
To: Renfrewshire Integration Joint Board

On: 28 June 2019

Report by: Chief Officer

Heading: Renfrewshire Gender Based Violence Strategy and Service Provision

1. Summary

- 1.1. The purpose of this paper is to provide the Integration Joint Board with an overview of Year 1 performance against the 4 priorities of Renfrewshire's ^{No To} Gender Based Violence Strategy (2018-2021) and the strategic direction for Year 2. An annual update on the service delivery within Women and Children First is also provided.
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2. Recommendation

It is recommended that the IJB:

- Note the update on the service delivered by Women and Children First and the ongoing work of the Gender Based Violence Strategy Group.
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3. Renfrewshire's ^{No To} Gender Based Violence Strategy (2018-2021)

- 3.1. Equally Safe, Scotland's strategy for preventing and eradicating violence against women and girls was published in 2014 and updated in 2016. The aim of the strategy is to ensure partnership working across the public, private and third sector in order to create a "strong and flourishing Scotland where all individuals are equally safe and protected, and where women and girls live free from all forms of violence and abuse – and the attitudes which perpetuate them".
- 3.2. The implementation of Equally Safe is the responsibility of local Violence Against Women Partnerships. In Renfrewshire the local multi-agency Gender Based Violence (GBV) Strategy Group, jointly chaired by John Trainer (Head of Child Care and Criminal Justice, Renfrewshire Council) and Jackie Dougall (Head of Health and Social Care, Renfrewshire HSCP), provide an annual assessment to the Scottish Government against the Equally Safe Quality Standards and Performance Framework.

- 3.3. To support the implementation of Equally Safe the Renfrewshire GBV Strategy Group published its first strategy in November 2018 (link available under 'Background Papers'). The vision of Renfrewshire's No To Gender Based Violence Strategy (2018-2021) is that 'Renfrewshire is a place where GBV is not tolerated and where victims, perpetrators and communities are supported to address its causes and consequences'. The strategic priorities are:
1. Ensure strong partnership working of Renfrewshire's GBV Strategy Group.
 2. Provide high quality 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.
- 3.4 A review of Year 1 of the strategy highlighted significant progress against the Year 1 action plan (Appendix 1). As a result of the strong partnerships within the GBV Strategy Group achievements included: the provision of robust MARAC (multi-agency risk assessment conference) and MATAC (multi-agency tasking and co-ordination); implementation of sensitive routine enquiry (SRE) and referral to MARAC in the HSCP Mental Health, Addictions and Children's Services; the delivery of multi-agency GBV training across all sectors; Mentors in Violence Prevention (MVP) programme delivered in 6 local secondary schools; delivery of a Renfrewshire Women's Conference and Reclaim the Night March during the 16 days of action.
- 3.5 Priorities for Year 2 of the strategy include: development of an evaluation framework; production of a Renfrewshire GBV website; specialist services to complete Equality Impact Assessment for service delivery; Renfrewshire Council's Domestic Abuse Policy to be finalised and launched; production of GBV guidelines for youth workers in line with child and adult protection procedures; and the launch of Rape Crisis Sexual Violence Programme in local secondary schools (Appendix 2).

4. Women and Children First Service Delivery

- 4.1 Women and Children First provides a comprehensive service to women and children in Renfrewshire who have experienced or have witnessed any or all forms of Gender Based Violence (GBV) including rape, sexual assault, harassment, child sexual abuse, physical violence, threats, isolation emotional and verbal abuse. The service sits within Renfrewshire Council Children's Services Social Work. The Social Work Manager – Operations, manages the Women and Children First Coordinator. This includes advice and guidance on managing day to day matters including child and adult protection situations. Part of this role is also to provide management and leadership, together with

Renfrewshire Council's Head of Child Care and Criminal Justice, in relation to the area of GBV.

- 4.2 The Public Bodies (Joint Working) (Scotland) Act 2014 required that domestic abuse services be delegated to Integration Joint Boards. In Renfrewshire it was agreed that Women and Children First would remain under the management of Renfrewshire Council Children's Services Social Work. Women and Children First provides support to women and children who have experienced all forms of GBV. Due to the interconnection of GBV with domestic abuse, it is not possible to extract the delivery of domestic abuse services from the wider service delivery. The Women and Children First budget sits with Children's Services Social Work, but the Health and Social Care Partnership reports the outturn position in the annual accounts. The plan for Women and Children First to remain under the management of Renfrewshire Council Children's Services Social Work was agreed at the HSCP Senior Management Team meeting on 4 September 2017. It was further agreed that an update on the service delivered by Women and Children First (Appendix 3) and on the work of the GBV Strategy Group would be provided annually to the Renfrewshire Integration Joint Board. Further updates are provided to the Chief Officers' Public Protection Group and the appropriate Community Planning Thematic Board as requested.
- 4.3 In 2013 Big Lottery funding was secured by the GBV Strategy Group that allowed the Women and Children First service to be developed further by introducing the Women and Children First Reconnections project. This has provided a discreet child focussed element to the service. Women and Children First Reconnections has been awarded two blocks of funding by the Big Lottery and is currently in year three of five years funding.
- 4.4 The services under the umbrella of Women and Children First now include:
- Support and Advocacy Service provide a range of services for women who are in crisis and require practical support with issues such as housing, or require emotional, therapeutic support.
 - Two Children 1st workers who provide one to one service for children aged five to 16 who have experience domestic or sexual abuse.
 - One Rape Crisis worker who provides a range of services to women and young girls affected by abuse.
 - Women and Children First Reconnections provide a range of group supports to both women and their children affected by domestic abuse.
 - Other support services include play therapy and cognitive behavioural therapy by volunteers and sessional workers.

Referrals

- 4.5 In 2018/19 Women and Children First received 599 new referrals (clients may be referred more than once in the same year) and supported 296 individual clients. Of the 599 new referrals, 231 were to the

Reconnections service providing supports to women and their children affected by domestic abuse. In 178 of the remaining referrals, the main contact reason was multiple forms of abuse. Sexual abuse was the main contact reason in 131 cases, with emotional abuse being the main contact reason in 67 cases and physical abuse in 16. This highlights the complex nature of GBV and the comprehensive service that Women and Children First can offer those affected. The majority of referrals were made by social work staff or women themselves with 162 self-referrals made and 171 referrals coming from social work teams. Health visitors made 23 referrals, 37 referrals came from community health services and three from GPs.

4.6

Finance

The annual budget breakdown for Women and Children First for 2018/19 is detailed in the table below.

Women and Children First Budget 2018/19		
	Renfrewshire Council	Big Lottery
Staff costs (salaries, travel, training)	£142,924.00	£111,498.00
Client resources (client travel, resources for groups etc)	£8,740.00	£16,000.00
Administration (tele/printing, conferences, multi-agency training)	£5,860.00	£7,800.00
Monitoring and Evaluation		£600.00
Rape Crisis	£32,000.00	£5,000.00
Children 1 st	£37,767.00	£39,151.00
TOTAL	£227,291.00	£180,049.00
Management	£18,259.00	
Facilitators	£6,300.00	
Overheads (rent/electricity)	£12,542.00	
Total in kind	£37,101.00	

Implications of the Report

1. **Financial** – n/a
2. **HR & Organisational Development** – n/a
3. **Community Planning** – n/a
4. **Legal** – n/a
5. **Property/Assets** – n/a

6. **Information Technology** – n/a
7. **Equality & Human Rights** – The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – n/a
9. **Procurement** – n/a
10. **Risk** – None.
11. **Privacy Impact** – n/a.

