

**Safe and Equal Communities of Practice 2025/2026 - CoP
Information For Organisations**

Safe and Equal's primary prevention Communities of Practice (CoPs) are a proven and effective mechanism for facilitating collaboration among those engaged in violence prevention work, providing a platform to explore challenges and enhance skills through peer learning and expert facilitation. Since 2017, CoPs have been core to Safe and Equal's professional development offerings for Victoria's primary prevention workforce. They are also critical for workforce wellbeing, providing enabling spaces that support the sustainability of the prevention workforce.

Reflective practice plays a pivotal role in fostering focused skill development and continuous practice improvement. We support practitioners in their growth by inviting them to think critically about their own beliefs and attitudes, including their understanding of gender, power, the drivers of violence and how they overlap with multiple forms of inequality and discrimination. For many, CoPs provide a space where the personally challenging aspects of deep social change work related to violence can be safely explored in professional ways. As a result, Safe and Equal's prevention CoPs foster professional growth in ways that are connected to each practitioner's unique personal commitment to the work, alongside skill development and connection with others necessary for sustaining a thriving workforce.

Our CoPs are themed around specific subsections or activities of the prevention workforce (e.g Respectful Relationships Education and Working With Children and Young People CoP) and also around specific career milestones (e.g Emerging Practitioners CoP).

All CoPs are led by expert Safe and Equal facilitators but are driven by the needs and interests of each group. This ensures that spaces are tailored to the needs, interests and challenges of practitioners, and that they are responsive to the surrounding factors impacting our work. Safe and Equal CoPs follow a structured CoP schedule, of one session per month, over an eight-month period between August 2025 and May 2026 (with a break between December 2025 and February 2026). To ensure consistency in the group, and enable ongoing collaboration, we ask that organisations and managers would prioritise their CoP members' participation in at least 6 out of 8 sessions.

Safe and Equal Communities of Practice are made possible with funding support from the Department of Families, Fairness and Housing and the Department of Education as part of the Statewide prevention workforce development program.

Our recent end-point evaluation of the 2024/2025 CoPs found that over 82% of participants across our CoP cohort found that attending the CoP deepened their understanding of the topic/themes discussed, while 88% agreed that attending the CoP was time well spent. Additionally, over 95% indicated that the CoP supported them to develop and strengthen connections with other practitioners. More about the success of Safe and Equal CoPs and workforce development offerings is available [here](#).

For more information on our CoP model, please see [our Learning Together resource here](#), and if you have any questions about participation, or would like a more formal letter for support, feel free to get in touch with our team at prevention@safeandequal.org.au.