

Tasmanian Women's Strategy 2018-2021

Progress Report July 2019





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Message from the Minister for Women. Error!

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Introduction

The *Tasmanian Women's Strategy 2018 -2021* (the Strategy), launched in May 2018, sets out the framework for the Tasmanian Government's gender equality agenda over three years. This annual report outlines the significant progress made under the four priority areas of the Strategy: financial security, safety, leadership and participation and health and wellbeing.

The Strategy is a living document to progress the goals in the priority areas and improve opportunities for women's equal participation in the social, political and community life of Tasmania.

The Government is committed to working with all Tasmanians to identify priorities, review progress, develop new actions and consolidate and strengthen existing activities.

In September 2018, the Government released the first action plan under the Strategy, the *Financial Security for Women Action Plan*. It details actions to tackle the underlying causes of financial insecurity experienced by many Tasmanian women, including pay equity and lack of employment opportunities in male dominated occupations. It also addresses the cost of living impacts on women.

The *Women's Health and Wellbeing Action Plan* will be launched in March 2020. Action Plans for the remaining two priority areas will be developed over the final year of the Strategy.

This Annual Report details the first year's progress against the Strategy's priority areas. It summarises the policies, programs and initiatives undertaken by government agencies in partnership with community organisations and business to improve the lives of Tasmania's women and girls.

Priority One: Financial Security

The Strategy sets out activities to promote women's financial security: increasing gender diversity in the workplace, promoting women in male dominated occupations and increasing women's participation in the workforce.

1.1 Pursue gender diversity best practice in the Tasmanian State Service (Department of Premier and Cabinet (DPAC))

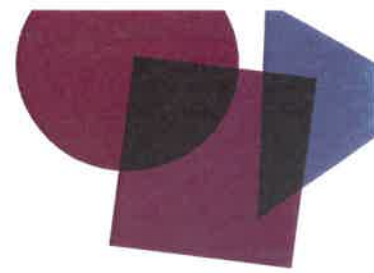
Gender Diversity in the Tasmanian State Service – Our Commitment was released in August 2016. The commitment was to achieve 40 per cent representation of women in the SES by 2020, with an overall objective of 50/50.

The 40 per cent target was met in December 2018, with the current representation at March 2019 at 42.86 per cent.

Work done to assist in meeting the target included:

- Unconscious bias training for heads of agencies and deputy secretaries.
- Collaboration with the University of New South Wales on the impact of unconscious bias and middle management.
- Rolling out support training for women in the Tasmanian State Service (TSS) specifically Be Bold, and Confidence to Lead.
- Implementing short form application process across agencies.
- Undertaking research into the barriers women face across the TSS.
- Releasing the publication *Women in the Tasmanian State Service*.

An Action Plan 2019-20 was released in March 2019 to continue the work on gender equity with strategies around maintaining the momentum, workforce profiling, and cultural change.



This work is supported by initiatives within individual agencies covering awareness raising, unconscious bias training, flexible work arrangements, cultural change and leadership actions and promoting gender diversity best practice in the TSS. For example, the Department of Primary Industries, Parks, Water and Environment (DPIPWE) has established and promoted Gender Equality Principles and gender-based KPIs are included in the key performance indicators of all senior managers. At the Department of State Growth (State Growth) a gender equity strategy is in development and their Flexibility@work framework is being reviewed with the aim being to increase the uptake of flexible work options supporting shared parenting. State Growth is also working on accreditation as a breast-feeding friendly and menopause-ready workplace.

1.2 Empower women and girls in regional areas to work in male dominated fields (DPIPWE)

The *See it. Dream it. Do it.* Program is part of DPIPWE's Gender Equality Action Plan. It is an exciting initiative to encourage women to work in the diverse operations and field based roles in the department. Actions to date include:

- Creation of video clips showcasing women working in operational and field-based roles – these videos were launched in lead up to International Women's Day.
- Four school-based careers workshops delivered in regional high schools.
- Interactive display at Agfest showcasing women working in operational and field-based roles.
- The continued collaboration with the Department of Education (DoE) and the Beacon Foundation to provide work exposure opportunities that align with the Work Studies Learning area of the Australian Curriculum.

1.3 Implement the Women in Rural Communities Program (DPIPWE)

DPIPWE delivers a *Women and Rural Communities Program* to ensure that rural women are connected and supported in their work and contribution to primary industries.

Strategic support and grant funding is provided to the Tasmanian Women in Agriculture organisation including representation on the Board. Tasmanian Women in Agriculture provides opportunities for women working and connected to agriculture including capacity building workshops and numerous scholarships to further develop leadership skills.

The Program includes the coordination of the *AgriFutures Australia Rural Women's Award in Tasmania*. The award provides a \$10,000 bursary and is to help build skills so that participants can share knowledge to improve their business and the agricultural industry. The 2019 Rural Woman of the Year for Tasmania is Anh Nguyen, who was recognised for her project to make farm management efficient, smart and sustainable.