List of Background Papers –

Renfrewshire GBV Strategy

http://www.renfrewshire.gov.uk/media/7942/Renfrewshire-GBV-Strategy-2018-2021/pdf/Renfrewshire_GBV_Strategy_2018-2021.pdf

Renfrewshire GBV Strategy Summary

http://www.renfrewshire.gov.uk/media/7943/Renfrewshire-GBV-Strategy-2018-2021---Summary/pdf/Renfrewshire_GBV_Strategy_2018-2021_-_Summary.pdf

Renfrewshire GBV Strategy Plan on a Page

http://www.renfrewshire.gov.uk/media/7944/Renfrewshire-GBV-Strategy-2018-2021---Plan-on-a-Page/pdf/Renfrewshire_GBV_Strategy_2018-2021_-_Plan_on_a_Page.pdf

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Report: Renfrewshire GBV Strategy Year 1 (2018-2019) Performance Update

Date: 02/04/19

Author: Lindsay Jack, Health Improvement Lead

1.	<u>Introduction</u>
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 year 1 of the strategy. The Year 1 performance measures will also be provided.
2.	<u>Background</u>
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: <ol style="list-style-type: none"> 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 1 progress against the performance measures and Year 1 action plan are provided in sections 3 and 4 respectively.
3.	<u>Overview of Year 1 Additional Performance Measures</u>
3.1	A summary of the Year 1 (2018/2019) Performance Measures is outlined below. Full details can be found in Appendix 1.
3.1.1	Percentage of GBV Strategy group agencies with GBV HR policies in place: <ul style="list-style-type: none"> • 63% • Renfrewshire Council currently has no GBV HR policy in place. This is currently in draft awaiting approval. • Barnardo's and Children 1st do not have GBV HR policy in place.
3.1.2	Number of victims and perpetrators of GBV referred to specialist services: <ul style="list-style-type: none"> • 1215* women and children. • 115 perpetrators. • Information from Barnardo's and ASIST not available. • *Possibility of double counting exists for women who may be referred to more than 1 agency.

3.1.3	<p>Specialist service waiting times:</p> <ul style="list-style-type: none"> • There is currently no waiting time for the following services: Women's Aid Advice Centre; Children 1st; Up2U perpetrator and partner support programmes. • The average wait for Women's Aid refuge space is 9 days. • Rape Crisis waiting times in Renfrewshire service are minimal but are 3-4 months at Glasgow base for allocated worker. • Women and Children First cannot currently provide this information. • Information from Barnardo's and ASIST not available.
3.1.4	<p>Sources of referral to GBV services:</p> <ul style="list-style-type: none"> • The main sources of referral to specialist services are: self referral; social work; health; Police. • All referrals to Up2U programme come from Court, or as parole licence conditions. Partner support referrals come from the Criminal Justice Team. • Information from Barnardo's and ASIST not available.
3.1.5	<p>Percentage of service users reporting positive outcome:</p> <ul style="list-style-type: none"> • 100% of Children 1st service users reported positive outcome following involvement with the service. • Women and Children First, Women's Aid, Rape Crisis, Up2U do not currently record this formally. • Information from Barnardo's and ASIST not yet available.
3.1.6	<p>Percentage of service users reporting feeling safer:</p> <ul style="list-style-type: none"> • 100% of sample of Women's Aid clients reported feeling safer following support from the service. • Women and Children First, Rape Crisis and Up2U do not currently record this. • Information from Barnardo's and ASIST not available.
3.1.7	<p>Percentage of service users reporting increased levels of wellbeing:</p> <ul style="list-style-type: none"> • 100% of a sample of Women's Aid clients strongly agreed/agreed that they had increased levels of wellbeing following support from the service. • 100% Children 1st clients. • Women and Children First, Rape Crisis Up2U do not currently record this. • Information from Barnardo's and ASIST not available.
3.1.8	<p>Service user voices heard:</p> <ul style="list-style-type: none"> • The method and frequency by which this is carried out varies across services.
3.1.9	<p>Number of participants in local GBV training programme:</p> <ul style="list-style-type: none"> • 150 HSCP staff were trained in Sensitive Routine Enquiry and referral to MARAC. • Training figures from multi-agency training programme unavailable. • 35 Housing staff trained in GBV awareness as part of 16 Days of Action.
3.1.10	<p>Training courses available on all aspects of GBV:</p> <ul style="list-style-type: none"> • Not available in 2018/19. Training focussed on GBV, domestic abuse and childhood sexual abuse.
3.1.11	<p>Percentage of training attendees reporting an improvement in knowledge, skills and behaviour:</p>

		<ul style="list-style-type: none"> Not available across all courses in 2018/19.
3.1.12	Percentage of clients in key HSCP services who are routinely asked about GBV:	<ul style="list-style-type: none"> 78% (Community Mental health: 95%, Children's Services: 68%).
3.1.13	Number of local events to raise awareness during 16 days of actions:	<ul style="list-style-type: none"> 5 – Including Women's Conference, Reclaim the Night March, event at Women's Centre and targeted training of housing staff.
3.1.14	Number of people in attendance at local events:	<ul style="list-style-type: none"> Approximately 300 people attended across the 2 events.
3.1.15	Improved community understanding of GBV:	<ul style="list-style-type: none"> A robust and regular system for monitoring community understanding was not in place.
3.2	Completion of the Year 1 performance measures has highlighted a number of areas for action in 2019/20 to enable more robust reporting in Year 2. These have been incorporated into the 2019/20 action plan.	<ul style="list-style-type: none"> Develop a reporting template for monitoring service user's levels of wellbeing, safety, and positive outcomes following support from specialist services. Deliver a multi-agency training plan across the spectrum of GBV. Develop standardised evaluation template questions to monitor knowledge, skills and behaviour immediately after GBV training and following a period of practice. Develop a robust process for monitoring community understanding of GBV.
<u>4. Year 1 Action Plan Summary</u>		
4.1	A summary of the main achievements from the Year 1 action plan and actions that were not completed and therefore will be carried into 2019/20 are outlined below. Full details can be found in Appendix 2.	
4.2	Priority 1: Ensure strong partnership working within Renfrewshire's GBV Strategy Group.	
4.2.1	Achievements:	<ul style="list-style-type: none"> The performance of the Renfrewshire GBV Strategy Group was assessed against the Equally Safe Quality Standards and Performance Framework. Gaps identified have been included in the 2019/20 GBV Strategy action plan. GBV Strategy has been equality impact assessed and an associated action plan produced.
4.2.2	Continued areas for action in 2019/20:	<ul style="list-style-type: none"> Development of a performance framework template for specialist services to monitor Equally Safe performance measures. Development of an evaluation framework for the strategy. An initial support meeting for this has been arranged for May 2019. Development of the 2019/2020 communications plan will be produced by the end of May 2019. Work to produce Renfrewshire GBV website will continue in 2019/2020.
4.3	Priority 2: Provide high quality services which meet the needs of victims and address the behaviour of perpetrators.	

