



Ending Violence Against  
Women and Children  
in Renfrewshire

**Equally Safe in Renfrewshire:  
Renfrewshire's <sup>No To</sup> Gender Based Violence Strategy  
2018-2021**

**Strategy**





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**2018-2021**



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## Foreword

This GBV Strategy has been developed through a multi-agency partnership approach by the Renfrewshire Gender Based Violence Strategy Group. The strategy provides a framework to help us achieve our aim of Renfrewshire being a place where gender based violence is not tolerated and where victims, perpetrators and communities are supported to address its causes and consequences.

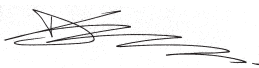
Our strategy outlines Renfrewshire's response to Equally Safe: Scotland's Strategy to prevent and eradicate violence against women and girls. We have adopted the Government's gendered definition of gender based violence, that it is a consequence of the gender inequality that permeates our society. In Renfrewshire we recognise that the violent and abusive behaviour that encompasses gender based violence is perpetrated predominantly by men and experienced disproportionately by women and girls because of their gender. The impact of gender based violence, which includes domestic abuse, rape, sexual assault, sexual exploitation, childhood sexual abuse, and so called 'honour based violence' such as forced marriage and female genital mutilation has an immediate and long lasting impact on the women and children who experience it.

In Renfrewshire we want our citizens to enjoy healthy and respectful relationships and for our women and children to be safe from harm. Will ensure that our staff are equipped to identify and respond to gender based violence and that perpetrators are held to account for their actions and behaviours addressed.

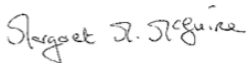
Our direction for the duration of this strategy will ensure that we continue to provide high quality services which meet the needs of our victims and perpetrators and that we improve the knowledge, skills and behaviour of our staff and community to enable them to help us address the causes and consequences of gender based violence. Only by working together across all sectors and with our own communities will we successfully prevent and eradicate gender based violence in Renfrewshire.



Sandra Black (Chief Executive, Renfrewshire Council)



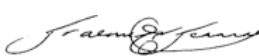
David Leese (Chief Officer, Renfrewshire Health and Social Care Partnership)



Margaret McGuire (Nursing Director, NHS Greater Glasgow and Clyde)



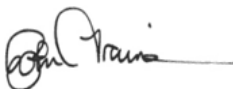
Gordon Crossan (Divisional Commander, K Division, Police Scotland)



Graeme Binning (Area Manager, Local Senior Officer for East Renfrewshire, Renfrewshire and Inverclyde, Scottish Fire and Rescue Service)



John Paterson (Independent Chair, Renfrewshire Child Protection Committee and Renfrewshire Adult Protection Committee)



John Trainer ( Renfrewshire GBV Strategy Group Chair & Head of Child Care and Criminal Justice, Renfrewshire Council)

## Dedication

Equally Safe in Renfrewshire: Renfrewshire's Gender Based Violence Strategy (2018-2021) is dedicated to our colleague Alyson Watt. Alyson established and led the Domestic Abuse Service in Barnardo's Threads in Paisley. Her professionalism, passion and enthusiasm ensured women experiencing abuse had a voice and were supported throughout their journey. Her dedication to supporting young women and their children enduring domestic abuse will continue to inspire us.



## Acknowledgement

The Renfrewshire Gender Based Violence Strategy Group acknowledge the commitment and leadership shown by our former Chair, Dorothy Hawthorn. Dorothy ensured that significant steps have been taken to ensure that our citizens enjoy healthy and respectful relationships and for our women and children to be safe from harm. Through her commitment and dedication to addressing the causes and consequences of gender based violence in Renfrewshire she has fostered strong partnerships between our public and third sector organisations to ensure high quality services are delivered to women and children affected by abuse. Our most high-risk victims receive multi-agency support to help keep them safe, while our serious and serial perpetrators of abuse are targeted. She has ensured gender based violence is everyone's responsibility. We wish Dorothy well in her retirement.