1.4 Support COTA's project to increase older women's participation in work (Department of Communities Tasmania (CT) and State Growth)

The Council of the Ageing (COTA) has been involved in two projects to increase older Tasmanians' participation in the workforce:

- Establishment of a Community of Practice group with representatives from government, business, industry, research and community organisations, with an interest in the ageing workforce. The Community of Practice group has identified key industry and businesses to work with and to understand ageing workforce challenges and opportunities. The next step is working with key persons in these industries and businesses to develop industry-specific resources for

businesses to plan for an ageing workforce.

- State Growth funded COTA to deliver the Recruiting for Life project and report on ways to both improve participation by older Tasmanians in the workforce and promote age-diverse and inclusive employment and workplace planning practices. The report looks at barriers for older workers and what needs to change. A summary of the report, *Rethink Ageing: Recruiting for Life Experience*, is available on the COTA website.

Priority Two: Safety

Feeling safe at home, work, your place of study or in the community is a basic human right. The Strategy sets out the actions that reflect the implementation of the Government's response to family and sexual violence.

2.1 Deliver Safe at Home (Department of Justice (Doj))

Safe at Home is Tasmania's whole-of-government integrated criminal justice response to family violence and is supported by the *Family Violence Act 2004*. It involves a range of services working together to address the risk and safety needs of victims and children, and hold perpetrators accountable. It utilises a pro-arrest, pro-prosecution policy to address family violence, complemented by a human services approach to support recovery and change.

The objectives of the *Safe at Home* service system are to:

- Improve the safety and security for adult and child victims of family violence in the short and long term.
- Ensure that offenders are held accountable for family violence as a public crime and change their offending behaviour.

- Reduce the incidence and severity of family violence in the longer term.
- Minimise the negative impacts of contact with the criminal justice system on adult and child victims.

Integrated case coordination is a key feature of *Safe at Home*. It acts as a safety hub in each region for family violence cases, ensuring that all risk and safety aspects are discussed and appropriate actions are taken. Integrated case coordination meetings are held weekly throughout Tasmania and are attended by service providers in the *Safe at Home* service system.

Safe at Home was reviewed in 2018-19 as part of the comprehensive Family Violence Service System Review. The review found that *Safe at Home* continues to deliver a nation leading integrated criminal justice response to family violence, which has been enhanced by investment in schools and community-based specialist family violence services under *Safe Homes, Safe Families*.

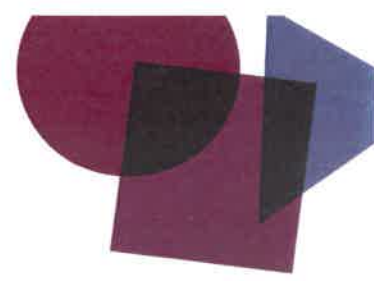
2017-18 data

In 2017-18, Tasmania Police attended 5,605 family violence incidents and arguments and issued 1,746 Police Family Violence Orders (PFVOs). Of these, there were 3377 family violence incidents, and 2,228 argument/information reports (Tasmania Police Corporate Performance report 2017-18).

In the same financial year, the Magistrates Court received:

- 648 applications for Family Violence Orders (FVOs).
- 277 applications to extend or vary an FVO.
- 151 applications to extend or vary a PFVO.
- 803 lodgements of breach of P/FVOs (Magistrates Court Annual Report 2017-18).

In 2017-18, the Court Support and Liaison Service made 9,722 client contacts (Doj Annual Report 2017-18).



July 2018 to April 19 data

The April 2019 Tasmania Police Corporate Performance report notes that from July 2018 to April 2019 Tasmania Police attended 4,979 family violence incidents and arguments. This includes 2,963 family violence incidents and 2,016 family arguments/information reports.

In the same period, Tasmania Police issued 1,543 PFVOs. This is an increase when compared to the April 2018 report (1487). The number of breaches of PFVOs increased to 842 in April 2019, up from 740 in April 2018.

Of the 2,963 family violence incidents, 230 were classified as high risk on the Risk Assessment Screening Tool (RAST); 1,433 were medium risk and 1,300 low risk. The data suggests that there has been a reduction in the number of high risk incidents, from 256 to 230; and there has been an increase in the number of low RAST incidents from 1,121 to 1,300.

2.2 Implement Safe Homes, Safe Family: Tasmania's Family Violence Action Plan 2015-2020 (CT and DoJ)

The Government continues to implement the whole-of-government response to family violence, *Safe Homes, Safe Families*. During 2018-19, a review of the family violence service system was undertaken to inform development of the next family violence action plan. A further \$27 million over three years was provided in the 2019-20 State budget for a single, combined family and sexual violence plan, *Safe Homes, Families, Communities: Tasmania's action plan for family and sexual violence 2019-2022* which was released on 1 July 2019. This funding is in addition to the \$26 million invested for the first *Safe Homes, Safe Families Action Plan* in 2015.

