



Australian Government
Department of Social Services

Theory of Change

Easy Read version



How to use this document



The Australian Government worked with the state and territory governments to write this document.

When you see the word 'we', it means all of these governments.



We wrote this document in an easy to read way.

We use pictures to explain some ideas.

Bold
Not bold

We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page [42](#).



This is an Easy Read summary of another document.

This means it only includes the most important ideas.



You can find the other document on our website.

www.dss.gov.au/ending-violence



This is a long document.

You don't need to read it all at once.

You can take your time.



You can ask for help to read this document.

A friend, family member or support person might be able to help you.

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The National Plan



We wrote the National Plan to End Violence against Women and Children 2022–2032.

We call it the National Plan.



Violence is when someone:

- hurts you
- scares you
- controls you.

It can also be called abuse.



The National Plan is a document that explains what we will do to help end violence against women and children.



Many women and children experience violence in their lives.

It will take a lot of work to end violence against women and children.



We need everyone to help us stop violence:

- before it starts
- from getting worse or happening again.



We also need everyone to help us support women and children:

- who experience violence
- to heal from violence.



Most of the violence we want to end is the violence men use against women and children.

We use the words 'violence against women' to talk about this problem.



But other people also experience this violence.

And they experience this violence in different ways.

About this document



This document is our Theory of Change 2022–2032 for the National Plan.

It explains how and why we want to make changes to end violence against women and children.

Our goal



Our goal for the National Plan is for everyone to live free from violence.

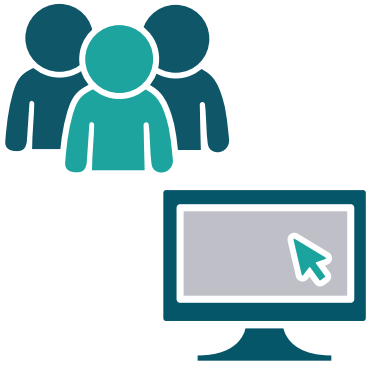


We want everyone to be safe at home.



We want everyone to be safe at:

- work
- school.



We want everyone to be safe:

- in the community
- online.



To reach our goal, we need all areas of our **society** to change.



Our society is all the different people around us.

This includes:

- our family and friends
- people in our community
- our leaders.

People who experience violence



In the National Plan, we talk about how there are people in our society who experience violence more than others.

This includes:



- Aboriginal and Torres Strait Islander women and children



- older women



- children and young people.

This includes women and children:



- who live in places far away from any cities or towns



- from all **cultures**.

Your culture is:



- your way of life
- how you think or act now because of how you grew up
- your beliefs
- what is important to you.

This also includes:



- women and children with disability



- the **LGBTIQA+** community



- men.



The letters LGBTIQA stand for lesbian, gay, bisexual, transgender, intersex, queer or questioning and asexual.

The '+' is for people who are part of the LGBTIQA+ community but don't talk about themselves using a word from this list.



For Aboriginal and Torres Strait Islander peoples, the LGBTIQA+ community also includes Sistergirls and Brotherboys.

People who use violence

In the National Plan, we explain that there are people in our society who:



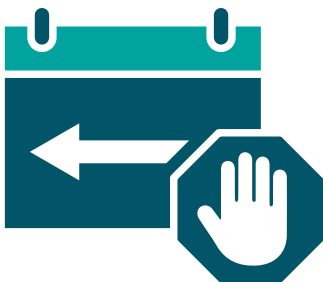
- use violence



- might be at risk of using violence.



We explain that we need to focus on **prevention** to help men and boys who might be at risk of using violence.



Prevention is when you stop something before it happens.

To end violence against women and children, we must stop it before it starts.



We also explain that we need to focus on **early intervention** to help men and boys who might be at risk of using violence.



Early intervention is when we work out who:

- has experienced violence
- might be at risk of violence.

Then we make sure they get early support.



Early intervention is also about helping men and boys:

- learn how to treat women well
- ask for help to stop using violence.

Our principles



The National Plan has **6 principles**.

Principles are important ideas we need to work on to reach our goal.



We used our principles to create our Theory of Change.



