

RESPECT VICTORIA



ANNUAL REPORT 2024-25



Acknowledgement of Country

Respect Victoria acknowledges Aboriginal peoples throughout Victoria as the First Peoples and Traditional Owners and Custodians of the lands and waterways. We pay our respects to their Elders, past and present. We proudly acknowledge the Aboriginal communities throughout Victoria and their ongoing strength in practising the world's oldest living cultures.

We acknowledge the significant and ongoing impacts of colonisation and commit to working alongside First Nations communities to effect change. We recognise the ongoing leadership role of these communities in addressing and preventing family violence and violence against women, and will continue to work in collaboration with First Peoples to eliminate these forms of violence from all communities.

Statement of Commitment to Aboriginal Self-Determination

Aboriginal peoples continue to be impacted by the cumulative effects of individual, institutional and societal violence, colonisation and racism over generations. This has contributed to the severity and disproportionate impact of family violence on Aboriginal women, families and communities to this day, and created the conditions that significantly increase the risks and barriers to accessing support.

Respect Victoria acknowledges that self-determination is the foundation for better outcomes for Aboriginal communities. True self-determination means that Aboriginal peoples and communities are at the centre of approaches to address community experiences of family violence and violence against women. This includes recognising and respecting the inherent strength and diversity of Aboriginal peoples, families and communities across Victoria, and the leadership role of Aboriginal Community Controlled Organisations in violence prevention.

Respect Victoria's work to prevent family violence against Aboriginal peoples and violence against Aboriginal women will be informed by the principles of self-determination set out in *Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families*. We are firmly committed to working in collaboration with Aboriginal Community Controlled Organisations to create a more equitable, respectful and safe community.

Victim survivor acknowledgement

Respect Victoria acknowledges the significant impact of family violence and violence against women on individuals, families and communities, and the strength and resilience of the children, young people and adults who have, and are still, experiencing this violence. We pay our respects to those whose lives were taken, and to their loved ones.

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RESPONSIBLE BODY'S DECLARATION

In accordance with the *Financial Management Act 1994*, I am pleased to present Respect Victoria's Annual Report for the year ending 30 June 2025.

Under section 53 of the *Financial Management Act 1994* the Assistant Treasurer has approved Respect Victoria's financials being included in the accounts of its portfolio department (the Department of Families, Fairness and Housing (DFFH)) from 1 July 2024 to 30 June 2025. For further detail, refer to the DFFH Annual Report (see Disclosure Index).



Professor Kate Fitz-Gibbon

Chair of the Board

24 September 2025

2024-25 FINANCIAL MANAGEMENT COMPLIANCE ATTESTATION STATEMENT

I, Kate Fitz-Gibbon, on behalf of the Responsible Body, certify that Respect Victoria has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



Professor Kate Fitz-Gibbon

Chair of the Board

SECTION 1: YEAR IN REVIEW

OUR VISION

A VICTORIAN COMMUNITY WHERE ALL PEOPLE ARE SAFE, EQUAL AND RESPECTED, AND LIVE FREE FROM FAMILY VIOLENCE AND VIOLENCE AGAINST WOMEN.

OUR PURPOSE

To lead and support evidence-informed primary prevention and be a catalyst for transformational social change.

OUR STRATEGIC PILLARS

1. PREVENTION SYSTEM	2. KNOWLEDGE AND EVIDENCE	3. POLICY AND PUBLIC AGENDA	4. GUIDANCE AND SUPPORT	5. SOCIAL CHANGE
Drive an effective and coordinated primary prevention system	Build and promote primary prevention knowledge and evidence	Keep prevention on the policy and public agenda	Guide effective and impactful primary prevention efforts	Influence community and social change

OUR VALUES

COURAGE	INTEGRITY	LEADERSHIP
We are bold, brave and fearless	We are rigorous, evidence-informed and accountable	We are aspirational, strategic, collaborative and dedicated

Chair's report

On behalf of the Board and team at Respect Victoria, we are pleased to present our 2024-25 Annual Report.

Respect Victoria was established with a clear legislative mandate to drive and sustain quality prevention work across the state so that all Victorians can live free from family violence and all forms of violence against women. This year we have continued to deliver strongly on that mandate. Together with the prevention of family violence sector, government and community partners we have continued to strengthen Victoria's leadership and delivered progress in primary prevention.

The past 12 months saw a period of intense change and uncertainty, including continued global backlash to gender equality, sociopolitical and economic challenges, and the ongoing proliferation of misogynistic messaging online that is having a radicalising impact on boys and men and impacting the safety of Victorian women, girls and gender-diverse people. At the same time, however, we've seen more members of the Victorian community, including men, engaging with the conversation and action of prevention, asking what they can do to be a part of the change.

This year we launched our landmark report *Willing, capable and confident: men, masculinities and the prevention of violence against women*. Building on the Man Box 2024 study conducted in partnership with Jesuit Social Services, this research explores how harmful gender norms shape men's lives. As identified in The Man Box, while most men do not personally agree with the harmful ideas of masculinity that underpin the use of violence, many Australian men still feel the pressure to conform to them. The findings in *Willing, capable and confident* provide a clear evidence base for interventions and opportunities to challenge these pressures and prevent gendered violence.

This evidence became the foundation for our first major campaign aimed primarily at Victorian men, *What Kind of Man Do You Want to Be?* The campaign was developed with input from prevention experts, behaviour change specialists, extensive focus-group testing, and men across the Victorian community. It invites men to engage with the issue of gendered violence by understanding how gender norms can harm them and those around them. Based on the experiences of real Victorian men, the campaign explores harmful gender norms and shares men's experience in making positive changes to create safer, more respectful relationships, families and communities. In June 2025, the campaign was viewed over 16 million times.

Over the last year, our community mobilisation efforts to prevent gendered violence have also continued to grow. Through our statewide leadership of 16 Days of Activism Against Gender Based Violence, we partnered with Safe and Equal and approximately 100 organisations including Victorian councils, Dhelk Dja Partnership Forum members, women's health services and organisations across the specialist family and sexual violence sector. Since 2019, evaluation has shown this initiative strengthens local gender equality and violence prevention initiatives and creates lasting partnerships - between police and councils, frontline services working together, local libraries and local businesses working together to build safer communities. During the 16 Days of Activism, we also hosted the annual Melbourne Walk Against Family Violence and saw a groundswell of over 8,500 Victorians walking in solidarity with victim-survivors and their families to call for action to prevent violence.

In Ballarat we are seeing a powerful evidence-based example of a community rallying together to drive the prevention of violence. We acknowledge the profound loss and trauma that continues to shape this community; the adults, children and young people in Ballarat who continue to experience gendered violence and abuse, and we deeply honour the lives of Samantha Murphy, Rebecca Young and Hannah McGuire – women whose names will forever be part of this movement for change.

