



**Hands up  
for  
RESPECT**

Celebrate & Reflect

**EAST GIPPSLAND  
PARTNERS IN VIOLENCE PREVENTION**

**16 DAYS OF  
ACTIVISM  
RESOURCE PACK  
FOR**

**EARLY YEARS  
SERVICES**

## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of the Land, the Gunaikurnai People and we recognise their connection to Land, Water, Language and Community. We also pay our respects to Gunaikurnai Elders, past, present and emerging, as well as Elders from other country who live on this land.

## ACKNOWLEDGEMENT OF FUNDING & ARTWORK

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## EAST GIPPSLAND PARTNERS IN VIOLENCE PREVENTION

The East Gippsland Partners in Violence Prevention (EGPVP) is a partnership of organisations working together to prevent family violence with a focus on respectful relationships and gender equality.

EGPVP is promoting gender equality and respect during the 16 Days of Activism with the theme **Hands up for Respect** encouraging early years services, schools, organisations and community to **celebrate and reflect**.

Bairnsdale Regional Health Service  
Department of Education & Training  
Department of Fairness, Family & Housing  
Department of Justice  
Dhelk Dja  
Djirra  
East Gippsland Shire Council  
Gippsland & East Gippsland Aboriginal Corporation  
Gippsland Centre Against Sexual Assault

Gippsland Lakes Complete Health  
Gippsland Public Health Network  
Gippsland Public Health Unit  
Gippsland Women's Health  
Gippsort  
Gunaikurnai Land & Water  
Aboriginal Corporation  
Latrobe Community Health Service  
Mental Health & Wellbeing Local  
Moogji  
Orange Door

Orbost Neighbourhood House  
Orbost Regional Health  
Quantum  
Royal Flying Doctors Service  
Tafe Gippsland  
Uniting Gippsland  
Victoria Police  
Well Ways  
Yoowinna Wurnalung Aboriginal Healing Service (chair)  
54 Reasons

## WHO THE RESOURCES IS FOR

This resource pack is intended for Early Years Services to support meaningful involvement in the 16 Days of Activism.

Your leadership and commitment to promoting gender equality and respectful relationships is essential in our collective effort in East Gippsland to create a safer and more equitable world. Being part of the solution is everyone's responsibility.

This resource pack can be used to reflect and generate conversations about what gender equality and respect looks like in your service, and to inspire change, building on wherever you are on your journey with respectful relationships within your service.

## FOR FURTHER INFORMATION CONTACT

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# 16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE

## ABOUT THE 16 DAYS OF ACTIVISM

The 16 Days of Activism against Gender-Based Violence was started by activists at the inauguration of the Women's Global Leadership Institute in 1991. Three decades on, the 16 Days of Activism against Gender-Based Violence is a widely recognised global campaign that encourages action to end gender-based violence. During the 16 Days, organisations and individuals around the world raise awareness that men's violence against women is a fundamental violation of human rights.

## KEY DATES

**16 days of Activism commences on 25th November and concludes on the 10th December**

- 25 November: International Day for the Elimination of Violence Against Women
- 3 December: International Day of People with Disabilities
- 10 December: International Human Rights Day

## HOW YOU CAN GET INVOLVED

On the following pages you will find ideas of meaningful ways that you can take action during the 16 days:

- Leadership Commitment
- Support for Staff and Families
- Professional Development
- Culture and Environment
- Teaching and Learning
- Community Partnerships




The resource pack has been aligned with Department of Education and Training's Respectful Relationships Whole of School Approach, the Victorian Early Years Learning and Development Framework and the Early Years Learning Framework for Australia.

You can use the 16 days to

- Commit to action and engage your school community
- Assess where you are at on your journey of respectful relationships and gender equality
- Plan and/or implement actions
- Evaluate and monitor your progress
- Review and reflect on progress

# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Leadership & Commitment

-  **Commit to taking a 'whole of service' approach to Respectful Relationships to promote respect and equality** – service culture and learning, professional development, teaching and learning and community partnerships.
-  **Communicate with staff and families about your services commitment to promoting gender equality.** This is a continual process and it is important to keep others up-to-date on priority actions and progress being made.
-  **Develop or Review your Statement of Commitment (SoC) to Respectful Relationships/Policy**  
This is a statement/policy that articulates how your service will create a physical and social environment that fosters gender equality and positive relationships between children, staff, families and community.

### Template Gender Equity Policy for Early Years Services

a template of potential sections and information that could be included in a gender equity policy for your early years centre or service. The format of current gender equity policies range from documents that read like a position statement through to comprehensive policy and procedure outlines. The information can be used to guide the development of a document that is relevant for your centre. The development of a gender equity policy should align with the structure of your other organisational policies.

