

# NSW Sexual Violence Plan 2022-2027

Consultation Draft

[August]  
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## Acknowledgements

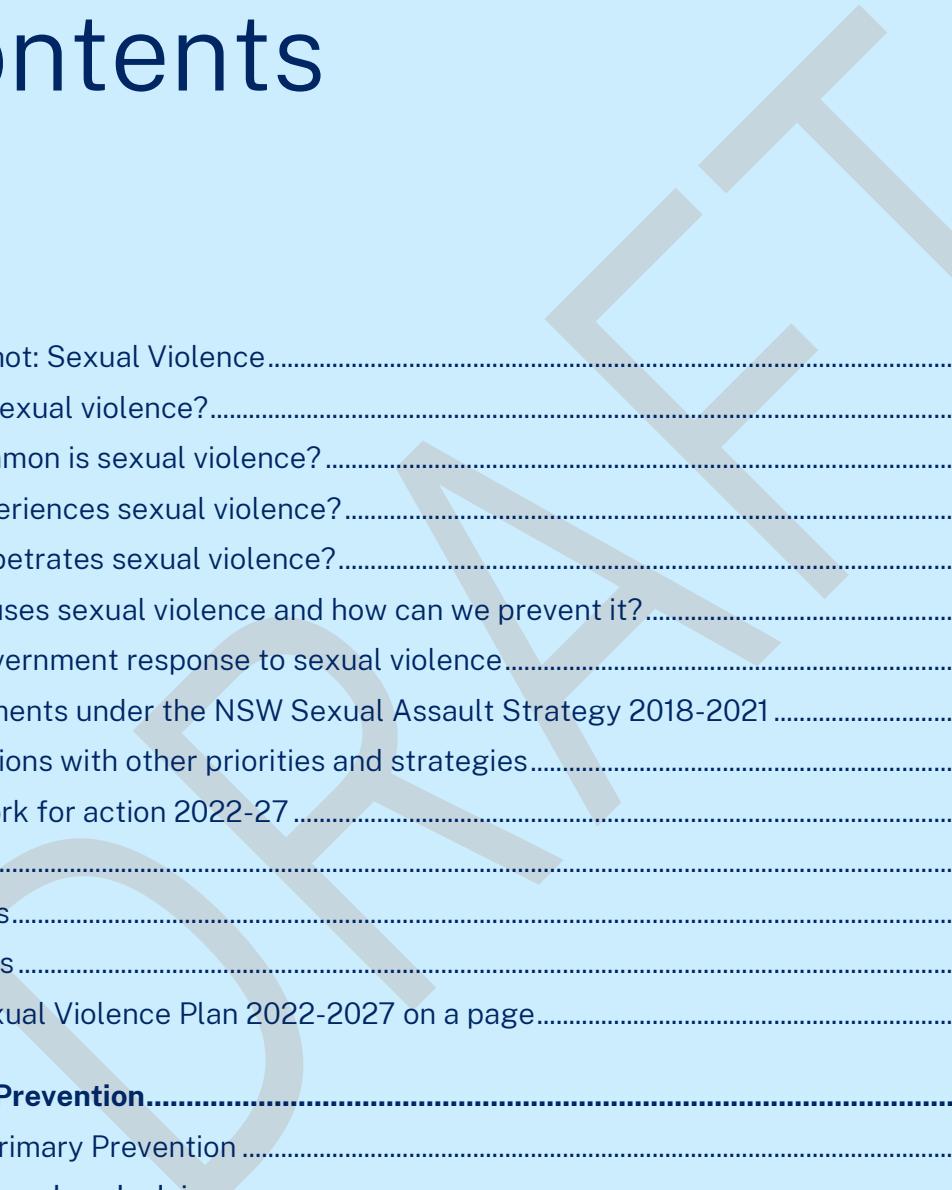
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## Foreword

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# A Snapshot: Sexual Violence

## What is sexual violence?

Sexual violence is an umbrella term that describes forms of violence of a sexual nature that happen without consent. It includes acts that are sexual offences, such as sexual assault and child sexual abuse, as well as acts that are not offences. Sexual violence can be physical and non-physical acts and behaviours, for example sexual harassment and image-based sexual abuse.<sup>1</sup> It can range from a single instance of harassment or assault to abuse perpetrated over long periods of time.

### Examples of sexual violence

- Rape and other types of sexual assault, including unwanted sexual touching
- Child sexual abuse, including use of technology to facilitate the sexual abuse of a child, or produce or share child sexual abuse material online
- Coercing, pressuring, tricking or manipulating someone to have sex
- Non-consensual sharing of intimate images
- Removing a condom during sex without permission
- Sending unwanted sexual images or messages
- Making a person watch or be in pornography
- Sexual harassment
- Sexual exploitation, including forced prostitution and sexual servitude
- Showing one's genitals or naked body to other(s) without consent
- Masturbating in public
- Watching someone in a private act without their knowledge or permission

Sexual violence can have a wide range of negative consequences. These include:

- physical injury and ongoing effects such as problems with sexual and reproductive health
- poor mental health, including anxiety, depression and post-traumatic stress
- low self-esteem and self-blame
- fear, shame and guilt
- problems with relationships and trusting others
- alcohol and other drug misuse
- self-harm and other behaviours associated with risk

Discrimination and inequality based on race, class, ability, sexuality, and gender identity can all influence a person's experience of sexual violence, the impacts on them and responses by others. These factors can also influence access to services and support after sexual violence. It is vitally important that all victim-survivors of sexual violence in NSW are able to access culturally

<sup>1</sup> Victorian Law Reform Commission (2021) *Improving the Justice System Response to Sexual Offences: Report*. Available at: <https://www.lawreform.vic.gov.au/project/improving-the-response-of-the-justice-system-to-sexual-offences/>

appropriate, trauma-informed support to help reduce the harmful impacts of sexual violence and support healing and recovery.

