

# ANNUAL REPORT 2018



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Stopping Family Violence was formed on the belief that everyone deserves to live without fear of violence. The organisation's purpose is to drive the social change that we believe is necessary to put an end to family and domestic violence.

Stopping Family Violence works to keep women and children at the core of everything we do. For us, it is vital that that all responses to FDV work to enhance safety and reduce risk for those experiencing FDV. We do this by focusing upon the cause of harm which all too often is men in our community. It is only through changing men's behaviour that we can hope to end family and domestic violence.

Stopping Family Violence works to drive this change by engaging with men (and the services that support them) to help foster the changes that are necessary for them to stop choosing violence and to encourage alternative ways of behaving, by working with children and young people to address the trauma they have experienced as a result of FDV and teach them about the value of positive relationships, by working with organisations who support men to change violent behaviours, and by working with the entire community to change perceptions about family violence and encourage us all to stand together and stand up for anyone they believe may be in danger.

We do this work through pilot programs and action research, delivery of training programs within and across sectors, provision of counselling and supervision, by supporting organisations who provide men's behaviour change programs or who may engage men who are violent and by working in the community to raise awareness and change perceptions.

Stopping Family Violence also acts as a peak body for men's behaviour change programs in Western Australia and as part of this role convenes the WA Men's Behaviour Change Network.



2018 has been a year of consolidation and renewed sense of identity for Stopping Family Violence (SFV). The organisation was formed on the basis that there needed to be a greater focus on practice development, accreditation, compliance and research around the way in which we respond to Perpetrators of Family and Domestic Violence (FDV) here in Western Australia.

In some respects that vision hasn't developed in the way expected. Instead, these areas are now considered to form a small, although still significantly important, part of what SFV has become. This has been due, in part, to the changing nature of the political and policy environment, together with a maturing of the debate around FDV to include a broader focus on prevention, early intervention and tertiary services that focus on whole of family, intersectional and lifespan factors.

Within this context, important conversations have continued to take place over the last 18 months that have had, I believe, a significant impact upon policy and practice development at both a state and federal level. In this way the work of SFV has developed into a much broader remit than first anticipated with many activities now involving work towards cross system collaboration, service (silo) integration and policy development.

Nevertheless, there remains a definite and significant need for dedicated oversight and continuous improvement in WA to focus on compliance, quality improvement, capacity building and governance within programs responding to perpetrators in WA. As our original purpose remains critically important this diversification has led to a broadening of both our activities and mission.

Our core funding has been continued through a series of short term contracts and contract extensions which has resulted in significant challenges to implement our long term vision for our work across these areas. Furthermore, the uncertainty of this core funding has necessitated diversification and as such it has been necessary to develop a far greater service offering than originally intended for SFV.

We have successfully established Stopping Family Violence as a key agency within the training and professional development space for Family and Domestic Violence, begun work on establishing pilot programs both independently and in partnership with other organisations, and have continued our strong focus on research to create and disseminate the evidence base that is necessary to continue to develop and grow the work in ways that will make a real and meaningful difference to families experience FDV in our communities.

Our team has also grown this year to support the additional work we find ourselves undertaking. We welcomed Dawson Ruhl as the project coordinator for the project looking a the intersect of FDV and AOD, Sharon Tanner as our Executive Assistant and Jennifer Mayne to the role of Research and Communication Officer. The expansion of our team clearly shows the growing diversity and influence of the work being undertaken by Stopping Family Violence.

I would like to take this opportunity to thank the team for their work and dedication to supporting this important sector and for their commitment to calling on all men to make and support the changes that are necessary to help keep women and children safe.

I would also like to thank the board for their ongoing support and guidance as we have navigated this new world and established ourselves as a successful partner within the ever changing environment which is FDV in Australia.

As a team we are looking forward to what the next year brings for Stopping Family Violence as we continue to define ourselves and our work and we look forward to supporting the work of the FDV sector and to encourage all men to make the changes necessary to put an end to Family and Domestic Violence.

Damian Green

Chief Executive Officer Stopping Family Violence Inc.



#### **NOSPI**

This year SFV completed a 12 month Implementation Plan to support the implementation of the Practice Standards for Perpetrator Intervention: Engaging and Responding to Men Who Are Perpetrators of FDV. This process involved extensive consultations with MBCP providers that focused on current alignment with the Practice Standards and areas that require further development and support. All service providers actively engaged in the consultation process and overall feedback was positive in regards to improving practice and working towards closing the gaps that exist in perpetrator response work. The consultation process highlighted a number of areas that require significant focus in the 12 month workforce development strategy.