(City of Darebin, Creating Gender Equity in the Early Years: A Resource for Local Government Resource 4: Page 24)



# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Culture & Environment



### Examine if the service's policies and activities treat everyone equally

Review the service's vision, values and ethos and in procedures and policies to ensure that gender equality and respectful relationships are articulated and promoted. develop and review policies



### Take a look at your bookshelf



(Image sourced from [FVREE Level Playground](#))

Do the books reinforce positive messages around gender equality, individuality, diversity and respectful relationships. There are some great tools and resources available –

- [Access Health Free2Be Me Book Review Tool](#)
- [Educate2Empower Book Collection](#)
- [Global Equality Collective](#)
- [Beyond Sparkles and Superheroes Booklist](#)
- [City of Monash and Generating Equality and Respect Library Booklist](#)
- [Stories Beyond Stereotypes Booklist](#)
- [Being Equal booklist](#)



### Print and display posters in your rooms promoting respectful relationships and gender equality

- [Level Playground Posters series](#)
  - Level Playground reminders
  - Our Greetings
  - Activities are for everyone
  - Occupations are for everyone
  - Emotions are for everyone
  - Colours are for everyone
  - Language swaps
  - Occupation language swaps
- ["You can't be what you can't see" Poster Series](#) The posters show real people undertaking diverse career and recreation roles.

# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Culture & Environment



### Gender Equity Assessment Tool

This tool can be used by early years providers who work in an early years setting or children's hub. The assessment questions are designed to provide an overview of a centre.



### Spaces, Toys and Play

Children's use of space and play environments will often differ based on gender. It's important to be aware of and think about who is using what spaces within the centre, and how are they using them.

Reflective questions

Does your service provide a range of dress ups and toys to allow children to explore different roles or different stories?

Do you read books that open up the possibilities about what girls and boys can be or do?

Does your practice reflect on how spaces, language, toys and play might contribute to gender inequity?

Other resources

- [Physical spaces fact sheet](#)
- [Fostering an inclusive environment: practical tips for early childhood services](#)



# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Professional Learning

Build staff capacity to

- promote respectful relationships, positive attitudes and behaviours within teaching approach to enable children to build healthy relationships, resilience and confidence
- understand the role of gender equality in the prevention of family violence and learn practical strategies for promoting gender equality in teaching practice
- recognise and respond to family violence and build support networks.



### Free Respectful Relationships Training

Free professional learning is available for educators in Victorian Government-funded kindergarten programs in November and December 2024.

A two-hour self-paced online training module and a one-day online workshop.

Dates available for the online workshop:

- Monday 2 December 2024
- Tuesday 3 December 2024
- Wednesday 4 December 2024
- Thursday 5 December 2024
- Friday 6 December 2024

The professional learning program is an item on the School Readiness Funding Menu. Services can use the menu to arrange for backfill or additional support or apply to the department directly for backfill reimbursement. [Register here](#)



### All Come Out to Play Professional Development

Learn more about gender equality and respectful relationships in the early years. This evidence-based training session delivered by Playgroup Victoria covers why and how to embed gender equality within your parenting and professional practice.

Heaps of tips and loads of fun!

Upcoming training opportunities are available [here](#).

**Interested in holding an All Come Out to Play session with the children at your service** – contact [Playgroup Victoria](#) to be linked with a local All Come Out to Play facilitator.



**Encourage discussions in whole-staff or team meetings about gender equality and respectful relationships**

# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Professional Learning



**Share information and resources with staff to prompt their thinking, learning and discussions about gender equality and respectful relationships**

Useful resources to encourage discussions and reflection; Partners in Prevention and City of Melbourne have co-designed a series of tip sheets to help all professionals who work with young children to promote respect and gender equity in their work. The series covers seven topics:

1. [Whole of service approach](#)
2. [Support children's sense of identity](#)
3. [Intentional teaching](#)
4. [Teaching for care](#)
5. [The importance of language](#)
6. [Observing and documenting](#)
7. [Working with families](#)

**Other useful resources to encourage discussions and reflection:**

- [The gender pay gap experiment with boys and girls](#)
- [Gender equality explained by children video](#)
- [Teaching children about gender: Iceland's answer to break down gender stereotypes video](#)
- [The Ugly Truth about children's books video](#)
- [A Girls' vs boys toys video](#)
- [Redraw the balance video](#)
- [A Boys and girls on stereotypes video](#)
- [Run like a girl video](#)
- [Gender Equity in the Early Years – Dr Kylie Smith, University of Melbourne](#)



**Self-reflection tool for Early Years Educators**

This tool can be used for reflective practice, if you are an early years educator, practitioner or support worker in the early years setting, working with families, carers and children. This tool should be used in combination with other tools provided in this resource. This may be useful for working with a family, carer or child, in reflecting on your own practice.

# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Teaching & Learning

Integrate Respectful relationships across all curriculum areas to support children to build healthy relationships, resilience and confidence.

