

To: Improving Life Chances Board

On: 19 December 2019

Report by: Jackie Dougall (Head of Health and Social Care – West Renfrewshire)

Renfrewshire Gender Based Violence Strategy Year 2 Mid Year Performance Update.

1. Summary

The review of progress against the Year 2 action plan found that the majority of actions are on track for completion by the end of April 2020. A summary of the main achievements to date and priority areas for action are outlined in the paper.

2. Recommendations

It is recommended that the Board members consider the following:

- How gender inequality and gender based violence is addressed within their own organisation.
- How the Gender Based Violence Strategy Group's 4 key areas for action could be supported within their own organisation.
- How the Improving Life Chances Board wish to be kept informed of the work of the Gender Based Violence Strategy Group.

3. Background

The Renfrewshire's Gender Based Violence (GBV) Strategy 2018-2021 outlines how the Renfrewshire GBV Strategy Group aims to achieve its vision that "Renfrewshire is a place where GBV is not tolerated and where victims, perpetrators and communities are supported to address its causes and consequences".

To achieve this vision the strategy sets out 4 key priorities:

1. Ensure strong partnership working of Renfrewshire GBV Strategy Group.
2. Provide high quality local services which meet the needs of victims and perpetrators.
3. Improve the knowledge, skills and behaviour of local workers.
4. Improve the knowledge, skills and behaviour of the wider community.

Annual action plans for each year of the 3 year strategy are produced which outline how the partnership will work towards the achievement of the 4 priorities. Additional performance measures are also reported annually which incorporate those outlined in the Scottish Government's Equally Safe Performance Framework as well as local measures. A summary of the Year 2 action plan progress to date is provided in section 3. The performance measures will be reported together with the full year action plan performance in May 2020.

Author: Lindsay Jack (Health Improvement Lead)

Report: Renfrewshire GBV Strategy Year 2 (2019-2020) Mid Year Progress Update

Date: 13th November 2019

Author: Lindsay Jack, Health Improvement Lead

1. Introduction

- 1.1 This paper will update the Gender Based Violence (GBV) Strategy group on the progress made, against the 4 priorities, of the Renfrewshire GBV Strategy in the first 6 months of year 2.

2. Background

- 2.1 The Renfrewshire's Gender Based Violence (GBV) Strategy 2018-2021 outlines how the Renfrewshire GBV Strategy Group aims to achieve its vision that "Renfrewshire is a place where GBV is not tolerated and where victims, perpetrators and communities are supported to address its causes and consequences".
- 2.2 To achieve this vision the strategy sets out 4 key priorities:
1. Ensure strong partnership working of Renfrewshire GBV Strategy Group.
 2. Provide high quality local services which meet the needs of victims and perpetrators.
 3. Improve the knowledge, skills and behaviour of local workers.
 4. Improve the knowledge, skills and behaviour of the wider community.
- 2.3 Annual action plans for each year of the 3 year strategy are produced which outline how the partnership will work towards the achievement of the 4 priorities. Additional performance measures are also reported annually which incorporate those outlined in the Scottish Government's Equally Safe Performance Framework as well as local measures. A summary of the Year 2 action plan progress to date is provided in section 3. The performance measures will be reported together with the full year action plan performance in May 2020.

3. Year 2 Action Plan – 6 Month Progress Summary

- 3.1 The review of progress against the year 2 GBV Strategy Action Plan found that the majority of actions are on track for completion by the end of March 2020. A summary of the main achievements to date from the Year 2 action plan and actions that are not on track to be completed by the end of March 2020 are outlined below. Full details can be found in Appendix 1.
- 3.2 Priority 1: Ensure strong partnership working within Renfrewshire's GBV Strategy Group.
- 3.2.1 Achievements:
- The performance of the Renfrewshire GBV Strategy Group was assessed against the Equally Safe Quality Standards and Performance Framework and a report submitted to Scottish Government in July 2019. Of the 38

measures Renfrewshire fully meets 23 and partly meets 11. Areas for action are included in this year's action plan.

- A Performance Framework submission was also submitted with all relevant partners able to evidence the full suite of indicators relevant to their area of work.

3.2.2 Areas not on track for completion by end of March 2020:

- None

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

3.3.1 Achievements:

- Service user engagement and feedback is being sought by local GBV services.
- The sensitive routine enquiry audit of Community Mental Health and Health Visiting services found that 97% and 90% of service users had been asked about their experience of abuse.
- MARAC Chair arrangements were reviewed following the introduction of the new domestic abuse legislation. ASSIST (Glasgow Community Safety) are now co-chairs.

