Activity, by providing access to language services where appropriate.

#### Use of Location, Service Information and Attributed Funding Information

The information listed below on location, service area and any attributed the department's funding amounts will be used by the department to provide reports, by region, on the department's funding.

The information may be published on a Commonwealth of Australia website.

#### Activity Details

The purpose of the program is to engage young people aged 16 years and over on consent issues and healthy sexual activity and relationships, with the aim of contributing to a reduction in sexual violence and harm among young Australians.

The objectives and outcomes of the program are set out below.

Program objectives:

- To use trauma-informed and age-appropriate social media and online communication methods to improve the attitudes and understanding of consent and healthy sexual relationships among young people aged 16 years and over, with the aim of contributing to a reduction in sexual harm.
- To improve the confidence and motivation of young people to actively practice affirmative consent skills and respectful behaviours with their sexual partners using a strengths-based approach.
- To improve the Australian Government's understanding of emerging youth issues around sexual harm and healthy sexual relationships, and what works when engaging young people on these issues.

The intended outcomes of the initiatives (to be measured through program evaluation and benchmarking) include:

- Improved attitudes and understanding of consent, and healthy sexual activity and relationships amongst the target audience.
- Increased awareness of affirmative consent skills and respectful behaviours amongst the target audience.
- Improved understanding of issues around sexual relationships and violence affecting young people, including what works when engaging young people.

The intended outputs of the initiative must include:

- A content strategy must be developed in consultation with the department, the Youth Advisory Group and Expert Advisory Group. The content strategy must be approved by the department.
- Social media and other digital resources about consent and healthy sexual activity and relationships that are trauma-informed and age-appropriate are curated or developed and distributed for young Australians aged 16 years and over, through agreed channels. Social media posts must align with the content strategy, as approved by the department, and follow approvals process as determined by the department.
- These resources must be based upon evidence and existing frameworks that underpin Commonwealth investment in primary prevention, including Change the Story (Our Watch).
- All resources must also be culturally and socially appropriate for Aboriginal and Torres Strait Islander peoples, LGBTIQ+ people; people with disability, culturally and linguistically diverse (CALD) people and people from particular communities of faith.
  - This output must be supported by the inclusion of specific First Nations, LGBTIQ+, Disability and CALD representation in either the Youth Advisory Group or Expert Advisory Group.
  - Where this is not possible, key subject experts from the aforementioned cohorts must be consulted on the development of content.
- Evaluation and/or data that measures the awareness, understanding, confidence and motivation of the target audience regarding consent and respectful behaviours.
- Evaluation must be procured through an external independent agency and include:
  - Benchmarking surveys of Teach Us Consent's brand recognition and must have a sufficient representative sample of the target audience.
  - Impact evaluation, through the use of pre, during and post benchmarking surveys of Teach Us Consent's audience and wider social media users.
  - Evaluation of the function and impact of the Youth Advisory Group.
- The creation of a youth advisory group to support content development and provide valuable perspectives from the target audience on issues relating to sexual harm and healthy sexual relationships.
- Regular reports or updates from the provider as to what is working to engage young people regarding consent, including any insights on the use of social media as an engagement tool for promoting consent, healthy sexual activity and relationships and reducing sexual harm.

The program must be developed in a way that:

- Is consistent with the prevention objectives of the National Plan, the First Action Plan and the Commonwealth Consent Policy Framework.
- Aligns with strategies of prevention outlined in Our Watch's Change the Story and associated policy frameworks
- Complements and aligns with existing prevention programs funded by the Commonwealth
- Shows how learnings and evidence are applied to improve engagement approaches.
- Supports the psychological safety of the Youth Advisory Group including through:
  - Teach Us Consent hiring or sub-contracting a qualified mental health professional to provide individualised support to members
  - Processes and materials, including an initial briefing used by the YAG, support the psychological safety and prevention of psychological harm of its members. This includes ensuring that all materials used are developed in consultation with a qualified mental health practitioner.
- Reduces risks associated with harmful comments through active moderation of social media posts and comments.

The Department of Social Services and Community Grants Hub administers the program according to the Commonwealth Grants Rules and Guidelines 2017 (CGRGs). As outlined below, the Grantee must submit

an Activity Work Plan (AWP) along with updates to this AWP and a progress report against it at regular intervals. The completion, submission, and departmental approval of this AWP is a requirement of this Grant Agreement and it is the obligation of the Grantee to comply with it, as a term of the agreement, once it is approved.

The Grantee must provide a budget that will be agreed to by the department as part of the AWP. Ongoing approval of the AWP, the associated budget, and progress reports are a requirement for ongoing payment of this Grant.

### Performance Indicators

The Activity will be measured against the following Performance Indicator/s:

Performance Indicator Description	Measure
Activities are completed according to scope, quality, timeframes and budget defined in the Activity Work Plan	The Department and you agree that the Activity Work Plan and budget has been completed as specified or, in case of divergence, to a satisfactory standard

### Location Information

The Activity will be delivered from the following site location/s:

	Location Type	Name	Address
1.	Direct Funded	Teach Us Consent Global Limited	139 Hopetoun Avenue VAUCLUSE NSW 2030

### Service Area Information

The Activity will service the following service area/s:

	Type	Service Area
1.	Australia (2016)	Australia

### C. Duration of the Grant

The Activity starts on 6 March 2024 and ends on 30 June 2025, which is the **Activity Completion Date**.

The Agreement ends on 30 November 2025 or when the Commonwealth accepts all of the reports provided by the Grantee and the Grantee has repaid any Grant amount as required under this Agreement, which is the **Agreement End Date**.

### D. Payment of the Grant

The total amount of the Grant is \$3,397,000.00 excluding GST (if applicable).

A break down by Financial Year is below:

Financial Year	Amount (excl. GST if applicable)
2023-2024	\$234,000.00
2024-2025	\$3,163,000.00

The Grantee must ensure that the Grant is held in an account in the Grantee's name and which the Grantee controls, with an authorised deposit-taking institution authorised under the Banking Act 1959 (Cth) to carry on banking business in Australia.

The Grantee's nominated bank account into which the Grant is to be paid is:

<b>BSB Number</b>	s 47G(1)(a)
<b>Financial Institution</b>	Sydney 48 Martin Place CBA
<b>Account Number</b>	s 47G(1)(a)
<b>Account Name</b>	Teach Us Consent Global Limited

The Grant will be paid in instalments by the Commonwealth in accordance with the agreed Milestones, and compliance by the Grantee with its obligations under this Agreement.

<b>Milestone</b>	<b>Anticipated date</b>	<b>Amount (excl. GST)</b>	<b>GST (if applicable)</b>	<b>Total (incl. GST if applicable)</b>
Full yearly payment of 2023-24 funds	6 March 2024	\$234,000.00	\$0.00	\$234,000.00
Half yearly payment of 2024-25 funds	11 July 2024	\$1,581,500.00	\$0.00	\$1,581,500.00
Half yearly payment of 2024-25 funds	3 December 2024	\$1,581,500.00	\$0.00	\$1,581,500.00
<b>Total Amount</b>		<b>\$3,397,000.00</b>	<b>\$0.00</b>	<b>\$3,397,000.00</b>

## Invoicing

The Grantee agrees to allow the Commonwealth to issue it with a Recipient Created Tax Invoice (RCTI) for any taxable supplies it makes in relation to the Activity.

## E. Reporting

The Grantee agrees to create the following reports in the form specified and to provide the reports to the Commonwealth representative in accordance with the following.

<b>Milestone</b>	<b>Information to be included</b>	<b>Due Date</b>
Activity Work Plan	Output-level detail for the funded Activity negotiated with the Department and captured in an Activity Work Plan as per Item E.2	15 April 2024
Activity Work Plan	Output-level detail for the funded Activity negotiated with the Department and captured in an Activity Work Plan as per Item E.2	15 October 2024
Activity Work Plan Report	A report with progress against Activity Work Plan, compliance or other reporting as per Item E.4	15 October 2024
Financial Acquittal Report	Audited Financial Acquittal from 1 July 2023 to 30 June 2024 as per Item E.3	31 October 2024
Compliance - Child Safe Clause CB9	Child safe Statement of Compliance as per Item E.4 and specified in supplementary clause CB9	31 March 2025

Activity Work Plan	Output-level detail for the funded Activity negotiated with the Department and captured in an Activity Work Plan as per Item E.2	15 April 2025
Activity Work Plan Report	A report with progress against Activity Work Plan, compliance or other reporting as per Item E.4	15 April 2025
Final Evaluation Report	An evaluation of the project that details the outcomes and achievements against the Activity Work Plan and its performance indicators for each Activity as per Item E.4	31 October 2025
Activity Work Plan Report	A report with progress against Activity Work Plan, compliance or other reporting as per Item E.4	31 October 2025
Financial Acquittal Report	Audited Financial Acquittal from 1 July 2024 to 30 June 2025 as per Item E.3	31 October 2025

## E.1 Performance Reports

None Specified

## E.2 Activity Work Plan

The Activity Work Plan will be negotiated between the Grantee and the department bi-annually during the life of the Agreement. Using the department's Activity Work Plan template it will specify the Activity Details, deliverables, timeframes for delivery and measures of achievement.

It must include a budget and other administrative controls intended to help manage Activity risks. The detailed deliverables and activities the Grantee will undertake to fulfil this Activity must be provided as part of the Grantee's Activity Work Plan, to be developed in consultation with, and provided to the department as specified in Item E. Once mutually agreed the Activity Work Plan will form part of the Agreement. The Grantee is required to report against any performance measures set out in the Activity Work Plan within 30 days of the reporting period ceasing.

## E.3 Financial Acquittal Reports

### Audited Financial Acquittal Report

The Grantee is required to provide an Annual Independently Audited Financial Acquittal Report for each financial year funded under this Grant Agreement covering the Activity/ies in this Schedule (in accordance with clause 10 of the Commonwealth Standard Grant Conditions).

## E.4 Other Reports

### Activity Work Plan Report

For the purposes of this Agreement, Activity Work Plan Report means a document to be completed by the Grantee, on a template or system provided by the department.

Activity Work Plan reports must:

- include justification if progress towards agreed outcomes is delayed or not achieved
- include evidence of your progress toward completion of agreed activities and outcomes
- show the total eligible expenditure incurred to date
- include evidence of expenditure

- be submitted by the report due date (you can submit reports ahead of time if you have completed relevant activities).

### Child Safe Statement of Compliance (Clause CB9)

The Child Safe Statement of Compliance is an annual Statement made by the Grantee's organisation. The Grantee's statement confirms that the Grantee has delivered the Activity consistent with the Child Safe Supplementary Term at clause CB9 of the Grantee's Agreement. The period of compliance is for 1 January to 31 December each year.

### Final Evaluation Report

For the purposes of this Agreement, Evaluation Report means a document to be completed by the Grantee, on a template negotiated with / provided by the department.

Final Evaluation Report must:

- identify if and how outcomes have been achieved
- include the agreed evidence as specified in the Grant Agreement
- identify the total eligible expenditure incurred
- be submitted by the due date and in the format provided in the Grant Agreement.

## F. Party representatives and address for notices

### Grantee's representative and address

<b>Grantee's representative name</b>	Ms Chanel Contos
<b>Position</b>	Founder
<b>Business hours telephone</b>	s 47F
<b>E-mail</b>	s 47F

### Commonwealth representative and email address

<b>Business hours telephone</b>	Not Applicable
<b>E-mail</b>	s 47E(d) @communitygrants.gov.au

The Parties' representatives will be responsible for liaison and the day-to-day management of the Grant, as well as accepting and issuing any written notices in relation to the Grant.

## Disclaimer and explanatory notes

### Disclaimer

By executing this agreement you agree that you have read and accept this disclaimer, including the explanatory notes on how to duly execute this agreement. You warrant that your identity has been verified, you have legal capacity and authority to enter into this agreement, and you are signing in accordance with all legal instruments that apply to you and/or the legal entity which you represent.

### Explanatory notes

- If you are an **individual**, you must download, print and sign the agreement in wet-ink in the presence of a witness (the witness date must be the same as the signatory date).
- If you are a **partnership**, the signatory must be all partners, or one partner with the authority to sign on behalf of all partners receiving the grant. You should be prepared to provide evidence of this authorisation upon request.
- If you are a **proprietary company incorporated under the Corporations Act 2001 (Cth)**, the signatory must be the sole director and company secretary, as required under section 127 of the *Corporations Act 2001 (Cth)*. If required by your Constitution, please affix your **company seal** in the presence of the sole director and company secretary acting as a witness (the witness date must be the same as the date the company seal is affixed). For execution by company seal, you must download, print and sign the agreement in wet-ink.
- If you are a **company incorporated under the Corporations Act 2001 (Cth)**, the signatories must be two directors, or one director and one company secretary, as required under section 127 of the *Corporations Act 2001 (Cth)*. If required by your Constitution, please affix your **company seal** in the presence of two directors, or one director and one company secretary acting as a witness, or if your company has only one director – that director and a suitable witness, (the witness date must be the same as the date the company seal is affixed). For execution by company seal, you must download, print and sign the agreement in wet-ink.
- If you are a **company incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (Cth) (CATSI Act)**, the signatories must be two directors, one director and one company secretary, or if your company has only one director – that director, as required under section 99-5 of the CATSI Act. If required by your Constitution, please affix your **company seal** in the presence of two directors, or one director and one company secretary, or if your company has only one director – that director. For execution by company seal, you must download, print and sign the agreement in wet-ink.
- If you are an **individual trustee of a trust**, you must download, print and sign the agreement in wet-ink in the presence of a witness (the witness date must be the same as the signatory date). You must sign in your capacity as a trustee and not the trust. The trustee is the legal entity entering into the agreement. The words 'as trustee for [name of trust]' should be included in the signature block.
- If you are a **corporate trustee of a trust**, the signatory must be the sole director and company secretary in the proprietary company, or two directors in the company, or one director and one company secretary in the company, as required under section 127 of the *Corporations Act 2001 (Cth)*. If required by your Constitution, please affix your **company seal** in the presence of the sole director and company secretary in the proprietary company, or two directors in the company, or one director and one company secretary in the company, acting as witness (the witness date must be the same as the date the company seal is affixed). For execution by company seal, you must download, print and sign the agreement in wet-ink. The company must sign in its capacity as a trustee and not the trust. The trustee is the legal entity entering into the agreement. The words 'as trustee for [name of trust]' should be included in the signature block.

- If you are an **incorporated association**, you must refer to the legislation incorporating the association as it will specify how documents must be executed. This process may differ between each State and Territory. If an authorised person is executing a document on behalf of the incorporated association, you should be prepared to provide evidence of this authorisation upon request.
- If you are a **university**, the signatory can be an officer authorised by the legislation creating the university to enter into legally binding documents. A witness to the signature is required (the witness date must be the same as the signatory date).

Document release under the Freedom of Information Act 1982 (Cth)  
by the Department of Social Services

Organisation ID:	4-J63N5ZO
Agreement ID:	4-J9XMS2D
Program Schedule ID:	4-J9XMS2F

**Signatures**

**Executed as an Agreement**

Signed for and on behalf of the Commonwealth of Australia by the relevant Delegate, represented by and acting through the Department of Social Services, ABN 36 342 015 855 in the presence of:

\_\_\_\_\_  
 s 47F  
 (Name of Departmental Representative)

\_\_\_\_\_  
 s 47F  
 (Name of Departmental Representative)

\_\_\_\_\_  
 s 47F  
 (Position of Departmental Representative)

\_\_\_\_\_  
 s 47F  
 (Name of Witness in full)

\_\_\_\_\_  
 s 47F  
 (Signature of Witness)

13/02/2024

Signed for and on behalf of Teach Us Consent Global Limited, ABN 44 653 142 664 in accordance with its rules, and who warrants they are authorised to sign this Agreement:

\_\_\_\_\_  
 Chanel Contos, Director  
 (Name and position held by Signatory)

\_\_\_\_\_  
 s 47F  
 (Signature)

\_\_\_\_\_  
 James Contos, Director  
 (Name and position held by second Signatory/Name of Witness)

\_\_\_\_\_  
 s 47F  
 (Signature of second Signatory/Witness)

8/02/2024

8/2/2024

Document release under the Freedom of Information Act 1982 (Cth) by the Department of Social Services

# Promoting Consent Initiative

## Grant Opportunity Guidelines

<b>Opening date:</b>	1 December 2023
<b>Closing date and time:</b>	9:00 PM AEDT on 14 December 2023
<b>Commonwealth policy entity:</b>	Department of Social Services
<b>Administering entities</b>	The Department of Social Services and Community Grants Hub
<b>Enquiries:</b>	<p>If you have any questions, contact            Safety and Consent Section Email: <span style="background-color: #cccccc;">s 47E(d)</span> <a href="mailto: @dss.gov.au">@dss.gov.au</a>            Questions should be sent no later than 5:00 PM AEDT on            7 December 2023.</p>
<b>Date guidelines released:</b>	1 December 2023
<b>Type of grant opportunity:</b>	Closed non-competitive

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## 1. Promoting Consent Initiative

### **The Promoting Consent Initiative is designed to achieve Australian Government objectives**

This grant opportunity contributes to the Department of Social Services' Outcome 2 – Families and Communities. The Department of Social Services works with stakeholders to plan and design the grant program according to the [Commonwealth Grants Rules and Guidelines 2017 \(CGRGs\)](#).



