



No to Violence

Growing a movement to end men's family violence in Australia



Growing a movement

Strategic Plan **2026-30**

Acknowledgements

Acknowledgement of Country

No to Violence acknowledges First Nations Peoples across these lands; the Traditional Custodians of the lands and waters. We pay respect to all Elders, past, present and emerging. We acknowledge a deep connection with Country which has existed over 60,000 years. We acknowledge that sovereignty was never ceded, and this was and always will be First Nation's land.

Lived Experience

No to Violence would like to acknowledge the bravery of victim-survivors who have had the courage to come forward and share their experiences, as well as those who have not been able to.

We acknowledge the importance of their contributions to the work we do.

Inclusion

No to Violence is a feminist and Child Safe organisation. We acknowledge the gendered nature of domestic and family violence and centre the safety and empowerment of women and children in all that we do. We are committed to equity, diversity, and inclusion, and to upholding the rights of all people to participate in environments that are safe, respectful, and free from discrimination.

We value people of all backgrounds, including culturally and racially marginalised communities, people with disabilities, and people of all faiths. We celebrate and welcome the LGBTIQ+ community including people of diverse sexual orientations, gender identities and expressions, and intersex status.

We are committed to creating inclusive, affirming and psychologically safe environments. We welcome the unique contributions and perspectives of all people to ensure our workforce is representative of the communities we work for and live in.

Intersectionality

The term intersectionality describes how multiple forms of inequality, discrimination and disadvantage compound to shape a person's lived experience.

This includes, but not limited to, the intersections of sexism, racism, colonisation, ableism, homophobia and transphobia as well as ageism and class discrimination and poverty.

No to Violence is committed to an intersectional feminist approach to address domestic and family violence. This includes the gendered drivers of violence and their intersection with additional forms of violence, oppression and inequity.

Contents



Acknowledgements	2
Introduction from the CEO and Board Chair	4
9 Facts About Domestic and Family Violence in Australia	6
Our Unique Role as an Australian Peak Body	7
Social Context	8
Our Values and Principles	10
Strategic Theme #1	12
Strategic Theme #2	13
Strategic Theme #3	14
Strategic Theme #4	15
Strategic Theme #5	16
Bringing this Strategy to Life	17
Notes on Language	18

Introduction from the CEO and Board Chair

As No to Violence approaches its 40th anniversary in 2028, the Board and leadership team have reflected with our members, stakeholders and staff on the changing roles we have played over time.

From the formation of the *Victorian Network for the Prevention of Male Family Violence (V-Net)* in 1988 to the volunteer-led *Men's Telephone Information and Referral service (MENTIR)* established in 1992 and later renamed the Men's Referral Service, No to Violence has grown beyond its roots in Victoria.

Today, we are a national organisation guiding more than 10,000 Australian men each year on their path of change.

Over four decades our mission has remained the same: to end men's domestic and family violence. We know men's domestic and family violence is a choice, and it is preventable.

This Strategic Plan marks a major moment in our organisation's journey.

It reflects a clearer, more focused role for No to Violence as a national peak body. This moment also sees the birth of Men's Family Violence Services Australia, an independent specialist men's domestic and family violence intervention service.

Men's Family Violence Services Australia, commencing independent operation in late 2026, was created to carry forward the innovative and highly successful multi-session and place-based services developed by No to Violence.

Through the Men's Referral Service and the National Directory of Services for People who Use Violence, No to Violence will widen the front-door to specialist men's behaviour change and allied services throughout Australia.

No to Violence will continue supporting specialist men's intervention services and practitioners, as well as a broader range of organisations and individuals committed to ending men's use of domestic and family violence. We will drive policy development, advocate for reform, strengthen the sector and support the workforce, advance research and hold governments and systems to account.

The safety of women and children is our purpose and the experiences of all those affected by men's domestic and family violence are central to our work every day. We are committed to allyship, collaboration and partnership with victim-survivors and the organisations that support them, and to centring victim-survivor experiences within our work.



