



Optional Template: Whole-of-Organisation Gender-based Violence Prevention and Response Plan and Outcomes Framework

Purpose of this document:

The National Higher Education Code to Prevent and Respond to Gender-based Violence (National Code) requires higher education providers to develop, implement and publish a Whole-of-Organisation Gender-based Violence Prevention and Response Plan (Plan) and Outcomes Framework.

This optional template has been developed to support providers in meeting this requirement. Providers may also choose to submit their Plan and Outcomes Framework in another format, so long as it meets the requirements of the National Code and is submitted in a single consolidated format.

Providers may choose to incorporate elements of existing plans and frameworks into this document as necessary.

This document should be used in conjunction with the [Guidance to Develop a Whole-of-Organisation Gender-Based Violence Prevention and Response Plan and Outcomes Framework](#).

Placeholder text has been added under each heading and for some examples provided.

All placeholder text should be removed prior to submission.

Whole-of-Organisation Gender-based Violence Prevention and Response Plan and Outcomes Framework

Provider name:

Higher Education Principal Executive
Officer name and position:

Plan period:

1 January 2026 to 31 December 2030

1. Statement of commitment

(placeholder) Option to include statement of commitment from the Higher Education Principal Executive Officer providing context of the provider's journey and commitment to gender equality and to preventing and responding to gender-based violence.

2. Provider overview

(placeholder) Provide key information about the provider to contextualise the Plan. This may include the following information:

- size and geography (e.g. number of students, staff, campuses and delivery mode)
- staff and student demographics (e.g. student age, gender, socio-economic advantage / disadvantage, cultural background, course delivery profile)
- scope of Whole-of-Organisation, including student accommodation
- any additional information considered relevant, such as the organisation's experience and approach in preventing and responding to gender-based violence to date.

3. Planning, engagement and evidence

(placeholder) Considering Standard 1.4 (d)-(l), outline the work undertaken to inform the development of the Plan. This should include:

- engagement, including processes, evidence, findings and actions (Standard 1.4i)
- data analysis and evidence reviewed (Standard 1.4 h-l)
- systemic risks, barriers and enablers across the whole organisation, including data capture methods, consideration of each operational area within the organisation, and how risk will be addressed (Standard 1.4e)

- how the provider meets all the requirements of the National Code, including in relation to student accommodation (Standard 1.4d).

The provider may choose to include optional worksheets (A, B, C, and D) or an equivalent summary.

4. Approach

(placeholder) Considering Standard 1.4 a-c, provide an overview of how the provider will approach work to:

- Respond to gender-based violence wherever it is experienced by the organisation's students and staff.
- Address the factors that drive and contribute to gender-based violence, as well as any factors relevant to the provider's organisational context.

In responding to this section, you may wish to outline gender-based violence prevention and response efforts to date, including key lessons learned, highlight successful initiatives, and outline work actively being undertaken in relation to prevention and response, including the groups/advocates engaged to lead and support this work.

Include references to existing policies, plans and other documents as appropriate, including:

- training, knowledge or capability development plans
- Human Resource policies and procedures addressing National Code requirements
- gender-based violence prevention and response policy/ies
- your approach to ongoing monitoring and evaluation and continuous improvement.

5. Whole-of-Organisation Gender-based Violence Prevention and Response Plan

(placeholder) Use the below table to outline the actions that you will take to prevent and respond to gender-based violence across the whole organisation, in alignment with the National Code. Actions should be clear and measurable. Consideration must be given to the actions that will be taken across the lifespan of the plan. Add additional rows as required.

Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence

Action	Responsible	Timeline	Resources
(placeholder) Example: Establish a cross-governance working group to identify opportunities for increasing understanding of the systemic impacts of gender-based violence among senior leaders.			

Environments are safe, and systems continuously improve to prevent and respond to gender-based violence

Action	Responsible	Timeline	Resources
(placeholder) Example: Include campus lighting as a capstone project within Built Environment courses, focusing on priority areas.			

Build knowledge and capability to safely and effectively prevent and respond to gender-based violence

Action	Responsible	Timeline	Resources

Responses and support services are safe and person-centred

Action	Responsible	Timeline	Resources

Gender-based violence responses are safe and timely

Action	Responsible	Timeline	Resources

Use evidence to approach, measure change and contribute to the national evidence-base

Action	Responsible	Timeline	Resources

Student accommodation is safe for all students and staff (where relevant)

Action	Responsible	Timeline	Resources
(placeholder) Example: Develop gender-inclusive accommodation options in partnership with the student accommodation provider and the university's Pride steering committee.			

6. Outcomes Framework

Based on the actions outlined above, use the below table to outline the outcomes you are seeking to achieve, and how progress towards these outcomes will be tracked over time. Add additional rows as required.

Note: Under the National Code, the provider must report against the Outcomes Framework to its Governing Body every 6 months.

Outcome	Sub-outcomes	Indicators	Measures (of impact or progress)
Effective governance and a whole-of-organisation approach, prioritising safety and support, in the prevention of and response to gender-based violence			
Environments are safe, and systems continuously improve to prevent and respond to gender-based violence			
Build knowledge and capability to safely and effectively prevent and respond to gender-based violence			
Responses and support services are safe and person-centred			
Gender-based violence responses are safe and timely			
Use evidence to approach, measure change and contribute to the national evidence-base			
Student accommodation is safe for all students and staff			

7. Gender Equality Action Plan/s

If you have an existing Gender Equality Action Plan/s, complete the following table:

Name and tenure:	E.g. Gender Equity Plan 2023-2027
Authorising agency:	E.g. Workplace Gender Equality Agency.
Revision commitments:	E.g. The next scheduled revision is reportable to the Gender Equity Committee on 30 June 2026.

If you do not have existing Gender Equality Action Plan/s, refer to [Guidance to Develop a Whole-of-Organisation Gender-Based Violence Prevention and Response Plan and Outcomes Framework](#) for support to develop one.

Actions identified through Gender Equality Action Plan/s should be embedded throughout this Plan.