## How common is sexual violence?

[Insert Infographic of key statistics]

**Sexual violence is one of the most widespread, yet underreported forms of violence in Australia.**

In Australia:

- Approximately 2 million adults have experienced sexual assault.
- 1 million adults have experienced child sexual abuse.
- One in two women and one in four men have been sexually harassed.<sup>2</sup>
- Two in five secondary school children have been sexually harassed or coerced.<sup>3</sup>
- Over 85 per cent of sexual assaults are not reported to police.<sup>4</sup>

In NSW:

- 7,019 incidents of sexual assault were reported to police in the 12 months to March 2022.<sup>56</sup>

### Sexual harassment

Sexual harassment is any unwanted or unwelcome sexual behaviour that causes offence, humiliation or intimidation. It has nothing to do with mutual attraction or consensual behaviour. Examples of sexual harassment include:

- staring, leering or unwelcome touching
- suggestive comments or jokes
- unwanted invitations to go out on dates or requests for sex
- intrusive questions about a person's private life or body
- unnecessary familiarity, such as deliberately brushing up against a person
- emailing pornography or rude jokes
- displaying images of a sexual nature around the workplace

**The use of technology to perpetrate sexual violence is emerging as a growing problem in Australia.**

- An estimated 60 per cent of Australians have experienced online sexual harassment or abuse.<sup>7</sup>

<sup>2</sup> Australian Bureau of Statistics (2021) *Sexual Harassment*, available at <https://www.abs.gov.au/articles/sexual-harassment>

<sup>3</sup> Lei, X, Bussey, K, Hay, P, Mond, J, Trompeter, N, Lonergan, A, Mitchison, D. (2020) Prevalence and Correlates of Sexual Harassment in Australian Adolescents, *Journal of School Violence*, Volume 19. Available at: <https://www.tandfonline.com/doi/abs/10.1080/15388220.2019.1699800?journalCode=wjsv20>;

<sup>4</sup> Australian Institute of Health and Welfare (2020) *Sexual Assault in Australia*. Available at: <https://www.aihw.gov.au/getmedia/0375553f-0395-46cc-9574-d54c74fa601a/aihw-fdv-5.pdf.aspx?inline=true>

<sup>5</sup> NSW Bureau of Crime Statistics and Research (2022), *Recorded Crime Statistics, Quarterly update*. June 2022. Available at: [https://www.bocsar.nsw.gov.au/Pages/bocsar\\_crime\\_stats/bocsar\\_latest\\_quarterly\\_and\\_annual\\_reports.aspx](https://www.bocsar.nsw.gov.au/Pages/bocsar_crime_stats/bocsar_latest_quarterly_and_annual_reports.aspx)

<sup>6</sup> Source for text box: Australian Human Rights Commission (2020) *Respect@Work: Sexual Harassment National Inquiry Report*. Available at: <https://humanrights.gov.au/our-work/sex-discrimination/projects/national-inquiry-sexual-harassment-australian-workplaces>

<sup>7</sup> Powell, A. and Henry, N. (2015) *Digital harassment and abuse of adult Australians: A summary report*. Available at: <https://www.parliament.nsw.gov.au/lcdocs/other/7351/Tabled%20Document%20-Digital%20Harassment%20and%20Abuse%20of%20A.pdf>

- Online child sexual abuse is a growing problem, with the number of reports about it increasing by 122 per cent during 2020.<sup>89</sup>

### Technology-facilitated sexual violence

TFSV involves the use of digital technologies and platforms to perpetrate sexually abusive, aggressive or harassing behaviours. It includes rape threats, online stalking, the use of an app or platform to set up an in-person rape or sexual assault, and image-based sexual abuse. TFSV can be perpetrated by intimate partners, strangers, friends, colleagues or others known to the victim-survivor.

Image-based abuse (IBA) happens when an intimate image or video is shared without the consent of the person pictured. This includes images or videos that have been digitally altered (using Photoshop or specialised software). An intimate image is one that shows:

- a person's genital area or anal area (whether bare or covered by underwear)
- a person's breasts (if the person identifies as female, transgender or intersex)
- private activity (for example a person undressing, using the bathroom, showering, bathing or engaged in sexual activity)
- a person without attire of religious or cultural significance if they would normally wear such attire in public

## Who experiences sexual violence?

[Insert Infographic of key statistics]

Sexual violence can happen to anybody, regardless of age, gender, race, culture, socioeconomic status, ability or sexual orientation. However, sexual violence is gendered, with women more likely to experience it and men more likely to perpetrate it.

- Almost one quarter of Australian women have experienced sexual assault.<sup>10</sup>
- Aboriginal and Torres Strait Islander women are up to eight times more likely than Aboriginal and Torres Strait Islander men to experience sexual assault.<sup>11</sup>
- Women are more likely to be sexually harassed, with 53 per cent or five million having experienced sexual harassment during their lifetime.<sup>12</sup>

**Age is a risk factor for experiencing and perpetrating sexual violence.**

- Young women are more likely than other Australians to be victims of sexual assault. In NSW, two thirds of reported sexual assaults involve young women.<sup>13</sup>

<sup>8</sup> Australian Institute of Health and Welfare (2021) *Child protection in the time of COVID-19*. Available at: <https://www.aihw.gov.au/reports/child-protection/child-protection-in-the-time-of-covid-19/summary>

<sup>9</sup> Source for text box: eSafety Commissioner, *What is Image-Based Abuse?* Available at: <https://www.esafety.gov.au/key-issues/image-based-abuse>

<sup>10</sup> Australian Bureau of Statistics (2021) *Sexual Violence Victimisation*. Available at: <https://www.abs.gov.au/articles/sexual-violence-victimisation#prevalence-of-sexual-assault-and-childhood-sexual-abuse>

<sup>11</sup> Australian Bureau of Statistics (2017b)

<sup>12</sup> Australian Bureau of Statistics (2016) *Personal Safety Survey*. Available at: [https://www.abs.gov.au/statistics/people/crime-and-justice/personal-safety-australia/latest-release#:~:text=during%20their%20lifetime,-,One%20in%20two%20women%20\(53%25%20or%205%20million\)%20and,or%20836%2C700\)%20experienced%20sexual%20harassment](https://www.abs.gov.au/statistics/people/crime-and-justice/personal-safety-australia/latest-release#:~:text=during%20their%20lifetime,-,One%20in%20two%20women%20(53%25%20or%205%20million)%20and,or%20836%2C700)%20experienced%20sexual%20harassment)

<sup>13</sup> BOCSAR (2021)

- In NSW, 97 per cent of recorded perpetrators are men and 50 per cent are below 30 years of age.<sup>14</sup>
- Young women are more likely to be targets for image-based abuse.

