



Submission to the NSW Budget 2020-21

December 2019



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Jesuit Social Services: Who we are and what we do

Jesuit Social Services has been working for more than 40 years delivering support services and advocating for improved policies, legislation and resources to achieve strong, cohesive and vibrant communities where every individual can play their role and flourish.

We are a social change organisation working with some of the most marginalised individuals and communities, often experiencing multiple and complex challenges. Jesuit Social Services works where the need is greatest and where we have the capacity, experience and skills to make the most difference.

Our services span Victoria, New South Wales and the Northern Territory where we support more than 57,000 individuals and families annually.

Our service delivery and advocacy focuses on the following key areas:

- **Justice and crime prevention** – people involved with the justice system
- **Mental health and wellbeing** – people with multiple and complex needs including mental illness, trauma, homelessness and complex bereavement
- **Settlement and community building** – recently arrived immigrants and refugees, and disadvantaged communities
- **Education, training and employment** – people with barriers to sustainable employment
- **Gender Justice** – providing leadership on the reduction of violence and other harmful behaviours prevalent among boys and men, and building new approaches to improve their wellbeing and keep families and communities safe.
- **Ecological justice** – emerging from a commitment to building a just society, and our Jesuit heritage which emphasises reconciliation with creation, and our experience working with the most marginalised in the community who are likely to be most affected by environmental degradation and climate injustice.

Research, advocacy and policy are coordinated across all program and major interest areas of Jesuit Social Services. Our advocacy is grounded in the knowledge, expertise and experiences of program staff and participants, as well as academic research and evidence. We seek to influence policies, practices, legislation and budget investment to positively influence people's lives and improve approaches to address long term social challenges. We do this by working collaboratively with governments, business and the community sector to build coalitions and alliances around key issues, and building strong relationships with key decision-makers and the community.

Since 2008, we've partnered with Mt Druitt's Holy Family Parish to deliver local initiatives throughout Western Sydney. We help Western Sydney communities break out of cycles of disadvantage by developing local answers to local problems, such as high unemployment rates and limited access to affordable, healthy food. Our Western Sydney programs also help build relationships within local communities through training and work experience, employment, family support, and leadership activities.

We acknowledge the Traditional Custodians of all the lands on which Jesuit Social Services operates and pay respect to their Elders past and present. We express our gratitude for their love and care of people, community, land and all life.

Our recommendations

What we need on the ground

- We call on the NSW Government to develop a whole-of-government, long-term strategic approach to entrenched and localised disadvantage.
- We call on the NSW Government to support The Store on a continuing basis, providing \$120,000 annually (located in Mt Druitt, The Store provides subsidised fresh and healthy food to the local community, and provides work experience to people who are unemployed).
- We call on the NSW Government to partner with Jesuit Social Services to provide dedicated positions to establish targeted employment pathways in Willmot, as well as funding to train and upskill marginalisation individuals to create pathways to real jobs and ongoing employment.

Systemic changes we need to support our work

- Jesuit Social Services supports NCOSS's recommendation for the elected NSW Government to deliver 5,000 new social housing dwellings each year until 2026. This must include supported housing for individuals with multiple and complex needs.
- We call on the NSW Government to invest in community-based mental health services, particularly supporting programs providing services for individuals with multiple and complex needs.
- Jesuit Social Services would welcome the opportunity to discuss our observations and recommendations from our study tour of New Zealand further with the NSW Government.
- We call on the NSW Government to raise the age of criminal responsibility to 14 years and fund programs that take a restorative and welfare approach to anti-social behaviour in children under the age of 14 years.
- We recommend the NSW Government invest in youth justice group conferencing to ensure the program can be provided with adequate intensity, supports, and experienced convenors, as demonstrated in other models in Australia.
- We call for solitary confinement to be banned in all NSW youth justice custodial environments.
- We call on the NSW Government to invest \$450,000 in 'Before it Starts' to conduct a pilot across five primary schools throughout NSW.
- We recommend that MoRE is rolled out across NSW schools, prisons and other sectors where there are large numbers of people working with men and boys. Jesuit Social Services propose the NSW Government:

- Pilot MoRE with 2-3 participants per schools across 50 primary and secondary schools at a cost of \$400,000
 - Pilot MoRE as a gender equality and prevention of violence against women initiative with 50 community services organisations, including sports clubs and organisations that predominately work with men and boys at a cost of \$400,000.
- We recommend that the Man Box findings and key learnings are taught as part of the curriculum of university and TAFE courses, with a focus on learning pathways leading to male-dominated industries.

