

Violence Against Women Strategy

Introduction

The Highland Wellbeing Alliance is committed to challenging Violence Against Women at both local and national levels. Violence Against Women is an issue that affects many women - between 1 in 5 and 1 in 2 women in Highland will experience at least one form of gender based violence in her lifetime.

The effects Violence Against Women can have on those who experience it are wide ranging and it may impact on physical, emotional and/or sexual health. There are also impacts on children who are living with domestic abuse; who are sexually abused, or whose carers experience gender based violence.

This strategy is a significant development and builds on the previous Domestic Abuse Strategy developed by the Highland Wellbeing Alliance and implemented between 2004 and 2007. During the lifetime of the Domestic Abuse Strategy, a number of service improvements were made, resulting in better services for women, children and young people affected by domestic abuse.

Expansion of Support Services

Women's Aid services in Highland have expanded in the following ways:

- A refuge for Caithness and Sutherland was opened in 2006
- Lochaber Women's Aid launched an 'Enhanced Response Service', a multi-agency approach to women who have experienced domestic abuse
- The outreach service previously co-ordinated by Inverness Women's Aid has been re-launched as a new, separate service for women and children in Badenoch, Strathspey and Nairn who have experienced gender based violence

Awareness Raising Campaign

A successful awareness raising campaign on domestic abuse ran from 2004-2006 and focused on the gendered nature of domestic abuse, the unacceptability of domestic abuse regardless of the perpetrator or the circumstances in which the abuse takes place, and highlighted sources of support for those affected.

Training Consortium

The Scottish Government granted money to multi-agency Partnerships to implement the national training strategy. These partnerships, called Training Consortia, were set up based on NHS Board areas across Scotland. The money received in Highland has resulted in a significant increase in the capacity of statutory agencies to deliver training on Violence Against Women:

- Nineteen trainers from NHS Highland and The Highland Council have been recruited and trained to roll out a programme of training on Violence Against Women across Highland. Basic awareness raising courses have been provided to statutory and voluntary sector staff across Highland.
- Various new courses have been developed in partnership with other training providers in Highland, and from 2008 will be offered to statutory and voluntary staff who have attended the basic awareness training

NHS Highland Protocol

NHS Highland developed a protocol on domestic abuse in 2004, focusing on good practice and setting out the service women who were experiencing domestic abuse should expect to receive from health care staff in the Highland area. This protocol was expanded in 2006 to provide a further focus on domestic abuse in pregnancy. The use of the protocol will be reviewed and revised during 2008.

Domestic Abuse Strategy – Future Direction

Although a great deal was achieved during the life of the previous Domestic Abuse Strategy for Highland, it was realised that particular areas of work for the future must include:

- the need to engage with and involve service users in shaping the direction of the Strategy
- work to address the actions of perpetrators
- widening the direction of the Strategy from domestic abuse alone to encompass all forms of Violence Against Women.

Definition

The Highland Wellbeing Alliance has adopted the same definition of Violence Against Women as the Scottish Government:

Gender based violence is a function of gender inequality, and an abuse of male power and privilege. It takes the form of actions that result in physical, sexual and psychological harm or suffering to women and children, or affront to their human dignity, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. It is men who predominantly or exclusively carry out such violence, and women who are predominantly the victims of such violence. By referring to violence as “gender-based”, this definition highlights the need to understand violence within the context of women’s and girl’s subordinate status in society. Such violence cannot be understood, therefore, in isolation from the norms and social structure and gender roles within the community, which greatly influence women’s vulnerability to violence.

Accordingly, violence against women encompasses but is not limited to the following:

physical, sexual and psychological violence occurring in the family, within the general community, or in institutions, including: domestic abuse; rape; incest and child sexual abuse;

sexual harassment and intimidation at work and in the public sphere; commercial sexual exploitation, including prostitution, pornography and trafficking;

dowry related violence; female genital mutilation; forced and child marriages; honour crimes

What do we mean by 'gender'?

To say that Violence Against Women is 'gender-based' does not mean that all perpetrators are male and all victims are female. We need to distinguish between *sex* and *gender*. *Sex* refers to the biological characteristics (anatomical and genetic) which sort people into male and female. These characteristics reflect reproductive systems, but do not determine the differences in other roles, behaviours, status or qualities which are given by societies to women and men. The idea of two clear 'sexes' is largely a social creation, unsupported by any 'natural order' and has required historical maintenance in order to sustain it, i.e. there are many similarities biologically between the sexes and the idea of men and women being so completely different is a social creation – that of gender - but using biology as the basis for making those differences, e.g. women are caring because they can give birth so it is 'natural'.

Gender refers to the range of **socially constructed roles, traits, attitudes, behaviours, values, responsibilities, relative power, status and influence** given to male and female humans on a differential basis. The gender ascriptions of masculinity/femininity are not biological, but learned. They are changeable over time, contested and vary widely within and across cultures. Gender refers not simply to women and/or men, but also to the relationships between and among them, and to the social structures and mechanisms which affect our everyday lives. Gender identities impact on the way human beings are perceived, and how they are expected to think and act. Women and men are made, not born.

What is a 'Gendered Analysis'?

A Gendered Analysis gives us a theoretical tool: a framework for collecting, examining and interpreting information about the differences in women's and men's lives, experiences, behaviours, status, opportunities and limitations. It

also investigates the social, economic, political and cultural structures and ideologies which serve to maintain or transform gender-based stereotypes, inequalities and abuses.

A gendered approach says that Violence Against Women can only properly be understood by considering history, context, meanings, impact and consequences in terms of the way men and women are expected to behave according to society's version of 'acceptable' masculinity and femininity. A gendered analysis is the only way to make sense of the fact that Violence Against Women has for centuries been seen as a natural and acceptable (indeed sometimes necessary) fact of life.

To say that Violence Against Women is gender-based is simply to recognise that the use and experience of violence and abuse, whether perpetrated by men or by women, can only be understood if we consider it within the context of gender roles. Because it is gendered, the social environment will affect prevalence, intention and consequences of abuse differently for men and women. Society also attributes different roles based on class, ethnicity, sexuality and other factors, and this too impacts on the experience and meaning of gender based violence: it is not a straightforward or simple phenomenon, and our analysis must take account of complexity in a world of enduring gender inequality between women and men.

