Jane Moynihan

Executive Director

Commission of Inquiry into Queensland Police Service responses to domestic and family violence

[redacted]

RE: EVAWQ Submission into the Independent Commission of Inquiry into Queensland Police Service responses to domestic and family violence

1. Executive Summary

Ending Violence Against Women Queensland (EVAWQ) is pleased to respond to the Inquiry into Queensland Police Service (QPS) responses to domestic and family violence (DFV). Due to the intersecting nature of sexual violence with domestic and family violence our response will also include reference to sexual violence responses.

EVAWQ is a peak body representing the domestic and family violence, sexual violence, refuge, and women's health sectors in Queensland. Our organisation informs government and non-government stakeholders in relation to all aspects of gender-based violence against women. We provide a representative voice for the sector in government, legislative and policy matters. We also share the depth and diversity of knowledge from the specialist services with the broader community.

EVAWQ provided opportunity for members to respond to an anonymous survey to respond to the key areas of response to the Terms of Reference within the Enquiry. The survey was provided anonymously from frontline Specialist Domestic, Family and Sexual Violence Services, Refuges, Perpetrator Intervention Services and Women's Health Services. A copy of the survey questions can be found in the attachment. Members co contributed to the enclosed response, alongside a summary of key findings from the sector survey.

Term of reference #	Term of reference description	EVAWQ Response	EVAWQ Recommendation
1	Whether there is, and if so, the extent and nature of, any cultural issues within the Queensland Police Service (**QPS**) relating to the investigation of DFV identified in the report by the Women's Safety and Justice Taskforce Hear her voice Report One – Addressing coercive control and domestic and family violence in Queensland.	a) There is a widespread cultural issue within QPS relating to the investigation and response to Domestic Family and Sexual violence that results in inconsistent responses for victim survivors. b) A child-safe lens is not applied consistently and the needs of adults are regularly prioritised in decision making. c) Police bias is not understood and influences police responses to people such as people from culturally and linguistically diverse backgrounds, sex workers, people with language barriers and disability. This also leads to hystericisation	1. Zero-tolerance Leadership, in word and action, is fundamental to improving QPS culture. 2. Shift police culture through accountability and commitment to increase the access, equity and fairness of process and ensure consistency of QPS responses. 3. Police systems need to be established to provide trauma responsive and collaborative approaches. 4. Child safe standards to be applied to Police system and approaches. 5. Clear Policy approach to access and diversity, improved ongoing training and

		of female victims. Likewise, biases and outdated stereotypes undermine efforts to end violence, discourage victim/survivor reporting and embolden people to continue to perpetrator violence and abuse. d) Policing domestic, family and sexual violence requires an accurate and evidence-based understanding of gender-based violence. These crimes disproportionately impact women, Aboriginal and Torres Strait Islander women and children, LGBTQ+ people, CALD communities and most commonly women with disability. There are also unique considerations for male victims.	development for Officers for reflective practice.
2	How any cultural issues identified within the QPS relating to the investigation of DFV have contributed to the overrepresentation of First Nations people in the criminal justice system	a) Victim-survivors are often mis-identified and not referred to services as the Primary person in need of protection. This is exacerbated for First Nations people. b) Research demonstrates that First Nations women are over criminalised, this stems from a cultural and service system issue or bias, racial profiling and overt racism that is prevalent within many systems, including policing in Australia. c) Culturally responsive training and sensitivity to the impact of Colonisation and intergenerational trauma required.	1. A preparedness of the police to negotiate the role they play in discreet local communities including Meaningful investment in culturally restorative Aboriginal and Torres Strait Islander community-led solutions and working in partnership with community Elders and leaders. 2. Creating non carceral solutions for Aboriginal and Torres Strait Islander people. 3. Imprisonment as last resort. Accountability to reduce the over-representation of Aboriginal and Torres Strait Islander people in the criminal justice system as outlined in *Closing the Gap* Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 percent. 4. Elders and Police Liaison Officers (PLOs) should hold decision making positions in local policing matters. 5. Significant investment in developing trauma-informed

			policing responses as it relates to domestic, family and sexual violence. 6. Supporting independent research and evaluation to identify systemic or institutional bias and racism within the QPS in the context of DFV response and investigation.
3	The capability, capacity and structure of the QPS to respond to domestic and family violence, having regard to initiatives undertaken by the QPS in responses to previous reports and events	a) The statement processes are inaccessible, inconsistently applied and disadvantage people experiencing intersectionality of disadvantage, such as disability and language barriers. b) Trauma-informed and intersectional lens to be applied to the Police capability, capacity and structures c) Responses to previous reports and events such as DVO breaches are inadequate and inconsistent. d) Many police officers struggle to identify coercive and controlling abuse, especially when physical violence is not present. e) Risk assessment DVPARF to be updated to reflect current policy and legislative frameworks i.e., Coercive control, strangulation, pattern-based behaviour and child needs.	1. Recruitment and selection – pre-assessment; specifically assessing for bias and tolerance toward gender-based violence and to what extent this will affect judgement, decision-making, social competence and collaboration. 2. Change legislation to allow for a single across all forms of DFSV and ensure statements are able to be completed in a safe and trauma-informed environment, with suitably trained officers and specialist support. 3. Commitment to reasonable adjustments to taking statements in accessible and trauma responsive manner taking into account disability, language and cultural needs. And responsive processes that use innovative solutions such as the body warn camera trial. 4. Clear policy framework that underpins the causes and drivers of gender-based violence, intersectionality and appropriate systems responses. 5. Multidisciplinary team approaches to co response to DFSV such as DFSV Specialists, Mental Health and legal professionals, alongside community Elders 6. Standardised screening for cognitive disability (including FASD) for all first responders and complete review of the DV PARF and commitment to using the CRASF.