#### Others in our community that are at higher risk of sexual violence include:

- women who are homeless
- women with disability
- people who identify as lesbian, gay, bisexual, trans and gender diverse
- women who have previously been victims of sexual assault at any point throughout life.<sup>15</sup>

Aboriginal and Torres Strait Islander people and women from culturally and linguistically diverse communities may experience higher rates of sexual violence.

- Both groups face specific barriers to reporting their experiences and accessing help and support.

Other groups likely to experience higher rates and greater barriers to disclosure include: sex workers, prisoners, women in rural and remote communities, and older women.<sup>16</sup>

#### Barriers faced by Aboriginal victim-survivors of sexual assault

Barriers to disclosure can include cultural considerations, fear of the police/authorities, and fear of the offender/community members. Barriers to accessing culturally appropriate services after assault include:

- a lack of Aboriginal and Torres Strait Islander-specific victim support services
- mainstream services lacking Aboriginal and Torres Strait Islander staff
- cultural and language barriers to accessing relevant authorities
- a lack of reporting mechanisms in remote locations
- a lack of integrated and coordinated service delivery practices
- applying a simplistic approach to policy development to deal with entrenched issues
- operating with a lack of cultural awareness
- unsustainable responses that rely solely on short-term funding

## Who perpetrates sexual violence?

Sexual violence most commonly occurs in families and in our communities. Contrary to common belief, sexual violence is most often perpetrated by someone familiar.

- In NSW, around 94 per cent of reported sexual assaults are perpetrated by someone known to the victim-survivor.<sup>17</sup>
- For adult women, the risk is greatest in relationships, with the most common perpetrator being an intimate partner.<sup>18</sup>

<sup>14</sup> AIHW (2020)

<sup>15</sup> AIHW (2020)

<sup>16</sup> Source for text box: Queensland Centre for Domestic Violence Research (2019) *Prevention, Early Intervention and Support for Aboriginal and Torres Strait Islander People who have Experienced Sexual Violence*. Available at: <https://noviolence.org.au/wp-content/uploads/2019/07/2019-ATSI-SV-Paper-Digital.pdf>

<sup>17</sup> BOCSAR (2021)

<sup>18</sup> ABS (2016)

- For Aboriginal and Torres Strait Islander women, sexual violence frequently takes place in the woman's home<sup>19</sup> with between 67 per cent and 84 per cent of perpetrators known to the victim-survivor.<sup>20</sup>
- For children and young people, sexual abuse is most likely to occur in family and community settings, with nearly eight in ten victims abused by a relative, friend, acquaintance or neighbour.<sup>21</sup>

We have recently learnt more about normalised forms of sexual violence in community, social and workplace settings, both online and offline.

- The Australian Human Rights Commission Inquiry into Workplace Sexual Harassment showed that sexual harassment is pervasive in Australia workplaces, occurring in every industry, every location and at every level.
- There remain gaps in data about sexual violence in other settings, such as regional, rural and remote communities.

## What causes sexual violence and how can we prevent it?

Like other forms of gender-based violence, sexual violence is linked to gender inequality. Other intersecting forms of discrimination and inequality, including racism, ableism, homophobia and transphobia also contribute to sexual violence.

The NSW Government recognises that violence against women can be prevented, and the impacts reduced. It takes a public health approach to addressing sexual violence. This approach is based on the socio-ecological model and works to address key underlying risk factors, at all levels of society, to not only respond to this violence but also prevent it from occurring in the first place.

*[Ecological diagram with italicised risk factors below to be inserted]*

*At the individual level, previous experience of sexual violence, young age and disability are examples of factors that increase a person's likelihood of experiencing sexual assault. Male peer relations that emphasise aggression, dominance and control are risk factors for sexual violence perpetration at relationship level, and community beliefs, attitudes and norms surrounding sex and sexuality and dominant form of masculinity all contribute to the risk of sexual violence occurring.<sup>22</sup>*

Using a public health approach is key to understanding key risks and the individual, relationship, community, and societal factors that interact and contribute to sexual violence and provides a framework for informing all efforts to prevent and respond to sexual violence. A public health approach works at three levels. *[To be illustrated with infographic]*

- **Primary Prevention** Primary prevention aims to prevent violence before it occurs. It comprises whole-of-population initiatives that address the underlying causes and drivers of sexual violence including norms, attitudes and behaviours surrounding gender roles and relations. It targets structural inequalities as well as community level factors.
- **Secondary Prevention** Secondary prevention, also called early intervention, identifies and aims to address the early signs of violence to stop it from escalating, or prevent it from

<sup>19</sup> ABS (2016); AIHW (2018).

<sup>20</sup> ABS (2017b)

<sup>21</sup> ABS (2016)

<sup>22</sup> Our Watch (2015) *Change the Story: A shared framework for the primary prevention of violence against women in Australia*. Available at: <https://www.ourwatch.org.au/resource/change-the-story-a-shared-framework-for-the-primary-prevention-of-violence-against-women-in-australia>

recurring. It includes prevention among high-risk groups and settings, changing the trajectory and preventing progression of violence.

- **Tertiary Prevention** Tertiary prevention involves intervening once the violence is already causing harm and aims to support victim-survivors and hold perpetrators to account.