A gendered analysis recognises:

- violence is widespread and functional within human interactions and structures. There are many expressions of violence which are considered normal, legitimate and even honourable
- violent practices and behaviours - from interpersonal to international levels, in families, communities and in wars - are gendered
- men are statistically and overwhelmingly the main perpetrators of violence (especially severe and injurious violence) against other men and against women

- by no means are all men violent
- some women use violent and abusive behaviours
- the meaning, use and consequences of violence by men and by women is not equivalent and cannot be understood in isolation, but as an expression (and sometimes subversion) of wider social factors
- the key to understanding the differences between men's and women's violence lies in an examination of the context within which violence is perpetrated

The Continuum of Violence Against Women

Domestic Abuse is not simply a private matter, but occurs in the broad context of social, economic and cultural norms which reflect and reinforce inequalities between men and women. The gendered nature of interpersonal power, relationships and domestic arrangements (including the perpetration of domestic abuse) does not develop in isolation.

Global disparities of power, freedom of movement, opportunities and access to resources continue to discriminate against girls and women. Compelling evidence from around the world demonstrates that Violence Against Women is severe and pervasive. It takes many forms, and is experienced in diverse settings, including home/family; community; workplace or education; leisure and media; religious and political institutions; State-sponsored violence; war and conflict; migration and globalisation.

It is vital to locate domestic abuse within a wider framework, acknowledging the continuum of gender based Violence Against Women. There are at least four major reasons for doing so:

- A comprehensive understanding of the roots, causes, meaning and consequences of domestic abuse is not possible if the issue is considered as a discrete 'family problem' separate from the broad cross-cultural realities of male privilege and female inequality
- Policy and service responses which focus only on domestic abuse fail to account for the complex experiences of women's victimisation by the same

and/or by different perpetrators of violence in different contexts (e.g. child sexual abuse, domestic abuse, homelessness, prostitution, assault by strangers, etc). A narrow focus may not recognise that attempts to cope with or to escape one form of abuse can make women vulnerable to others. Cumulative, complex and interlinked experiences of harm, violation and abuse in individual women's lives are by no means exceptional

- An integrated framework which recognises domestic abuse as “intimate terrorism”, as “coercive control” and as a major violation of women's human rights – both a cause and a consequence of discrimination – takes seriously the statutory and community obligation not only to provide appropriate support services, but also to address the root causes and social legitimisation of such abuse
- A recognition that the domestic domain is only one among the many contexts where women's lives, opportunities and rights may be constrained, threatened and harmed by men, will ensure that attention is paid to the violent behaviours and culpability of individual men. But it will also prioritise the need to address the problematic social attitudes, structures and constructions of masculinity which normalise and tolerate gender based inequality in all human interactions. It will not stereotype perpetrators or victims of abuse, as though they were different from 'normal' people, but will recognise societal responsibility for an everyday reality which impinges on and harms the lives of all of us to a greater or lesser extent.

This model of Violence Against Women as a continuum gives us an understanding of the commonalities and functionality of Violence Against Women. However, it is also vital for us to account for the distinctiveness and differences which shape the context and consequences of violence for individuals and groups of individuals in real lives, and in diverse circumstances.

It is neither true nor helpful to suggest that Violence Against Women affects all women equally regardless of race, class, disability, religion, sexual orientation, community, location, economic or educational resources. The suggestion that Violence Against Women affects everyone equally trivialises the different experiences of particular groups of people and makes it difficult to accurately assess the prevalence and impact of violence against them. Experiences and meanings of abuse are mediated and compounded through other sources of discrimination and inequality, including racism, poverty, age, sexual orientation, faith and disability.

We take seriously the need to research and give voice to stories and experiences of Violence Against Women from diverse perspectives. A consistent gendered analysis lies at the heart of making sense of the theoretical and practical connections between Violence Against Women in and across many contexts.

Violence Against Women Strategy Framework

Vision:

The vision we aspire to realise is a broad one, of eradicating Violence Against Women in Highland, where women and girls are not discriminated against because of their gender; where women and men are valued equally for their contributions to society; and where women, children and young people live free from gender based violence.

We realise, however, that this cannot be done by us alone and needs concerted effort at national and international levels.

This vision encompasses all women, whether they:

- Are living in rural, remote or urban areas
- Have dependants or not
- Are themselves dependant on care and support
- Are from Black and Minority Ethnic Communities
- Consider themselves straight, lesbian, gay or bisexual
- Are transwomen
- Work in areas of commercial sexual exploitation (including prostitution and pornography)
- Have pets and/or livestock
- Live in rented, owner occupied, tied or mobile accommodation

- Are in paid or unpaid work
- Are older or younger
- Have physical and/or learning disabilities
- Have a spiritual faith or belief

This strategy aims to:

- significantly improve the range and appropriateness of services for women and children who have experienced Violence Against Women
- meet the diverse needs of women and children affected by Violence Against Women
- increase awareness and understanding that different forms of Violence Against Women are linked and that all forms are unacceptable, preventable, and by no means inevitable
- challenge the behaviour of perpetrators and to take appropriate action against them

Framework for this Strategy:

- To work towards the prevention of Violence Against Women
- To ensure the protection of those affected by gender based violence
- To develop and improve the provision of services for those affected by gender based violence
- To make perpetrators responsible and accountable for their conduct; to take the appropriate action against them and to provide perpetrators with the opportunity to change their behaviour
- For service users to participate in continuing to mould the direction of Strategy and to ensure their views and experiences are taken into account in the improvement of services

Violence Against Women Strategy Action Plan

*To work towards the **prevention** of Violence Against Women*

Objective	Action Required	Outcomes	Baseline - March 08	Target	Lead Responsibility	National/Local Recommendations
To continue to increase awareness within agencies of what Violence Against Women (VAW) is, why it continues to happen and the effects it can have	Continue to offer multi-agency basic awareness training on VAW	120% year on year increase in the number of staff trained specifically in VAW annually	274 trained	1198 trained by March 2011	Training & Awareness Group	National Training Strategy
	Continue to offer specific VAW training to particular groups of staff	1000% increase in the numbers of staff trained in specific aspects of VAW	24 trained	240 trained by March 2011	Training & Awareness Group	
	Public awareness materials created linking the forms of VAW and the Highland Wellbeing response to it	Awareness materials created Awareness raising materials reviewed twice yearly and updated with changes in information, new policy, etc as required	No materials	A range of materials developed by March 2009	Training & Awareness Group	
To continue to increase awareness within agencies and the general public of where individuals can seek support	VAW Services leaflet created – highlighting existing VAW Services in Highland, what they offer and contact details	Directory created Directory updated annually	No directory	Directory created & distributed by March 2009	Training & Awareness Group	National Training Strategy
	Work with community	2% Increase in those looking	To be	To be	Training &	