4.3.1		<p>Achievements:</p> <ul style="list-style-type: none"> • Equality Impact Assessment (EQIA) training provided to representatives from specialist services who do not have a current service EQIA. • Robust MARAC and MATAC provision continues in Renfrewshire. • 150 HSCP staff were trained, across 17 sessions, in sensitive routine enquiry and referral to MARAC. • The combined results of 2 service audits showed that 95% and 68% of Community Mental Health and Children's Services clients were asked about their experience of GBV. • The Early Action System Change (EASC) project has awarded 10 voluntary sector organisations small grants to co-design responses to working with young people on positive relationships.
4.3.2		<p>Continued areas for action in 2019/20:</p> <ul style="list-style-type: none"> • EQIA's will be completed for all specialist services.
4.4		<p>Priority 3: Improve the knowledge, skills and behaviour of local workers around the topic of GBV through training and awareness raising activity.</p>
4.4.1		<p>Achievements:</p> <ul style="list-style-type: none"> • A multi-agency GBV training plan has been produced which will offer training on the spectrum of GBV to staff across Renfrewshire organisations in 2019/20. • A subgroup has been established to produce a Safe and Together training and implementation plan for staff in Child Welfare settings. • All Police Officers in K Division completed e-training package in advance of new co-ercive control legislation start date on 1st April. Face to face training is underway.
4.4.2		<p>Continued areas for action in 2019/20:</p> <ul style="list-style-type: none"> • Evaluate impact of previous Safe and Together training on practice and develop implementation plan. • Finalise and launch Renfrewshire Council Domestic Abuse Policy. • Produce GBV guidelines for youth workers in line with child and adult protection procedures. • Face to face training for Police Officers on new co-ercive control legislation to be completed.
4.5		<p>Priority 4: Improve the knowledge, skills and behaviour of the wider community around the topic of GBV through awareness raising activity.</p>
4.5.1		<p>Achievements:</p> <ul style="list-style-type: none"> • The Mentors in Violence Prevention (MVP) Programme is now delivered in 6 Renfrewshire secondary schools. Training dates for the next 3 schools have been identified. • 100 women attended the Renfrewshire Women's Conference and 200 people attended Renfrewshire's Reclaim the Night March. Both events took place during the 16 days of action. • Renfrewshire Council's Chief Executive's statement on supporting victims of domestic abuse was launched during the 16 days of action. • Social media engagement with a series of posts during the 16 days of action was: twitter engagement – 16,346; facebook reach – 4289. • Social media engagement with Female Genital Mutilation (FGM) was: twitter engagement – 379; facebook reach – 506.

	4.5.2	<p>Continued areas for action in 2019/20:</p> <ul style="list-style-type: none"> • Rape Crisis Sexual Violence Prevention Programme to be re-launched in secondary schools following staff changes.
5. <u>Conclusion</u>		
	5.1	<p>Although the Renfrewshire GBV strategy is a 3 year strategy (2018-2021) it was not launched until November 2018. Consequently the partnership had approximately 6 months to complete the first year's action plan. During this time substantial achievements have been made in completing many identified actions and progressing others to their current position. This review of the Year 1 performance as highlighted the progress that has been made towards the achieving the 4 local priorities as well as identifying areas for action in Year 2.</p>
6. <u>Recommendations</u>		
	6.1	<p>The Renfrewshire GBV Strategy Group is asked to:</p> <ul style="list-style-type: none"> • Note the progress made by the partnership in the first year of the Renfrewshire GBV Strategy. • Agree the actions to be carried forward to Year 2.

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 ASSIST – Policy in place Children 1 st – unknown Barnardo’s – unknown
Number of victims and perpetrators of GBV referred to specialist services.	Barnardo’s Women and Children First Women’s Aid Children 1 st Rape Crisis Up2U ASSIST	Barnardo’s No information received. Women and Children First 599 (Women and Children First: 368, Renfrewshire Reconnection: 231). Women’s Aid 427 Children 1st 33 Rape Crisis

		<p>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>
Specialist service waiting times.	<p>Barnardo's Women and Children First Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardo's No information received.</p> <p>Women and Children First 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 First. 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>

		ASSIST No information received.
Sources of referral to GBV services.	Barnardo's Women and Children First Women's Aid Children 1 st Rape Crisis Up2U ASSIST	Barnardo's No information received. Women and Children First Social Work Self referral Health Police Relative/friend/other Advocate Housing Other agencies (including armed forces). 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 Children 1st Education- 3 Health – 1 Voluntary Organisations – 1 Parent/carer self referral – 13 Child/Young Person self referral – 1 Social Work - 14 Rape Crisis Self referrals

		<p>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>Barnardo’s Women and Children First Women’s Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardo’s No information received</p> <p>Women and Children First 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</p>

		<p>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. 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>Barnardo’s Women and Children First Women’s Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardo’s No information received</p> <p>Women and Children First 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 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>
Percentage of service users reporting increased levels of wellbeing.	<p>Barnardo's Women and Children First Women's Aid Children 1st Rape Crisis Up2U ASSIST</p>	<p>Barnardo's No information received</p> <p>Women and Children First 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>ASSIST No information received</p>
Service users' voices heard.	<p>Barnardo's Women and Children First Women's Aid Children 1st Rape Crisis Up2U</p>	<p>Barnardo's No information received</p> <p>Women and Children First</p> <p>Women's Aid</p>

	<p>ASSIST</p>	<p>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> <p>Qualified IDAAs are trained and skilled in listening to women in Up2U partner support.</p> <p>ASSIST No information received.</p>
Number of participants in local GBV training	Louise Moore	In addition to the multi-agency GBV training plan the following

programme.	Lindsay Jack	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 raising events.	Louise Moore Maxine Hendry	300 people attended across the 2 events which took place during 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.

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	Map local activity against Quality Standards.	September 2018	Online survey for Equally Safe Quality Standards complete.	Mapping exercise complete	Green	Mapping exercise complete	Green
	Health Improvement Lead	Identify gaps in delivery of Quality Standards.	March 2019	Actions to address gaps included in 2019-2020 Action plan.	Gaps will be highlighted in action plan for 2019/2020 Mapping exercise complete		Gaps highlighted in action plan for 2019/2020 Mapping exercise complete	
		Map Performance Framework data across all partner agencies.	December 2018	Online survey for Equally Safe Performance Indicators complete.	Gaps will be highlighted in action plan for 2019/2020		Gaps highlighted in action plan for 2019/2020	
		Identify gaps in Performance Framework data collection.	December 2018	Actions to address gaps included in 2019-2020 Action Plan.	Gaps will be highlighted in action plan for 2019/2020		Pilot took place. Only 2 organisations responded. Further work required.	
1.2 Equality Impact	Health Improvement	Establish short life working group.	December 2018	EQIA submitted.	Draft EQIA and action plan will	Amber	EQIA complete	Green

