



Ending Violence Against
Women and Children
in Renfrewshire

Equally Safe in Renfrewshire: Renfrewshire's ^{No To} Gender Based Violence Strategy 2018-2021

Summary



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Gender Based Violence Strategy
2018-2021



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1. What is Gender Based Violence (GBV)?

This strategy has adopted the Scottish definition of GBV which was developed by the former National Group to Address Violence Against Women and is based on the UN Declaration on the Elimination of Violence Against Women:

"Gender based violence is a function of gender inequality and 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."

The crucial idea in this definition of GBV is that this violence is a consequence of the gender inequality which permeates our society. This infers that addressing this inequality will be essential to the process of reducing and eventually eradicating GBV. This definition also highlights that GBV is not simply a synonym for domestic abuse, as it can often be confused for, but is in fact an umbrella term which encompasses:

- physical, sexual and psychological violence occurring in the family (including children and young people), within the general community or in institutions, including domestic abuse, rape, and incest;
- sexual harassment, bullying and intimidation in any public or private space, including work;
- commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography and trafficking;
- child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse;
- so called 'honour based' violence, including dowry related violence, female genital mutilation, forced and child marriages, and 'honour' crimes.

Who does it affect?

Being female is the key risk factor for GBV, which cuts across all groups in society (age, ethnicity, disability, sexual orientation, religion and socio-economic status). However, there are a number of groups in society who can be affected by GBV in unique ways including:

- Black and Minority Ethnic (BME) women
- LGBT people
- People with disabilities



- Refugee women
- Older women
- Women with no recourse to public funds
- Women with complex needs.

Renfrewshire's GBV Strategy Group recognises the diverse experiences and needs of different groups in society regarding GBV and is committed to ensuring that the services provided in the area are capable of providing a coordinated and appropriate response.

2. Who are the GBV Strategy Group?

The Strategy Group is a partnership comprised of key GBV stakeholders (Box 1) in Renfrewshire who meet to direct and co-ordinate GBV service provision in Renfrewshire. The work of the group is accountable to Community Planning and the Chief Officers' Group. The priorities of the Strategy Group are also reflected in Renfrewshire's Children's Services Partnership Plan 2018-2021 and the Community Justice Outcome Improvement Plan 2017-2019 to ensure tackling the causes and consequences of GBV in Renfrewshire is everyone's responsibility.

Box 1: Renfrewshire's GBV Strategy Group

- ASSIST.
- Alcohol and Drugs Partnership.
- Barnardo's.
- Children 1st.
- Children's Services (Childcare and Criminal Justice Social Work and Education).
- Community Safety.
- Glasgow and Clyde Rape Crisis Centre.
- Renfrewshire Health and Social Care Partnership.
- NHS Greater Glasgow and Clyde.
- Police Scotland.
- Renfrewshire Adult Protection Committee.
- Renfrewshire Child Protection Committee.
- Renfrewshire Community Justice Steering Group.
- Renfrewshire Housing.
- Renfrewshire Rising.
- Renfrewshire Women's Aid.
- Women and Children First.

3. Local Issues

The following section provides an indication of the prevalence of some forms of GBV within Renfrewshire and the activity of partners in addressing the issue. The rates of domestic abuse and sexual abuse, as with all rates of GBV, should be interpreted as an underestimation of the incident rate, due to high levels of underreporting. It should also be noted that it is unclear whether the implications of this data are positive or negative in relation to Renfrewshire's GBV response. This is because an annual increase in reported incidents of any form of GBV could be an indication that this type of violence is increasing locally or it could be a result of a higher reporting rate due, for example, to increased trust in the justice system to respond effectively. However, it is important to acknowledge the current level of reported incidents of GBV in Renfrewshire.