	<p>groups to ensure awareness raising materials are relevant and useful to groups, e.g. translated materials, pictorial leaflets, using other media such as radio</p> <p>Annual conference held highlighting particular aspects of VAW</p>	<p>for information, advice and/or support from local agencies</p> <p>Easily accessible information for agency staff to signpost clients, customers, patients, etc</p> <p>Evaluation of leaflet's user-friendliness, availability, etc and recommendations for improvement to be implemented</p> <p>Events successfully implemented and 80% of evaluations highlight good or excellent in each category evaluated by delegates</p>	<p>confirmed</p> <p>3 conferences held</p>	<p>confirmed</p> <p>Evaluation complete October 2009</p> <p>Conference reports shared with Training Group</p>	<p>Awareness Group</p> <p>Training & Awareness Group</p> <p>Training & Awareness Group</p>	
<p>To continue to increase awareness within the general public of what Violence Against Women (VAW) is, why it continues to happen, and the effects it can have</p>	<p>Annual awareness raising campaign on VAW during the 16 Days of Action</p> <p>Develop web pages within the Highland Wellbeing Alliance, NHS Highland, The Highland Council and Northern</p>	<p>Programme of events during the 16 Days developed and implemented annually</p> <p>Web pages live</p> <p>Web pages updated twice yearly</p>	<p>No programme</p> <p>No web pages</p> <p>0 accessing this</p>	<p>Annual programme developed</p> <p>VAW page on 3 statutory sector websites by March 2009</p> <p>Quarterly increase in</p>	<p>Training & Awareness Group</p> <p>Strategy Implementation Group</p> <p>Strategy</p>	<p>National Training Strategy</p>

	<p>Constabulary sites highlighting agency response to VAW and sign posting to support agencies</p> <p>Continued use of the local and national press to publicise developments in relation to the Strategy</p> <p>Continued lobbying of the Scottish Government and local licensees on commercial sexual exploitation as a form of VAW</p>	<p>Communication/media teams within statutory agencies trained in VAW so media coverage about VAW is more accurate and sensitive to the experiences of women and their children</p> <p>VAW continues to get media attention</p> <p>Educational sessions at Licensing Fora across Highland</p> <p>Work with the Safe Inverness initiative to educate and inform about commercial sexual exploitation</p> <p>Pressure on the Scottish</p>	<p>information on line</p> <p>Training Action Plan developed annually</p> <p>0 sessions held with Licensing Fora</p>	<p>people accessing web information on VAW by 2011</p> <p>Training Action Plan implemented annually</p> <p>Fact sheet on VAW developed and distributed to communication/media teams by December 2008</p> <p>3 sessions held across Highland with Licensing Fora by December 2009</p>	<p>Implementation Group</p> <p>Training & Awareness Group</p> <p>Training & Awareness Group</p> <p>Training & Awareness Group</p>	
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	<p>The Licensing Board will insist that any form of commercial sexual exploitation/’adult entertainment’ by paid workers, self-employed workers or by customers must be clearly specified in the licensee’s operating plan</p>	<p>Government to introduce regulations on commercial sexual exploitation and associated guidance for Licensing Boards</p> <p>The Licensing Board will continue to assess each application on it’s individual merits</p> <p>A trigger mechanism will be developed by the Licensing Board to ensure the VAW Strategy Group is made aware of any applications to the Board that include commercial sexual exploitation</p> <p>The VAW Strategy Group will consider all applications made to the Licensing Board that include commercial sexual exploitation and test them against the Fundamental Principles included in the Highland Licensing Board Policy Statement and will respond to the Board accordingly</p>	<p>0 applications made aware to the VAW Strategy Group from the Licensing Board</p> <p>0 applications tested against the Fundamental Principles</p>	<p>Target unknown</p> <p>Target unknown</p>	<p>Licensing Board</p> <p>Strategy Implementation Group</p>	<p>National Prevention Strategy</p>
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	Newsagents and other relevant retailers are urged to place all pornography and magazines and newspapers with 'glamour' images on the front pages on their top shelf and are urged to give consideration to the implications for staff who are selling these items	Newsagents label shelves holding pornography and 'glamour' men's magazines 'Adult Entertainment'	0 newsagents adopting this procedure	10 newsagents in Highland adopt this by March 2009	Training & Awareness Raising Group	
To continue to promote an ethos of respect between boys and girls in educational settings through Curriculum for Excellence and 'Getting it Right for Every Child'	<p>Continue to improve the quality and provision of policies in schools on how they will ensure an ethos of respect</p> <p>Staff awareness on the socially constructed aspects of gender and measures taken to ensure they do not reinforce stereotypes</p>	<p>Exemplar policy on Equality of Opportunities to be revised in relation to gender inequality</p> <p>Criteria for Health Promoting Schools status includes the adoption of a policy on Equality of Opportunities</p> <p>Staff training on gender stereotypes and the measures that can be taken to avoid reinforcing them</p> <p>Gender stereotypes to be challenged by schools educational packs for children</p>	<p>Current Policy adopted by x schools – to be confirmed</p> <p>0 trained in gender stereotypes</p> <p>x schools implemented "Gender</p>	<p>Policy implemented in all primary and secondary schools by September 2009</p> <p>1 member of staff trained in 87 schools by March 2010</p> <p>All 218 schools implemented</p>	<p>Strategy Implementation Group</p> <p>Training & Awareness Group</p> <p>Education, Culture & Sport</p>	<p>Curriculum for Excellence</p> <p>Gender Equality Toolkit for Education Staff</p>