4	The adequacy of the current conduct and complaints handling processes against officers to ensure community confidence in the QPS.	a) Failure to adequately respond to a domestic, family or sexual violence matters, particularly where there are interventions in place such as a DVO/PPN should be investigated under the definition of serious misconduct. b) Incidents and matters that relates to serious police misconduct needs to be overseen by an agency that is independent of QPS. c) The Ethical Standards Command is not separate enough from the districts/stations to assess complaints impartially. d) Investigations occurring internally without arm's length processes. e) Significant barriers for victim survivors to make complaints.	a) Establish an independent Victims Commissioner as an independent statutory officer with powers to advocate for the respect, recognition and inclusion of victims of crime victims of crime in the justice system, as both a prosecuting and investigatory function.: a. Providing oversight of QPS and its compliance with The Charter of Victims' Rights, set out in the *Victims of Crime Assistance Act 2009* b. to provide leadership and give expert advice to QPS about laws, policies, practices and services for victims of DFSV; c. to analyse and evaluate, at a systemic level, policies and practices relevant to victims of DFSV and the performance of QPS in appropriate response and investigation d. oversee complaints about QPS from victims of crime in the context of the Victims' Charter. b) QPS should facilitate targeted and appropriate engagement with Aboriginal and Torres Strait Islander organisations, peak multicultural, migrant and refugee community organisations, along with other groups who have historically faced barriers to accessing appropriate resolution of complaints including youth organisations, LGBTIQ+ organisations and disability organisations to ensure complaint process is victim centric.

5	Any other matter the Commission considers relevant for consideration to deliver its Report		QPS needs to have a zero-tolerance position to domestic, family and sexual violence both as an employer, through a public education campaign and as a responsible public entity subject to the *Human Rights Act 2019*

2. Response to Terms of Reference 1- *Whether there is, and if so, the extent and nature of, any cultural issues within the QPS relating to the investigation of DFV.*

Police Culture – needs to start with zero tolerance

There needs to be a shift in police culture through accountability and commitment to increase the access, equity and fairness of process and ensure consistency of QPS responses to DFV. Police systems need to be established to provide trauma-responsive and collaborative approaches. This starts with zero- tolerance leadership, in word and action.

There is currently an inconsistency of QPS responses ranging from very positive to significantly concerning. Respondents to the sector-wide survey were asked "*Do you have any de-identified examples from your work experience that you would like share that support your position?"* (in regards QPS culture. The results demonstrate an inconsistency of police responses, varying from very positive to very negative. This was summed up well by one participant response;

> *"Most of these questions vary depending on individuals and stations within the QPS. There is such a mixed bag that you can't trust to receive an appropriate response or feel protected by the system."*

Survey respondents expressed concerns with QPS culture, with examples and testimonies ranging from lack of awareness and commitment to provide basic rights for equity such as translators, colluding with the person using violence (PUV), minimising the victim-survivors experience of abuse, encouraging victim-survivors not to report and providing incorrect advice about processes and/or avoiding providing support to make statements. Participant responses included statements such as:

> *"QPS officers continue to frequently be of the opinion: 1) She keeps returning to the situation (with PUV), therefore, it's her own fault (An overwhelmingly sexist and victim blaming culture in QPS continues to exist in their day-to-day practice). 2) She's not following through with charging or breaching PUV, therefore, she can't be taking the situation too seriously and / or she mustn't feel too unsafe. 3) 'She gives as good as she gets'."*

> *"I recently heard two QPS officers saying that a couple were "as bad as each other". She breached her order by going to his home seeking child support. He beat her with a fence pail."*

> *"I have experience(d) a member of the QPS come to our Women's Refuge wanting to ensure that a certain woman was staying at our Shelter. The PUV had made a missing person's report to try to track down where his partner was. The Police officer asked me (Refuge Worker) "why doesn't she just give him the children and then he would stop trying to find her?". Worker stood on the side of the road with this Officer to explain to this him that some of the many reasons why it is not safe to "just give him (the PUV) the children"."*