GBV in Renfrewshire

Local Issues

- 264 high risk cases heard at MARAC between October 2015 - May 2018.
- 2151 reported incidents of Domestic Abuse in 2015/16.
- Rate of Domestic Abuse incidents reported to police = 123 per 10,000 of the population in 2015/16.
- 48% of domestic abuse incidents recorded by the police resulted in at least one crime/offence being recorded.
- 253 sexual crimes recorded in 2015/16.
- 25% of 14 -16 year olds have experienced emotionally controlling behaviour or at least one incidence of physical threat from their boyfriend/girlfriend.
- In 2017/18, 142 women referred to Women & Children First reported bring victims of more than one form of abuse.

Our response (2017/18)

- 180 local workers trained in domestic abuse or childhood sexual abuse via Renfrewshire GBV training consortium.
- 56 Health Visitors & Family Nurses trained to identify high risk domestic abuse cases & refer to MARAC.
- 395 women and children were referred to Women & Children First.
- 103 male perpetrators screened by Renfrewshire Criminal Justice Service, 41 were recommended for Up2U work.
- 37 women and 34 children and young people lived in Renfrewshire Women's Aid refuge and scatter accommodation.
- 1054 women received direct support and advocacy from Renfrewshire Women's Aid.
- 100 high risk cases of domestic abuse were discussed at MARAC.
- In 2016 39 serious/serial perpetrators of domestic abuse were discussed at MATAc and plans put in place for each individual.
- 41 young women received support from the Barnardo's Connections service.
- 13 men received input from the Connected Dads Programme in the Barnardos' Connections Service.
- 52 people participated in healthy relationships workshops with the Barnardos' Connections Service.



4. Services, programmes and partnerships

Prevention

Training

A multi-agency GBV training programme has been in place in Renfrewshire for a number of years. The programme is organised by the training sub-group of the GBV Strategy Group, with staff from Active Communities, Barnardo's, Renfrewshire Health and Social Care Partnership (RHSCP), Renfrewshire Women's Aid and Women and Children First delivering the training. The current programme consists of bi-monthly courses on the following topics:

- Basic Awareness: Childhood Sexual Abuse.
- Basic Awareness: Gender Based Violence.
- Understanding Domestic Abuse.

Between April 2017 and March 2018, 180 local workers from Social Work, Health, Education, Housing, the Police and the third sector, amongst other agencies, were trained on these topics.

Prevention/Participation

Campaigns

A number of local campaigns take place throughout the year to raise awareness of GBV related issues. The 16 Days of Action campaign - which runs from 25th November to 10th December – is a local version of the UN's campaign which promotes the elimination of GBV. It opens with the Reclaim the Night march to raise awareness of violence against women, and closes with the Walk a Mile in Her Shoes event, a men's march which aims to raise awareness of sexual violence. The White Ribbon campaign, which aims to engage men in the fight against GBV, has played a key role in these events in recent years. The 16 Days of Action events are coordinated by the local GBV group Renfrewshire Rising, with the support of many local agencies. International Women's Day, which takes place on 8th March, is also recognised locally by a series of events. In recent years, these have included lectures, film screenings and live music events, which are organised by a variety of local stakeholders.

Protection/Provision

MARAC

A MARAC (Multi Agency Risk Assessment Conference) is a victim focused, confidential meeting which takes place on a monthly basis to discuss cases of domestic abuse where the victim is at high risk of serious harm or homicide. It is difficult for any single agency to have a complete picture of a victim's life and circumstances therefore MARAC provides the opportunity for a number of agencies to share information about a situation in order to increase the safety of the victims (including their/the perpetrator's children). A safety plan is produced for each victim at the meeting.

Renfrewshire's MARAC is attended by all key agencies, each of whom is invited because they have a role to play in the victims' safety. The meetings are chaired by the Police but referrals can be made by any agency. Representatives include:

Social Work (Children's Services, Adult Services, Criminal Justice); ASSIST; Barnardo's; Community Safety & Public Protection; Communities, Housing and Planning Services; RHSCP Addictions Services; RHSCP Children's Services; RHSCP Mental Health Services; Police Scotland; Renfrewshire Women's Aid; and Women and Children First.

Between October 2015 and May 2018, there were 364 high risk cases heard at Renfrewshire's MARAC meetings.