		and young people Schools address the gender division in core curriculum subjects	Equality a Toolkit for Education Staff” – to be confirmed	“Gender Equality: A Toolkit for Education Staff” by March 2010		
To continue to educate children and young people about Violence Against Women (VAW)	VAW education delivered in all local authority nursery, primary and secondary education establishments	VAW curricular programmes embedded in all secondary schools VAW schools curricular programmes developed and piloted in primary schools VAW curricular programmes embedded in all primary schools	1 secondary school implemented VAW education 0 primary schools with VAW education	29 secondary schools implemented VAW education by August 2009 189 primary schools implemented VAW education by August 2010	Education, Culture & Sport (ECS) Education, Culture & Sport (ECS)	Gender Equality Toolkit for Education Staff
	Preventative safety planning about abuse and assault continues to take place in educational settings	Safe, Strong & Free continue to deliver prevention programmes in all Highland Council run nurseries in Highland	X nursery schools use Safe, Strong & Free	TBC nursery schools continue to use Safe, Strong & Free until March 2011	ECS	National Prevention Strategy
	VAW reflected in informal education	40% Highland Council Community Education workers	0 Community Education	X attended training by	Training & Awareness Raising	National Training Strategy

	settings	<p>trained in basic awareness VAW</p> <p>At least 20% Highland Council Community Education workers attended joint VAW and Child Protection training course</p> <p>Basic Awareness training on VAW offered to all Youth Highland affiliated Youth clubs – representatives from 40% of clubs to have attended</p> <p>40% of staff working in Local Authority Residential Units for Children and Young People to be trained in basic awareness VAW</p>	<p>Workers attended training</p> <p>0 attended training</p> <p>0 attended training</p> <p>0 attended training</p>	<p>March 2009</p> <p>X attended training</p> <p>X attended training</p> <p>X attended training</p>	<p>Group/ECS</p> <p>Training & Awareness Raising Group/Child Protection Training Group</p> <p>Training & Awareness Raising Group/ECS</p> <p>Training & Awareness Raising Group/Social Work</p>	
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To ensure the **protection** of women and their dependents

Objective	Action Required	Outcomes	Baseline – March 2008	Target	Lead Responsibility	National/Local Recommendations
To increase conviction rates for perpetrators of Violence Against Women (VAW)	Clear police protocol for responding to sexual assault, including the provision of female police surgeons for examinations for adults, children and young people who have experienced sexual assault/abuse	More women receiving medical examinations after sexual assaults – as identified by the data collection presented to the Multi-Agency Partnership More evidence gathered for the prosecution, therefore, an increase in conviction rates	x women received medical examinations in 06/07	x women receive medical examinations	Northern Constabulary	NHS GES
	Increase awareness of and use of the National Witness Mobility Scheme for women, children and young people who have experienced gender based violence and are at risk from revictimisation	Police, Registered Social Landlords and the Highland Council utilise the National Witness Mobility Scheme for women scoring high risk and where other options of managing and reducing the risk are unavailable/unsuccessful Reduction in revictimisation rates	X families used the National Witness Mobility Scheme in 06/07 in Highland	X families used the National Witness Mobility Scheme by 2011 in Highland	Strategy Implementation Group	
To increase the appropriateness of agency responses to protect those	Safety planning with women and children becomes part of day to day business for	Clear agency policies and protocols on safety planning developed by NHS Highland, The Highland Council,	1 agency protocol on VAW	3 agency protocols on VAW by December	Strategy Implementation Group	

<p>experiencing Violence Against Women by improving personal safety</p>	<p>staff in The Highland Council, NHS Highland, Northern Constabulary and voluntary sector partners when dealing with women, children and young people who are experiencing gender based violence</p>	<p>Northern Constabulary and relevant voluntary partners</p> <p>Safety planning policies and protocols implemented</p> <p>Guidance for supporting non abusive parents/household members and protocols for dealing with perpetrators implemented to include links to current guidance on safe and lone working practices</p>	<p>No guidance for staff</p>	<p>2008</p> <p>Multi-agency guidance developed by March 2009</p>	<p>Strategy Implementation Group</p>	
	<p>The same risk assessment tool is adopted by all partner agencies when assessing adults experiencing VAW and those perpetrating VAW following consultation with service users</p>	<p>Information on all risk assessments models currently used across the agencies gathered</p> <p>Recommendations made on risk assessment tool that can be used by all partner agencies</p> <p>Pathways and protocols agreed on what happens with risk assessments scoring high risk</p>	<p>No consistent use of risk assessments</p>	<p>Recommendations on risk assessments made to the Strategy Group by June 2009</p>	<p>VAW Development Officer</p>	
	<p>The same risk assessment tool is adopted by all</p>	<p>Children are referred to the Lead Professional for needs and risk assessment when an</p>	<p>X children assessed under</p>	<p>X children assessed under</p>	<p>GIRFEC Team</p>	

	<p>partner agencies for children and young people, in line with (Getting it Right for Every Child) GIRFEC</p> <p>Information sharing protocols between NHS Highland, The Highland Council, Northern Constabulary and the relevant voluntary sector partners relating to Violence Against Women implemented</p> <p>Investigate the introduction of Multi-Agency Risk Assessment Conferences (MARACs)</p> <p>Victims are informed of any bail conditions before the accused is</p>	<p>incident of gender based violence happening in their home comes to the attention of the statutory services (following GIRFEC procedure)</p> <p>Make risk assessments more accurate and safety planning more appropriate by having more information available and, therefore, increasing the appropriateness of interventions</p> <p>Increase in safety measures implemented by the police and Victim Support</p> <p>Examine the evaluations and outcomes of the GIRFEC domestic abuse pathfinders in relation to MARACs and consider adopting the recommendations from these</p> <p>Reduction in rates of repeat offending with 48 hours of the release of an accused</p> <p>Victims are informed about the progress of their cases immediately after each court</p>	<p>GIRFEC due to VAW</p> <p>Information sharing protocol between NHS Highland, Northern Constabulary & The Highland Council</p> <p>Revictimisation rate X</p> <p>X% of victims informed by VIA</p>	<p>GIRFEC due to VAW by March 2011</p> <p>Information Sharing protocol widened to include voluntary sector partners in relation to VAW by March 2010</p> <p>Revictimisation rate X by March 2011</p> <p>95% of victims informed by</p>	<p>Strategy Implementation Group</p> <p>VIA/Northern Constabulary</p> <p>VIA/Northern Constabulary</p>	
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	<p>released from custody (or as soon after as possible) and a safety plan is carried out with them</p> <p>Journalists will be educated about the dangers of publishing addresses of victims in the press</p>	<p>appearance by the accused</p> <p>Protocol for reporting sensitively on Violence Against Women cases implemented</p> <p>No addresses appear in the local press</p>	<p>No protocol</p>	<p>VIA or the police within 2 hours of the court appearance</p> <p>Protocol signed up to by 2 publishing groups in Highland by August 2009</p>	<p>Training & Awareness Group</p>	
<p>To improve access to civil Legal Protection for Women experiencing gender based violence</p>	<p>Work with the Scottish Legal Aid Board to ensure women are able to access civil Legal Aid throughout Highland</p>	<p>Increase in women seeking civil Legal Aid</p> <p>Increase in the number of exclusion and non-harassment orders applied for in Highland</p>	<p>X women received Legal Aid in Highland in 06/07 in relation to domestic abuse</p>	<p>X women receive Legal Aid in Highland by March 2011 in relation to domestic abuse</p>	<p>Strategy Implementation Group</p>	
<p>To reduce homelessness as a result of Violence Against Women</p>	<p>The Highland Council and Northern Constabulary to develop a joint policy and protocol to make properties secure (including lock changes, window reinforcement, etc)</p>	<p>Women feel able to remain in their own homes and feel protected by the agencies involved</p> <p>Good practice guidelines on supporting women still living with abusive partners developed for support services and for statutory agencies</p>	<p>No joint policy</p> <p>No guidance</p>	<p>Joint policy implemented by December 2009</p> <p>Multi-agency guidance developed by March 2009</p>	<p>Strategy Implementation Group</p> <p>Strategy Implementation Group</p>	