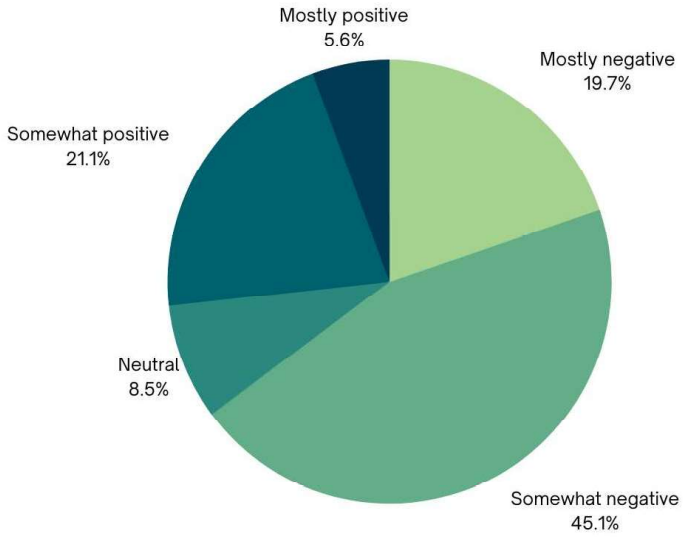
> *"CALD woman along with her children enter refuge, after unpacking the incident the client has no understanding of the outcome of the incident of violence. The client lived remotely and had been isolated by the respondent for a period of five years. QPS failed to use an interpreter to ensure the woman's experience was captured. This incident resulted in the client being listed as a respondent on a Temporary Protection Orders, we assisted the client to apply for and was granted a Protection Order."*

> *"We are working with a CALD client who was assisted by a male QPS officer after experiencing DFV, from their own culture, who suggested the client should return home to the PUV and keep the issue in the family. The officer talked to the client in their language so the other officer could not understand what was discussed."*

"We have experience working with a CALD client with limited English skills, who was not offered an interpreter when making a complaint to QPS regarding DFV, and also when a CALD client with very limited English skills had been served with a PPN and a notice to appear in court without an understanding of the document. "

This is further exemplified through the responses shown to the following question.

Question 5: *In your professional opinion, have you seen QPS culture affect their investigations/ response to incidents of DFV?*



Children are often invisible

EVAWQ is concerned that a child- safe lense is not applied consistently and the needs of adults are regularly prioritised in decision making of the needs of children. Systems approaches need to be better designed to ensure child safe risk assessment and decision making and closure collaboration with child safety ensuring child safety and family support services are intervening earlier.

Police Bias

Police bias is not understood and influences police responses to people such as people from culturally and linguistically diverse backgrounds, sex workers, people with language barriers and disability. Psychosocial disability and trauma related distress is reported to be misrepresented frequently. This also leads to hystericisation of female victims. Likewise, biases and outdated stereotypes undermine efforts to end violence, discourage victim/survivor reporting and embolden people to continue to perpetrator violence and abuse. This unintentionally creates a systems environment that further perpetuates gender-based violence and disempowers victims who are largely women and children.

Policing domestic, family and sexual violence requires an accurate and evidence-based understanding of gender-based violence. These crimes disproportionately impact women, Aboriginal and Torres Strait Islander women and children, LGBTQ+ people, CALD communities and most commonly women with disability. There are also unique considerations for male victims.

Recommendations:

1. Zero-tolerance Leadership, in word and action, is fundamental to improving QPS culture.

2. Shift police culture through accountability and commitment to increase the access, equity and fairness of process and ensure consistency of QPS responses.

3. Police systems need to be established to provide trauma responsive and collaborative approaches.

4. Child safe standards to be applied to Police system and approaches.

5. Clear Policy approach to access and diversity, improved ongoing training and development for Officers for reflective practice.

3. Response to Terms of Reference 2 – *How any cultural issues identified within QPS relating to the investigation of DFV have contributed to the overrepresentation of First Nations people in the criminal justice system.*

QPS responses to DFSV contribute to the misidentification and over criminalisation of First Nations people, particularly women

Victim-survivors are often mis-identified and not referred to services as the Primary person in need of protection and this is exacerbated for First Nations people.

Research demonstrates that First Nations women are over criminalised. Research demonstrates that First Nations women are over criminalised, this stems from a cultural and service system issue or bias, racial profiling and overt racism that is prevalent within many systems, including policing in Australia. Culturally responsive training and sensitivity to the impact of Colonisation and intergenerational trauma required within policing.