In December 2018, the Tasmania Prison Service (TPS) Intervention Programs Unit staff were trained in facilitation of the FVO Intervention Program. The program commenced in February 2019 targeting high-risk family violence

perpetrators with a more intensive program. It complements the EQUIPS (Explore Question Understand Investigate Practise Succeed) Domestic Abuse Program used to target medium-risk family violence perpetrators. The introduction of this program brings the TPS into line with programs delivered by Community Corrections.

2.3 Implement Tasmania's commitments under the National Plan to Reduce Violence Against Women and their Children 2010-2020 (The National Plan) (CT)

The Government continues to work with the Australian Government to deliver commitments under the National Plan. This includes co-convening a consultation session with the Department of Social Services, held in Hobart on 21 September 2018 to inform development of the Fourth Action Plan under the National Plan. Examples of Tasmania's implementation of the National Plan are highlighted in the 2017-18 Annual Progress Report of the Third Action Plan, due for release by mid-2019 at <https://plan4womenssafety.dss.gov.au/> [not released at time of publication]

2.4 Increase knowledge of family violence prevention and response through membership of Australia's National Research Organisation for Women's Safety (ANROWS) (CT)

As a founding member of ANROWS, Tasmania has contributed almost \$250,000 since 2013 to support ANROWS research. Membership has provided opportunities for Tasmania to contribute to the national research agenda through representation on the ANROWS Board and participation of Tasmanian researchers and stakeholders; and to receive direct advice and consultation from ANROWS as required, for example, the ANROWS' Chief Executive Officer participated in the Hobart community roundtable held in February 2019.

2.5 Address the prevention of violence against women through membership of Our Watch (CT)

Tasmania has been a member of Our Watch since August 2015. Our Watch has regularly undertaken consultation in Tasmania to inform the development of primary prevention resources and lead or participate in training activities. There has been continued engagement between Our Watch. The Family Violence Secretariat in CT and the Government has also been represented by senior officials at Board meetings of Our Watch. This activity with Tasmania is in addition to the prolific body of internationally significant primary prevention research and resources that Our Watch has developed over the past four years, which are freely available to the public, such as [Change the Story](#) and [The Line](#).

2.6 Deliver the Respectful Relationships Education Package in Tasmanian Government schools by the end of Term 1, 2018 (DoE and CT)

Respectful Relationships Education is about enabling school communities to build respectful, safe and inclusive learning environments, equipping young people with lifelong skills to develop and maintain healthy and respectful relationships, and wellbeing and learning outcomes.

Respectful Relationships Education includes an extensive range of resources to support schools, communities and individuals to understand why family violence occurs and how to create a culture that promotes respectful relationships for everyone.

All resources are publicly available through a dedicated [website](#). The program has also been supported by community engagement sessions to raise awareness of family violence and information about *Respectful Relationships Education*. As of the end of first term 2018, all Tasmanian Government schools and Child and Family Centres from Kindergarten to Year 12 were implementing *Respectful Relationships*. Further work has

continued since this time to more deeply embed *Respectful Relationships*.

Under the *Safe Homes, Families, Communities: Tasmania's action plan for family and sexual violence 2019-2022*, DoE has committed to embed *Respectful Relationships Education* in Tasmanian Government schools.

Whole-school approaches to respectful relationships education are embedded through a broad range of policies and practices, teaching and learning resources, and in everyday interactions.

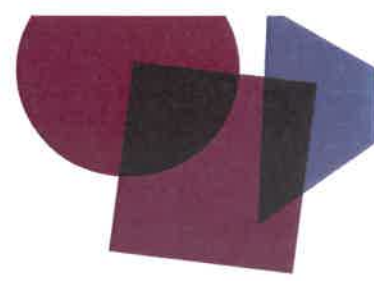
Creating a culture of respect, where we respect ourselves, our past and our environment, is reflected in other key pieces of work including:

- *The Child and Student Wellbeing Strategy* - which outlines the DoE's approach to ensuring that all learners are safe, feel supported and are able to flourish.
- *The Mental Wellbeing Action Plan* - which includes an action to take a respectful relationships approach to promote positive wellbeing in schools.
- *The Principal Wellbeing Action Plan* - which includes an action to co-design a community education campaign to encourage respectful behaviours in school settings
- *The Combatting Bullying Initiative* - which includes the *Bullying Stops Here!* Website

DoE will continue to promote *Respectful Relationships* as a strategic priority for schools, refine resources and professional learning, and strengthen alignment across respectful relationships programs and initiatives.