Assess (EQIA) the Renfrewshire GBV Strategy (2018-2021).	Lead	Undertake EQIA of GBV Strategy.		EQIA action plan produced.	be complete by end March.			
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.	
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 Barnardo's 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 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.	
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.	WA have EQIA ASSIST – Leading Lights Accredited – query EQIA required. EQIA required for WCF, Up2U, Children 1 st , ASIST? Health Improvement will deliver a session before end March 2019. Services will be supported to undertake EQIA.	Red	Training undertaken. Next step to form short life consultation and planning group (stakeholders) and complete draft of EQIA template.	Red
2.3 The local MARAC operates in line with legal	Public Protection Manager	Ongoing consultation with MARAC Co-ordinators Group and SafeLives.	March 2019	Annual review of MARAC Operating Protocol complete.	MOP review has been completed and implemented	Green	MOP review has been completed and implemented.	Green

responsibilities and keeps up to date with changes to legislation and national guidelines.								
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	Green	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.	Green	17 sessions delivered (10 full day & 7 half day) 150 staff trained: 114 mental health, 30 addictions, 6 children's services.	Green
		Audit records of key HSCP services for SRE delivery: Children's Services	August 2018 February 2019	Number of audits per service. % service users asked about their experience of GBV. % of service users who	1 audit for each service complete. 2 nd audit for each service due in	Amber	2 audits completed for Community Mental Health Services and Universal	Green

		Mental Health Services.		disclosed abuse.	February.		<p>Children's Services. % service users asked about their abuse: Mental Health 95% (114/120)</p> <p>Children's Services 68% (135/200)</p> <p>% of service users asked who disclosed abuse: Mental Health: 37% (incomplete data set) Universal Children's Services (0.03%).</p>	
2.6 Develop new ways of working with young people regarding mental health and positive relationships.	Quality Assurance & Practice Development Manager	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.	Three year project commences October 2018.	Milestones & deliverables as per Big Lottery project plan/funding agreement.	The two System Changer posts have been recruited and in post since 10 December 2018. System and service mapping is underway and Fund mapping was completed in January 2018. Work with young people	Amber	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. Further workshops are scheduled for Education staff in May and June 2019.	Green

					<p>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>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	Sub group established.	Sub Group established.	Green	Sub group continues to meet.	Green	
			December 2018	.					
			March 2019	Develop action plan for Safe and Together implementation.	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	
			March 2019	Identify child welfare settings where training is required.	Mapping exercise to be undertaken, informed by evaluation of	Red	Mapping exercise to follow on from evaluation exercise.	Red	

					training already undertaken.			
				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 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	March 2019	All strategy group members have a domestic abuse policy. Improvement plans produced for relevant agencies.	This is ongoing and with also consider the Make a Stand Pledges that Communities,	Amber	Renfrewshire Council HR policy at draft stage. Renfrewshire HR linking with the national Equally Safe at work.	Red

		Council domestic abuse policy to be established.			Housing and Planning have signed up to. Dates have been arranged for the delivery of training to HR advisers.			
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. All officers up to rank of Inspector to be trained in legislation.	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 March 2019 but is on track to complete within designated timescales.	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 face to face training continuing and due to complete on schedule.	Amber

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 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.		Red	No information provided.	

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.		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
		Deliver 1 day Multi-agency Childhood Sexual Abuse training.		Number of training sessions. Number of staff trained. Evaluation report produced.		Red	Complete	Green

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

Report: Renfrewshire GBV Strategy Year 2 Action Plan - Draft

Date: 02/04/19

Author: Lindsay Jack, Health Improvement Lead

1. Introduction

- 1.1 Renfrewshire's Gender Based Violence (GBV) Strategy 2018-2021 is a 3 year strategy which outlines how the Renfrewshire GBV Strategy Group will address the causes and consequences of GBV in Renfrewshire. The draft 2nd year action plan (2019/2020) for the strategy is provided for consideration and comment to the GBV Strategy Group.

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 The draft 2019/20 action plan (Appendix 1) includes actions across the partnership to help progress these 4 key priorities in the second year of the strategy. The actions are based on identified gaps from: the Scottish Government's Quality Standards and Performance Framework; unmet actions from Year 1 action plan; and local need.

3. Considerations

- 3.1 The GBV Strategy Group are asked to consider the following:
- Whether the actions in the 2019/20 action plan are appropriate in supporting the achievement of the Renfrewshire GBV Strategy priorities.
 - Is there capacity across services to take this plan forward?
 - Any actions that need to be removed or added from the draft action plan.

Renfrewshire Gender Based Violence Strategy Year 2 Action Plan (2019 - 2020) Draft

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 Service Planning & Policy Development Manager (Children's Services)	Map local activity against Quality Standards.	September 2019	Online survey for Equally Safe Quality Standards complete.
		Identify gaps in delivery of Quality Standards.	March 2020	Actions to address gaps included in 2020-2021 Action plan.
		Map Performance Framework data across all partner agencies.	June 2019	Online survey for Equally Safe Performance Indicators complete.
		Identify gaps in Performance Framework data collection.	December 2019	Actions to address gaps included in 2020-21 Action Plan.
1.2 Evaluate the impact of the GBV Strategy annually.	Social Work Manager – Operations Health Improvement Lead	Develop an evaluation framework.	March 2020	Evaluation framework complete. Year 1 and 2 of GBV Strategy assessed in line with the framework.

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 Incorporate service user engagement and feedback into local GBV service and programme reviews and redesign.	Women and Children First Co-ordinator Barnardo's 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	Service users are consulted in individual GBV service and programme reviews and redesigns (victim and perpetrator). .	As required.	Report of service user feedback presented to GBV Strategy Group.
2.2 Ensure our GBV services and programmes are sensitive to inequalities and meet the needs of our diverse community.	Health Improvement Lead	Equality Impact Assessments (EQIA's) are undertaken for all GBV services and programmes (victim and perpetrator) to identify actions to address discrimination and promote equality.	Children 1 st to pilot by October 2019 then review,	EQIA complete for all services/programmes. EQIA action plan for each service/programme as required.
2.3 Provide a multi-agency response to supporting high risk victims of domestic abuse and targeting high risk perpetrators.	Tasking and Deployment Manager Detective Chief Inspector for Public Protection	The local MARAC operates in line with legal responsibilities and keeps up to date with changes to legislation and national guidelines. 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.	March 2020	Annual review of MARAC Operating Protocol complete. Multi-agency attendance. Monthly reviews of ongoing MATAC actions. Compliance of MATAC Operational Policy. Multi-agency attendance. Number of referrals
2.4 Sensitive Routine Enquiry (SRE), risk assessment and	Health Improvement Lead	Co-ordinate and deliver SRE and risk identification checklist (RIC) training to:	March 2020.	Number of training sessions delivered. Number of staff trained.

referral to MARAC is embedded in key HSCP settings.		Mental Health Services Addictions Services Children Services.		.
		Audit records of key HSCP services for SRE delivery: Children's Services Mental Health Services. Addiction Services	August 2019 February 2020	Number of audits per service. % service users asked about their experience of GBV. % of service users asked who disclosed abuse.
2.5 Develop new ways of working with young people regarding mental health and positive relationships.	Quality Assurance & Practice Development Manager	Big Lottery funded Early Action System Change (EASC) project is working with local young people to explore their experiences of coercive control and identify new approaches to promote positive relationships.	Three year project commenced October 2018.	Milestones & deliverables as per Big Lottery project plan/funding agreement.
2.6	Flexible Learning Manager Children 1 st Asst Director	Short life working group to be set up to consider how best to raise awareness with teaching staff to support young people in relation to coercive control.	August 2019	

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 Deliver a multi-agency GBV training plan for Renfrewshire.	Health Improvement Lead Women and Children First Co-ordinator	Build capacity of local GBV trainers. Deliver training on full spectrum of GBV in line with knowledge and skills required by the general contact workforce, specific contact workforce and intensive contact workforce.	March 2020	Number of staff attending trainer for trainers. Number of courses delivered. Number of staff attending each course. End of year training evaluation report.