		Reduction in revictimisation rates	Revictimisation rate X	Revictimisation rate X by March 2011	VIA/Northern Constabulary	
To ensure women have 24/7 access to safe housing in emergency situations	<p>Work with Women's Aid groups to look at the issues that would be involved in 24/7 operation</p> <p>Joint protocol between the Council and domestic abuse support agencies in Highland with accommodation to ensure women who have experienced forms of Violence Against Women other than domestic abuse can access emergency accommodation where appropriate</p>	<p>Women are able to access services any time and on any day of the week</p> <p>Women are able to access emergency accommodation, regardless of their specific experiences of VAW (subject to needs and risk assessments by the domestic abuse support organisation)</p> <p>Support is offered by the agency providing accommodation or in partnership with other specialise services, if appropriate</p>	<p>No group operating 24/7 access to refuge accommodation</p> <p>No Housing specific protocol on VAW</p>	<p>Recommendations to achieve 24/7 access considered by the Strategy Group by March 2011</p> <p>Housing specific protocol on VAW implemented by September 2009</p>	<p>VAWSSH</p> <p>VAWSSH/The Highland Council/Registered Social Landlords</p>	

To develop and improve the **provision** of services for women and their dependents

Objective	Action Required	Outcomes	Baseline – March 2008	Target	Lead Responsibility	National/Local Recommendations
To ensure women and children in all parts of Highland have access to services of an agreed minimum standard, regardless of their individual circumstances	Agree baseline service standards across Highland for all agencies and implement the baseline	Women in Highland receive an equivalent standard of care regardless of their location and the service they approach	Various standards and monitoring frameworks used	Agree key baseline standards by January 2009	Strategy Implementation Group	
	Seek funding to fill gaps in services for women who have been raped, sexually assaulted and for adult survivors of childhood sexual abuse	Women in all parts of Highland have access to face to face and telephone specialist services for rape, sexual assault and child sexual abuse Assess the need for crisis supported accommodation for women who have experienced rape, sexual assault and child sexual abuse	No Highland specific services for rape, sexual assault and child sexual abuse	Specific services developed by March 2011	Strategy Implementation Group	
		NHS Highland implement a Care Pathway for adult survivors of child sexual abuse	No Care Pathway for adult survivors	Care Pathway implemented by December 2008	NHS Highland	
	To enhance statutory responses to all form of Violence Against	Services in Highland offer a consistent approach to women	NHS Highland Guidelines on Domestic	Multi-agency guidelines on VAW by	Strategy Implementation Group	

	<p>Women by producing multi-agency guidelines for responding to women</p> <p>To ensure equity of accessibility to services for women</p>	<p>Staff are made aware of their agency policies and procedures and expectations for responding to VAW including employee policies</p> <p>5 seminars held across Highland for support providers, Housing Benefits Officers, and housing providers to share good practice and information about services to increase case by case joint working</p> <p>Specialist training for substance misuse staff, learning disability specialist staff, homelessness staff, mental health staff</p> <p>Specialist training for Violence Against Women Support Services in Highland on how to ensure services have reduced</p>	<p>Abuse</p> <p>No Employee Policies</p> <p>0 seminars held</p> <p>Training Action Plan developed annually</p> <p>Training Action Plan developed annually</p>	<p>March 2009</p> <p>NHS Highland, Northern Constabulary & The Highland Council Employee Policies on VAW by August 2009</p> <p>5 seminars held by September 2009</p> <p>Training Action Plan implemented annually</p> <p>Training Action Plan implemented annually</p>	<p>NHS Highland/The Highland Council/Northern Constabulary</p> <p>Training & Awareness Group</p> <p>Training & Awareness Group</p> <p>Training & Awareness Group</p>	
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		<p>the barriers to supporting women from BME communities, older women, younger women, and women from different faith groups</p> <p>Introduction of routine questioning/questions in assessments about Violence Against Women within substance misuse, mental health, A&E, sexual & reproductive health services backed up with appropriate protocols</p> <p>Increase in number of clients disclosing abuse within substance misuse and mental health assessment identified in the data collection reports to the Multi-Agency partnership</p>				
	<p>Introduce link workers between VAW services & CPNs, CPNs for Addictions, & Homelessness Officers</p>	<p>Women will receive a service that address both their VAW issues and their substance misuse, homelessness and mental health issues at the same time</p> <p>Staff in substance misuse, learning disability,</p>	<p>NHS Highland Domestic Abuse Protocol</p> <p>No data reporting</p> <p>Variable levels of joint working</p> <p>No named</p>	<p>The Highland Council & NHS Highland protocols on routine questioning for VAW developed by March 2009</p> <p>Data reporting procedures developed by August 2009</p> <p>Consistent joint working according to multi-agency protocol by March 2009</p> <p>Named link</p>	<p>The Highland Council/NHS Highland</p> <p>Strategy Implementation Group</p> <p>Strategy Implementation Group</p> <p>Strategy</p>	