3.3.2 Areas not on track for completion by end of March 2020:

- A SRE audit process is not in place for Addiction services.

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

3.4.1 Achievements:

- 11 GBV training courses have been delivered to 68 staff across Renfrewshire since April 2019.
- Police Officers in K Division continue to attend SafeLives training on identifying and responding to co-ercive control.

3.4.2 Areas not on track for completion by end of March 2020:

- None

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

3.5.1 Achievements:

- A multi-agency approach to the Early Protective Messages (EPM) programme is underway. 398 staff have received training on the approach (137 HSCP Children's Services and Specialist Children's Services staff, 49 Social Work staff, 212 Early Years Education and Childcare Practitioners). The programme has been implemented in 25 Partnership and 12 Local Authority Early Years Establishments. All 74 Early Years Establishments will be trained to implement the programme by May 2020.

3.5.2 Continued areas for action in 2019/20:

- MVP programme will not meet the target of delivery in 11 local secondary schools. Currently the programme is delivered in 6 schools with a further 2 undergoing staff training.
- The cost of creating of a local GBV website is out with current budgets.
- No update received on the delivery of the Rape Crisis National Prevention

Programme.

4. Conclusion

- 4.1 A review of the 6 month progress against the Renfrewshire GBV Strategy Year 2 Action Plan found that the majority of actions are on track for completion by the end of March 2020. Significant achievements have been made against a number of actions. There are a small number of actions which require additional resource and support to ensure their completion.

5. Recommendations

- 5.1 The Renfrewshire GBV Strategy Group is asked to:
- Note the achievements made by the partnership in the first 6 months of the year 2 Renfrewshire GBV Strategy Action Plan.
 - Provide support where possible to address the actions not on track for completion by the end of March 2020.

6. Appendix 1: Year 2 Action Plan 6 Month Progress Tracker



2019-20 GBV action
plan -6 month update

Appendix 1

Renfrewshire GBV Strategy
Additional Performance Measures
April 2018 - March 2019

Performance Measure	Completed By	Position at end March 2019
Percentage of GBV strategy group agencies with GBV HR policies in place.	All Strategy Group partners.	Renfrewshire Council – No policy in place NHSGGC – Policy in place Greater Glasgow and Clyde Rape Crisis – Policy in place Police Scotland – Policy in place Women's Aid – Policy in place ASIST – Policy in place Children 1 st – unknown Barnardos – unknown
Number of victims and perpetrators of GBV referred to specialist services.	Barnardos Women and Children 1 st Women's Aid Children 1 st Rape Crisis Up2U ASSIST	Barnardos No information received. Women and Children 1st 599 (Women and Children 1 st : 368, Renfrewshire Reconnection: 231).

		<p>Women's Aid 427</p> <p>Children 1st 33</p> <p>Rape Crisis 111 survivors supported through their outreach service in Renfrewshire. A further 39 survivors from Renfrewshire were supported at the GCRC base in Glasgow.</p> <p>Up2U 115 service users were assessed for their suitability to undertake Up2U modules.</p> <p>6 women were referred for Up2U partner support work.</p> <p>ASSIST No information received.</p>
<p>Specialist service waiting times.</p>	<p>Barnardos Women and Children 1st Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardos No information received.</p> <p>Women and Children 1st Information not available</p> <p>Women's Aid No waiting for support at Advice centre. Average wait for refuge space – 9 days.</p> <p>Children 1st We do not currently measure waiting time. We capture waiting list at any one point.</p> <p>Rape Crisis Waiting times for Glasgow and Clyde Rape Crisis services in Renfrewshire are minimal as we operate in partnership with Women and Children 1st. Waiting time for services at our Glasgow base is longer with a possible 3 – 4 months wait to be allocated a named worker.</p>

		<p>Up2U Up2U has no waiting times. Everyone who is assessed as suitable can access our service with no delay.</p> <p>Up2U partner support has no waiting times.</p> <p>ASSIST No information received.</p>
<p>Sources of referral to GBV services.</p>	<p>Barnardos Women and Children 1st Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardos No information received.</p> <p>Women and Children 1st Social Work Self referral Health Police Relative/friend/other Advocate Housing Other agencies (including armed forces).</p> <p>Women's Aid Assist – 10 Education – 5 Friend/Relative – 39 Health – 31 Housing – 12 MARAC – 1 Other Voluntary Sector – 10 Other WA Group – 12 Police – 20 Self – 221 Social Work – 20 Women & CF – 4</p> <p>Children 1st Education- 3 Health – 1</p>