Introduction

Jesuit Social Services welcomes the opportunity to make a submission to the NSW State Budget 2020-21.

Jesuit Social Services' research over a number of years has consistently demonstrated that disadvantage is entrenched in certain geographical locations across Australia, including in New South Wales. Poor outcomes such as intergenerational unemployment, lower levels of educational achievement and higher rates of criminal convictions are endemic to particular postcodes and communities.¹

Our research, *Dropping Off the Edge 2015* (DOTE) found that people living in the three per cent most disadvantaged postcodes in NSW are:

- 3.6 times as likely to have spent time in prison
- more than three times as likely to be experiencing unemployment
- nearly three times more likely to have a low level of education and/or have suffered domestic violence
- twice as likely to have a disability or significant mental health problem.

Since 2008, Jesuit Social Services has been working in Western Sydney to help communities break out of cycles of disadvantage by developing local answers to local problems. Our submission to the State Budget is centered on this experience, and we offer solutions to promote better outcomes for families and communities on the margins, as well as system reform for long term change.

What we need on the ground

1. A place-based approach to addressing entrenched disadvantage

Without a sustained, collaborative, long-term commitment across the government, community and business sectors, there is a significant risk that some of the state's most severely disadvantaged communities will continue to 'drop off the edge'.

In Western Sydney, Jesuit Social Services is leading the Willmot Community Hub project, working closely with the local community and community leaders, taking place-based approach to identify what services are needed to improve life outcomes for people in Western Sydney – one of the most disadvantaged areas of New South Wales.

The community we work closely with in Western Sydney is experiencing a lack of stable accommodation and access to services, family trauma, financial difficulty and poor mental health. These challenges are intergenerational. Over the years, attempts to resolve the complex problems faced by the community have at times had little regard for the need for community agency and autonomy. When the voice of community members themselves is not listened to, this can disempower and further marginalize individuals and families. Jesuit Social Services' community engagement and support has been successful as it has been based on a relationship of trust, and grounded in the principle that community members themselves are best placed to identify solutions.

Jesuit Social Services calls on the NSW Government, in partnership with the community, to act immediately to put in place appropriate structures, plans and resources targeted to our most vulnerable communities to effectively break the web of disadvantage. We need a multi-layered, cooperative and coordinated strategy that is owned and driven by the community, building on the strength, resilience and expertise of communities. It must involve all layers of government and the business and community sectors, reflecting shared responsibility and joint commitment to resolve this entrenched problem. This strategy must take account of the unique characteristics and circumstances of local communities and be sustained over the long term.

The strategy should be:

- **Targeted** – concentrated to specific areas of the most severe disadvantage.
- **Tailored** – Meet the community’s needs and responding to the unique mix of issues facing the community.
- **Integrated**– Recognising the web of multiple and interconnected causes of disadvantage.
- **Cooperative** – Responses are founded on a strong relationship between government and departmental portfolios, integrated community initiatives and coordination between different levels of government.
- **A long term horizon** – A long-term commitment of 20 years to address complex, entrenched disadvantage.
- **Community owned and driven** – Community leaders drive the agenda, recognizing the strength within communities and work with them to build capacity, generate action, attract external resources and maintain direction and energy.
- **Engaged at the individual, community and national levels** – Recognising the complex interplay of the individual, their family circumstances, their community, and the broader social and economic environment in causing and addressing disadvantage.