Phillip Ripper
Chief Executive Officer



Tim Lo Surdo
Board Chair

Ending men's domestic and family violence cannot be achieved by No to Violence alone, or by specialist services, police, courts or government programs acting in isolation. We need to identify and engage men who use, or are at risk of using, domestic and family violence across our communities, supporting prevention, early intervention and enabling sustained behaviour change. To achieve our mission, men must be accountable and take responsibility for their use of domestic and family violence and together, we must dismantle the social structures that enable and sustain men's use of domestic and family violence.

Together, we can and must do more.

We must mobilise communities. Ending men's domestic and family violence in Australia requires major social change. History shows that social change needs community movement towards a compelling vision of fairness and justice.

We must tackle entrenched values, attitudes and norms that create the social context for men's domestic and family violence.

We must disrupt pathways into the use of domestic and family violence, including early intervention with men and boys at risk.

Interventions must be swift and effective when men choose to use domestic and family violence to stop it at the source.

We need organisations working together, along with governments, policymakers, police and justice systems, academia and the corporate sector.

This Strategic Plan sets out how No to Violence will help grow a movement to end men's use of domestic and family violence in Australia.

We invite you to join, strengthen and champion that movement.



9 Facts About Domestic and Family Violence in Australia

Most victim-survivors are women

Approximately **1 in 4 women** has experienced violence by an intimate partner, compared to **1 in 14 men**.

Personal Safety Survey 2021–22 (ABS, 2023)

Most perpetrators are male

Men account for approximately **75% to 94%** of perpetrators with a median of **83%** across multiple studies.

Australian Institute of Criminology

Men's self-reported use of intimate partner violence is high

Approximately **1 in 3 men** has used a form of intimate partner violence. Emotional-abuse (**32%** by 2022) was most common, followed by physical violence (**9%** by 2022) and sexual abuse (**2%** by 2013–14).

AIFS, 2025

Family violence frequently involves sexual violence. Reporting is on the rise.

There was a **78%** increase in the victimisation rate of police-recorded domestic and family violence-related sexual assault between 2014 and 2023.

ABS Recorded Crime – Victims

Family violence against children is widespread

18% of women and **11%** of men have experienced physical and/or sexual abuse before the age of 15¹. Family violence regularly co-occurs with child abuse, including child sexual abuse.²

1. ABS 2023; 2. Campo, 2015

Many communities may experience intersecting forms of structural and systems violence and the ongoing impacts of colonisation

First Nations people were **33 times** as likely to be hospitalised for family violence.

AIHW 2024

People with disability are more likely to be victim-survivors of family, domestic and sexual violence

About **1 in 5 (21% or 1.2 million)** adults with disability in 2016 had experienced physical and/or sexual violence from a current or previous intimate partner since the age of 15.

CRE-DH 2021; DSS 2022

Demand for help for men using violence is growing

In 2022–2023 No to Violence's Men's Referral Service received **68,821 referrals** from law enforcement, a **15% increase** on the previous 12 months. Calls from the general public increased by **20%**.

No to Violence, 2022–2023

Technology-facilitated abuse

Perpetrators often misuse government platforms like **Centrelink** and **MyGov** to exert financial control over victims, highlighting the need for systems designed with safety in mind.

Our Unique Role as an Australian Peak Body

We are the Australian peak body growing a movement to end men's domestic and family violence. We share and amplify the voices, expertise, experience and knowledge of organisations and individuals committed to ending men's domestic and family violence in Australia, including:

- Specialist men's domestic and family violence services
- Related human services, including mental health, alcohol and other drugs, child and family services
- Policy, research, academic and training institutions
- Legal and regulatory services
- Universal community services and utilities
- Community and advocacy organisations and professional associations
- Businesses and the corporate sector
- Organisations and individuals with lived experience with domestic and family violence

To create a world where all women, children and other people are safe, respected and free from men's domestic and family violence requires broad social change.

No to Violence will continue to grow our individual and organisational membership across Australia and support a growing movement to end men's use of domestic and family violence.