Aboriginal and Torres Strait Islander women are the fastest growing prison population and are currently 21.2 times more likely to be incarcerated compared to non-Indigenous women (Australian Law Reform Commission, *Pathways to Justice—An Inquiry into the Incarceration Rate of Aboriginal and Torres Strait Islander Peoples,* 2017). 3 in every 5 Aboriginal and Torres Strait Islander women have experienced physical or sexual violence and are 32 times more likely to be hospitalised due to family violence and 11 times more likely to die due to assault, than non-Indigenous women *(*Australian Institute of Health and Welfare, *Family, domestic and sexual violence in Australia, 2018).*

Respondents to the sector-wide survey were asked "*Do you have any de-identified examples from your work experience that you would like share that support your position?"* (in regard to cultural issues within the QPS that may contribute to the overrepresentation of First Nations people in the criminal justice system). Participants provided examples that demonstrate these ongoing issues and a concern that this stems from a cultural and service system bias and racism that is prevalent within many systems, including policing in Australia. Examples about how this impact on individuals included; not understanding intergenerational trauma and impacts, misidentification, not taking women's needs seriously, making assumptions based on biased and, at the worst extent, being abusive.

"I overheard an officer basically saying that Aboriginal Peoples should forget what had happened years ago and I don't believe the officer understands intergenerational trauma. Not acknowledging intergenerational trauma could lead to misunderstanding some behaviours of the First Nations as criminal behaviours."

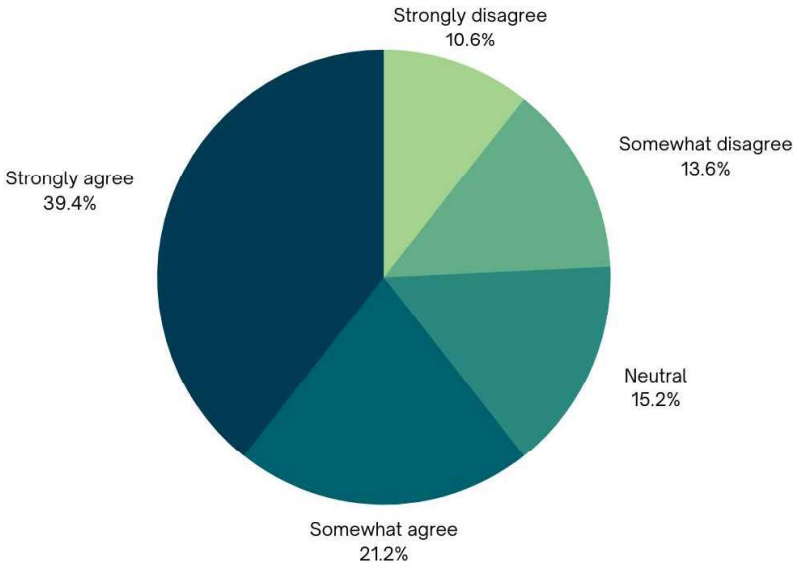
"When arriving at an incident of violence, QPS put under arrest the two Indigenous women who were attacked and let go the five perpetrators."

"Police routinely threaten to have Child Safety get involved if First Nations women do not comply with their investigations and disclose abuse. This replicates patterns of power and removal of children from the Stolen Generation and uses coercion to elicit disclosures."

"First Nations women have disclosed being physically and verbally abused by police when police have attended for DFV call outs. "

"First Nations women with traumatic brain injuries have been accused of being under the influence of alcohol and have been arrested as their presentation was mistaken for intoxication."

Below are responses to the survey Question 7: *There are cultural issues within the QPS that may contribute to the overrepresentation of First Nations people in the criminal justice system.*



Recommendations:

Cultural issues that contribute to the over-criminalisation of First Nations people need to be addressed in order to put an end to the ongoing and cyclical systemic trauma, and create safer and equitable communities for all.

1 A preparedness of the police to negotiate the role they play in discreet local communities including Meaningful investment in culturally restorative Aboriginal and Torres Strait Islander community-led solutions and working in partnership with community Elders and leaders.

2 Creating non carceral solutions for Aboriginal and Torres Strait Islander people.

3 Imprisonment as last resort. Accountability to reduce the over-representation of Aboriginal and Torres Strait Islander people in the criminal justice system as outlined in *Closing the Gap* Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 percent.

4 Elders and Police Liaison Officers (PLOs) should hold decision making positions in local policing matters.

5 Significant investment in developing trauma-informed policing responses as it relates to domestic, family and sexual violence.

6 Supporting independent research and evaluation to identify systemic or institutional bias and racism within the QPS in the context of DFV response and investigation.