Key areas highlighted in the report include:

- Availability of MBCPs in WA including voluntary and mandated accessibility, as well accessibility for Aboriginal, CALD, and LGBTQI cohorts;
- The various methodologies utilised by MBCP programs in WA;
- The alignment of WA MBCP providers with the Practice Standards.

#### **Evaluation of the Relationships Australia (Tasmania) MENS program**

In October, SFV received a grant from the Tasmanian Department of Justice to evaluate the Men Engaging New Strategies (MENS) MBCP and develop an ongoing evaluation strategy for Relationships Australia (Tasmania). The receipt of the grant was an important step forward in SFV's intention to strengthen the evidence base for MBCP work and ensure best practice across the sector nationally. It provided a good opportunity to develop a framework for evaluation and was a positive step forward in developing an evidence base for the sector.

#### **Development of a MBCP and AOD Intervention pilot**

In December 2017 Stopping Family Violence was awarded a grant from the Department of Communities to develop and evaluate an integrated FDV Perpetrator and Alcohol and Other Drug (AOD) intervention that is culturally relevant for Aboriginal perpetrators. This project supports further implementation of the State Government's Safer Families, Safer Communities Kimberley Family Violence Regional Plan 2015-2020 (Kimberley Plan).

The aim of the Kimberley Plan is to reduce FDV and improve community safety in the Kimberley Region. However, the main aim of the project is to conceptualise and ultimately pilot a coordinated response to perpetrators who are impacted by the co-occurring issues of FDV and AOD in a place based and co-designed way. As such this project provides a unique opportunity to understand and examine the intersection of FDV and AOD as well as other important considerations such as diversity and culture, regional and remote interventions, mental health etc.

To date SFV has completed the literature review, undertaken a scoping exercise to map available literature and examples of program content, commenced meeting with potential advisory/working group member and commenced consultations with key stakeholders in the Kimberly and nationally.



#### **MONITORING AND QUALITY ASSURANCE FRAMEWORK**

SFV has developed a monitoring and quality assurance framework (The Framework) to provide quality assurance and oversight of the Practice Standards in WA.

In order to develop The Framework, SFV conducted a detailed jurisdictional review of eleven jurisdictions including Australia (WA, Victoria, NSW and Queensland), the UK (England, Wales and Scotland), Alberta, Canada, and New Zealand. The vast array of issues covered in this review included registration processes, the place of complaint mechanisms, the features of comprehensive accreditation systems, program logic models, and safety and accountability planning.

The resulting framework provides detailed recommendations for an accreditation framework and system for WA MBCP providers and includes a timeline for this work.

Based on the jurisdictional review and extensive stakeholder consultation, The Framework identifies a number of key objectives and principles and recommends five key features for a robust accreditation system in WA.

- A Three-Yearly Program Audit: The backbone of the accreditation system is a three-yearly program audit, conducted by trained auditors and involving a thorough preparation period to enable the provider to become accreditation-ready. This component would require the development of a written accreditation standard for each minimum standard, the development of related auditing templates, tools, and resources, the recruitment, training and supervision of a small pool of auditors, and a significant period of liaison and support for each program provider to become accreditation-ready.
- Less formal check-ins: The accreditation body conducting periodical check-ins with accredited providers. The main objective of the check-ins would be for the accrediting body to identify if anything has changed since the formal audit or last check-in to suggest any minimum standards are not being met.

- Innovation Support: This enables innovation and adaptions to contribute towards an evidence-base for subsequent minimum standards updates, or an evidence-base for how particular standards can be implemented to meet local contexts and conditions.
- Encouragement for Peer Reviewed Practice: The potential for positive, sensitive and well-scaffolded peer reflection processes to strengthen practice and program quality is untapped throughout Australia, including in WA.
- Complaints Mechanism: The accrediting body needs to develop a complaints mechanism that establishes clear, professional, and transparent processes to respond to complaints.

#### **Progress to date**

SFV continues to refine the implementation plan for the accreditation framework. Currently, SFV is progressing with a number of foundational elements, such as the Outcomes project, that are necessary to progress implementation within the WA MBCP sector.