In the Sexual Violence Plan and the Domestic and Family Violence Plan, Secondary Intervention is referred to as Early Intervention, and Response and Recovery are used to describe Tertiary Intervention. This framework is used to ensure consistency with the framework and language adopted by the [draft] National Plan to end Violence against Women and Children 2022-2032.



# NSW Government response to sexual violence

## Achievements under the NSW Sexual Assault Strategy 2018-2021

The NSW Government is committed to addressing sexual violence. Twenty-four hour crisis support and comprehensive medical and psychosocial response for victim-survivors is embedded within the NSW health system. Specialist police, child protection and health workers provide collaborative responses to child sexual abuse. Dedicated treatment programs are available for young people displaying harmful sexual behaviours and for adult perpetrators of sexual violence. Education about respectful relationships and sexual consent is included in the NSW Personal Development, Health and Physical Education curriculum and taught to children and young people in all NSW schools. Successive governments have passed reforms to relevant laws and implemented changes in law enforcement and court processes to improve victim-survivor's experiences and outcomes within the justice system.

In recent years, the NSW Government has redoubled its efforts to prevent and respond to sexual violence. The first state-wide strategy, the *NSW Sexual Assault Strategy 2018-2021* delivered a three-year, whole of government approach to sexual assault in NSW for the first time. Key achievements under the strategy include:

- **Increasing focus on perpetrator accountability** through introduction of measures to better support sexual offence prosecutions
- **Strengthening supports for victim-survivors** through increasing accessible, responsive and trauma informed services for children, young people and adults.
- **Building community awareness about sexual violence** through the state-wide sexual consent campaign, and education about respect for women and respectful relationships in NSW schools and workplaces.
- **Generating evidence** to inform the next phase of action against sexual violence in NSW building knowledge that will support future efforts to prevent and respond to sexual violence in NSW.

The NSW Sexual Violence Plan 2022-2027 builds on the achievements under the *Sexual Assault Strategy* and responds to the [next] National Plan to End Violence Against Women and their Children 2022-2032. Our focus areas for addressing sexual violence in NSW over the next five years build on the solid foundations already in place in NSW and aim to accelerate action to prevent and respond to sexual violence in key areas. These have been determined through consultation with stakeholders, analysis of research and evidence, and review of the *Sexual Assault Strategy 2018-2021*.

## Intersections with other priorities and strategies

This Plan builds on existing investments and initiatives and complements state and national policies, strategies and plans.

[Graphic showing intersecting state and national plans to be inserted]

### The next National Plan to end Violence against Women and Children

The [draft] National Plan to end Violence against Women and Children 2022-2032 sets out a framework for a shared national commitment to prevent gender-based violence and support women and children who experience it.

The ten-year National Plan will be underpinned by five-year action plans, including dedicated five-year Aboriginal and Torres Strait Islander Action Plans. The Action Plans will detail the priority focus areas for implementation and will focus efforts and government investment in those focus areas.

The Aboriginal and Torres Strait Islander Advisory Council on family, domestic and sexual violence is leading work on the dedicated Aboriginal and Torres Strait Islander Action Plans.

The [draft] National Plan sets out four pillars to help focus and organise the next decade of effort: Prevention, Early Intervention, Response and Recovery. The [draft] National Plan also identifies four Foundation Principles to guide such efforts: (1) achieving gender equality, (2) diverse lived experiences of victim-survivors inform policies and solutions, (3) Closing the Gap, and (4) intersectional approaches.

The Federal Commonwealth Government has also committed to a dedicated Aboriginal and Torres Strait Islander National Plan.

The NSW Sexual Violence Plan and the NSW Domestic and Family Violence Plan are intended to respond to and align with the next National Plan. They adopt the pillars of the National Plan, with an additional pillar of System Enablers, and are informed by the principles.

### The NSW Sexual Violence Plan 2022-2027 and the NSW Domestic and Family Violence Plan 2022-2027

The NSW Sexual Violence Plan 2022-2027 is complemented and supported by the NSW Domestic and Family Violence Plan 2022-2027. The National Plan encompasses all forms of violence against women and children, and NSW recognises that domestic and family violence and sexual violence are inter-related: they are both forms of gender-based violence which have common drivers and may co-occur.

However, NSW is developing separate plans for DFV and Sexual Violence. Having separate plans allows for strategic approaches that reflect the distinct areas of best practice, evidence and clinical expertise for domestic and family violence and sexual violence, and the different service delivery landscape in NSW. At the same time, the common principles, governance and shared actions of both Plans will promote coordination and integration of responses.

### Closing the Gap and a dedicated Aboriginal Family and Sexual Violence Plan

The NSW Government is a signatory to the *National Partnership Agreement for Closing the Gap*. At the centre of the Closing the Gap Agreement are Priority Reforms that focus on changing the way governments work with Aboriginal and Torres Strait Islander people. The Agreement also has 17 national socio-economic targets across areas that

have an impact on life outcomes for Aboriginal and Torres Strait Islander people, including Target 13. Target 13 is by 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced by at least 50 per cent, as progress towards zero.

The NSW Sexual Violence Plan and the NSW Domestic and Family Violence are intended to be inclusive of Aboriginal communities in NSW. However, the actions contained within them are not sufficient to achieve Closing the Gap Target 13. A genuine partnership approach is required to develop and implement a comprehensive and targeted program of work in this area.

As noted above the Aboriginal and Torres Strait Islander Advisory Council on family, domestic and sexual violence is leading work on the first dedicated Aboriginal and Torres Strait Islander Action Plan and there is also a new Federal Government commitment for a dedicated standalone national ten year Aboriginal and Torres Strait Islander Plan.

NSW will also develop a dedicated plan to address family and sexual violence in Aboriginal communities and achieve Target 13. This will be led by the Transforming Aboriginal Outcomes Division of the Department of Communities and Justice in partnership with the Aboriginal Legal Service NSW ACT (the Coalition of Aboriginal Peak Organisations partner for Target 13) and the Aboriginal Women's Advisory Network.