### **The grant opportunity opens**

We publish the grant guidelines on the [GrantConnect](#) website.



### **You complete and submit a grant application**

You complete the application form and address all of the eligibility and assessment criteria to be considered for a grant.



### **We assess all grant applications**

We assess the application against eligibility criteria and notify you if you are not eligible. If you are eligible, we then assess your eligible application against the assessment criteria including an overall consideration of value with money.



### **We make grant recommendations**

We provide advice to the decision maker on the merits of the application.



### **Grant decisions are made**

The decision maker decides if the application is successful.



### **We notify you of the outcome**

We advise you of the outcome of your application.



### **We enter into a grant agreement**

We enter into a grant agreement with you if successful. The type of grant agreement is based on the nature or complexity of the grant and is proportional to the risks involved.



### **Delivery of grant**

You undertake the grant activity as set out in your grant agreement. We manage the grant by working with you, monitoring your progress and making payments.



### **Evaluation of the Promoting Consent Initiative**

We work with you to evaluate your specific grant activity. We base this on information you provide us and anyone contracted by us to collect from various sources.

## 1.1 Introduction

These guidelines contain information for the Promoting Consent Initiative supporting the [National Plan to End Violence against Women and Children 2022–2032](#).

You must read these guidelines before filling out an application.

This document sets out:

- the purpose of the grant opportunity
- the eligibility and assessment criteria
- how grant application is considered and selected
- how grantee is notified and receives grant payments
- how grantee will be monitored and evaluated
- responsibilities and expectations in relation to the opportunity.

This grant opportunity and process will be administered by the Department of Social Services (the department) Community Grants Hub.

## 2. About the grant program

The [National Plan to End Violence against Women and Children 2022–2032](#) (the National Plan), released in October 2022 and led by the department, is the cornerstone of the Australian Government's strategy to address family, domestic and sexual violence and sets the national policy agenda for the next 10 years. It provides a national framework for Commonwealth, state and territory governments, family safety experts and frontline services to work towards ending gender-based violence in one generation. The National Plan includes a specific focus on addressing sexual violence.

Sexual violence includes, but is not limited to, sexual assault, rape, sexual harassment, stalking and image-based abuse. While sexual violence can occur within domestic and family relationships, it is also a standalone form of violence experienced outside of these settings.

Around one out of every 5 Australian women and one in 16 Australian men have experienced sexual violence, a rate that has not significantly changed since 2016.

Sexual harm and violence are driven by the same structural inequalities, gendered stereotypes and absence of respect that drives all gender-based violence. Myths and misconceptions about sexual violence persist, and a lack of understanding around consent, gendered roles, and inadequate relationship skills can prevent people from having healthy, respectful relationships and avoiding sexual harm.

The risk of sexual violence is higher for certain groups, including young people in their early and formative experiences of dating and relationships. Around 3 in 5 victims (61%) of sexual assault recorded by police were under 18 years of age at the date of incident. Young men aged 15 to 19 years have the highest offender rates.

National surveys have shown that young people and young men in particular, continue to hold problematic views that increase the risk of sexual violence. The National Community Attitudes Survey (2017) found that one in 4 young people – and one in 3 young men – agree that “a lot of times, women who say they were raped had led the man on and then had regrets.”

The Australian Government recognises the importance of consent promotion, respectful relationships education and sexual violence prevention, particularly for young people. The Australian Government is investing in learning what initiatives work, and for who, and creating a shared vision and understanding of consent and the prevention of sexual harm.

This is particularly important in the context of wider reforms to consent laws across jurisdictions, including some moving towards affirmative consent laws.

There is already significant work underway on the issue of consent and respectful relationships, including through initiatives developed by Australian and state and territory governments. The Commonwealth initiatives include:

- a new national consent campaign regarding consent and respectful relationships
- The Line, Our Watch's national social marketing campaign to promote respectful relationships among young people (14 to 20 years)
- Consent and Respectful Relationships Education, including age-appropriate education for primary and secondary school students (up until year 10 to 16 years).

Positive social media and online messaging around consent and healthy sexual relationships can help reinforce prevention messages from other sources, including schools, parents, and peers. This can counteract social and online content that can amplify existing stereotypes and perceptions about norms in relationships, and drive violence.

The 2023–24 Federal Budget provided \$3.5 million for the Promoting Consent Initiative to curate, develop and distribute social media resources for young people aged 16 years and above about consent, sexual harm and healthy sexual relationships. This initiative will also support the provider to establish a youth-led expert advisory group to provide advice about what works when engaging young people on consent and to raise emerging issues around sexual consent.

This program will also contribute to Closing the Gap between Indigenous and non-Indigenous Australians by providing grant funding for an activity that addresses an area of need for Indigenous Australians aligned with Closing the Gap targets. In particular, this grant contributes to:

- Outcome 13: Aboriginal and Torres Strait Islander families and households are safe.

## **2.1 About the Promoting Consent Initiative grant opportunity**

The Promoting Consent Initiative forms part of the Australian Government's agenda under the First Action Plan 2023–27 of the National Plan.

The initiative was announced as part of the 2023–24 Budget and will run from 2023–24 to 2024–25.

The purpose of the program is to engage young people aged 16 years and over on consent issues and healthy sexual activity and relationships, with the aim of contributing to a reduction in sexual violence and harm among young Australians.

The objectives and outcomes of the program are set out below.

Program objectives:

- To use trauma-informed<sup>1</sup> and age-appropriate social media and online communication methods to improve the attitudes and understanding of consent and healthy sexual relationships among young people aged 16 years and over, with the aim of contributing to a reduction in sexual harm.
- To improve the confidence and motivation of young people to actively practice affirmative consent skills and respectful behaviours with their sexual partners using a strengths-based approach.
- To improve the Australian Government's understanding of emerging youth issues around sexual harm and healthy sexual relationships, and what works when engaging young people on these issues.

The intended outcomes of the initiatives (to be measured through program evaluation and benchmarking) include:

- Improved attitudes and understanding of consent, and healthy sexual activity and relationships amongst the target audience.
- Increased awareness of affirmative consent skills and respectful behaviours amongst the target audience.
- Improved understanding of issues around sexual relationships and violence affecting young people, including what works when engaging young people.

The intended outputs of the initiative include:

- Social media and other digital resources about consent and healthy sexual activity and relationships that are trauma-informed and age-appropriate are curated or developed and distributed for young Australians aged 16 years and over, through agreed channels.
  - These resources must be based upon evidence and existing frameworks that underpin Commonwealth investment in primary prevention, including *Change the Story* (Our Watch). They must also be culturally and socially appropriate for Aboriginal and Torres Strait Islander people, LGBTIQ+ people, people with disability, culturally and linguistically diverse people and people from particular communities of faith. This will be achieved through engagement with relevant experts and organisations.
- Evaluation and/or data that measures the awareness, understanding, confidence and motivation of the target audience regarding consent and respectful behaviours.
- The creation of a youth advisory group to support content development, and provide valuable perspectives from the target audience on issues relating to sexual harm and healthy sexual relationships.

<sup>1</sup> As defined in the *National Plan to End Violence against Women and Children (2022–2032)*, trauma-informed care and practice recognises the prevalence of trauma and its impacts on the emotional, psychological and social wellbeing of people and communities. Trauma-informed practice means integrating an understanding of past and current experiences of violence and trauma in all aspects of service delivery. The goal of trauma-informed systems is to avoid re-traumatising individuals and support safety, choice and control to promote healing.

- Regular reports or updates from the provider as to what is working to engage young people regarding consent, including any insights on the use of social media as an engagement tool for promoting consent, **healthy sexual activity** and relationships and reducing sexual harm.

The program must be developed in a way that:

- is consistent with the prevention objectives of the National Plan and the First Action Plan
- aligns with strategies of prevention outlined in Our Watch's *Change the Story* and associated policy frameworks
- complements and aligns with existing prevention programs funded by the Commonwealth
- shows how learnings and evidence are applied to improve engagement approaches.

The department and Community Grants Hub administers the program according to the [Commonwealth Grants Rules and Guidelines 2017 \(CGRGs\)](#).

### 3. Grant amount and grant period

#### 3.1 Grants available

For this grant opportunity, \$3.5 million (GST exclusive, indexation inclusive) is available over 2 years (2023–24 to 2024–25).

The grant opportunity will run from early 2024 to 30 June 2025.

Grants cannot exceed the amount of available funds.

2023–24	2024–25*	Total*
\$0.234m	\$3.163m	\$3.397 million

\*These funding amounts do not include indexation.

#### 3.2 Grant period

The maximum grant period is 2 years. The earliest start date for the activity is 15 February 2024 with an activity end date of 30 June 2025.

### 4. Eligibility criteria

This grant opportunity is a closed non-competitive grant selection process. The department considers that this is an appropriate type of selection process as the nature of the grant is specifically dependent on the expertise of the selected applicant.

The applicant, Teach Us Consent Global Limited, was selected based on its experience engaging with young people through social media, expertise in advocacy, demonstrated ability to build networks and partnerships to reach young people, and a growing social media presence and reach.

## 4.1 Who is eligible to apply for a grant?

To be eligible you must be listed as the invited organisation and have received an invitation to apply through GrantConnect.

Invited organisation	Service delivery area	Funding (GST exclusive)	Funding (GST and indexation exclusive)
		2023–24	2024–25
Teach Us Consent Global Ltd (ABN 44653142664)	National	\$0.234m	\$3.163m

No further organisations will be invited to apply.

The above organisation may choose to subcontract with other specialist providers to achieve the outcomes of the Promoting Consent Initiative. Subcontractors may include, but are not limited to, public relations, branding and creative agencies, accountancy/financial management, social marketing, content and video production and design, and research organisations. Teach Us Consent will be responsible for managing the funds and reporting on the Promoting Consent activities.

## 4.2 Who is not eligible to apply for a grant?

You are not eligible to apply if you are:

- an organisation, or your project partner is an organisation, included on the [National Redress Scheme's website](#) on the list of 'Institutions that have not joined or signified their intent to join the Scheme'
- an organisation, or your project partner is an organisation, included on the [Workplace Gender Equality Agency](#) website on the non-compliant organisations list
- you are not eligible to apply for this grant opportunity if you have not received an invitation to apply through GrantConnect and are not listed as the eligible invited organisation at section 4.1.

## 4.3 What qualifications, skills or checks are required?

If you are successful, relevant personnel working on the grant activity, including subcontracted agencies and staff, must maintain the following:

- qualifications/skills/accreditation/registration checks
- any relevant mandated checks for working with children and vulnerable people if they are in direct contact with them
- police check
- any relevant qualifications and registration with governing bodies (for example, persons working as a counsellor having appropriate accreditation and registrations).

## 5. What the grant money can be used for

### 5.1 Eligible grant activities

Eligible grant activities should focus on building understanding and improving attitudes around consent, healthy and safe sexual activity, healthy sexual relationships, gender equality, sexual violence, sexual harassment and gender-based violence more broadly. They should also include ways to build confidence and motivation among young people to practice affirmative consent and respectful sexual behaviours. All activities should be consistent with the prevention approach outlined in the National Plan and *Our Watch Change the Story* and associated frameworks.

The focus of grant activities includes:

- promoting consent and healthy sexual relationships in an age-appropriate, trauma-informed way
- challenging the gender stereotypes and sexual scripts presented in pornography and media more generally
- promoting the skills needed for affirmative consent and respectful behaviours and building the confidence and motivation young people need to use these skills in relationships
- promoting the positives of consent behaviours, including pleasure
- speaking to what motivates young people to be a respectful sexual partner
- fostering positive personal identities and challenging rigid gender stereotypes and roles that promote power imbalances in relationships
- strengthening positive, equal and respectful relations between and among young women and men
- challenging toxic masculinities and promoting healthy masculinities
- promoting online safety and consent
- challenging the condoning of sexual violence, including the normalising of behaviours like stealthing
- challenging sexual harassment that young people experience in the workplace
- promoting and normalising gender equality in public and private life
- challenging myths around sexual assault and sexual harassment
- targeting and customising content for specific audiences
- representing a diversity of sexual relationships and experiences
- challenging the normalisation of violence as an expression of masculinity or male dominance
- preventing exposure to violence and directing those affected to appropriate support
- addressing the intersections between social norms relating to alcohol, gender and sexual relationships
- promoting broader social equality and addressing structural discrimination and disadvantage.

Eligible grant activities could include, but are not limited to, the following:

- Curation/development and distribution of trauma-informed and age appropriate online resources for young people aged 16 years and over, that focus on the issue of sexual consent and healthy sexual relationships and activity
  - includes project and financial management, developmental research, creative strategy, criteria for creative content, creative content development, website(s) and other digital products, social media strategy, moderation and mediation, concept testing, content customisation for diverse audiences, video production, and evaluation and benchmarking, content distribution and promotion costs and psychological support for team members exposed to sensitive content.
- Build and support a youth advisory group
  - includes establishment and support costs (such as membership remuneration/sitting fees, psychological support, child safety compliance and travel requirements as determined), as well as any reporting and consultation costs.
- Build and support partnerships with violence prevention experts and key stakeholders including Our Watch and e-Safety, other government departments/agencies, such as the Department of Education's expert advisory panel on the Consent and Respectful Relationships Education program, and/or the engagement of subject matter experts
  - includes consultation costs (such as sitting fees and travel requirements as determined), development, engagement and distribution of resources and services such as strategies for engagement, for digital and other media, stakeholder toolkits, and events as determined.
- Feedback provided to the Australian Government and policy makers
  - includes reporting, including what works when engaging young people and participating in evaluation, as required.

You must incur the expenditure on your grant activities between the start date and end or completion date for your grant activity/grant agreement for it to be eligible.

## 5.2 Eligible expenditure

You can only spend the grant on eligible expenditure you have incurred on eligible grant activities.

Eligible expenditure items are operating and administration expenses directly related to the delivery of activities. Examples include:

- computer/IT/website/software
- insurance
- postage
- stationery and printing
- domestic travel/accommodation costs for the purposes of stakeholder consultation and liaising with the department
- activity development and implementation
- engaging and consulting with stakeholders and the community
- external research and evaluation of the grant activities

- developing and implementing strategic plans
- financial management services related to the grant
- sharing tools and resources, including via a website or other digital products.

If your application is successful, we may ask you to verify project costs that you provided in your application. You may need to provide evidence such as quotes for major costs.

You must incur the expenditure on your grant activities between the start date and end or completion date for your grant activity for it to be eligible.

Grant activities and costs will be specified in more detail in Activity Work Plans, to be developed in consultation with the Department of Social Services, and informed by the First Action Plan of the [National Plan to End Violence against Women and Children 2022–2032](#).

### **5.3 What the grant money cannot be used for**

You cannot use the grant for the following activities:

- purchase of land
- major capital expenditure
- the covering of retrospective costs
- staffing costs, other than where staff or contractors have the majority of their hours and workload dedicated to the delivery of this grant
- costs incurred in the preparation of a grant application or related documentation
- subsidy of general ongoing administration of an organisation such as electricity, phone and rent
- major construction/capital works
- overseas travel
- activities for which other Commonwealth, state, territory or local government bodies have primary responsibility
- activities conducted outside of Australia.

We cannot provide a grant if you receive funding from another government source for the same purpose.

## 6. The assessment criteria

You must address all of the following assessment criteria in the application, all criteria are weighted equally.

**Criterion 1: Describe how your project will provide trauma-informed and age-appropriate social media and online communication resources that improve the attitudes and understanding of consent and healthy sexual relationships among young people aged 16 years and over.** (Word limit 750 words)

In responding to this criterion, you must include:

- a description of the proposed resources, their intended objectives and outcomes and how they will be implemented, delivered and promoted.
- a draft project plan including an expected:
  - quantum of resources to be developed
  - communication channels and distribution plan for these resources
  - timeframe for the development and distribution of these resources
  - budget proposal
- details about who will benefit and the intended outcomes including:
  - what the expected short, medium and long-term outcomes of the resources will be and how this aligns with the objectives of this grant
  - how you intend to evaluate and measure these outcomes
- how your expert partnerships, existing evidence base and relevant frameworks will inform these resources
- how delivery of these resources by Teach Us Consent Global Limited represents value for money.