We call on the NSW Government to develop a whole-of-government, long-term strategic approach to entrenched and localised disadvantage.

2. Maintain investment in successful initiatives in Western Sydney

Often, the most disadvantaged localities have the least access to fresh, nutritious and affordable food on a reliable basis. New South Wales is no exception - access to nutritious and affordable food varies across the State. In Sydney, just eight per cent of suburbs have a healthy food ratio of 75 per cent or more, meaning residents in these suburbs have better access to healthy food options relative to fast food outlets.² In Mt Druitt, local retailers rarely stock fresh fruit and vegetable, providing mostly packaged food and alcohol. Our work in Western Sydney includes running The Store in Mt Druitt, providing subsidised fresh and healthy food to the local community and work experience to people who are unemployed.

We call on the NSW Government to support The Store on a continuing basis, providing \$120,000 annually (located in Mt Druitt, The Store provides subsidised fresh and healthy food to the local community, and provides work experience to people who are unemployed).

3. Fund Jesuit Social Services to deliver support to disadvantaged jobseekers in Western Sydney

For individuals experiencing a confluence of complex factors of disadvantage, finding a job can be challenging. Employers may not be equipped to provide ongoing mentoring, support and assistance that an individual might need after longer periods of unemployment. Moreover, we have found that most mainstream job services are similarly unable to cater for higher need individuals who require more intensive support.

The promotion of education, lifelong learning and capacity building is fundamental to the work of Jesuit Social Services.

In Victoria, current employment services delivered by Jesuit Social Services work closely with individuals to address issues affecting their ability to secure employment – their skills, their work readiness, their understanding of Australian workplace cultures – and to maintain employment once a job is secured. For example, the Jobs Victoria Employment Network (JVEN), an employment services scheme implemented at the local level, is specifically targeted at assisting people facing significant barriers to employment and enables specialists such as Jesuit Social Services to invest the time and resources needed by each individual, to develop and enhance their vocational skills and work readiness, and to secure a suitable position with an employer.

Jesuit Social Services would bring this expertise and experience to the delivery of a targeted employment program in Western Sydney. Moreover, Jesuit Social Services is uniquely placed within Western Sydney communities to support individuals to secure and maintain meaningful work. For over ten years, we have developed strong connections with local industry and employment networks. However, we require additional infrastructure to deliver programs to engage individuals, support them to ‘job readiness’, and enable them to maintain employment once they have secured it.

Jesuit Social Services calls on the NSW Government to invest in a program that facilitates the pathway to work. Jesuit Social Services is well placed to deliver targeted and specialised support to enable people to secure and maintain employment.

We call on the NSW Government to partner with Jesuit Social Services to provide dedicated positions to establish targeted employment pathways in Willmot, as well as funding to train and upskill marginalisation individuals to create pathways to real jobs and ongoing employment.

Systemic changes we need to support our work

Alongside immediate, direct investment to work with communities, our work in marginalised communities demonstrates the need for complementary systemic reform in the long term to break the cycle of disadvantage and address entrenched social injustices. Investment in better service systems – including mental health, housing, justice, and family violence – is required to enable the full economic and social participation of families and communities.

1. Invest in public and social housing

Housing stress is experienced by 41 per cent of low-income households in Sydney.³ With 60,000 people on the public housing waiting list and a growing rate of homelessness, **Jesuit Social Services supports NCOSS's recommendation for the elected NSW Government to deliver 5,000 new social housing dwellings each year until 2026. This must include supported housing for individuals with multiple and complex needs.**

2. Mental health services

Jesuit Social Services supports a holistic approach to mental health and wellbeing that takes account of key drivers like poverty, discrimination, family dysfunction and histories of trauma.

Access to appropriate mental health services, including community-based responses, is particularly critical for the most vulnerable members of our community. Equity of access to appropriate mental health care services is critical to addressing entrenched disadvantage.