We will continue to work closely with specialist services, allied sectors, stakeholders and communities committed to ending men's use of domestic and family violence. We will seek to broaden collaboration, sharing knowledge, skills and expertise to achieve our shared purpose.

We will support organisations and approaches that reduce harm, prevent violence and end men's use of domestic and family violence.

With our partners, we will identify and support the scaling up of effective solutions that stop violence at its source. This includes stronger prevention and early intervention, evidence-based work with boys and young men, and safe, effective ways to engage families and communities.

We will build coalitions to end men's use of domestic and family violence through evidence generation, advocacy, thought leadership, policy reform and increased resourcing. This includes ending systems abuse by men who use violence, scaling effective evidence-based approaches, and challenging ineffective approaches to justice and accountability.

With this as our focus, No to Violence will be known and trusted as a respected partner towards ending men's use of domestic and family violence in Australia. We will play a leading role in shaping a clear vision for change and growing a movement to deliver it.

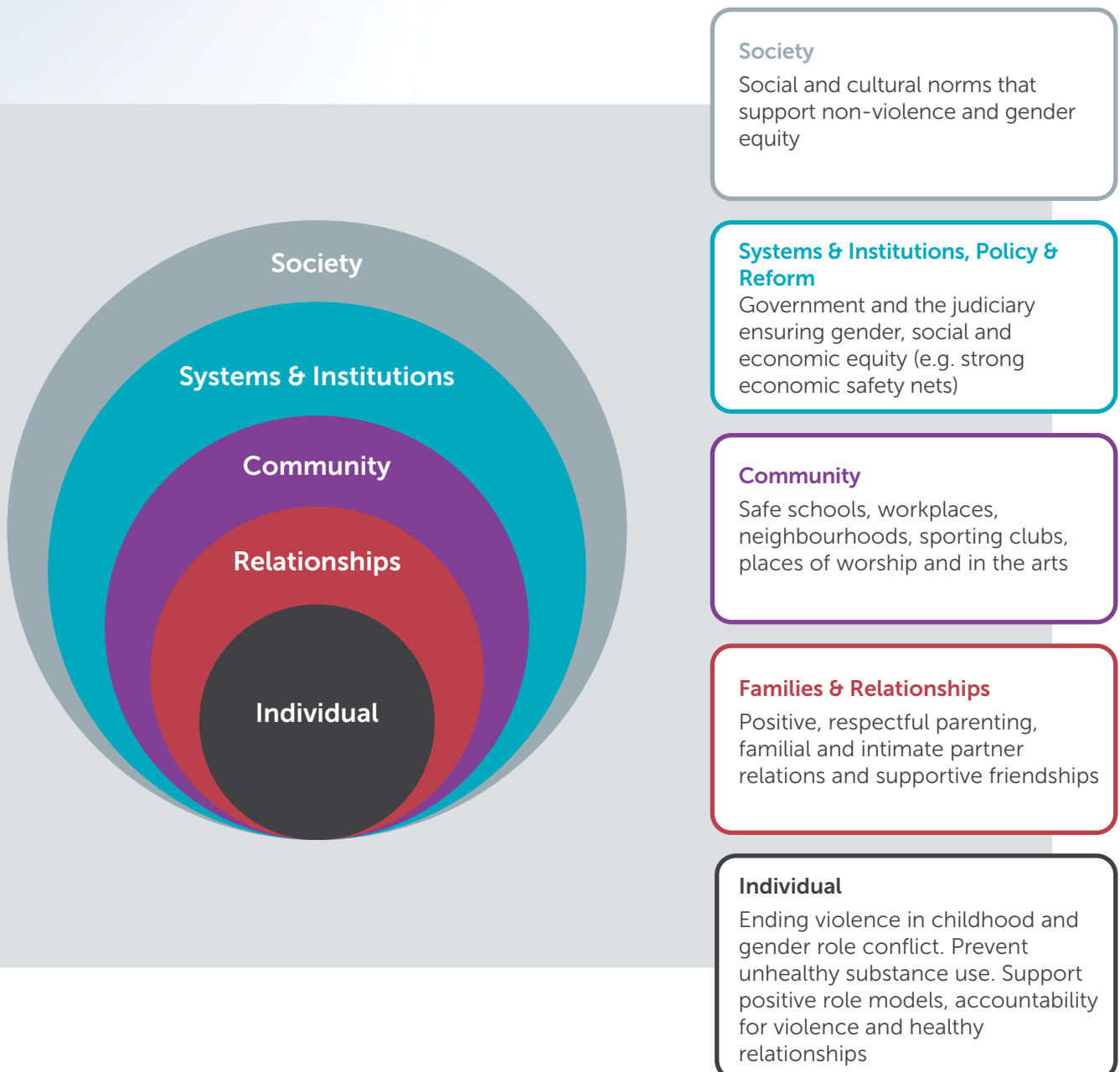


Social Context

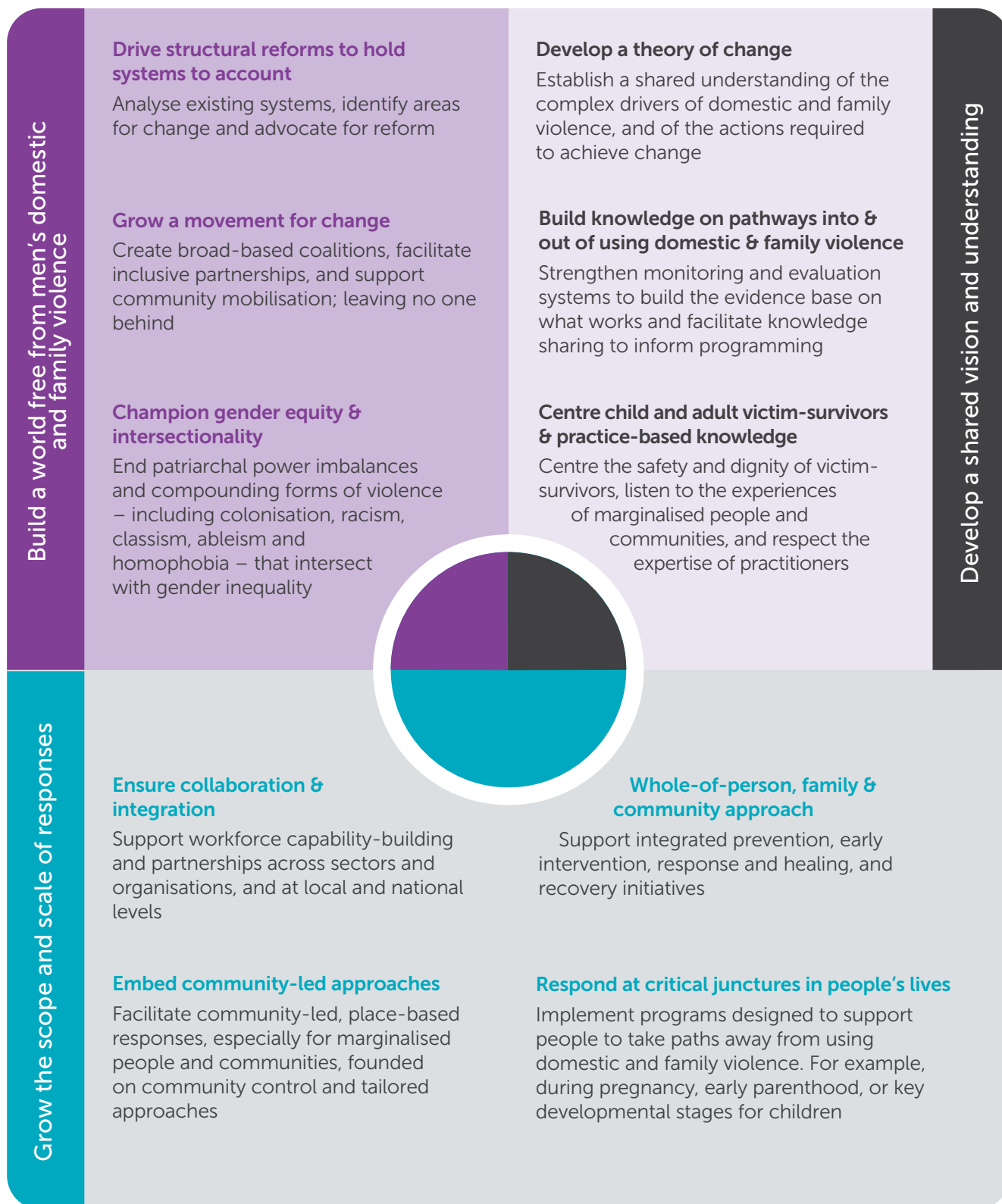
A Social-Ecological Model of Men's Family Violence