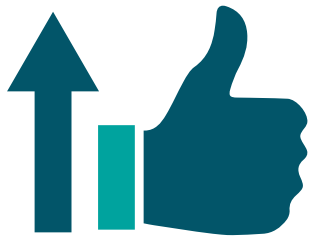
Our principles will help everyone in our society know:

- what to do to end violence against women and children
- how to work together to end violence against women and children.



We talk about our **6** principles on the following pages.

1. Improve gender equality

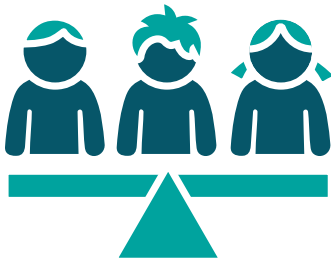


We need to improve **gender equality** to end violence against women and children.



Your gender is what you feel and understand about who you are as a person.

It isn't about whether your body looks male or female.



Gender equality is when people believe all genders are equal.



We will support more women to work in jobs where they make important decisions for our communities.



We also need to focus on the **barriers** that stop women from having enough money to live the way they want.



A barrier is something that stops you from doing something you:

- need to do
- want to do.



Violence is more likely to happen when men don't treat women equally.

For example, there is still a difference between the average amount of money:

- women are paid
- men are paid.



This is why gender equality is a big part of ending violence against women and children.



It's important that we talk about what violence against women and children looks like.



And that it's not okay for anyone to use violence against women and children.



We need to help change community **attitudes** that say violence against women and children is okay.



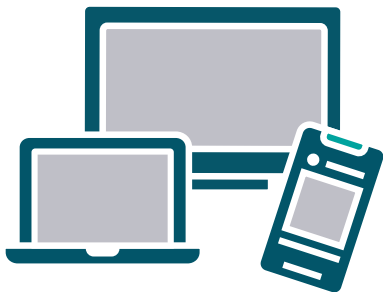
Your attitude is what you think, feel and believe.



We also need the **media** to change how they report stories about people who experience violence because of their gender.



Media is a way of getting information.



Parts of the media include:

- TV
- the Internet
- social media, like Facebook.

2. Listen to people with lived experience



We need to listen to people with **lived experience** of violence against women and children.

And learn from what they share with us.



People with lived experience of violence:

- have experienced violence before or
- know what life can be like for people who experience violence.



People with lived experience played an important part in making the National Plan.



They might have used support services before.

So they know what we can do better.

3. Closing the Gap



Parties are organisations that:

- are part of an agreement
- follow the agreement.



In 2020, the parties published a document called the National Agreement on Closing the Gap.

We call it Closing the Gap.



The parties for Closing the Gap include:

- the Coalition of Aboriginal and Torres Strait Islander Peak Organisations (Coalition of Peaks)
- all governments.



Closing the Gap explains how we can work together to support Aboriginal and Torres Strait Islander peoples.

Closing the Gap has **4** areas of change:



1. Governments will share decision-making with Aboriginal and Torres Strait Islander peoples.



2. Increase services that Aboriginal and Torres Strait Islander communities deliver.



3. All government and **mainstream services** meet the needs of Aboriginal and Torres Strait Islander peoples.

Mainstream services are services for everybody in the community to use.

They include:

- health
- transport
- education.





4. Support Aboriginal and Torres Strait Islander peoples to collect better **data** on the work that is being done in their own communities.



When we talk about data, we mean:

- facts
- information
- records.



We will use the **4** areas of change to improve how governments work with Aboriginal and Torres Strait Islander:

- peoples
- communities.



The **4** areas of change will also support our goal in the National Plan.

4. Working together to focus on what each person needs



We need to make sure support services think about what is best for each person:

- experiencing violence
- who has experienced violence.



Different services must work together to support women and children who experience violence.

They must share information about what support works well.



This includes government services and community organisations.



These services must work together to help:

- women and children who experience violence
- women and children who are at risk of violence.

5. Intersectionality



People might treat you differently because of more than one thing about who you are.

For example, because you:

- are a woman
- and
- have a disability.

We call this **intersectionality**.



Women and children in Australia are all different.

And they can experience violence in many ways.



We must think about how different people experience violence.

