RESPECT VICTORIA



ANNUAL REPORT 2025-26

VICTORIA

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 Aboriginal communities throughout Victoria and their ongoing strength in practising the world's oldest living cultures. We recognise the significant and ongoing impacts of colonisation and commit to working alongside First Nations communities to effect change.

Statement of commitment to Aboriginal self-determination

The cumulative effects of individual, institutional and societal violence, colonisation and racism over generations continue to harm Aboriginal peoples. 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.

We recognise the ongoing leadership role of Aboriginal communities and organisations in addressing and preventing family violence and violence against women, and will continue to work in collaboration with First Peoples to eliminate this violence.

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 family violence and violence against women. This includes recognising and respecting the strength and diversity of Aboriginal peoples, families and communities across Victoria, and the leadership role of Aboriginal Community Controlled Organisations in violence prevention.

Telling the truth about Victoria's past and making agreements about how we move forward are key to self-determination and ensuring a more just future for Aboriginal peoples. Respect Victoria supports the recommendations of the Yoorrook Justice Commission and Treaty between First Peoples and the Victorian Government. Respect Victoria's work to prevent family violence against Aboriginal peoples and violence against Aboriginal women is 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.

Lived experience acknowledgement

Respect Victoria acknowledges the significant impact of family violence, violence against women and all forms of gendered violence on individuals, families and communities. We recognise 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. We keep at the forefront in our minds all those who have experienced gendered violence and abuse, and for whom we undertake this work.

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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 2026.

Under section 53 of the *Financial Management Act 1994* the Minister for Finance 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 2025 to 30 June 2026. For further detail, refer to the DFFH Annual Report (see Disclosure Index).



Claudia Fatone
Chair of the Board
23 September 2026

2025-26 FINANCIAL MANAGEMENT COMPLIANCE ATTESTATION STATEMENT

I, Claudia Fatone, 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.



Claudia Fatone
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

Drive an effective and coordinated primary prevention system

2. KNOWLEDGE AND EVIDENCE

Build and promote primary prevention knowledge and evidence

3. POLICY AND PUBLIC AGENDA

Keep prevention on the policy and public agenda

4. GUIDANCE AND SUPPORT

Guide effective and impactful primary prevention efforts

5. SOCIAL CHANGE

Influence community and social change

OUR VALUES

COURAGE

We are bold, brave and fearless

INTEGRITY

We are rigorous, evidence-informed and accountable

LEADERSHIP

We are aspirational, strategic, collaborative and dedicated

Chair's report

Gendered violence, including family violence and violence against women, is a national emergency that is entirely preventable. In Victoria, Respect Victoria is committed to embedding prevention across every place and space where we live, work, learn and play. This includes ensuring that communities have the skills, tools and capabilities they need to build safer societies.

In the past year, Respect Victoria has walked alongside communities to support their prevention efforts. We have explored what is working in primary prevention across the state, and where we need to focus future efforts to make Victoria safer for everyone.

Two things have remained very clear as we have progressed this work: Victoria has solid foundations on which to continue to build impactful gendered violence prevention efforts, and communities across the State care about and want to prevent such violence.

However solid our foundations are, it is critical that we maintain the momentum that organisations and successive governments have built. Our Three-Yearly Report to the Victorian Parliament, *Maintain the Momentum,* describes in detail how important and interconnected primary prevention efforts are. LGBTQIA+, disability, First Nations, multicultural and broader prevention organisations have made great strides to make Victorians safer, but they need greater surety of funding amounts and timeframes to do so. Further, community-led prevention that is evidence based and tailored to place is showing us what it truly means when we say everyone has a role to play in preventing violence.

In Ballarat, we have entered the second year of the Respect Ballarat model – an evidence-informed, place-based model to intervene early and ultimately prevent gendered violence across the city. Programs and initiatives, led by community, in community have been funded to support prevention work with men, children and young people, and leaders. We have established a Local Advisory Group and Local Impact Group to coordinate activities, and Respect Victoria is supporting training and capacity building so that gendered violence prevention is embedded across the city. Respect Ballarat is already yielding valuable lessons that are being shared with other communities interested in place-based prevention approaches. We are building capacity and capability across funded projects and the city more broadly so that activities are evaluated and fed into a united Monitoring, Evaluation and Learning framework, which will show how we are progressing in our journey towards lowering rates of gendered violence over ten years.

Through Respect Victoria's statewide engagement work, we have seen the 16 Days of Activism Against Gender-Based Violence go from strength to strength, with more communities taking part in events. The annual Walk Against Family Violence attracted a record-breaking 10,800 people, showing that Victorians are genuinely concerned about and engaged in preventing and responding to gendered violence.

The year also saw the roll-out of two co-created social change campaigns. *What Kind of Man Do You Want to Be?* was the product of two years of research and work with men from across the state, including work with multicultural communities to bring to life stories of real Victorian men navigating social pressures of masculinities. Based on the Man Box quantitative data from 2024, conducted by Jesuit Social Services, and using insights from its qualitative companion, *Willing, Capable and Confident*, independent evaluation has already shown that the campaign has reached millions of Victorian men, many with high endorsement of Man Box rules, and that the message of the campaign is prompting them to reconsider these rules.