### Useful resources



Educate2Empower – specialising in books on body safety, consent, gender quality, social and emotional intelligence and respectful relationships – they have lots of free resources including posters, activities, e-books and videos.



Level Playground – activities, books, posters, and more, all aimed at fostering inclusivity, respect, and equal opportunities for every child



East Gippsland Shire Council Library Gender Equality Kits – Schools can borrow a Gender Equality Resource Kit which has books, information and lesson plans that can be used by in classrooms.

### Want your own Gender Equality Resource Kit? FVREE will have kits available for purchase from early next year

FVREE collaborated with educators, experts, and families to create the Gender Equity Resource Kit. Designed to embed gender equity and equality in your early years environment, this comprehensive kit includes everything you need—lesson plans, materials, activities, posters, communication plans, and more—to save you time, reduce costs, and build your confidence in tackling these important topics. Aligned with the Victorian Early Years Learning and Development Framework and the Early Years Learning Framework for Australia, the kit is packed with evidence-based tools, templates, and guides. **For more information on the kits and costs or to join the waiting list, visit the FVREE website**



Do you also have a playgroup?

Level Playgroup facilitator guide

Level Playgroup Facilitator Resource Guide is a tool to support playgroups to promote gender equality and challenging gender stereotypes and to create a welcoming playgroup environment. It includes information, activity suggestions and tips on setting up your playgroup space.

# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Teaching & Learning



### Hands up for Respect Activity

Print out the artwork provided with this resource pack – template 1. The artwork was created by Sally Hood and was commissioned by GEGAC.

Use the artwork (template 1) and the reflective questions below as a conversation starter about gender equality and respect with staff and/or children.



### Reflective questions

- What does respect mean to you?
- How do you show respect?
- What does respect look like?
- What does respect feel like?
- How do you know when people are being respectful to you?
- Think about the places and people in your life and what respect means to you;
  - at kinder or childcare
  - in the playground
  - with your friends
  - with family
  - with your siblings
  - in your community

(Gippsland Women's Health Let's Chat Toolkit, 2024)



### Suggested activities

#### Template 2 – Reflection Page

Have children draw a picture of how they show respect at kinder/childcare

#### Template 3 – Colouring Page

Have each child complete the colouring page and display in the service

#### Template 4 – Collaborative Colouring Page

Have each child complete a section and put together and display in the service

#### Template 5 – Hand prints page

Have each child put a paint handprint or a paper cut out on the page and write their name and/or a message to the theme and display in the service



# ACTION IDEAS FOR 16 DAYS OF ACTIVISM

## Community Partnerships



**Engage parents, carers and families in understanding respectful relationships**

[Family Play Book](#)

This Family Play Book is jam-packed with play ideas and fun for the whole family. There are games, creative play and sensory play activities, recipes to get kids cooking in the kitchen, book recommendations and tipsheets about gender stereotypes.

[Level Playground Factsheets](#)

[Women's Health East No Limitations Fact Sheets – Why promote gender equality in the early years](#) [Tips for Parents/Carers: Stories](#) [Tips for Parents/Carers: Play](#) [Promoting GE in Kinder & Schools](#)



**Engage with local specialist family violence and sexual assault services who can provide support for staff and students experiencing family violence**

See following page for details



**Promote/participate/partner with local service's events align to where you are up to with your Respectful Relationships journey**



**Utilise State & Regional 16 days of Activism promotional collateral**

[Respect Victoria 16 Days of Activism Toolkit 2024](#)

Materials have been developed for use during the 16 Days of Activism and beyond.

- Posters
- Online video background
- Email signature banner
- Respect Is... card
- Book recommendations
- Media release template
- Social media tiles and templates



### **Gippsland Women's Health – Let's Chat**

Tips on hosting Let's Chat events, including event ideas, event resources, social media resources, guidelines, support services and leadership statement guide.

- Social media templates
- Zoom/team background
- Email signature

## Support for Staff & Students

To ensure the safety and wellbeing of staff and children, it is essential to understand the prevalence of family violence and the high likelihood that staff and families may experience or witness it.