And what challenges each person faces.



Some women experience more violence than other women.



And some women have a higher chance of experiencing **harassment** than other women.

Harassment is when someone treats you in a way that:

- you don't like
- upsets you.



Some women can also experience more barriers than other women to find and use supports.



When we have this information, we can give people the services and support they need.

6. Making people who use violence responsible for their behaviour



Violence against women and children won't stop unless we focus on the people who use violence.



People who use violence must be responsible for their behaviour.

It's their job to stop using violence.



It's never the fault of the person who experienced violence.



The justice system must work to end violence against women and children.



The justice system helps to make people who use violence responsible for their behaviour.



This includes police, courts, the law and prisons.

For example, if the justice system receives a report about violence, they must:



- make sure they find the person who has used violence



- put steps in place to make sure that person stops using violence.

Steps that the justice system can put in place is telling the person who uses violence that they:



- must stay away from the person they hurt



- will go to prison.

We need to make sure that people who use violence can:



- change their behaviour



- learn how to stop.

We must have ways that work well in:



- the community



- the justice system.

What everyone must do



Everyone in our society must do their part to end violence against women and children.



People must do their part when they are at home.



This includes people who live in places that an organisation or government sets up.

For example:

- a hospital
- a prison
- a nursing home.



People must also do their part when they are at:

- school
- work.

4

There are **4** levels in our society.



At each level, people need to do their part to change their:

- attitudes towards violence against women
- behaviours towards violence against women.



1. Each person needs to change.

This includes the people you are closest to.

This can be your:



- partner, like your boyfriend or girlfriend
- family members
- friends.



2. Places in the community need to change.

These places include where people:

- live
- work
- play.



3. Services and plans that protect people in the community need to change.



4. Understand the different parts in our society that help to create an environment where violence happens.

How we can end violence against women and children



We need to change the way we do things to end violence against women and children.

Violence against women and children can end when all governments create plans that can:



- help support healthy **relationships**



- make people who use violence responsible for their behaviours.



Your relationship with someone is how you are connected to them.



Violence against women and children can end when programs and plans support people who have experienced violence.



These programs and plans need to include information about:

- how different people experience violence
- what challenges each person faces.



When governments make these programs and plans, they also need to understand that women and children can experience violence in many ways.



Violence against women and children can end when we listen to what people with lived experience of violence have to say.



People with lived experience includes:

- women
- children and young people.



Violence against women and children can end when we use what they know to change our:

- plans
- actions.



Violence against women and children can end when prevention programs teach people to:

- change their attitudes
- improve their behaviour.



This includes teaching them how important it is to have healthy relationships.

A healthy relationship is where they:

- treat their partner with respect
- don't use violence against their partner.



Violence against women and children can end when we build **capacity**:

- with organisations
- in the community.



Your capacity is:

- your ability to do something
- the skills you have
- knowing the right people who can help you.



When we build capacity, it can help us to recognise when women and children are at risk of experiencing violence because of their gender.



It can help us to support women and children who are at risk of experiencing violence because of their gender.



When we build capacity, it can also help us to use early intervention to stop people who use violence.

Our outcomes



The National Plan has **6 outcomes**.

Outcomes are the results of our actions.



We explain each outcome on the following pages.



1. Government services support and protect people.



These services include:

- hospitals
- prisons
- courts.



2. Deliver services to people who have experienced violence.



And provide programs that help stop people using violence before it happens.



Make sure these services and programs:

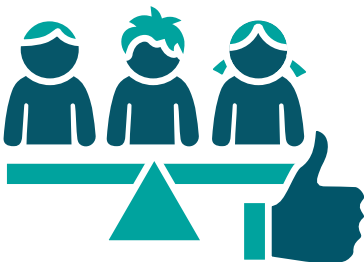


- work well
- treat everyone fairly
- respect all cultures.



Also make sure these services and programs are easy for people to:

- find and use
- understand.



3. Community attitudes that do not support violence because of a person's gender.

Community attitudes support gender equality.



4. People who use violence:

- are responsible for their behaviour
- change and stop their behaviour.



5. In all settings, children and young people are safe.

Services support children and young people.