Love You Queerly, a collaboration with the Zoe Belle Gender Collective, has sent messages of love and support to Victoria's queer community, particularly the trans community who face disproportionately high rates of violence.

While our community engagement and social change work is critical, so too is our need to have an eye to new frontiers in prevention. Our research and knowledge translation efforts have focused on two areas:

social norms and their role in shaping prevention efforts, and technology facilitated harms and how we can effectively apply public health approaches to decreasing such harms.

Through an analysis of a boosted sample for the National Community Attitudes towards Violence against Women Survey (NCAS), Respect Victoria has developed a deeper understanding of the high impact attitudes that are essential for prevention practice to challenge – this work will be released in the first part of the 2026-27 year. As part of Respect Ballarat, we have also worked with the Social Research Centre and Roy Morgan Research to develop and implement a longitudinal survey to track behavioural norms over time in the city. Complementing this work, we have forged partnerships with the Western Bulldogs Community Foundation, Ballarat North Neighbourhood House and Ballarat City Council to support them conducting qualitative explorations of social norms in their work and with the communities they serve.

In the technology space, we have partnered with Body Safety Australia to develop *Your Image Belongs to You*, a qualitative exploration with Body Safety Australia's educators that focuses on image autonomy and what this means for online harms, and harm reduction. Partnering with the e-Safety Commission we also held a national symposium to investigate technology facilitated gender-based violence and where the opportunities for prevention lie.

All of this work is not only serving Victoria's efforts, but also contributing to the national efforts to end gendered violence. On behalf of the Board of Respect Victoria, I am pleased to present our Annual Report. I would like to thank outgoing Respect Victoria Chair, Professor Kate Fitz-Gibbon, and outgoing Board members Maxine McKew and Professor Steven Roberts for their exceptional leadership, stewardship and commitment to Respect Victoria throughout their terms. The Board would also like to extend our sincere thanks to the Respect Victoria CEO, Helen Bolton, and staff team; partners; and the communities who have allowed us to walk alongside them in making Victoria safer.

We also extend our thanks to The Hon. Natalie Hutchins, The Hon. Ingrid Stitt, and The Hon. Melissa Horne in their capacity as Minister for Prevention of Family Violence during 2025-26, and to The Hon. Tim Richardson in his capacity as Parliamentary Secretary for Men's Behaviour Change during 2025-26, for their leadership and commitment. Respect Victoria is supported by the Department of Families, Fairness and Housing, and we acknowledge the Secretary and staff.

Gendered violence, including family violence and violence against women is preventable. Respect Victoria remains committed to playing our role in ensuring a Victorian community where all people are safe, equal and respected and live free from family violence and violence against women.

Claudia Fatone

Chair of the Board

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.

Performance against output performance measures

Respect Victoria contributes to reporting on performance measures within the 2025-26 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

Respect Ballarat

Named through a community survey conducted in mid-2025, Respect Ballarat (formerly the Ballarat Community Saturation Model) has transitioned from research, planning and community consultation into implementation.

September 2025 marked the launch of the new name, the first grant round, and a commitment to establishing the Respect Ballarat Fund: a partnership with the Ballarat Foundation that aims to secure philanthropic funding to ensure long-term investment.

This launch also provided an opportunity to announce the priority people and places that had been identified through community consultation and mapping. Refining these priorities determined the implementation direction and focused Respect Victoria's investment.

Respect Ballarat priority people and places

People:

- Children and young people
- Men
- New parents (particularly new fathers)
- Leaders (established and emerging)

Places:

- Early years
- Community sport
- Education
- Workplaces

In early 2026, the first Respect Ballarat grant round invested $1 million into prevention activity, building on existing initiatives, innovating in new areas, and providing opportunities to foster relationships, coordination and concentration for impact. A second grant round delivered an additional $4 million into primary prevention and early intervention activities in Ballarat, with over 20 initiatives now announced.

Implementation of Respect Ballarat is informed by Dr. Lara Fergus' original evidence review. This year, Respect Victoria has established a Local Advisory Group to provide strategic oversight of the initiative, as well as a Local Impact Group (LIG). The LIG comprises representatives from the funded projects and provides opportunities for them to build skills, confidence and resources in the prevention of gendered violence. The LIG also provides opportunities to partner and coordinate investment to extend reach and impact.

Respect Victoria's backbone role ensures implementation of evidence-informed prevention practice, coordination of investment for impact and comprehensive evaluation, and learning along the way. Strong monitoring and evaluation foundations include:

- a Theory of Change
- a Monitoring and Evaluation Framework
- monitoring infrastructure to support grantee organisations to capture data and learnings
- a population-wide longitudinal survey measuring shifts in attitudinal and behavioural norms.

Design and early implementation of complementary research initiatives started in 2026, including community partner-led qualitative enquiry into what can shift social norms to support prevention in Ballarat.

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 for 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. Building on that work in 2025-26, we have developed a data maturity map, and we are on track to expand data sources in the 2026-27 financial year.

