



Australian Government
Department of Education

Welcome

NATIONAL HIGHER EDUCATION CODE TO PREVENT AND RESPOND TO GENDER-BASED VIOLENCE

WEBINAR: Standard 3 of the National Code –
Knowledge and Capability



Acknowledgement of Country

The Department of Education acknowledges the Traditional Owners and Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to them and their cultures, and Elders past and present.

We extend our respects to any Aboriginal and Torres Strait Islander people with us today.



Victim-survivor acknowledgement

We acknowledge the profound strength, courage and resilience of those who have experienced gender-based violence. Their lived experiences and tireless advocacy have been instrumental in shaping the National Code.

We also recognise the commitment of advocates, practitioners and community members who have stood alongside victim survivors, amplifying their stories and driving change.



Agenda

- Standard 3 Overview
- Standard 3 Requirements
 - Education and training
 - Targeted and tailored communication
 - Staff expertise
- Q&A



Standard 3 – Knowledge and Capability

Building institutional capability

- Comprehensive, trauma-informed education and training
- Tailored communication initiatives
- Staff expertise and experience for key roles
 - Responding to disclosures
 - Undertaking risk assessments
 - Undertaking investigations
 - Determining disciplinary procedures

Prevention Education and Training

Content including

- Key concepts
 - Gender-based violence
 - Gender
 - Drivers and contributing factors
 - Power dynamics
 - Respectful relationships
 - Consent
- Support services, reporting channels and resources
- Ethical bystanders
- Compassionate responses to disclosure

Prevention Education and Training

Supporting ongoing learning

- Role of evidence, frameworks, approaches and practices
- Moving beyond awareness to address drivers
- Tailoring to target audiences
- Trauma-informed
- Culturally appropriate
- Inclusive and accessible
- Ensuring safe management of disclosure

Prevention Education and Training

Collaboration and engagement

- Prevention experts
- Students
- Staff
- People with experience of gender-based violence
- People disproportionately affected
 - Women
 - First Nations people
 - Culturally and linguistically diverse communities
 - People with disability
 - People of diverse sexual orientation and gender identity

Prevention communication and initiatives

Requirements

- Evidence-informed communication across study, work, living and social environments

Planning considerations

- Objectives, target audiences and outcomes
- Tailored key messages, tested with target audiences
- Methods to reach target groups
- Activities that are:
 - Accessible
 - Inclusive
 - Responsive to disproportionately impacted groups

Responding to disclosures education and training

Requirements

- Enabling participants to apply trauma-informed and person-centred approaches
- Increasing awareness of trauma's effects
- Accounting for community needs - particularly members disproportionately affected
 - Women
 - First Nations people
 - Culturally and linguistically diverse communities
 - People with disability
 - People of diverse sexual orientation and gender identity
- Safely managing arising disclosures

Monitoring and evaluation of education and training

Considerations

- Learning outcomes
- Feedback from
 - Participants
 - Prevention and response experts

Providers may be required to

- Report on how evaluation has informed future education and training
- Provide copies of evaluation reports

Expertise and experience

Required knowledge

Staff who undertake risk assessments, formal reports and investigations, and disciplinary proceedings

- Evidence based risk and protective factors
- Types, patterns and effects
- Experiences with different groups of people
- Coercive control

Additional knowledge

Staff who undertake risk assessments

- Expertise in gender-based violence risk assessment
- Competency with specific cohorts

Expertise and experience

Additional knowledge

Staff undertaking risk assessments, formal reports and investigations, and disciplinary proceedings:

- Responding effectively to people who have experienced and use gender-based violence
- Effects of trauma
- Competency in working with specific cohorts
- Procedural fairness
 - Taking and recording statements
 - Handling reports and disclosures

Q & A



Thank you

<https://www.education.gov.au/highereducationGBVcode>