**Criterion 2: Describe how you will develop and implement a Youth Advisory group, and how this will support an improvement in the attitudes, understanding and motivation of young people to actively practice affirmative consent skills and respectful behaviours.** (Word limit 750 words)

In responding to this criterion you must include:

- a description and objectives of the group, including how it will be implemented, delivered and promoted
- a draft plan proposal including proposed:
  - approach to recruiting members, including representing diverse and minority groups
  - meeting dates/frequency
  - approach/forward work plan for the group
  - approach to the psychological safety and wellbeing of the group
  - costs, including remuneration of members and travel
- details about who will benefit and the intended outcomes including how:
  - this group will provide feedback and advice to your organisation
  - this advice will support Government objectives relating to the reduction of sexual violence
  - you intend to measure the efficacy of the group
- how your proposal represents value for money.

**Criterion 3: Describe your organisation's risk management approach, demonstrating your capacity to deliver the project on time and within budget.** (Word limit 500 words)

In responding to this criterion you must include:

- a description of your organisation's prior experience in delivering similar projects
- details about your organisation's capability to meet reporting and performance requirements
- details about your organisation's governance arrangements, including risk management frameworks, financial audit and reporting processes and oversight mechanisms
  - in support of your application, you must complete the Risk Assessment Template (RAT). The RAT must identify:
    - all identified risks
    - the likelihood of the identified risks occurring
    - the impact on the activity should the identified risk occur
    - the mitigation strategies to respond to all risks
- details about your organisation's capability to deliver on the proposals described in criterion 1 and criterion 2
- details of partnerships with key organisations and experts working in consent and sexual violence prevention.

## 7. How to apply

To apply you must:

- read and understand these guidelines
- complete the Service Delivery Plan contained in the letter of invitation email
- provide all the information requested
- address all eligibility criteria and assessment criteria
- complete all required templates
- include all necessary attachments
- submit your application/s to s 47E(d) [@dss.gov.au](mailto: @dss.gov.au) by 9:00 PM AEDT on 14 December 2023.

We will not provide application forms or accept applications for this grant opportunity by fax or mail.

If you have not received the letter of invitation email, please contact Safety and Consent s 47E(d) [@dss.gov.au](mailto: @dss.gov.au) before the application closing date.

Once you have completed the Service Delivery Plan, you must email s 47E(d) [@dss.gov.au](mailto: @dss.gov.au). Please include **2023-982 – Promoting Consent Initiative** in the subject line of your email response. Please keep a copy of your letter of invitation, application and any supporting documents.

All relevant documents are found on the [GrantConnect](#) website. Any changes to grant documentation are published and addenda<sup>2</sup> will be published on GrantConnect and only accessible by invitees. GrantConnect is the authoritative source for grants information.

You can only submit one Service Delivery Plan application form for this grant opportunity. If more than one application is submitted, the latest accepted application form will progress.

You are responsible for making sure your application is complete and accurate. Giving false or misleading information is a serious offence under the [Criminal Code Act 1995](#) and we will investigate any false or misleading information and may exclude your application from further consideration.

If you need more help about the application process, submitting an application, have any technical difficulties or find an error in your application after submission (before the closing date and time) you should email <sup>s 47E(d)</sup> [@communitygrants.gov.au](mailto:communitygrants.gov.au). The department does not have to accept any additional information, or requests from you to correct your application after the closing time.

If we find an error or something missing, we may ask you for clarification or additional information that will not change the nature of your application.

You will receive an automated notification acknowledging the receipt of your application.

## 7.1 Attachments to the application

All of the following documents must be attached to your application for it to be considered compliant and for it to proceed to assessment. Templates are provided for your use with the grant opportunity documents as specified:

- Proposed project plan, including Theory of Change, for the delivery of both the consent resources and the youth advisory group – mandatory template provided.
- Proposed detailed budget, broken down by line item. This budget **MUST** align with the funding amounts listed in section 3 of this grant opportunity guide – mandatory template provided.
- Risk Assessment Template – mandatory template provided.
- Organisational structure and other governance documents for the organisation delivering this grant activity – template (not) provided.

You must attach supporting documentation according to the instructions provided with the Service Delivery Plan. You should only attach requested documents. We will not consider information in attachments we have not asked for.

**Please note:** There is a 2 MB limit for each attachment.

<sup>6</sup> Alterations and addenda include but are not limited to: corrections to currently published documents, changes to close times for applications, Questions and Answers (Q&A) documents.

## 7.2 Timing of grant opportunity processes

You must submit an application between the published opening and closing dates.

### Late applications

We will not accept late applications unless an applicant has experienced exceptional circumstances that prevent the submission of the application. Broadly, exceptional circumstances are events characterised by one or more of the following:

- reasonably unforeseeable
- beyond the applicant's control
- unable to be managed or resolved within the application period.

Exceptional circumstances will be considered on their merits and in accordance with probity principles.

### How to lodge a late application

Applicants seeking to submit a late application will be required to submit a late application request to <sup>s 47E(d)</sup> [redacted] [@dss.gov.au](mailto:[redacted]@dss.gov.au).

The request should include a detailed explanation of the circumstances that prevented the application being submitted prior to the closing time. Where appropriate, supporting evidence can be provided to verify the claim of exceptional circumstances.

Written requests to lodge a late application will only be accepted within 3 business days after the grant opportunity has closed.

The decision maker or their appointed representative will determine whether a late application will be accepted. The decision of the decision maker will be final and not be subject to a review or appeals process.

Once the outcome is determined, the Community Grants Hub will advise the applicant if their request is accepted or declined.

### Expected timing for this grant opportunity

If you are successful, you will be expected to start your grant activity early 2024.

Table 1: Expected timing for this grant opportunity

Activity	Timeframe
Assessment of application	4 weeks
Approval of outcomes of selection process	4 weeks
Negotiations and award of grant agreements	Up to 6 weeks
Earliest start date of grant activity	15 February 2024 (estimated)
End date of grant activity	30 June 2025

### 7.3 Questions during the application process

If you have any questions during the application period, email [s47E\(d\)@dss.gov.au](mailto:s47E(d)@dss.gov.au).

The department will respond to emailed questions via email within 3 working days.

The question period will close at 5:00 PM AEDT on 7 December 2023. Following this time, only questions about using and/or submitting the application form will be answered.

## 8. The grant selection process

### 8.1 Assessment of grant applications

The Community Grants Hub will review your application against the assessment criteria. Only eligible applications will move to the next stage. Eligible applications will be considered through a targeted non-competitive grant assessment.

### 8.2 Who will assess and select applications?

If eligible, the department's policy-based assessment team will then assess your application against the assessment criteria (see section 6). We will consider your application on its merits, based on how well it meets the assessment criteria, as well as considering whether the proposal represents value for money.

Departmental personnel, within the Women's Safety Group, will undertake the assessment.

### 8.3 Who will approve grants?

The Deputy Secretary, Families and Communities, Department of Social Services (the decision maker) will make the final decision to approve a grant. The decision maker's decision is final in all matters, including the:

- approval of the grant
- grant amount to be awarded
- terms and conditions of the grant.

## 9. Notification of application outcomes

We will write to you about the outcome of your application. If you are successful, you are advised of any specific conditions attached to the grant.

## 10. Successful grant applications

### 10.1 The grant agreement

You must enter into a legally binding grant agreement with the Commonwealth. We will offer successful applicants a Commonwealth Individualised Grant Agreement for this grant opportunity.

Each agreement has general/standard grant conditions that cannot be changed. Sample grant agreements are available on GrantConnect as part of the grant documentation. We will use a schedule to outline the specific grant requirements.

We must execute a grant agreement with you before we can make any payments. We are not responsible for any of your expenditure until a grant agreement is executed.

We may manage the grant agreement through our Grant Recipient Portal. Accepting the agreement through the Grant Recipient Portal is the equivalent of signing a grant agreement. After you have accepted it, we will execute the agreement. Execute means both you and the Commonwealth have entered into the grant agreement. We will notify you when this happens and a copy of the executed agreement will be available through the portal. The agreement will not become binding until it is executed.

The Commonwealth may recover grant funds if there is a breach of the grant agreement.

### **Commonwealth Individualised Grant Agreement**

We will use a Commonwealth Individualised (Standard) Grant Agreement.

You will have 20 business days from the date of a written offer to sign and return this grant agreement. The grant agreement is not considered to be executed until both you and the Commonwealth have signed the agreement. During this time, we will work with you to finalise details.

The offer may lapse if both parties do not sign the grant agreement within this time. Under certain circumstances, we may extend this period. We base the approval of your grant on the information you provide in your application.

You may request changes to the grant agreement. However, we will review any changes to make sure they do not affect the grant as approved by the decision maker.

## **10.2 Commonwealth Child Safe Framework**

The Royal Commission into Institutional Responses to Child Sexual Abuse highlighted the need for organisations to adopt child safe practices including appropriate screening of staff, mandatory reporting and adoption of the National Principles for Child Safe Organisations. The Australian Government committed to a new Commonwealth-wide framework to protect children and young people it is responsible for – the Commonwealth Child Safe Framework (CCSF).

The Australian Government is considering appropriate ways to apply the requirements of the CCSF to grant recipients. A child safety clause is likely to be included in a grant agreement where the Commonwealth considers the grant is for:

- services directly to children, or
- activities that involve contact with children that is a usual part of, and more than incidental to, the grant activity.

A child safety clause may also be included in the grant agreement if the Commonwealth considers the grant activity involves children more broadly.

The successful applicant will be required to comply with all child safety obligations included in the grant agreement published with this grant opportunity or notified to the successful applicant prior to execution of the grant agreement. Irrespective of the child safety obligations in the grant agreement you must always comply with your state and territory legislative requirements for working with children and mandatory reporting.

### 10.3 Indigenous organisation type classifications

All Australian governments are working with Aboriginal and Torres Strait Islander people, their communities, organisations and businesses to implement the National Agreement on Closing the Gap (National Agreement) at the national, state and territory, and local levels. The National Agreement identifies 4 priority areas for reform within government. One of these is Priority Reform 2, building the Aboriginal and Torres Strait Islander community-controlled sector to deliver services to Aboriginal and Torres Strait Islander communities.

To assist government with improving and reporting on the level of community grant funding going to Aboriginal and Torres Strait Islander organisations, changes have been made to the way organisation data is collected. Aboriginal and Torres Strait Islander organisations will now be classified into 3 tiers and asked to self-identify which group they fall under. The 3 tiers and their definitions are:

Organisation	Definition
Aboriginal and Torres Strait Islander Community Controlled organisation	These are organisations that are incorporated, not for profit, at least 51% Aboriginal and Torres Strait Islander owned and at least 51% Aboriginal and Torres Strait Islander controlled (Board members or equivalent).
Aboriginal and Torres Strait Islander Operated and Controlled organisation	These are organisations that are at least 51% Aboriginal and Torres Strait Islander owned and at least 51% Aboriginal and Torres Strait Islander controlled (Board members or equivalent).
Other Aboriginal and Torres Strait Islander organisation	These are organisations that are at least 50% Aboriginal and Torres Strait Islander owned OR at least 50% Aboriginal and Torres Strait Islander controlled (Board members or equivalent).

### 10.4 Specific legislation, policies and industry standards

Whilst you are required to be compliant with all relevant laws and regulations, you may be requested to demonstrate compliance with the following legislation/policies/industry standards:

- *Workplace Gender Equality Act 2012* reporting requirements.

To be eligible for a grant, you must declare in your application that you comply with these requirements. You may need to declare you can meet these requirements in your grant agreement with the Commonwealth.

### 10.5 Multicultural Access and Equity

The Australian Government's *Multicultural Access and Equity Policy* obliges Australian Government agencies to ensure their policies, programs and services – including those provided by contractors and service delivery partners – are accessible to, and deliver equitable outcomes for, people from multicultural communities.

Grant applicants should consider how they will ensure their services will be accessible to people from multicultural communities. For example, service delivery partners may require cultural competency skills. In addition, services, projects, activities or events may require the use of professional translating or interpreting services in order to communicate with clients who have limited English proficiency. Based on an assessment of the client target group, costs for translating and interpreting services should be factored into grant applications (to assist with identifying these costs see the Translating and Interpreting Services costing tool).

## 10.6 How we pay the grant

The grant agreement will state the:

- maximum grant amount to be paid
- proportion of eligible expenditure covered by the grant (grant percentage)
- any financial contributions you must make
- any in-kind contributions you will make
- any financial contribution provided by a third party.

We will make an initial payment on execution of the grant agreement. We will make subsequent payments 6 monthly in advance, based on your forecast eligible expenditure and adjusted for unspent amounts from previous payments. Payments are subject to satisfactory progress.

Grant payment will be paid based on execution of the grant and the achievement of milestones outlined within the grant agreement.

## 10.7 Grant payments and GST

Payments will be GST inclusive.

Grants are assessable income for taxation purposes, unless exempted by a taxation law. We recommend you seek independent professional advice on your taxation obligations or seek assistance from the [Australian Taxation Office](#). We do not provide advice on your particular taxation circumstances.

# 11. Announcement of grants

If successful, your grant will be listed on the GrantConnect website no later than 21 calendar days after the date of effect as required by section 5.3 of the [CGRGs](#).

# 12. How we monitor your grant activity

## 12.1 Keeping us informed

You should let us know if anything is likely to affect your grant activities or organisation.

We need to know of any changes to your organisation or its business activities, particularly if they affect your ability to complete your grant, carry on business and pay debts due because of these changes.

You must also inform us of any changes to your:

- name
- addresses
- nominated contact details
- bank account details.

If you become aware of a breach of the terms and conditions under the grant agreement, you must contact us immediately.

You must notify us of events relating to your grant and provide an opportunity for the Minister or their representative to attend.

## 12.2 Reporting

Grantees must have systems in place to meet their data collection and reporting obligations outlined in their grant agreement.

You must submit reports in line with the grant agreement. We will provide sample templates for these reports as appendices in the grant agreement. We will expect you to report on:

- progress against agreed grant activity milestones and outcomes
- expenditure of the grant.

The amount of detail you provide in your reports should be relative to the size and complexity of the grant and the grant amount.

We will monitor progress by assessing reports you submit and may conduct site visits or request records to confirm details of your reports if necessary. Occasionally we may need to re-examine claims, ask for more information or request an independent audit of claims and payments.

### Activity Work Plans – Yearly

A department template will be provided.

Activity work plans must include:

- objectives for the upcoming year, aligned to and informed by:
  - agreed intended milestones and outcomes
  - indicative timelines and anticipated due dates for activities/deliverables related to these objectives
  - performance indicators and measures of success
  - the overall indicative grant budget and indicative annual budgets
- a stakeholder consultation and engagement strategy, including approaches agreed with the department to:
  - ensure key stakeholders and policy makers are engaged early when research projects are commissioned, and consulted throughout the research process
  - disseminate research that is tailored specifically to the needs of the governments and other stakeholders including those in the family, domestic and sexual violence sector
  - communicate with the department about any public activities relating to activities funded under the grant, including informing the department prior to undertaking any publicity activities related to the publication of research or other activities associated with the grant.

### **Activity Work Plan reports – 6 monthly**

Activity Work Plan reports must:

- include justification if progress towards agreed outcomes is delayed or not achieved
- include evidence of your progress toward completion of agreed activities and outcomes
- show the total eligible expenditure incurred to date
- include evidence of expenditure
- be submitted by the report due date (you can submit reports ahead of time if you have completed relevant activities).

### **Ad-hoc reporting**

We may ask you for ad-hoc reporting on your grant. This may be to provide an update on progress, or any significant delays or difficulties in completing the grant activity.

### **Final evaluation report**

When you complete the grant activity, you must submit a final report.

Final reports must:

- identify if and how outcomes have been achieved
- include the agreed evidence as specified in the grant agreement
- identify the total eligible expenditure incurred
- be submitted by the due date and in the format provided in the grant agreement.

The grantee will also be responsible for:

- meeting the terms and conditions of the grant agreement and managing the grant activity efficiently and effectively
- complying with record keeping, reporting and acquittal requirements as set out in the grant agreement
- participating in a grant program evaluation as specified in the grant agreement
- ensuring compliance with Digital Service Standard requirements set by the Digital Transformation Agency, as relevant
- complying with changes to government policy over the course of the grant agreement
- managing their relationship with any sub-contractors brought on to support the grant activity.