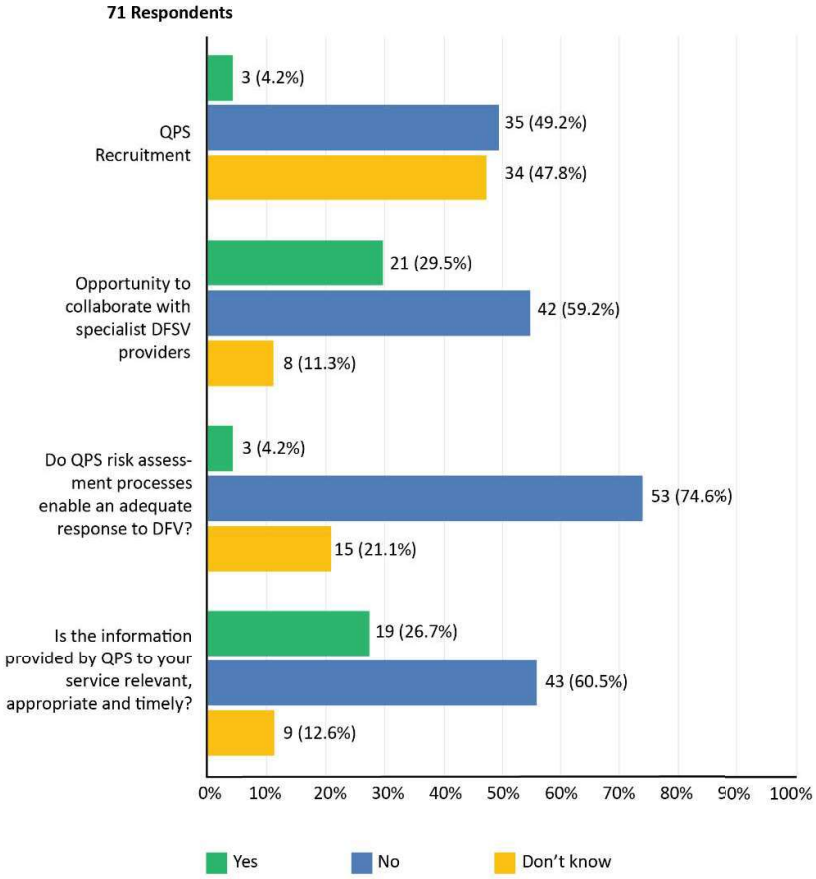
4. Response to Terms of Reference 3-*Whether there is, and if so, the extent and nature of, any cultural issues within the QPS relating to the investigation of DFV.*

There is need for improvement across multiple facets of QPS investigation of DFSV

Sector survey responses demonstrate that there is some way to go to address this issue and that specifically QPS needs to address their *capacity and capability to respond to DFV in the following circumstances:*

- Recruitment
- Opportunity to collaborate with specialist providers
- Risk assessment processes
- Information sharing

Participants in the survey were asked *"Does the current structure of the QPS enable them to have both capacity and capability to respond to DFV in the following circumstances?"*



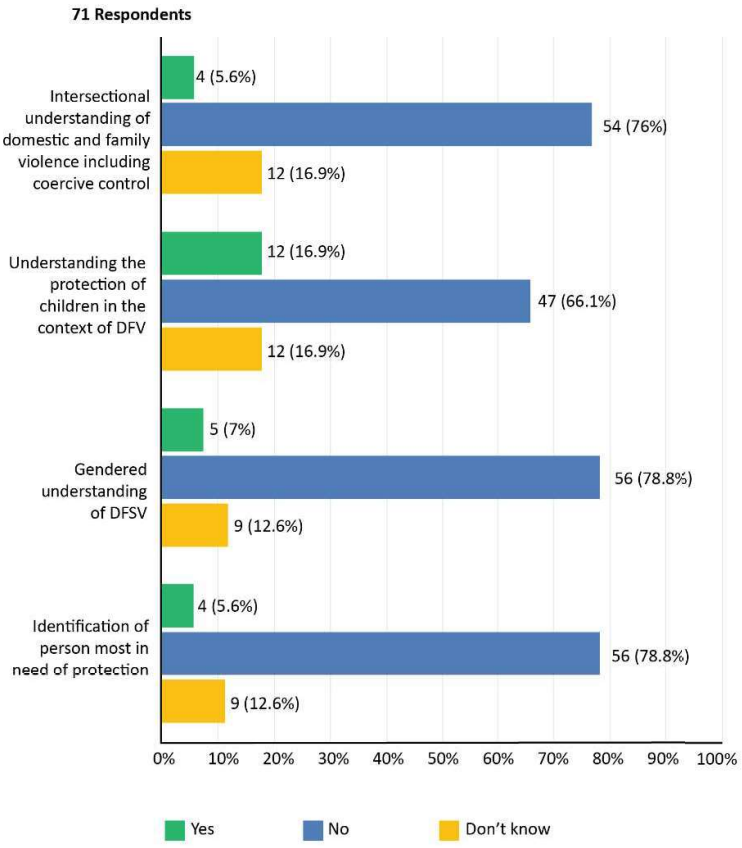
EVAWQ argue that a Trauma-informed and intersectional lens needs to be applied to the Police capability, capacity and structures and embedded in Police Culture.
As demonstrated by the responses, a key priority for QPS will be to improve intersectional understanding of DFV, including coercive control, protection of children, gendered understanding of DFV and identification of the person most in need of protection.