## Other National Policies

The NSW Sexual Violence Plan complements and supports implementation of a number of other key national policies including **A Roadmap for Respect: Preventing and Addressing Sexual Harassment in Australian Workplaces** and the **National Strategy to Prevent and Respond to Child Sexual Abuse**. The National Strategy is a recommendation of the Royal Commission into Institutional Child Sexual Abuse, and is the first of its kind in Australia. It is a whole of nation policy approach that provides the strategic framework for increasing understanding of, better responding to, and preventing child sexual abuse over the next 10 years.

## Other NSW policies, including the Women's Strategy 2023-2026

Efforts to empower women and girls and create greater gender equality in NSW are a key aspect of sexual violence prevention. Achieving prevention outcomes set out within the Sexual Violence Plan will therefore be supported in part through the **NSW Women's Strategy**.

Other relevant policies and reforms underway that intersect with and will help achieve the outcomes within the Sexual Violence Plan include:

- **NSW Health Violence, Abuse and Neglect Redesign.** NSW Health is undergoing a 6-year redesign process to implement the Integrated Prevention and Response to Violence, Abuse and Neglect (IPARVAN) Framework.
- **NSW Response to the Royal Commission into Institutional Responses to Child Sexual Abuse.** The NSW Government responded to the Royal Commission into Institutional Responses to Child Sexual Abuse recommendations in June 2018. The response outlines broad commitments to prevent, identify and respond appropriately to child sexual abuse.
- NSW Homelessness Strategy 2018–2023 and its successor
- Ageing Well in NSW: Seniors Strategy 2021–2031

- Preventing and responding to abuse of older people (Elder Abuse) NSW Interagency Policy
- NSW Disability Inclusion Plan



# Framework for action 2022-27

The framework for action sets out the key elements of the NSW Sexual Violence Plan 2022-27. The framework for preventing and responding to sexual violence in NSW for the next five years:

- Builds on the achievements and progress made under the first Sexual Assault Strategy and other NSW Government investments to prevent and respond to sexual violence.
- Reflects gendered elements of sexual violence and embeds an intersectional approach that addresses the need for tailored responses within specific populations, in particular Aboriginal communities, CALD communities, LGBTQ+ communities and for victim-survivors with disability.
- Builds on achievements, gaps and opportunities for strengthening prevention and response to sexual violence in NSW and emphasises primary prevention and actions to address drivers and risk factors for sexual violence at individual, relationship, community and societal levels.
- Reflects current and emerging issues and community priorities in sexual violence prevention and response in NSW.

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## Vision

The NSW Sexual Violence Plan, together with the NSW Domestic and Family Violence Plan, sets the way for all of us to work towards achieving a shared vision that *all NSW communities are free from domestic, family and sexual violence*.

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## Principles

A set of guiding principles underpin all aspects of the NSW Sexual Violence Framework for Action.

- **Victim-survivor-centred:** Victim-survivors are heard and believed. Services and systems are trauma-informed, integrated, and support victim-survivors agency and self-determination. We value the voices of those with lived experience in the design, delivery and evaluation of responses to sexual violence.
- **Aboriginal self-determination:** Aboriginal people and communities will lead and drive responses and activities affecting their people and communities, including through co-design, community control and shared decision making, which will contribute towards Closing the Gap Priority Reforms, and relevant socio-economic outcomes and targets.

- **Inclusive and intersectional:** We recognise how multiple and intersecting forms of discrimination can increase risk and/or severity of sexual violence and can influence service needs. Services for both victim-survivors including children and young people and perpetrators are accessible, inclusive, and culturally responsive.
- **Shared responsibility:** Under the leadership of the NSW Government, there is a shared responsibility and accountability to prevent and respond to sexual violence, including through partnerships with communities, the private sector and non-government organisations.
- **Tailored to context:** Through meaningful engagement with relevant stakeholders, services, systems and programs are tailored to the individual, place, community, and context in which they are being delivered. They respond to the environment, population, social dynamics, and risks associated with sexual violence.
- **Evidence-based:** Services, systems and programs draw on and build knowledge and evidence.

## Outcomes

The proposed outcomes for the Sexual Violence Plan are informed by and align with the vision and five pillars of the National Plan, as well as overall improvement to the DFSV service system.

To measure outcomes, improvements to outcome data need to be made. Work to address this will be progressed over the life of both the SV and DFV Plans. As a first step the Plans will seek to align with the National Outcomes and Evaluation Framework and an emphasis will be placed on evaluations and data development strategies (see “System Enablers”).

Pillar	Outcome
Prevention	Public, community and private sectors work together to create structural, cultural and behavioural change to prevent sexual violence.
Early intervention	Sexual violence risks are reduced in key populations and settings.
Response	Mainstream and specialist services are integrated, inclusive and responsive to the needs of all sexual violence victim-survivors and hold perpetrators to account.
Recovery	Victim-survivors are supported in their journey to healing and recovery.
System enablers	Sexual violence prevention and response is coordinated, evidence-based, informed by those with expertise and lived experience, and delivered by a supported and competent workforce.