		<p>homelessness and mental health services will be confident in supporting women experiencing gender based violence and vice versa for staff in VAW services and will work jointly with women when necessary</p> <p>Agencies have a named person to speak to when issues arise</p> <p>Women are provided with a range of access points for services which ensure anonymity</p>	<p>link workers</p> <p>Few multi-use facilities used by support services</p>	<p>workers provided by agencies by June 2009</p> <p>'Surgery' approach to outreach for support services investigated and recommendations made by June 2009</p>	<p>Implementation Group</p> <p>VAWSSH</p>	
	<p>Explore the potential benefits of using multi-use facilities to improve women's access and the delivery of VAW services in rural areas</p> <p>Review the capacity and scope of existing outreach services to meet women's needs at crisis point and in relation to follow on support (including effective resettlement</p>	<p>Outreach workers to have named co-workers in Health, Education, Social Work, Police and within other voluntary partners</p>	<p>No named link workers</p>	<p>Named link workers provided by agencies by June 2009</p>	<p>VAWSSH/NHS Highland/The Highland Council/Northern Constabulary</p>	

	<p>and sustainable solutions for those with additional needs)</p> <p>Housing providers use all available avenues to support women fleeing domestic abuse and other forms of Violence Against Women</p> <p>Enhanced service response to children and young people affected by gender based violence</p>	<p>Exceptional Circumstances points are applied to protect those experiencing gender based violence whenever appropriate</p> <p>Appropriate safe and supported temporary homeless accommodation for those affected by Violence Against Women identified</p> <p>List of appropriate accommodation providers developed in partnership with service users and with Violence Against Women support providers with accompanying protocols</p> <p>Women's Aid Groups assess need/demand for children's services and aim to fill this capacity, but will operate with a minimum of one Outreach Children's Worker and two Refuge Children's Worker</p>	<p>No Housing specific protocol</p> <p>Minimum number of Children's Workers employed</p>	<p>Housing specific protocol on VAW implemented by September 2009</p> <p>Maintain minimum number of Children's Workers until March 2011</p>	<p>VAWSSH/The Highland Council/Registered Social Landlords</p> <p>VAWSSH</p>	
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		<p>Children's Workers in women's aid services will provide a wide range of specialist support services that meet the diverse needs of children and young people experiencing domestic abuse and will share good practice across Highland</p> <p>Children and young people affected by parental substance misuse are asked about their experiences of gender based violence during GIRFEC assessments</p> <p>Violence Against Women & Child Protection Training rolled out</p> <p>Staff in the statutory and voluntary sector have their attitudes and beliefs about VAW explored and challenged where necessary</p>	<p>No consistency of sharing of information/ resources across groups and between workers</p> <p>To be confirmed</p> <p>Annual Training Action Plan developed</p>	<p>Children's Worker specific meetings set up by September 2008 for the sharing of information and resources</p> <p>To be confirmed</p> <p>Training Action Plan implemented annually</p>	<p>VAWSSH</p> <p>GIRFEC Team</p> <p>Training & Awareness Group/Child Protection Training Group</p>	
To ensure relevant and appropriate information about	Highland Wellbeing Alliance information sharing protocol is	Women do not have to keep repeating their stories	Information sharing protocol	Information Sharing protocol	Strategy Implementation Group	

<p>women and children is always shared with their permission unless there is a child protection or vulnerable adults issue – in these cases women and children will still be kept fully informed</p>	<p>implemented in all partner agencies</p> <p>Work within the 'Getting it Right for Every Child' framework to ensure that children living with or experiencing gender based violence have their needs met</p>	<p>The appropriate support is offered to women by agencies – it becomes agency responsibility to meet a woman's needs (within available resources)</p> <p>Children and young people are accurately assessed for need and the appropriate services put in place</p> <p>One of the best forms of support for a child or young person experiencing domestic abuse is support from the non-abusing parent and this is recognised within a Child's Plan</p>	<p>between NHS Highland, Northern Constabulary & The Highland Council</p> <p>To be confirmed</p> <p>To be confirmed</p>	<p>widened to include voluntary sector partners in relation to VAW by March 2010</p> <p>To be confirmed</p> <p>Women's experiences of gender based violence are addressed within the Child's Plan by December 2008</p>	<p>GIRFEC Team</p> <p>GIRFEC Team</p>	
<p>To ensure all agreed and appropriate qualitative and quantitative information on women experiencing gender based</p>	<p>Develop and agree a common set of criteria for recording data to cover the full range of VAW</p>	<p>Data from each agency can be reported to the Multi-Agency partnership for collation and comparison</p> <p>Gaps in and between services can be identified and</p>	<p>No data reporting</p>	<p>Data reporting procedures developed by August 2009</p>	<p>Strategy Implementation Group</p>	

<p>violence, and their children, is collated, reviewed and compared for monitoring across services in the statutory and voluntary sector to inform the planning of future service provision</p>	<p>Develop common definitions of service use elements, e.g. 'overall contacts', 'repeat contacts'</p> <p>Establish a basis for clarifying whether service use is continuing, is re-opened, etc to establish the number of service users and the number of contacts</p> <p>Develop an inter-agency approach to collate data on women who are excluded from using particular services because of their complex and additional needs</p>	<p>addressed</p> <p>Areas of need are identified and the Multi-Agency partnership can prioritise accordingly All agencies gathering comparable information – statistics are meaningful to the Multi-Agency partnership</p> <p>All agencies gathering comparable information so statistics are meaningful to the Multi-Agency partnership and can be used to support funding applications, etc</p> <p>To monitor if we are fulfilling our objective to offer women with complex and additional needs the agreed baseline service standards</p> <p>To identify gaps in services and to put measures in place to fill them</p>				
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To make **perpetrators** responsible and accountable for their conduct and to take the appropriate action against them

Objective	Action Required	Outcomes	Baseline – March 2008	Target	Lead Responsibility	National/Local Recommendations
To improve inter-agency and single agency response to men who have perpetrated Violence Against Women (VAW)	Clear processes for responding to perpetrators developed and implemented	<p>Information on perpetrators shared within and between agencies to enable effective risk assessments to take place</p> <p>Police contact alleged perpetrators of VAW before their trial outlining the seriousness of the allegation against them and highlighting the Procurator Fiscal is raising the charges against them, informing them that bail conditions will be applied for and that they are not to interfere with legal proceedings by trying to influence the victim</p> <p>When perpetrators of VAW are given custodial sentences, the</p>	<p>Information sharing protocol between NHS Highland, Northern Constabulary & The Highland</p> <p>No consistent approach to perpetrators of VAW</p> <p>No consistent approach</p>	<p>Information Sharing protocol widened to include voluntary sector partners in relation to VAW by March 2010</p> <p>All perpetrators of VAW receive a letter from the police by March 2009</p> <p>Scottish Prison</p>	<p>Strategy Implementation Group</p> <p>Northern Constabulary</p> <p>COPFS/SPS</p>	