Respect Victoria has also advanced the next phase of data collection for its internal outcomes framework, increasing transparency of our contributions to prevention efforts across Victoria and more widely. Respect Victoria continues to participate in forums and advisory groups, including a panel at New South Wales' Department of Communities and Justice 'Primary Prevention Evidence to Action Exchange' in October 2025, and ongoing participation on the New South Wales Evaluation Advisory Group, Primary Prevention Strategy.

Victoria's progress on preventing violence continues to be supported by the Prevention of Family Violence Data Platform, structured to mirror the Prevention Domain of the Victorian Government's Family Violence Outcomes Framework.

Informing quality, sustained prevention work

Drawing from the 2024-25 workshops with regional and state women's health services, Respect Victoria has developed a map of the system of prevention work across Victoria. In 2025-26, Respect Victoria developed an online searchable database of all prevention practices across the state. This will be launched in the 2026-27 financial year.

The Monitoring, Evaluation and Learning (MEL) Toolkit is currently undergoing its first significant update and expansion since 2022. This online resource helps prevention practitioners monitor and evaluate their work; the update will provide greater detail for practitioners seeking to capture incremental change.

In 2025-26 Respect Victoria has continued to provide monitoring and evaluation advice and support across the sector. This included facilitation of Sport and Recreation Victoria's Safe and Inclusive Sport: Preventing Gender-Based Violence Community of Practice event and a second 'MEL in focus' session with evaluation colleagues in Ballarat.

In 2025-26 Respect Victoria 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 Network, representing the leadership of 12 women's health services across Victoria
- Rainbow Health Australia, a program supporting LGBTIQA+ 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.

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 evidence and external trends impacting the prevention landscape.

Building knowledge and evidence about what works to prevent violence

Understanding primary prevention in online settings

In 2025-26, Respect Victoria focused considerable attention on progressing conversations about primary prevention and how gendered drivers of violence – and actions to address them – play out in online interactions and digital technologies. We identified that there is still limited evidence about primary prevention of technology facilitated gender-based violence (TFGBV), and effective online or digital primary prevention practice, despite much-needed increased research about prevalence, presentation and responses to TFGBV in Australia and internationally.

This included release of *Your Image Belongs to You*, a research report produced in partnership with Body Safety Australia. This 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. *Your Image Belongs to You* was launched with an online panel discussion and webinar attended by 200 participants in November 2025.

Respect Victoria worked closely with the Gender and Safety team at the eSafety Commissioner to design and facilitate a forum about primary prevention of TFGBV in April 2026, bringing together researchers, policy makers and prevention practitioners. The forum included presentations about existing research and practice evidence, examples of promising practice, and opportunities to use policy mechanisms and government coordinating functions to progress shared efforts. Participant feedback was overwhelmingly positive with Respect Victoria thanked for important thought-leadership on these issues.

Understanding how changing social norms helps to prevent gendered violence

The role of social norms in primary prevention effectiveness is under-researched internationally. However, these collective understandings about valued and acceptable attitudes and behaviours are well-understood to be critical in behaviour change efforts. In 2025-26, Respect Victoria embarked upon

research to build new understanding of how social norms can be shifted through prevention efforts, including through the Respect Ballarat longitudinal study and qualitative social norms research (described above). Progressive findings from these studies will be released in coming years and will inform a more nuanced picture of effective mechanisms of change to prevent gendered violence in Victoria and Australia.

Sharing prevention knowledge and evidence

Throughout 2025-26, Respect Victoria participated in several research advisory and working groups, conferences and symposia including:

- ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW), led by Monash University and University of Melbourne
- Research presentations and panel events at PreventX (Safe and Equal)
- NCAS Advisory Group (ANROWS)
- Personal Safety Survey Advisory Group (Australian Bureau of Statistics)
- Radicalisation and Extremism symposium (Office of National Intelligence)
- LGBTIQA+ Primary Prevention Framework (Our Watch and Rainbow Health Australia).

Several research and knowledge translation outputs authored by Respect Victoria in 2025-26 will be released in early 2026-27, pending government approvals. These include a working paper examining 'harm reduction' as it applies to preventing gendered violence online, and outputs from Respect Victoria's analysis of 2021 Victorian NCAS data.

Keeping prevention on the policy and public agenda

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 our second Three Yearly Report, *Maintain the Momentum*, tabled in the Victorian Parliament in December 2025. This report covers activity from the beginning of 2022 to the end of 2024 and makes 15 recommendations to safeguard existing progress and drive prevention work forward.

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.

The report found Victoria's primary prevention efforts are working; more people than ever are involved in the cause and, together, we have made significant progress towards breaking the cycle of violence. But there is much more work to do. The report highlights emerging and escalating challenges including:

- the rise of online misogyny which is radicalising boys and men
- the weaponisation of new technologies such as generative artificial intelligence to harass and abuse women, trans and gender diverse people
- shifting social norms about gender, sex and relationships spurred in large part by increasingly violent pornography, which is easily and regularly accessed by children and young people
- intensifying global backlash against gender equality, rising inequality and economic instability.

In response, the report identified and explored eight key themes, making corresponding recommendations to guide future government investment and action and galvanise the sector for impact.