## NSW Sexual Violence Plan 2022-2027 on a page

<p style="text-align: center;">Vision Vision: All NSW communities are free from domestic, family and sexual violence</p>			
Pillar 1 Prevention	Pillar 2 Early intervention	Pillar 3 Response	Pillar 4 Recovery
<p><b>Outcome</b> Public, community and private sectors work together to create structural, cultural and behavioural change to prevent sexual violence</p>	<p><b>Outcome</b> Sexual violence risks are reduced in key populations and settings</p>	<p><b>Outcome</b> Mainstream and specialist services are integrated, inclusive and responsive to the needs of all sexual violence victim-survivors and hold perpetrators to account</p>	<p><b>Outcome</b> Victim-survivors are supported in their journey to healing and recovery</p>
<p><b>Focus areas</b></p> <ul style="list-style-type: none"><li>Build knowledge and skills of children and young people on safe, respectful and healthy relationships</li><li>Work across settings to build beliefs, attitudes, and norms that promote gender equality and prevent sexual violence</li></ul>	<p><b>Focus areas</b></p> <ul style="list-style-type: none"><li>Implement strategies to reduce workplace sexual harassment</li><li>Deliver targeted interventions to address sexual violence risk factors in high-risk groups and settings</li></ul>	<p><b>Focus areas</b></p> <ul style="list-style-type: none"><li>Increase access to holistic, trauma-informed support for victim-survivors</li><li>Strengthen survivor-centred, trauma informed criminal justice responses</li><li>Increase perpetrator accountability</li></ul>	<p><b>Focus areas</b></p> <ul style="list-style-type: none"><li>Strengthen supports that enable longer-term recovery</li><li>Support recovery initiatives that respond to the experiences of Aboriginal people and communities</li></ul>
<b>System Enablers</b>			
<p><b>Outcome:</b> Sexual violence prevention and response is coordinated and evidence-based, informed by those expertise and lived experience, and delivered by a supported and competent workforce.</p>			
<p>[Note: Outcomes are subject to revision in order to align with the National Outcomes Framework, which is currently under development.]</p>			

# 1

## Primary Prevention

# Pillar 1: Primary Prevention

## What we're already doing

Primary prevention strategies aim to prevent sexual violence before it occurs by working at a population level to address the underlying causes and increase protective factors. Key investments to date by the NSW Government in primary prevention of sexual violence include:

- Improving the economic, social and physical wellbeing of women and girls across NSW through the NSW Women's Strategy.
- Delivering respectful relationships education to all children and adolescents in NSW through the PDHPE curriculum.
- Building community awareness about sexual violence through the state-wide sexual consent campaign 'Make No Doubt'.
- Supporting prevention initiatives under the first National Plan to Reduce Violence Against Women and their Children, including support for Australia's National Research Organisation for Women's Safety (ANROWS) and membership of Our Watch.
- Delivery of prevention projects funded under the Domestic and Family Violence Innovation Fund.

## Focus areas for the next five years

Building on these investments, this plan will strengthen primary prevention of sexual violence through:

- Building knowledge and skills of children and young people on gender-equitable safe, respectful and healthy relationships
- Working across settings to build beliefs, attitudes, and norms that promote gender equality and prevent sexual violence

**Outcome** Public, community and private sectors work together to create structural, cultural and behavioural change to prevent sexual violence

Focus Areas	Actions
Build knowledge and skills of children and young people on safe, respectful and healthy relationships	Implement age and culturally appropriate education in early childhood settings on safe, healthy and respectful relationships that addresses the drivers of gender-based violence
	Review the PDHPE mandatory syllabus to ensure delivery of consistent, age-appropriate education on safe, healthy and respectful relationships, including consent and coercive control as part of NSW Curriculum Reform
	Strengthen delivery of school programs that address respectful relationships, coercive control, and consent education
	Develop resources to assist parents and caregivers in having conversations about in-person and online sexual violence, respectful relationships and consent with children and young people

**Work across settings to build attitudes, norms and behaviours that promote gender equality and prevent sexual violence**

**Expand the Make No Doubt consent campaign**

Progress gender equality under the NSW Women's Strategy 2023-2026 to address the drivers and impacts of sexual violence.

Convene a multi-code coalition of state sporting organisations and peak bodies focused on preventing sexual violence

Partner with local government, business and community organisations to build place-based prevention literacy and capacity

Implement initiatives to tackle street harassment and improve women's safety across public spaces.

Develop and implement a NSW Primary Prevention Strategy to prevent sexual violence

Support co-designed community-based prevention projects, with a focus on targeted funding for projects supporting high priority groups and settings including:

- Aboriginal communities
- Culturally and linguistically diverse communities
- Rural, regional and remote communities
- LGBTIQ+ communities
- Older people
- Young people
- People with disability
- Men and boys



# 2

## Early Intervention

# Pillar 2: Early Intervention

## What we're already doing

Early intervention involves addressing risks for sexual violence victimisation and perpetration among high-risk groups and settings. Continuing investments by the NSW Government in early intervention include:

- Supporting, monitoring and promoting high standards of child safeguarding in NSW, including through introducing the NSW Child Safe Scheme to prevent abuse in child related organisations and create child safe cultures.
- Implementing the NSW Government Framework for the prevention and response to children and young people with Harmful Sexual Behaviours.

## Focus areas for the next five years

This plan will deliver additional activities to reduce sexual violence risks among high-risk groups and settings through:

- Implementing strategies to reduce sexual harassment
- Implementing strategies to address sexual violence risk factors among high-risk groups and settings

### Outcome Sexual violence risks are reduced in key populations and settings

Focus Areas	Actions
Implement strategies to reduce sexual harassment	Partner with the Australian Human Rights Commission to develop and deliver training for high-risk industries in preventing and responding to sexual harassment
	Partner with corporates, organisations and other stakeholders to develop and implement in person and online workplace-specific approaches to reduce sexual harassment
	Implement recommendations of the Respect@Work, National inquiry into sexual harassment in Australian workplaces report including launching a Respect at Work Taskforce focused on reducing sexual harassment and gender-based violence in the workplace
	Implement NSW Mentally Healthy Workplaces Strategy and the Code of Practice: Managing psychosocial hazards at work to support workplaces manage and prevent sexual harassment and sexual assault
	Develop a model policy, associated tools and training resources to prevent and respond to sexual harassment across NSW public sector workplaces