3.2 Ensure staff in Child Welfare Settings are trained in the appropriate level of Safe and Together.	Barnardo's Service Manager SW Manager - Operations	Map Child Welfare Settings in Renfrewshire. Align staff groups to level of Safe and Together training.	August 2020	Identify child welfare settings where training is required.
				Identify number of staff to be trained/ level of training required.
				Develop action plan for Safe and Together implementation.
3.3 All Police Officers in K Division to be trained in identifying and responding to coercive control.	Detective Chief Inspector for Public Protection	All officers up to rank of Inspector to be trained in coercive control legislation.	March 2020	All identified officers trained. Review of training records.
3.4 Ensure Renfrewshire Council Domestic Abuse Policy is produced.	Public Protection Manager	Renfrewshire Council domestic abuse policy to be established. Training for managers on the policy.	March 2020	Policy launched. Number of managers trained.
3.5 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 2020.	Local youth workers guidelines approved by GBV Strategy Group.

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 early consent messages to pre-5 children.	Health Improvement Lead	Early Protective Messages Programme implemented in all Renfrewshire Early Years Education and Childcare Establishments.	May 2020 March 2020	Number of staff trained Number of establishments represented at training. Number of staff trained from each staff group.

		Ensure all relevant Health, Education and Social Work staff are trained in Early Protective Messages.		Programme evaluation report.
4.2 Promote respect and healthy relationships to primary school aged children.	Health Improvement Lead	Explore models of best practice for whole school approaches to healthy and respectful relationships.	March 2020	Options paper for Primary School approach.
4.3 Work with young people to explore attitudes and increase knowledge of GBV, consent and healthy relationships.	Flexible Learning Manager	Ensure delivery of Mentors In Violence Prevention Programme (MVP) in all secondary schools. Rape Crisis National Sexual Violence Prevention Programme is delivered in 7 Renfrewshire Secondary Schools.	August 2020 March 2020	MVP delivered in 11 Local Authority Secondary Schools Rape Crisis National Prevention Programme delivered in 7 Local Authority Secondary Schools Reach 1000 young people.
4.4 Co-ordinate a thematic approach to increasing public awareness and understanding of GBV	Renfrewshire GBV Strategy Group subgroup	Co-ordinate and deliver a programme of events for 16 Days of Action.	November 2019	16 days of action programme. Number of events Number of attendees Number of attendees reporting increased awareness and understanding. Media coverage
	Service Planning & Policy Development Manager (Children's Services) Women and Children 1 st Co-ordinator	Create a Renfrewshire GBV Strategy Group Website.	March 2020	Renfrewshire GBV Strategy Group Website live.

	Health Improvement Lead	Establish a data set to measure public perception.	March 2020	Data set produced
	Health Improvement Lead	Identify opportunities to measure public perception.	March 2020	Plan to measure public perception.
	Health Improvement Lead	Deliver social media campaigns in line with communication plan.	March 2020	Number of social media campaigns delivered. Social Media analytics.

Annual Report

2018/19

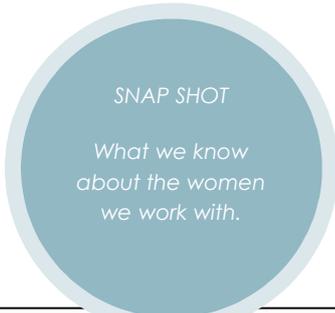
Women and Children First





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BACKGROUND

Women and Children First (WCF) is a multi-agency service created in 1999 by Renfrewshire Multi-Agency Partnership Group Tackling Violence Against Women and Children (now known as the Gender Based Violence Strategy Group). Research into survivor's experiences of support following domestic and sexual abuse revealed that no single agency (police, social workers, health, etc) was solely responsible for addressing it and that the quality of agency responses varied considerably and depended on the knowledge, skills and ability of their workforce (Humphreys et al, 2000). Funding was identified from the Children's Services Social Work budget and the Scottish Executive provided match funding on the condition that all aspects of service delivery was founded on the notion that a partnership approach offered best value. The Scottish Government grant was later devolved to local authorities in the concordant agreement.

The Public Bodies (Joint Working) (Scotland) Act 2014 required that domestic abuse services be delegated to Integration Joint Boards. In Renfrewshire it was agreed that WCF would remain under the management of Renfrewshire Council Children's Services Social Work. WCF provides a comprehensive service to women and children who have experienced or have witnessed any or all forms of Gender Based Violence (GBV) including rape, sexual assault, harassment, child sexual abuse, physical violence, threats, isolation emotional and verbal abuse. Due to the interconnection of these forms of GBV with domestic abuse, it is not possible to extract the delivery of domestic abuse services from the wider service delivery. The WCF budget sits with Children's Services Social Work, but the Health and Social Care Partnership reports the outturn position in the annual accounts. It was agreed that an update on the the service delivered by WCF and on the work of the GBV Strategy Group would be provided annually to the Renfrewshire Integration Joint Board.

In 2013 Big Lottery funding was secured by the GBV Strategy Group that allowed the WCF service to be developed further by introducing the WCF Reconnections project. This has provided a discreet child focussed element to the service. WCF Reconnections has been awarded two blocks of funding by the Big Lottery and is currently in year 3 of 5 years funding.

The services under the umbrella of Women and Children First now include:

- Support and Advocacy Service provide a range of services for women who are in crisis and require practical support with issues such as housing, or require emotional, therapeutic support.
- Two Children 1st workers who provide one to one service for children aged 5 to 16 who have experience domestic or sexual abuse.
- One Rape Crisis worker who provides a range of services to women and young girls affected by abuse.
- WCF Reconnections provide a range of group supports to both women and their children affected by domestic abuse.
- Other support services include play therapy and cognitive behavioural therapy by volunteers and sessional workers.

DEFINITION

Gender Based Violence

Gender based violence (GBV) is a major public health, equality and human rights issue, which cuts across the whole of society. It encompasses a range of abuse including domestic abuse, childhood sexual abuse, rape and sexual assault, sexual harassment, stalking, commercial sexual exploitation and harmful traditional practices such as female genital mutilation (FGM), forced marriage and so-called 'honour' crimes (NHS Scotland, 2015).

The different forms of violence have their roots in gender inequality and in the different power relations between men and women in society. GBV is a term used by the Scottish Government to define a range of actions which harm or cause suffering and indignity to women and children (Scottish Government, 2015). Since 2000, the Scottish Government has provided strategic direction and leadership on tackling GBV.