Our work is based on the understanding that men's domestic and family violence doesn't happen in isolation; it's shaped by the world around it. We use a Social-Ecological Model to help focus our work.

To create a world free from men's use of domestic and family violence, we need to recognise how individuals, relationships, communities, systems and institutions, and society are all connected – and all play a part in the problem, and the solution.



No to Violence's Strategic Plan will build and adapt international best-practice modelling to end men's use of domestic and family violence.



Inspired by RESPECT women: Preventing violence against women. Geneva: World Health Organization; 2019.

Our Values and Principles

Gender equity

Leadership

Change

Accountability



In driving our Strategic Plan, No to Violence remains committed to the following values and principles:

Values

- **Gender equity**
We are committed to promoting gender equity. We are a feminist organisation. We acknowledge the gendered nature of domestic and family violence and commit to gender transformative ways of working.
- **Leadership**
We set a clear vision and model the behaviours, ethics, and standards expected of others. We empower and trust others and encourage ownership. We support and develop others to succeed. We communicate openly and honestly, actively listening, sharing information transparently, and addressing issues directly and respectfully. We act with integrity and courage. We do the right thing, even when it's difficult, and stand up for organisational values.
- **Change**
We believe change is possible. Individually and collectively, we can undergo transitions, transformations and growth. We challenge the status quo. We actively seek learning and improvement and we embrace adaptability. We encourage innovation and are open to experimentation. We take ownership of change, supporting ourselves and others through change.
- **Accountability**
We recognise that a man's use of violence is a choice and men must take responsibility for their behaviour. We are committed to shifting the burden for ending men's use of domestic and family violence to those who use it. Individually and collectively, we will also hold ourselves and each other accountable for our role, our choices and actions and will seek to hold institutions, governments and systems accountable for their role in ending domestic and family violence.

Principles

- **Safety and dignity of victim-survivors**
The safety and dignity of women, children and others affected by men's domestic and family violence is central to what we do, and their voices must be heard and acted upon.
- **Systems transformation**
We recognise that men's use of violence does not exist in a vacuum and we commit to working to transform systems that contribute to, enable and facilitate men's use of domestic and family violence and to address the drivers of men's use of violence in a holistic manner.
- **Inclusion and diversity**
We acknowledge the diversity of women, children, men and gender diverse people that are adversely affected by domestic and family violence and their experiences, as well as the diversity of the experiences and backgrounds of men who use violence. We are committed to equity and inclusion of all people and to the celebration of and respect for diversity in our organisation. We recognise and commit to addressing intersecting causes of violence, disadvantage and discrimination.
- **First Nations leadership**
We acknowledge the ongoing leadership role of Aboriginal and Torres Strait Islander communities in addressing and preventing domestic and family violence and join with our First Peoples to eliminate domestic and family violence from all communities. We are committed to respecting self-determination and rights of Aboriginal and Torres Strait Islander Peoples and addressing the injustices and discrimination against First Nations Peoples.

Strategic Theme #1

1

We grow a movement and support social change to address men's use of domestic and family violence



Strategic Objectives

We amplify and harness the power of the movement to drive social change by strengthening our national presence and ensuring No to Violence is known and trusted for the quality and integrity of its work.

1.1 Shaping a vision for change.

Collaborate to shape and share a clear vision. Conduct research and build consensus on the problem and what needs to be done across jurisdictions. Refine insights from specialist services, victim-survivors, policymakers, researchers, communities and experts in prevention, early intervention, response, recovery and healing.

