

FAMILY PLANNING VICTORIA

Strategic Plan
2019-2023



**family
planning
victoria**

Reproductive & Sexual Health
Care. Education. Advocacy.



Strategic Plan 2019 - 2023

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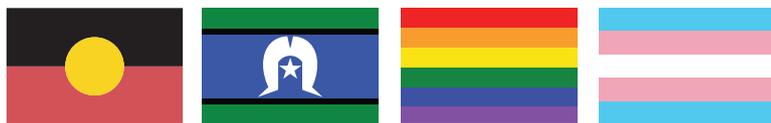
For more information contact Family Planning Victoria on:
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Family Planning Victoria acknowledges the support of the Victorian Government.



Family Planning Victoria acknowledges the Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land on which our offices stand and in the regions in which we provide our services. We pay our respects to Elders past, present and future.

Family Planning Victoria is committed to providing respectful and inclusive services and work environments where all individuals feel accepted, safe, affirmed and celebrated. With our commitment to embracing diversity and eliminating all forms of discrimination in the provision of reproductive and sexual health services, we welcome all people irrespective of cultural or linguistic background, sexual orientation, gender identity, intersex status, religion or spiritual beliefs, socio economic status, age or abilities.



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FOREWORD

Family Planning Victoria (FPV) is a state-wide organisation focussed on reproductive and sexual health care, education and advocacy. The launch of this Strategic Plan coincides with our 50th anniversary of providing services to the community.

In 2018, FPV engaged in a new organisational strategic planning process with the Board, staff and key stakeholders including the Department of Health and Human Services (DHHS). This process helped to crystallise our priorities for the next five years, drawing on the breadth of experience and expertise of everyone involved and building trust and strengthening relationships both internally and externally.

The ideas generated through the facilitated process and a review of local, national and international research and policy informed the development of this plan. Refinement and final drafting were completed collaboratively by the Board and the Executive Team. It reflects our role in workforce development and community education, research, clinical service development, resource development and support for health promotion activity within the sector. It also illustrates our position as a leading provider of reproductive and sexual health services and education.

Our Strategic Plan recognises the importance of continuing our focus on priority populations to reduce health inequalities and improve reproductive and sexual health outcomes across Victoria and nationally. In our context the term 'priority

populations' refers to a number of sub population groups that experience poorer reproductive and sexual health outcomes than the general population.

The priority populations targeted in this plan are aligned to the evidence-based government reproductive and sexual health priority populations and include:

- Young people
- Culturally and linguistically diverse people, including newly arrived migrant and refugee people
- Aboriginal and Torres Strait Islander people
- People who are socio-economically disadvantaged
- Geographically isolated people (rural, regional and remote)
- Lesbian, gay, bisexual, transgender and intersex people
- People with disability
- People with low literacy

Critically, this key document also lays out our plans to explore opportunities for new and strengthened partnerships; growth, diversification and long-term sustainability; and excellence in innovative practice over the coming five years. We look forward to working with our partners over the lifespan of this Strategic Plan and contributing to improved reproductive and sexual health outcomes for all.

Claire Vissenga
Chief Executive Officer

Anne Howells
Chair of the Board

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VISION, AMBITION AND STRATEGIC DIRECTIONS

Our **VISION** is for everyone to enjoy reproductive and sexual health

Our **AMBITION** is to be a credible and trusted authority that advocates for reproductive and sexual health for everyone and provides education and clinical training which:

- strengthens the primary care, school and community-based service systems to deliver inclusive, timely, accessible information and services
- empowers people to make informed decisions that are right for them

The **STRATEGIC DIRECTIONS** that will guide our annual planning for 2019-23 include:

- expanding our reach
- ensuring equitable access to information and services
- focusing on priority populations
- providing and promoting evidence-based, client-centred practice
- strengthening the impact of our work through leadership and collaboration
- harnessing current and emerging technology



EVIDENCE FOR OUR WORK

FPV understands and implements a health promotion approach to reproductive and sexual health. We aim to contribute to a reduction in health inequalities and improvement in reproductive and sexual health outcomes through a range of evidence-based programs and services.

Reproductive health is a state of complete physical, mental and social well-being, and not merely the absence of reproductive disease or infirmity... Reproductive health therefore implies that people are able to have a satisfying and safe sex life and that they have the capacity to reproduce and the freedom to decide if, when and how often to do so.

