

Programs	Governance and Sustainability STREAM OBJECTIVES	Workforce	Service Offering	Stakeholder Collaboration
The Board of Governance	<ul style="list-style-type: none"> Ensure Board members align with vision, mission and values. Improve capacity and training for current and potential Board members. Improve Board induction procedure. Develop and implement strategies for growth, response to demand, advocacy, marketing, media, technology, response to data analysis. Develop diversity for funding opportunities and professional multi organisation partnerships. 	<ul style="list-style-type: none"> Develop and strengthen organisational structure. Explore options for partnerships, consortiums and mergers. Develop volunteer resources and internships with tertiary education providers. Develop and maintain strong staff health and wellbeing policy. Foster good communication between staff and Board. 	<ul style="list-style-type: none"> Embed feminist principles in all aspects of WRISC. Create increased opportunities to strengthen our role in the sector. Increase voice in media on family violence issues. Utilize media and marketing opportunities to draw attention and strengthen profile. 	<ul style="list-style-type: none"> Rainbow tick accreditation. Strengthen relationships, increase understanding of Indigenous, Culturally & Linguistically Diverse, Disability and Lesbian Gay Bisexual & Transgender communities. Develop strategies to engage the community and community groups as part of marketing and advocacy. Identify and access key universal service to foster early intervention strategies. Strengthen opportunities with other organisation for opportunities for collaboration and sharing of resources. Initiate women's services collaboration and investigate consortia opportunities.
Women's and Children's Program	<ul style="list-style-type: none"> Regular program meetings: Intake and case management. Review of how we deliver our services. Physical space, working and consulting rooms. Work processes are up to date. 	<ul style="list-style-type: none"> Regular clinical and operational supervision. Increased funding for more workers. Address conflict of competition for time and quality. Define what case management looks like according to SAAP. Increased workforce. Acknowledging diverse disciplines staff use. Workspace. 	<ul style="list-style-type: none"> Consistent messages to clients and other services. Improved quality of program delivery Invitation to marginalised groups. Presenting at conferences. Explore accessibility to outreach areas that we are funded to and currently do not. 	<ul style="list-style-type: none"> Strengthen relationships with other services: more meaningful and follow up continued. Explore opportunities around funding opportunities that may present with stakeholders.
Children's Counselling Program	<ul style="list-style-type: none"> Meet regularly as a team and review cases and program plan and work plans. Collaborate and meet regularly with the case management, intake, and indigenous teams. Collaborate and meet regularly with the WRISC Board. Develop a strong program and work plans. Plan, Do, Study and Act on our program and work plans. Organise for evaluation and research of our program to occur. Sustain and develop the Administrative support of the program, (eg Volunteer help with IRIS and the Child Behaviour Checklist data input). Improve the child-friendliness of WRISC's client spaces. 	<ul style="list-style-type: none"> Service delivery meets demand. Have students do placements in the program. Ensure all new workers, students and sub-contractors in the program have a strong understanding of family violence – it's various forms, risk assessment and the paramount importance of safety. Introduce other therapeutic modalities such as dance and pet therapy. Receive and provide training. Look after our mental health – trauma informed practice. 	<ul style="list-style-type: none"> Present and speak about our work at: <ul style="list-style-type: none"> Conferences Network meetings Other services' team meetings etc. Do research and publish. Improved quality of program delivery. 	<ul style="list-style-type: none"> Universities – research. Training others. All child-related services that would be good to have in a multi-agency Child-Centred Children's Centre: e.g. <ul style="list-style-type: none"> Centre Against Sexual Assault children's counselors, Child & Adolescent Area Mental Health Services, General Practitioners, WRISC Case Management, Police, Child Protection, Family Violence and Family Law Lawyers, Family Report Writers, Family Therapists, etc.
Aboriginal Program	<ul style="list-style-type: none"> Regular team meetings. Co-case management meetings with Ballarat & District Aboriginal Co-operative. Develop strong project plans. Regular communication with board about program direction. 	<ul style="list-style-type: none"> Regular and relevant training. Regular and relevant culturally specific support to ensure long term health and wellbeing. Service delivery meets demand. 	<ul style="list-style-type: none"> Brochure. Holistic approach. Continue to present the program goals within the service sector to raise awareness of our program. Increase opportunities to explore media options. Strengthening voices of Aboriginal families within the wider community. 	<ul style="list-style-type: none"> Cultural input within the police family violence unit. Be bold, advocate, change thinking. Increasing awareness. Business cards. Create stronger working relationships with 3 other stakeholders.
Finance and Administration Program	<ul style="list-style-type: none"> Develop strong program plan that fits into Strategic Plan. Active Treasurer & Finance & Risk Group. Build volunteer pool and diversify volunteer role functions. Seek opportunities for increased funding / especially non-government sources. Develop 1 – 5 year building maintenance and building plan/new premises. Review Risk Management processes. 	<ul style="list-style-type: none"> Increase training and support for staff and volunteers. Regular reviews and update of Information Technology. Increase paid hours for reception. Effective volunteer recruiting, screening, orientation and supervision. 	<ul style="list-style-type: none"> Regular Website updates. Increase social media opportunities. Networking. Current brochures, corporate pack, media releases and induction materials. Regular service orientation. 	<ul style="list-style-type: none"> Source mentors. Attend networking functions. Peak bodies.