MATAC

MATAC (Multi Agency Tasking and Coordination) groups have fortnightly meetings, led by Police Scotland, with the purpose of targeting serious and serial perpetrators of domestic abuse. The groups were created to encourage close partnership working on this issue, leading to a more coordinated and effective response from all agencies involved. At these meetings, the MATAC groups create specific plans for each perpetrator, using any and all means at their collective disposal in order to reduce the risk these offenders pose.

The attendees at these meetings include; Divisional Superintendent, Domestic Abuse Task Force, Domestic Abuse Co-Ordination Unit, Gangs Task Force, Police Scotland Divisional Domestic Abuse Investigation Unit, Crown Office and Procurator Fiscal Service, Independent Advocacy (ASSIST) and Housing.

39 perpetrators were discussed in 2016, with a specific intervention created for each individual.

MAPPA

MAPPA (Multi Agency Public Protection Arrangements) exist for the multi-agency management of those convicted of sexual offences, and required to notify under sexual offenders legislation; restricted patients whose violent and/or sexual offences were deemed to result from serious mental ill health; and violent offenders subject to local authority supervision who present a serious risk of harm. This includes those who present a risk of sexual violence in intimate partner relationships. These arrangements exist under the Management of Offenders (Scotland) Act 2005, and require Responsible Authorities i.e. Local Authorities, Police Scotland, the Scottish Prison Service and Health (for restricted patients) to jointly manage the risks individuals present. Meetings are held commensurate with the agreed multi-agency risk, resulting in joint risk management plans to manage the individuals. MAPPA is managed across Scotland within the previous Community Justice Authority boundaries and a report which provides statistics and information on how MAPPA works in practice is published on each local authority's website annually.

Safe and Together

The Safe and Together model was introduced to Renfrewshire during its 2016 Child Protection Conference, which featured an input from the model's pioneer, David Mandel. Safe and Together is a perpetrator pattern based, child-centred, survivor strengths approach to working with domestic violence. The model argues that the focus should be on the children's interests while also maintaining that the perpetrator parent be held to the same parenting standards as the parent who is the victim of the abuse. Safe and Together was originally developed for use in child welfare systems, but it also has implications for domestic abuse advocates, family services and courts, amongst others. The aim is for this model to be embedded as an approach to GBV across all services in Renfrewshire and this process is currently underway.

5. Key Priorities we will focus on

Priority 1: Ensure strong partnership working within Renfrewshire's GBV Strategy Group

Objectives:

Renfrewshire's response to GBV is fully coordinated and integrated.

The Strategy Group is widely recognised as being the local strategic driver on issues regarding GBV.

All Strategy Group partners understand and fulfil their roles and responsibilities within the group.

Since its formation in 2000, Renfrewshire's GBV Strategy Group has been instrumental in advancing local efforts to reduce and eradicate GBV. During consultations for this strategy, it was largely felt that the Strategy Group functions well as a strong working group championing GBV issues within Renfrewshire. However, a number of potential areas for development for the Strategy Group were also identified. These range from short term actions such as creating links with other local organisations working on GBV related issues to longer term projects like building a monitoring and evaluation system for local GBV work. The Strategy Group will continue to follow good practice guidance on partnership working and cultivate a joined-up approach to tackling GBV in Renfrewshire.

In the next three years we will:

Improve our information sharing within the GBV Strategy Group and our respective organisations. We will develop a good practice endorsement process for new services and programmes coming into the area.

We will know we have succeeded if by 2021 we have:

A fully co-ordinated and integrated response to GBV in Renfrewshire led by the GBV Strategy Group.

Priority 2: Provide high quality local services

Objectives:

- All local services for victims provide an accessible and supportive response.
- Local perpetrator programmes effectively support perpetrators to change their behaviour.