2.7 Complete and maintain White Ribbon Workplace Accreditation across the departments of the Tasmanian State Public Service (CT)

All Tasmanian Government Departments were committed to undertake the White Ribbon



Workplace Accreditation program under *Safe Homes, Safe Families*. All implementation milestones have been met with six departments having achieved accreditation: DPAC; Department of Police, Fire and Emergency Management (DPFEM); Department of Treasury and Finance (Treasury); DoE; DPIPWE; and State Growth.

State Growth was recognised as the best practice leader from over 175 organisations accredited nationally when it achieved White Ribbon Workplace accreditation in November 2018. Highlights of the achievement included bespoke face-to-face training delivered to all managers and supervisors and (currently) all staff, the inclusion of staff personal stories in the manager training of stories, the integrated approach to communication across a statewide agency, hosting White Ribbon Night 2018 on behalf of the TSS and the production of a short video featuring all TSS Heads of Agency and their collective commitment to the prevention of violence against women.

Three departments are due to achieve accreditation by March 2020: Department of Health (DoH); CT and DoJ. DPAC, Treasury and DPFEM have contracted for reaccreditation by October 2019.

2.8 Promote best practice through the Responding to Family Violence: A Guide for Service Providers and Practitioners in Tasmania within relevant community organisations (CT)

The Practice Guide is a resource to assist service providers and professionals who come into contact with victim-survivors and/or perpetrators of family violence. It was developed under *Safe Homes, Safe Families* and was released in July 2017. It is available to download via the *Safe Homes, Safe Families* and *Safe at Home* websites. It has been extensively promoted through the Family Violence Consultative Group and through other government and non-government networks. The Practice Guide has also been used by Relationships Australia (Tasmania) and DV-Alert as part of family violence training for service providers.

2.9 Support Tasmanian employers to better respond to family violence (CT)

Family violence training and the Practice Guide, both funded under *Safe Homes, Safe Families* have also provided resources to support Tasmanian employers. The review of the family violence service system has also considered how the Tasmanian Government may work with Tasmanian employers in the future to better respond to family violence.

Additionally, Tasmania's membership and promotion of Our Watch is a key element to supporting Tasmanian employers to better understand and respond to family violence. In 2018, Our Watch released the [Workplace Equality and Respect Standards](#), a freely available resource to help workplaces recognise what is needed to better respond to family violence.

2.10 Develop and promote safer and more inclusive public places (Tasmania Police)

The policing of public places forms part of Tasmania Police's 2018-19 business priorities, and is a core focus of our operational police. This is achieved through high-visibility policing, appropriate response times, and working with organisers of public events to ensure adequate police presence.

As well as general duties officers, Tasmania Police has a dedicated team, Road and Public Order Services, whose strategic focus is working in public spaces to contribute to community safety. Tasmania Police continues to work closely with Crime Stoppers Tasmania and Neighbourhood Watch Tasmania with their crime prevention campaigns. Additionally, in November 2018 Tasmania Police commenced a small, controlled pilot to GPS monitor high risk family violence perpetrators. As at 31 March 2019, 22 family violence orders with electronic monitoring conditions have been granted, a number which is expected to increase throughout 2019.

Priority Three: Leadership and Participation

The Strategy outlines eight specific actions to increase women's participation in decision making and leadership roles. These include the implementation of Government policies on gender diversity and women's representation.

3.1 Implement the TSS Diversity and Inclusion Policy and Framework 2017-2020 and Gender Diversity in the Tasmanian State Service – Our Commitment 2016 and achieve at least 40 per cent gender diversity targets with the Tasmanian State Executive Service by 2020 (DPAC)

Gender Diversity in the Tasmanian State Service – Our Commitment was released August 2016. The Commitment aimed to achieve 40 per cent representation of women in the SES by 2020, with an overall objective of 50/50. The 40 per cent target was met in December 2018, with the representation at March 2019 at 42.86 per cent. (See Action 1.1 for more detail)

As noted under Action 1.1, individual agencies implement a range of initiatives to support women into leadership roles. For example, agencies such as DPIPW and State Growth support female staff to participate in the TSS leadership training, *Be Bold for Change* and *Lead, Support, Grow* forums.

3.2 Implement the Women on Boards Strategy 2015-2020 (CT)

The Government is on track to achieve the target of 50 per cent women on government boards and committees by 2020 under the *Tasmanian Women on Boards Strategy 2015-2020*. As at 31 March 2019, women held 44.9 per cent of all government board positions. Women made up 50 per cent of directors on State-Owned Boards and 54.28 per cent of directors on Government Business Boards.

Based on the 31 March data, the terms of 320 current board members will expire between 1

April 2019 and 30 June 2020 (136 positions currently held by women and 184 currently held by men). If women are appointed to 193 of those 320 positions (that is, 136 women are appointed to positions currently held by women, and 57 additional positions are taken up by women), the target of 50 per cent female board representation will be achieved by July 2020.

