

# **Agenda – Additional Late Items**

## **Ordinary Meeting**

**Wednesday, 23 July 2025**

**Time: 9:00 am**  
**Location: Council Chambers**  
**82 Brisbane Street**  
**BEAUDESERT QLD 4285**

**Scenic Rim Regional Council**  
**Ordinary Meeting**  
**Wednesday, 23 July 2025**  
**Agenda – Late Items**

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## 11 Consideration of Business of Meeting

### Additional Items

#### 11.13 Domestic and Family Violence Leaders Forum

**Executive Officer:** Acting General Manager Customer and Regional Prosperity

**Item Author:** Principal Specialist Community Development

**Attachments:** Nil

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### Councillor Portfolio / Representation

Community, Arts and Culture - Cr Kerri Cryer

### Local Government Area Division

This report relates to the whole Scenic Rim region.

### Executive Summary

Council, through its Community Development team, continues to support a range of initiatives aimed at preventing Domestic and Family Violence (DFV). As part of this ongoing commitment, Council recently accepted an invitation to reaffirm its participation in the DFV Champions Network, an initiative of the Queensland DFV Prevention Council. Three representatives were nominated as Champions: Cr Cryer, Cr Sanders and Council's Principal Specialist Community Development.

On 3 July 2025, the DFV Leaders Forum was held in Mackay, bringing together representatives from 56 of Queensland's 77 councils who are members of the DFV Prevention Council Network. The forum was attended by local and regional prevention leaders, Mayors, Councillors and stakeholders dedicated to collaborative DFV prevention efforts.

With the support of Local Government Association of Queensland (LGAQ) bursaries, Cr Cryer, Cr Sanders and Council's Principal Specialist Community Development were able to attend the Forum and represent Council at this significant event.

### Recommendation

That:

1. Council note the report on Council's Domestic and Family Violence Champions' participation at the 2025 Domestic and Family Violence Leaders Forum; and
2. Council support the nominated Domestic and Family Violence Champions to progress key actions that will strengthen Council's domestic and family violence prevention response through a coordinated and sustainable approach.

**Previous Council Considerations / Resolutions**

At the Ordinary Meeting held on 30 April 2025, Council resolved:

That:

1. Council receive and note the Domestic and Family Violence Prevention Council Report and commend the ongoing efforts of the organisation;
2. Council formalise membership to the Local Government Domestic and Family Violence Champions Network;
3. Council nominate Champions for future engagement with the Network; and
4. Cr Cryer and Cr Sanders be Council's representatives as Champions for the Domestic and Family Violence Champions Network.

**Report / Background**

Progress to date:

- Nominations formalised for Principal Specialist Community Development, Cr Kerry Cryer and Cr Jennifer Sanders as Council's DFV Champions.
- Initial Champions meeting held; attendance of Champions at the Mackay workshop on 3 July, supported by bursaries from LGAQ.
- Self-assessment checklist completed to benchmark current DFV policies and practices.

Key activities underway include:

- Reviewing of current policies and procedures to identify strengths and areas for improvement.
- Promoting the Champions internally to raise awareness and signal safe points of contact for staff.
- Recruiting additional staff (with a focus on increasing male representation) to expand the Champions network.
- Updating Council's website to include a statement on Council's stance on DFV Safety in the workplace and our region.
- Identifying appropriate training avenue for Champions, Executive team members and staff.
- Investigating White Ribbon accreditation and options for Council to pursue this.

**Budget / Financial Implications**

Attendance at DFV Leaders Forum held in Mackay:

- Crs Cryer and Sanders - covered under bursary from LGAQ
  - Principal Specialist Community Development:
    - Flights \$ 569
    - Accommodation \$ 361
- TOTAL: \$ 930

Costs expended from Council's Learning and Development budget.

## Strategic Implications

### Operational Plan

Theme: 7. Healthy, Engaged and Resourceful Communities

Key Area of Focus: Enduring social connectedness that drives positive community participation and contribution

### Legal / Statutory Implications

Aligns with Council's Corporate Plan 2025-2030 strategic goal of 'Creative, Connected and Inclusive Communities', by addressing domestic violence as a workplace and community safety priority.

*Work Health and Safety Act (2011)* Qld requires Council to address DFV as a workplace psychosocial hazard.

*Human Rights Act 2009 (Qld)* supports actions that enhance community wellbeing.

*Domestic and Family Violence Protection Act 2012 (Qld)* encourages institutional responses to DFV, including workplace protections

Council's DFV initiative aligns with Australia's commitment under the National Plan to End Violence Against Women and Children 2022-2032 to address DFV as a life-and-death issue.

## Risks

### Strategic Risks

The following Level 1 and Level 2 (strategic) risks are relevant to the matters considered in this report:

SR54 Ineffectively managing the political and government departmental relationships/partnerships, resulting in Council not achieving its major strategic objectives.

### Risk Summary

Category	Explanation
WH&S & Public Safety  Workplace incidents from uncontrolled DFV responses	Failure to protect staff from DFV could breach WHS laws, risking workplace incidents or mishandled disclosures. Mitigation includes mandatory training and clear emergency protocols.
Reputation, Community & Civic Leadership  Public backlash if DFV support appears performative	Inaction may damage Council's credibility, inviting public scrutiny if support is perceived as inadequate. Mitigation requires proactive communication, NGO partnerships and measurable outcomes to demonstrate commitment.
Workforce  Productivity loss from unaddressed trauma	Inadequate DFV support risks higher absenteeism, talent loss and low morale. Untrained managers may mishandle disclosures, while lack of male Champions could limit engagement. Mitigation includes mandatory staff training, clear support pathways, targeted male recruitment and manager upskilling. Success depends on leadership commitment and proper resourcing to ensure workforce participation.

**Human Rights Implications**

Protection of families and children

The DFV Champions Network initiative directly supports these rights to ensure that individuals, particularly vulnerable groups such as children, are protected from harm, abuse and violence. Positive impacts are ensuring safety and security for families, support for victim-survivors, breaking the cycle of violence and strengthening governance. Negative impacts are risk of stigmatisation and barriers to accessing services..

**Consultation**

Consultation is ongoing between Council, the DFV Prevention Council, local Qld Police and local support organisations.

**Conclusion**

Council's DFV Champions are supported to progress key actions to strengthen Council's DFV prevention response through a coordinated and sustainable approach.

**Options**Option 1

That:

1. Council note the report on Council's Domestic and Family Violence Champions' participation at the 2025 Domestic and Family Violence Leaders Forum; and
2. Council support the nominated Domestic and Family Violence Champions to progress key actions that will strengthen Council's domestic and family violence prevention response through a coordinated and sustainable approach.

Option 2

That Council not note the report and requests further information prior to endorsing the approach being developed by the Champions.