Following the announcement of the Ballarat Community Saturation Model to prevent gendered violence in May 2024, we have worked alongside communities, local leaders, advocates and a wide range of organisations and sectors in Ballarat, particularly the specialist family and sexual violence services, to shape the model, building on their deep commitment to prevent gendered violence.

Community participation is essential to the success of this model. We are immensely grateful to the Ballarat community for welcoming us in and co-designing the first prevention initiative of its kind and scale in Victoria.

Our progress in addressing gendered violence is only possible through the wisdom and expertise of lived experience advocates, the dedication of professionals working tirelessly to stem the tide of this violence, the support of government, and the courage of communities who are leading the way. Prevention is a long-term investment, and it is the only way to create lasting safety and equality for all Victorians.

We extend our thanks to the Hon. Vicki Ward and the Hon. Natalie Hutchins in their capacity as Minister for Prevention of Family Violence, and to the Parliamentary Secretary for Men's Behaviour Change, Tim Richardson MP, for their leadership and commitment. We also thank the Premier for recognising prevention as critical to Victoria's future and for her leadership on the 'Changing Laws and Culture To Save Women's Lives' Package which has supported Respect Victoria and the Ballarat community to bring the Community Saturation Model to life.

We are deeply appreciative of our Board, executive and staff – a team unified in their passion and vision for ending family violence and violence against women. Over the last year Respect Victoria has been led by two extraordinary leaders. The Board would like to extend our gratitude to Serina McDuff who served as Acting CEO of Respect Victoria during a pivotal time for our organisation. We thank Serina for her incredible work over this time. During this year we were thrilled to welcome Helen Bolton as CEO of Respect Victoria. Helen's expertise and experience is well known across the family and sexual violence sector, and our Board extend our thanks to Helen for her leadership and commitment stepping into this role.

We are as always grateful to our colleagues from across the spectrum of family violence prevention, early intervention, response and recovery for continuing to generously share their knowledge and expertise with us.

Finally, thank you to our partners – we are always stronger together and we thank you for your partnership and joint commitment to creating a safer Victoria for all. And to every Victorian whose actions, large or small, are contributing to a violence-free future. Together we are building the foundations of lasting change for a Victoria where people are safe, equal and respected.

Professor Kate Fitz-Gibbon

Chairperson

Purpose and functions

Respect Victoria is an independent statutory authority dedicated to the prevention of family violence and violence against women in Victoria. Respect Victoria was established under the *Prevention of Family Violence Act 2018*. Our vision is a Victorian community where all people are safe, equal and respected, and live free from family violence and violence against women.

We are committed to stopping violence from occurring in the first place, by changing the conditions that drive it. We do this by leading and supporting evidence-informed primary prevention across Victoria, and act as a catalyst for transformational social change.

Our evidence-informed primary prevention work includes:

- driving quality, sustained uptake of prevention work across the state
- building knowledge and evidence about what works to prevent violence
- keeping prevention on the policy and public agenda
- supporting social change and educating the community that violence is preventable.

We are an independent voice, with functions, powers and duties enshrined in legislation.

Budget Performance Output Statement

Respect Victoria contributes to reporting on performance measures within the 2024-25 Budget Paper for the Primary Prevention of Family Violence output. This reporting is the responsibility of the Department of Families, Fairness and Housing.

Key initiatives and projects

Driving quality, sustained prevention work across the state

Preventing gendered violence in Ballarat

This past year the Ballarat community and Respect Victoria has laid the foundations for a nation-first model to prevent gendered violence. Following the Victorian Government's announcement of the [Ballarat Community Saturation Model](#) in May 2024, Respect Victoria commenced engagement with the local community. In 2024-25 this included building relationships with more than 100 local organisations, and delivering more than 120 presentations to networks, committees, organisations and stakeholder groups.

A working group of 16 local community members was formed to help develop the model, supported by a series of community conversations with LGBTIQ+ communities, culturally and racially marginalised communities, young people, and men. A standalone process was established in partnership with the Ballarat and District Aboriginal Cooperative to engage young First Nations people in co-design. We also commenced a partnership with Women's Health Grampians to support community co-design conversations with women with disabilities. We launched a public engagement platform to allow members of the Ballarat public to have their say on the model, and partnered with the Ballarat Foundation to establish a community prevention activities fund.

Co-design and community consultation was supported by literature reviews on best-practice prevention interventions, mapping Ballarat's prevention, early intervention and response system, and analysis of population-level data to build a picture of the Ballarat context.

Implementation of the model will begin in the first quarter of 2025-26 and will be supported by a Theory of Change, robust governance, a monitoring, evaluation and learning framework, and targeted support of programs, activities and community actions that address the drivers of gendered violence.

Measuring statewide progress on prevention

Respect Victoria's Statewide Theory of Change for the primary prevention of gendered violence maps short, medium, and long-term outcomes required to enable enduring change. In 2024-25 we worked with a sector-supported Monitoring and Evaluation Advisory Group to translate the Theory of Change into a Statewide Impact Framework with indicators and measures at a systems and individual level. This included assessing the readiness and availability of data to include in the Framework.

To build transparency in our own contributions to statewide change, Respect Victoria has developed an internal outcomes framework and created a dashboard to track this data.

Victoria's progress on preventing violence is currently supported by the [Prevention of Family Violence Data Platform](#). The Data Platform has been structured to mirror the Prevention Domain of the Victorian Government's [Family Violence Outcomes Framework](#). Data sources in the Platform are updated annually, with this year's updated sources including:

- Calls to 1800RESPECT
- Australian Bureau of Statistics' Labour Force Survey
- Australasian Institute of Judicial Administration data on gender diversity amongst judges and Magistrates in Victorian courts
- Workplace Gender Equality Agency's Gender Equality Scorecard
- Victorian Public Sector Commission's People Matter Survey
- Victorian Parliament data on women in Parliament
- Crime Statistics Agency's Family Violence Database
- The Household, Income and Labour Dynamics in Australia Survey.

Informing quality, sustained prevention work

Respect Victoria was established to provide a 'bird's-eye view' of prevention work and to help drive an effective and coordinated system of prevention. In 2024-25 we collaborated with each of the [regional and statewide women's health services](#) to host eleven workshops across the state to map the system of prevention work in Victoria.

Each workshop identified barriers and enablers affecting the impact of local gendered violence prevention efforts. The process revealed shared challenges and priority areas across regions in Victoria – including engaging men in prevention efforts, addressing the impact of [climate change](#), and strengthening and sustaining the prevention workforce. The workshops also demonstrated the depth and breadth of prevention programming underway across the state, enabled by the long-standing backbone support and leadership of women's health services.

