



# Queensland Police Service

# Sexual Violence Response Strategy 2023-2025

## Acknowledgment of country

The Queensland Police Service respectfully acknowledges First Nations peoples as the Traditional Owners and Custodians of Queensland. We recognise their connection to land, sea and community. We pay our respects to them, their cultures, and to their elders, past present and emerging.

**Our Vision** A victim-centric, trauma informed sexual violence response that protects the community, strengthens public confidence, and contributes to Queensland and National integrated action plans.

**Our Purpose** Together we prevent, disrupt, respond to and investigate sexual violence by putting victim-survivors first and holding perpetrators to account.



## ADVANCE OUR PEOPLE

Advance our workforce towards applying a victim-centric, trauma-informed approach when responding to sexual violence.

### Actions:

- 1.1 Increase awareness and understanding of the *Sexual Violence Response Strategy 2023-25* to support cultural change in the Service.
- 1.2 Implement victim-centric and trauma-informed training and education for first response officers responding to sexual violence victims in the first instance, including frontline officers and station front counter officers. This action should include the roll-out of initiatives focused on improving the cultural capability of the QPS and its ability to respond to sexual violence reports.
- 1.3 Noting the proven value of the ISACURE course and the high demand for its delivery, develop an issues paper for consideration by ELT outlining issues and options to increase uptake of the course, particularly in regional and remote areas of the Service.
- 1.4 Promotion of the QPS Online Learning Product (OLP) 'Look a Little Deeper – Human Trafficking' to build officer awareness and understanding of human trafficking, sexual servitude, slavery and forced marriage.
- 1.5 Create a tailored training package for commissioned officers to refresh their knowledge and understanding of QPS responses to sexual violence.
- 1.6 Continue to promote wellbeing initiatives for all members of the QPS.

### Performance Indicators

- Increase in organisational knowledge and understanding of intent and aim of the *Sexual Violence Response Strategy 2023-25*.
- Increase in understanding key themes including a consistent and service wide understanding of 'victim-centric' and 'trauma-informed'.
- Increase in frontline QPS members who have undertaken the training and who have a strong understanding of trauma-informed and victim-centric responses to victim-survivors of sexual violence.
- Increase in number of officers trained in ISACURE, including Sexual Violence Liaison Officers (SVLOs) and officers from rural and remote districts.
- Number of officers undertaking the 'Look a Little Deeper – Human Trafficking' OLP and an increase in officer awareness and understanding of human trafficking, sexual servitude, slavery and forced marriage and the linkage to sexual violence.
- Number of Commissioned Officers undertaking the sexual violence training package.
- Increase in awareness and uptake of available wellbeing initiatives.
- QPS investigators are supported.



## ENHANCE OUR RESPONSE

Enhance our capability to prevent, disrupt, respond to and investigate sexual violence in Queensland.

### Actions:

- 2.1 Continue to develop resources to equip QPS members to provide consistent information to victim-survivors about the criminal justice system and their engagement with it.
- 2.2 Clarify and promote the role of the SVLO both internally and externally to the QPS.
- 2.3 Review and revise QPS operational policies and procedures in relation to the investigation of sexual violence offences.
- 2.4 Continue to implement and communicate key legislative reforms including the adoption of an affirmative consent model in Queensland.
- 2.5 Establish a process for collating and reviewing complaints from victim-survivors about police non-compliance with the charter of victims' rights and the *Human Rights Act 2019*.
- 2.6 Realign the 'QPS and ODPP Seeking Justice Committee' and associated Working Group to become the Sexual Offence Review Committee to focus on continuous improvement in the investigation and prosecution of sexual violence.
- 2.7 Promote and maintain currency of the sexual violence dashboard to encourage continued use and efficacy.
- 2.8 Continue to review unfounded and withdrawn sexual violence offences to ensure outcomes are recorded in line with QPS policy.

### Performance Indicators

- Increase in officers' understanding of the criminal justice system for victim-survivors of sexual violence.
- Increase in understanding and awareness of the SVLO role by frontline officers, and the community.
- Increase in awareness of Queensland sexual violence reforms by QPS members.
- Revised policies and procedures are published and communicated to investigators.
- A complaints process regarding Charter of Victims' Rights and *Human Rights Act 2019* is established and communicated to QPS officers.
- A Sexual Offence Review Committee is established.
- QPS members have access to current data to inform decision making for sexual violence cases and oversight of outcomes of sexual violence offences (solved, unsolved, unfounded or withdrawn).
- Unfounded and withdrawn sexual violence offences are finalised accurately as per QPS policy.



## EMPOWER OUR COMMUNITY

Empower the Queensland community and reduce community harm through proactive engagement and education, and promoting access to victim support services.

### Actions:

- 3.1 Community education and awareness of reporting options for sexual violence victim-survivors, including communicating the difference between online reporting and Alternative Reporting Options (ARO). This should include:
  - a. Continue to review and update the sexual violence site on the QPS website in consultation with key stakeholders.
- 3.2 Explore options to make online reporting available in languages other than English to ensure that access to the online reporting form and to ARO are made more accessible to those for whom English is not their first language.
- 3.3 Promote awareness of the role of the QPS regarding sexual violence responses both internally and externally, and in collaboration with partner agencies. This includes:
  - Supporting districts to develop communications to meet the needs of vulnerable groups.
  - Develop communications plan for Sexual Violence Awareness Month.

### Performance Indicators

- Increase in reporting of sexual violence offences through the QPS online sexual assault reporting form, and Alternate Reporting Options (ARO).
- Increase in accessibility to the online reporting options.
- Increase in community engagement and education activities.



## MAXIMISE OUR PARTNERSHIPS

Maximise partnerships with government and non-government agencies, and academia to achieve our vision.

### Actions:

- 4.1 Establish a multiagency sexual assault response network in each District in consultation with external stakeholders including government and non-government agencies.
- 4.2 Develop opportunities to foster and enhance engagement with local sexual assault support services to ensure a collaborative approach to victim-survivors of sexual violence.
- 4.3 Enhance opportunities for SVLOs to leverage off existing community engagement with multi-cultural communities, first nations communities, vulnerable persons (including people with disabilities, mental health and the elderly) and sex workers to promote relationships and reporting options.
- 4.4 Continued engagement with Queensland Health to advocate for consistent, timely and high-quality forensic medical examinations for sexual violence victim-survivors.

### Performance Indicators

- Implementation of sexual assault networks in each police district.
- Increase in engagement by Sexual Violence Liaison Officers (SVLOs) with sexual assault support services.
- Increase in engagement by Sexual Violence Liaison Officers (SVLOs) with members of multicultural communities, First Nations communities, vulnerable communities, and sex workers.
- Reduction of reported issues regarding victim-survivors access to forensic medical examinations.