<p><b>Deliver targeted interventions to address sexual violence risk factors</b></p>	<p>Deliver the NSW Health Aboriginal Family Wellbeing and Violence Prevention Program including early intervention activities for Aboriginal and Torres Strait Islander communities that incorporates cultural resilience and promoting healing</p> <p>Implement strategies to prevent and respond to problematic and harmful sexual behaviours by children and young people, including supports for affected children and young people and their families</p> <p>Implement strategies to prevent and respond to the sexual exploitation of children and young people in out-of-home-care</p> <p>Convene roundtables to identify priorities and approaches for strengthening sexual violence prevention and response for groups at elevated risk in person and online including:</p> <ul style="list-style-type: none"> <li>○ Sex workers</li> <li>○ People of diverse sexualities and gender identities</li> <li>○ Rural and remote communities</li> <li>○ People with disability</li> <li>○ People from CALD communities</li> <li>○ Older people</li> <li>○ Young people</li> </ul> <p>Partner with tertiary education sector, including TAFE NSW, to develop and implement whole-of-organisation approaches to sexual violence</p> <p>Implement the Child Safe Scheme to require relevant organisations to implement Child Safe Standards through their systems, policies, and procedures.</p> <p>Support co-designed community-based early intervention projects, with a focus on targeted funding for projects supporting priority groups and settings including:</p> <ul style="list-style-type: none"> <li>○ Aboriginal communities</li> <li>○ CALD communities</li> <li>○ Rural, regional and remote communities</li> <li>○ LGBTIQ+ communities</li> <li>○ Older people</li> <li>○ Young people</li> <li>○ People with disability</li> <li>○ Men and boys</li> <li>○ Technology-facilitated sexual violence</li> <li>○ Reproductive coercion</li> </ul>
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# 3

Response

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# Pillar 3: Response

## What we're already doing

The harmful, pervasive, and life-long impacts of sexual violence require holistic, integrated and trauma-informed service response. We also need to hold perpetrators of sexual violence to account. Key investments by the NSW Government to improve service and system responses to sexual violence victim-survivors and perpetrators include:

- 24 hour telephone and online crisis support for sexual assault victim-survivors.
- Holistic integrated trauma-informed services for sexual assault survivors including clinical and forensic health services, counselling, advocacy, court preparation and support for non-offending family.
- Trauma-informed training for frontline workers on best practice responding to sexual assault.
- Joint response by child protection, police and health to provide a seamless service response to children at risk of significant harm, including child sexual abuse.
- Specialist Child Abuse and Sex Crime Squad within NSW Police to ensure provision of specialist sexual assault response to support Police Area Commands across NSW.
- Improved child protection information exchange to support the safety of children and young people.
- Support to the NSW legal assistance sector to deliver legal and related support services that address instances of sexual assault and support women, children and families to be safe.
- Introduction of measures to better support sexual offence prosecutions, including:
  - use of remote witness facilities and pre-recorded evidence hearings in child sexual offence proceedings;
  - legislative reforms to the rules of evidence and criminal procedure and reforms to consent laws;
  - education program for judges, lawyers and police and providing courts with new jury directions to help juries understand the experiences of sexual offence complainants.
- Delivery of perpetrator interventions including:
  - Sexual offending programs delivered by Corrective Services for adult offenders addressing the individual criminogenic risks and needs of perpetrators;
  - individualised evidence-based trauma informed assessment and treatment for young people aged 10-17 with problematic or harmful sexual behaviour delivered by Youth Justice and NSW Health.

## Focus areas for the next five years

In addition to ongoing support to existing actions, this plan will strengthen response to sexual violence victim-survivors and perpetrators through:

- Increasing access to holistic, trauma-informed support services for key groups
- Strengthening survivor-centred, trauma informed criminal justice responses
- Increasing perpetrator accountability

**Outcome** Mainstream and specialist services are integrated, inclusive and responsive to the needs of all sexual violence victim-survivors and hold perpetrators to account

Focus Areas	Actions
<b>Increase access to holistic, trauma-informed support to victim-survivors</b>	<p>Establish an ‘no wrong door’ integrated entry point to connect victim-survivors with NSW Sexual Assault Services (SAS)</p> <p>Refine first responders’ information and toolkits</p> <p>Implement the NSW Health Sexual Assault Services and New Street Services Access Strategy for People with Disability</p> <p>Build the capacity of specialist and mainstream services to deliver trauma-informed responses to support well-being, healing and recovery for victim-survivors from diverse backgrounds, including co-design with and for:</p> <ul style="list-style-type: none"><li>• Aboriginal victim-survivors</li><li>• CALD victim-survivors</li><li>• LGBTIQ+ victim-survivors</li><li>• Victim-survivors with disability</li></ul>
<b>Strengthen survivor-centred criminal justice responses</b>	<p>Increase the accessibility of the Sexual Assault Reporting Option and educate the community on options for reporting sexual assault to police and police investigation of sexual assault</p> <p>Expand NSW Health Sexual Assault Early Evidence Collection to targeted public hospital Emergency Departments and NSW Health Sexual Assault Services in NSW</p> <p>Develop resources and supports to build the capacity of judicial officers and court staff in identifying and responding to sexual violence, including consent</p> <p>Consider the findings of the research on the experiences of complainants of sexual offences within the criminal justice system conducted by the Bureau of Crime Statistics and Research</p>
<b>Increase perpetrator accountability</b>	<p>Increase the collection of sexual assault offenders DNA through the testing of historical SAIKs and updating internal forensic procedure guidelines</p> <p>Improve information management practices and establish a repository for behavioural and investigative information on a law enforcement only portal</p> <p>Complete state-wide implementation of the Safe Wayz program for children under the age of criminal responsibility with problematic or harmful sexual behaviours</p> <p>Expand New Street therapeutic services for children and young people aged 10 to 17 years who have engaged in harmful sexual behaviours</p> <p>Build the capacity of non-clinical Youth Justice staff in responding to sexual violence</p>

# 4

Recovery

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# Pillar 4: Recovery

## What we're already doing

Healing and recovery from the trauma of sexual violence takes time and victim-survivors require support tailored to their needs and circumstances. Ongoing and recent investments by the NSW Government towards longer-term recovery for sexual violence survivors include:

- Supporting the Kalypi Paaka Mirika healing program that promotes understanding of the impacts of colonisation on intergenerational trauma, grief and loss manifesting in violence, substance misuse and other harmful behaviours and aims to empower Aboriginal families, communities and agencies to work together to reduce the occurrence of violence in Aboriginal communities. This includes the Marla Marla module that aims to support victim-survivors of sexual assault.
- Tailored supports for male adult survivors of child sexual assault and their supporters.
- Piloting support groups for Aboriginal and LGBTQ+ sexual assault survivors.
- Implementing a housing policy which allows priority to be given to survivors of institutional sexual abuse (includes civil claim and redress applicants) and stolen generation survivors.
- Continuing to monitor access to compensation and redress schemes to ensure processes are working effectively for victim-survivors and that redress participants can access social housing.

