



**Full Stop Australia  
Organisational Strategy  
2022-2025**

# Looking Forward...

Full Stop Australia has a rich *herstory*, and a proud legacy supporting individuals, families and communities.

We are a secular, not-for-profit organisation, providing direct services and support to people impacted by sexual, domestic and family violence. Our feminist values and frontline experience have enabled us to build evidence-based learning programs for organisations, companies, government departments and communities committed to ending violence.

This Strategy articulates our plan for a bold future, highlighting our 50 years' experience and enhancing our position as the change agent Australia needs to end sexual, domestic and family violence.

Our actions and decisions will always be informed by evidence and those with lived experience of violence.

This Strategy begins with the end in mind and is based on our deeply held beliefs and principles. We will continue to be innovative and outcome driven, investing in activities that will put a *full stop to sexual, domestic and family violence*.

Thank you for joining with us in this important work.

Kate Gleeson

Chairperson

Full Stop Australia

# Social Impact Framework.

Providing one-off services is not enough. We know it takes more than that to put a full stop to sexual, domestic and family violence. That's why we start with the end in mind. This Social Impact Framework is the basis of our strategy. It guides all our endeavours and underpins how we work with others to deliver impact.

Current Situation	<ul style="list-style-type: none"><li>• Family, domestic and sexual violence is a major health and welfare issue. It occurs across all ages, socioeconomic and demographic groups, but predominantly affects women and children.</li><li>• 2.2 million Australians have experienced physical or sexual violence from a current or previous partner. (AIHW, 2019)</li><li>• Almost 1 in 4 (23%) women and 1 in 6 (16%) men have experienced emotional abuse from a current or previous partner since the age of 15. (ABS 2017)</li><li>• 1 in 5 Australians believe domestic violence is a normal reaction to stress, and that sometimes a woman can make a man so angry he hits her without meaning to. (NCAS, 2017)</li><li>• 31% of women physically assaulted and 17% of women sexually assaulted by a male reported the most recent assault to police. (ABS 2017)</li></ul>
Stakeholders	<ul style="list-style-type: none"><li>• People who have experienced/are experiencing sexual, domestic and family violence and their family, friends, colleagues and fellow community members</li><li>• Communities with increased vulnerabilities to experiencing the impacts of violence including Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse people, people with disability, young people, LGBTIQ+ people, and people in rural and remote communities.</li><li>• Key service system providers such health, education, child protection, police, justice agencies</li><li>• Government policy leaders and decision makers</li><li>• Non-government organisations</li><li>• Corporate Australia</li><li>• Workplaces across Australia including industries that are high-risk such as mining, construction and entertainment industries</li><li>• Legal system leaders and influencers</li><li>• Sporting, arts, cultural, and other community leaders</li></ul>

<b>Activities</b>	<ul style="list-style-type: none"> <li>• 24/7 helpline support</li> <li>• Specialist trauma counselling from crisis through to recovery</li> <li>• Referral, advocacy and systems navigation</li> <li>• Primary prevention activities such as training, education and consultancy services</li> <li>• Workplace wellbeing support including preventative vicarious trauma programs</li> <li>• Leadership, advice and consultation within the sector and other partners</li> <li>• Information and change campaigns</li> <li>• Events</li> <li>• Fundraising</li> <li>• Partnership development</li> <li>• Research, analysis and review</li> <li>• Community capacity building</li> </ul>
<b>Outputs</b>	<ul style="list-style-type: none"> <li>• 10,000s people access our helplines every year and this number continues to increase as more and more people come forward for support</li> <li>• Over 2,000 hours of training and consultancy services delivered every year</li> <li>• Data is collected, analysed and reported</li> <li>• Over 400 partnerships developed and/or nurtured every year</li> <li>• All programs and services will be regularly monitored and evaluated</li> </ul>

<b>Outcomes</b>	<b>For people experiencing violence</b>	<b>For the service system</b>	<b>For communities</b>
	<ul style="list-style-type: none"> <li>• Timely access to trauma informed and culturally safe services and support to mitigate the risks and impacts of gender based violence</li> <li>• People with lived experience of violence engaged, supported to</li> </ul>	<ul style="list-style-type: none"> <li>• A coordinated and integrated care system exists for people experiencing violence</li> <li>• Effective and value-added partnerships are in place</li> <li>• Resources are shared for collective benefit</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced social, health and wellbeing outcomes</li> <li>• Safer, more diverse and inclusive communities</li> <li>• Easier access to trauma informed and culturally safe services</li> </ul>