1.2 Partnering and collaborating.

Build coalitions, convene key actors and facilitate joint initiatives to end men's use of domestic and family violence. Work with a broad range of organisations and individuals who have a role to play. Expand partnerships and membership so we engage more organisations and individuals, and centre the perspectives and priorities of victim-survivors.

1.3 Shifting public attitudes and social norms.

With partners, shape public discourse and build awareness, urgency and demand for action. Address common myths and misconceptions and communicate a clear vision for change. Support evidence-based multi-organisation initiatives that challenge norms and attitudes that enable violence.

1.4 Mobilising communities.

Support community mobilisation and community-led action to end domestic and family violence and push for systems reform.

Strategic Theme #2

2

We drive structural reforms and hold systems accountable to disrupt cycles of violence



Strategic Objectives

2.1 Applying a systems-wide lens to identify the reforms required.

Build and share knowledge of pathways into and out of violence. Conduct and collaborate on research into the systemic and institutional enablers of men's use of domestic and family violence. Establish a specialist sector research agenda, translate knowledge into practice, and use evidence to shape future research, policy, program delivery and practice.

2.2 Amplifying our members' voices for system reform.

Harness the knowledge, skills and experience of specialist services to inform broader responses. Consolidate and amplify members' input into sector reforms, including practice standards, guidelines and program design.

2.3 Contributing to policy and systems reform.

Analyse existing systems and services to identify good practice, gaps, barriers and priorities for scaling up effective responses. Undertake advocacy and submissions that shift the burden of change onto men who use violence and hold systems to account. Provide clear leadership and advice to policymakers and governments on reforms to end men's use of domestic and family violence, including systems abuse.

2.4 Costing and scaling.

Work with partners to document and share the cost of men's domestic and family violence. Map existing responses and develop costed recommendations for investment in prevention, early intervention, response and recovery. Work with governments, the private sector, community organisations and philanthropy to mobilise resources for evidence-based solutions. Advocate for innovative, evidence-based funding.

Strategic Theme #3

3

We support specialist and allied services, and places where people learn, work and live to disrupt men's use of violence



Strategic Objectives

We strengthen the capacity of the domestic, family and sexual violence sector, allied sectors, employers, education settings, and sporting, arts, culture and faith-based organisations. We do this to disrupt pathways into the use of violence and support men on pathways out, by:

3.1 Working across sectors and services to build capacity to identify, refer and respond to men who use violence.

This includes the specialist sector, the broader domestic, family and sexual violence sector, allied sectors such as health, education, housing, child protection, youth, alcohol and other drugs, and community services, as well as the private sector, faith networks, arts, culture and sporting organisations.

3.2 Convening, documenting and sharing emerging and leading practice within and beyond the specialist sector.

Convene practitioners and organisations to share knowledge and experience, and strengthen the effectiveness of interventions with men who choose to use domestic and family violence. Expand collaboration models, including communities of practice, peer learning and practice-based research.

3.3 Building capability so services can provide safe, effective interventions with men who use domestic and family violence.

Provide training and workforce development to strengthen standards and practice across the specialist sector and other settings. Develop and implement tools and processes that support safe, ethical practice.

3.4 Demonstrating impact.

Develop and support the sector to capture and use data and research to show intervention impact on pathways and outcomes for men, women and children.

Strategic Theme #4

4

We engage and link men to domestic and family violence interventions and related services



Strategic Objectives

We support men to be accountable for their choices and take the next step on their change journey through information, engagement and referral.

4.1 Providing information and referral tools that link men to specialist domestic and family violence and community services.

Strengthening referral pathways into and from wider networks, including physical and mental health, alcohol and other drugs services, and broader community services.

4.2 Strengthening the community's capacity - including families, friends and employers - to identify and refer men who choose to use family violence.

Develop resources and conduct outreach to help community stakeholders identify, respond and refer. Increase awareness of available services through media and content.