To increase the number of Tasmanian women appointed to government boards and committee, the Government supports and promotes the Tasmanian Women's Register. Subscribers to the Register are notified of all board vacancies. There are currently 527 women who are subscribers to the Women's Register.

From 2015-2018, the Government provided \$200,000 over four years to fund the *Board Governance Diversity Scholarship Program* to increase the governance skills of women and support them in leadership roles by attending Australian Institute of Company Directors (AICD) training courses. To date, 75 women have received a scholarship to develop their leadership and governance skills. In 2018, emerging leaders with refugee and migrant backgrounds, Aboriginal women, women with a disability and women working in STEM areas were specifically encouraged to apply. Of the 17 scholarships awarded in 2018, 12 women were from these groups.

In 2018 the AICD, in partnership with CT, developed a new six month training program for scholarship recipients. It included a tailored approach for each scholarship recipient with individual mentors, and a series of workshops and networking opportunities to ensure that the course work is supported by practical application.

The 2019-20 Budget allocated \$200,000 over four years to continue scholarships to support women in leadership.



3.3 Require State Organisations to report annually on women on boards (CT)

State sporting organisations have reported on board composition and the *2019 Women on State Sporting Organisations Board Report* shows an increase in the percentage of female board members from 37.4 in 2017 to 39.4 in 2018. Nearly a quarter of the boards (24.2 per cent) have female chairs or presidents. The Report is based on information on the 33 State sporting organisations funded under CT's State Grants Program. CT is drafting new diversity/gender equity eligibility requirements as part of a review of the State Grants program.

3.4 Deliver the Tasmanian Honour Roll of Women Awards (CT)

The Tasmanian Honour Roll of Women was established in 2005 to acknowledge the achievements of Tasmanian women who are leaders in their chosen fields of endeavour. The Honour Roll event is held biannually in March to complement International Women's Day (IWD) events. This year, 185 people attended the induction event held on 15 March 2019. There were sixty-nine nominations for the 2019 Honour Roll induction. Of these, 30 were selected for induction, including one women's organisation, the National Council of Women. To date, 324 women and ten women's organisations have been inducted onto the Honour Roll. More information about the Honour Roll of Women, including a list of the 2019 inductee is available on the [Women in Tasmania website](#).

3.5 Administer the Women in Tasmania website and Facebook page (CT)

Since the *Women in Tasmania* website and Facebook Page was launched in March 2017, Tasmanian women and girls have demonstrated their growing interest in the information provided through these sites. The dedicated website promotes opportunities for women and girls to participate in political, social and economic aspects of life by having access to relevant information in

one location. The *Women in Tasmania* website received 43,256 page views (hits) in the year from March 2018 and 31 March 2019. This is a significant increase since its launch in March 2017 when the number of hits for the first year to March 2018 was 18,821 page views (hits). The Facebook page has 1,141 followers. It complements the website with links to interesting articles and keeps Tasmanian women and girls up-to-date with relevant information, issues and events.

3.6 Support for International Women's Day (CT)

For the first time in 2019 the *International Women's Day (IWD) Small Grants Program* was delivered. \$7,500 was allocated for 25 local IWD events across the State, including \$2,000 provided to the Clifford Craig Foundation for the IWD Luncheon in Launceston. These events were attended by 1,531 women.

The Government also partnered with the Local Government Association of Tasmania (LGAT) and TasCOSS to host luncheons in Hobart and Devonport to celebrate excellence in leadership through a new awards program, the Tasplan International Women's Day Awards for Excellence on International Women's Day.

3.7 Address barriers and training opportunities for women to participate in under-represented occupations (State Growth)

The *Training and Work Pathways Program* supports innovative, targeted projects that create opportunities for Tasmanians facing disadvantage and experiencing barriers to participation in education, training and employment. A range of organisations can be supported and projects can involve a wide variety of activities, including projects that support greater gender equity in under-represented occupations.

The most recent release of the Program saw a number of projects funded to support pathways for Tasmanian women into a number of industries. Of particular note is the *Women in ICT Pathways*

project, a 24-month pilot partnership between the Australian Computer Society and TasTAFE to attract and retain 36 women into the ICT profession via a wrap-around education and career pathway solution in partnership with industry employers.

Similarly, the *Stepping Further into Rural Skills* project by GlobalNet Academy offers supported pathway opportunities for women in rural and regional Tasmania through a work experience program and project-based learning to move into horticulture. This project will have an additional focus on the growing role of technology in horticultural practice – both at an individual business and industry level.

3.8 Convene the Tasmanian Women's Council (CT)

The primary role of the *Tasmanian Women's Council* (TWC) is to contribute to the Government's gender equality agenda. The TWC meets quarterly with secretariat support provided by CT. The membership reflects regional diversity and a range of skills and experience. The TWC participated in the development of the *Financial Security for Women Action Plan 2018-2021* and the consultations on the new five-year *Family Violence Action Plan (Safe Homes, Safe Families)* and the Government's Sexual Violence Action Plan. The TWC is currently working on the *Women's Health and Wellbeing Action Plan* to be released in March 2020.