## **12.3 Acquitting your grant**

### **Audited financial acquittal report**

We retain the right to ask you to provide an independently audited financial acquittal report. A financial acquittal report will verify that you spent the grant in accordance with the grant agreement and declare unspent funds.

An audited financial acquittal report is a report prepared independent to the grant recipient by a:

- Registered Company Auditor under the *Corporations Act 2001*
- certified Practising Accountant
- member of the National Institute of Accountants, or
- member of the Institute of Chartered Accountants

who is not a principal member, shareholder, officer or employee of the grantee or a related body corporate.

The report includes an income and expenditure statement, verifying that grant funding was spent to perform the activity(ies) as set out in the grant agreement. It must include details on spending against line item expenditure and, if relevant, detail reasons for any unspent funds. The report is to be accompanied by the audit opinion.

Underspent funding must be returned to the department.

## **12.4 Grant agreement variations**

We recognise that unexpected events may affect your progress. In these circumstances, you can request a variation to your grant agreement. You can request a variation by contacting your Funding Arrangement Manager, Community Grants Hub.

You should not assume that a variation request will be successful. We will consider your request based on provisions in the grant agreement and the likely impact on achieving outcomes.

## **12.5 Compliance visits**

We may visit you during or at the completion of your grant activity to review your compliance with the grant agreement. We will provide you with reasonable notice of any compliance visit.

## **12.6 Record keeping**

We may also inspect the records you are required to keep under the grant agreement.

## **12.7 Evaluation**

We will evaluate the grant program to see how well the outcomes and objectives have been achieved. We may use information from your application and reports for this purpose. We may also ask you for more information to help us understand how the grant impacted you and to evaluate how effective the program was in achieving its outcomes.

## **12.8 Acknowledgement**

If you make a public statement about a grant activity funded under the program, we require you to acknowledge the grant by using the following:

‘This material was produced with funding from the Australian Government Department of Social Services. Teach Us Consent gratefully acknowledges the financial and other support it has received from the government, without which this work would not have been possible.’

## 13. Probity

The Australian Government will make sure that the grant opportunity process is fair, according to the published guidelines, incorporates appropriate safeguards against fraud, unlawful activities and other inappropriate conduct and is consistent with the CGRGs.

These guidelines may be changed by the department. When this happens, the revised guidelines are published on [GrantConnect](#).

### 13.1 Enquiries and feedback

#### Complaints about this grant opportunity

The Department of Social Services [complaints procedure](#) applies to complaints about this grant opportunity. All complaints about this grant opportunity, including grant decisions, must be made in writing.

Any questions you have about grant decisions for this grant opportunity should be sent to s 47E(d) [@dss.gov.au](mailto:_____@dss.gov.au)

#### Complaints about the selection process

Applicants can contact the complaints service with complaints about the Community Grants Hub's service(s) or the selection process.

Details of what makes an eligible complaint can be provided by asking the Community Grants Hub. Applicants can use the [complaints form](#) on the Department of Social Services website, by phone or mail.

Phone: 1800 634 035

Mail: Complaints  
GPO Box 9820  
Canberra ACT 2601

#### Complaints to the Ombudsman

If you do not agree with the way the Community Grants Hub or the department has handled your complaint, you may complain to the [Commonwealth Ombudsman](#). The Ombudsman will not usually look into a complaint unless the matter has first been raised directly with the Community Grants Hub or the department.

The Commonwealth Ombudsman can be contacted on:

Phone (Toll free): 1300 362 072  
Email: [ombudsman@ombudsman.gov.au](mailto:ombudsman@ombudsman.gov.au)  
Website: [www.ombudsman.gov.au](http://www.ombudsman.gov.au)

## 13.2 Conflicts of interest

Any conflicts of interest could affect the performance of the grant opportunity or program. There may be a conflict of interest, or perceived conflict of interest, if the department and the Community Grants Hub staff, any member of a committee or advisor and/or you or any of your personnel has a:

- professional, commercial or personal relationship with a party who is able to influence the application selection process, such as an Australian Government officer or member of an external panel
- relationship with or interest in, an organisation which is likely to interfere with or restrict the applicants from carrying out the proposed activities fairly and independently
- relationship with, or interest in, an organisation from which they will receive personal gain because the organisation receives a grant under the grant program/grant opportunity.

You will be asked to declare, as part of your application, any perceived or existing conflicts of interest or that, to the best of your knowledge, there is no conflict of interest.

If you later think there is an actual, apparent, or perceived conflict of interest, you must inform the department and the Community Grants Hub in writing immediately.

Conflicts of interest for Australian Government staff will be handled as set out in the [Australian Public Service Code of Conduct \(Section 13\(7\)\)](#) of the [Public Service Act 1999](#). Committee members and other officials including the decision maker must also declare any conflicts of interest.

We publish our conflict of interest policy on the [Community Grants Hub](#) website.

## 13.3 Privacy

We treat your personal information according to the [Privacy Act 1988](#) and the [Australian Privacy Principles](#). This includes letting you know:

- what personal information we collect
- why we collect your personal information
- who we give your personal information to.

In submitting a grant application under this opportunity, you agree to the Australian Government collecting your personal information, including your name, contact details and role in your organisation, in order to assess your application and for the purpose of grants administration. If you do not provide this information, we cannot assess your grant application.

The Australian Government may also use and disclose information collected about you under this grant opportunity in any other Australian Government business or function. This includes disclosing grant information on GrantConnect as required for reporting purposes and giving information to the Australian Taxation Office for compliance purposes.

We may share the information you give us in your application, including personal information, with other Commonwealth entities, the responsible Minister, Assistant Ministers and their staff, and with Members of Parliament, for other purposes including government administration, research or service delivery, or as otherwise authorised or required by Australian law.

As part of your application, you also declare your ability to comply with the Privacy Act and the Australian Privacy Principles and impose the same privacy obligations on officers, employees, agents and subcontractors that you engage to assist with the activity, in respect of personal information you collect, use, store, or disclose in connection with the activity. Accordingly, you must not do anything, which if done by the Australian Government would breach an Australian Privacy Principle as defined in the Privacy Act.

### **13.4 Confidential information**

Other than information available in the public domain, you agree not to give out to any person, other than us, any confidential information relating to the grant application and/or agreement, without our prior written approval. The obligation will not be breached where you are required by law, Parliament or a stock exchange to disclose the relevant information or where the relevant information is publicly available (other than through breach of a confidentiality or non-disclosure obligation).

We may at any time, require you to arrange for you; or your employees, agents or subcontractors to give a written undertaking relating to nondisclosure of our confidential information in a form we consider acceptable.

We will keep any information in connection with the grant agreement confidential to the extent that it meets all of the 3 conditions below:

1. You clearly identify the information as confidential and explain why we should treat it as confidential.
2. The information is commercially sensitive.
3. Revealing the information would cause unreasonable harm to you or someone else.

We will not be in breach of any confidentiality agreement if the information is disclosed to:

- Commonwealth employees and contractors to help us manage the program effectively
- employees and contractors of our department so we can research, assess, monitor and analyse our programs and activities
- employees and contractors of other Commonwealth agencies for any purposes, including government administration, research or service delivery
- other Commonwealth, state, territory or local government agencies in program reports and consultations
- the Auditor-General, Ombudsman or Privacy Commissioner
- the responsible Minister or Parliamentary Secretary
- a House or a Committee of the Australian Parliament.

The grant agreement may also include any specific requirements about special categories of information collected, created or held under the grant agreement.

### 13.5 Freedom of information

All documents that the Australian Government has, including those about this grant opportunity, are subject to the [Freedom of Information Act 1982](#) (FOI Act).

The purpose of the FOI Act gives people the ability to get information held by the Australian Government and its organisations. Under the FOI Act, people can ask for documents the Australian Government has. People may not be able to get these documents if these documents need to protect essential public interests and private and business affairs of persons who the information relates to.

All Freedom of Information requests must be referred to the Freedom of Information Coordinator in writing.

By mail:           Freedom of Information Team  
                      Government and Executive Services Branch  
                      Department of Social Services (DSS)  
                      GPO Box 9820  
                      Canberra ACT 2601

By email:         [foi@dss.gov.au](mailto:foi@dss.gov.au)

## 14. Glossary

Term	Definition
accountable authority	see subsection 12(2) of the <a href="#">Public Governance, Performance and Accountability Act 2013</a> .
administering entity	when an entity that is not responsible for the policy, is responsible for the administration of part or all of the grant administration processes.
assessment criteria	are the specified principles or standards, against which applications will be judged. These criteria are also used to assess the merits of proposals and, in the case of a competitive grant opportunity, to determine application rankings.
commencement date	the expected start date for the grant activity.
Commonwealth entity	a department of state, or a parliamentary department, or a listed entity or a body corporate established by a law of the Commonwealth. See subsections 10(1) and (2) of the PGPA Act.
<a href="#">Commonwealth Grants Rules and Guidelines (CGRGs)</a>	establish the overarching Commonwealth grants policy framework and articulate the expectations for all non-corporate Commonwealth entities in relation to grants administration. Under this overarching framework, non-corporate Commonwealth entities undertake grants administration based on the mandatory requirements and key principles of grants administration.
completion date	the expected date that the grant activity must be completed and the grant spent by.
co-sponsoring entity	when 2 or more entities are responsible for the policy and the appropriation for outcomes associated with it.
date of effect	can be the date on which a grant agreement is signed or a specified starting date. Where there is no grant agreement, entities must publish information on individual grants as soon as practicable.
decision maker	the person who makes a decision to award a grant.
eligibility criteria	refer to the mandatory criteria which must be met to qualify for a grant. Assessment criteria may apply in addition to eligibility criteria.
funding arrangement manager	is the officer responsible for the ongoing management of the grantee and their compliance with the grant agreement.

Term	Definition
grant	<p>for the purposes of the CGRGs, a 'grant' is an arrangement for the provision of financial assistance by the Commonwealth or on behalf of the Commonwealth:</p> <ol style="list-style-type: none"> <li>under which relevant money<sup>3</sup> or other <a href="#">Consolidated Revenue Fund</a> (CRF) money<sup>4</sup> is to be paid to a grantee other than the Commonwealth and</li> <li>which is intended to help address one or more of the Australian Government's policy outcomes while assisting the grantee achieve its objectives.</li> </ol>
grant activity/activities	refers to the project/tasks/services that the grantee is required to undertake.
grant agreement	sets out the relationship between the parties to the agreement, and specifies the details of the grant.
grant opportunity	refers to the specific grant round or process where a Commonwealth grant is made available to potential grantees. Grant opportunities may be open or closed, and will reflect the relevant grant selection process.
grant program	a 'program' carries its natural meaning and is intended to cover a potentially wide range of related activities aimed at achieving government policy outcomes. A grant program is a group of one or more grant opportunities under a single [entity] Portfolio Budget Statement Program.
<a href="#">GrantConnect</a>	is the Australian Government's whole-of-government grants information system, which centralises the publication and reporting of Commonwealth grants in accordance with the CGRGs.
grantee	the individual/organisation which has been selected to receive a grant.
Portfolio Budget Statement (PBS) Program	described within the entity's <a href="#">Portfolio Budget Statement</a> , PBS programs each link to a single outcome and provide transparency for funding decisions. These high-level PBS programs often comprise a number of lower level, more publicly recognised programs, some of which will be grant programs. A PBS program may have more than one grant program associated with it, and each of these may have one or more grant opportunities.
selection criteria	comprise eligibility criteria and assessment criteria.

<sup>3</sup> Relevant money is defined in the PGPA Act. See section 8, Dictionary.

<sup>4</sup> Other CRF money is defined in the PGPA Act. See section 105, Rules in relation to other CRF money.

Term	Definition
selection process	the method used to select potential grantees. This process may involve comparative assessment of applications or the assessment of applications against the eligibility criteria and/or the assessment criteria.
value with money	<p>refers to 'value with relevant money' which is a judgement based on the grant proposal representing an efficient, effective, economical and ethical use of public resources and determined from a variety of considerations.</p> <p>When administering a grant opportunity, an official should consider the relevant financial and non-financial costs and benefits of each proposal including, but not limited to the:</p> <ul style="list-style-type: none"> <li>▪ quality of the project proposal and activities</li> <li>▪ fit for purpose of the proposal in contributing to government objectives</li> <li>▪ absence of a grant is likely to prevent the grantee and government's outcomes being achieved</li> <li>▪ potential grantee's relevant experience and performance history.</li> </ul>

## Activity Work Plan

### 1. Background and instructions

**Activity Work Plan (AWP)** – provides information about how you will deliver services. The Department will negotiate and approve your AWP at the start of an agreement or reporting period. *Item E. Reporting* of the grant agreement specifies when the AWP is due. You will need a copy of your grant agreement and grant opportunity guidelines to complete the AWP. A copy of your grant application, where relevant, is also useful.

**Activity Work Plan Report (AWPR)** – documents what you have delivered against the approved AWP. *Item E. Reporting* of the grant agreement specifies when the AWPR is due. Please use your approved AWP to document your achievements and progress for the reporting period in the AWP Report column.

Each table includes guidance text to assist you to complete the template. Add rows to the tables as required.

If you have any questions about completing the AWP or AWPR, please contact [safety&consent@dss.gov.au](mailto:safety&consent@dss.gov.au).

#### 1.1 Activity details

<p><b>Organisation Name</b> Please enter the name as the legal name displayed in Parties section of your grant agreement</p>	Teach Us Consent Global Limited
<p><b>Grant Activity Name</b> Please enter program name from Section A of the grant agreement</p>	Promoting Consent Initiative
<p><b>Grant Activity ID</b> Please enter Activity ID. Your Activity ID is displayed immediately above section B. Activity. The Activity ID is an alphanumeric code with the following format: Y-XXXXXX.</p>	4-J9XMS2L

## 2. Project Overview

<p><b>Project Description</b></p> <p>Provide a brief summary of your project including the key objective.</p>	<p>The Promoting Consent Initiative will curate and disseminate trauma-informed and age-appropriate social media and online communication resources aimed at improving the attitudes and understanding of consent and healthy relationships among young people aged 16 years and older. The resources will be co-designed with young people through an established Youth Advisory Group that will facilitate a dialogue with young people on affirmative consent skills and respectful behaviours.</p>
<p><b>Total Funding</b></p>	<p>\$3.5 million</p>
<p><b>Organisation Contact</b></p> <p>Provide name, phone, address, and email contact details for key project officer/s.</p>	<p><b>Chanel Contos</b> (Chief Executive Officer), <sup>s 47F</sup> [REDACTED] 139 Hopetoun Avenue, Vaucluse, NSW, 2030, <sup>s 47F</sup> [REDACTED]</p> <p><sup>s 47F</sup> [REDACTED] (Head of Projects), <sup>s 47F</sup> [REDACTED], 139 Hopetoun Avenue, Vaucluse, NSW, 2030, <sup>s 47F</sup> [REDACTED]</p>
<p><b>Project Location</b></p>	<p>Australia-wide</p>
<p><b>Project Timelines</b></p>	<p>Start date: 6 March 2024</p> <p>End date: 30 June 2025 (final evaluation report due 31 December 2025)</p>
<p><b>Target Audience</b></p> <p>Describe the intended target audience for your project</p>	<p>16–25-year-old Australians. Given the gendered nature of sexual violence perpetration, content will be skewed to optimise reach to young boys and men.</p>
<p><b>Estimated Project Reach</b></p> <p>Provide an estimated reach for your project. If possible, please disaggregate by gender.</p>	<p>461,058. This is based on an approximate 15% sample of the number of reported young people in Australia aged between 16–25 (3,073,718). While the overall sample was comprised of a primarily even gender ratio (51% male and 49% female (rounded)), given the target audience, effort will be made to ensure that at least 60% of the estimated project reach is young men between the ages of 16–25 (approximately 276,635).</p> <p><i>NB: Upon request, the above figures were verified by the Australian Bureau of Statistics, with the data taken from 2021 Survey Data and collated through ABS Table Builder.</i></p>

### 3. Activity deliverables

When completing the Activity Work Plan, populate the Objective, Deliverable, Time frames and Measures of Success sections. Only complete the AWP Report column when submitting your AWPR.

You may duplicate the rows in this table as many times as necessary to describe each deliverable.