Local services for both victims and perpetrators of GBV play a fundamental role in Renfrewshire's response to this violence. There are a variety of local services available to victims including Women and Children First, Women's Aid and Barnardo's Threads, as well as two perpetrator programmes operating in Renfrewshire: the Up2U programme facilitated by Criminal Justice Social Work and Barnardo's Connected Dads programme. Additionally, there are new programmes currently in development in the area, such as Barnardo's new service for young women with disabilities who have experienced domestic abuse. The integration of all of these services plays a vital role in their success.

Consultations for this strategy revealed that local services in this field are generally seen as accessible, with strong expertise on offer amongst staff. Therefore, ensuring these services maintain and build on these high standards is a local priority. Monitoring for gaps in service provision and accessibility and addressing these will be an ongoing priority.

In the next three years we will:

Continue to provide services to perpetrators and victims of GBV and provide a co-ordinated response to our high risk victims. We will standardise our approach to evaluating the effectiveness of our services by asking our service users about their experience of the support they have received. We will ensure service users are involved in the development of services we offer.

We will know we have succeeded if by 2021 we have:

Provided high quality and responsive services to victims and perpetrators of GBV.

Priority 3: Develop a skilled workforce.

Objectives:

- Local staff are equipped with the knowledge and skills they require to provide a consistent and effective response to victims and/or perpetrators of all forms of GBV.

A multi-agency GBV training programme for local workers is currently in place in Renfrewshire. This will be developed by the Training Sub-group of the GBV Strategy Group to ensure it incorporates all aspects of GBV. Feedback from recent attendees of the training programme will influence this new training plan.

In the next three years we will:

Provide a co-ordinated programme of GBV training in Renfrewshire to ensure our staff are equipped to identify and respond to GBV.

We will know we have succeeded if by 2021 we have:

Improved the knowledge, skills and behaviour of our staff in relation to GBV.

Priority 4: Improve community understanding.

Objectives:

- The wider community has an improved understanding of GBV and related issues.

Training and awareness raising activities have been included as a stand-alone local priority as they are seen as essential elements of Renfrewshire's GBV response. They provide a vital opportunity to educate members of the local community about these issues, which research has shown can have a profound impact on GBV prevalence rates (The Scottish Government. Domestic Abuse Recorded by the Police in Scotland, 2015-16). Local awareness raising activities will aim to reach as many people as possible, including those in society that may be considered hard-to-reach.

In the next three years we will:

Provide training and awareness raising opportunities for our communities to ensure that our residents, particularly our young people, have an understanding of GBV and the supports available to them.

We will know we have succeeded if by 2021 we have:

Improved the knowledge, skills and behaviour of our community in relation to GBV.

6. How will we know it's working?

We will review our action plan each year so that we can measure success.

We will produce an annual report to show progress against priority areas.

We will report our progress to the Scottish Government each Spring/Summer.

The full Equally Safe in Renfrewshire: Renfrewshire's ^{No To} Gender Based Violence Strategy 2018-2021 can be found at: <http://www renfrewshire.gov.uk/article/2123/Domestic-abuse>

No To
**Appendix 1: Renfrewshire Gender Based Violence Strategy
Year 1 Action Plan (2018-2019)**

Local Priority 1: Ensure strong partnership working within Renfrewshire's GBV Strategy Group

What will we do?	Who will do it?	How will we do it?	When will we do it by?	How will we know we have done it?
1.1 Assess GBV Strategy Group Performance against the Equally Safe Quality Standards and Performance Framework.	Social Work Manager – Operations Health Improvement Lead	Map local activity against Quality Standards. Identify gaps in delivery of Quality Standards. Map Performance Framework data across all partner agencies. Identify gaps in Performance Framework data collection. Pilot quarterly data collection in preparation for national reporting.	September 2018 March 2019 September 2018 December 2018 December 2018	Online survey for Equally Safe Quality Standards complete. Actions to address gaps included in 2019-2020 Action plan. Online survey for Equally Safe Performance Indicators complete. Actions to address gaps included in 2019-2020 Action Plan.
1.2 Equality Impact Assess (EQIA) the Renfrewshire GBV Strategy (2018-2021).	Health Improvement Lead	Establish short life working group. Undertake EQIA of GBV Strategy.	December 2018	EQIA submitted. EQIA action plan produced.
1.3 Evaluate the impact of the GBV Strategy annually.	Social Work Manager – Operations Health Improvement Lead	Develop an evaluation framework.	March 2019	Evaluation framework complete. Year 1 of GBV Strategy assessed in line with the framework.
1.4 Create a Renfrewshire GBV Communication Plan.	Women and Children First Co-ordinator Health Improvement Lead	Identify key GBV messages to be communicated. Identify communication methods.	December 2018	Communication plan approved at GBV Strategy Group.
1.5 Create a Renfrewshire GBV website.	Women and Children First Co-ordinator Women's Aid Refuge Support Worker	Establish short life working group (SLWG). Agree website content. Agree website design.	March 2019	SLWG Established. Process for website establishment agreed.