Priority Four: Health and Wellbeing

Preventative health, improved access to health services and greater participation in sport, recreation and physical activity are among the key actions implemented under the Health and Wellbeing priority area. Actions to improve access to affordable housing and improve the lives of carers also impact on women's health and wellbeing.

4.1 Work to facilitate women's and girl's access to appropriate health care services throughout their lifetime (DoH)

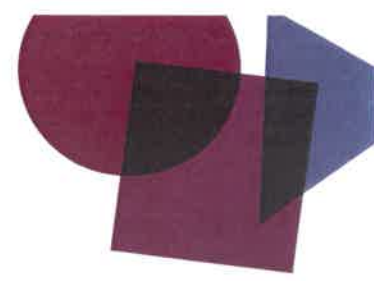
In 2018-19, Public Health Services administered \$435,200 to Women's Health Tasmania to improve health and wellbeing outcomes for Tasmanian women, especially women vulnerable to poorer health. A further \$398,100 was provided to The Link Youth Health Service to provide and implement services which improve the health and wellbeing of young people in Southern Tasmania. Young women represent the majority of service clients.

4.2 Promote breast and other cancer screening for women and raise awareness of the incidence of heart disease in women (DoH)

In 2018, 34,383 Tasmanian women were screened for cancer through the state's clinic and mobile sites.

In 2018-19, Population Screening and Cancer Prevention in the Tasmanian Health Service (THS), in the DoH has:

- Worked with over 100 general practitioners to improve their understanding of breast cancer and the BreastScreen Tasmania program, so they can promote participation in the free breast screening program to their patients. BreastScreen Tasmania is part of the national BreastScreen Australia program, which is jointly funded by the Australian Government and states and territories.
- Launched the Poo Poke Post campaign to demystify bowel cancer screening and encourage Tasmanian women to complete their National Bowel Cancer Screening Program (NBCSP) test kit (provided by the AG) when they receive it. In 2018, only 42.9 per cent of Tasmanian females aged 50-74 participated in the free national bowel cancer screening program.



Tasmania also receives Australian Government funding to provide a follow-up function to NBCSP participants who receive a positive result and have not attended a consultation with a relevant health professional.

- Presented at community events and expos across the state to connect with Tasmanian women and promote participation in BreastScreen Tasmania, the National Cervical Screening Program and the National Bowel Cancer Screening Program.

4.3 Improve mental health services for women and girls (DoH)

Throughout 2018-19, DoH with Tasmania's Chief Psychiatrist, Primary Health Tasmania and other key stakeholders in mental health, continue to work to build a fully integrated public mental health system that meets the needs of all Tasmanians.

A Tasmanian Regional Planning Steering Committee has been established, in line with the Fifth National Mental Health and Suicide Prevention Plan, to work on the development of a joint regional mental health and suicide prevention plan for Tasmania.

4.4 Ensure the new Mental Health Best Practice Framework for the State Service responds to the mental health needs of female employees (DoH)

The *Mental Health Best-Practice Framework* (the Framework) is under development as an action under the *Tasmanian Suicide Prevention Strategy 2016-2020*. The development of the Framework will be informed by broad consultations across the TSS and is anticipated to be completed in late 2019.

4.5 Use the new Tasmanian Suicide Register as a tool for better understanding female suicide (DoH)

The Tasmanian Suicide Register was established in December 2017 and is located in the Coroner's Division within the Magistrates Court, Southern Tasmania. The first report from the Register will be delivered to government by the end of 2019 and will include data from 2012-16 highlighting a range of data variables, including gender.

4.6 Develop and implement consistent statewide Perinatal and Infant Mental Health Services (DoH)

Throughout 2018-19, perinatal and infant mental health services continued to be provided to pregnant and postnatal women who present with mental health and psychiatric disorders in the southern region of Tasmania via a multidisciplinary team in Hobart. Mental health clinicians continue to be located at Launceston and Burnie, providing Perinatal services based within the Adult Community Mental Health teams.

4.7 Continue work to decrease smoking in women and girls, particularly during pregnancy (DoH)

Pregnant women are identified as a priority population group in the *Tasmanian Tobacco Control Plan 2017-2021*, and included in *No One left Behind: An action plan to achieve a smoke free Tasmania 2018-2021* – a plan addressing smoking cessation in Tasmania's priority population groups.

In 2018-19, under the *Healthy Tasmania Five Year Strategic Plan (Healthy Tasmania)*, the *Antenatal Carbon Monoxide Monitoring Opt Out Referral Pilot* project was completed. This project aimed to find out if routine carbon monoxide monitoring and opt-out referrals to smoking cessation support services improved smoke free outcomes for pregnant women. Early evaluation results indicate positive buy-in from midwives and an increase in smoker engagement with supports to cease smoking.