Jesuit Social Services welcomes investment in suicide prevention initiatives and mental health phone line services in the previous state budget. However, as highlighted by NCOSS, there is a 'missing middle' in mental health support within the community. We are concerned that there is ongoing underinvestment in community-based mental health services which can prevent mental health problems from escalating into mental health crises.

We call on the NSW Government to invest in community-based mental health services, particularly supporting programs providing services for individuals with multiple and complex needs.

3. Effective justice

Jesuit Social Services has worked for over 40 years with individuals in contact with the justice system. Our experience affirms that a punitive focus and 'law and order' policies do not create safe communities. These can only exist when we have a justice system with rehabilitation at the heart, and when we work to build strong communities by addressing the causes of crime.

The justice system in NSW is in need of reform: recent findings of the use of strip searches for children as young as 12 implores us to think differently about how we treat children in contact with the justice system. The Advocate for Children and Young People's (ACYP) most recent report has highlighted the need for better access to education, culture, and healthcare (including for mental health) within custodial environments. The ACYP also brought to the fore the need for well-trained staff who take a therapeutic and trauma-informed approach in youth custodial environments.⁴

Aboriginal and Torres Strait Islander people continue to be overrepresented in prison – incarcerated at 12 times the rate of non-Indigenous people in the state⁵, a symptom of the ongoing impacts of colonisation, trauma, and dispossession. We must do more to prevent criminalisation and marginalisation of Aboriginal and Torres Strait Islander peoples. In any effort to reduce overrepresentation, self-determination and community control must be at the forefront.

While it is promising that youth justice detention and adult imprisonment rates have decreased and plateaued over the past year,⁶ more must be done to maintain this downward trend.

Jesuit Social Services recently looked overseas to find solutions to a more effective justice system. Senior staff visited New Zealand, observed the range of measures being undertaken there to reduce the prison population and Māori overrepresentation, and to support and ensure the wellbeing of justice-involved children and young people. Political consensus over the need for change, and community-driven reform agendas was also evident. Our findings inform our recommendations for a more effective justice system in NSW.

What we learnt in New Zealand

In New Zealand, senior Jesuit Social Services staff visited facilities including adult prisons, youth justice detention, met with political figures and justice experts including academics and practitioners, and sat in on courts doing things differently to confront entrenched problems emerging in the justice system. We saw:

Politicians acknowledge that the justice system needs fixing:

In New Zealand, there is bipartisan commitment to justice reform. In 2011, the then Nationals Deputy Prime Minister and Minister for Finance Bill English called prisons a ‘moral and fiscal failure’.⁷ His conservative government laid the groundwork for change and the Ardern Government has continued in this direction and established a community-driven reform agenda, *Safe and Effective Justice*.

Recognising that a costly, and often ineffective, justice system is unsustainable, New Zealand’s Government has committed to reducing the prison population by 30 per cent over the next 15 years. The Government has also opted out of plans to expand Waikeria prison to create a 2000 bed facility, scaling back to create more mental health beds and high security beds at the site instead.⁸ In conversation with the Minister for Justice, Andrew Little, he referred to ‘going back to square one’ in justice reform and that ‘we don’t want a U.S style super-max prison’.

Restorative approaches are at the heart of justice:

Since 1989, New Zealand has used Family Group Conferencing, involving the young person, their family, representatives from the community and the victim, as the primary justice response for young people aged 14 and over. Family Group Conferencing is used as the standard mechanism for processing serious cases where a young person admits to their offending. As part of the Family Group Conferencing, a plan is developed that is monitored by the court. If a young person fails to comply with the plan, they are referred back to the court for formal sanctioning. Group Conferencing in New Zealand is the default response for youth offending - Group Conferencing is ‘opt-out’ rather than ‘opt-in’.

There is a value of culture, and Māori culture is embedded in justice responses:

Culture and spirituality was deeply valued in New Zealand’s justice system. The alternative youth courts for Māori and Pasifika young people (also open to young offenders in New Zealand of all backgrounds) are centred on the person – the offender, their family and the victim – and on building ties of community and identity.