WRISC Family Violence Support Inc.

Strategic Plan

2015 - 2018

OUR VISION
 Safety, equality and opportunity for all people

OUR MISSION
 To promote respectful relationships through services which enhance the safety, autonomy and wellbeing of women and children

OUR VALUES
 The organisation works from a feminist perspective, and values :
 Respect, Integrity, Responsibility, Engagement, Innovation, Diversity, Leadership, Trust, Optimism, Creativity, Co-operation, Acceptance and Knowledge through learning

GUIDING PRINCIPLES

Everyone has the right to be safe, to be treated equally and to have access to the same opportunities as everyone else. We know that violence of any kind denies people these rights and attacks their dignity and self-respect.

Everyone has the right to live free from violence, fear and intimidation.

Women and Children Centred: WRISC will build relationships between service users and the community enabling shared power and responsibility, to meet diverse individual and community needs and enhance an environment conducive to women and child centred care.

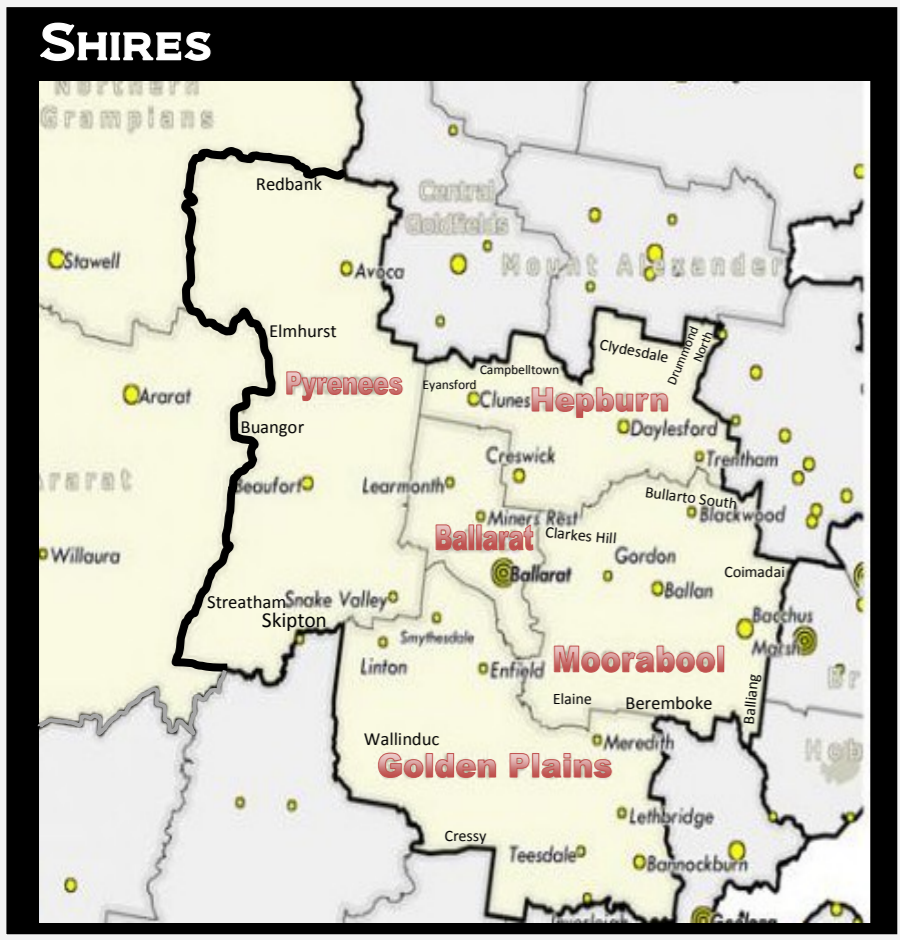
Turning Point Charter guides every aspect of the WRISC workplace.