In 2022, Respect Victoria launched its [Monitoring, Evaluation and Learning \(MEL\) Toolkit](#), an online resource to help prevention practitioners monitor and evaluate their work. In 2024-25 we continued to present and share the toolkit and other MEL resources like the Data Platform to practitioners across the state. We facilitated a 'MEL in focus' session with evaluation colleagues from across the sector on measuring behaviour change. We also commenced a refresh of the toolkit content, including updated resources and guidance for working with diverse communities, that will launch in the 2025-26 financial year.

In 2024-25 we continued to lead and coordinate a statewide alliance of organisations delivering prevention activities across the community, including:

- the Municipal Association of Victoria, the peak body for Victoria's local councils
- Our Watch, a national leader for the primary prevention of violence against women and their children
- Safe and Equal, the peak body for specialist family violence services in Victoria

- Sexual Assault Services Victoria, the peak body for sexual assault and harmful sexual behaviour services in Victoria
- Women's Health Services Council, representing the leadership of 12 women's health services across Victoria
- Rainbow Health Australia, a program supporting LGBTIQ+ health and wellbeing
- Zoe Belle Gender Collective, a trans and gender diverse-led advocacy organisation in Victoria
- Jesuit Social Services, a social change organisation that leads The Men's Project initiative.

The alliance met throughout the year to focus on key issues, including workforce development, the identification and alignment of shared priorities across the sector, and emerging external trends impacting the prevention landscape.

Building knowledge and evidence about what works to prevent violence

Engaging men in the prevention of violence against women

In 2024-25 we launched [Willing, capable and confident: men, masculinities and the prevention of violence against women](#). It is the second report published from [The Man Box 2024](#), a study of attitudes to manhood and the behaviours of Australian men, led by The Men's Project at Jesuit Social Services and conducted in partnership with Respect Victoria.

Willing, capable and confident explores how men perceive and experience social pressures about what it means to be a man, and how they conform to, navigate, or challenge the harmful expressions of masculinity linked to the use of violence. In doing so, the report identifies opportunities to build men's willingness, capacity and confidence to resist these harmful pressures and engage in actions to prevent violence.

We launched the research alongside the Parliamentary Secretary for Men's Behaviour Change, Tim Richardson MP, with colleagues from across the family violence, men's behaviour change, and gender equality sectors. The research has [informed the development of our What Kind of Man Do You Want to Be? campaign](#), and is a contribution to the collective efforts of practitioners and policy-makers.

Understanding Victorian attitudes towards violence against women

In 2024-25 we progressed secondary analysis of Victorian data from the [2021 National Community Attitudes towards Violence against Women Survey \(NCAS\)](#). Respect Victoria funded ANROWS to collect a greater than normal Victorian sample as part of the national study, which has allowed us to conduct a novel and more complex investigation of how attitudes measured in NCAS play out in Victoria. With the support of the Social Research Centre, we applied statistical methods and models to examine Victorian NCAS data in new ways, with the aim of building a more nuanced understanding of where progress is being made in primary prevention and where more targeted attention is required to expedite further positive change.

This analysis will be captured in two technical papers, which will consider:

- how different clusters of attitudes measured in the NCAS fit together
- what sits under Victoria's NCAS state averages, including where we can see greater polarisation or backlash despite broader positive progress
- which attitudes might have the most influence when targeted.

Draft papers have been reviewed by stakeholders and findings presented to the Victorian Government and Primary Prevention Sector Reference Group. They will be published in 2025-26, with accompanying research translation outputs to ensure key findings are accessible and useful to practitioners and policy-makers.

Preventing image-based abuse between children and young people

The rapid evolution of social media, artificial intelligence (AI) technologies and the online world has implications for how we work to prevent gender-based violence, particularly between children and young people growing up with these technologies. In 2024-25, we partnered with [Body Safety Australia](#) to undertake a joint research project on preventing this abuse.

Drawing on focus group discussions with Body Safety Australia's respectful relationships educators, the project seeks to nuance what we mean when talking about prevention in 'online' spaces. The research explores the role of social media recommender algorithms in contributing to gendered violence, the gendered socialisation of children through digital content, how children talk about risk, harm and culpability in their online behaviours, and the importance of teaching image autonomy from a young age. The research will be published in the 2025-26 financial year.

Sharing prevention knowledge and evidence

Throughout 2024-25, Respect Victoria participated in several research advisory and working groups, and symposia including:

- ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW), led by Monash University and University of Melbourne
- Detecting, Preventing and Responding to Sextortion workshop (RMIT University)
- NCAS Advisory Group (ANROWS)
- Personal Safety Survey Advisory Group (Australian Bureau of Statistics)
- Radicalisation, Misogyny and Young Australians symposium (Office of National Intelligence)
- Our Watch and Rainbow Health Australia (LGBTIQA+ Primary Prevention Framework).

Keeping prevention on the policy and public agenda

Bringing people who use violence into focus

Data relating to how, why and where people use family violence is critical to targeting efforts to prevent this violence. Respect Victoria's [submission to the Parliamentary Inquiry into capturing data on family violence perpetrators in Victoria](#) explored the type of data most useful to guiding prevention efforts. We highlighted the need for a nationally-representative, population-based survey of perpetration behaviours. This data would deepen our understanding of the drivers of gender-based violence, reinforcing risk factors and pathways into prevention.

Respect Victoria also appeared before the public hearings for the inquiry. Our advice and recommendations were reflected in the [final report from the Inquiry](#), which is under consideration by the Victorian Government.

The role of prevention in supporting justice responses to sexual violence

To prevent sexual violence from occurring, escalating, or reoccurring, the justice system's response to this violence must be trauma-informed, safe and effective. Respect Victoria's [submission to the Australian Law Reform Commission Inquiry into justice responses to sexual violence](#) highlighted the role of whole-of-population and cohort-specific primary prevention approaches.

Our submission explored opportunities to harness the justice system to help drive the long-term systemic and cultural change required to eliminate sexual violence. This includes building the knowledge, skills, capabilities and accountability of those working within the system to not only provide safe and effective responses for people experiencing violence and hold people who've used violence to account, but also to take every opportunity to counter myths about sexual violence and challenge harmful attitudes, behaviours and social norms that allow sexual violence to continue.

Prevention priorities for First Nations family safety

Australia's first National Aboriginal and Torres Strait Islander Family Safety Plan ('National Plan'), *Our Ways – Strong Ways – Our Voices* will guide a whole-of-society approach to addressing the unacceptable rates of violence impacting Aboriginal and Torres Strait Islander families, particularly women and children. In addition to participating in consultations to inform the National Plan, Respect Victoria published [key priorities and principles for consideration in the development of this landmark National Plan](#). These priorities include the importance of primary prevention, addressing the impacts of colonisation and systemic racism, self-determination, collaboration and partnership, and First Nations data sovereignty.