		<p>Voluntary Organisations – 1 Parent/carer self referral – 13 Child/Young Person self referral – 1 Social Work - 14</p> <p>Rape Crisis Self referrals Police Health Other voluntary organisations</p> <p>Up2U Up2U – all referrals require to come from court, or as parole licence conditions.</p> <p>Up2U – partner support referrals come from Criminal Justice team.</p> <p>Women who are involved with the Women's Community Justice service via the Court have access to 2 IDAAs in the team</p> <p>ASSIST No information received</p>
<p>Percentage of service users reporting positive outcome.</p>	<p>Barnardos Women and Children 1st Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardos No information received</p> <p>Women and Children 1st Not recorded</p> <p>Women's Aid Not recorded</p> <p>Children 1st 100%</p> <p>Rape Crisis Not recorded</p> <p>Up2U</p>

		<p>We are in the early stages of gathering information, however some of the comments we have had regarding Up2U work includes:</p> <p>"I feel I have a better understanding of the factors which contributed to my behaviour and what I need to do to prevent further domestic incidents.</p> <p>"“In the future relationships I am going to slow down and build trust... I also saw in the media about men controlling their partners' phones, social media etc. That was who I was! I don't want to be that man and I am going to continue to challenge negative self talk as I know this leads to harmful outcomes.”</p> <p>One woman who we referred to MARAC got a very positive outcome by being rehoused in a new tenancy.</p> <p>We have made 5 referrals to MARAC in the last year resulting in storm markers being placed on their addresses and phone and this has made</p> <p>ASSIST No information received.</p>
<p>Percentage of service users reporting feeling safer.</p>	<p>Barnardos Women and Children 1st Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardos No information received</p> <p>Women and Children 1st Not recorded.</p> <p>Women's Aid Of 14 women surveyed 14 strongly agreed that the support from Renfrewshire Women's Aid made them feel safer.</p> <p>Children 1st No service users reported feeling unsafe at start of support – we are a recovery service therefore referrals come to our service</p>

		<p>when children are no longer living with Domestic Abuse. Some children and young people, however, report feeling unsafe as a result of on-going harassment and challenges with contact arrangements/court procedures – this has not been the case in this year.</p> <p>Rape Crisis Not recorded.</p> <p>Up2U We do not currently measure this. We have made 5 referrals to MARAC in the last year resulting in storm markers being placed on their addresses and phones and this has made the women feel safer. Additionally, we offer all the women we work with who are victims of domestic abuse safety planning, risk assessment, link to other support agencies and, on occasion, referral to MARAC.</p> <p>ASSIST</p>
<p>Percentage of service users reporting increased levels of wellbeing.</p>	<p>Barnardos Women and Children 1st Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardos No information received</p> <p>Women and Children 1st No information received</p> <p>Women's Aid Of 14 women surveyed 13 strongly agreed and 1 agreed that the support from Renfrewshire Women's Aid made them improved their emotion and physical health and wellbeing.</p> <p>Children 1st 100%</p> <p>Rape Crisis</p> <p>Up2U We do not currently measure this but we definitely work towards this.</p>