Local Priority 2: Provide high quality services which meet the needs of victims and address the behaviour of perpetrators.

What will we do?	Who will do it?	How will we do it?	When will we do it by?	How will we know we have done it?
2.1 Service users are consulted in individual GBV service and programme redesign (victim and perpetrator).	Women and Children First Co-ordinator Barnardo's Service Manager Women's Aid Refuge Support Worker Criminal Justice Services Manager ASSIST Operations Manager Children 1st Manager Glasgow and Clyde Rape Crisis Manager	Evidence of service user consultation provided to GBV Strategy Group when services undergo redesign.	As required.	Report of service user feedback presented to GBV Strategy Group.
2.2 EQIA's are undertaken for all GBV services and programmes (victim and perpetrator).	Health Improvement Lead	Identify current practice for each service and programme. Undertake EQIA with services/programmes that do not have one.	March 2019	EQIA complete for all services/programmes. EQIA action plan for each service/programme as required.
2.3 The local MARAC operates in line with legal responsibilities and keeps up to date with changes to legislation and national guidelines.	Public Protection Manager	Ongoing consultation with MARAC Co-ordinators Group and SafeLives.	March 2019	Annual review of MARAC Operating Protocol complete.
2.4 The local MATAC operates on a multi-agency basis to target high risk perpetrators of domestic abuse to decrease risk and increase the protection of victims.	Detective Chief Inspector for Public Protection	Monthly MATAC meetings will be Police led with attendance for multi-agency partners. Decrease threat, risk and harm to victims. Target perpetrators at all criminal levels.	March 2019	Monthly reviews of ongoing MATAC actions. Compliance of MATAC Operational Policy. Multi-agency attendance. Number of referrals.

<p>2.5 Sensitive Routine Enquiry (SRE) and referral to MARAC is embedded in key HSCP settings.</p>	<p>Health Improvement Lead</p>	<p>Co-ordinate and deliver SRE and risk identification checklist (RIC) training to: Mental Health Services Addictions Services Children Services.</p>	<p>March 2019.</p>	<p>Number of training sessions delivered. Number of staff trained. % of staff group trained.</p>
		<p>Audit records of key HSCP services for SRE delivery: Children's Services Mental Health Services.</p>	<p>August 2018 February 2019</p>	<p>Number of audits per service. % service users asked about their experience of GBV. % of service users who disclosed abuse.</p>
<p>2.6 Develop new ways of working with young people regarding mental health and positive relationships.</p>	<p>Quality Assurance & Practice Development Manager</p>	<p>Big Lottery funded Early Action System Change (EASC) project will work with local young people to explore their experiences of coercive control and identify new approaches to promote positive relationships.</p>	<p>Three year project commences October 2018.</p>	<p>Milestones & deliverables as per Big Lottery project plan/funding agreement.</p>

Local Priority 3: Improve the knowledge, skills and behaviour of local workers around the topic of GBV through training and awareness raising activity.