# 1 - Introduction

## 1.1 - Background to the strategy

Gender based violence (GBV) has been described by the World Health Organization as a global public health problem of epidemic proportions, and one that requires urgent action<sup>1</sup>. This assessment is unsurprising considering the evidence shows that worldwide, 1 in 3 women will experience physical or sexual abuse in their lifetime<sup>2</sup>, with potentially devastating effects for the victim. Research also shows that more often than not, this violence is inflicted by an intimate male partner<sup>3</sup>. The reach of GBV extends to every corner of the world, and Scotland is no exception.

In recent years there have been a number of major milestones in the Scottish Government's response to GBV. In 2014, the Scottish Government published the first version of Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls<sup>4</sup>. In 2016, an updated version of this strategy<sup>5</sup> was published which strengthened its focus on issues relating to children and young people. In addition to this the Scottish Government also published Scotland's National Action Plan to Tackle Female Genital Mutilation<sup>6</sup>. Furthermore, in early 2018, the Domestic Abuse (Scotland) Act was introduced<sup>7</sup>, which seeks to increase focus on non-physical forms of abuse such as emotional abuse and coercive control.

As part of Equally Safe's rollout, the Scottish Government have requested that each local authority produce a GBV strategy which outlines how their services will meet the needs of local women, children and perpetrators. This is Renfrewshire's first GBV strategy, which has been created by Renfrewshire's GBV Strategy Group and will reflect the priorities of Renfrewshire's Community Plan 2017-2027<sup>8</sup>. Renfrewshire's Community Plan 2017-2027 "Our Renfrewshire" has been developed together and signed up to by key public, private and third sector organisations. It marks a shared responsibility to work together to get things right for people in Renfrewshire, and a real commitment to addressing the inequalities that exist.

The vision for our Community Plan is: "Working together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive". The strategic outcomes include:

1. Our Renfrewshire is thriving: Maximising economic growth, which is inclusive and sustainable.
2. Our Renfrewshire is well: Supporting the wellness and resilience of our citizens and communities.
3. Our Renfrewshire is fair: Addressing the inequalities which limit life chances.
4. Our Renfrewshire is safe: Protecting vulnerable people, and working together to manage the risk of harm.





Tackling GBV is one of the agreed priorities of strategic outcome 4 “Our Renfrewshire is safe: Protecting vulnerable people, and working together to manage the risk of harm” which include:

- Tackling domestic abuse and gender based violence.
- Protecting vulnerable adults and children, ensuring they can live safely and independently.
- Managing risk of harm and offending behaviour.
- Supporting prison leavers within the community justice arrangements.
- Making sure we are ready to respond to major threats and crisis.

The priorities of the GBV Strategy Group are also reflected in Renfrewshire’s Children’s Services Partnership Plan 2018-2021<sup>9</sup> and the Community Justice Outcome Improvement Plan 2017-2019<sup>10</sup> to ensure tackling the causes and consequences of GBV in Renfrewshire is everyone’s responsibility.

The governance of the Renfrewshire’s GBV Strategy Group is the responsibility of the Chief Officers’ Group . The Strategy Group is a partnership comprised of key GBV stakeholders within the local area (see Box 1) who meet once every three months to discuss GBV prevention, response and service provision in Renfrewshire. Following a self-assessment day conducted by the group in April of 2015, it was agreed that the creation of a formal GBV strategy for Renfrewshire was a priority. This strategy has been produced to provide an outline of how local services intend to respond to GBV in Renfrewshire over the next three years.

The strategy will focus on:

- Defining GBV.
- Identifying GBV.
- Identifying the impact GBV has on specific groups in society.
- The national and local policy context.
- Renfrewshire’s current response to GBV.
- Renfrewshire’s key priorities for 2018-2021.
- Strategic action plan.
- Performance management.

### **Box 1:** **Renfrewshire's GBV Strategy Stakeholders**

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

## 1.2 - What is gender based violence?

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

*“Gender based violence is a function of gender inequality and abuse of male power and privilege. It takes the form of actions that result in physical, sexual and psychological harm or suffering to women and children or affront to their human dignity, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life. It is men who predominantly or exclusively carry out such violence and women who are predominantly the victims of such violence. By referring to violence as ‘gender-based’ this definition highlights the need to understand violence within the context of women’s and girl’s subordinate status in society. Such violence cannot be understood, therefore, in isolation from the norms and social structure and gender roles within the community, which greatly influence women’s vulnerability to violence.”<sup>11</sup>*

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

- physical, sexual and psychological violence occurring in the family (including children and young people), within the general community or in institutions, including domestic abuse, rape, and incest;
- sexual harassment, bullying and intimidation in any public or private space, including work;
- commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography and trafficking;
- child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse;
- so called ‘honour based’ violence, including dowry related violence, female genital mutilation, forced and child marriages, and ‘honour’ crimes<sup>12</sup>.