Reporting on the progress of prevention

Every three years, Respect Victoria reports to the Victorian Parliament on the progress, trends, outcomes and collective impact of work across Victoria to prevent violence against women and family violence. Throughout the year we worked with government and sector partners to inform the development [of the next report that will be tabled in the Victorian Parliament in late 2025](#), covering activity from the beginning of 2022 to the end of 2024.

We collected data from various sources to inform the report, including an online survey that received over 150 responses, more than 50 key informant interviews and consultations with governance groups and networks, formal data requests to government departments and other data custodians, and a desktop review of significant milestones, program evaluations and publications across the sector.

Working together with government and the family violence sector

Respect Victoria continued to support collaboration, knowledge-sharing, expert advice and governance between and among the family violence sector and the Victorian Government. Alongside Family Safety Victoria, in 2024-25 we co-chaired the Primary Prevention Sector Reference Group. We were also active members of the following groups:

- Dhelk Dja Partnership Forum
- Indigenous Family Violence Primary Prevention Framework Refresh Advisory Group
- Family Violence Reform Advisory Group
- Family Violence Reform Board
- Family Violence Reform Policy Steering Committee
- Primary Prevention Working Group
- Victorian Strategic Alliance on Elder Abuse
- Respectful Relationships Advisory Group
- Inter-Departmental Committee on Workplace Sexual Harassment Non-Disclosure Agreement Reform
- Safe and Equal Prevention Strategy Advisory Group.

To inform and influence prevention policy reform, we undertook bipartisan engagement with Members of Parliament, Commissioners and government departments at both State and Federal levels. We also contributed prevention advice and insights through participating in consultations on topics ranging from the Federal Rapid Review into Prevention Approaches, engaging with men and boys, the development of a national framework for preventing violence against LGBTIQ+ communities, and establishing 'guardrails' for Artificial Intelligence in high-risk settings.

Influencing public conversation

Respect Victoria is a leader in communicating about preventing violence. In 2024-25 Respect Victoria had 262 mentions across local, state and national media outlets. Many of these focused on the Ballarat

Community Saturation Model, the 16 Days of Activism and Walk Against Family Violence, the *What Kind of Man Do You Want to Be?* campaign, and discussions around high-profile cases of gendered violence.

There was also significant uptake from media on the our [‘relationship red flags’ content series](#), with quotes from those pieces regularly added to news articles about gendered violence and relationships.

Media engagement throughout the year focused on building knowledge of the Ballarat Community Saturation Model, making prevention actionable and accessible, and supporting journalists to build a prevention lens into their reporting.

Supporting social change and educating the community that violence is preventable

Encouraging men to reflect on harmful expressions of masculinity

We know that for prevention to work, we need men to be a part of the conversation. In 2024-25, Respect Victoria launched a new campaign aimed at engaging men in the prevention of gender-based violence. [What Kind of Man Do You Want to Be?](#) encourages men to reflect on the social pressures associated with masculinity and consider their role in creating safer, more respectful relationships, families and communities. Drawing on insights from The Man Box study, the campaign features 12 men from across Victoria sharing their personal experiences of navigating harmful gender norms and taking accountability for their actions.

Development of the campaign was informed by extensive sector consultation and expert input from the fields of family violence prevention, communications, and social change. Focus group testing with Victorians helped to refine both the messaging and creative approach.

The campaign commenced with a soft launch over December 2024 and January 2025, followed by a full launch throughout June 2025. It performed strongly across social media, achieving greater reach and engagement than previous Respect Victoria campaigns. The June burst reached over 9 million viewers, with videos viewed over 16 million times, and over 22,000 clicks through to Respect Victoria’s website.

We launched the campaign at events alongside stakeholders, including the Parliamentary Secretary for Men’s Behaviour Change, Jesuit Social Services, the Western Bulldogs Community Foundation, the family violence and prevention sector, and the men featured in the campaign.

What Kind of Man Do You Want to Be? will continue throughout 2025-26. Future phases of the campaign will deepen men’s understanding of the link between rigid gender stereotypes and violence and equip them with tools to challenge these pressures in safe and meaningful ways.

Mobilising Victorians to prevent violence

Across November and December 2024, Respect Victoria once again supported the state’s participation in the global [16 Days of Activism Against Gender-Based Violence](#), a grassroots campaign to end violence against women and girls. Respect Victoria partnered with peak body Safe and Equal to fund organisations to bring the 16 Days of Activism to communities across the state, including:

- 73 local councils across Victoria
- 8 regional women’s health services and their regional prevention partnerships (including health and social services, sporting clubs, businesses, education and training organisations, and other community organisations)
- 1 statewide women’s health service
- 6 Aboriginal community-controlled family violence prevention and legal services.

We supported organisations, workplaces and communities across the state to join the campaign, using the [16 Days of Activism Toolkit](#). The toolkit includes information, tools, resources and campaign assets to help organisations engage in violence prevention.

To commence the 16 Days of Activism, Respect Victoria led the annual [Walk Against Family Violence](#) in the Melbourne CBD. We partnered with content creators to promote the Walk, and on the day over 8,500 Victorians joined the event (the highest attendance to date). The event included speakers, performers and stall holders representing a wide spectrum of survivor advocates and organisations.

The Walk was covered by all major broadcasters, including 10, 9, 7 and ABC, and articles ran in the Herald Sun, AAP and regional press. Media coverage platformed a diversity of spokespeople, including survivor advocates, Women with Disabilities Victoria, She Is Not Your Rehab, Respect Victoria Chair Professor Kate Fitz-Gibbon, and the Minister for Prevention of Family Violence.

Telling the story of prevention

Respect Victoria's communications aim to educate Victorians that violence is a social problem, and the actions they can take as individuals and communities to prevent it. In 2024-25 we focused on collaborative partnerships to expand the depth and reach of our content, including collaborations with artists, comedians, sports professionals, survivor advocates, prevention and men's behaviour change practitioners.

Throughout the year we explored topics including what men can do to prevent violence against women, relationship 'red and green flags,' sexual strangulation, consent, supporting healthier relationships between men and trans women, the social pressure to engage in harmful expression of masculinity, the gender pay gap, and pornography, breaking them down in ways that made them relevant and accessible to individuals.

We also partnered with Women with Disabilities Victoria (WDV) to bring the voices and expertise of women and gender diverse people with disabilities to the front in a social media campaign [Agency, Access and Action](#), a series of 13 short videos exploring respect, ableism, workplace access, dating, fashion and disability pride. We launched the campaign during 16 Days of Activism across Respect Victoria and WDV channels. With one video from the campaign going 'viral,' the campaign videos were viewed over 2.4 million times and generated over 264,000 engagements.