Strategic Theme #5

5

We invest in our people, systems and culture to ensure No to Violence is an inclusive, high-performing and values-driven organisation



Strategic Objectives

To deliver on our vision to end men's use of domestic and family violence, we are committed to:

- 5.1 Attracting, retaining and developing the best talent and expertise in Australia.**
Strengthen leadership capability and support staff with clear development pathways, supervision, flexibility, recognition, fair remuneration and employment security.
- 5.2 Aligning systems with ambition. Develop and implement internal systems that support No to Violence's strategic goals.**
Consolidate and streamline business systems to improve consistency and efficiency. Model sector-leading psychological safety and wellbeing. Develop and implement internal quality and safety systems and audit functions.
- 5.3 Supporting advocacy and public awareness of men's domestic and family violence.**
Develop and maintain resources and directories, focused conferences, events and targeted content creation.
- 5.4 Optimising resources.**
Establish effective finance strategy, business planning and analysis to capture opportunities and diversify revenue. Embed consistent, transparent and accountable practices across the organisation, supporting integrity, compliance and decision-making.
- 5.5 Measuring our impact.**
Build data collection and outcomes measurement so we can improve the impact of our work, including the effectiveness of engagement and referrals.

Bringing this Strategy to Life

This Strategic Plan is a call to action for all to join us in building a future free of men's domestic and family violence. It sets out a vision for collaboration that strengthens our sector, our institutions, our families and our communities.

No to Violence will continue to work at many levels to support the change Australia needs. We will grow the movement to end men's domestic and family violence, push for systemic reform, equip sectors to work more effectively with men, and enable men to access the interventions they need to change.

As a community, we need to ensure men who choose to use domestic and family violence are kept in view, that we strengthen accountability and facilitate behaviour change. We will continue to link men to services that hold them accountable and support behaviour change. We will engage men in meaningful ways and connect them to the right services at the right time. We will strengthen referral pathways so more men who use violence can succeed on a sustained journey towards change.

No to Violence will identify necessary reforms, support research and evaluation projects, and develop evidence-based policy and advocacy initiatives. We will grow our membership of organisations and individuals committed to ending men's use of domestic and family violence. We will collaborate to influence governments at all levels, advocating for important policy issues, funding, professional practice change and affecting community attitudes, all of which are crucial to ending men's use of domestic and family violence in Australia.

No to Violence has a key role in sector development. Building sector capacity and providing capability training are integral to ending men's family violence in Australia. We will continue to develop and offer a range of training and professional development opportunities, delivered by experienced professionals with deep expertise in working with men who use violence. By uplifting best practices and innovations for specialist men's domestic and family violence services, we aim to drive meaningful change.

Underpinning all this is our commitment to supporting our people, without them we cannot deliver on this vision.

In bringing our Strategy to life, we transform our vision into tangible actions that drive meaningful change. Our commitment to supporting a movement to end men's domestic and family violence is reflected in every initiative, every collaboration, and every step we take. By embedding our strategic objectives into daily operations, we ensure that our Strategy is not just a plan but a living, breathing force that shapes our actions and outcomes.



Notes on Language

Men/Man who choose to use family violence

The term man/men using violence or people/person using violence refers to the use of domestic and family violence towards an intimate partner or family member, including children.

No to Violence uses men who choose to use violence or people who choose to use violence, as opposed to perpetrator or offender, to recognise those using violence make a choice to do so and can change their behaviours.

Families

Families come in all shapes and sizes. There are a wide variety of family structures and units, including broad kinship groups, same-sex families, gender diverse families and chosen family, and animal companions are also important to many families.

No to Violence is committed to ensuring all families are treated equitably, and all family members experience safe, loving and supportive relationships.

Environmental Statement

No to Violence is committed to environmental stewardship. We are empowered to make choices that heal and protect the environment and consider sustainability in our daily practices, purchases and partnerships.

United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. No to Violence's Strategic Plan 2026-30 strongly supports three of the UN's SDGs:

Goal 3: Good Health and Wellbeing

Goal 5: Gender Equality

Goal 16: Peace, Justice and Strong Institutions



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