## 1.3 - The impact of gender based violence on children and young people.

The definition of GBV which this strategy has adopted explicitly includes children of all genders as subject to harm through violence<sup>13</sup>. Children and young people can be affected by GBV in a number of ways. Firstly, they can be direct victims of many of the different forms of GBV. In fact, children and young people are the key target group for some of its forms, including many ‘honour based’ violence practices such as female genital mutilation, forced and child marriages, and dowry related violence. They can also suffer severe emotional and psychological effects as a result of witnessing domestic abuse taking place within their home. Experiencing this may cause children to become anxious or depressed, have trouble sleeping, struggle at school and self-harm, amongst other negative effects<sup>14</sup>. Additionally,

there is substantial evidence of links between domestic abuse and child abuse. One study of Serious Case Reviews, which take place after a child dies or is seriously injured and abuse or neglect is thought to have been involved, showed that domestic abuse was present in two thirds of these cases<sup>15</sup>. However, it is important to note at this stage that there is growing evidence that the cycle of violence or intergenerational theory – the idea that children who grow up in violent households are more likely to repeat this behaviour than those who did not - is simply a myth. Several studies have shown that the number of abusive men who come from violent backgrounds is actually comparative with those who come from non-violent backgrounds<sup>16</sup>. Renfrewshire's GBV Strategy Group is committed to protecting children and young people at risk of GBV and supporting those who have experienced it in any form.

### **Box 2:** **The cost of gender based violence.**

Not only are there often severe physical, emotional and psychological repercussions for the victims of GBV, but there are also substantial financial costs to society as a whole. It is, of course, extremely difficult to quantify exactly how much GBV costs society in financial terms. However, a study by Walby suggested that in 2008, the cost of domestic violence in the UK, in terms of services and loss of economic output, was around £5,800 million. This figure included associated costs to health services, criminal justice, housing and social services, as well as lost economic output due to time off work because of injuries<sup>17</sup>. Although we cannot say for certain what proportion of that figure can be attributed to Renfrewshire, based purely on population share, we can estimate that around £1.6 million per year is spent on women facing violence in Renfrewshire.

## 1.4 - The impact of gender based violence on vulnerable groups.

Being female is the key risk factor when it comes to GBV. It cuts across all groups in society regardless of age, ethnicity, disability, sexual orientation, religion and socio-economic status. However, there are a number of groups in society who can be affected by GBV in unique ways, meaning they may require a particular response from services. Renfrewshire's GBV Strategy Group recognises the diverse experiences and needs of different groups in society regarding GBV and is committed to ensuring that the services provided in the area are capable of providing a coordinated and appropriate response.

### 1.4.1 - Black and Minority Ethnic (BME) women

There are no ethnic groups more likely than others to experience domestic abuse<sup>18</sup>. However, those from certain ethnic groups are at a higher risk of being subjected to other types of GBV, such as 'honour based' violence, which includes dowry related violence, forced and child marriages and female genital mutilation. Acquiring accurate information on the prevalence of this type of violence is difficult due to underreporting and the secret nature of these acts. However, it is reported that there are approximately 12-15 honour killings reported each year in the UK<sup>19</sup>. Furthermore, women from BME backgrounds may face additional obstacles in accessing services, such as language barriers, heightened cultural pressure to stay silent about abuse or fear of a racist response<sup>18</sup>.