Key stages currently being developed to ensure an effective and robust accreditation framework include:

- A MBCP Practitioner Development and Training Plan to build and consolidate essential skills in MBCP practice across program providers, and to commence individual-level training and recognition process for practitioners;
- The development of a 'reflective tool' to assess the MBCP providers' adherence to the minimum standards;
- These initial stages will inform a much larger project involving the development of a full accreditation framework and system, for a wider range of perpetrator interventions and providers.



Since its inception, the WA Men's Behaviour Change Network (Network) has continued to focus on the development of a collective, powerful voice for perpetrator programs in WA. SFV support the Network through Secretariat support and currently perform the role of Acting Chair while a permanent Chair is recruited.

This year the Network has worked through a number of challenges related to the changes to the Department of Justice contracts which took effect early 2018 as well as a renewed policy agenda resulting from Machinery of Government changes. The second half of this period saw a 'settling' of this transition and a consolidation of the relationships across the sector. SFV have also continued to develop trusting and supportive working relationships with providers who are in the development of MBCPs or have recently commenced the facilitation of MBCPs. As part of this process SFV have worked closely with Outcare, who have recently commenced a relatively new MBCP in WA. This has resulted in Outcare applying and being accepted into the Network.

SFV view this as an additional key function of the Network, to provide support and guidance to both established and new MBCP providers. SFV is also continuing to work with two other agencies who are associated with this work but have, as yet, been unable to participate.

#### 2017/2018 WA MEN'S BEHAVIOUR CHANGE NETWORK MEMBERS







## DEPARTMENT OF JUSTICE

Relationships Australia.



#### Safe and Together Partnership

In November 2017, SFV CEO Damian Green and Operations Manager Mark O'Hare began training to become Safe and Together Certified Trainers. They successfully completed all stages of the training and are now accredited as trainers in the Safe and Together CORE training as well as other shorter introductory workshops. As part of this undertaking Stopping Family Violence has become a Partner Agency of the Safe and Together Institute and now works closely with Safe and Together to deliver training across Australia. As hosts of the only Certified Trainers in Western Australian, SFV is now well placed to provide a leading role in developing practice around perpetrator responses across the WA FDV sector.

Training/Event	Presenters	Training/Event Information
Workshop for the DV Legal Workers' Network September 7th 2017	Mark O'Hare – Operations Manager Stopping Family Violence	Knowledge of perpetrator programs is becoming increasingly recognised as useful by workers across the FDV sector and marks a positive shift that SFV is proud to help cultivate. Additionally, given the recent changes in the Restraining Orders Act 1997 the ability to communicate evidence-based
		knowledge of good practice within perpetrator interventions is imperative in improving the systematic response of the legal system.
		The information session addressed:
		• A background of SFV, its purpose, work and what it offers the sector;
		<ul> <li>Trends, developments and expectations of perpetrator program in WA;</li> </ul>
		<ul> <li>Referral pathways, programs available, and their suitability for different situations;</li> </ul>
		General discussion and questions.
Twilight Seminar: Pathways towards accountability: understanding the journey of family violence perpetrators through the service system	Elena Campbell, Centre for Innovative Justice RMIT University (Melbourne)	The training presented opportunities available to encourage interventions with perpetrators to become a shared responsibility within service systems. The seminar built upon a detailed report compiled for Victoria's Department of Premier and Cabinet in November 2016.
October 10th 2017 Partner: Family Law Pathways Network	Rob Hulls, Centre for Innovative Justice RMIT University (Melbourne)	Participants were provided with an engaging overview of the need for family violence reform, in particular the need for service systems to shift their focus onto the source of the problem, violent men, whilst also prioritising women and children's needs and safety. A snapshot of Victoria's progress in implementing recommendations from the recent Royal Commission was provided giving participants insight into the challenges but also the necessity of changing intervention responses.