Māori and Pasifika Youth Courts offer young people who have admitted to their offending (or have had charges they face proved) the choice of having their Family Group Conference plans monitored in a culturally-adapted setting.⁹ Rangatahi Courts (Ngā Kōti Rangatahi) are held on maraevii. Similarly, Pasifika Courts are held in Pasifika churches or community centres. These courts seek to help young people, their families and communities engage in the youth justice process. Rangatahi and Pasifika Courts, often led by Māori or Pasifika judges, both follow cultural processes and have considerable input from community and community elders. A Ministry of Justice review of 575 young people who passed through Rangatahi and Pasifika courts from 2010 to 2012 found that the reoffending rate within 12 months (41 per cent) was lower than for the Youth Court (46 per cent).¹⁰

A full report on our observations and recommendations can be found here, at jss.org.au.

Jesuit Social Services would welcome the opportunity to discuss our observations and recommendations from our study tour of New Zealand further with the NSW Government.

Age of criminal responsibility

A small number of vulnerable children enter the criminal justice system at a very young age. According to the Australian Institute of Health and Welfare, 171 children under 14 years of age were under youth justice supervision in NSW in 2017-2018.¹¹

We know this group is among the most vulnerable in the community and that children first detained between the ages of 10 and 14 are more likely, compared to those first supervised at older ages, to have sustained and frequent contact with the criminal justice system throughout their life.¹²

Child offending experts, psychologists and criminologists agree that younger children have rarely developed the social, emotional and intellectual maturity necessary for criminal responsibility before the age of 14 years and also lack the capacity to properly engage in the justice system. Consequently, procedural fairness cannot be assured and criminal justice proceedings fail to guarantee a just response to children’s behaviour.

The most effective approach to divert these children’s trajectories into the justice system is to address the issues driving their vulnerability such as family dysfunction, trauma, abuse and neglect.

In line with international standards embodied in the United Nations Convention on the Rights of the Child and enacted in many overseas jurisdictions¹³, we recommend raising the age of criminal responsibility to the age of 14 in NSW. According to an international study of 90 countries, 68 per cent had a minimum criminal age of 12 or higher, with the most common age being 14 years.¹⁴

10	Australia
12	Belgium, Canada, Israel, Netherlands, Scotland
14	Austria, Germany, Italy, Japan, Spain
15	Denmark, Finland, Iceland, Norway, Sweden, Greece
16	Portugal

Source: Australian Institute of Health and Welfare. (2018). Youth Justice in Australia 2016-17.

We recommend putting in place evidence-based approaches to supporting vulnerable children who are below this age. This should include less punitive methods of holding them to account, such as restorative justice and family centred approaches, as well as preventative measures which target the underlying factors which lead to anti-social behaviour.

We call on the NSW Government to raise the age of criminal responsibility to 14 years and fund programs that take a restorative and welfare approach to anti-social behaviour in children under the age of 14 years.

Restorative justice

Restorative practices are more effective in reducing re-offending and making our communities safer.

Jesuit Social Services' restorative approach – Youth Justice Group Conferencing

Jesuit Social Services works with young people in the justice system in Victoria and the Northern Territory, using a problem-solving approach to offending that is based on principles of restorative justice. In Victoria, Jesuit Social Services has delivered the Youth Justice Group Conferencing program since 2003, enabling dialogue between young people who have offended, their victims and the wider community. Since March 2017, Jesuit Social Services has also delivered a youth justice group conferencing program in the Northern Territory operating under a similar model. The majority of young people referred have been Aboriginal, and cultural safety and ensuring a culturally strengthening process (e.g. by engaging Aboriginal elders in group conferences) has been a paramount consideration in convening group conferences.

Comparing group conferencing across jurisdictions, evaluations seem to indicate that conferencing in NSW has not delivered outcomes as favourable as those in Victoria.¹⁵ The reason for this is not definitively known, however.