<p>Service users' voices heard.</p>	<p>Barnardos Women and Children 1st Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>ASSIST No information received</p> <p>Barnardos No information received</p> <p>Women and Children 1st</p> <p>Women's Aid Quarterly service user lunches are held by Women's Aid. Service users from across the service are invited and asked to evaluate the service they have received.</p> <p>Children 1st All service users contribute to their own work plan and to their reviews. We have also supported the a young person's group to form and decide on relevant areas for discussion.</p> <p>Rape Crisis Evaluations gathered by GCRC are used to improve services and focus on gaps in service. Using this method of giving survivors the chance to feed back to us on the service, we have improved our disability access, increased evening services, increased drop in provision and improved access through our Connect Live service.</p> <p>GCRC also has a young women's participation group that meets regularly and is currently working on the development of an online resource created by young survivors for young survivors.</p> <p>Up2U Following completion of Up2U modules, we seek service user feedback via a questionnaire. This allows us to improve the service and evaluate the work being undertaken.</p> <p>Women's Community Justice service use end of Order Questionnaires for those on statutory orders.</p> <p>We also have regular review meetings with women where they contribute verbally.</p>
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		Qualified IDAAs are trained and skilled in listening to women in Up2U partner support. ASSIST No information received.
Number of participants in local GBV training programme.	Louise Moore Lindsay Jack	In addition to the multi-agency GBV training plan the following GBV training took place: 150 HSCP staff were trained in sensitive routine enquiry and referral to MARAC. 1 MP and 6 members of staff received basic awareness of domestic abuse training.
Training courses available on all aspects of GBV	Louise Moore Lindsay Jack	2018/19 training courses included: Overview of GBV Domestic Abuse Childhood Sexual Abuse 2019/20 training plan has been expanded to include: Domestic Abuse Scotland Act Child Sexual Exploitation Human Trafficking Female Genital Mutilation Rape and Sexual Assault Remaining gaps will be addressed in 2020/21.
Percentage of training attendees reporting an improvement in their knowledge, behaviour and skills.	Louise Moore Lindsay Jack	Not available – will be incorporated into 2019/20 training plan.
Percentage of clients in key HSCP services who are routinely asked about GBV.	Lindsay Jack	Total: 78% Community Mental Health: 95% Children's Services: 68%
Number of local events to raise awareness during 16 days of action.	Louise Moore Maxine Hendry	2 events took place: Women's conference and Reclaim the Night March.
Number of people in attendance at local awareness	Louise Moore	300 people attended across the 2 events which took place during

raising events.	Maxine Hendry	16 days of action.
Improved community understanding of GBV.		This cannot currently be measured. We will explore opportunities to develop ways of measuring this in 2019/20.

Appendix 2

Renfrewshire Gender Based Violence Strategy Year 1 Action Plan (2018-2019) – March 2019 Update

Key

Green = complete

Red = not completed by end March 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?	Progress update Jan	Status – Jan 2019	End of year update March 2019	Status March 2019
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	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.	Mapping exercise complete Gaps will be highlighted in action plan for 2019/2020 Mapping exercise complete Gaps will be highlighted in action plan for 2019/2020	Green Green	Mapping exercise complete Gaps highlighted in action plan for 2019/2020 Mapping exercise complete Gaps highlighted in action plan for 2019/2020 Pilot took place. Only 2 organisations responded. Further work	Green

1.2	Equality Impact Assess (EQIA) the Renfrewshire GBV Strategy (2018-2021).	Health Improvement Lead	national reporting. Establish short life working group. Undertake EQIA of GBV Strategy.	December 2018	EQIA submitted. EQIA action plan produced.	Draft EQIA and action plan will be complete by end March.	Amber	required. EQIA complete	Green
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.	Support being sort for development of evaluation framework.	Red	Support being sought to develop framework – initial meeting to take place 14 th May.	Red
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.	Draft Communication plan for 2019/2020 will be complete by end March.	Amber	In progress, awaiting key campaign dates. Will be presented at June strategy group meeting	Red
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.		Red	Discussion with Communication team. Website content and cost to be discussed and agreed at April GBV Strategy Group	Red

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?	Update January 2019	Status	End of year update March 2019	Status March 2019
2.1 Service users are consulted in individual GBV service and programme redesign (victim and perpetrator).	Women and Children First Co-ordinator Barnardos Service Manager Women's Aid Refuge Support Worker Criminal Justice Services Manager ASSIST Operations Manager Children 1 st 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.	ASSIST's last partnership agency and client evaluation report was completed in April 18. Next client satisfaction survey is scheduled for March/April 19 Children 1st - Young people consulted on the purpose, focus and name of new group, which will start in early February. Young people selected the name RISE (Respect, Inclusion, Strength, and Empowerment)	Red	Children 1st – 8 week young persons group completed. The group were consulted on the issues to be discussed and one young person played a peer mentor role in the group WCF No service redesign planned at WCF at this time. Consultation group establish with young people (Children 1 st taking lead.) Routine exit interview established to record impact/feelings on wellbeing and safety However the worked planned	