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 and primary prevention sectors and the Victorian Government. Alongside Family Safety Victoria, in 2025-26 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
- 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 Victorian parliamentary inquiry into anti-LGBTIQA+ Hate Crimes and the National Inquiry into the relationship between domestic, family and sexual violence and suicide, to legislating a stand-alone offence for coercive control, the use of non-disclosure agreements in workplace sexual harassment cases, and Victoria's Primary Prevention of Elder Abuse Framework.

Shaping public discourse

In 2025-26, Respect Victoria had more than 200 mentions across local, state and national media outlets, with the majority of this engagement focusing on the 16 Days of Activism and Walk Against Family Violence, as well as Respect Ballarat funding announcements and project implementation.

The *What Kind of Man Do You Want to Be?* campaign has solidified our positioning as experts in the men and masculinities space in national and statewide media. This work also prompted longer-form coverage of campaign participants' stories and gendered social pressures from ABC and SBS. The launch of the multicultural phase of the campaign gained good traction across in-language radio and news outlets, including SBS Cantonese.

There was strong coverage of the *Your Image Belongs to You* report, contributing to the ongoing national conversations about online safety and technology-facilitated abuse.

Our regional media presence has grown across the state, and our strong relationships with the Ballarat media are proving to support a prevention lens being applied across the region.

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 2025-26, Respect Victoria continued to run *What Kind of Man Do You Want to Be?*, the campaign encouraging 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 first phase of the campaign features 12 Victorian men sharing their personal experiences of navigating harmful gender norms and taking accountability for their actions.

Another burst of paid campaign activity was in market from October 2025 until June 2026. The campaign achieved 12.75 million impressions across digital and substantial reach, with more than one in four Victorians (27%) recalling seeing or hearing the campaign. Paid search for the campaign also generated over 11,500 site visits, with men's mental health and relationship themes driving strongest engagement.

In March 2026, Respect Victoria extended the campaign to feature 14 Victorian men from Mandarin, Cantonese, Vietnamese, Punjabi and Arabic-speaking backgrounds. Their personal reflections on healthy masculinity comprise in-language video stories, and supplementary web content in-language with English translations to foster meaningful conversations within multicultural communities. This phase was co-designed with multicultural communities and developed with specialist support from Polaron Connect.

On YouTube – the primary channel selected to engage in-language audiences – the multicultural extension received 1.6 million impressions with a high 93% view-through rate.

The multicultural phase of the campaign was formally launched at an event with 180 attendees, including the then-Minister for Prevention of Family Violence and Multicultural Affairs, and representatives from Jesuit Social Services, The Man Cave, Our Watch, InTouch, IndianCare, Monash University, and LaTrobe University.

The then-Minister for Prevention of Family Violence Ingrid Stitt said, *"Preventing violence against women starts with conversations about what it means to be a man. Not everyone's experience of masculinity is the same. This campaign centres the voices of men from multicultural communities, sharing their stories and experiences in their own languages."*

What Kind of Man Do You Want to Be? will continue throughout 2026-27. 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 2025, 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:

- 78 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)
- 3 statewide women's health services
- 13 Safe and Equal members
- 5 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 10,800 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 SBS 10, 9, 7 and ABC, as well as ABC Radio, 3AW, and regional press. Media coverage platformed Walk speakers as spokespeople, including:

- survivor advocates

- Djirra CEO, Antoinette Braybrook AM
- Victorian Commissioner for LGBTIQA+ Communities, Joe Ball
- AMES Prevention of Violence Against Women Programs Manager, Anu Krishnan
- then-Respect Victoria Chair, Professor Kate Fitz-Gibbon
- then-Minister for Prevention of Family Violence, Natalie Hutchins.

On 26 January 2026, Respect Victoria launched a new trial campaign at AAMI Park, one of the state's premier sporting venues. Building on the success of the *Respect Is...* messaging from the 16 Days of Activism, *Respect Is a Safe Event* delivers positive prevention messages across bathrooms and common areas at the stadium. The trial installed 187 posters across the venue, with foot traffic to date delivering an estimated 484,000 views.

The trial expands Respect Victoria's established work in challenging sexism in sport, asking fans to reflect on how respect, safety and equality make for a better experience for everyone. The campaign has the potential to be adapted to other venues and events.

Also in January, Respect Victoria and Zoe Belle Gender Collective collaborated on *Love You Queerly*, an activation at Midsumma Carnival (120,000 attendees). This interactive installation invited Midsumma attendees to leave messages of love and support to trans and gender diverse people and reflect on the importance of allyship and community care.

Communicating prevention across the state

Respect Victoria's communications aim to support Victorians to recognise violence and understand the factors that drive and reinforce it, as well as the actions they can take as individuals and communities to prevent it.

In 2025-26, complementing the *What Kind of Man Do You Want to Be?* campaign, content across our website and social media had a strong focus on healthy masculinities, challenging gendered social pressures, and inviting men to engage with these ideas in different settings like local sports, online, and entering fatherhood.

This focus, reinforced by strategic content partnerships – including with survivor advocates, sports professionals and prevention and men's behaviour change professionals – has resulted in a meaningful shift in our social media demographic data.