	Training/Event Information
ark O'Hare Operations anager, Stopping mily Violence	A bespoke interactive and engaging one-day workshop was held at each site to increase staff's knowledge of Family and Domestic Violence and to increase their skills in working with clients who are perpetrators of domestic violence.
odney Vlais Consultant, opping Family olence	A workshop for service providers to explore avenues for improvement, and practice issues involved in tailoring group-based men's behaviour change programs to individual participants.
ofessorDonna hung – Head of ocial Work, Curtin hiversity amian Green – EO Stopping Family olence ark O'Hare – perations Manager opping Family olence arcee Schulze – artin University my Warren – artin University my Warren – artin University trah Anderson – artin University be Bosch – Curtin hiversity r Kate Dorozenko – artin University eidi Guldbaek – testnet ssociate Professor	This full-day, free event explored emerging and topical ideas in FDV research, and a number of national research projects that aim to increase safety for women and children. Alongside showcasing SFV and Curtin's vast research agendas, this event proved an opportunity for networking and sector engagement.
	Dperations anager, Stopping mily Violence dney Vlais Consultant, opping Family olence ofessorDonna ung – Head of cial Work, Curtin iversity mian Green – O Stopping Family olence ark O'Hare – erations Manager opping Family olence rcee Schulze – rtin University my Warren – rtin University rah Anderson – rtin University cah Anderson – rtin University e Bosch – Curtin iversity Kate Dorozenko – rtin University idi Guldbaek – estnet



Training/Event	Presenters	Training/Event Information
Twilight Seminar: Non-fatal strangulation in sexual assault February 6th 2018 Partner: Family Law Pathways Network	Dr Debbie Smith, Sexual Assault Resources Centre (WA)	Dr Smith discussed her recent paper on nonfatal strangulation in sexual assault. The research provides quantitative data on the association of non-fatal strangulation in sexual assault by an intimate partner.
Presentation at Safe and Together Symposium (Melbourne) Holding perpetrators in Western Australia 'truly' accountable, and partnering with survivors through implementation of the Safe and Together Model and 'collaborative documentation' February 8th 2018 Partner: Safe and Together	Damian Green – CEO, Stopping Family Violence Mark O'Hare- Operations Manager Stopping Family Violence	SFV were invited to speak at first Australian Safe and Together Symposium. SFV delivered a workshop which highlighted the importance of using a survivor strengths, child focussed and perpetrator pattern based approach to documentation with services working in the area of FDV. The event provided participants an opportunity to view FDV through a 'DV lens' and consider the model in their work when working with perpetrators of FDV or families impacted by FDV.
Safe and Together Overview Day May 29th 2018 Partner: Safe and Together	Damian Green – CEO, Stopping Family Violence Mark O'Hare – Operations Manager Stopping Family Violence	A one day Safe and Together model overview day was provided for free to key stakeholders such as SFV Board members, Department of Communities, Department of justice, MBCP providers and specialist women's and children's services. The full-day provided an overview of the model with a focus on key principles around working with survivors' strengths and 'pivoting' to the perpetrator for the focus on women and children. The day also focussed on highlighting the importance of 'DV informed' documentation in all areas of FDV work.



Research Title	SFV's Role	Research Information
ANROWS Program quality and outcomes in men's behaviour change programs January 2017 – January 2018	Advisory group role and subcontracted researcher role.	This project seeks to update current knowledge about MBCP outcomes and systematically review existing approaches to outcome measurement and quality assurance methods. The project also reviewed the logic underpinning the delivery of current MBCPs and explore current methods of assessing quality. The project will articulate the program logic of MBCPs, identify appropriate intermediate outcomes and quality assurance tools, and inform an approach to evaluation practice that is based on the application of empirical knowledge about behavioural change.
ANROWS Improving safety through better engagement and retention of perpetrators across the systems of interventions January 2017 – December 2018	Advisory group role	This project seeks to inform the processes required to shift system focus onto the perpetrators of FDV and alleviate the burden placed on women and children.
		The project will aim to develop clear future directions which place the spotlight on the perpetrator, manage his risk and shift the burden away from women and children being responsible for their own safety, the project examines various parts of the perpetrator intervention system to understand how it can best be reshaped to achieve this shift.
		SFV hope to help disseminate this important research and have continued to support the projects through promotion and pilot support throughout this period.
ANROWS Invisible Practices: Moving towards child protection practices through a community of practice approach July 2017 - August 2018	Advisory group role and shared research associate	A significant amount of intervention with men who use violence and abuse in relationships does not occur in specialised MBCPs but through child protection and family services interventions, yet these practices are neither documented nor evidence-based. With some exceptions, detail is generally lacking in this sensitive area of work about models for good practice that address the diversity of perpetrators seen by child protection and family service practitioners. No standards and little guidance exists in most states.
		This project aims to research a current practice and knowledge gap, namely the skills required by child protection and non-statutory service practitioners to work with fathers who use violence and to document the skills. It will provide a unique focus on research and workforce development. It will shine a light on the ubiquitous but unacknowledged work of frontline practitioners in child protection and non-statutory services intervening with fathers who use FDV.
		A key output will be the development of practice guidelines for how practitioners work with fathers who use violence and controlling behaviours.