Jesuit Social Services understands that the majority of referrals for group conferences in NSW come from police (as opposed to the Children's Court in Victoria) which would suggest that the seriousness of offending is lower. In our experience, the more serious the offence, the greater the opportunity for restoration through group conferencing because the impact of the offence on all parties involved has generally been greater, and there is more harm to repair.

According to the Report on Government Services 2019, in 2017-18, almost five and half times as many group conferences were conducted in NSW compared with Victoria. Victoria spends almost \$10,000 more per conference, meaning that Victoria conducts less conferences with more resources dedicated per conference.¹⁶

We would also suggest that given the discrepancy in funding between Victoria and NSW, group conferences in Victoria are almost always convened by people with substantial experience and qualifications, additional supports are able to be provided to victims and offenders, and more than a single conference can be run if required.

Jesuit Social Services believes that restorative approaches such as group conferencing should be expanded throughout criminal justice systems across Australia, based off the successful Victorian model.

We recommend the NSW Government invest in youth justice group conferencing to ensure the program can be provided with adequate intensity, supports, and experienced convenors, as demonstrated in other models in Australia.

Banning the use of solitary confinement

Last year, the Inspector of Custodial Services' investigation of NSW Juvenile Justice Centres revealed reliance on solitary confinement as punishment, inappropriate routine strip searches, and excessive use of force.¹⁷

In light of the health and community safety risks associated with solitary confinement as confirmed by both international research and local experience, Jesuit Social Services considers that the use of solitary confinement in youth justice centres should be banned. Practices must ensure that harm to children and young people is minimised and that their rights are protected.

In Victoria, a recent Ombudsman's investigation revealed the widespread use of separation and isolation of children and young people in youth justice facilities and adult prisons in Victoria often amounts to solitary confinement. Solitary confinement constitutes torture and is prohibited in international law and UN Conventions to which Australia is a signatory.¹⁸ The investigation confirms Jesuit Social Services' findings in our 2018 report, *All Alone: young adults in the Victorian justice system*.

To ensure that children and young people in youth justice detention and individuals in prisons in NSW are not subject to inhumane treatment, and to give individuals the best chance of rehabilitation to ensure public safety, **we call for solitary confinement to be banned in all NSW youth justice custodial environments.**

4. Prevent family trauma and support healthy boys and men

Boys and men are in trouble – and they are causing trouble. Not all of them. Not even most. But too many. The impact on women, children, families, communities and society as a whole is profound. As a society we have recently begun to acknowledge one significant aspect of the problem – violence against women. The focus has been, as it should be, on supporting the victims of this violence.

But we need to do much more. Around 95 per cent of victims of violence experience violence from a male perpetrator, 92 per cent of all prisoners in NSW are male, and on average, six men suicide each day.

We must address the root causes of these injustices by supporting boys and men to live respectful, accountable and fulfilling lives, where they are able to develop loving relationships free from violence and contribute to safe and equal communities.

We need to promote positive change around gender norms and stereotypes and what it means to be a healthy and respectful man in the 21st century. We need to focus on the contributing factors to male violence like mental health problems, substance abuse and social isolation. And we need to collaborate with and build the capacity of others to reduce violent behaviour by boys and men.

The Men's Project was established in 2017, building on the legacy of Jesuit Social Services' work for over 40 years with men and boys who use violence.

To break the cycle of trauma and create safer communities for women as well as men and boys, interventions across the spectrum are needed.

Early intervention

The Men's Project utilises interventions to reduce violence and other harmful behaviours and improve the wellbeing of boys and men. This includes supporting boys and young men who show early signs of risk to support them to remain in schools and out of trouble.

This includes Before It Starts, a program that works with boys aged eight to 12 who are using violence or demonstrating anti-social behaviours at school. Using a combination of socio-emotional group work and tailored one on one work, the program seeks to raise awareness and challenge stereotypical masculine norms - a primary driver of violence. The program also works with parents and school staff to promote an understanding of healthy masculinities and build capacity in the application of restorative practice.