We also continued to explore the drivers and reinforcing factors of violence, with a strong theme of identifying patterns of coercive control, and abuse facilitated by technology. We revisited these topics across web and newsletter content, social media images and video, exploring nuances to suit a variety of user journeys.

We produced a video series to support *Maintain the Momentum*, bringing the work and impact of key case studies in an accessible and engaging format to audiences that typically would not interact with formal long-form publications. Combined, the six videos gained more than 68,000 views across platforms. The series' strong performance enabled four content partnerships, reinforcing the work within the sector and extending reach and credibility.

Following the success of the *Love You Queerly* activation, Zoe Belle Gender Collective and Respect Victoria collaborated further on a video series expansion. The *Love You Queerly* series comprises seven videos featuring trans and gender diverse Victorians reflecting on some of the messages from the Midsumma Carnival activation, and exploring themes of hope, community, family, safety and allyship. Across platforms, the series has received more than 20,000 views.

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

- Social media audience growth of 8,287 new followers.
- Social media audience demographic shift: 15% male followers on Instagram (up from 4% in 2024-25), 51% male followers on TikTok (up from 20% in 2024-25), 80% male viewership on YouTube (up from 54% in 2024-25).
- Over 117,000 social media engagements.
- 362,109 visits to our website by 290,975 unique users, with an average engagement rate of 54.17%.
- 743 new mailing list subscribers.

Building a trusted and effective organisation

In 2025-26, 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.

SECTION 2: GOVERNANCE AND ORGANISATIONAL STRUCTURE

Respect Victoria's Minister

Respect Victoria is responsible to the Minister for Prevention of Family Violence. During the reporting period, the following Ministers held the portfolio:

- The Hon. Natalie Hutchins: July 2025 – December 2025
- The Hon. Ingrid Stitt: December 2025 – April 2026
- The Hon. Melissa Horne: April 2026 – June 2026.

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 six times during 2025-26.

Board members from 1 July 2025 to 30 June 2026: Kate Fitz-Gibbon (Chair); Nesreen Bottriell; Claudia Fatone; Maxine McKew; Jan Noblett; Steven Roberts; and Hang Vo.

Daphne Yarram was appointed to the Respect Victoria Board in July 2023 and was unable to take up the position.

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 2018.

The Committee met five times during 2025-26.

Committee members from 1 July 2025 to 30 June 2026: Claudia Fatone (Chair); Nesreen Bottriell; Hang Vo; and Kate Fitz-Gibbon (ex-officio).

Executive People, Performance & Governance Committee

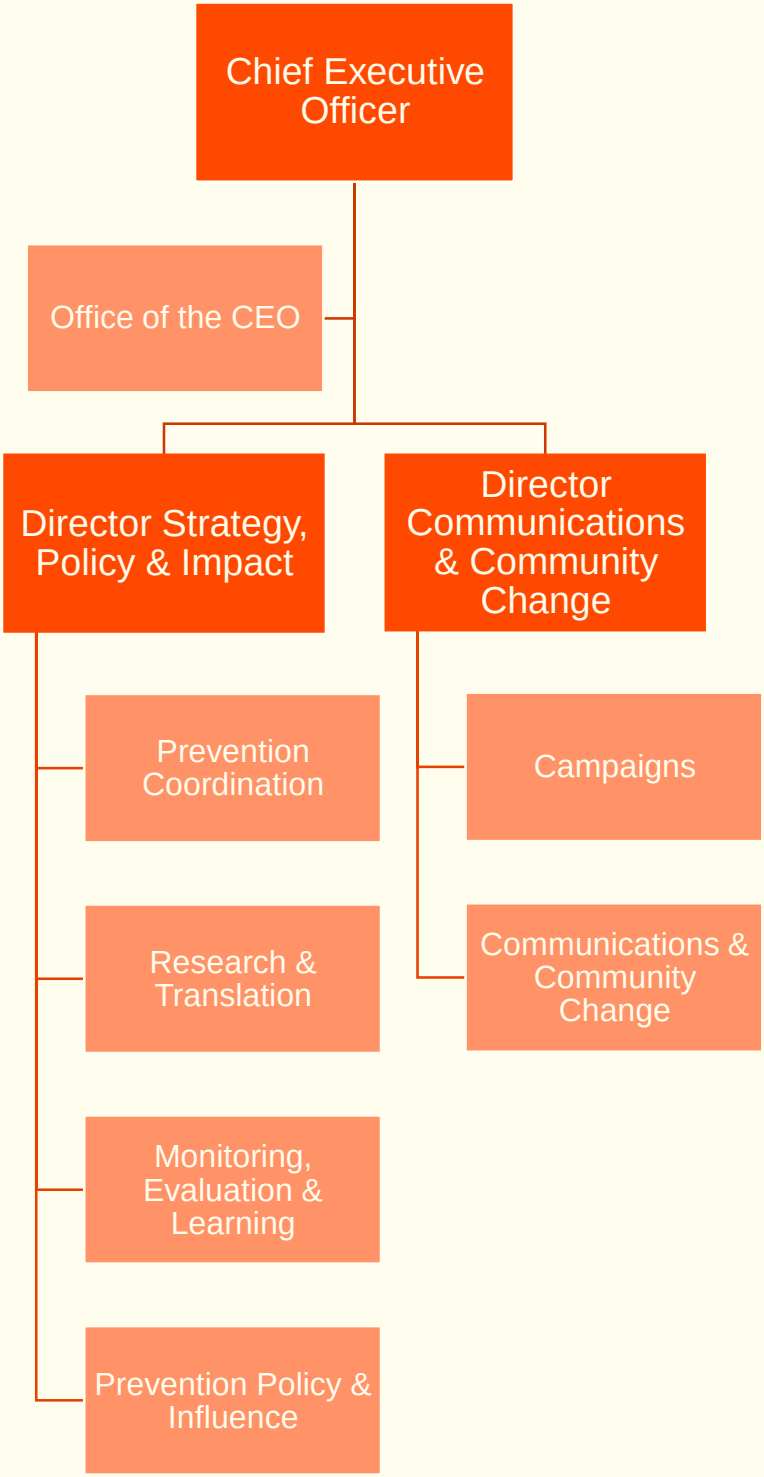
The purpose of the Executive People, Performance & Governance Committee is to assist and advise the Respect Victoria Board of Directors and Chief Executive Officer or delegate on matters relating to the compensation, performance, incentives and remuneration of Respect Victoria executive staff. The Committee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