4.8 Raise awareness of the risks associated with the consumption of alcohol during pregnancy (DoH)

Throughout 2018-19, the Australia and New Zealand Ministerial Forum on Food Regulation requested Food Standards Australia and New Zealand to progress work on designing mandatory pregnancy warning labels for alcoholic beverages.

The National Foetal Alcohol Spectrum Disorder (FASD) Strategic Action Plan 2018-2028 was endorsed in late 2018 and aims to reduce the incidence and impact of FASD in Australia through the four national priorities of prevention, screening and diagnosis, support and management, and priority groups. Throughout 2018-19, national collaboration has continued in the prevention, detection and ongoing management of FASD in Tasmania, with a partnership approach between FASD Tasmania and a paediatric specialist within Royal Hobart Hospital to implement local models of care for FASD.

4.9 Support women and girls to be active participants in managing their own health (DoH)

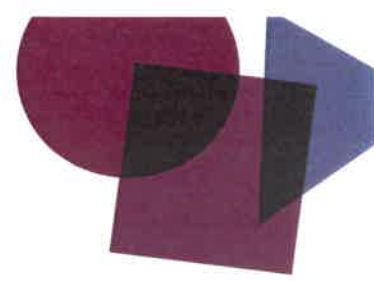
DoH is responsible for a range of initiatives to support women and girls to be active participants in managing their own health. For example:

- The *Healthy Tasmania Five Year Strategic Plan (Healthy Tasmania)* was released in 2016 to support Tasmanians to make healthy lifestyle changes across all stages of life.
- *Move Well Eat Well* is a statewide initiative to work collaboratively with a range of government and non-government service providers to develop frameworks, tools and resources to assist early childhood services and school communities promote physical activity and healthy eating. It aims to make healthy choices easier in the daily lives of children and families in the settings in which Tasmanians live, learn, work and play.

- Public Health Services, DoH provides in-kind support to coordinate the Breastfeeding Coalition Tasmania.
- Public Health Services, DoH provided \$10,000 to the University of Tasmania (UTAS) to conduct research with TSS employees on the transition back to work after having a baby and the impact this has on infant feeding. Results of the research will be available towards the end of 2019.
- Public Health Services, DoH is an Accredited Breastfeeding Friendly workplace. This means employees are supported to feed their baby or express milk in the workplace through the provision of a suitable space and time to do so.
- Nationally, the Australian National Breastfeeding Strategy: 2019 and Beyond was approved by the COAG Health Council in March 2019. The strategy provides a set of nationally consistent indicators for enabling baby-friendly health settings, along with universal and targeted breastfeeding education and support services.

In 2018-19, Public Health Services, DoH administered funding for sexual and reproductive health to a range of organisations, including:

- \$1,232,150 to Family Planning Tasmania to deliver a range of clinical, support and education services to people on issues relating to sexual and reproductive health, including a focus on reducing the rate of sexually transmissible infections and reducing the rate of unplanned pregnancy. Over 95 per cent of service clients are female.
- \$169,062 to the Red Cross Bicultural Health Program, a portion of which includes forced genital mutilation education and prevention. Red Cross is also working across the health sector to address issues arising from forced and servitude marriages.



- \$108,000 to Scarlet Alliance to identify and address issues related to accessing health services for sex workers in Tasmania, the majority of which are female.

Public Health Services, DoH also coordinated the development of the *2018-2021 Tasmanian Sexual and Reproductive Health Strategic Framework*, which includes 'Supporting informed reproductive choices' as a priority area.

4.10 Address barriers to women's and girl's participation in sport, recreation and physical activity. (DoH and CT)

In 2018-19, Public Health Services administered \$69,296 to the *Get Active Program*, to increase the engagement of people in physical activity, especially those living in disadvantaged areas in Tasmania. Participants are mixed but are primarily female (average of 86 per cent female in 2016 and 2017).

Through the *Healthy Tasmania Community Innovation Grants* program, the following community organisations were successful in receiving grants. Both had women as a target group:

- Bothwell Wellness Group (connecting isolated communities through physical activity, target group of young mothers and primary and secondary school-age girls).
- Mountain Bike Australia (development and delivery of clinic to introduce activity of mountain biking to women and girls).

The Sport and Recreation Branch, CT administers the Tasmanian Government's *Levelling the Playing Field Grants Program*, of \$10 million over two years. The program offers financial assistance to organisations to provide functional and inclusive change rooms and facilities for women and girls to boost female sports participation. In 2018-19, 21 projects were funded. Expressions of Interest for the 2019-20 program closed on 2 May 2019. Of the 35 received, 24 were invited to progress to the

full application stage. Outcomes will be advised in October 2019.