The accessibility and relevance of our content was reflected in the performance and growth of our channels, including:

- our social media audience grew by 42% on the previous year; this amounts to an additional 18,423 followers, compared to 10,878 the previous year
- over half a million engagements on social media (more than double the previous year)
- 355,353 visits to our website by 286,126 unique users, with an average engagement rate of 57.08%
- 664 new mailing list subscribers.

Building a trusted and effective organisation

In 2024-25, the initiatives and projects outlined above were enabled by a strong financial management and governance approach. Respect Victoria continued to deliver business-as-usual finance, corporate services and governance requirements, including activities to fulfil our compliance and regulatory obligations, manage risk, maximise efficiency, and support board effectiveness. Project managers were supported to build their capabilities through quarterly budget and Business Plan review discussions, planning and reporting tools and templates, and information sessions on procurement, risk management, and other key organisational policies and procedures.

SECTION 2: GOVERNANCE AND ORGANISATIONAL STRUCTURE

Respect Victoria's Minister

Respect Victoria is responsible to the Minister for Prevention of Family Violence.

The Hon. Vicki Ward was Minister for Prevention of Family Violence between July 2024 and December 2024, until the Hon. Natalie Hutchins was appointed to the portfolio in December 2024. Along with Prevention of Family Violence, Minister Hutchins is also Minister for Women, Minister for Treaty and First Peoples, and Minister for Government Services.



The Hon. Natalie Hutchins MP
Minister for Prevention of Family Violence

Respect Victoria Board

Respect Victoria is governed by a skills-based board, which comprises eight directors including a Chair. The Board is responsible for the oversight and management of Respect Victoria and for ensuring that it complies with the obligations placed on it as a public sector agency.

The Board met five times during 2024-25.

Board members from 1 July 2024 to 30 June 2025: Kate Fitz-Gibbon (Chair); Nesreen Botttriell; Claudia Fatone; Maxine McKew; Jan Noblett; Steven Roberts; and Hang Vo.

Daphne Yarram was appointed to the Respect Victoria Board by the Governor in Council on the recommendation of the Minister for Prevention of Family Violence in July 2023. She has not been able to take up her position on the Respect Victoria Board.

Profiles of current Board members are available on the [Respect Victoria website](#).

Finance, Audit & Risk Committee

The purpose of the Finance, Audit & Risk Committee is to assist the Respect Victoria Board of Directors to fulfil its governance duties by ensuring that risk and reporting processes (both financial and non-financial) are in place to monitor compliance with all relevant laws, regulations and codes, including the *Financial Management Act 1994* and the Standing Directions.

The Committee met four times during 2024-25.

Committee Members from 1 July 2024 to 30 June 2025: Claudia Fatone (Chair); Nesreen Botttriell; Hang Vo; and Kate Fitz-Gibbon (ex-officio).

Executive People, Performance & Governance Committee

The purpose of the Executive People, Performance & Governance Committee is to assist and advise the Respect Victoria Board of Directors and Chief Executive Officer or delegate on matters relating to the compensation, performance, incentives and remuneration of Respect Victoria Executive staff. The Committee also has an oversight role in supporting and ensuring Board effectiveness.

The Committee met two times during 2024-25.

Committee Members from 1 July 2024 to 30 June 2025: Kate Fitz-Gibbon (Chair); Maxine McKew; and Jan Noblett.

Research & Evaluation Risk Committee

The purpose of the Research & Evaluation Risk Committee was to satisfy the Respect Victoria Board of Directors that research and evaluation investment serves Respect Victoria’s objectives, aligns with its Strategic Plan, and provides clear benefits to the Victorian community, and to ensure that strategic and reputational risks related to the focus of this Committee were identified and adequately managed.

The Committee met once during 2024-25. Following this meeting, the Board agreed to disband the Committee on the basis that the Committee’s functions can be adequately delivered by the Board and the Finance, Audit & Risk Committee.

Committee Members from 30 June 2024 to 13 December 2024 (date of disbandment): Kate Fitz-Gibbon (Chair); Jan Noblett; and Steven Roberts.

Organisational structure

During the reporting period, Respect Victoria comprised three Directorates: Communications & Community Change, Strategy, Policy & Impact, and People, Governance & Operations. These functions were overseen by a Senior Leadership Team led by Chief Executive Officer, Helen Bolton.



SECTION 3: CURRENT YEAR FINANCIAL REVIEW

Operating Statement

The Department of Families, Fairness and Housing (DFFH) provided financial services to Respect Victoria from 1 July 2024 to 30 June 2025.

A financial summary of expenditure for 2024-25 is provided below with 2023-24 provided for comparison.

	2024-25 \$	2023-24 \$
REVENUE		
Output Appropriation	10,014,822	9,583,652
Ballarat Community Saturation Model	2,726,000	-
Total Revenue	12,740,822	9,583,652
EXPENDITURE		
Communications, Engagement, Research and Evaluation	2,648,809	2,894,978
Ballarat Community Saturation Model	2,740,395	-
Salaries and on-costs	6,370,489	5,582,062
Operating Expenses	900,670	895,329
Contract Staff	64,752	201,745
Total Operating Expenditure	12,725,115	9,574,114
NET SURPLUS	15,707	9,538

Table 1: Operating Statement for the year ended 30 June 2025

Financial Performance and Business Review

Respect Victoria has reported a \$15,707 surplus for the financial year to 30 June 2025.

Asset Management Accountability Framework Maturity Assessment

Respect Victoria does not have any assets for the purposes of the Asset Management and Accountability Framework.

Consultancy Expenditure

Consultancies \$10,000 or greater

In 2024-25, there were no consultancies in this category.

Consultancies less than \$10,000

In 2024-25, there were seven consultancies engaged during the year where the total fees payable to the individual consultancy was less than \$10,000. The total expenditure incurred during 2024-25 in relation to these consultancies was \$23,235 (excl. GST).

Information and Communication Technology Expenditure

Information and communication technology expenditure for the 2024-25 financial year totalled \$77,854, a summary of which is shown in Table 2.

Business as Usual expenditure (\$ excl. GST)	Non-Business as Usual Total (\$ excl. GST)	Non-Business as Usual Operational expenditure (\$ excl. GST)	Non-Business as Usual Capital expenditure (\$ excl. GST)
77,854	-	-	-

Table 2: ICT Expenditure

Advertising Expenditure

Advertising \$100,000 or greater

Advertising expenditure relating to Respect Victoria's campaigns with individual costs greater than \$100,000 is detailed in Table 3.