<b>Objective</b> <ul style="list-style-type: none"> <li>Describe the intended outcome that your activity / service aims to achieve.</li> <li>Outline the need for the activity/service.</li> <li>Identify key issues that the activity / service seeks to address and the groups that may experience these issues.</li> </ul>	<b>Deliverable</b> <ul style="list-style-type: none"> <li>Describe the key tasks / output that you will complete to achieve the activity objectives.</li> <li>Deliverables should be specific, measurable, and linked to the intended objectives of a service or deliverable.</li> </ul>	<b>Time frames</b> <p>Specify the timeframes in which you expect to complete the deliverable.</p>	<b>Measures of success</b> <ul style="list-style-type: none"> <li>Identify one or more measures of success for the stated objective/s. This should include indicators that will, once collected, demonstrate the impact of the action(s).</li> <li>A measure of success includes what the Department of Social Services and/or you intend to measure, how it will be measured, and when it will be measured.</li> </ul>	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document if your intended deliverables have been achieved, or outline if you are on track to achieve the deliverable. Additional information can be submitted via an attachment e.g. social media metrics.</li> <li>If you are not on track to achieve the deliverable, outline what steps you have taken so far and steps you will take in the future to achieve the deliverable.</li> </ul>
<p>To co-design and use trauma-informed and age-appropriate social media and online communication methods to:</p> <ul style="list-style-type: none"> <li>Improve attitudes and understanding of consent and healthy sexual relationships among young people</li> </ul>	<p><b>Content strategy</b></p> <ul style="list-style-type: none"> <li>Preliminary consultation with the Prevention of Gender-Based Violence Youth Advisory Group</li> <li>Engagement of external supplier to lead development of Vision and Brand Strategy and Content Strategy</li> </ul>	<p>March 2024</p> <p>July 2024</p>	<ul style="list-style-type: none"> <li>A content strategy informed by comprehensive developmental research, benchmarking and market testing that acknowledges and centres intersectional experiences</li> </ul>	<p>Preliminary consultation with the Prevention of Gender-Based Violence Youth Advisory Group and the engagement of an external supplier have been completed. Additional consultation with the Prevention of Gender-Based Violence Youth Advisory Group was undertaken on 15 October 2024.</p>

<b>Objective</b> <ul style="list-style-type: none"> <li>Describe the intended outcome that your activity / service aims to achieve.</li> <li>Outline the need for the activity/service.</li> <li>Identify key issues that the activity / service seeks to address and the groups that may experience these issues.</li> </ul>	<b>Deliverable</b> <ul style="list-style-type: none"> <li>Describe the key tasks / output that you will complete to achieve the activity objectives.</li> <li>Deliverables should be specific, measurable, and linked to the intended objectives of a service or deliverable.</li> </ul>	<b>Time frames</b> <p>Specify the timeframes in which you expect to complete the deliverable.</p>	<b>Measures of success</b> <ul style="list-style-type: none"> <li>Identify one or more measures of success for the stated objective/s. This should include indicators that will, once collected, demonstrate the impact of the action(s).</li> <li>A measure of success includes what the Department of Social Services and/or you intend to measure, how it will be measured, and when it will be measured.</li> </ul>	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document if your intended deliverables have been achieved, or outline if you are on track to achieve the deliverable. Additional information can be submitted via an attachment e.g. social media metrics.</li> <li>If you are not on track to achieve the deliverable, outline what steps you have taken so far and steps you will take in the future to achieve the deliverable.</li> </ul>
<p>aged 16 years and over, with the aim of contributing to a reduction in sexual harm</p> <ul style="list-style-type: none"> <li>Improve confidence and motivation of young people to actively practice affirmative consent skills and respectful behaviours with their sexual partners using a strengths-based approach, and</li> <li>Improve the current understanding of</li> </ul>	<ul style="list-style-type: none"> <li>Consultation with Youth Advisory Group, partner organisations, and experts and advisors</li> <li>Developmental research and market testing</li> <li>Final Vision and Brand Strategy</li> <li>Draft Content Strategy (to be submitted to DSS for approval)</li> <li>Final Content Strategy</li> </ul>	<p>September 2024</p> <p>September 2024</p> <p>Early-October 2024</p> <p>October 2024</p> <p>November 2024</p>		<p>Consultation with Teach Us Consent's Youth Advisory Group, partner organisations and experts and advisors has been extended into November 2024. This is in line with other timeframe changes and will enable greater consultation.</p> <p>The developmental research will continue into November 2024 and is being primarily undertaken by two agencies, ARTD Consultants (independent evaluator) and Student Edge. The extension in timeframe is due to the incorporation of ethics approval for pre-testing undertaken by ARTD Consultants on</p>

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<p>emerging youth issues around sexual harm and healthy sexual relationships, and what works when engaging young people on these issues.</p>				<p>knowledge, attitudes and behaviours to ensure any engagement with young people reflects best practice. To maximise the additional time such an extension grants, supplementary research activities are now being undertaken by Teach Us Consent to produce a more robust evidence-base. This includes a survey and focus group with victim-survivors, collation of data provided by other agencies delivering education in schools, and analysis of data from developmental research undertaken for the national campaign 'Consent Can't Wait'.</p>

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				<p>The Content Strategy will additionally be supported by a Diversity, Equity and Inclusion (DEI) framework based on research and consultation with relevant peak bodies and organisations.</p> <p>The Vision and Brand Strategy and will be delivered in November 2024 and the Content Strategy in January 2025. The extensions in timeframes are again due to delays with the developmental research.</p> <p>No additional extensions are anticipated.</p>

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	<b>Evaluation</b> <p>Deliverables will be finalised with the successful tenderer, with the below provided as a guide</p> <ul style="list-style-type: none"> <li>Preliminary meetings with suitable organisations</li> <li>Request for Tender distributed to select organisation/s (limited tender)</li> <li>Tender Evaluation Committee established to review response/s</li> </ul>	<p>April 2024</p> <p>May 2024</p> <p>May 2024</p>	<ul style="list-style-type: none"> <li>Robust methodology that enables the measurement of change through pre- and post- testing, including: <ul style="list-style-type: none"> <li>Understanding of issues around sexual relationships and violence</li> <li>Awareness of affirmative consent skills and respectful behaviours</li> <li>Engagement with produced content on affirmative consent</li> </ul> </li> <li>A program logic that can be adopted for future related projects, ensuring best practice social media and broader youth engagement</li> </ul>	<p>The limited tender process has been finalised and the agreement with the successful tenderer has been executed.</p> <p>Evaluation dates have been extended for a number of reasons, including ethics and post-testing. The latter is in line with changes to content dissemination in an attempt to avoid the pitfalls of saturation. An interim report that now synthesises all data collection (see above regarding developmental research) and analysis will be finalised in early-December 2024, with the final evaluation report due in January 2026. DSS are</p>

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	<ul style="list-style-type: none"> <li>Contract with preferred supplier finalised</li> <li>Evaluation plan (including program logic)</li> <li>Interim Report (benchmarks / pre-test data and rapid evidence assessment)</li> <li>Ongoing monitoring, evaluation and learning processes (undertaken by Teach Us Consent)</li> <li>Final Evaluation Report</li> </ul>	<p>June 2024</p> <p>August 2024</p> <p>Late-September 2024</p> <p>June 2025</p> <p>December 2025</p>		<p>represented on the Evaluation Advisory Group to oversee both the design and implementation of the evaluation. Other members include: Professor Kyllie Cripps (Monash University), Professor Ben Matthews (QUT), Dr Zac Seidler (Movember), Lucy Macmillan (ANROWS), Luke Ablett (Domestic, Family and Sexual Violence Commission), Gemma Wilson (The Survivor Hub) and representatives from the Youth Advisory Group.</p> <p>No additional extensions are anticipated.</p>

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	<b>Youth Advisory Group</b> <ul style="list-style-type: none"> <li>Terms of reference</li> <li>Advertisement of Youth Advisory Group nominations</li> <li>Engagement and finalisation of sub-contracting arrangement with mental health support</li> <li>Review of nominations (Nominations Committee comprised of three Teach Us Consent staff)</li> </ul>	<p>June 2024</p> <p>June 2024</p> <p>June 2024</p> <p>July 2024</p> <p>August 2024</p>	<ul style="list-style-type: none"> <li>Representative and diverse membership</li> <li>Consistent engagement by all Youth Advisory Group members</li> <li>Sufficient opportunities to engage and consult throughout the course of the Promoting Consent Initiative</li> </ul>	<p>While there have been some delays to completion, all deliverables outside of planned meetings have been completed. Some of the meeting dates have been revised to align with changes made to content strategy and dissemination timeframes, with the first meeting to be held on 15 October 2024.</p> <p>Teach Us Consent undertook a comprehensive approach to the promotion of the Youth Advisory Group, including with government, non-government, education, and community organisations. This was to ensure that the reach was wide</p>

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	<ul style="list-style-type: none"> <li>Vicarious trauma training for all Youth Advisory Group members</li> <li>Up to six Youth Advisory Group meetings</li> </ul>	<p>August 2024, September 2024, October 2024, February 2025 and April 2025, and June 2025</p> <p><i>NB: Meeting dates are estimates only and will be finalised ahead of receiving nominations</i></p>		<p>and gave a diverse and representative number of young people an opportunity to apply. Nominations were open for approximately two-weeks and Teach Us Consent received a total of 359 nominations.</p> <p>16 members were shortlisted — all of whom agreed to sit on the Youth Advisory Group. Membership is evenly split based on gender, with 8 male members, 7 female members and 1 non-binary member. Members are aged between 18 and 25, with the average member age approximately 21.5.</p>

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				<p>4 members are Aboriginal and/or Torres Strait Islander, whose language, social and/or nation groups cover NSW, Queensland and the Northern Territory. 6 members identified as culturally and linguistically diverse, with 1 coming from a refugee and/or recent migrant background. 7 members disclosed living with disability and 13 disclosed experiencing mental ill-health. 7 members identified as LGBTIQ+. The majority of members live in metropolitan areas with 3 members residing in rural, regional or remote areas. 5 members have had contact</p>

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				<p>with the justice system, 2 have experienced out-of-home care and 2 have experienced homelessness.</p> <p>5 members disclosed lived experience of sexual violence in their applications. This was not a requirement nor explicitly asked which may mean that a greater number of members hold such lived experience.</p> <p>Two vicarious trauma training sessions were offered to accommodate Youth Advisory Group member availability.</p> <p>The first Youth Advisory Group meeting was held on 15</p>

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				<p>October 2024, 16 of the 17 members attended and Not Another ran a workshop focused on social media use and engagement. Two out-of-session tasks have since been sent to all members (brand and vision and healthy masculinities), with an additional exercise sent to the 4 First Nations members in collaboration with 33 Creative to inform First Nations-specific content. The next Youth Advisory Group is scheduled for 12 December 2024 and will be Co-Chaired by a Teach Us Consent staff member and Youth Advisory Group member.</p>

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				No additional extensions are anticipated.
	<b>Staffing and Recruitment</b> <ul style="list-style-type: none"> <li>Development of position descriptions</li> <li>Roles advertised via LinkedIn, Seek and Ethical Jobs</li> <li>Virtual and/or in-person interviews</li> <li>Reference checks.</li> </ul>	May 2025  March 2024 – July 2024  March 2024 – July 2024  March 2024 – July 2024	<ul style="list-style-type: none"> <li>Adequate responses / interests in advertised positions</li> <li>Appropriately skilled candidates</li> </ul>	All recruitment processes have been finalised with all roles filled. Two positions were revised as a result of the quality of candidates in certain pools: <ul style="list-style-type: none"> <li>The Social Media Manager position (0.8) was replaced by the Creative Production and Social Media Manager (0.8) with salary increase (from the Content and Communications Manager talent pool).</li> </ul>

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				<ul style="list-style-type: none"> <li>The Research and DEI Officer position was replaced by the Engagement and DEI Manager position with salary increase (from the Research and Education talent pool).</li> </ul>
	<b>Design and Content Creation</b> <ul style="list-style-type: none"> <li>Scoping meetings with creative partners</li> <li>Request for proposal (all engaged creative agencies)</li> <li>Proposal/s review (vendor selection)</li> </ul>	<p>May 2024</p> <p>May 2024</p> <p>June 2024</p>	<ul style="list-style-type: none"> <li>Evidence-based, age-appropriate, trauma-informed and culturally safe resources that are engaging and impactful for diverse groups of young people</li> </ul>	<p>All scoping meetings and limited tender-related processes have been finalised and a number of creative partners have been awarded contracts.</p> <p>Teach Us Consent identified a need to engage a First Nations owned and run creative partner</p>

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	<ul style="list-style-type: none"> <li>Contract execution</li> <li>Developmental research / market testing</li> <li>Phased creative development of resources: <ul style="list-style-type: none"> <li>Module 1: Deepening understanding and skills</li> <li>Module 2: Addressing societal attitudes</li> <li>Module 3: Focused issues</li> <li>Module 4: Advocacy and long-term change</li> </ul> </li> </ul>	<p>July 2024</p> <p>September 2024</p> <p>March 2025</p> <p>April 2025</p> <p>May 2025</p> <p>June 2025</p> <p><i>NB: In collaboration with the creative</i></p>		<p>agency to develop targeted content for First Nations young people. A revised RFT was drafted and a concurrent procurement process was undertaken. The successful agency was engaged at the same time as other creative partners.</p> <p>Teach Us Consent has adopted a 'Village Model' to leverage the significant expertise and experience within the industry. Processes have been established to support transparent and effective communication between agencies and Teach Us Consent, as well as to ensure</p>

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		<p><i>partner/s a decision may be made to concurrently develop resources across modules (specifically for static posts and short-form content.</i></p>		<p>all remain culturally safe and appropriate for our First Nations partners.</p> <p>No additional extensions are anticipated.</p>
	<p><b>Social Media Content Delivery</b></p> <ul style="list-style-type: none"> <li>Static posts (e.g. Instagram, Facebook, and LinkedIn)</li> <li>Short-form written content (e.g. Instagram and Reddit)</li> </ul>	<p>Content delivery will be mixed across the four modules. That is, each module will include static posts, short-form, and long-form</p>	<ul style="list-style-type: none"> <li>80–100 trauma-informed and age-appropriate resources that are delivered in multiple engaging forms and across a number of social media platforms</li> </ul>	<p>Content dissemination is proposed to now take place from mid-May to late-August in line with other timeline extensions. This extension was proposed as the period of time enables effective dissemination that is expected to avoid the</p>

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	<ul style="list-style-type: none"> <li>Short-form video content (e.g. Instagram, Snapchat, TikTok and Reddit)</li> <li>Long-form video content (e.g. podcasts and YouTube)</li> <li>Long-form written content including articles and blog posts (e.g. LinkedIn, Teach Us Consent website and Reddit)</li> <li>Reactive content (only when deemed critical and within parameters of grant).</li> </ul>	<p>content. As such, specific dates are not included. However, content may be concurrently developed to optimise available resourcing and minimise risks of delays up until June 2025.</p>	<p><i>NB: A breakdown will be provided following the development of the content strategy</i></p>	<p>pitfalls of both saturation and fatigue.</p> <p>No additional extensions are anticipated.</p>

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	<p><i>NB: The platforms will be chosen following consultation with the creative partner/s, Youth Advisory Group and DSS.</i></p>			
	<p><b>Partnerships</b></p> <ul style="list-style-type: none"> <li>Mapping current and prospective partnerships to support development and delivery of resources</li> <li>Preliminary meetings / communication with identified partners to discuss collaborative opportunities</li> <li>Confirmed arrangements with partners (e.g.</li> </ul>	<p>April 2024</p> <p>June 2024</p> <p>June 2024</p>	<ul style="list-style-type: none"> <li>Diverse range of stakeholders to ensure work is expertly informed and reflects intersectional experiences and voices</li> </ul>	<p>Partnerships will continue to be established and developed throughout the duration of the project. However, all planned partnerships, including the establishment of the Evaluation Advisory Group have been finalised (membership detailed above).</p> <p>Teach Us Consent remains committed to leveraging the existing evidence-base and work being undertaken across sectors and industries and has</p>

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	Evaluation Advisory Group membership)			established regular engagements with a number of agencies, including: Consent Labs, Australian Human Rights Commission, e Safety, Our Watch, White Ribbon and ANROWS

### 3.1 Additional Information on project implementation

Please provide further detail on the key deliverables outlined above.