							<p>by SafeLives will involve significant amount of service user contact and consultation about their experiences of local services. When completed the research will be included in a national report and may have a significant impact on service delivery.</p>	
<p>2.2 EQIA's are undertaken for all GBV services and programmes (victim and perpetrator).</p>	<p>Health Improvement Lead</p>	<p>Identify current practice for each service and programme. Undertake EQIA with services/programmes that do not have one.</p>	<p>March 2019</p>	<p>EQIA complete for all services/programmes. EQIA action plan for each service/programme as required.</p>	<p>WA have EQIA ASSIST – Leading Lights Accredited – query EQIA required. EQIA required for WCF, Up2U, Children 1st, ASIST? Health Improvement will deliver a session before end March 2019. Services will be supported to undertake EQIA.</p>	<p>Red</p>	<p>Training undertaken. Next step to form short life consultation and planning group (stakeholders) and complete draft of EQIA template.</p>	<p>Red</p>
<p>2.3 The local</p>	<p>Public Protection</p>	<p>Ongoing consultation with</p>	<p>March 2019</p>	<p>Annual review of MARAC Operating</p>	<p>MOP review has been</p>	<p>Green</p>	<p>MOP review has been completed</p>	<p>Green</p>

MARAC operates in line with legal responsibilities and keeps up to date with changes to legislation and national guidelines.	Manager	MARAC Co-ordinators Group and SafeLives.		Protocol complete.	completed and implemented	and implemented.	
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.	MATAC process continuing well with no issues of note. Multi-Agency attendance remains strong with full participation. Number of referrals April 2018 – Present 23 Police 13 ASSIST 10	MATAC process continuing well with no issues of note. Multi-Agency attendance remains strong with full participation. Number of referrals April 2018 – Present 25 Police 14 ASSIST 11	Green
2.5 Sensitive Routine Enquiry (SRE) and referral to MARAC is embedded in key HSCP settings.	Health Improvement Lead	Co-ordinate and deliver SRE and risk identification checklist (RIC) training to: Mental Health Services Addictions Services Children Services.	March 2019.	Number of training sessions delivered. Number of staff trained. % of staff group trained.	17 sessions delivered (10 full day & 7 half day) 150 staff trained: 114 mental health, 30 addictions, 6 children's services.	17 sessions delivered (10 full day & 7 half day) 150 staff trained: 114 mental health, 30 addictions, 6 children's services.	Green

		<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>1 audit for each service complete. 2nd audit for each service due in February.</p>	<p>Amber</p>	<p>2 audits completed for Community Mental Health Services and Universal Children's Services. % service users asked about their abuse: Mental Health 95% (114/120) Children's Services 68% (135/200) % of service users asked who disclosed abuse: Mental Health: 37% (incomplete data set) Universal Children's Services (0.03%).</p>	<p>Green</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</p>	<p>Three year project commences October 2018.</p>	<p>Milestones & deliverables as per Big Lottery project plan/funding agreement.</p>	<p>The two System Changer posts have been recruited and in post since 10 December 2018. System and service mapping is underway and</p>	<p>Amber</p>	<p>System and service mapping continues and will be completed by 30 April 2019. Practitioner workshops involving Social Work and the voluntary sector took place in March 2019.</p>	<p>Green</p>

		relationships.			<p>Fund mapping was completed in January 2018. Work with young people will commence in March 2018. Voluntary sector organisations have been invited to submit Expressions of Interest for 10 small grants of £3,000 to work with young people to co-design responses and to facilitate design sprints.</p>		<p>Further workshops are scheduled for Education staff in May and June 2019. 10 voluntary sector organisations have been awarded small grants to work with young people to co-design responses. Work with young people as part of this phase of the project will take place between April and July 2019. Successful applicants have participated in a system design session facilitated by Dartington SDL.</p>	
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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?	Update January 2019	Status	End of year update March 2019	Status March 2019
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.	Training subgroup established. Mapping of current training provision complete. Training plan for 2019/2020 will be complete by end of March 2019.	Amber	Meetings now established. Training plan for 2019/2020 complete. Webropol link set up to record and evaluate the training.	Green
3.2 Identify staff in Child Welfare Settings and agree appropriate level of Safe and Together Training.	Barnardo's Service Manager SW 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.	Sub Group established.	Green	Sub group continues to meet.	Green
					Evaluation of previous activity and impact on practice taking place in order to inform and develop action plan.	Amber	Plan to evaluate ongoing with view to develop implementation plan.	Amber