The Committee met two times during 2025-26.

Committee members from 1 July 2025 to 30 June 2026: Kate Fitz-Gibbon (Chair); Maxine McKew; and Jan Noblett.

Organisational structure

Respect Victoria has two Directorates: Communications & Community Change, and Strategy, Policy & Impact. These functions are 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 2025 to 30 June 2026.

A financial summary of expenditure for 2025-26 is presented below, with 2024-25 provided for comparison.

	2025-26 ($)	2024-25 ($)
REVENUE		
Output Appropriation	8,497,297	10,014,822
Ballarat Community Saturation Model	2,697,000	2,726,000
Total Revenue	**11,194,297**	**12,740,822**
EXPENDITURE		
Communications, Engagement, Research and Evaluation	1,928,258	2,648,809
Ballarat Community Saturation Model	3,448,481	2,740,395
Salaries and on-costs	5,232,837	6,370,489
Operating Expenses	569,085	900,670
Contract Staff	18,008	64,752
Total Operating Expenditure	**11,196,669**	**12,725,115**
NET (DEFICIT)/SURPLUS	**(2,372)**	**15,707**

Table 1: Operating Statement for the year ended 30 June 2026

Financial performance and business review

Respect Victoria has reported a $2,372 deficit for the financial year to 30 June 2026.

Asset Management Accountability Framework maturity assessment

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

Disclosure of grants and transfer payments

As part of the Respect Ballarat initiative, Respect Victoria supported a range of organisations to deliver prevention and early intervention projects that address the gendered drivers of violence in Ballarat. These projects fall under the Primary Prevention of Family Violence output.

Grant payments made in 2025-26 are listed in the tables below.

Ballarat Foundation - Respect Ballarat Grants

Organisation	Project Title	Payment ($ excl. GST)
Centre for Multicultural Youth	Join Us For Change	99,180
Headspace Ballarat	Trade Voices: Understanding Help Seeking and Respect in FED TAFE	100,000

Ballarat Community Health	Expect Respect: Changing the script on relationships	99,200
Ballarat Community Health	Baby Makes 3	99,200
Ballarat Community Health	Building Gender Equity in the Early Years	73,309
Ballarat Community Health	Positive Wellbeing in Sporting Clubs	33,000
Sports Central	Ballarat Allies in Sport	90,000
St Alipius Parish Ballarat East and Parishes of the Ministry District	Faith Communities Focusing on Prevention: Building Respectful Communities	95,600
Drummond Street Services QHub	Respectful Queer Relationships	37,877
Ballarat Centre Against Sexual Assault CASA	Culture of Respect Round: Central Highlands Football and Netball League	99,847
CatholicCare Victoria	Building Respect - Construction and Trades Culture Shift	100,000
	Total	**927,213**

Table 2: Ballarat Foundation - Respect Ballarat Grants

Respect Victoria - Respect Ballarat Grants

Organisation	Project Title	Payment ($ excl. GST)
Ballarat Community Health	Equal from the Start: Expanding Gender Equity in Early Childhood	180,000
City of Ballarat	Baby Makes Three: Saturation Phase	179,820
Child and Family Services Ballarat	For Baby's Sake: Reducing the Impact of Family Violence pre and post birth	180,000
Sports Central	Respect in Sport Ballarat	180,000
Ballarat Community Health	STRONG Trades: Reflective Supervision for Respectful Trade Workplaces	171,000
Big Brothers - Big Sisters Australia	Safe Futures Mentoring: Workplace Prevention	179,577
Allied Justice	Hannah's Voice	169,927
Child and Family Services Ballarat	Primary Connections: Respectful and Safe Relationships in Middle Childhood	166,500
City of Ballarat	Early Years Settings Lead – Family Violence Prevention	142,521
City of Ballarat	Community Sport Settings Lead	142,271
Women's Health Grampians	Building a Gender and Disability Safe and Respectful Community	75,000
	Total	**1,766,616**

Table 3: Respect Victoria – Respect Ballarat Grants

Consultancy expenditure

Consultancies $10,000 or greater

In 2025-26, there were no consultancies in this category.