<b>Deliverable</b>	<b>Rationale/ Additional Information</b>
Content Strategy	A fit for purpose content strategy that is co-designed with young people, experts and advisors and other relevant partner agencies will be developed. The purpose of the content strategy will be to provide a blueprint for age-appropriate, trauma-informed and culturally safe resources. The proposed topics covered will be informed by existing research and frameworks, notably, Our Watch's 'Change the Story' and delivered across modules. While the list of topics will be discussed and finalised with the Youth Advisory Group, the topics will likely include: an introduction to consent; challenging the condoning of violence against women; consent day to day; communication and boundaries; consent in relationships; what constitutes sexual harassment and assault; healthy

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	<p>masculinity; affirmative consent; stealthing; rejecting sexist attitudes; challenging gender norms; dissecting gendered language; combatting myths that uphold gender-based violence; advocacy and empowerment; and cultural development for lasting change. Teach Us Consent will also collaborate with the eSafety on topics relating to pornography and online safety. Each topic will be covered in-depth and consist of a diverse range of resources, including easy-to-understand graphics; representative photography; video assets; podcasts; longer form in-depth written content and interactive content. A number of topics including, grooming, bystander action and responding to breaches of consent will also be considered as potential topics, following consultation with the Prevention of Gender-Based Violence Youth Advisory Group.</p> <p>The Content Strategy will be informed by significant developmental research and market testing. This will include pre-testing and benchmarking on current levels of awareness, attitudes and behaviours by the evaluator and research on the communication needs of the target audience as part of the development of the Vision and Brand Strategy. In addition to engagement with the Youth Advisory Group, the content strategy will also be informed by consultation with experts and advisors, partner organisations, peak bodies and other groups, including the Prevention of Gender-Based Violence Youth Advisory Group.</p> <p>The Youth Advisory Group will be engaged in both discussion on how best to communicate the aforementioned topics, including content-type and platform and will also, where possible, test the resources prior to dissemination. Where appropriate, experts and advisors and partner agencies will be engaged to test language and content as well.</p>
Evaluation	<p>An independent process and outcome evaluation to assess overall individual and community-level impacts of the Promoting Consent Initiative will be procured. The process evaluation will explore how the Promoting Consent Initiative was designed and implemented and opportunities for improvement including utilisation of particular social media platforms. This will include examination of the establishment and operation of the Youth Advisory Group as part of the process evaluation. The outcome evaluation will investigate the link between the activities delivered and any individual and community-level outcomes and impacts.</p> <p>Given the timeframes of the grant, and the need to have the evaluation commence prior to the delivery of resources and content, a limited tender process will be undertaken. This will ensure that pre- and post-testing can be undertaken and to enable any benchmarking for the purposes of supporting the delivery of an outcome evaluation. Up to three potential suppliers will be contacted based on their relevant expertise and experience with Government, sexual violence, and youth engagement. Selection criteria has been established and weighted to support the effective review and/or comparison of response/s. The tender/s will be reviewed a Tender Evaluation Committee comprised of two Teach Us Consent staff and one engaged expert with suitable background and expertise.</p> <p>While some measures and metrics have been identified, these will be finalised in consultation with the successful evaluator. Evaluator/s will submit a program logic in response to the request for quote, with the expectation that it leverage the</p>

	<p>Commonwealth Consent Policy Framework and provide an overarching foundation for the evaluation going forward. This will then be refined between Teach Us Consent and the successful evaluator. ANROWS may also be engaged to provide feedback.</p> <p>The external evaluation will be supported by ongoing monitoring, evaluation and learning processes undertaken by Teach Us Consent, specifically management of feedback through social media platforms; reach, engagement and follower metrics and feedback through formal mechanisms including the Youth Advisory Group and with relevant experts and advisors. The purpose of this process will be to ensure real time changes can be made throughout roll-out to optimise engagement and impact. This information will also be provided to the independent evaluator to be incorporated into their data collection processes.</p> <p>An Evaluation Advisory Group comprised of Teach Us Consent staff, relevant experts and advisors and a Youth Advisory Group representative will be established to monitor evaluation outputs and guide development and delivery.</p>
Youth Advisory Group	<p>A Youth Advisory Group comprised of approximately 15 members (aged 18–25) will be established to guide the development of social media resources and to facilitate dialogue with young people on affirmative consent skills and respectful behaviours. The Youth Advisory Group will provide feedback on both the nature of content and mode of delivery. Chaired by a suitable Teach Us Consent staff member, the Youth Advisory Group will meet up to six times throughout the course of the Initiative, with secretariat provided by Teach Us Consent staff. Ongoing feedback loops will be established with the Youth Advisory Group to prevent delays to content development and roll-out and to enable testing and real time improvements. This will include pre-reading and out-of-session consultation and feedback. Where appropriate, sub-committees may be established to lead on particular content. To prioritise psychological safety, discussions within the group will focus on prevention, education materials, and policy input rather than lived experience. All Youth Advisory Group members will complete vicarious trauma training, which will include ‘a brief about the brief’ to ensure role expectations are reinforced. Additionally, every group member will have access to small group supervision with an appropriately qualified mental health professional. The purpose of the supervision will be to offer wellness management (i.e. managing impacts of vicarious trauma). Individual debriefing will also be available, as required, including following any self-disclosures or disclosures by other members relating to domestic, family and sexual violence.</p> <p>Teach Us Consent will liaise with tertiary education and vocational training providers, Australian Chamber of Commerce and Industry and other relevant partners and agencies to optimise the reach of Youth Advisory Group nomination promotion. This will include promotion across Teach Us Consent and other relevant agency social media platforms to enable nominations from community. Applicants will be required to submit a CV and where possible, a pre-recorded video interview. Where the latter is not feasible, a commensurate written task will be offered. All applications will be reviewed by three Teach Us Consent employees against established criteria. Teach Us Consent will have a particular commitment to ensuring the diversity of the Youth Advisory Group represents and reflects the youth community.</p>

Staffing and Recruitment	<p>Phased recruitment will be undertaken in alignment with project deliverables and to stagger onboarding. Priority will be placed on first recruiting the administrative and research positions. This will be to support the establishment phase of the project and the development of the Youth Advisory Group. A total of 7 positions will be recruited to deliver this Initiative. These include Head of Projects (1.0 FTE); Social Media Manager (0.8 FTE); Content and Communications Manager (1.0 FTE); Brand and Partnerships Manager (0.5 FTE); Research and Education Manager (1.0FTE); Researcher / DEI Consultant (1.0 FTE); and Administrative Assistant (1.0 FTE). All roles will be recruited to by July 2024. Roles will be promoted online via Teach Us Consent's social media, LinkedIn, Seek and Ethical Jobs. A comparative assessment will be undertaken for all roles, which will include application review (CV / Cover Letter), interview/s and reference checks.</p> <p>The roles have been established to ensure the delivery of various components of the project. While the Head of Projects will be responsible for overall project delivery, team management and performance tracking, a number of manager positions have been proposed to lead on components of this project. The Brand and Partnerships Manager will oversee brand strategy, partnership development and brand alliances; the Communications and Content Manager will oversee the distribution of content, communications, media engagement and creative partner management; and the Social Media Manager will develop and execute social media strategies, content scheduling, platform moderation and content creation. The Research and Engagement Manager will oversee the development of educational curricula and resources, research initiatives and external partner consultation, including with the Youth Advisory Group and experts and advisors. Research support and quality assurance relating to diversity, equity and inclusion will be provided by the Researcher / DEI position, with the administrative assistant providing administrative and coordination support to the project team.</p> <p>A C-level organisational team will also be established to ensure high-level oversight of Teach Us Consent's organisation development, with the team significantly involved in the effective use of government funding. The Chief Executive Officer (CEO) (0.4 FTE) will be responsible for overseeing organisational development, managing overall operations and resources, and being the main point of communication between the board of directors and organisational operations. They will provide overall leadership, defining the long-term vision and strategy of the organisation as well as act as the primary spokesperson for the organisation, engaging with the media, stakeholders, and the public where necessary.</p> <p>The Chief Strategy Officer (CSO) (0.2 FTE) will be responsible for the development and refinement of the organisation's strategic initiatives. They will align the strategy with the organisation's goals and ensure that the various strategic initiatives are integrated across all functions. This includes developing strategic plans and initiatives to promote growth and to address key challenges in the organisation's external and internal environments, whilst continuously monitoring the effectiveness of strategy, making adjustments, as necessary.</p>
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Design and Content Creation	<p>Prospective partners have been identified through referral and independent research as per common sector practice. Four partners have been identified: Not Another; Now We Collide; Accept and Proceed; and Thyme Studio. All agencies were required to present on their experience and on ideas for collaboration.</p> <p><u>Procurement Process</u></p> <ol style="list-style-type: none"> <li>1. Scoping meetings <ul style="list-style-type: none"> <li>• Meetings to discuss opportunities for partnership and agency experience and expertise.</li> </ul> </li> <li>2. Prepare Request for Proposal (RFP) or Request for Quotation (RFQ) <ul style="list-style-type: none"> <li>• Create comprehensive RFP or RFQ documents that provide all the necessary information for potential vendors to submit their proposals including project requirements, criteria for evaluation, submission deadline, and terms and conditions.</li> </ul> </li> <li>3. Vendor Selection Process <ul style="list-style-type: none"> <li>• Select vendors using a selection committee which utilise a clear set of objectives and measurable criteria for evaluation. Criteria might include creativity, experience in similar projects, budget, timeline, and value addition.</li> <li>• Evaluate all submissions against criteria and shortlist candidates for further assessment, such as interviews or presentations.</li> </ul> </li> <li>4. Due Diligence and Negotiations <ul style="list-style-type: none"> <li>• Conduct due diligence to verify the experience, financial stability, and reputation of the shortlisted agencies.</li> <li>• Engage in negotiations with shortlisted applications to refine project terms, costs, and deliverables. Ensure all agreements align with budget and project goals.</li> </ul> </li> <li>5. Award Contract <ul style="list-style-type: none"> <li>• Select vendor that best meets the project criteria and offers the best value for money. Publicly announce the award to maintain transparency.</li> <li>• Finalise a detailed contract that includes deliverables, timelines, payment schedules, confidentiality clauses, and penalties for non-compliance.</li> </ul> </li> </ol> <p>Plans for content creation will be developed in consultation with creative partner/s and collaborators including influencers and public figures. This includes decisions on whether content will be developed by type, such as static, short-form or long-form or by</p>
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	<p>module. Given prioritisation will be placed on resource allocation and availability, it is expected that some concurrent resource development across the modules may take place.</p> <p>A number of measures and processes will be introduced to ensure content is culturally safe and appropriate for diverse groups of young people and will include: testing with the Youth Advisory Group, oversight from the DEI Officer position; and feedback from experts and advisors, peak bodies and other relevant agencies. For some content, there will also be two stages of feedback, that is, feedback on the content strategy and the testing of resources.</p>
Social Media Content Delivery	<p>The strategy for development and roll-out of 80–100 trauma-informed and age-appropriate resources will be co-designed with the Youth Advisory Group, with the content strategy stepping out the approach in more detail. It will be proposed that dissemination of resources commence in March 2025. For each module, it is expected that static posts will first be created, with regular and consistent posting across relevant platforms to build audience and maintain engagement. Priority will be given to ensuring content has high 'shareability' and 'saveability' for maximised reach. This will be followed by long-form video and written content. A comprehensive communications strategy will be established to ensure that roll-out is coordinated across platforms to optimise reach (e.g. Instagram posts relating to a podcast). All content will be uploaded onto the Teach Us Consent website to establish a central repository. The repository will also include resources from partner agencies including Our Watch and eSafety. Social media content delivery will be undertaken in alignment with the Department of Social Services' Procedural Guidance and Approvals Process to ensure requisite sign-off is received without delay to roll-out, particularly for 'sensitive' content.</p>
Partnerships	<p>Partnerships are central to development and implementation of the Promoting Consent Initiative. Partnerships will be established to ensure work is evidence-based and reflective of intersectional experiences. This includes engagement with Teach Us Consent's current and future group of diverse experts and advisors with academic, legal and policy backgrounds; peak bodies and organisations for diverse groups of young people; other relevant advocacy groups and organisations to ensure alignment with work and to facilitate transfer of knowledge; and influencers and other public figures.</p>

#### 4. Risk management and Quality Assurance (please note any predicted risks & related mitigation strategies)

When completing the Activity Work Plan, populate the Risk and How the Risk will be Managed sections. Only complete the AWP Report column when submitting your AWPR.

You may duplicate the rows in this table as many times as necessary to describe each identified risk.

<p style="text-align: center;"><b>Risk</b></p> <ul style="list-style-type: none"> <li>• List any risks you have identified that could affect the successful delivery of activities, outputs and/or outcomes.</li> <li>• Risks might include, but are not limited to activity, operational, health and safety or reputational.</li> </ul>	<p style="text-align: center;"><b>How the Risk will be Managed</b></p> <ul style="list-style-type: none"> <li>• Outline the action(s) your organisation will take to mitigate and/or manage each risk.</li> <li>• This should include consulting the Department ahead of any media contact referencing activities or issues related to your Grant Agreement, as per the Procedural Guidance</li> </ul>	<p style="text-align: center;"><b>AWP Report</b></p> <ul style="list-style-type: none"> <li>• Document if your risk management strategies were successful and/or provide an update on how they are progressing.</li> <li>• List any new risks are identified and new management strategies as required.</li> </ul>
<p>Schedule slippage resulting in project delays, under-developed and consulted resources, and cost overruns (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Agile resource management to enable the prioritisation of relevant milestones, when required.</li> <li>• Established feedback loops with Youth Advisory Group, experts, and advisors to ensure consistent engagement both at scheduled meetings and out-of-session.</li> <li>• Flexible schedule for resource delivery to enable revisions to delivery timelines for specific resources.</li> <li>• Ongoing project monitoring to identify and predict any slippage and to address in real-time.</li> <li>• Consistent communication with DSS on delivery and scope to shift agreed timeframes, where required and reasonable.</li> <li>• Compliance with DSS approvals, including those outlined in supplementary materials</li> </ul>	<p>There has been some schedule slippage resulting in small extensions in timeframes for a number of milestones. This specifically relates to the Content Strategy (November 2024 to January 2025), content roll-out (March 2025–June 2025 to May 2025–August 2025), and the final evaluation report (October 2025 to January 2026). The delays are primarily due to ethics being sought for a component of the developmental research and extended limited tender processes for both the evaluation and creative partners as a result of revised DSS advice, negotiations with tenderers over scope and an additional process for First Nations-owned and run organisations. In revising timeframes and effectively operating a village-model with multiple creative partners, additional schedule slippage is not expected.</p>

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	<p style="text-align: center;">such as the Procedural Guidance and Approvals Process.</p>	
<p>Poor management and control of government funds (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Engagement of an external auditor.</li> <li>• Engagement of external accounting and bookkeeping services.</li> <li>• Active and ongoing monitoring of expenses and budgets throughout life cycle of Initiative.</li> <li>• Establishment of a Finance, Audit and Risk Committee (Board).</li> <li>• Financial training for board members and relevant staff.</li> </ul>	<p>To date, strategies have successfully mitigated risk entirely. An external auditor has been engaged as well as external accounting and bookkeeping services to ensure this risk continues to be effectively managed.</p> <p>The creation of the Finance, Audit and Risk committee is underway as Teach Us Consent is in the process of expanding the youth board to be supported by advisors with deeper experience.</p> <p>Financial training for board members has been informally provided through close work with an accountant, and there are plans to formally upskill in 2025 when budget and time allows.</p>

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<p>Ineffective project governance (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Clear and effective governance structure that sets out the roles and expectations of the project team, Teach Us Consent Board, Youth Advisory Group and engaged experts and advisors but does not stifle ongoing collaboration and consultation.</li> <li>• Ongoing monitoring to enable real-time changes to governance structure to optimise collaboration and project delivery.</li> <li>• Established feedback loops to support governance structure.</li> </ul>	<p>To date, strategies have successfully mitigated risk entirely.</p>
<p>Data breaches — Teach Us Consent social media platforms, website, and work files (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Two-step verification on all social media platforms.</li> </ul>	<p>Where possible, two-step verification has been adopted across used platforms, including Meta. To date, there have been no data breaches.</p>

<p style="text-align: center;"><b>Risk</b></p> <ul style="list-style-type: none"> <li>• List any risks you have identified that could affect the successful delivery of activities, outputs and/or outcomes.</li> <li>• Risks might include, but are not limited to activity, operational, health and safety or reputational.</li> </ul>	<p style="text-align: center;"><b>How the Risk will be Managed</b></p> <ul style="list-style-type: none"> <li>• Outline the action(s) your organisation will take to mitigate and/or manage each risk.</li> <li>• This should include consulting the Department ahead of any media contact referencing activities or issues related to your Grant Agreement, as per the Procedural Guidance</li> </ul>	<p style="text-align: center;"><b>AWP Report</b></p> <ul style="list-style-type: none"> <li>• Document if your risk management strategies were successful and/or provide an update on how they are progressing.</li> <li>• List any new risks are identified and new management strategies as required.</li> </ul>
<p>Psychosocial risks for staff, Youth Advisory Group, and community (<b>Medium Risk</b>)</p>	<ul style="list-style-type: none"> <li>• 10 sessions of mental health support and therapy available to all staff and board throughout the course of the Initiative.</li> <li>• Vicarious trauma training for relevant project staff.</li> <li>• Youth Advisory Group member access to mental health support, as required. This will be provided by a sub-contracted professional / agency in alignment with the grant agreement.</li> <li>• Clear Youth Advisory Group Terms of Reference that reinforces the purpose and nature of roles, that is, a focus on prevention, education, and policy rather than lived experience.</li> <li>• Clear disclosure protocols to facilitate safe and effective handling of relevant disclosures.</li> </ul>	<p>To date, strategies have successfully mitigated risk entirely. Vicarious training has been completed by both staff and YAG members and disclosure protocols and moderation guidelines will continue to be implemented and reviewed, as required.</p>