Designed for sustained capacity building in schools while delivered as a practical program with a current Grade 5-6 cohort, 'Before it Starts' is building an evidence-based scalable model for adaptation broadly by schools. The initial pilot has been developed in Victoria in partnership with the Department of Education, schools, community service agencies and parents of disengaged students. The pilot will be introduced in February 2020 and provide lead indicators of impact and process evaluation to guide NSW trials. A pilot of five schools will provide a strong foundation to establish tools and resources most applicable to the NSW context for a larger roll out.

We call on the NSW Government to invest \$450,000 in 'Before it Starts' to conduct a pilot across five primary schools throughout NSW.

Prevention

Evidence from international research into men's behaviours and attitudes has found that adherence to social pressures to behave like a 'real man' can result in perpetrating acts of violence, and in poorer outcomes for men in a range of areas including mental health and wellbeing, drinking, and risk-taking behaviours.

The Men's Project undertook a similar study, [The Man Box](#), released in October 2018 – the first comprehensive study that focuses on the attitudes to manhood and the behaviours of young Australian men aged 18 to 30.¹⁹ The 'Man Box' is a set of beliefs within and across society that place pressure on men to be a certain way – to be tough; not to show any emotions; to be the breadwinner, to always be in control, use violence to solve problems; and to have many sexual partners. Findings show that the Man Box is alive and well in Australia today. The majority of young men agree there are social pressures on them to behave or act a certain way because of their gender.

Living up to the pressures of being a 'real man' causes harm to young men and those around them, particularly women. Young men who most strongly agree with these rules report poorer levels of mental health, engage in risky drinking, are more likely to be in car accidents and to report committing acts of violence, online bullying and sexual harassment.

As well as impacting on women and families, The Man Box shows that highly regulated masculinity causes men and boys to suffer. In light of these findings, investment is needed in new and innovative ways that work with men and boys that address the negative impacts of dominant masculinity on men

and boys' health and wellbeing and on their use of violence. Interventions are needed that work with men and boys at all ages and stages of their lives.

The Man Box evidences the need for primary prevention to address attitudes around what it means to be a man that lead to harmful behaviours. We need to intervene early to generate positive conceptions of masculinity.

The Men's Project's Modelling Respect and Equality (MoRE) provides individuals and organisations who work with men and boys with tools to address these attitudes and shift conversations. Within schools, sports clubs, workplaces and communities, MoRE empowers individuals to promote healthier ideas of what it means to be a man amongst their peers as well as the men and boys they are working with. Through training workshops and ongoing engagement over a period of six months, participants in MoRE are supported to build deeper understanding of key issues, develop greater self-awareness, learn how to model and promote positive change, recognise and challenge problematic attitudes and behaviours, and actively influence and make an impact in their community.

MoRE is already in high demand, with five Local Governments, the Victorian Department of Education and Edmund Rice Education Australia investing in this program to drive change in their community. With a focus on targeted local actions post-workshop, communities are building active advocates to reduce gender inequality. MoRE requires a lead community partner (eg. Local Government) to be guide its implementation at the local level for effective change.

We recommend that MoRE is rolled out across NSW schools, prisons and other sectors where there are large numbers of people working with men and boys. Jesuit Social Services propose the NSW Government:

- **Pilot MoRE with 2-3 participants per schools across 50 primary and secondary schools at a cost of \$400,000**
- **Pilot MoRE as a gender equality and prevention of violence against women initiative with 50 community services organisations, including sports clubs and organisations that predominately work with men and boys at a cost of \$400,000**

Universities and TAFEs also present important opportunities to work constructively with young men to develop positive and healthy ideas of what it means to be a man. This is particularly the case for job pathways to male-dominated industries. To influence a change in culture in workplaces, we must start by shifting the conversation in tertiary education to address the attitudes and behaviours of boys and young men.

We recommend that the Man Box findings and key learnings are taught as part of the curriculum of university and TAFE courses, with a focus on learning pathways leading to male-dominated industries.

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