What will we do?	Who will do it?	How will we do it?	When will we do it by?	How will we know we have done it?
3.1 Produce a multi-agency GBV training plan for Renfrewshire.	Health Improvement Lead Women and Children First Co-ordinator	Re-establish GBV training subgroup. Identify gaps in GBV training provision. Produce GBV training plan.	December 2019	Training plan for January 2019 - March 2020.
3.2 Identify staff in Child Welfare Settings and agree appropriate level of Safe and Together Training.	Barnardo's Service Manager Social Work Manager - Operations	Establish Safe and Together Subgroup. Map Child Welfare Settings in Renfrewshire. Align staff groups to level of Safe and Together training.	December 2018 December 2018 March 2019	Sub group established. Develop action plan for Safe and Together implementation. Identify child welfare settings where training is required. Identify number of staff to be trained/ level of training required. Number of practitioners trained across settings. Number of managers trained across settings.
3.3 All GBV Strategy Group member organisations have an HR domestic abuse policy.	Public Protection Manager	Review of all agency DA policies in line with best practice guidelines. Renfrewshire Council domestic abuse policy to be established.	March 2019	All strategy group members have a domestic abuse policy. Improvement plans produced for relevant agencies.
3.4 Ensure youth workers across all GBV partner agencies are equipped to respond to disclosures of GBV.	Health Improvement Lead	Establish process in line with local child and adult protection procedures.	March 2019.	Local youth workers guidelines approved by GBV Strategy Group.
3.5 All Police Officers in K Division to be trained in identifying and responding to coercive control.	Detective Chief Inspector for Public Protection	2 Police Officers from K Division Domestic Abuse Investigation Unit trained as part of SafeLives training cohort. Training commence October/November 2018. All officers up to rank of Inspector to be trained in legislation.	October 2018 March 2018	All identified officers trained. Review of training records.

Local Priority 4: Improve the knowledge, skills and behaviour of the wider community around the topic of GBV through awareness raising activity.

What will we do?	Who will do it?	How will we do it?	When will we do it by?	How will we know we have done it?
4.1 Promote the delivery of the Mentors in Violence Prevention (MVP) Programme in all Renfrewshire secondary schools.	Flexible Learning Manager	Meet with school Management Team Identification of school Lead Whole school awareness raising meeting. Identification of staff team. Training for staff. Staff led training for pupils. Support and preparation time for mentors. MVP classes and assemblies delivered.	March 2019	MVP delivered in 6 Local Authority secondary schools
4.2 Rape Crisis National Sexual Violence Prevention Programme is delivered in Renfrewshire secondary schools.	Glasgow and Clyde Rape Crisis Manager	Establish partnership agreements with local authority secondary schools to deliver prevention workshops as part of PSE classes (S1-2, S3-4, S5-6).	March 2019	Established in 4 Local Authority secondary schools.
4.3 Co-ordinate and deliver a programme of events for 16 Days of Action.	Women and Children First Co-ordinator	Work in partnership with the Diversity and Equality Renfrewshire Group to deliver Renfrewshire Woman's Conference.	December 2018	Number of conference attendees. Conference evaluation report produced.
		Deliver domestic abuse and MARAC training to Housing Officers.		Number of training sessions. Number of staff trained. Evaluation report produced.
		Launch of Renfrewshire Council's commitment to supporting victims of domestic abuse.		Chief Executive's Statement produced. Communications strategy produced. Media coverage. Social Media analytics collated.

		<p>Deliver 1 day Multi-agency Childhood Sexual Abuse training.</p> <p>Co-ordinate Renfrewshire's annual Reclaim the Night March.</p>		<p>Number of training sessions.</p> <p>Number of staff trained.</p> <p>Evaluation report produced.</p> <p>March programme produced.</p> <p>Number of attendees.</p> <p>Media coverage.</p>
4.4 Develop and deliver 2 GBV social media campaigns.	Health Improvement Lead	<p>Identify campaign themes.</p> <p>Undertake focus groups with target audiences to develop campaign materials and methods.</p> <p>Map identified channels for promotion.</p> <p>Promote campaign materials.</p>	March 2019	<p>Campaign materials produced.</p> <p>Social media analytics collated.</p>





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