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	<ul style="list-style-type: none"> <li>Strict moderation guidelines that outline steps to reporting, removing, and blocking, comments that discriminate, intimidate, vilify, harass, or abuse.</li> </ul>	
<p>Youth Advisory Group is not optimally established nor managed (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>Youth Advisory Group membership will be advertised across various channels including in partnership with the Department of Education, Universities Australia (peak organisation), Australian Chamber of Commerce and Industry to ensure nominations are representative of the young people of Australia.</li> <li>A clear Terms of Reference and Code of Conduct for members will be established to ensure roles and responsibilities are clearly defined.</li> <li>Meetings will be scheduled ahead of critical project delivery milestones to ensure</li> </ul>	<p>To date, relevant strategies have successfully mitigated risk entirely. The strategies relating to governance will additionally be implemented from the first meeting in October 2024.</p>

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	<p style="text-align: center;">feedback is effectively captured and used to inform outputs.</p> <ul style="list-style-type: none"> <li>• Out-of-session engagement to be established and understood by members in relation to critical pieces of work and for reactive content.</li> <li>• Commensurate financial compensation for contribution to Youth Advisory Group.</li> </ul>	
<p>Poor community engagement with resources <b>(Low Risk)</b></p>	<ul style="list-style-type: none"> <li>• Ongoing monitoring, evaluation and learning processes, including reach and engagement across social media platforms will enable real-time adjustments and changes, where required throughout delivery.</li> <li>• Developmental research and market testing to establish baseline understanding within cohort to ensure resources are appropriate and market testing to ensure approach</li> </ul>	<p>This risk is not relevant for the current phase of the project. However, comprehensive developmental research is underway and the Engagement and DEI Manager has led significant consultation on the development of the DEI Framework.</p>

<p style="text-align: center;"><b>Risk</b></p> <ul style="list-style-type: none"> <li>• List any risks you have identified that could affect the successful delivery of activities, outputs and/or outcomes.</li> <li>• Risks might include, but are not limited to activity, operational, health and safety or reputational.</li> </ul>	<p style="text-align: center;"><b>How the Risk will be Managed</b></p> <ul style="list-style-type: none"> <li>• Outline the action(s) your organisation will take to mitigate and/or manage each risk.</li> <li>• This should include consulting the Department ahead of any media contact referencing activities or issues related to your Grant Agreement, as per the Procedural Guidance</li> </ul>	<p style="text-align: center;"><b>AWP Report</b></p> <ul style="list-style-type: none"> <li>• Document if your risk management strategies were successful and/or provide an update on how they are progressing.</li> <li>• List any new risks are identified and new management strategies as required.</li> </ul>
	<p style="text-align: center;">addresses the unique needs and challenges of the target audience.</p> <ul style="list-style-type: none"> <li>• Testing resources with Youth Advisory Group, Department of Social Services and relevant experts and advisors, where possible prior to dissemination.</li> <li>• Established Research / DEI position to ensure content and approaches are inclusive and relevant to underrepresented groups within target audience, including First Nations people, people with disability, LGBTIQ+ community and culturally and racially marginalised groups.</li> <li>• Targeted resources for specific communities to ensure relevance (e.g. context and cultural factors) and optimise impact within diverse groups.</li> </ul>	<p style="text-align: center;">Document release under the Freedom of Information Act 1982 (Cth) by the Department of Social Services</p>

<p style="text-align: center;"><b>Risk</b></p> <ul style="list-style-type: none"> <li>• List any risks you have identified that could affect the successful delivery of activities, outputs and/or outcomes.</li> <li>• Risks might include, but are not limited to activity, operational, health and safety or reputational.</li> </ul>	<p style="text-align: center;"><b>How the Risk will be Managed</b></p> <ul style="list-style-type: none"> <li>• Outline the action(s) your organisation will take to mitigate and/or manage each risk.</li> <li>• This should include consulting the Department ahead of any media contact referencing activities or issues related to your Grant Agreement, as per the Procedural Guidance</li> </ul>	<p style="text-align: center;"><b>AWP Report</b></p> <ul style="list-style-type: none"> <li>• Document if your risk management strategies were successful and/or provide an update on how they are progressing.</li> <li>• List any new risks are identified and new management strategies as required.</li> </ul>
	<ul style="list-style-type: none"> <li>• Translation of all resources into a select number of languages to optimise reach and impact.</li> </ul>	
<p>Reduced community and political support for project and backlash (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Ongoing and targeted engagement with relevant government and non-government stakeholders.</li> <li>• Continued Teach Us Consent participation in other relevant initiatives and projects to increase visibility and presence.</li> <li>• Effective engagement with Youth Advisory Group and experts and advisors.</li> <li>• Procedural Guidance and Approvals process that delineates between sensitive and non-sensitive topics with the former being reviewed through my stringent measures to address and limit risk.</li> <li>• In ensuring backlash does not dictate content nor override the evidence-base and</li> </ul>	<p>Teach Us Consent continues to build support and engagement across sectors and industries and will continue to do so to ensure this risk is entirely mitigated throughout the duration of the project.</p>

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	<p style="text-align: center;">consultation feedback, resources will be accompanied by an overview of the evidence used to inform development and also potentially through acknowledgements.</p>	
<p>Inability to demonstrate causal link between Initiative and outcomes due to non-experimental evaluation design (<b>Medium Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Engagement of an independent evaluator with experience in identifying methods and approaches to addressing the deficiencies of a non-experimental evaluation design.</li> <li>• Robust pre- and post- testing with a diverse and representative sample.</li> <li>• Identification and linkage to other research activities to augment identified gaps and deficiencies, including the Australian Human Rights Commission's national survey.</li> <li>• Utilisation of meta analytics as baseline for reach to establish an assumed pipeline for behavioural / attitudinal change.</li> </ul>	<p>Teach Us Consent has engaged an experienced independent evaluator and will continue to assess and work towards ensuring the findings are robust and are a valuable contribution to the current evidence-base.</p>

<p style="text-align: center;"><b>Risk</b></p> <ul style="list-style-type: none"> <li>• List any risks you have identified that could affect the successful delivery of activities, outputs and/or outcomes.</li> <li>• Risks might include, but are not limited to activity, operational, health and safety or reputational.</li> </ul>	<p style="text-align: center;"><b>How the Risk will be Managed</b></p> <ul style="list-style-type: none"> <li>• Outline the action(s) your organisation will take to mitigate and/or manage each risk.</li> <li>• This should include consulting the Department ahead of any media contact referencing activities or issues related to your Grant Agreement, as per the Procedural Guidance</li> </ul>	<p style="text-align: center;"><b>AWP Report</b></p> <ul style="list-style-type: none"> <li>• Document if your risk management strategies were successful and/or provide an update on how they are progressing.</li> <li>• List any new risks are identified and new management strategies as required.</li> </ul>
<p>Social media ban introduced prior to content dissemination reduces overall engagement numbers, should segments of the target cohort be impacted (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Consultation with Youth Advisory Group, community organisations and relevant experts and advisors on other ways to disseminate content which falls within the scope of the project (for example, radio and television)</li> <li>• Ongoing communication and engagement with DSS on remaining agile and revised strategies for content dissemination</li> </ul>	<p>Teach Us Consent will continue to liaise with DSS to understand and manage risk.</p>
<p>Content duplicates or conflicts with content disseminated by other relevant agencies delivering work on consent and healthy relationships (<b>Low Risk</b>)</p>	<ul style="list-style-type: none"> <li>• Ongoing communication and engagement with relevant organisations, including discussions on potential partnerships and collaborative ventures to mitigate risk.</li> <li>• Regular updates and communication with DSS on proposed content and planned dissemination.</li> </ul>	<p>Teach Us Consent continues to partner and routinely meet with relevant organisations to ensure complementary approaches to the work are being undertaken. It is acknowledged that some work may cover the same content (theme or topic) and Teach Us Consent will continue to liaise with DSS to understand and manage this risk to ensure work is complementary and reinforcing.</p>

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	<ul style="list-style-type: none"> <li>• Consistent monitoring of online content ahead of dissemination to enable pivots or rescheduling of content, where possible, and in alignment with developmental research and consultation findings.</li> <li>• Engagement of multiple independent creative partners and effective operation of a 'village model' will ensure creative and diverse ideas are developed and executed.</li> <li>• Extensive developmental research, including quantitative and qualitative research with young people and priority population groups, analysis of available survey data and qualitative insights from work undertaken by other agencies will ensure content is not only evidence-based but distinct and unique.</li> </ul>	<p style="text-align: center; font-size: small; color: gray;">Document released under the Freedom of Information Act 1982 (Cth) by the Department of Social Services</p>

#### 4.1 Quality Assurance

A number of quality assurance processes will be established to ensure alignment with government standards and to ensure content is appropriate, engaging and evidence based. These include:

- Developmental research that covers the unique needs and challenges of young people, with a specific focus on the Promoting Consent Initiative's target audience will be undertaken to inform the content strategy and optimise engagement and communication.
- Benchmarking to establish a baseline understanding of the target audience, including current levels of awareness, attitudes and behaviours. This benchmarking will be undertaken by the evaluator and will again inform the development of the content strategy.
- Consistent consultation with diverse groups through established partnerships, experts and advisors and the Youth Advisory Group throughout the development of content and as part of the co-design process. This includes ensuring the Youth Advisory Group represents the diversity of young people in Australia and that the experts and advisors offer diverse and often marginalised voices across topics. Consultation will be undertaken throughout the course of content development, including design and piloting.
- Established Research / DEI position to ensure content and approaches are inclusive and relevant to underrepresented groups within target audience.
- Testing and consultation with DSS as part of piloting process and established and consistent approvals process facilitated by an agreed protocol.
- Experts and advisors will be engaged as appropriate and only on topics relevant to their expertise. This agility in engagement will ensure the content remains evidence-based but not burdened by stagnant governance processes.

## 4.2 Disclosure Protocols

It is acknowledged that staff may receive verbal or written disclosures of sexual, family, or domestic violence from young people and other individuals engaging with Teach Us Consent's social media platforms or any of the released resources. For **verbal disclosures**, staff will be advised to respond as outlined below:

- Acknowledge how difficult it was to make the disclosure (e.g. *'Thank you for sharing that with me, I can only imagine the courage it took to share this with me'*).
- Show empathy and ensure language affirms belief in the person's experience/s (e.g. *'I am sorry to hear of your experience and the impact it has had on you'*).
- Be transparent about your role and ability to support them with their disclosure (i.e. you are not in a position to provide ongoing therapeutic support).

- Establish whether there is an immediate risk to the safety to the person disclosing or anyone else, including children.
- Clarify that you may be required to report any disclosure to relevant child protection authorities, or the police should the information pertain to a child whose safety is at risk, or who is suspected of being abused or neglected. \*
- Ask the person whether they would like information on available supports and that these can be emailed to them, should they wish to consider them at a later time.
- Remind the person that they can call back should they want more information about supports or if they change their mind (some people will not want or feel ready to discuss support options).

For **written disclosures**, including via social media, the below standard wording will be used and modified, this wording will also be available in the to be developed moderation guidelines to ensure consistency. Disclosures that include recent or ongoing experiences or indicate immediate risk will be escalated to the Head of Projects promptly for consideration prior to response. For responses that do not require reporting to relevant authorities, the below draft text will be used and modified.

Dear XX

Thank you for your message / comment.

I am sorry to hear of your experience and the impact this has had on you. If you are feeling unsafe right now, call 000.

As we are unable to provide formal or ongoing support, you may wish to seek professional support. [1800RESPECT](#), the national domestic, family, and sexual violence counselling, information and support service can be contacted on 1800 737 732, text 0458 737 732, chat or video call online [www.1800RESPECT.org.au](http://www.1800RESPECT.org.au) 24-hours a day, 7 days a week. Details of other support services, including state and territory services can be found under 'find services' with a number of services also included on Teach Us Consent's [website](#).

Thank you again for your comments.

Teach Us Consent

Should disclosures be made as a comment, consideration will be given on how to manage the response (i.e. deletion) to ensure the psychosocial safety of the community and to avoid potential slander claims. Consideration will be in alignment with moderation guidance (under development) and if deleted, the individual who wrote the post will be messaged privately by a Teach Us Consent staff member to ensure they do not feel such action invalidates their experience as well as to be provided with relevant support information.

### **Disclosures made by Youth Advisory Group members**

While the Terms of Reference will explicitly outline the purpose of the Youth Advisory Group, that is, focused input on prevention, education materials and policy rather than lived experience, disclosures may still be made. Where disclosures are made in a group setting, a relevant staff member will follow-up with the member immediately after the meeting or upon leaving the meeting with the aforementioned process for verbal disclosures undertaken. An email will then be sent to all members with information pertaining to available support, including through the sub-contracted mental health professional / agency. The wording will not mention the disclosure. Draft wording can be found below:

Dear Youth Advisory Group Members

Thank you for your time today — it was yet another invaluable opportunity to hear your ideas and feedback.

While the focus of these meetings is not on lived experience, we understand that engagement with this material can at times be difficult and may trigger certain memories or experiences. Given this, we just wanted to remind you that you are able to access a debriefing session or your scheduled supervision through \*sub-contracted mental health professional / agency\*. Please let us know if you would like us to schedule an appointment or call. Details of other support services, including state and territory services can be found [here](#), with a number of services also included on Teach Us Consent's [website](#).

Please remember that what we discuss in our meetings is not to be shared elsewhere. This is to ensure the Youth Advisory Group remains a safe space to share freely and without judgement or fear.

Please let us know if you have any questions or would like to discuss anything further.

Warm regards

Teach Us Consent

Both verbal and written disclosures to a Teach Us Consent worker outside of the Youth Advisory Group will again follow the aforementioned processes.

*\*Teach Us Consent do not have mandatory reporting responsibilities outside of the Northern Territory. Guidance on assessing risk and processes for making voluntary reports to relevant authorities will be provided to staff as part of induction, with the Head of Projects in liaison with legal advice making the final decision on action to be taken.*

## 5. Stakeholder

When completing your Activity Work Plan, populate the Stakeholder, Role, and Engagement Strategy sections. Only complete the AWP Report column when submitting your AWPR.

You may duplicate the rows in this table as many times as necessary to describe each stakeholder.

Additional engaged stakeholders can be founded in the updated AWP.