Continuous Quality Improvement: WRISC will use evaluation measures that support decision making, quality improvement cycles and build the evidence base.

Sustainability: WRISC will ensure efficient and effective use of resources including cost effective, optimum use of technology where available.

Governance for Equity: WRISC will provide effective and accountable leadership that is transparent, responsive and fosters shared commitment towards addressing inequities.

Decisions Based on Current Evidence Base: WRISC will base its decisions on our shared understanding of community needs and priorities and where possible the range of evidence available.



PROFILE

WRISC catchment comprises five local government areas (LGA's) in the Central Highlands Region of Victoria: Ballarat, Pyrenees, Hepburn, Moorabool, and Golden Plains.

WRISC is committed to working with the women and children who are victims of family violence because in Australia:

- one woman is murdered by her partner or ex-partner every week
- one in three women will experience physical violence during their lifetime
- one in five women will experience sexual violence during their lifetime.

The Central Highlands Region consistently has:

- higher rates of family violence than metropolitan regions and
- higher rates of family violence incidents than the state wide average.

WRISC works in partnership with many other local and regional service providers to respond to the incidence of family violence and more broadly address gender inequity and challenge rigid gender stereotypes in the Central Highlands community.

ORGANISATIONS

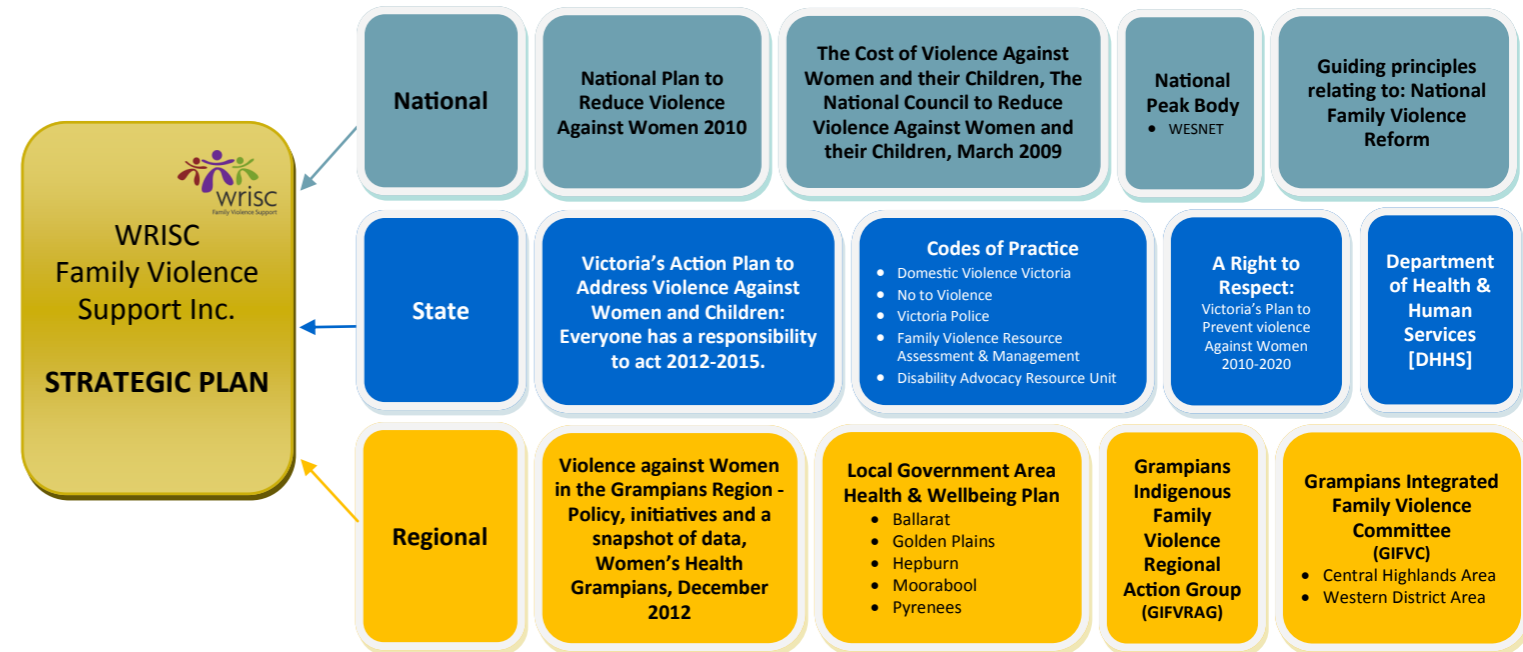
WRISC WORKS WITH:

- ◆ Ballarat and District Aboriginal Co-operative (BADAC)
- ◆ Ballarat Community Health
- ◆ Ballarat Health Services
- ◆ Berry Street
- ◆ Brimbank Melton Community Legal Centre
- ◆ Budja Budja Aboriginal Cooperative
- ◆ Centacare
- ◆ Centre Against Sexual Assault (CASA) | Ballarat
- ◆ Central Highlands Community Legal Centre
- ◆ Central Highlands Primary Care Partnership
- ◆ Child and Family Services, (CAFS)
- ◆ Child First
- ◆ Courts Victoria
- ◆ Department of Health & Human Services
- ◆ Department of Justice
- ◆ Goolum Goolum Aboriginal Cooperative
- ◆ Grampians Community Health
- ◆ Grampians Integrated Family Violence Committee (GIFVC)
- ◆ Grampians Indigenous Family Violence Regional Action Group (GIFVRAG)
- ◆ Karinya | The Salvation Army
- ◆ Karrung | Housing
- ◆ Meminar Ngangg Gimba
- ◆ UnitingCare
- ◆ United Way and the Ballarat Foundation
- ◆ Victorian Aboriginal Legal Service (VALS)
- ◆ Victorian Legal Aid
- ◆ Victoria Police
- ◆ Wimmera Uniting Care
- ◆ Women's Health Grampians

Local Government

- ◆ City of Ballarat
- ◆ Golden Plains Shire
- ◆ Hepburn Shire
- ◆ Moorabool Shire
- ◆ Pyrenees Shire

Please note: this list is not exhaustive.



Key Result Areas	Goal	Objectives	Outcomes
Governance and Sustainability	Strengthen all aspects of governance, leadership and sustainability.	<ul style="list-style-type: none"> • WRISC is governed by a strong and effective Board. • Our assets and resources support program and organisational sustainability. • Our funding matches service demand. 	<ul style="list-style-type: none"> • Board members meet the needs of the organisation and members skills are optimised. • Technology capability supports program and organisational needs and future needs and growth are planned for. • Funding meets demand and is diversified. • Service delivery matches funding and is diversified.
Workforce	Improve all aspects of workforce capacity.	<ul style="list-style-type: none"> • Workforce is well supported and structured. • Performance appraisal and Supervision. • Workforce utilise appropriate policy and procedure. 	<ul style="list-style-type: none"> • Organisation structure is sustainable. • Staff wellbeing is supported and strengthened. • Staff performance is increased.
Service Offering	To provide high quality service for women & children affected by family violence.	<ul style="list-style-type: none"> • Be a sector leader in the provision of high quality services that address family violence against women and children. 	<ul style="list-style-type: none"> • Service approach is articulated and documented. • Services are well recognised and sought after.
Stakeholder Collaboration	Increase opportunities for stakeholder collaboration.	<ul style="list-style-type: none"> • Increased and sustained collaboration with stakeholders. 	<ul style="list-style-type: none"> • Increased access and inclusion. • Demonstrated increase in relationships with key stakeholders. • Increased collaboration with key stakeholders for mutual benefit. • Increase the collective voice with other women's organisations.