Name of campaign	Campaign summary	Start / End Date	Advertising (media) expenditure (\$ excl. GST)	Creative and campaign development expenditure (\$ excl. GST)	Research expenditure (\$ excl. GST)	Post-campaign evaluation expenditure (\$ excl. GST)	Print and collateral expenditure (\$ excl. GST)	Other campaign expenditure (\$ excl. GST)	Total (\$ excl. GST)
<i>What Kind of Man Do You Want to Be?</i>	This campaign challenges outdated and harmful stereotypes about masculinity and encourages men to reflect on the kind of man they want to be. Drawing on the 2024 Man Box study, the campaign features the voices of 12 men from diverse backgrounds across Victoria, sharing their personal experiences with gendered expectations and how they've worked to redefine masculinity.	Jun 2025 - Jun 2025	Approved: 109,683 Actual: 109,683	Planned: 300,000 Actual: 279,000	Planned: 20,000 Actual: 49,750	Planned: 50,000 Actual*: —	Planned: — Actual: —	Planned: — Actual: —	Planned: 479,683 Actual: 438,433

Table 3: Advertising expenditure valued at \$100,000 or greater

*Campaign ended on 30 June 2025. Evaluation for this campaign will be accounted for in FY2025-26.

Reviews and Studies Expenditure

During 2024-25 there were seven reviews and studies undertaken with a total cost of \$318,537. Details of individual reviews and studies are outlined below.

Name of review/ study	Reasons for review/ study	Terms of reference/ scope	Anticipated outcomes	Estimated cost for the year (\$ excl. GST)	Final cost if completed (\$ excl. GST)	Publicly available (Y/N) and URL
Place-based case studies project	To understand different approaches to place-based primary prevention models targeting different public health issues.	Undertake a case-study review and comparative analysis of place-based prevention initiatives.	Inform design principles for a place-based 'saturation model' for prevention of violence against women.	\$50,000	\$65,000	N
National Community Attitudes towards Violence Against Women Survey (NCAS) Analysis	To explore whether it is possible to use the existing NCAS data to analyse local level attitudes towards gender inequality and violence against women; and what factors might mediate the well-established relationship between attitudes towards gender inequality and attitudes towards violence against women, and to what degree.	Conduct new analysis of the Victorian NCAS data using structural equation modelling and small area estimation statistical techniques.	Inform Victoria's work to prevent violence, including how to improve localised understanding of attitudes related to prevention of violence against women.	\$13,600	\$95,990	Y (To be published in 2025-26)
Political discourse analysis	To measure the ways in which political discourse about family violence and violence against women is changing over time.	To better understand trends and improvements in Australian political discourse about family violence and violence against women, as an indication of political commitment, public sentiment and progress on building shared understanding and momentum towards ending family violence and violence against women.	Inform Respect Victoria's second Three-year report to Parliament in 2025 and future messaging.	\$0	\$35,640	N

Audience Segmentation	To develop a comprehensive and evidence-informed guide to best practice prevention messages that engage the Victorian community in prevention efforts. This guide will be available to all organisations that engage in this work, including Respect Victoria.	To analyse and identify distinct audience segments within Victoria, this project uses a mix of qualitative (i.e. focus groups) and quantitative (i.e. statistical) data.	Identify distinct community groups for more targeted messaging and efficient resource allocation. This approach will enhance engagement, improve campaign effectiveness, and provide valuable insights for future strategies.	\$45,000	N/A – still underway	N
16 Days of Activism 2024 Evaluation	The 16 Days of Activism grassroots funding supported diverse, community-led initiatives across Victoria, empowering local organisations and communities to engage their LGAs and local communities in preventing gender-based violence.	Assess the effectiveness, reach and impact of the 16 Days of Activism grassroots funding program in 2024.	Examine how funded organisations engaged their communities, the types of activities delivered, alignment with campaign objectives and identified lessons for improving future rounds of funding, including equity of access, partnership development and long-term capacity building.	\$45,000	\$45,000	Y (on request)
AI-generated imagery and tech-facilitated abuse in school research project	• To build evidence about risks and protective factors for peer-to-peer gendered harms related to AI-generated images experienced by young people in schools. • To use research findings to nuance policy and practice conversations about primary prevention and digital ecologies. • To test a model of research partnership between Respect Victoria and a practice-oriented sector partner.	A small scoping study, implemented in partnership with Body Safety Australia, which uses findings from focus group discussions with Body Safety Australia staff to explore the implications of growing use of generative AI in the context of tech-facilitated gender-based violence in Victorian schools.	A working paper report from the research, a webinar launch, and proposed further research to explore themes raised in this study in further depth.	\$40,000	N/A – still underway	Y (To be published in 2025-26)

Three-Year Report to Parliament on progress in prevention	Under the <i>Prevention of Family Violence Act 2018</i> , Respect Victoria is required to report to the Victorian Parliament every three years on trends, progress and outcomes in Victoria's collective efforts to prevent family violence and violence against women.	The next report, to be tabled in late 2025, will cover activity between January 2022 and December 2024. To develop the report, Respect Victoria undertook a wide-ranging review and consultation process, which included: key informant interviews; consultations; a practitioner survey; high-level review of published and unpublished reports and evaluations; and analysis of data measures incorporated in the Prevention of Family Violence Data Platform and other sources.	Final report to be tabled in Parliament, launched and published. It will provide a comprehensive picture of the current state of prevention, analysis of current challenges and opportunities, and recommendations to ensure ongoing impact and progress towards preventing gendered violence in Victoria.	\$124,937	N/A – still underway	Y (To be published in late 2025)
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Table 4: Reviews and studies expenditure

SECTION 4: OUR WORKFORCE

Public sector values and employment principles

The *Public Administration Act 2004* established the Victorian Public Sector Commission (VPSC). The VPSC's role is to strengthen public sector efficiency, effectiveness and capability, and advocate for public sector professionalism and integrity. Respect Victoria maintains policies and practices that are consistent with the VPSC's employment standards and provide for fair treatment, career opportunities and the early resolution of workplace issues.

Respect Victoria advised its employees on how to avoid conflicts of interest, how to respond to offers of gifts and how it deals with misconduct. All director appointments in Respect Victoria are only finalised once the appropriate Conflict of Interest and Private Interest declarations have been completed.

Employment and conduct principles

Respect Victoria is an equal opportunities employer and is governed by the relevant legislation including the *Equal Opportunities Act 2010*, Human Rights legislation, the *Gender Equality Act 2020*, and *Fair Work Act 2009*. Respect Victoria is linked with the Gender Equality Action Plan and the Diversity and Inclusion framework developed by DFFH. Respect Victoria abides by the principles of merit and equity in selection and recruitment of staff. Employees have been correctly classified in workforce data collections.

Our people

In 2024-25 Respect Victoria focused on attracting and retaining a highly capable, diverse and specialist workforce, aligned to our organisation's purpose, and led by performance-oriented leaders. We refined and improved our onboarding and induction processes and resources to ensure that new employees get the best start possible at Respect Victoria.

