

Strategic Plan

2019-2022

Vision

A society where women and children live free from violence.

Mission

EHDVSI is a courageous feminist, client-lead organisation that aims to reduce the impact of domestic and family violence on individuals, women and children and our community.

Values

The organisation works from a feminist perspective and values:

COMPASSION

We will adopt a compassionate and empathic approach to leadership that welcomes different perspectives, values collaboration and promotes empowerment and safety.

COURAGE

We will do what needs to be done to build a thriving culture, to operate differently by sharing power and promoting equality.

GROWTH

We adopt a growth mindset, valuing learning and perseverance. We present feedback that inspires future success and recognise the potential for growth.

INTEGRITY

We will do what we say we will do by building strong organisational clarity, transparency and accountability to our workforce, women and children and the community.

EMMA HOUSE DOMESTIC VIOLENCE SERVICES INC

Who we are...

Emma House Domestic Violence Service Inc. (EHDVSI) has been providing specialist family violence services to women and children in Southwest Victoria for over 40 years.

Our qualified and experienced team provides a range of services in Warrnambool, Portland, Hamilton, Terang and Camperdown, including:

- crisis response;
- crisis accommodation;
- outreach;
- case management;
- counselling and support;
- specialist children's and young people responses; and
- legal advice

How does this shape our work?

We believe in gender equality.

We include women and children's voices in everything we do.

We support our workforce to be the best they can be.

We deliver a contemporary best practice model of specialist family violence services to women and children, focusing on critical safety responses.

We are a shining example of an effective and accountable feminist organisation.

We hold perpetrators of violence accountable for their actions.

We prioritise protection of women, provision of services and prevention of further violence.

We support and encourage the community to understand and address domestic & family violence, emphasising zero tolerance.

What we know...



1 Australian woman on average is killed by her current or ex male partner each week



1 in 3 Australian women experience physical violence



1 in 5 Australian women experience sexual violence

EHDVSI will remain agile in order to maximise opportunities within the framework of domestic and family violence reforms.

Feminist Organisation

Being a feminist organisation means living our feminist values, sharing power and promoting gender equality in all that we do.

Service

To lead excellence in family violence service delivery to ensure we provide the best quality service we can, that is evidence informed, culturally safe and client lead.

KEY PRIORITIES

- Establish and implement a robust Clinical Governance framework.
- Establish a Service User engagement strategy, prioritising the voices of women and children, which promotes cultural safety, shared power and decision making.
- Develop and implement an evidence informed contemporary practice model that is culturally safe, embraces diversity and upholds our intersectional feminist principles/values
- Develop an outcome measures framework to gauge our impact

HOW WILL WE KNOW WE ARE THERE?

Clients, workforce and partner agencies report a high level of satisfaction with services provision and outcomes.

Outcome results show we have improved the lives of our clients

Workforce

To build our workforce capability and capacity in order for the workforce to be highly engaged, connected and have the skills and support to excel in their work.

KEY PRIORITIES

- Undertake a workforce capacity analysis as the basis for a workforce plan that reflects our values as a feminist organisation.
- Foster and promote leadership development, supervision and learning opportunities for further growth within the workforce.
- Support our workforce to enhance their qualifications and develop their capacity and skills
- Consider upcoming growth & transition period. Ensure adequate resources and support mechanisms for staff

HOW WILL WE KNOW WE ARE THERE?

All new workforce meet agreed qualification standards.

Workforce report satisfaction with training and development opportunities.

Health & Wellbeing

To provide a Healthy Workforce and Healthy Workplace in order to value and support workforce and clients to courageously change lives and reduce the impact of family violence.

KEY PRIORITIES

- Develop and implement a Health & Wellbeing Plan that values and supports our workforce to work in a safe and respectful environment.
- Continue to build and grow our values based culture that fosters respect, safety and success.
- Assess the fit for purpose of our current premises, including our regional colocations, and develop a plan to incorporate growth and change into the future

HOW WILL WE KNOW WE ARE THERE?

Workforce health and wellbeing survey shows a high level of satisfaction.

The organization operates from health, safe and welcoming premises across the region.

Workforce retention and recruitment data indicates that Emma House is an employer of choice.

Governance

To show leadership in Quality Feminist Governance to create an effective and sustainable organisation in order to reduce the impact of family violence.

KEY PRIORITIES

- Develop and implement a governance statement that embraces what feminist governance is to EHDVSI.
- Board members understand their governance responsibilities to ensure quality and safety in EHDVSI services and ensure ongoing organisational sustainability.

HOW WILL WE KNOW WE ARE THERE?

All Board members are trained in governance and inducted into EHDVSI feminist framework.

Progress against the Strategic Vision indicates shared commitment and service improvement.

Partnership & Collaboration

To be a vibrant and willing regional partner in all areas of family violence practice and service delivery in order to increase the impact of our work at an individual and community level.

KEY PRIORITIES

- Implement a Communications and Marketing Strategy to generate greater visibility and awareness about our organisation and family violence.
- Explore opportunities for collaboration and partnership with South Western Centre Against Sexual Assault as per RCFV recommendation 30
- Develop a Community Engagement and Partnership Strategy that explores opportunity for collaboration and partnership more broadly across the Wimmera South West area to meet EHDVSI strategic goals and vision

HOW WILL WE KNOW WE ARE THERE?

Increase in media and community engagement activities.

Increase in the number of strategic partnerships Emma House is involved in.