6. In all settings:

- women are safe
- women are treated with respect
- women experience gender equality.

Word list

This list explains what the **bold** words in this document mean.



Attitudes

Your attitude is what you think, feel and believe.



Barriers

A barrier is something that stops you from doing something you:

- need to do
- want to do.



Capacity

Your capacity is:

- your ability to do something
- the skills you have
- knowing the right people who can help you.

Cultures



Your culture is:

- your way of life
- how you think or act now because of how you grew up
- your beliefs
- what is important to you.

Data



When we talk about data, we mean:

- facts
- information
- records.

Early intervention

Early intervention is when we work out who:

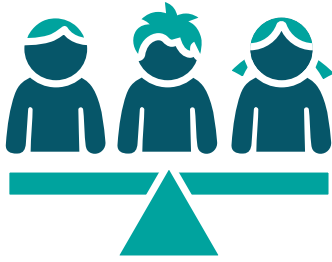
- has experienced violence
- might be at risk of violence.



Then we make sure they get early support.

Early intervention is also about helping men and boys:

- learn how to treat women well
- ask for help to stop using violence.



Gender equality

Your gender is what you feel and understand about who you are as a person.

It isn't about whether your body looks male or female.

Gender equality is when people believe all genders are equal.



Harassment

Harassment is when someone treats you in a way that:

- you don't like
- upsets you.

Intersectionality

People might treat you differently because of more than one thing about who you are.

For example, because you:

- are a woman
and
- have a disability.

We call this intersectionality.





Justice system

The justice system helps to make people who use violence responsible for their behaviour.

This includes police, courts, the law and prisons.

LGBTIQA+



The letters LGBTIQA stand for lesbian, gay, bisexual, transgender, intersex, queer or questioning and asexual.

The '+' is for people who are part of the LGBTIQA+ community but don't talk about themselves using a word from this list.



Lived experience

People with lived experience of violence:

- have experienced violence before or
- know what life can be like for people who experience violence.

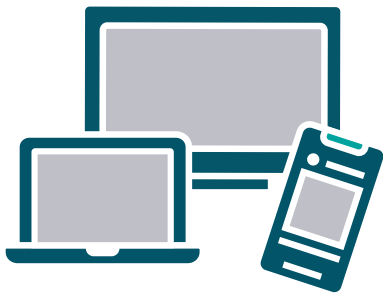


Mainstream services

Mainstream services are services for everybody in the community to use.

They include:

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- education.



Media

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Parts of the media include:

- TV
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Outcomes

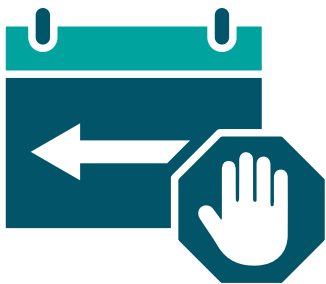
Outcomes are the results of our actions.



Parties

Parties are organisations that:

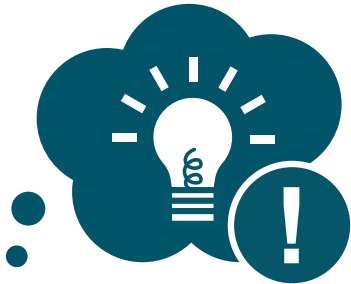
- are part of an agreement
- follow the agreement.



Prevention

Prevention is when you stop something before it happens.

To end violence against women and children, we must stop it before it starts.



Principles

Principles are important ideas we need to work on to reach our goal.



Relationships

Your relationship with someone is how you are connected to them.



Society

Our society is all the different people around us.

This includes:

- our family and friends
- people in our community
- our leaders.



Violence

Violence is when someone:

- hurts you
- scares you
- controls you.

It can also be called abuse.

Contact us



You can call us.

1300 653 227



You can call us from:

- 8:30 am to 5:00 pm
- Monday to Friday.



If you are deaf, or have a hearing or speech impairment, you can also call the National Relay Service.

133 677



You can send us an email.

enquiries@dss.gov.au



You can write to us.

Department of Social Services
GPO Box 9820
Canberra
ACT 2601




You can visit our website.

www.dss.gov.au/ending-violence



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