### 1.4.2 – Lesbian, gay, bisexual and transgender (LGBT) people

There is a lack of in-depth evidence surrounding the LGBT community's experience of GBV. However, it is certain that domestic abuse does happen within same-sex relationships. Studies have shown that 1 in 4 of all lesbian, gay and bisexual (LGB) people will experience domestic abuse in their lifetimes, indicating that LGB people are just as likely as heterosexual and non-transgender women to experience domestic abuse<sup>20</sup>. In 2015-2016, 3% of all domestic abuse cases reported to Police Scotland took place within a same-sex relationship<sup>21</sup>. Moreover, it is believed that 80% of transgender people have experienced some form of abuse from a partner or ex-partner, most commonly taking the form of emotional abuse based on their transgender identity<sup>20</sup>.

LGBT people can experience poor mental health as a result of discrimination related to their sexual preference and/or gender identity. Abuse can compound these issues, with statistics showing that over 30% of LGBT people had deliberately tried to hurt themselves and 20% had attempted suicide following abuse<sup>20</sup>. Furthermore, research conducted in Scotland has shown that LGBT youth often lack the confidence to access domestic abuse services as they worry about confidentiality, homophobia and transphobia as well as not being believed<sup>20</sup>.

### 1.4.3 - People with disabilities

Numerous studies have found that women with disabilities are more likely than the non-disabled population to be victims of various forms of GBV. In fact, women with disabilities are twice as likely as non-disabled women to be victims of GBV, whether this be domestic abuse, sexual assault or rape<sup>22</sup>. Moreover, children with disabilities are three times more likely to be victims of abuse than their non-disabled peers, as 1 in 2 girls and 1 in 5 boys with disabilities will experience sexual violence during their childhood<sup>23</sup>.

There are a number of unique factors facing people with disabilities which explain this. Perhaps the most apparent of these is that they can have increased vulnerability due to a dependency on others for personal care. It has also been argued that they are at a higher risk of abuse because they can be seen as asexual beings<sup>24</sup>. Furthermore, whilst women with disabilities can face all of the same challenges as non-disabled women in accessing information, services and support, they may also face a number of additional barriers. These include physical challenges to accessing services due to reduced mobility and an increased reluctance to leave an abusive partner if they also act as the person's carer<sup>25</sup>.

#### 1.4.4 - Refugee women

Evidence suggests that refugee women are at a higher risk of GBV than women who are settled UK residents. For example, the Powerful Women's Project found that 20% of the refugee women they worked with had experienced GBV since arriving in the UK<sup>26</sup>. Refugee women are particularly vulnerable to domestic abuse as a result of refugee men's experiences of a loss of status<sup>27</sup>. Moreover, refugee women are highly likely to be living in poverty or destitution, which leaves them at a high risk of violence as they can be forced into remaining in exploitative and/or abusive relationships or resorting to prostitution to survive. 6.5% of the vulnerable women who presented to the Refugee Council's project said that they had been forced into prostitution or exchanging sex for somewhere to stay<sup>28</sup>.

#### 1.4.5 - Older women

With regards to older women, the issue is not necessarily that they are more susceptible to GBV, but that their experiences of it are often overlooked or misunderstood as 'elder abuse'<sup>29</sup>. However, research that has been carried out to look at older women's experience of GBV has shown that their experiences are often markedly different to those of younger women<sup>30</sup> and that they are likely to need specialised support as a result<sup>31</sup>. It is also argued that older women are less likely to access support or ask for help due to the cultural and social norms which they were brought up with<sup>30</sup>. Moreover, a study on intimate partner violence against older women found that the older a woman is, the harder it is for her to cope and to seek help<sup>32</sup>.

#### 1.4.6 - Women with no recourse to public funds

When a person who is subject to immigration control has a 'No Recourse to Public Funds' condition imposed upon them, this means that they have no entitlement to any public funds including Income Support, Housing Benefit and public housing, nor do they have the right to work. This can become problematic for women in this position if they are experiencing domestic abuse as they will be less likely to be given access to refuges or financial support<sup>33</sup>. This can make it much more challenging to leave an abusive relationship.

#### 1.4.7 - Women with complex needs

A significant number of women who have experienced some form of GBV use alcohol and/or drugs. Research suggests that women who have experienced domestic abuse are 15 times more likely to misuse alcohol and 9 times more likely to misuse drugs than the general female population<sup>34</sup>. As a result of their issues with substance misuse, these women may struggle to be accepted into a refuge and may also face eviction from their homes.