## Focus areas for the next five years

This plan will contribute to supporting victim-survivors in their recovery through:

- Strengthening supports that enable longer-term recovery
- Supporting recovery initiatives that respond to the experiences of Aboriginal people and communities

**Outcome** Victim-survivors are supported in their journey to healing and recovery

Focus Areas	Actions
Strengthen supports that enable longer-term recovery	<p>Collaborate with aligned Health services (such as mental health, drug and alcohol) to develop holistic and integrated care and support for victim-survivors with complex trauma</p> <p>Implement a state-wide approach to supporting adult survivors of child sexual abuse</p>
	<p>Continue to build the capacity of NSW SAS to respond to the needs of people with disability and Aboriginal communities</p>
	<p>Support the National Mental Health and Suicide Prevention Agreement</p>

Establish healing and recovery supports that respond to the specific needs of Aboriginal people and communities

Support new and extend existing sexual violence healing initiatives designed and led by Aboriginal organisations and communities

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# System Enablers

## What we're already doing

Work undertaken or underway to build coordination, capacity and evidence for sexual violence prevention and response include:

- Development and delivery of training programs to improve NSW service system capacity to respond to adult survivors of child sexual abuse.
- Delivering an eLearning package to build the capacity of frontline workers to provide best practice, inclusive support for people from LGBTIQ+ communities who have experienced sexual assault.
- Increasing the number of doctors and Sexual Assault Nurse Examiners trained to undertake medical forensic examinations for sexual assault victims through the Graduate Certificate in Medical and Forensic Management of Sexual Assault.
- Providing expert advice to doctors and nurses undertaking medical forensic child sexual assault and child physical abuse and neglect examinations via the Child Abuse and Sexual Assault Clinical Advice Line (CASACAL).
- Generating evidence, including supporting the work of ANROWS, to inform action against sexual violence in NSW including building knowledge on:
  - the experience of victim-survivors in the justice system
  - diverse experiences of sexual assault among LGBTIQ+ people, including trans women of colour from CALD backgrounds
  - mental health impacts of sexual violence, including constructions of complex trauma and implications for women's wellbeing and safety from violence, and
  - improving service access to Aboriginal children and young people, and children and young people with disabilities
  - interventions for young people with harmful sexual behaviours.

## Focus areas over the next five years

This plan will contribute to continuing to build systems that support sexual violence prevention and response through:

- Strengthening coordination and collaboration
- Building workforce capacity
- Knowledge and evidence generation

**Outcome** Sexual violence prevention and response is coordinated, delivered by a supported and competent workforce and evidence-based

Focus Areas	Actions
Strengthen coordination and collaboration	Strengthen cross-government coordination of sexual violence portfolio of work

Establish a Women's Safety Commissioner to provide expert advice to government, strengthen cross-government collaboration and advocate on continuing to improve women's safety in New South Wales

Support the establishment of an Aboriginal Women's Advisory Network to provide knowledge and guidance around Aboriginal-led and place-based solutions to address DFSV

Identify opportunities to expand the reach of consultation on sexual violence reform

**Build workforce capacity**

Deliver workforce development activities through Forensic and Medical Sexual Assault Clinicians Australia, inclusive of training resources, mentoring programs and a scholarship program

Launch the Harmful Sexual Behaviours Counsellor Accreditation Scheme (HSBCAS)

Continue to develop and deliver training, tools and resources for the sexual violence sector and generalist workforce in partnership with the Education Centre Against Violence

**Build knowledge on sexual violence and evidence on effective prevention and response**

Support research and knowledge generation on:

- Emerging issues and forms of sexual violence including TFSV, reproductive coercion, slavery including sexual servitude and other emerging issues
- Best-practice approaches for preventing and responding to diverse forms of sexual violence

Support the Australian Government in the implementation of the National Sexual Harassment Research Agenda

Evaluate new programs and initiatives to understand their impact and effectiveness

# Implementation

## Governance

The NSW Domestic, Family and Sexual Violence Board (the Board) will have overarching responsibility and accountability for the implementation of the NSW Sexual Violence and the NSW Domestic and Family Violence Plans. The Board will provide updates to the Minister for Women's Safety and the Prevention of Domestic and Sexual Violence as required.

## Expert input and guidance

To ensure the Sexual Violence Plan is informed by those with lived and other expertise, a number of Advisory bodies will provide ongoing input and guidance into the implementation of the Sexual Violence Plan. These include:

- The NSW Domestic, Family Violence and Sexual Assault Council
- The NSW Domestic and Family Violence and Sexual Assault Corporate Leadership Group
- The Aboriginal Women's Advisory Network.

We will also commit to ongoing consultation with people with lived experience in the implementation of this Plan.

## Monitoring and reporting

Monitoring and reporting will be aligned with the upcoming National Outcomes Framework that is being developed to support the National Plan to End Violence Against Women and Children.

Key outcomes from the NSW Sexual Violence Plan will be measured and reported against targets set out in the National Plan (yet to be developed). All NSW Government reporting obligations to the Commonwealth will be overseen by the Board.

[Glossary of definitions to be inserted]

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