	Public Protection	Review of all agency DA	March 2019	Identify child welfare settings where training is required.	Mapping exercise to be undertaken, informed by evaluation of training already undertaken.	Red	Mapping exercise to follow on from evaluation exercise.	Red
				Identify number of staff to be trained/ level of training required.	Mapping exercise to be undertaken, informed by evaluation of training already undertaken.	Red	Mapping exercise to follow on from evaluation exercise.	Red
				Number of practitioners trained across settings.	Group has identified practitioners and managers who have been trained and who are still working in local area.	Green	Group has identified practitioners and managers who have been trained and who are still working in local area.	Green
				Number of managers trained across settings.	Group has identified practitioners and managers who have been trained and who are still working in local area.	Green	Group has identified practitioners and managers who have been trained and who are still working in local area.	Green
3.3 All GBV Strategy	Public Protection	Review of all agency DA	March 2019	All strategy group members have a	This is ongoing and	Amber	Renfrewshire Council HR policy	Red

Group member organisations have an HR domestic abuse policy.	Manager	policies in line with best practice guidelines. Renfrewshire Council domestic abuse policy to be established.		domestic abuse policy. Improvement plans produced for relevant agencies.	with also consider the Make a Stand Pledges that Communities, Housing and Planning have signed up to. Dates have been arranged for the delivery of training to HR advisers.		at draft stage. Renfrewshire HR linking with the national Equally Safe at work.	
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.	Working Group established. Mapping of current support complete. Awareness training available for 2019/2020. Guidelines to be produced in 2019/2020.	Red	Working Group established. Mapping of current support complete. Awareness training available for 2019/2020. Guidelines to be produced in 2019/2020.	Red
3.5 All Police Officers in K Division to be trained in identifying and responding to co-ercive 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.	October 2018 March 2018	All identified officers trained. Review of training records.	Training programme now underway with 18 month completion date. RAG status shown as red as training will not be completed by	Red	Training programme now underway with 18 month completion date. All officers (510) completed e-training package in advance of legislation start date (1.4.19), with	Amber

		All officers up to rank of Inspector to be trained in legislation.			March 2019 but is on track to complete within designated timescales.	face to face training continuing and due to complete on schedule.	
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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?	Update January 2019	Status	End of year update March 2019	Status March 2019
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	Staff and pupil training in all 6 schools complete. MVP being delivered in 5 out of 6 schools in Renfrewshire. Sixth school have not yet implemented programme.	Red	Staff and pupil training complete in all 6 schools. MVP being delivered in 6 identified schools. Training dates for next 3 schools identified. Training capacity reduced as 2 of 4 trainers have left their posts.	Green
4.2 Rape Crisis National Sexual Violence Prevention Programme is	Glasgow and Clyde Rape Crisis Manager	Establish partnership agreements with local authority secondary schools to deliver	March 2019	Established in 4 Local Authority Secondary Schools.		Red	No information provided.	

delivered in Renfrewshire Secondary Schools	Women and Children First Co-ordinator	prevention workshops as part of PSE classes (S1-2, S3-4, S5-6).	December 2018	Number of conference attendees. Conference evaluation report produced.				
4.3 Co-ordinate and deliver a programme of events for 16 Days of Action.	Work in partnership with the Diversity and Equality Renfrewshire Group to deliver Renfrewshire Woman's Conference.					Green	Over 100 women in attendance. Theme was Feminist and equality. Feedback was very positive	Green
	Deliver domestic abuse and MARAC training to Housing Officers.			Number of training sessions. Number of staff trained. Evaluation report produced.			40 Housing officers trained. Care pathway document at final draft stage.	Green
	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.		?	Statement launched during 16 days. No information re social media engagement/medi a coverage.	Green

		<p>Deliver 1 day Multi-agency Childhood Sexual Abuse training.</p>		<p>Number of training sessions. Number of staff trained. Evaluation report produced.</p>		Red	Complete	Green
		<p>Co-ordinate Renfrewshire's annual Reclaim the Night March.</p>		<p>March programme produced. Number of attendees. Media coverage.</p>		Green	<p>Reclaim the Night March took place in November 2018. 200 people attended.</p>	Green
<p>4.4 Develop and deliver 2 GBV social media campaigns.</p>	<p>Health Improvement Lead</p>	<p>Identify campaign themes. Undertake focus groups with target audiences to develop campaign materials and methods. Map identified channels for promotion. Promote campaign materials.</p>	<p>March 2019</p>	<p>Campaign materials produced. Social media analytics collated.</p>	<p>Series of social media throughout 16 days of action. FGM campaign in February. Awaiting analytics.</p>	Amber	<p>16 days of action posts: twitter engagement 16,346; facebook reach FGM campaign: twitter engagement 379; Facebook reach 506.</p>	Green