Consultancies under $10,000

In 2025-26, there were no consultancies engaged during the year where the total fees payable to the individual consultancy was less than $10,000.

Information and communication technology expenditure

Information and communication technology expenditure for the 2025-26 financial year totalled $10,704, a summary of which is shown in Table 4.

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)
$10,704	$0	$0	$0

Table 4: 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 5.

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)
What Kind of Man Do You Want to Be?	The *What Kind of Man Do You Want to Be?* campaign is Respect Victoria's primary prevention initiative that engages men aged 18-44 to reflect on the pressures of traditional masculinity and the role they can play in building respectful, equal relationships and preventing violence against women. In 2025-26, the campaign expanded to include culturally adapted resources in Mandarin, Cantonese, Arabic, Vietnamese and Punjabi, supporting greater engagement with multicultural communities across Victoria.	Oct 2025 – Jun 2026	Approved: $500,000 Actual: $500,000	Planned: $366,000 Actual: $345,656	Planned: $- Actual: $-	Planned: $97,000 Actual: $81,087	Planned: $- Actual: $2,581	Planned: $20,000 Actual: $20,775	Planned $983,000 Actual: $950,099

Table 5: Advertising expenditure valued at $100,000 or greater

Reviews and studies expenditure

During 2025-26 there were six reviews and studies undertaken with a total cost of $774,427. Details of individual reviews and studies are outlined below.

Name of review/ study	Reasons for review/ study	Terms of reference/ scope	Timeline	Anticipated outcomes	Estimated cost for the year ($ excl. GST)	Final cost if complete ($ excl. GST)	Publicly available (Y/N) and URL
Audience Segmentation	To develop an evidence-informed guide to best practice prevention messaging that supports organisations across Victoria, including Respect Victoria, to effectively engage different audiences in primary prevention.	The project focuses on consolidating Respect Victoria's existing evidence base by documenting the insights, learnings and behavioural evidence generated through previous campaigns, research and media activity, using a mix of qualitative (i.e. focus groups) and quantitative (i.e. statistical) data.	Jul 2023–TBC	A consolidated knowledge resource that captures Respect Victoria's institutional expertise and strengthens the evidence base for future campaign development and prevention messaging.	$66,558	NA – still underway	N
16 Days of Activism 2025 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 2025.	Nov 2025–Feb 2026	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.	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	Nov 2024–Oct 2025	A working paper report from the research, a webinar launch, and proposed further research to explore themes raised in this study in more depth.	$10,000	$49,867	Y Link to *Your image belongs to you*

Name of review/ study	Reasons for review/ study	Terms of reference/ scope	Timeline	Anticipated outcomes	Estimated cost for the year ($ excl. GST)	Final cost if complete ($ excl. GST)	Publicly available (Y/N) and URL
	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.	growing use of generative AI in the context of tech-facilitated gender-based violence in Victorian schools.					
Three-Year Report to Parliament on progress in prevention	Under the *Prevention of Family Violence Act 2018*, 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 most recent report, tabled in December 2025, covered 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.	Feb 2024–Dec 2025	The final report was tabled in Parliament in December 2025, accompanied by a launch event in Parliament House and a suite of video case studies and communications collateral. The report provides 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.	$33,324	$158,260	Y Link to *Maintain the Momentum*
Respect Ballarat – Longitudinal Survey	The longitudinal survey will measure upstream indicators across six target behaviours, aligned with the Respect Ballarat Theory of Change. These are measures of the	Survey participants are recruited face-to-face for their participation once per year for three years. The survey is completed online and is entirely voluntary and	Apr 2026–Dec 2028	The survey will tell the story of where Ballarat is starting, where the social environment looks supportive, where it looks contested, and whether	$354,545	NA – still underway	Y Link to survey information

Name of review/ study	Reasons for review/ study	Terms of reference/ scope	Timeline	Anticipated outcomes	Estimated cost for the year ($ excl. GST)	Final cost if complete ($ excl. GST)	Publicly available (Y/N) and URL
	social, normative and relational conditions that may support or constrain safer, more respectful behaviour in Ballarat, and how these conditions shift over time.	confidential. The survey asks participants about community views, respect, equality and safety and does not ask about personal experiences of violence. The survey aims to reach 1100 participants over 18 to achieve a representative sample of the Ballarat LGA.		those conditions shift over time.			
Respect Ballarat Evaluation	To build the evidence base of what works to prevent gendered violence and violence against women before it occurs.	To provide an independent evaluation of the Respect Ballarat initiative, focused on implementation, outcomes and impact, and value for money. First annual report at end 2026. Subsequent annual reports in following years.	Jun 2026–Oct 2028	Identify areas of success for Respect Ballarat based on Theory of Change and Domains of Change. Examine components of Respect Ballarat design and delivery that have contributed to positive outcomes.	$265,000	NA – still underway	N

Table 6: 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 2025-26 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.

