city of
PALMERSTON
'A Place for People'



CITY OF PALMERSTON

DOMESTIC VIOLENCE ACTION PLAN

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DOMESTIC AND FAMILY VIOLENCE

No More

No More is an initiative in the Northern Territory (NT) dedicated to ending domestic and family violence. They engage with workplaces to increase awareness, education and challenge the norms that enable gender-based violence. The Stand Campaign honours over 90 women lost to domestic and family violence since 2000 in the NT and encourages organisations to commit to 90 Domestic Violence Action Plans in 90 days, representing real steps towards change. City of Palmerston aim to work with No More to contribute towards this important message.

Domestic violence

This refers to a pattern of abusive behaviour to control a partner. It can include many different forms, physical, sexual, emotional and verbal and often involves coercive control, where fear, manipulation and isolation are used to dominate someone over time.

Family violence

This extends beyond partner relationships and includes violence between parents and children, siblings and extended family members.

Violence against women

EVERY ~~9 DAYS~~ 4 DAYS A WOMAN IS KILLED DUE TO VIOLENCE AGAINST WOMEN.

Approximately 91% of people recognise that violence against women is a problem in Australia **BUT 40%** still don't know where or how to access support.

Instead of:

- The NT has the highest rate of domestic and family violence in the nation.
- On average, the NT is three times higher than the national average and five times higher than other jurisdictions.
- One in three women experience intimate partner violence.
- Since 2000, more than 90 women have been killed in the Territory.

We want:

- The NT to be known for our culture, beauty and lifestyle.
- Every Territorian to feel safe and thrive.

TAKE THE STAND TODAY

90 LIVES. 90 DAYS. 90 PLANS.

DOMESTIC AND FAMILY VIOLENCE SUPPORT

1800RESPECT - 1800 737 732 (24/7) - www.1800respect.org.au

National sexual assault, domestic and family violence counselling, information and support service.

Full Stop Australia - 1800 943 539 (24/7) - www.fullstop.org.au

National trauma counselling and recovery service for people of all ages and genders experiencing sexual, domestic and family violence.

Rainbow Sexual, Domestic and Family Violence Helpline - 1800 497 212 (24/7)

For anyone from the LGBTQIA+ community whose life has been impacted by sexual domestic and/or family violence.

1800RESPECT for Women with Disabilities - http://1800respect.org.au/sunny

Sunny supports people with disability to recognise violence and abuse, understand their rights and take action to protect their safety.

MensLine Australia - 1300 78 99 78 (24/7) - MensLines.org.au

MensLine Australia is a free telephone and online counselling service offering support for Australian men anywhere, anytime.

Men's Referral Service - 1300 766 491 (24/7) - www.ntv.org.au

For anyone in Australia whose life has been impacted by men's use of violence or abusive Behaviours.

Well Mob - www.wellmob.org.au

Social, emotional and cultural well-being online resources for Aboriginal and Torres Strait Islander peoples.

13 YARN | 13 92 76 (24/7) - www.13yarn.org.au

National crisis support line for mob who are feeling overwhelmed or having difficulty coping. We offer a confidential one-on-one yarning opportunity with a Lifeline-trained Aboriginal and Torres Strait Islander Crisis Supporter who can provide crisis support.

NTCommunity - www.ntcommunity.org.au/category/domestic-family-sexual-violence/

The Domestic, Family & Sexual Violence section of NTCommunity connects individuals in the Northern Territory with critical support services, including crisis accommodation, legal aid, and counselling, all tailored to meet diverse community needs.

GROUP STATEMENT

This **Domestic and Family Violence Action Plan** has been developed to guide Council's contribution to supporting victim-survivors, raising community awareness and working alongside partners to break the cycle of violence. It reflects our organisation's values and our vision of "A Place for People", a city where all residents feel safe, respected, and supported.

City of Palmerston is committed to promoting a safe and supportive community for all residents. Domestic and family violence is a serious issue that affects individuals, families, and the broader community. Council aims to support initiatives related to domestic and family violence, with a focus on prevention, through providing supporting services and actions where possible.

The Action Plan sets out practical and meaningful actions across Council's areas of influence, including:

- Building staff capability through training and awareness.
- Providing our own staff with education on entitlements of leave and internal practices.
- Providing immediate support and information through Council facilities.
- Raising awareness via symbolic and visible initiatives such as Purple Benches and "No More" messaging.
- Supporting prevention and recovery through in-kind support for community groups.
- Strengthening partnerships and accountability to ensure coordinated and lasting impact.

This is not an Action Plan Council can deliver alone. It complements the work of specialist services, government agencies, and community organisations, while ensuring Council leads where it can through safe public spaces, visible leadership, and practical support for residents.

By implementing this Action Plan, Council reaffirms its commitment to safety, respect, and wellbeing in Palmerston, ensuring that our city continues to be "A Place for People".

ACTION PLAN 2025/2026

ACTIONS	LEAD RESPONSIBILITY	OUTCOME/KPI	TIMEFRAME
1. Train all Council staff on Domestic Violence awareness.	Human Resources	100% of staff complete training; feedback from participants.	2025–26
2. Provide training on mandatory reporting obligations.	Human Resources	Increased staff confidence in reporting; compliance with NT legislation.	2025–26
3. Ensure all staff are aware of their leave entitlements through training and easy to access employee resources	Human Resources	Informed and educated staff on their employment entitlements.	2025
4. Designate trained Domestic Violence Contact Officers.	ELT/Human Resources	Trained officers in place.	2025-26
5. Provide Domestic Violence Grab Bags at the Library and SWELL for victims.	Library Services	Grab bags available and replenished. Feedback from service providers.	2025
6. Ensure information and supporting documents are available at the Library, Recreation Centre, and Civic Plaza.	Community Services/Marcomms	Updated materials visible and accessible.	2025-26
7. Work towards securing funding for the purpose of installing additional Purple Benches throughout the municipality, including at Gray Community Hall.	Infrastructure/ Community Services	Increase number of benches installed.	2025–26
8. Support 'No More' messaging with signage and visual markers.	Infrastructure/Marcomms	Signage and visual markings installed.	2025–26
9. Provide in-kind venue hire for men's behaviour change groups.	Community Services	Number of groups supported and number of attendees.	2025-26
10. Provide in-kind venue hire for community educational sessions.	Community Services	Number of sessions delivered and number of attendees.	2025-26 ongoing

ACTIONS	LEAD RESPONSIBILITY	OUTCOME/KPI	TIMEFRAME
11. Provide in-kind venue hire for support groups for victim/survivors.	Community Services	Number of groups supported. Sentiment and feedback from facilitators and participants.	2025-26 ongoing
12. Partner with local services, NT Police, health providers, and Aboriginal Community Controlled Organisations.	CEO/ELT	Number of MoUs/partnerships formalised. Number of joint initiatives.	Ongoing
13. Actively participate in NT Government domestic and family violence forums/networks.	CEO/ELT	Attendance of staff, ELT or Council recorded.	Ongoing
14. Report progress annually to Council and the community.	CEO/Governance	Actions and outcomes will be reported against in the Annual Report each year.	Annually

The Action Plan is a working document that will be updated and reviewed every 12 months or as required.
The next review period will take place in November 2026.

COMMITMENT

City of Palmerston and NO MORE

Commit, collectively and collaboratively to do everything we can to address the unacceptable levels of domestic and family violence in our community through the implementation of the actions in this plan.

Andrew Walsh | CEO

Dr Charlie King AM,
Founder NO MORE