Sexual health is a state of physical, mental and social well-being in relation to sexuality... Sexual health requires a positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences, free of coercion, discrimination and violence.¹





Inclusive clinical practice and education

Access to inclusive reproductive and sexual health education and non-judgemental services can contribute to reducing health inequalities and improving health outcomes.² However, this is not always the type of education and clinical care received.³⁻⁶ There are several priority populations who experience lower than average reproductive and sexual health outcomes. These are the groups FPV programs aim to reach, such as young people; culturally and linguistically diverse communities; people of diverse sex, sexuality and gender; Aboriginal and Torres Strait Islander communities; and people with disability. We do this by delivering and modelling inclusive practice in our training clinics and school and community education programs, as well as explicitly addressing associated knowledge and skill development in our professional learning programs.

People who identify as diverse in their sex, sexuality or gender often lack access to appropriate and relevant reproductive and sexual health information.⁴⁻⁷

Relationships and sexuality education

Comprehensive, age-appropriate relationships and sexuality education (RSE) helps to prepare children and young people, including those with disability, for the physical, social and emotional changes of puberty and beyond. It supports them in developing the knowledge, skills and attitudes to enjoy healthy, respectful relationships and maintain their reproductive and sexual health throughout their lives.² FPV takes a pleasure-inclusive approach to sexuality that highlights positive outcomes, not just absence of disease.² Young people have expressed a need for RSE that includes relevant information about intimacy, violence in relationships, same-sex attraction, gender diversity, pleasure and love.⁶⁻⁹ FPV supports an evidence-based whole-school approach to comprehensive RSE by engaging with schools, young people, their families and communities and through the provision of high-quality resources that are mapped to the Victorian and Australian Curriculum.

SCHOOL BASED
RELATIONSHIPS
AND SEXUALITY
EDUCATION WAS
RANKED BY OVER

70%

OF STUDENTS AS THE
MOST USED SOURCE OF
RELATIONSHIPS AND
SEXUALITY INFORMATION.⁸





Long Acting Reversible Contraception

Access to evidence-based information, education and the full range of contraceptive services enables individuals to make decisions that are right for them about their contraceptive needs. Oral contraception and condoms remain the most popular forms of contraception in Australia.¹⁰ Despite the high efficacy of long acting reversible contraception (LARC), such as intrauterine devices (IUDs) and the contraceptive implant, barriers remain to accessing these methods, including the limited number of healthcare providers trained in inserting and removing LARC and misinformation about these methods.¹¹ FPV is working to expand access to LARC through training and support and is the main provider of LARC training in Victoria for primary care clinicians.

Doctors are less likely to recommend intrauterine devices (IUD) or the contraceptive implant if they themselves have not been trained to insert these methods.¹¹

Pregnancy choices

Although an unintended pregnancy is not necessarily unwanted, equitable, safe access to abortion services is critical to an individual's reproductive autonomy. To enable access to abortion, healthcare providers require adequate training and support to provide appropriate services. FPV advocates for the expansion of access to abortion and provides information and training for doctors, nurses and clinic reception staff.

People who live four hours or more from an abortion provider are more likely to present to a service later in their pregnancy (> 9 weeks) and therefore have more limited options for termination of pregnancy.¹²



Sexually Transmissible Infections and Blood Borne Viruses (STIs and BBVs)

Reducing rates of STIs and BBVs remains a public health priority. Challenges remain in reducing stigma and creating supportive environments for prevention, testing and treatment for people at risk of, and those experiencing, STIs and BBVs.¹³ An important strategy in STI and BBV care is normalising testing.¹⁴ Normalising testing can be achieved, in part, through increasing health care providers' comfort and skills in providing STI and BBV testing and health information.¹⁴ FPV provides education for primary care clinicians to support the provision of non-judgemental testing and management of STIs and BBVs, including clinical placements to translate learning into practice.