	<p>Develop and implement a tool to assess if men who present to services as victims of their partners violence are genuine victims or are perpetrators</p> <p>Clear guidance for Highland Wellbeing Alliance partners on how they deal with perpetrators on their staff (as part of their staff policy on VAW)</p>	<p>Procurator Fiscal will write to the Prison outlining the previous bail conditions</p> <p>Training developed and rolled out for working with perpetrators of domestic abuse</p> <p>Challenge to counter claims when police attend domestic incidents where necessary</p> <p>Increased accuracy of statistics gathered by agencies on numbers of perpetrators of domestic abuse</p> <p>Guidance produced and implemented</p>	<p>information sharing about perpetrators</p> <p>Training Action Plan developed annually</p> <p>No Employee Policies</p>	<p>Service receive details of previous bail conditions for all perpetrators of VAW by December 2008</p> <p>Implement Training Action Plan annually</p> <p>NHS Highland, Northern Constabulary & The Highland Council</p>	<p>Training & Awareness Group</p> <p>NHS Highland/Northern Constabulary/The Highland Council</p>	
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				Employee Policies on VAW by August 2009		
	Guidance for Sheriffs on recommended disposals for perpetrators of Violence Against Women developed and distributed	<p>Training programme on staff policies rolled out to Line Managers within the statutory agencies</p> <p>Guidance produced and distributed to Sheriffs and Sheriff Clerks</p>	<p>Training Action Plan developed annually</p> <p>No guidance</p>	<p>Implement Training Action Plan annually</p> <p>Guidance produced and distributed by January 2009</p>	<p>Training & Awareness Group</p> <p>Training & Awareness Group</p>	
To give perpetrators the opportunity to change their behaviour	Introduction of perpetrator and associated partner programmes on domestic abuse	Men are offered the opportunity to change while their partners or ex-partners are supported, therefore, over the longer term rates of recorded re-offending are reduced	No perpetrator programmes	Perpetrator programmes introduced by March 2011	Strategy Implementation Group	

For service users to **participate** in continuing to mould the direction of Strategy and to ensure their views and experiences are taken into account

Objective	Action Required	Outcomes	Baseline – March 2008	Target	Lead Responsibility	National/Local Recommendations
To consult service users about the Violence Against Women Strategy and Action Plan	Methods for consultation devised and implemented	VAW Strategy reflects the experiences of service users Needs identified by service users are included in the Strategy and Action Plan	0 service users consulted	10 service users consulted by July 2008	Strategy Implementation Group/VAWSSH	
To involve adult service users in preventing Violence Against Women	Consultation with service users on how they can contribute to preventing Violence Against Women	Action plan agreed with service users to run concurrently with VAW Strategy	0 service users consulted	10 service users consulted by July 2008	Strategy Implementation Group/VAWSSH	
To involve children and young people who are or who have been service users in preventing Violence Against Women	Consultation with children and young people on how they can contribute to preventing Violence Against Women	Action plan agreed with service users to run concurrently with VAW Strategy	0 service users consulted	10 service users consulted by July 2008	Strategy Implementation Group/VAWSSH	
To facilitate direct communication between service users and services to improve and enhance current service provision	Service users given the opportunity to feedback directly to services	Women, children and young people's stories from Highland used with permission and anonymously if requested in the development days run by the Strategy Group Framework for service user	0 service users consulted No framework	10 service users feeding back by July 2008 Framework	Strategy Implementation Group/VAWSSH Strategy	

		feedback developed and used to compile reports for the Strategy Group for inclusion in the annual report	for feedback	instigated by December 2008	Implementation Group	
To involve survivors in advising the Strategy on effective measures to protect women and children from gender based violence	Service users given the opportunity to feedback directly to services	Women, children and young people's stories from Highland used in the development days run by the Strategy Group Framework for service user feedback developed and used to compile reports for the Strategy Group for inclusion in the annual report	No framework for feedback	Framework instigated by December 2008	Strategy Implementation Group	

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A further Action Plan outlines how the Strategy will be implemented, fulfilled and monitored

Objective	Action Required	Outcomes	Baseline – March 2008	Target	Lead Responsibility	National/Local Recommendations
To improve Strategic Planning in relation to VAW in Highland	Partners will consult on and publish a Violence Against Women Strategy & Action Plan Strategy and Action Plan will be implemented by the Highland Wellbeing Alliance Violence Against Women Strategy Group and associated groups	Strategy & Action Plan for 2008-2011 published Strategy and Action Plan launched publicly Strategy and Action Plan distributed to all partners and stakeholders New Strategy Group membership agreed Roles and remit of Strategy Group members agreed Associated group structure agreed Roles and remit of associated group members agreed Links to and communication with other groups formalised, e.g. Child Protection Committee, Integrated Children's Services, HDAAT, Wellbeing Alliance Equality & Diversity Group, Scottish	Domestic Abuse Strategy No structure to implement the Strategy	VAW Strategy by July 2008 VAW Strategy implementation structure agreed and implemented by July 2008	Community Planning Partners Community Planning Partners	SG Draft Strategic Framework

	Secure funding and resources to fulfil the Strategy	<p>Government</p> <p>Secure on-going core funding of at least £60,000 per annum on a permanent basis</p> <p>Prioritise areas for funding and submit joint bids to funding streams where appropriate to meet these needs</p>	<p>No secure funding to fulfil the Strategy</p> <p>No joint bids to funding streams</p>	<p>Secure on-going funding by March 2011</p> <p>3 joint bids to funding streams by March 2010</p>	<p>Strategy Implementation Group</p> <p>Strategy Implementation Group</p>	
To monitor and achieve the Highland Violence Against Women Strategy	<p>Undertake an annual review of progress against the strategic targets outlined in the plan</p> <p>Produce an annual statistical report detailing the characteristics of Violence Against Women and service use across Highland</p> <p>Organise a service user reference group</p>	<p>Annual review completed and updates published each year in April</p> <p>1 development day for Strategy and associate group members held yearly and attended by 60% of members</p> <p>Strategy and Action Plan can be amended according to need identified by statistics</p> <p>Service users support the production and review of</p>	<p>No review</p> <p>0 development days held</p> <p>No annual report</p> <p>No materials</p>	<p>Annual review implemented by March 2009</p> <p>3 development days held by March 2011</p> <p>Annual statistical report published yearly in March</p> <p>A range of materials</p>	<p>VAW Development Officer</p> <p>Training & Awareness Group</p> <p>Strategy Implementation Group</p> <p>Training &</p>	