During the year, we continued to deliver on our People Plan 2023 – 2028, including launching a Diversity and Inclusion Action Plan and a Safety, Health and Wellbeing Action Plan. The Diversity and Inclusion Action Plan focuses on six key areas: culturally and racially marginalised people, First Nations peoples, people with disability and neurodiversity, gender equality, LGBTIQ+ communities, and life ages and stages. The Safety, Health and Wellbeing Action Plan focuses on three key areas: employee wellbeing, physical and psychological safety, and injury and emergency management. The two plans are underpinned by the Diversity Council of Australia's research, and safety legislation and best practice respectively. The plans identify initiatives to maintain our safe and inclusive workplace.

We invested in our team's development through a Leadership Development Program for the Respect Victoria leadership team; attendance at key sector conferences; and employee-organised "brown bag" sessions on a range of topics, including primary prevention of sexual violence and harassment on public transport; the Baby Makes 3 program; and the Respect and Connect Healthy Relationships in Schools program.

Respect Victoria is committed to creating a culturally safe environment where everyone can bring their authentic selves to work. Diversity, Equality, and Inclusion is embedded throughout our work. In 2024-25, all employees had the opportunity to participate in training on trans and gender diverse inclusive practice, along with activities for NAIDOC Week, RUOK Day, 16 Days of Activism Against Gender Based Violence, Midsumma Festival, International Women's Day, and National Reconciliation Week. We were recognised externally through the AFR Best Places to Work and the Inspiring Workplaces Awards, and obtained Australian Workplace Equality Index Bronze Accreditation. We also supported young people through the Western Chances program and YES Traineeships.

As part of our commitment to reconciliation, we launched our Innovate Reconciliation Action Plan in December 2024. To continue our focus on social procurement, we also maintained our Kinaway Chamber of Commerce membership and delivered our first ever Social Procurement Framework.

Workforce data

The following table discloses the headcount and full-time staff equivalent (FTE) of all active public service employees of Respect Victoria, employed in the last full pay period in June of the current reporting period (2025) and in the last full pay period in June of the previous reporting period (2024).

		2024-25		2023-24	
		<i>Number (headcount)</i>	<i>FTE</i>	<i>Number (headcount)</i>	<i>FTE</i>
DEMOGRAPHIC DATA	Gender				
	Women/Self Described	31	29.7	28	25
	Men	4	4	6	6
	Not disclosed	1	1	0	0
	Age				
	15-34	8	7.4	9	8
	35-54	20	19.4	22	20
	55+	8	7.9	3	3
CLASSIFICATION DATA	VPS 1-6 grades	32	30.7	30	27
	VPS 1-4	10	9.2	12	10
	VPS 5-6	22	21.5	18	17
	Senior employees	4	4	4	4
	STS	0	0	1	1
	Executives	4	4	3	3
Total Employees		36	34.7	34	31

Table 5: Details of employment levels in June 2025

Note 1: Payroll services are provided to Respect Victoria by DFFH.

The following table discloses the annualised total salary for Respect Victoria senior employees, employed in the last full pay period in June of the current reporting period (2025), categorised by classification. The salary amount is reported as the full-time annualised salary.

Income Band (Salary)	Executives
\$ 240,000 - \$ 259,999	3
\$ 360,000 - \$ 379,999	1
Total	4

Table 6: Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff.

Occupational Health and Safety

We are committed to ensuring all staff and other individuals in the workplace remain safe and healthy at work in accordance with the obligations under the *Occupational Health and Safety (OH&S) Act 2004* and the Occupational Health and Safety Regulations 2007.

Incident management

During 2024-25 there were two notifiable incidents. Notifiable incidents are those which require the OH&S Officer to be informed. Minor changes to practices were implemented arising from lessons learned to mitigate the risk of these incidents reoccurring. In the previous two reporting periods (2023-24 and 2022-23), there were no notifiable incidents recorded.

There were no recorded major incidents during the 2024-25 financial year. This is consistent with the previous two reporting periods (2023-24 and 2022-23), when there were also no major incidents recorded.

SECTION 5: COMPLIANCE DISCLOSURES

Local Jobs First

Respect Victoria is required to apply the Local Jobs First policy in all projects valued at \$3 million or more in Metropolitan Melbourne or for state-wide projects, or \$1 million or more for projects in regional Victoria.

Respect Victoria did not engage in any applicable tenders or projects during the 2024-25 financial year.

Disclosure of Major Contracts

Respect Victoria did not enter into any contracts greater than \$10 million in value.

Freedom of Information

The *Freedom of Information Act 1982* allows the public a right of access to documents held by Respect Victoria.

An applicant has a right to apply for access to documents held by Respect Victoria. This comprises documents both created by Respect Victoria or supplied to Respect Victoria by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes. Information about the type of material produced by Respect Victoria is available on the [Respect Victoria website](#) under its Part II Information Statement.

The Act allows Respect Victoria to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include: cabinet documents; some internal working documents; law enforcement documents; documents covered by legal professional privilege, such as legal advice; personal information about other people; information provided to a Respect Victoria in-confidence; and information that is confidential under another Act.

All applications are assessed according to the timelines outlined in the Act.

If an applicant is not satisfied by a decision made by Respect Victoria, under section 49A of the Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

Making a request

Freedom of information requests can be made using the options available on our website. An application fee applies. Access charges may also be payable if the document pool is large, and the search for material is time consuming.

When making a Freedom of Information request, applicants should ensure requests are in writing, and clearly identify what types of material/documents are being sought.

Requests for documents in the possession of Respect Victoria should be addressed to:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

Freedom of Information statistics and timeliness

During 2024-25, Respect Victoria did not receive any Freedom of Information applications. There were also no decisions reviewed by the Office of the Victorian Information Commissioner or the Victorian Civil and Administrative Tribunal.

Further information

Further information regarding the operation and scope of Freedom of Information can be obtained from the Act, regulations made under the Act, and [ovic.vic.gov.au](https://www.ovic.vic.gov.au).

Compliance with the *Building Act 1993*

Respect Victoria does not own or control any government buildings and is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

Compliance with the *Public Interest Disclosures Act 2012*

The *Public Interest Disclosures Act 2012* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Respect Victoria does not tolerate improper conduct by employees, nor the taking of reprisals against those who come forward to disclose such conduct. It is committed to ensuring transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Respect Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

Respect Victoria is not a public body able to receive public interest disclosures under the Act. Disclosures about Respect Victoria or any of its employees and/or officers should be made directly to:

Independent Broad-based Anti-Corruption Commission (IBAC)
Assessment and Review Unit
GPO Box 24234
MELBOURNE VIC 3001
Telephone: 1300 735 135
Website: www.ibac.vic.gov.au

Protected disclosures statistics

During 2024-25, no disclosures were made by an individual to Respect Victoria and notified to the Independent Broad Based Anti-Corruption Commission.