Notification rates of gonorrhoea have increased by 80% and notification rates of infectious syphilis have increased by 135% between 2013 and 2017.¹⁵





STRATEGIC PLAN GOALS

Goal 1

Improve the reproductive and sexual health literacy of the population, focusing on priority populations

Objectives

- 1.1 Strengthen young people's access to relationships and sexuality education
- 1.2 Strengthen FPV's digital presence as a vehicle for improving accessibility for priority populations
- 1.3 Increase and enhance the availability of reproductive and sexual health resources and training to community organisations working with priority populations

Goal 2

Provide primary care and community health providers with expert advice, consultancy services and support regarding reproductive and sexual health

Objectives

- 2.1 Support reproductive and sexual health promotion activity within primary care and community health sectors, with a focus on settings and places of demonstrated need
- 2.2 Improve reproductive and sexual health service access and quality by providing education and training to primary care and community health staff

Goal 3

Build the evidence base for reproductive and sexual health services and health promotion

Objectives

- 3.1 Undertake collaborative research into reproductive and sexual health issues, focussing on priority populations
- 3.2 Undertake evaluation of FPV's programs and services to inform service improvement and contribute towards sector development
- 3.3 Undertake research on clinical training, clinical practice and school/community education that contributes to the evidence base for improving reproductive and sexual health through contemporary practice

Goal 4

Provide a balanced suite of quality, client-centred, clinical services that are evidence-based and demonstrate best practice in clinical placement training

Objectives

- 4.1 Deliver an expanded and diversified service model that reflects best practice, meets community expectations, is accessible and contributes to addressing government priorities where aligned
- 4.2 Organise our clinics to ensure the optimisation of clinical placement opportunities
- 4.3 Develop a process that supports the quality and accessibility of clinical placement training delivery



Goal 5

Advocate for changes in legislation/policy/practice that increase access to reproductive and sexual health services and uphold the rights of all people

Objectives

- 5.1 Identify advocacy priorities and plan action
- 5.2 Work collaboratively to strengthen the message, reach and impact of advocacy

Goal 6

Attract, develop, maintain and organise high performing teams to optimise implementation of our strategic plan

Objectives

- 6.1 Ensure the organisation provides resources that are fit for purpose
- 6.2 Provide an environment that fosters innovation and excellence
- 6.3 Identify and support the professional development of emerging leaders
- 6.4 Encourage a culture of distributed leadership throughout the organisation

Goal 7

Embed continuous improvement practice across the organisation

Objectives

- 7.1 Maintain our status as an accredited organisation
- 7.2 Optimise our use of current and emerging technologies
- 7.3 Develop, implement, monitor and review organisational performance
- 7.4 Identify and manage risk proactively
- 7.5 Provide and maintain a fit for purpose working and learning environment

Goal 8

Develop a growth strategy to ensure the long-term value and financial sustainability of the organisation

Objectives

- 8.1 Develop and implement a financial resources management strategy
- 8.2 Diversify income sources to reduce reliance on government or other unidimensional funding
- 8.3 Develop and implement a partnership management strategy to ensure collaborative activities align with the goals of the Strategic Plan
- 8.4 Ensure the growth strategy is client-centred and utilises advances in technology and innovative practice

Goal 9

Realise the full potential of the Box Hill property

Objectives

- 9.1 Develop and implement a 5-year property plan
- 9.2 Ensure current building is fit for purpose and provides clients and staff with appropriate amenities



MONITORING AND EVALUATION

The monitoring of activities conducted under this Strategic Plan will be a standing agenda item at Executive and Leadership team meetings. Quarterly reports to the Board will enable Directors to fulfill their governance role in relation to the Strategic Plan. These reports to the Board will represent activities and progress towards the goals as well as inform the risk management function of the Board.

The FPV Evaluation Strategy and Outcomes Framework, informed by DHHS Integrated Health Promotion evaluation requirements and guidance, will provide the structure and process for all

evaluation activities across the life of this 5-year plan. We will provide a summary of evaluation data in our quarterly reports to the Board and at the end of the year in our Annual Reports.

Our Strategic Plan and review of the previous year's activities will inform the annual planning process. Each annual plan together with a review of fees and salaries towards the end of each financial year will in turn inform the budget build process. A new annual plan will be launched at the beginning of each financial year.





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CONTACT

Box Hill
901 Whitehorse Rd,
Box Hill VIC 3128
T/ 03 9257 0100

Action Centre
Level 1, 94 Elizabeth St,
Melbourne VIC 3000
T/ 03 9660 4700

www.fpv.org.au
Freecall 1800 013 952



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