These areas are identified in a follow-up question to the above, where we asked, "*Does the current training structure of QPS allow them to have understanding of the following concepts?"* Respondents showed that all areas need attention. Some stated:

> "*Increased training for QPS Officers, that is developed and delivered in conjunction with specialist services, as well as a commitment to co-responder models where DFV Specialists are able to work in conjunction with police to conduct risk assessments and provide support to victims and potentially support accountability and rehabilitation of perpetrators."*

"Better training and more accountability for the 'culture' in QPS. I think there should be randomised audits where DFV experts watch their dashcam footage and listen to how they respond, with training offered when issues are found. There should be a DV expert on every shift at each station."

Participants were also asked "*Does the current training structure of QPS allow them to have understanding of the following concepts?"* Responses were:



Statement Processes

The statement processes in place are inaccessible, inconsistently applied and disadvantage people experiencing intersectionality of disadvantage, such as disability and language barriers. e.g., Statement legislation allows for a single statement across all forms of DFSV and is provided in a safe and trauma-informed environment, with suitably trained officers.

Responding to Breaches

Survey responses also showed an overall concern with QPS responding to alleged breaches of DVOs. The main recommendations of these responses is firstly, respond to all breaches, and do it in a timely manner. Secondly, further understanding and training as to what constitutes a "breach" or expanding the criteria to reflect real-world incidents, and lastly, taking statements from the victim-survivor when there is a breach.

"QPS needs to take all breaches seriously. I have often supported women to report breaches and this can be quite a difficult process with police belittling the client and diminishing her experience. For example, a client was able to show 54 text messages within 3 minutes, escalating in abuse. The client was told "well, he's allowed to communicate with you about the child". These messages engaged in name calling, abusiveness and threats and the police officer was unwilling to take a report for a breach of the order."

"Acknowledging all forms of DFV as being a breech or at the very least as DFV. For example, a client had a shoe thrown at her by the PUV during an incident and the QPS response was "It didn't hit you so it doesn't

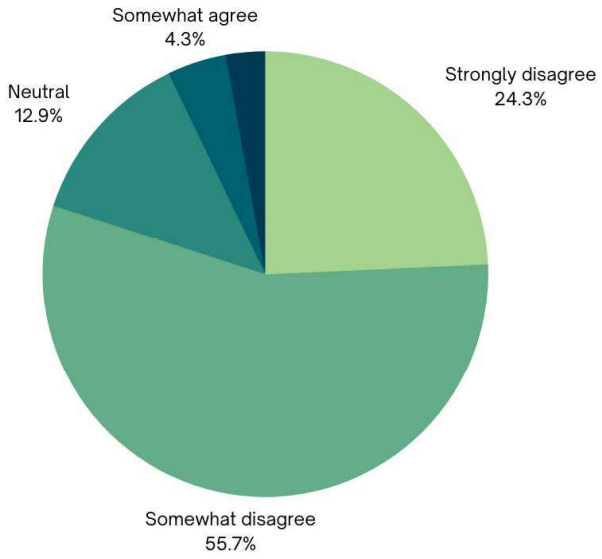
count". This does not acknowledge the impact this behaviour/intention has on the victim. Showing empathy to victims. Acknowledging continued use of violence through systems abuse such as Family Law Court as breaches."

"Actually respond to breaches. We have seen many women with 20+ breaches and he is free and able to go about his business while she is in shelter unsafe."

"That the victim's assessment of risk to themselves be taken into account."

"QPS officers need training to understand and recognise DFV when clients report acts of violence or intimidation which are breeches. When CALD women report breeches of DV, more training and use of interpreters is needed to fully understand what the client is experiencing so an appropriate assessment of risk can be done."

Below are responses to *Question 11: "QPS effectively responds to alleged breaches of DVOs."*



Risk Assessment

Many police officers struggle to identify coercive and controlling abuse, especially when physical violence is not present. Legislating against coercive control will require a fundamental shift in internal polices and practices, starting with risk assessment. The risk assessment process needs to be updated to reflect current and emerging policy and legislative frameworks i.e., Coercive control, strangulation, pattern-based behaviour and assessing the child needs. We need to see the QPS use of the Department of Justice and Attorney Generals, Common Risk Assessment Framework (CRASF) as a standardised widespread process to ensure a system for improved collaboration and shared decision making.

Recommendations:

1. Recruitment and selection – pre-assessment; specifically assessing for bias and tolerance toward gender-based violence and to what extent this will affect judgement, decision-making, social competence and collaboration.

2. Change legislation to allow for a single across all forms of DFSV and ensure statements are able to be completed in a safe and trauma-informed environment, with suitably trained officers and specialist support.

3. Commitment to reasonable adjustments to taking statements in accessible and trauma responsive manner taking into account disability, language and cultural needs. And responsive processes that use innovative solutions such as the body warn camera trial.

4. Clear policy framework that underpins the causes and drivers of gender-based violence, intersectionality and appropriate systems responses.

5. Multidisciplinary team approaches to co response to DFSV such as DFSV Specialists, Mental Health and legal professionals, alongside community Elders.
6. Standardised screening for cognitive disability (including FASD) for all first responders and complete review of the DV PARF and commitment to using the CRASF.