The current framework for addressing this abuse is *Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls*. The strategy has been produced by Scottish Government and COSLA, with input from key justice agencies (Police Scotland and Crown Office and Procurator Fiscal Service) and third sector agencies which support women. The overall aim of the strategy is to prevent and eradicate violence against women and girls, creating a strong and flourishing Scotland where all individuals are equally safe and respected, and where women and girls live free from such abuse and the attitudes that help perpetuate it. The strategy is in line with the United Nations definition of GBV which will be used throughout this evaluation report:

“Violence that is directed against a woman because she is a woman, or violence that affects women disproportionately... (and) is a manifestation of historically unequal power relations between men and women”.
(United Nations, 2015)

This definition is also used by NHS Health Scotland (2014) and the Scottish Government. GBV cuts across all boundaries of age, ethnicity, disability, sexual orientation, religion and belief and socio-economic inequality. It is also important to recognise that men too can experience abuse whilst women may be perpetrators, and that abuse within same sex relationships has a similar prevalence to heterosexual relationships. Crucially, issues such as gender, sexuality and ethnicity intersect to shape the experience and impact of GBV.

Domestic Abuse as Gender Based Violence

The term 'domestic abuse' acknowledges the gendered nature of abuse and is presently the most commonly employed definition by various local authorities, statutory and voluntary agencies, and multi-agency partnerships in Scotland. This definition has also been implemented by the National Health Service (NHS) in Scotland (NHS Scotland, 2009), The Association of Chief Police Officers in Scotland (representing all Scottish Police Forces), and the Crown Office and Procurator Fiscal Service (ACPOS & COPFS, 2004; ACPOS, 2015)

30 % of cases
have ongoing
child care
concerns

“Domestic abuse can be perpetrated by partners or ex-partners and can include physical abuse (assault and physical attack involving a range of behaviour), sexual abuse (acts which degrade and humiliate women and are perpetrated against their will, including rape) and mental and emotional abuse (such as threats, verbal abuse, racial abuse, withholding money and other types of controlling behaviour such as isolation from family or friends...)” (Scottish Executive, 2000).

- ***Domestic abuse is most commonly perpetrated by men against women and takes a number of specific and identifiable forms.***
- ***While the existence of violence against men is not denied, nor is the existence of violence in same sex relationships, nor other forms of abuse, domestic abuse requires a response***
- ***This takes account of the gender-specific elements and the broader gender inequalities which women face... (Scottish Executive, 2003).***

THE SERVICE

WCF aims to provide a range of support and advocacy services to women and children affected by physical, sexual or emotional abuse (including domestic abuse, rape and childhood sexual abuse). Following a robust trauma-based risk assessment the woman and her children are invited to participate in either one to one or group supports. WCF's philosophy is to offer a strength-based recovery programme. It is a single point of contact for several different types of support.

SERVICE OBJECTIVES

WCF's main objectives are to identify and challenge strategic, organisational and operational barriers, within multi-agency networks, in a bid to streamline services and ultimately provide a consistent and accessible multi-agency service network for women and children surviving GBV and domestic abuse.

WCF was a practical response to the strategy set out by the Renfrewshire Multi-Agency Strategy Tackling Violence Against Women and Children in 2000. The objectives have remained unchanged although the approaches used to meet them have changed dramatically.

Objectives

- To provide support and therapeutic services to women and children who have been victims of abuse whether sexually, physically or emotionally by offering individual and group services;
- To offer support, advice and assistance in dealing with Police, Courts and statutory agencies;
- To provide training and resources to voluntary and statutory organisations that provide services to women who have been abused;
- To assist women to discuss and explore their current crisis and to promote assertiveness and self-confidence;
- To help women to ameliorate the detrimental effects that abuse has on child care and child development;
- In collaboration with other agencies record and evaluate the work of the service and establish further strategies for reducing abusive attitudes and behaviour.

- WCF Reconnections project developed these objectives further to focus on the needs of children and young people.

VALUES AND ETHOS

WCF works with all clients from a person-centred perspective believing that the client is the expert in their own problematic situation. We therefore must:

- Involve service users in all aspects of their case;
- Ensure that no decisions are made without their informed consent except in circumstances clearly identified as child or adult protection;
- Realise potential and promote independence;
- Work to ensure that clients are supported to do everything they are able to do for themselves and have the same opportunities as everyone else (appendix 2 Trauma and Recovery Model);
- Promote independence through self-help where feasible.