	<p>inform policy and service delivery</p> <ul style="list-style-type: none"> <li>• Access opportunities to engage and participate in their chosen communities</li> <li>• Receive information, advice and guidance to help them plan for and manage change to live free of violence</li> <li>• Expand their personal network of support</li> <li>• Easily access increased support at their point of need</li> </ul>	<ul style="list-style-type: none"> <li>• Data is collected and analysed and shared for collective benefit</li> <li>• Greater expertise in the community (businesses, schools and others) in understanding and prevention violence</li> <li>• Safer and more productive workplaces</li> </ul>	<ul style="list-style-type: none"> <li>• Data-driven processes inform service and systemic changes</li> <li>• Strong representation of people with lived experience of violence on issues</li> </ul>
<p>Impact</p>	<p>Communities working together and putting a full stop to sexual, domestic and family violence across Australia.</p>		

# Our Integrated Approach.

We do not work alone.

Our integrated practice framework is informed by people who have experienced sexual, domestic and family violence. We work with others, across all sectors and communities to create change and better respond when violence occurs.

## Our integrated approach is underpinned by four core principles:

- Intersectional feminism** Helping us to understand, and always consider how gender, and other aspects of a person's social and political identities combine to create different modes of privilege **power** or discrimination.
- Culturally safe** Creating culturally safe spaces to allow healing for people, families and communities.
- Trauma informed** Ensuring people who have been subjected to violence have access to trauma and informed services.
- Social justice** Equal economic, political and social rights and opportunities for everyone.



**A Gender violence informed framework, delivering trauma-informed services and**

# We are courageous.

We are a collective and together we are courageous. Our values and purpose keep us focused as we learn from those who have experienced violence and work with others to enable safe, nurturing, inclusive families, communities and workplaces.

## We believe in:

### Courage

- We are not afraid to speak up, to shine a light on inequity and to take the risks that will put an end to sexual, domestic and family violence.

### Inclusion and Diversity

- Removing barriers for service and support.
- Hear voices, hear choice, follow the voice of feedback.
- A diverse range of staff, a range of backgrounds. All people get an opportunity.
- Collaboration. Adaptable
- Differences make us stronger.
- We embrace differences to create tailored approaches.
- Respect - we respect, celebrate and embrace difference.
- We know there are barriers to accessing services, Full Stop value is that we proactively want to do something about changing that.

### Integrity and Accountability

- We are consistent, reliable, and ethical in all we do.

## Our purpose:

Putting a full stop to sexual, domestic and family violence.

## Our Objectives:

1. To provide excellence in trauma specialist support services for people directly and indirectly impacted by sexual, domestic or family violence.

2. To educate, train, support and resource governments, businesses, not-for-profits, and community organisations to effectively prevent and respond to sexual, domestic and family violence.
3. To drive changes to the systems and structures that create the conditions that allow sexual, domestic and family violence to be perpetrated and improve system responses

# Our Strategies.

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## Excellence in Service Delivery

Excellence in services for people directly and indirectly impacted by sexual, domestic or family violence with care informed by understanding the impacts of trauma and evidence-based management of complex trauma.

### These services include:

- Specialist trauma counselling from crisis through to recovery
- Referral, and systems navigation
- Evidence-based training programs
- Vicarious trauma management programs
- Clinical consultancy and advisory services

## A Strong and Capable Organisation

We are a strong and capable organisation, led by our principles and values through:

- Culturally responsive awareness and safety
- Effective ethical governance and leadership
- Sound financial management
- Support and development of our workforce
- Commitment to continuous quality improvement
- Collaborative relationships and partnerships

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## Change Making

There are systemic inequities that lead to violence. We will work with others to change these by:

- Collaborating, changing systems and structures through advocacy, policy and reform
- Build awareness and capacity to prevent, and to sexual, domestic and family violence through influencing the public conversation, offering training and development and other professional services
- Elevating the voices of victim/survivors in policy, system and service design
- Partnering with others to achieve better outcomes for those impacted by violence

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