5. The adequacy of the current conduct and complaints handling processes against officers to ensure community confidence in the QPS

There is a low level of confidence in the adequacy of the current conduct and complaints handling processes against officers overall. Feedback from the Sector demonstrates that people are fearful about raising complaints to QPS because of fear for safety, breech of privacy and not being taken seriously. We received several examples and comments that people were fearful to raise examples to the Inquiry itself for fear of impact on their safety, this alone is very telling. Key themes of concern are:

a) Investigations occurring internally without arm's length processes
b) Significant barriers for victim survivors to make complaints
c) Complaints not being taken seriously, followed through or achieving resolution

EVAWQ have significant concerns of;

- Failure to adequately respond to a domestic, family or sexual violence matters, particularly where there are interventions in place such as a DVO/PPN should be investigated under the definition of serious misconduct.

- Incidents and matters that relates to serious police misconduct needs to be overseen by an agency that is independent of QPS.

- The Ethical Standards Command is not separate enough from the districts/stations to assess complaints impartially.

- Investigations occurring internally without arm's length processes.

- Significant barriers for victim survivors to make complaints.

To illustrate these concerns some responses to the survey stated:

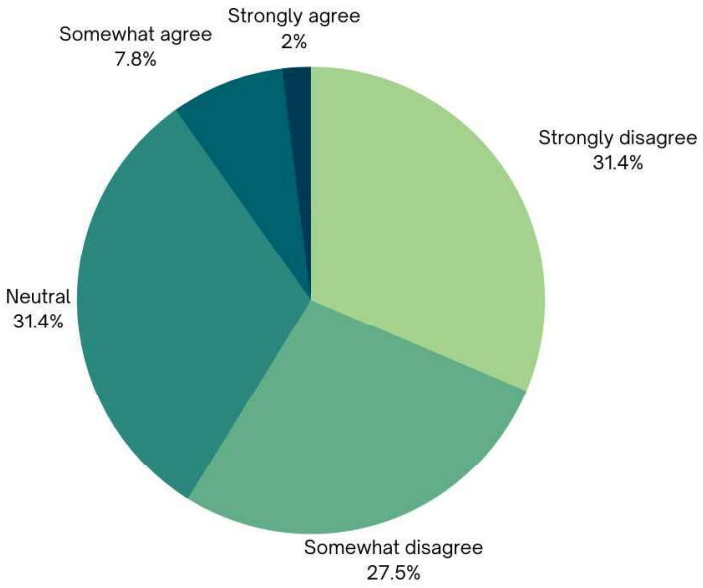
"I have supported a client to make a complaint against an officer based on treatment that was witnessed by myself … This process was incredibly difficult to undertake as we were given incorrect information, emails were not responded to and phone calls unanswered and not returned when messages were left."

"We have had several women present to our service in which the perpetrator is identified as a police officer. They are usually terrified to make any form of complaint due to the implications of what may happen to them. No accountability towards the perpetrator at all by QPS - in fact - the opposite - almost as if they close ranks. Our service feels no value in making a complaint as usually it is either not actioned or we receive no follow up. Afraid of the consequences towards the woman victims. Lack of confidentiality relating to possible complaints handling process. Not entirely sure we or the victim can remain anonymous."

"I have spoken with a woman that reported having made a complaint regarding a police officer and not having received a genuine response many months after the complaint was made, with only an acknowledgement of the complaint and no follow up."
"Woman made complaint to QPS following them misidentifying her as the respondent and treating her poorly as a result. She reported that the complaint went nowhere and it wasn't taken seriously. Another example follows the story of a female aggrieved who made a complaint to QPS following an officer telling her ex-partner (respondent) her new address. The woman advised us that her complaint was not taken seriously and didn't go anywhere. She reported that the only action she wanted out of making the complaint was an apology from officers. This was never done."

"It's very well known that QPS protect each other. When complaints need to be made, it's better to go towards a local member of parliament than the QPS Station."

Below are responses to *Question 9: Current internal conduct and complaints handling processes against QPS officers are adequate.*



Recommendations:

1. Establish an independent Victims Commissioner as an independent statutory officer with powers to advocate for the respect, recognition and inclusion of victims of crime victims of crime in the justice system, as both a prosecuting and investigatory function.:
    a. Providing oversight of QPS and its compliance with The Charter of Victims' Rights, set out in the *Victims of Crime Assistance Act 2009*
    b. to provide leadership and give expert advice to QPS about laws, policies, practices and services for victims of DFSV;
    c. to analyse and evaluate, at a systemic level, policies and practices relevant to victims of DFSV and the performance of QPS in appropriate response and investigation
    d. oversee complaints about QPS from victims of crime in the context of the Victims' Charter.

2. QPS should facilitate targeted and appropriate engagement with Aboriginal and Torres Strait Islander organisations, peak multicultural, migrant and refugee community organisations, along with other groups who have historically faced barriers to accessing appropriate resolution of complaints including youth organisations, LGBTIQ+ organisations and disability organisations to ensure complaint process is victim centric.