Research Title	SFV's Role	Research Information
Prioritising women's safety in Australian perpetrator interventions: the purpose and practices of partner contact.	Industry Partner	This project will provide a deeper understanding of how MBCPs support women and children's through Partner Contact (PC). This understanding will contribute to improved quality of services provided to victims by identifying gaps between theory and practice and providing practice guidance and considerations for the field.
		It is a well-established expectation of the perpetrator intervention system that women and children are provided appropriate support, and this research will help identify how best to achieve this. It will also highlight the importance of PC as an opportunity for meaningful engagement; a key accountability and quality assurance measure within perpetrator interventions; and to provide a means of minimising collusion and increasing accountability around self reporting.
		This project will help establish perspective on considerations for good practice across all of this diversity. It will provide an important, and internationally significant, influence to the development of quality responses, adding to the evidence base for this work.



SFV has continued to foster and maintain relationships with a broad range of key stakeholders both within the FDV sector and more broadly. The preservation of existing relationships is an important commitment of SFV and ensures the sector remains aware of the Practice Standards, cross-sector working relationships are continually improved, and staff are appropriately trained and informed.

SFV's relationship building remains far-reaching and diverse with key agencies at many levels of WA's perpetrator intervention sector represented, including:

- Targeted perpetrator interventions including voluntary and mandated behaviour change programs - Department of Communities, Department of Justice and WAPOL;
- Secondary perpetrator interventions such as AOD, health, not-for-profit organisations, employment and financial support services, housing, CALD agencies and community law centres;
- Women's and children's services that support victims of family and domestic violence.

The continuation of far-reaching and diverse consultations ensures SFV continues to inform the evidence that aims to close the main gaps in perpetrator response work as highlighted in the Project Plan.

#### Forums and Advisory Groups

SFV remains involved in several cross-sector forums, advisory groups, and committees that work to establish collaborative practice and discussion in the WA FDV sphere. These groups represent an array of service providers, policy advisors, community stakeholders, and researchers and discuss diverse issues affecting the FDV sphere. As the only peak-body representing the WA perpetrator response sector, SFV brings a unique and important voice to these conversations. In to the future, SFV aims to increase its representation at similar cross-sector forums.

#### The 10 year strategy to reduce Family and Domestic Violence - Consortium member

SFV has been part of the Consortium which was established to develop a set of recommendations to assist the Government is developing a 10 year strategy to reduce Family and Domestic Violence specific to WA. The Consortium developed a range of outputs and these deliverables have been submitted to the Government to assist in developing the consultation strategy that will eventually inform and guide the strategy itself. It is hoped that we will continue to be engaged in this process through the establishment of a Reference Group later in 2018.

#### The Family and Domestic Violence Advisory Network (FDVAN)

SFV is part of the FDV Advisory Network (FDVAN) which aids the Director General Implementation Group to oversee the strategic implementation of the Western Australia's Family and Domestic Violence Prevention Strategy to 2022

The FDVAN includes representatives from a wide range of specialist FDV services, other community sector

organisations, and government agencies including SFV, the Women's Council, and Legal Aid (WA). The FDVAN discusses emerging issues and provides information and advice to the Family and Domestic Violence Governance Council to support the development and implementation of FDV policies and strategies.



### RELATIONSHIPS

#### Healthy Relationships Strategy Group South East Metropolitan

Stopping Family Violence attends monthly meetings as part of the Healthy Relationships Strategy Group for the South East Metropolitan Corridor. This forum brings together delegates from WAPOL, women's services, perpetrator response, City of Belmont, City of South Perth, Town of Victoria Park, financial services and housing and AOD to identify early intervention strategies for Domestic Violence in the local community.

As the only representative for perpetrator response on the committee, SFV offers an important voice

**ASeTTs Research Project Reference Group** 

This year, SFV has continued its involvement in the Association for Services to Torture and Trauma Survivors (ASeTTs) and the University of Western Australia's Research Reference Group for a project developing best practice guidelines for work with perpetrators from refugee backgrounds.