Stakeholder	Role	Engagement Strategy	AWP Report
<p>Name the stakeholder/s who you will need to engage with in the delivery of this activity.</p>	<p>Describe the role of the stakeholder in the delivery of this project.</p>	<p>Describe how you will engage with the stakeholder.</p> <p>If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.</p>	<ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
<p>Youth Advisory Group (approximately 15 members aged between 18 and 25)</p>	<p>Guide the development of social media resources and facilitate a dialogue between youth and Teach Us Consent on affirmative consent skills and respectful behaviours. The Youth Advisory Group will provide feedback on both the nature of content and mode of delivery.</p>	<p>Teach Us Consent will provide secretariat support to the Youth Advisory Group with communication outside of the 6 meetings primarily via email. It is likely that the Youth Advisory Group will be convened virtually given the expected geographic spread of membership.</p>	<p>The strategy was executed successfully resulting in a significant number of applications (359) which has resulted in a diverse and representative group of young people (see above for breakdown).</p>
<p>Experts and Advisors</p> <ul style="list-style-type: none"> <li>Professor Ben Mathews (Queensland University of Technology)</li> </ul>	<p>Guide the development and content across curriculum topics relevant to members' expertise. Resources will be tested with experts prior to dissemination.</p>	<p>Engagement will vary based on the needs and preferences of the experts and advisors and will include email communication and Teach Us Consent facilitated virtual and in-person meetings.</p>	<p>Experts and advisors have been engaged based on their expertise and availability. This includes, for example, engagement with the evaluation through the Evaluation Advisory Group, content development, and community engagement. Experts and advisors are not convened as a whole group. Teach Us Consent has since built First Nations capability on this group (see</p>

<b>Stakeholder</b> Name the stakeholder/s who you will need to engage with in the delivery of this activity.	<b>Role</b> Describe the role of the stakeholder in the delivery of this project.	<b>Engagement Strategy</b> Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
<ul style="list-style-type: none"> <li>• Dr Zac Seidler (University of Melbourne)</li> <li>• Tarang Chawla (Victorian Multicultural Commission)</li> <li>• Natasha de Silva (Intersection Pty Ltd)</li> <li>• Kate Jenkins (Creative Australia)</li> <li>• Padma Raman (Department of Prime Minister and Cabinet)</li> <li>• Maree Crabbe (It's time we talked)</li> <li>• Jayneen Sanders (Author)</li> </ul>			<p>updated AWP) and will continue to build expertise, as required. Engagement to date has ensured that the work is being guided by leaders in their respective fields.</p> <p>Professor Kyllie Cripps, Professor Ben Matthews, and Dr Zac Seidler were engaged to sit on the Evaluation Advisory Group due to their respective leading bodies of research.</p> <p>Dixie Link-Gordon in her capacity as Board Advisor has provided strategic advice on program delivery and guidance on engagement with First Nations young people.</p> <p>Stuart Terry in his capacity as Board Advisor has provided pro bono PR services and is supporting and advising on the development and implementation of the PR strategy.</p>

Stakeholder	Role	Engagement Strategy	AWP Report
<p>Name the stakeholder/s who you will need to engage with in the delivery of this activity.</p> <ul style="list-style-type: none"> <li>• s 47F (Queensland University of Technology)</li> <li>• Nicole McWilliam (Sydney Mediation Partnership)</li> <li>• Professor Elaine Unterhalter (University College London)</li> <li>• Jess Sanders (Author / Social Worker)</li> <li>• Professor Emerita Raewyn Connell (University of Sydney)</li> <li>• Ruveni Kelleher (Johnson Winter Slattery)</li> </ul>	<p>Describe the role of the stakeholder in the delivery of this project.</p>	<p>Describe how you will engage with the stakeholder.</p> <p>If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.</p>	<p>Document release under the Freedom of Information Act 1982 (Cth)</p> <ul style="list-style-type: none"> <li>• Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>• Consider if your current stakeholder engagement strategy requires updating.</li> </ul> <p>Dr Zac Seidler and his colleagues at Movember, Professor s 47F and Tarang Chawla have been engaged to provide advice on effectively engaging boys and young men.</p> <p>A select group of advisors will be engaged to review the content strategy and where appropriate select pieces of content.</p>

Stakeholder	Role	Engagement Strategy	AWP Report
<p>Name the stakeholder/s who you will need to engage with in the delivery of this activity.</p> <ul style="list-style-type: none"> <li>• Dr Joy Townsend (Learning Consent)</li> <li>• Karen Iles (Violet Co Legal and Consulting)</li> <li>• Disability Advisor (TBC)</li> </ul>	<p>Describe the role of the stakeholder in the delivery of this project.</p>	<p>Describe how you will engage with the stakeholder.</p> <p>If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.</p>	<ul style="list-style-type: none"> <li>• Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>• Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
<p>Independent evaluator (TBC)</p>	<p>Conduct an independent process and outcome evaluation to assess overall individual and community-level impacts of the initiative.</p>	<p>Engagement will vary based on the needs and preferences of the evaluator. Regular communication and check-in points will be established and will likely be held virtually. The evaluator will be invited to relevant Youth Advisory Group meetings and meetings with relevant experts and advisors.</p>	<p>Following a limited tender process, ARTD Consultants have been engaged to undertake the independent evaluation with the pre-testing of attitudes, knowledge and behaviours to be used as part of the developmental research. Student Edge was engaged to undertake the communications and branding components of the developmental research given their unrivalled panel of young people.</p>

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Mental health sub-contractor (TBC)	Provide individualised support to Youth Advisory Group members, and where appropriate support to Teach Us Consent staff. It is expected that the identified agency will also deliver vicarious trauma training to both Teach Us Consent staff and Youth Advisory Group members.	Virtual engagement at regular intervals and in alignment with Youth Advisory Group meetings.	<p>s 47F [redacted] were engaged to deliver this work. s 47F [redacted] is highly-regarded and has extensive and renowned expertise.</p>
Creative Partner/s	<p>Current prospective partners:</p> <p><u>Accept and Proceed</u></p> <ul style="list-style-type: none"> <li>Respected global design agency with a presence in Australia, UK, and US.</li> <li>Strong portfolio of impact-focused work.</li> <li>Impactful work with large-scale clients, including Foundation CHANEL.</li> </ul>	Engagement will vary based on the needs and preferences of the partner/s. Contact to date has primarily been virtual.	A village model has been established with engaged creative partners (Not Another, 33 Creative and Benedictus Media) to ensure work is collaborative, culturally-sensitive and resource efficient. This includes weekly meetings and ongoing communication and collaboration via Microsoft Teams, Slack and SharePoint.

<b>Stakeholder</b> Name the stakeholder/s who you will need to engage with in the delivery of this activity.	<b>Role</b> Describe the role of the stakeholder in the delivery of this project.	<b>Engagement Strategy</b> Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
	<ul style="list-style-type: none"> <li>Potential as a strong Vision and Brand Strategy partner.</li> </ul> <p><u>Thyme Studio</u></p> <ul style="list-style-type: none"> <li>Teach Us Consent's existing youth-led creative partner that completed the most recent rebrand and website build.</li> <li>Proven agility and flexibility when it comes to approach.</li> <li>A newer agency but motivated and ambitious.</li> <li>Strong personal connection with impact-focused campaigns.</li> <li>Cost effective.</li> <li>Potential to be an excellent Content Strategy partner</li> </ul>		

<b>Stakeholder</b> Name the stakeholder/s who you will need to engage with in the delivery of this activity.	<b>Role</b> Describe the role of the stakeholder in the delivery of this project.	<b>Engagement Strategy</b> Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
	<p>and creative partner for Website Development</p> <p><u>Not Another</u></p> <ul style="list-style-type: none"> <li>Full scope agency with broad capabilities but particular strength in campaign development.</li> <li>Relevant experience with their Porn Week campaign and other social initiative projects.</li> <li>Strong understanding of the Australian market.</li> <li>Potential to be an excellent partner for Content Production, but capacity for Brand and Vision as well as Content Strategy.</li> </ul>		

<b>Stakeholder</b> Name the stakeholder/s who you will need to engage with in the delivery of this activity.	<b>Role</b> Describe the role of the stakeholder in the delivery of this project.	<b>Engagement Strategy</b> Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
	<u>Now We Collide</u> <ul style="list-style-type: none"> <li>Full scope agency with strong general commercial experience.</li> <li>A list of big clients, but experience is less relevant to the impact or social space and more commercial.</li> </ul>		
Australian Department of Education (including Office for Youth)	Engagement to ensure alignment and enhancement with Education's Consent and Respectful Relationships Education (CRRE). It is anticipated that the resources could be used as supplementary material. Recommendations regarding channels to promote	The Office for Youth and another relevant contact in the Department will be identified and engaged throughout the duration of the Initiative. They will be contacted or engaged periodically to ensure	Office for Youth generously provided guidance on YAG promotion and relevant materials including demographic questions. They additionally shared the call for nominations across their networks and socials.

Stakeholder	Role	Engagement Strategy	AWP Report
Name the stakeholder/s who you will need to engage with in the delivery of this activity.	Describe the role of the stakeholder in the delivery of this project.	Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
	Youth Advisory Group participation / nominations will also be sought from the Department.	they are across the phased release of resources.	
State and Territory Departments of Education	It is anticipated that the resources could be used as supplementary material.	A contact in each Department will be identified and engaged throughout the duration of the project. They will be contacted or engaged periodically to ensure they are across the phased release of resources.	Given the current phase of the project, these stakeholders have not yet been engaged.
Universities Australia (peak body)	To promote the development and release of resources and to identify channels to promote Youth Advisory Group participation / nominations.	Virtual engagement, as appropriate.	Universities Australia were contacted to support nominations to the Youth Advisory Group. They shared the call for nominations on the Universities Australia member platform.

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Koorie Youth Council	While not a national body, the executive made up of Aboriginal and Torres Strait Islander young people will ensure the further First Nations consultation is undertaken and any opportunities for collaboration identified.	Virtual engagement, as appropriate.	Koorie Youth Council were contacted to support both nominations to the Youth Advisory Group as well as to participate in the DEI Consultations. To date we have not managed to find a suitable time to meet with the Koorie Youth Council. To ensure that project is informed by the views of organisations that work with Aboriginal and First Nations communities, alternative organisations are being engaged to provide insights. This includes through Redfern Youth Connect.
Minus18	To discuss and canvas issues impacting LGBTQIA+ young people and ensure language and content is appropriate.	Virtual engagement, as appropriate.	Minus 18 were contacted to support both nominations to the Youth Advisory Group as well as to participate in the DEI Consultations. Minus 18 declined participation. Other relevant agencies have been engaged to provide this expertise, including Thorne Harbour Health. Additionally, other organisations while

Stakeholder	Role	Engagement Strategy	AWP Report
Name the stakeholder/s who you will need to engage with in the delivery of this activity.	Describe the role of the stakeholder in the delivery of this project.	Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
			not solely focused on LGBTIQ+ issues, such as Women's Health in the North and the Australian Youth Affairs Coalition also provided significant insights on working with and engaging LGBTIQ+ young people.
People with Disability Australia	To discuss and canvas issues impacting young people with disability to ensure language and content is appropriate.	Virtual engagement, as appropriate.	People with Disability Australia were contacted to support both nominations to the Youth Advisory Group as well as to participate in the DEI Consultations. A virtual consultation with People with Disability Australia was held on 19 August 2024.
Australian Chamber of Commerce and Industry	To identify channels to promote Youth Advisory Group participation / nominations.	Virtual engagement, as appropriate.	The Australian Chamber of Commerce and Industry were contacted to support nominations to the Youth Advisory Group but did not respond.
Australian Human Rights Commission	To ensure resource development is informed by current national	Virtual engagement, as appropriate.	The Australian Human Rights Commission were contacted to support nominations to the Youth Advisory

<b>Stakeholder</b> Name the stakeholder/s who you will need to engage with in the delivery of this activity.	<b>Role</b> Describe the role of the stakeholder in the delivery of this project.	<b>Engagement Strategy</b> Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
	study on young people's attitudes towards consent and sex education.		Group and has meet with Teach Us Consent a number of times to discuss the progress of respective work.
Our Watch	Ensure alignment with work and facilitate transfer of knowledge.	Virtual and in-person engagement, where required.	Our Watch have been engaged periodically to support nominations to the Youth Advisory Group and to facilitate knowledge transfer between organisations. Our Watch additionally shared the call for Youth Advisory Group nominations across their networks and socials.
Consent Labs	Ensure alignment with work and facilitate transfer of knowledge.	Virtual engagement, as appropriate.	Consent Labs shared the call for Youth Advisory Group nominations across their networks. Teach Us Consent continue to meet with Consent Labs on opportunities to collaborate and appropriate data sharing to improve the robustness of evidence.

<b>Stakeholder</b> Name the stakeholder/s who you will need to engage with in the delivery of this activity.	<b>Role</b> Describe the role of the stakeholder in the delivery of this project.	<b>Engagement Strategy</b> Describe how you will engage with the stakeholder.  If relevant, please outline how you will mitigate potential risks that may relate to the stakeholder's role in the activity.	<b>AWP Report</b> <ul style="list-style-type: none"> <li>Document whether your stakeholder engagement strategies were successful. You may want to provide an update on how they are progressing.</li> <li>Consider if your current stakeholder engagement strategy requires updating.</li> </ul>
Domestic, Family and Sexual Violence Commission	Consult on relevant topic areas and explore options to consult with the Lived Experience Advisory Council.	Virtual and in-person engagement, where required.	The Domestic, Family and Sexual Violence Commission is represented on Teach Us Consent's Evaluation Advisory Group. Additionally, Teach Us Consent consulted with a number members of the National Lived Experience Advisory Council as part of our research and engagement with victim-survivors.
ANROWS	Potential consultation on evaluation framework.	Virtual and in-person engagement, where required.	ANROWS was contacted to support nominations to the Youth Advisory Group, and shared the call for nominations on their socials and in their newsletter. An ANROWS representative also sits on Teach Us Consent's Evaluation Advisory Group.

Stakeholder	Role	Engagement Strategy	AWP Report
eSafety	Teach Us Consent will collaborate with the eSafety on topics relating to pornography and online safety.	Virtual engagement and/or in-person meetings, as required.	Teach Us Consent and eSafety have standing meetings to discuss respective work and to consider how we can partner on work relating to pornography and online safety.

## 6. Budget

Please complete the Excel Budget Template.

Only complete the AWP Report column with your actual expenditure when submitting your AWPR.

## 7. Project Outcomes

Project outcomes should align to the National Plan to End Violence against Women and Children 2022–2032 Outcomes Framework, available at [https://www.dss.gov.au/sites/default/files/documents/08\\_2023/np-outcomes-framework.pdf](https://www.dss.gov.au/sites/default/files/documents/08_2023/np-outcomes-framework.pdf)

NB: The below indicators and measures should be read and considered in draft-form and have been provided as examples only. These will be revised following the evaluator's development of a program logic. Given this, specific quantitative measures have not been outlined.

<b>Outcome</b> <i>As per the Grant Opportunity Guidelines</i>	<b>Outcome Indicator</b> <i>This is a specific marker of progress of change.</i>	<b>Outcome Measure</b> <i>Describes the expected results of the project. Where possible, please align to measures of success outlined in the Deliverables Table.</i>
<p>Improved attitudes and understanding of consent, and healthy sexual activity and relationships amongst the target audience.</p>	<ul style="list-style-type: none"> <li>• Increased engagement with young male audience (reach / impression / engagement metrics)</li> <li>• Increased knowledge of consent principles among young people (understanding)</li> <li>• Increased alignment with consent principles (attitudes)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>X</b> number of young people can more readily recognise and refer to the core concepts of consent</li> <li>• <b>X</b> number of young people report feeling better able to differentiate between healthy and unhealthy relationships</li> </ul>
<p>Increased awareness of affirmative consent skills and respectful behaviours amongst the target audience.</p>	<ul style="list-style-type: none"> <li>• Increased knowledge of affirmative consent among young people</li> <li>• Reduction in misconceptions about consent among young people</li> </ul>	<ul style="list-style-type: none"> <li>• <b>X</b> number of young people report more often adopting respectful and consensual behaviours</li> <li>• <b>X</b> number of young people report having greater confidence in communicating boundaries</li> </ul>
<p>Improved understanding of issues around sexual relationships and violence affecting young people, including what works when engaging young people.</p>	<ul style="list-style-type: none"> <li>• Greater understanding regarding issues affecting diverse groups of young people in relation to sexual relationships and violence</li> <li>• Greater knowledge regarding the most effective means to engage and communicate with diverse groups of young people</li> </ul>	<ul style="list-style-type: none"> <li>• Informed changes to how Government and Teach Us Consent engage young people</li> <li>• Improved approaches to how Government and Teach Us Consent practice frame young people's experiences and views in relation to sexual relationships and violence</li> </ul>

## 8. Further comments (AWP)

You are welcome to provide extra information to illustrate your project.

No further comments.

### 8.1 Project Progress. Enablers and Barriers (AWPR Only)

Please provide an overview of the project progress to date, and any enabling factors that have influenced the project's implementation or barriers to success.

#### Reflections on project progress

Still in the planning phase of the Initiation, prioritisation is being placed on recruitment and business development and set-up. Concurrent work is also be undertaken in regard to engaging an independent evaluator and creative partners.

#### Enablers

Existing relationships and leads through Teach Us Consent's past work and advocacy

#### Barriers

Recruitment. It is expected that this will only have impact during the front-end phase of the Promoting Consent Initiative.

Authorised signatories of your organisation must complete this section. Once co-signed, the AWP forms part of the Grant Agreement. The department will send you a copy of the approved AWP to keep for your records. Your organisation and the Commonwealth may request an update to the AWP at any time. Any updates will be subject to the acceptance and approval of the Commonwealth.

Signed for and on behalf of  
(Legal Organisation Name)

Teach Us Consent

Department of Social Services

Signature

s 47F

s 47F

Name

s 47F

s 47F

Position

Head of Projects

Acting Director, Healthy Relationships and  
Consent Section

Date

04/12/2024

04/12/2024

Document release under the Freedom of Information Act 1982 (Cth)  
by the Department of Social Services