6. EVAWQ advice on any other matter the Commission considers relevant for consideration t deliver its report

Timeframes

This enquiry is an opportunity to make meaningful long lasting positive changes. EVAWQ maintains that the timeframe for the enquiry is not adequately long enough to provide meaningful, trauma responsive engagement with victim survivors in particular.

Cultural change is required embedded in a human rights framework

QPS needs to have a zero-tolerance position to domestic, family and sexual violence both as an employer, through a public education campaign and as a responsible public entity subject to the *Human Rights Act 2019.*

Gendered Drivers

One of the four drivers of gender-based violence is male peer relationships and cultures (personal and professional) that "emphasise aggression, dominance and control". (Our Watch, Change the story highlights how "structural factors – such as poor organisational cultures, inadequate policies and insufficient penalties – can reinforce, support or excuse violence……, particularly in male-dominated organisations and contexts." It is strongly recommended that QPS develops and implements a gender-based violence primary prevention framework and action plan focused on shifting attitudes and culture within QPS through evidence-based approaches. This action plan should look both internally and externally. It needs to include strategies to make much needed cultural shifts within QPS, developed in consultation with gendered violence prevention experts and independently evaluated to assess effectiveness. The action plan should also consider the role that the police can play in the primary prevention of gender-based violence in the communities in which they work.

7. Appendix

Below you can find the full list of questions asked in the survey. There has been some concern from survey participants about anonymity and possible retribution for responses given in this survey if they are identified. Therefore, the full list of responses is not available.

QPS Inquiry Data Collection

Preamble:

As you are aware, the Queensland Government has established a Commission of Inquiry into Queensland Police responses to domestic and family violence as recommended by the Women's Safety and Justice Taskforce report. You can find more information about the Inquiry including the Terms of Reference here https://www.qpsdfvinquiry.qld.gov.au/.

We are currently surveying frontline service delivery teams to get your feedback and perspectives from your professional experience. This information is anonymous and de-identified. It will help us to respond to the Inquiry.

We are looking specifically for your input into the examination of whether there is, and if so the nature of, any cultural issues within Queensland Police Service (QPS), how any cultural issues may or may not have contributed to overrepresentation of First Nations peoples in the criminal justice system, the capability, capacity and structure of QPS to respond to domestic and family violence and the complaints handling processes within QPS.

As a united sector we are currently advocating strongly for more reasonable timeframes to respond to the Inquiry, however we are progressing this work within current advertised timeframes. We acknowledge how brief the time is to seek your consultation due to this. If an extension is granted, we will re-open the survey.

*If you would like to refer to any case studies, please ensure that they are fully de-identified in your responses.

Thank you for your continued support and commitment. If you have any questions or concerns, please feel free to contact your manager.

Question	We are asking for your responses based on your professional opinion:	Option
1.	Does the current structure of the QPS enable them to have both capacity and capability to respond to DFV in the following circumstances? a. QPS Recruitment b. Opportunity to collaborate with specialist DFSV providers c. Do QPS risk assessment processes enable an adequate response to DFV? d. Is the information provided by QPS to your service relevant, appropriate and timely?	Select from: (Yes / No / Don't Know) for each sub-heading
2.	Any other structural areas you wish to provide comment on?	Comment field
3.	Does the current training structure of QPS allow them to have understanding of the following concepts? a. Intersectional understanding of domestic and family violence including coercive control b. Understanding the protection of children in the context of DFV c. Gendered understanding of DFSV d. Identification of person most in need of protection	Select from: (Yes / No / Don't Know) for each sub-heading
4.	What is your experience of QPS culture?	Select from: (Mostly negative, Somewhat negative, neutral, Somewhat positive, Mostly positive)
5.	In your professional opinion, have you seen QPS culture affect QPS investigations/response to incidents of DFV?	Select from: (Mostly negative, Somewhat negative, neutral, Somewhat positive, Mostly positive)
6.	Do you have any de-identified examples from your work experience that you would like share that support your position?	Comment field
7.	There are cultural issues within the QPS that may contribute to the overrepresentation of First Nations people in the criminal justice system?	Select from: (strongly disagree, somewhat disagree, neutral, somewhat agree, strongly agree)
8.	Do you have any de-identified examples from your work experience that you would like share that support your position?	Comment field
9.	Current internal conduct and complaints handling processes against QPS officers are adequate.	Select from: (strongly disagree, somewhat disagree, neutral, somewhat agree, strongly agree)
10.	Do you have any de-identified examples from your work experience that you would like share that support your position?	Comment field
11.	QPS effectively responds to alleged breaches of DVO's.	Select from: (strongly disagree, somewhat disagree, neutral, somewhat agree, strongly agree)
12.	If you disagree, how could this be improved?	Comment field
13.	What do you think is the highest priority area for QPS to focus on to improve their response to people impacted by DFV?	Comment field