The ANROWs funded project 'Best practice principle for interventions with DV perpetrators from refugee

White Ribbon Australia WA State Committee

In 2018, SFV CEO Damian Green applied for and was accepted onto the WA state Committee for White Ribbon Australia (WRA).

White Ribbon Committees are formal volunteer groups which work directly with the National Office in the strategic and operational coordination of White Ribbon activities in their state. The purpose of the Committee is to

1. Enhance and strengthen connectivity and support among White Ribbon Stakeholders in WA, including Ambassadors, Advocates, White Ribbon Workplaces, White Ribbon Schools and sporting clubs.

to this cross-sector collaborative discussion and implementation. SFV aims to ensure that notions of perpetrator accountability and empowering survivors of FDV remain a top priority of the committee's discussions.

Stopping Family Violence aims to establish future collaborative discussions and forums with other local governments to inform the implementation of community awareness campaigns throughout WA.

backgrounds' aims to provide evidence to inform interventions for perpetrators of refugee backgrounds that are responsive to refugees' experiences of torture and trauma. Alongside representative from MBCPs, and CALD and refugee services, SFV offer expertise and constructive advice throughout the project.

- 2. Enhance cross-sector, cross-community action and connectivity in preventing violence against women
- 3. Promote and facilitate strategic growth in key White Ribbon program areas
- 4. Engage less-active, influential and male-dominated workplaces and communities in WA.

This membership aligns with the strategic intent of SFV moving forward to actively engage in, influence and support the work of FDV prevention in Australia.



#### National Fatherhood Project – Expert reference group member

In 2018 CEO, Damian Green, was invited to participate in the Expert Reference group for the National Fatherhood Project being led by White Ribbon Australia.

The project aims to engage with men – as fathers, soon to be fathers, or those in father figure roles – to model and foster positive and respectful attitudes and behaviours towards women and girls.

For many men, fatherhood is a time of transformation that inspires a deeper understanding about the importance of their role to act as positive agents of change and this project aims to support and encourage this potential. The expert reference group will guide the development and implementation of the Activity Work Plan through ongoing guidance of the project's activities.

#### **Multi-cultural Advisory Forum- Lead by Department of Human Services**

In 2017 Operations Manager, Mark O'Hare, was invited by the Department of Human Services to join the Multi-cultural Advisory Group. The forums provide consultation with multicultural communities at local, state and territory levels. These forums ensure communities know about the department's programs, services and new initiatives which have an impact on CALD customer. The group provides advice and feedback about the quality and effectiveness of the department's service delivery to multicultural customers. Examples of issues discussed in the meetings include family and domestic violence, digital services and employment.

As one of the only representatives for perpetrator intervention work in the forum, SFV offers expertise and advise in the area of engaging with perpetrators in this space to increase the safety of women and children. SFV also utilises the information in these forums to further inform men's specialist services.

#### **Humanitarian Entrants Interagency Network**

In 2017 Mark O'Hare from SFV was invited to join the Humanitarian Entrants Interagency Network (HEIN). The Network is led by the Association for Services to Torture and Trauma Survivors (ASeTTS) and facilitates relationships, collaboration, support, and the sharing of information, practice and ideas among agencies that provide services to people from refugee backgrounds. Examples of members of the Network include Department of Human Services, Education, various counselling services, ASeTTS, Centrecare, Relationships Australia WA. SFV have provided information sessions about new initiatives SFV are involved with, in addition to educational sessions on contemporary FDV intervention models. SFV are often the only representative with specific FDV expertise and offer guidance and support in this area for agencies working with people from refugee backgrounds.



Damian Green – Chairman Wayne Stevenson – Treasurer Donna Chung – Board Member Rodney Vlais – Board Member Angela Hartwig – Board Member Michael Hovane – Board Member Aimee O'Hare – Board Member



Funding Bodies
Department of Communities
Department of Justice
ANROWS

#### **Stopping Family Violence Partners**

The Women's Council for Family and Domestic Violence Services (WA) Curtin University

#### **Stopping Family Violence Supporters**

Mills Wilson Rare PSC Foundation



# SUPPORTING PARTNERSHIPS THAT MAKE A DIFFERENCE

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