During the year, we continued to deliver a variety of targeted people initiatives to support growth of our organisational culture and capability. We invested in people development through psychological first aid training, leadership development, attendance at key sector conferences, and employee-organised "brown bag" sessions on a range of topics. Continuing Respect Victoria's commitment to creating a safe and inclusive environment, all employees had the opportunity to participate in a variety of diversity and inclusion training, along with activities for NAIDOC Week, RUOK Day, 16 Days of Activism Against Gender Based Violence, Midsumma Carnival, International Women's Day, and National Reconciliation Week. As part of our commitment to reconciliation, we continued progress on embedding our Innovate Reconciliation Action Plan. In 2026-27, the organisation will focus on refreshing and embedding its People Plan through targeted initiatives to build capability and culture.

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 (2026) and in the last full pay period in June of the previous reporting period (2025).

		2025-26		2024-25	
		Number (headcount)	*FTE*	*Number (headcount)*	*FTE*
DEMOGRAPHIC DATA	**Gender**				
	Women/Self Described	28	27.1	31	29.7
	Men	4	4	4	4
	Not disclosed	0	0	1	1
	Age				
	15-34	8	7.7	8	7.4
	35-54	20	19.4	20	19.4
	55+	4	4	8	7.9
CLASSIFICATION DATA	**VPS 1-6 grades**	**30**	**29.1**	**32**	**30.7**
	VPS 1-4	8	7.6	10	9.2
	VPS 5-6	22	21.5	22	21.5
	Senior employees	**2**	**2**	**4**	**4**
	STS	0	0	0	0
	Executives	2	2	4	4
	Total Employees	**32**	**31.1**	**36**	**34.7**

Table 7: Details of employment levels in June 2026

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 (2026), categorised by classification. The salary amount is reported as the full-time annualised salary.

Income Band (Salary)	Executives
$ 240,000 - $ 259,999	1
$ 360,000 - $ 379,999	1
Total	**2**

Table 8: 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 2025-26 there were no notifiable incidents. Notifiable incidents are those which require the OH&S Officer to be informed. In the previous two reporting periods (2024-25 and 2023-24), there were two and zero notifiable incidents recorded, respectively.

There was one WorkCover Claim during the 2025-26 financial year. In the previous two reporting periods (2024-25 and 2023-24) there were no WorkCover claims 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 2025-26 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.

If you are unable to make a request online, you can request documents in the possession of Respect Victoria by writing to:

Chief Executive Officer
Respect Victoria
GPO Box 5487
Melbourne VIC 3001

Freedom of Information statistics and timeliness

During 2025-26, Respect Victoria received two Freedom of Information applications. Respect Victoria made two Freedom of Information decisions and processed 50% of requests within the statutory period. Of the requests finalised, 100% were granted in full or in part.

In 2025-26, one decision was reviewed by the Office of the Victorian Information Commissioner, and one appeal was made to 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.

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 2025-26, 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 2025-26, 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 2025-26, Respect Victoria:

- Engaged Aboriginal business sectors and made a total spend of $71,366 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.

Disclosure of 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 2018, 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 declarations of pecuniary interests have 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, 17
FRD22	Purpose, functions, powers and duties	9
FRD8	Departmental objectives, indicators and outputs	9
FRD22	Key initiatives and projects	9 – 16
FRD22	Nature and range of services provided	9 – 16
Management and structure		
FRD22	Organisational structure	18
Financial and other information		
FRD8	Performance against output performance measures	See DFFH
FRD8	Budget portfolio outcomes	See DFFH
FRD10	Disclosure index	32 – 34
FRD12	Disclosure of major contracts	28
FRD15	Executive officer disclosures	See DFFH
FRD22	Employment and conduct principles	26
FRD22	Occupational health and safety policy	27
FRD22	Summary of the financial results for the year	19

[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	19
FRD22	Major changes or factors affecting performance	19
FRD22	Subsequent events	See DFFH
FRD22	Application and operation of *Freedom of Information Act 1982*	28 – 29
FRD22	Compliance with building and maintenance provisions of *Building Act 1993*	29
FRD22	Statement on National Competition Policy	See DFFH
FRD22	Application and operation of the *Public Interest Disclosure Act 2012*	29
FRD22	Application and operation of the *Carers Recognition Act 2012*	30
FRD22	Details of consultancies over $10,000	21
FRD22	Details of consultancies under $10,000	21
FRD22	Disclosure of government advertising expenditure	22
FRD22	Disclosure of ICT expenditure	21
FRD22	Reviews and studies expenditure	23 – 25
FRD22	Statement of availability of other information	31
FRD22	Asset Management Accountability Framework (AMAF) maturity assessment	See DFFH
FRD22	Disclosure of emergency procurement	30
FRD22	Disclosure of social procurement activities under the Social Procurement Framework	30
FRD22	Disclosure of procurement complaints	31
FRD24	Environmental reporting	See DFFH
FRD25	Local Jobs First	28
FRD29	Workforce data disclosures	26 – 27
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		
Freedom of Information Act 1982		28 – 29
Building Act 1993		29
Public Interest Disclosure Act 2012		29
Carers Recognition Act 2012		30
Disability Act 2006		30
Local Jobs Act 2003		28
Financial Management Act 1994		5