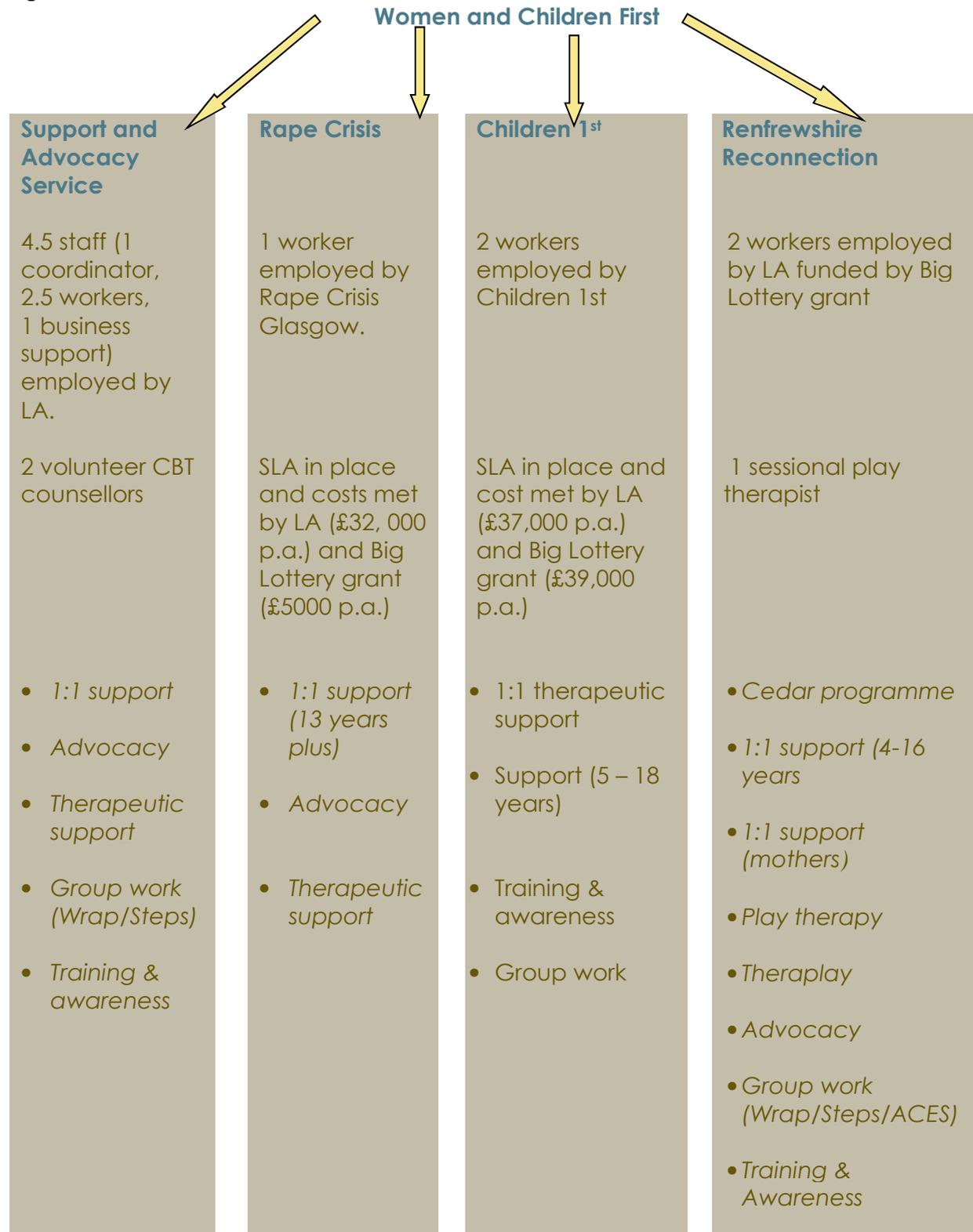
Promote quality and diversity

- Foster attitudes, values and relationships which promote an understanding of and respect for others, irrespective of their ethnic, cultural, national, religious and linguistic background;
- Work in partnership with others to tackle the inequalities faced by the most disadvantaged in our society and work to eradicate all forms of institutional discrimination.

Evidence based

- Develop approaches that are based on the most up-to-date research evidence, best practice and legislation by participating in GBV National Forums and partnership working at local level;
- Ensure nationally agreed risk assessment tools such as Domestic Abuse Stalking and Harassment Risk Assessment are incorporate into our practice.

Figure 1: Women and Children First



REFERRALS

Referrals can come directly from women or other organisations and agencies (for instance police or schools).

WCF offers a unique service for the following reasons:

- Referral and engagement is voluntary.
- Assessment is a form of engagement. The first assessment is a supportive discussion usually in one of our support rooms but sometimes in a family home.
- If women are not ready to engage, their initial referral is kept on record and they are made aware that they can re-refer themselves at a later date. Self referral is encouraged.
- The single point of access means that women are assessed once and then directed to the most appropriate service, without having to go to different services or needing another referral.
- Self-referral is encouraged.

REFERRAL ANALYSIS

Data is collected from the initial referral form and recorded on CCM, the social work information system. This information is analysed periodically and used to monitor and evaluate the service against the service objectives. The tables below represent an overview of data collected in the year to 31/03/19. Data from previous years has been included for comparison. This shows the number of initial referrals, the number of women and children taking up the offer of a support service and a comparison between the number of referrals from social work staff and self referrals.

Contact Reason	No of contacts
Domestic Abuse (Reconnections/Cedar)	207
Emotional Abuse	67
Multiple Forms of Abuse	178
Physical Abuse	16
Sexual Abuse	131
Total	599

142 women reported being victims of more than one form of abuse.

67 women stated that they were sexually abused either as children or as adults

44 women were referred because of physical abuse

169 women chose not to engage following their referral

33% of new referrals mention low mood and anxiety

55% of our open case load focuses on work around mood and anxiety

16% of women talk about ending their life.

43% of women describe themselves as living with depression

	Number of referrals	Number of New Allocations	% of referral/alloc ations	Source of Referrals (%)	
				Social Work	Self
2009/10	248	114	45	47	25
2018/19	599	341	56	28	27

The main priorities for the WCF team are that we engage with women and children considered to have 'complex needs' and who are perhaps reluctant to engage with mainstream or other services.

Women feel able to contact the service directly when in crisis or looking for additional support. 27% of all referrals come from women themselves with a further 9% coming from other family members or friends.

Contact Source Type	No of contacts
Addiction Services	2
Assist	30
Education	53
Community Health Service	37
General Practitioner	3
Health Visitor	23
Psychiatrist	1
Other Health Staff	6
Housing	5
Not Recorded	4
Other Agency (Includes Armed Forces)	47
Relative/Friend/Other	55
Self	162
Social Work Team/Unit	171
Sum:	599

Contact Outcome	No of contacts
Progress To Referral (allocation)	296
Progress To Assessment (duty appointment offered)	45
NFA - Did Not Engage	169
NFA - Intervention Not Required	44
NFA - Onward Referral	4
NFA - Service Not Appropriate	7
NFA - Service Refused	24
NFA - Client Not Suitable	10
Total	599

WORKING IN PARTNERSHIP*.....with our colleagues in the Third Sector***GLASGOW AND CLYDE RAPE CRISIS**

There has been a Rape Crisis worker seconded to Women and Children First since April 2003. A formal service level agreement and contract has been operational since then. Rape Crisis are also involved with the service at a strategic level. The Rape Crisis worker is based mainly in Renfrewshire to provide an 'on-site' service to Renfrewshire women affected by sexual violence. There is still a need for the worker to be part of the Rape Crisis organisation and she therefore also attends meetings in Glasgow receives professional support and supervision from the Rape Crisis Service Manager. The Rape Crisis worker generally follows the same referral procedures as the rest of the Women and Children First adult service and will carry out the same duty services. This means that the Rape Crisis statistics are included with those shown above.

Choices

If a woman makes contact with Rape Crisis either through the National Help Line or the telephone support service and says that she is from Renfrewshire she will be given information about Women and Children First. With her permission a referral can be made on her behalf to the Service. This provides more choices for women and they can either access the local service in Renfrewshire or continue with Rape Crisis Glasgow. Some women receive face to face support from Women and Children First and also access the Rape Crisis help line from time to time.

CHILDREN 1ST*Children and Young Persons Service*

Women and Children First work in partnership with Children 1st which is one of Scotland's leading welfare charities with a wide variety of service provision. This includes supporting families under stress, protecting them from harm and assisting children to recover from abuse. Children 1st also promote children's rights and interests.

A formal service level agreement and contract was set up to deliver a locally based therapeutic service focussed around children and young people who had been directly affected by or witnessed domestic abuse and sexual violence. Two workers are employed by Children 1st and based at the Women and Children First service. Referrals come from numerous sources including social work, education and parents/carers.

The ethos of the service is to keep the child at the centre with their views being heard at every stage. Children have to understand and agree to attend the initial visit having in the first instance given their informed consent to the referral being made.

- Children are responsible for making the decision to access the service and are assisted to compile a working agreement which helps to identify both tasks and work to be completed.
- Following the first visit, if the child takes the decision to attend then an initial four to six sessions will be arranged. This is followed by a child led review process which takes place every six weeks.

- An eclectic approach is used designed to meet the individual needs of the child.
- The SHANARRI indicators are used to assess, monitor and evaluate the work with the child
- A therapeutic approach is used; this can include person centred counselling, sand work, play-therapy and therapy.
- Endings are important and are considered throughout the process using the review system

.....with Renfrewshire Children's Services (Social Work)

PAISLEY SOCIAL WORK TEAM

Women and Children First provide an outreach service to Paisley Locality team, providing practical and emotional support to women and children who have been referred to social work by the police.

The WCF support/advocacy worker attends the locality team once a week and any referrals received during that week where domestic abuse is mentioned as a referral reason are discussed with the worker. In some cases, both a social worker and the WCF advocacy worker will carry out a joint home visit and/or office appointment. Women are also offered a referral to the WCF service for continued advocacy support and/or access to therapeutic services. Uptake of this service is entirely voluntary for the women.