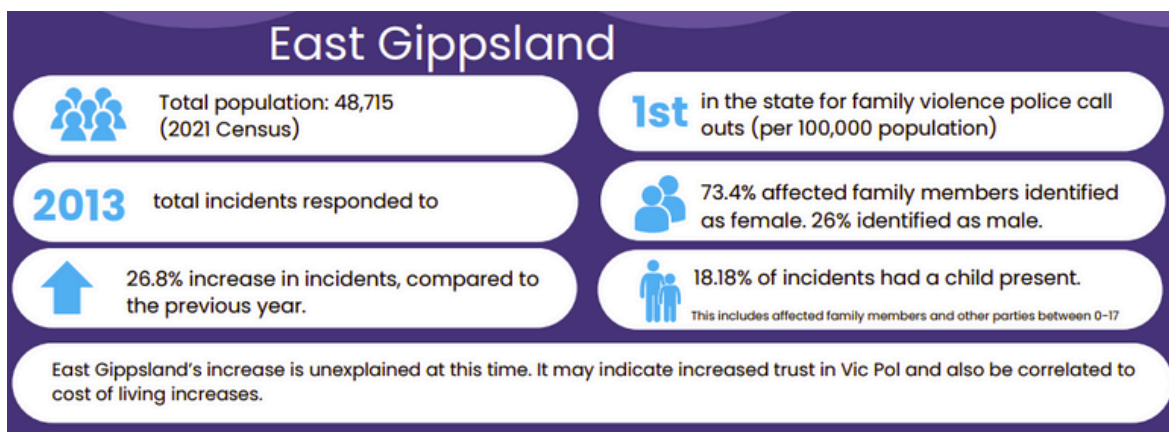
While the focus of Respectful Relationships is on primary prevention, it is imperative that staff members feel supported and confident in their ability to:

- Meet their legislative responsibilities to report child abuse
- Meet their duty of care to support students experiencing abuse
- Create a safe work and learning environment
- Find appropriate referral pathways and further support



### Prevalence of Family Violence in East Gippsland

You can find the latest data on the [Gippsland Family Violence Alliance](#) website



### Support services

A directory of available services can be found on the [Gippsland Family Violence Alliance](#) website

Respect Victoria also has a list of [support services](#) as part of the 16 Days of Activism Toolkit

**FINDING SUPPORT**

If you or someone you know is experiencing violence or using violence, help is available.

**SAFE STEPS**  
Safe Steps is a confidential and supportive family violence response line for Victorian Police services.  
1800 015 282

**THE ORANGE DOOR**  
The Orange Door offers immediate support and services for all Victorian. Visit your nearest location.  
orange-door.org.au  
1800 015 282

**ELIZABETH MORGAN HOUSE**  
Elizabeth Morgan House provides culturally safe, holistic case management and support. (24hr in open 24/7)  
1800 015 282

**DUMBA**  
Dumba is a specially staffed phone and practical support is available to all Aboriginal women experiencing family violence or fear in the past.  
1800 015 282

**RAINBOW DOOR**  
Rainbow Door is a free specialist LGBTIQ+ helpline providing information, advice and referrals to all LGBTIQ+ Victorians, their families and friends.  
1800 123 282

**INTOUCH MULTICULTURAL CENTRE AGAINST FAMILY VIOLENCE**  
Intouch is a specialist family violence service that works with multicultural women, their families, and their communities.  
1800 015 282

**BOO RESPECT**  
BOO RESPECT is a free national online, 24/7, domestic and family violence counselling service. Phone and online services are available 24/7.  
1800 727 727

**KIDS HELPLINE**  
Kids Helpline is a free, 24-hour, confidential service for Australian children and young people aged between five and 17 years. Phone and online services are available 24/7.  
1800 054 344

**MEN'S REFERRAL SERVICE**  
Men's Referral Service provides assessment and confidential helpline counselling, information, and referrals to men to help them take action to stop using violence and controlling behaviour.  
1800 785 481

**MENSLINE**  
Mensline provides professional support and information services for Australian men. Phone and online services are available 24/7.  
1800 785 481

**SENIORS RIGHTS VICTORIA**  
Seniors Rights Victoria (SRV) provides information and advice to help prevent elder abuse and safeguard the rights of older people.  
1800 015 282

If you believe someone is in immediate danger, call 000 and ask for the police.

# FEEDBACK

We encourage you to share feedback on how you have used the resource pack - what actions you have taken, what you thought of the resource pack and feedback on what else would support your service to promote gender equality and respectful relationships. We would also love to share your examples with other Early Childhood Education & Care Services.

Complete the form [online](#) or complete a hard copy and email to - [rachelb@ywahs.org.au](mailto:rachelb@ywahs.org.au)

## WHAT ACTIONS DID YOU TAKE DURING 16 DAYS OF ACTIVISM?

## HOW WOULD YOU RATE THE RESOURCE PACK IN SUPPORTING YOU WITH YOUR 16 DAYS OF ACTIVISM ACTIONS?



## WHAT ELSE WOULD BE USEFUL TO SUPPORT YOUR SERVICE TO CONTINUE TO PROMOTE GENDER EQUALITY AND RESPECTFUL RELATIONSHIPS?

- Leadership Commitment
  - Support for Staff and Community
  - Professional Development
  - Support with Culture and/or Environment
  - Teaching and Learning Resources and tools
  - Partnerships with local organisations
- Other - please specify

## IS THERE ANYTHING ELSE YOU WOULD LIKE TO SAY?