4.11 Build on the foundations of good health throughout school years and provide information and support for healthy body image (DoE)

In Tasmanian government schools, the Australian Curriculum learning area, Health and Physical Education, supports girls to develop the skills, knowledge and understanding to build and manage satisfying, respectful relationships. They learn to develop personal and community strengths and assets for enhancing safety and wellbeing. The delivery of the curriculum is also contextualised to schools and their local community.

Further support for the health and wellbeing of girls include:

- The delivery of the *Respectful Relationships Education*.
- Alignment with the *Child and Student Wellbeing Strategy 2018-2021*.
- A focus on developing health literacy skills to enable access, understanding and use of health information and services.

4.12 Provide greater support to women and girls as carers, noting primary carers experience a lower level of general health compared to other women (CT and DoH)

The *Tasmanian Carer Action Plan 2017-2020* was launched in December 2018. The Action Plan has been developed to implement the *Tasmanian Carer Policy 2016*, which recognises the commitment of unpaid Tasmanian carers and supports them in their caring role, and their active participation in economic, social and community life for themselves and the people they care for. The Action Plan includes actions the Government is already taking to recognise and support carers in their community and work settings, and through the way it delivers services.

The Fifth National Mental Health and Suicide Prevention Plan and the *Tasmanian Rethink Mental*

Health Plan prioritise safety and quality of mental health service delivery and consumer and carer participation. Throughout 2018–19, DoH is implementing the *Mental Health Carer Experience of Service Survey* via all statewide public mental health services. The survey captures carer experiences over a three month period. The survey demographics include gender, and outcomes will assist to better understand how to work with carers towards the recovery of mental health consumers.

In 2018-19, DoH provided \$20,000 of one-off funding to Mental Health Carers Tasmania to provide suicide prevention education and training to carers and families consistent with the *Plan for a Brighter Future – Deliverables 2017* and the *Suicide Prevention Workforce Development and Training Plan for Tasmania (2016-2020)*.

In 2018-19, DoH provided \$30,000 of one-off funding to Anglicare Tasmania which delivers the After Suicide Attempt Program (the Program) statewide. The Program supports families and carers to participate in Mental Health First Aid-Standard, Mental Health First Aid-Youth, Mental Health First Aid – Suicide Prevention, and Applied Suicide Intervention Skills Training.

4.13 Strengthen our efforts to provide appropriate and affordable housing (CT)

Tasmania's Affordable Housing Strategy 2015-2025 has two key outcomes which indirectly address the housing needs of women, who are acknowledged to be over-represented among those most in need: A decrease in the proportion of low income Tasmanians experiencing housing stress and a decrease in the proportion of Tasmanians experiencing homelessness.

The Government's total investment under the Strategy of almost \$200 million over eight years is being delivered under Action Plan 1 (2015-2019) and Action Plan 2 (2019-2023). We are on track to assist 1,600 households, including new supply of 941 affordable lots and homes, under Action Plan 1. Of which, 1,227 households have been assisted,

including new supply of 717 affordable lots and homes, as at 31 March 2019. An additional 2 000 households will be assisted under Action Plan 2 by 30 June 2023, including new supply of 1,500 affordable lots and homes, bringing total assistance under the Strategy to 3,600 households.

Specific housing initiatives for women being delivered under the Strategy include:

- 15 new units of homeless accommodation for the Hobart Women's Shelter was completed in March 2018.
- 173 households affected by family violence were safely housed into affordable private rentals under *Family Violence Rapid Rehousing* as at 31 March 2019.
- About 20 new units of homeless accommodation for the Launceston Women's Shelter will be constructed under Action Plan 2.
- More homeless accommodation for women in the South will be constructed in partnership with CatholicCare under Action Plan 2.
- 50 new units of homeless accommodation for older women and men will be constructed in the South for the Wirksworth Integrated Aged Care Facility.

4.14 Launch and implement a new Disability Framework for Action 2018-2020 (CT)

Accessible Island: Tasmania's Disability Framework for Action 2018-2021 was launched in January 2018. Its implementation is underpinned by three principles:

- Ensuring access to and inclusion for government services, infrastructure and communications.
- Collaboration and consultation – agencies will share expertise and collaborate in the planning and development of services, infrastructure and communications.
- Improving employment outcomes in the State Service.



Each Government Department has developed a Disability Action Plan to deliver *Accessible Island*. The *Disability Action Plans* are published on each agency's website. Once a year, Government departments submit a progress report to the *Premier's Disability Advisory Council*. The First Year Report on Agency Implementation was published (web only) in June 2019.

Conclusion

This first Progress Report demonstrates a strong foundation to advance the Government's gender equality agenda. Progress has been made across a range of initiatives and programs within the Strategy's priority areas.

The Women's Strategy Interdepartmental Committee will continue to monitor and promote the progress of the Strategy and subsequent Actions Plans to ensure that we build upon our achievements and increasingly reflect the diverse voices and needs of Tasmanian women and girls.

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