	<p>who will feed into the production of materials and associated materials being created as part of this Strategy</p>	<p>awareness raising materials</p> <p>Service users support the production and review of multi and single agency leaflets and protocols</p> <p>Service users input into the production of the web based information produced</p>	<p>Few materials and protocols</p> <p>No web pages</p>	<p>developed by March 2009</p> <p>A range of materials created (targets included in the elsewhere in this Strategy)</p> <p>VAW page on 3 statutory sector websites by March 2009</p>	<p>Awareness Group</p> <p>Training & Awareness Group</p> <p>Strategy Implementation Group</p>	
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Strategy Implementation Structure - Draft for Consultation

Strategy Management Group

Role: Performance Management of the Strategy targets

Members: Highland Wellbeing Alliance (1 representative)
The Highland Council (1 representative)
Northern Constabulary (1 representative)
NHS Highland (1 representative)
Violence Against Women Support Services in Highland (1 rep)
VAW Development & Training Officer

Frequency: Meets twice annually

The role of this Group is to ensure that performance is on course to meet the agreed targets within timescale, and to put in place remedial action should there be a risk of targets not being met. The group also has responsibility for agreeing any additional necessary actions on advice from the other VAW working groups. As individuals representing key agencies members will report to the rest of the group on the management of specific targets. Those representing statutory agencies may wish to develop agency specific working groups on VAW (supported by the VAW Development & Training Officer) to progress single agency actions within the Strategy and report back to this group. Members from the voluntary sector are expected to work together on actions relating specifically to the sector and report back to this group.

The strategy clearly identifies a lead responsibility for achievement of each target. Each group member will be held to account by the rest of this Group for achieving these targets by the dates agreed. Any risks to achieving targets must be presented at the Strategy Implementation Group alongside proposals on the remedial action that will be taken.

Reports on progress of the Action Plan will be distributed on a six monthly basis by the Violence Against Women Development & Training Officer to those responsible for plans that link with the VAW strategy, e.g. Substance Misuse, For Highland's Children 3, Homelessness Strategy, etc

This group will receive, from the Strategy Implementation Group, any suggestions or recommendations on alterations to the Strategy and Action Plan. This group will decide whether to accept recommendations or not.

Reports to: Community Planning Partnership Leadership Group through the Chair.

Strategy Implementation Group

Role: Share information and intelligence on VAW issues in Highland and on strategy implementation. Identify risks to the achievement of the Strategy; formulate action plans for

managing identified risks; identify any necessary alterations to Strategy and based on all these considerations, make the appropriate recommendations to the Strategy Management Group; solve problems brought to group by local fora.

Members: NHS Highland (1 representative)
Northern Constabulary (1 representative)
The Highland Council – Education (1 representative)
The Highland Council – Social Work (1 representative)
The Highland Council – Housing (1 representative)
Area Procurator Fiscal (1 representative)
Scottish Prison Service (1 representative)
Rape & Abuse Line (1 representative)
Victim Support/Witness Service (1 representative)
Children 1st (1 representative)
HDAAT (1 representative)
Child Protection Committee (1 representative)
GIRFEC (1 representative)
Integrated Children's Services (1 representative)
Chairs of Local Fora
Violence Against Women Development & Training Officer

Note: Members from Local Fora may have a dual role by also representing their agency

Frequency: Meets four times annually (one month before Strategy Management Group)

Members will progress specific pieces of work outlined in the VAW Strategy Action Plan. Single agency target achievement will be reported directly to the Strategy Management Group, but multi-agency targets will be taken forward through the Strategy Implementation Group.

Members are expected to share information and intelligence that relates to VAW issues to ensure everyone is kept informed about service developments, risks to the achievement of the Strategy, changing priorities on specific VAW issues, etc.

This Group is expected to consider issues raised by Local Fora and make the appropriate recommendations for action to the Strategy Management Group.

Reports to: The Strategy Management Group through the Chair (Chair to be agreed)

Training & Awareness Group

Role: Implementation of the Training Action Plan and awareness raising Strategy actions

Members: The Highland Council (1 representative)
Northern Constabulary (1 representative)

Inverness Women's Aid (1 representative)
Lochaber Women's Aid (1 representative)
Ross-shire Women's Aid (1 representative)
Caithness & Sutherland Women's Aid (1 representative)
COVASS (1 representative)
NHS Highland (1 representative)
VAW Development & Training Officer
VAW Awareness Raising Equalities Officer

Frequency: Meets four times annually (one month before Strategy Implementation Group)

The role of this group is to implement the Violence Against Women Training Action Plan, to ensure all actions in the Violence Against Women Strategy relating to training and awareness raising are fulfilled and to make recommendations for further development. This Group will inform the Strategy Management Group of progress and of any risks to the Action Plan being achieved and the remedial action the Group will be taking.

Reports to: Strategy Management Group through the Chair (Chair to be agreed)

Local Violence Against Women Fora

Role: To work together to find solutions to issues for women, children and young people affected by Violence Against Women on a specific geographical basis

Members: Local Councillors
(Fixed) Local Women's Aid Group
Area Managers for Social Work, Education, Housing
Local Domestic Abuse Liaison Officers
Local Public Health Practitioner
Procurator Fiscal
Local Community Mental Health Team Leaders

Members: NCH Projects
(Area Children 1st
Specific) Homestart
Working for Families
Young Carers Projects
Birchwood Highland Projects
Alcohol/Drug Support Agencies

Frequency: Meets four times annually (a fortnight before the Strategy Implementation Group)

The role of these groups are to ensure that women & children are provided with a seamless service through facilitating better joint working and local problem solving for individual women or groups of women who are experiencing of gender based violence. Issues around local perpetrators of

Violence Against Women may also be raised at these fora. A multi-agency approach to managing the risks women face in order to increase their safety will be developed through these groups and will be expected to meet more frequently.

Reports to: Strategy Implementation Group through the Chair (Chair to be agreed by each group)

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