.....In Multi Agency Forums

In collaboration with other agencies Women and Children First will work to monitor, evaluate and develop services and policies that best reflect the needs of survivors.

<p>Renfrewshire Gender Based Violence Strategy Group</p>	<p>The role of the Renfrewshire GBV Strategy Group is to co-ordinate an integrated approach which effectively addresses violence against women and children at a local level. It will provide direction and assist local partners to work towards meeting National and Local outcomes. The GBV Strategy group plays a vital role in ensuring local policy making and practices are shaped by the experiences, needs and views of those who use the services. Renfrewshire's Gender Based Violence Strategy and Action Plan was launched in 2018.</p>
<p>Diversity and Equality Alliance Renfrewshire</p>	<p>Diversity and Equality Alliance in Renfrewshire (DEAR) group aims to tackle inequality issues in constructive ways in order to positively change perspectives and promote more inclusive</p>



	attitudes in Renfrewshire by working closely with Renfrewshire Community Planning Partnership and equality led community groups.
Renfrewshire GBV Training Group	The GBV Training Sub group work at the request of the Strategy Group to provide basic GBV awareness training opportunities. This training aims to challenge staff attitudes and values and develop their skills, knowledge and understanding of GBV
Renfrewshire Child Protection Committee Training Sub group	Leads the RCPC's role in respect of developing and delivering a programme of inter-agency child protection training in Renfrewshire. It promotes best practice in relation to all child protection training within agencies in Renfrewshire, including promoting the evaluation of its effectiveness in relation to outcomes for children. The Training sub group also facilitates the planning and organisation of Renfrewshire's bi-annual Child Protection Conference.
Multi Agency Risk Assessment Conference (MARAC)	A MARAC (multi-agency risk assessment conference) is a victim focused, confidential meeting which takes place on a monthly basis where women who are at risk of serious domestic abuse are discussed and a safety plan devised
National GBV Coordinator Forum	The National Violence against Women Network brings together a range of workers from across Scotland who are currently involved in coordinating Multi-Agency Partnerships (MAPs) and/or training within local government areas. The overall aim of the Network is to provide support to Multi-Agency Coordinators / Development officers in order to enable them to work effectively with local MAPs and take forward Scottish Government strategies / priorities within local authority areas. Additionally, the Network will provide a consultative function and contribute to the national strategic direction of the VAW agenda by gathering views of MAPs.
Nation Cedar Network	This national form brings together Cedar coordinators from across Scotland to show case best practice, review and monitor policy, share information and identify both short and longer term funding opportunities feed into the Scottish Government
Cedar Scottish Advisory Partnership (SAP)	The CSAP runs in parallel to the National Cedar Network and links directly with The BIG Lottery. It focuses on the monitoring and evaluation of all lottery funded service.

TRAINING AND AWARENESS RAISING

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 workers from Women and Children First, Active Communities, Barnardo's, Health and Renfrewshire Women's Aid acting as trainers. The current programme consists of bi-monthly courses on the following topics:

- Understanding Domestic Abuse;
- Introduction to Gender Based Violence;
- Childhood Sexual Abuse;
- Safe Lives Training.

Understanding Domestic Abuse	43
Introduction to Gender Based Violence	80
Childhood Sexual Abuse	58
Safe Lives Training	17
GBV Awareness (Housing)	35
	233

Between April 2018 and March 2019, 233 local workers from Social Work, Health, Education, Housing, and the third sector, amongst other agencies, were trained on these topics. A workshop was also delivered at the Renfrewshire Adult Protection Committee Conference.

FINANCES

	Renfrewshire Council	Big Lottery
staff costs (salaries, travel, training)	£142,924.00	£111,498.00
client resources (client travel, resources for groups etc)	£8,740.00	£16,000.00
Administration (tele/printing, conferences, multi-agency training)	£5,860.00	£7,800.00
Monitoring and Evaluation		£600.00
Rape Crisis	£32,000.00	£5,000.00
Children 1 st	£37,767.00	£39,151.00
TOTAL	£227,291.00	£180,049.00
Management		£18,259.00
Facilitators		£6,300.00
Overheads (rent/electricity)		£12,542.00
total in kind		£37,101.00

10% of women open due to domestic abuse score 14 or more on the SafeLives RIC.

Appendix 1 Snap Shot

total clients in Snap Shot Exercise	99
male adult clients	1
age range 25-59	78%
Referral reason primary DA	67%
Focus of work DA	70%
Referral reason secondary mood/anxiety	33%
Focus of work Mood/Anxiety	55%
Sexual Violence	40%
High Risk Client DA 14 plus RIC	10%
Child Protection issues in referral	11%
GP support re mental health	35%
Have spoken about ending their life in session	16%
Describe themselves as living with depression	43%
Drug issues	10%
Alcohol issues	16%
Physical disability requiring walk aids	10%
Child care issues	30%
Adult protection issues	10%
Legal system	20%

Appendix 2 Trauma and Recovery Model

A Coordinated Interagency Response to Women and Children who have Experiences of Sexual Violence and Domestic Abuse

	INTERPERSONAL <i>What are the Tasks being asked for by the client (implicit or explicit)?</i>	INTERDISCIPLINARY <i>Which workers are involved?</i>	INTERAGENCY <i>Which agencies have a role?</i>
STAGE 1 <i>Safety planning and Symptom Management</i>	<p>Crisis Intervention</p> <p>Safety Planning</p> <p>Symptom Management</p> <p>Empowering the woman to make choices (what can the woman do for herself?)</p>	<p>Support and Advocacy Worker</p> <p>Rape Crisis Support Worker</p> <p>Counsellor (Volunteer)</p> <p>WCF Service Coordinator</p>	<ul style="list-style-type: none"> • Social Work • Police • Assist • Solicitor • Procurator Fiscal • Children's Reporter • Housing • Benefits Agency • Accident and Emergency • GP • Community Mental Health Team • Alcohol/Drug teams • Women's Aid • Victim Support • Other Vol. Orgs.
STAGE 2 <i>Working with Traumatic Memories</i>	<p>Therapeutic Work</p> <p>Telling the Story</p> <p>Processing and Healing</p> <p>Group Work</p>	<p>Support and Advocacy Worker</p> <p>Rape Crisis Support Worker</p> <p>Volunteer Counsellor</p> <p>Children 1st Worker</p> <p>Women's Group Work</p> <p>Children's Group Worker</p> <p>WCF Service Coordinator</p>	<ul style="list-style-type: none"> • Counselling Services • Community Mental Health Team • Social Work • Women's Aid • Other Vol. Orgs etc.
STAGE 3 <i>Reconnection and Community Involvement</i>	<p>WCF Reconnections</p> <p>CEDAR</p> <p>STEPS</p> <p>WRAP</p> <p>Connecting to the community</p> <p>Reducing Isolation</p>	<p>Rape Crisis Support Worker</p> <p>Support and Advocacy Worker</p> <p>Group Workers</p> <p>WCF Service Coordinator</p>	<ul style="list-style-type: none"> • Housing • Women's Aid • Community Education • Befriending services