Compliance with the *Carers Recognition Act 2012*

Respect Victoria has taken all practical measures to comply with its obligations under the Act. These include promoting the principles of the Act to people in care relationships; ensuring our employees have an awareness and understanding of the care relationship principles set out in the Act; and considering the care relationships principles set out in the Act when setting policies.

Compliance with the *Disability Act 2006*

Respect Victoria acknowledges the importance of strengthening the rights of people with a disability and is committed to creating and maintaining an accessible and inclusive environment for all people with a disability. Respect Victoria offers additional supports to individuals with a disability, which is promoted within position descriptions in our recruitment advertisements, and as part of our recruitment and onboarding processes.

Disclosure of Emergency Procurement

In 2024-25, Respect Victoria did not activate Emergency Procurement on any occasions.

Disclosure of social procurement activities under the Social Procurement Framework

The Social Procurement Framework governs how the Victorian Government undertakes social procurement.

The framework applies to the procurement of all goods, services and construction undertaken by, or on behalf of, entities subject to the Standing Directions 2018 under the *Financial Management Act 1994*.

Respect Victoria leverages its buying power to deliver social, economic and environmental outcomes benefiting the Victorian community, the economy and the environment — above and beyond the goods and services procured.

Social Procurement Framework

Respect Victoria's Social Procurement Strategy prioritises the following Social Procurement Framework objectives:

- Sustainable Victorian social enterprises and Aboriginal business sectors
- Women's equality and safety.

Social procurement achievements

During 2024-25, Respect Victoria:

- Engaged Aboriginal business sectors and made a total spend of \$111,986 with certified Aboriginal businesses and organisations. This targeted procurement supports the growth and sustainability of Aboriginal enterprises, strengthens community-led economic participation, and contributes to broader reconciliation outcomes.
- Predominantly engaged women and women-led businesses as part of its commitment to advancing gender equity and promoting the economic empowerment of women. This approach not only aligns with Respect Victoria's core objective of preventing family violence and violence against women, but helps to foster women's financial independence, build capacity within women-owned enterprises, and strengthen women's safety through economic participation.

Procurement Complaints

Respect Victoria does not have its own procurement complaints management system, and reporting on procurement complaints is managed by the Department of Families, Fairness and Housing.

Additional Agency Information Available on Request

In compliance with the requirements of the Standing Directions of the Assistant Treasurer, details in respect of the items listed below have been retained by Respect Victoria and are available on request, subject to the provisions of the *Freedom of Information Act 1982* and any other relevant laws and Respect Victoria policies.

- a) a statement that declares that the declaration of pecuniary interests has been duly completed by all relevant officers
- b) details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- c) details of publications produced by the entity about itself, and how these can be obtained
- d) details of changes in prices, fees, charges, rates and levies charged by the entity
- e) details of any major external reviews carried out on the entity
- f) details of major research and development activities undertaken by the entity
- g) details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
- h) details of the major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services
- i) details of assessments and measures undertaken to improve the occupational health and safety of employees
- j) a general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes
- k) a list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved
- l) details of all consultancies and contractors including:
 - i. consultants/contractors engaged
 - ii. services provided
 - iii. expenditure committed to for each engagement.

The information is available on request from:
Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

APPENDIX 1: DISCLOSURE INDEX

Respect Victoria's Annual Report is prepared in accordance with all relevant Victorian legislation and pronouncements. This index has been prepared to facilitate identification of Respect Victoria's compliance with statutory disclosure requirements.¹

Respect Victoria's compliance with some disclosure requirements (FRD8; FRD15; FRD22; FRD24) are fulfilled via inclusion in the DFFH Annual Report and are therefore marked "See DFFH" in the table below. Likewise, as Respect Victoria's accounts are included in DFFH's Financial Statements, these disclosures are not listed in the table below.

Legislation	Requirement	Page
Charter and purpose		
FRD22	Manner of establishment and the relevant Ministers	9, 16
FRD22	Purpose, functions, powers and duties	9
FRD8	Departmental objectives, indicators and outputs	9
FRD22	Key initiatives and projects	9 – 15
FRD22	Nature and range of services provided	9 – 15
Management and structure		
FRD22	Organisational structure	17
Financial and other information		
FRD8	Performance against output performance measures	See DFFH
FRD8	Budget portfolio outcomes	See DFFH
FRD10	Disclosure index	31 – 33
FRD12	Disclosure of major contracts	27
FRD15	Executive officer disclosures	See DFFH
FRD22	Employment and conduct principles	24
FRD22	Occupational health and safety policy	26
FRD22	Summary of the financial results for the year	18

¹ References to FRDs have been removed from the Disclosure Index if the specific FRDs do not contain requirements that are in the nature of disclosure.

FRD22	Significant changes in financial position during the year	18
FRD22	Major changes or factors affecting performance	18
FRD22	Subsequent events	See DFFH
FRD22	Application and operation of <i>Freedom of Information Act 1982</i>	27
FRD22	Compliance with building and maintenance provisions of <i>Building Act 1993</i>	28
FRD22	Statement on National Competition Policy	See DFFH
FRD22	Application and operation of the <i>Public Interest Disclosure Act 2012</i>	28
FRD22	Application and operation of the <i>Carers Recognition Act 2012</i>	29
FRD22	Details of consultancies over \$10,000	18
FRD22	Details of consultancies under \$10,000	18
FRD22	Disclosure of government advertising expenditure	20
FRD22	Disclosure of ICT expenditure	19
FRD22	Reviews and studies expenditure	21 – 23
FRD22	Statement of availability of other information	30
FRD22	Asset Management Accountability Framework (AMAF) maturity assessment	See DFFH
FRD22	Disclosure of emergency procurement	29
FRD22	Disclosure of social procurement activities under the Social Procurement Framework	29
FRD22	Disclosure of procurement complaints	30
FRD24	Environmental reporting	See DFFH
FRD25	Local Jobs First	27
FRD29	Workforce data disclosures	25
SD5.2	Specific requirements under Standing Direction 5.2	5
Compliance attestation and declaration		
SD 5.4.1	Attestation for compliance with Ministerial Standing Direction	5

SD 5.2.3	Declaration in report of operations	5
Legislation		
<i>Freedom of Information Act 1982</i>		27
<i>Building Act 1993</i>		28
<i>Public Interest Disclosure Act 2012</i>		28
<i>Carers Recognition Act 2012</i>		29
<i>Disability Act 2006</i>		29
<i>Local Jobs Act 2003</i>		27
<i>Financial Management Act 1994</i>		5