Experiencing GBV can also have a severe effect on women's mental health. Evidence suggests that a third of women who have experienced domestic abuse in the past year will suffer from mental health problems, with 500 women who have experienced domestic abuse in the last six months going on to complete suicide annually<sup>35</sup>. Furthermore, around half of the people who use NHS mental health services were physically and/or sexually abused as children<sup>36</sup>.

## 1.5 - Violence against men

This strategy explicitly employs a gendered analysis of GBV. However, this analysis is not a denial that men can be victims of many of the types of violence being discussed here, including domestic abuse, rape, sexual assault, harassment and childhood sexual abuse. However, simply by looking at statistics, we can discern that women are much more likely to be victims of these types of crimes. For the period 2015-16, Police Scotland reported that, where gender information was recorded, 79% of all incidents of domestic abuse had a female victim and a male accused<sup>37</sup>. The proportion of incidents in the same period with a male victim and a female accused was 18%. Furthermore, where gender was known, 95% of rapes or attempted rapes which were recorded by Police Scotland during 2014-15 had a female victim<sup>38</sup>. Therefore, it is evident that women are at much higher risk of such violence purely because of their gender.

Even with regards to certain forms of GBV where there is not such a clear gender divide amongst victims, the gendered analysis still applies because of the gender divide amongst perpetrators. One example is childhood sexual abuse, which NHS statistics show that 21% of girls and 11% of boys have experienced<sup>39</sup>. However, they also show that men make up 90% of perpetrators while women account for 10%. These statistics support the idea behind the gendered analysis of GBV that all forms of this violence are a consequence of gender inequality in society as they are largely motivated by the power and dominating status which men hold over women.

Still, it must be emphasized that violence experienced by men should be taken no less seriously than that experienced by women. Many men may struggle to come forward when they experience these types of violence due to gender stereotypes which dictate that this would infer that they are weak or non-masculine. Renfrewshire's GBV Strategy Group believes it is vital that men who have experienced these forms of violence have access to the same high quality of support and services as women and children.

***"If something overwhelmingly affects one section of the population, we need to ask why and do something about it" (Scottish Government, 2010).***

## 1.6 - Policy context

### 1.6.1 - National

As mentioned in section 1.1, in 2016, the Scottish Government published the second version of Equally Safe, their strategy for the prevention and eradication of violence against women and girls. This strategy clearly defines GBV as a manifestation of the wider problem of gender inequality in society. It also recognises that violence against women and girls is a deep-rooted societal problem for which there are no quick fixes, and as a result will require a long-term response. Additionally, the strategy places a strong emphasis on the role of prevention and early intervention in reducing rates of GBV.

In the strategy, it is declared that tackling violence against women and girls is vital in accomplishing the Scottish Government's overarching purpose, which is:

*'to focus government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth.'*<sup>40</sup>

Furthermore, it states that this process is of particular relevance to three of Scotland's strategic objectives, namely Safer and Stronger, Healthier and Wealthier, and Fairer. It is also noted that one of its eight Equality Outcomes for 2013-2017 is that 'Violence Against Women is Reduced.'

Tackling GBV also corresponds with a number of the National Outcomes from the Scottish Government's National Performance Framework<sup>41</sup>. Undoubtedly the most relevant of all sixteen is:

- Outcome nine: 'We live our lives free from crime, danger and disorder.'

However, there are a number of other outcomes which have relevance with regards to this issue, such as:

- Outcome five: 'Our children have the best start in life and are ready to succeed.'
- Outcome six: 'We live longer, healthier lives.'
- Outcome seven: 'We have tackled the significant inequalities in Scottish society.'
- Outcome eight: 'We have improved the life chances for children, young people and families at risk.'
- Outcome eleven: 'We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.'

### 1.6.2 - Local

Renfrewshire's commitment to tackling gender based violence is outlined within the local Community Plan<sup>8</sup>. Tackling gender based violence is one of the agreed priorities of strategic outcome 4 "Our Renfrewshire is safe: Protecting vulnerable people, and working together to manage the risk of harm" which includes:

- Tackling domestic abuse and gender based violence.



The Renfrewshire Children's Services Partnership Plan 2018-2021<sup>9</sup> outlines the commitment of Renfrewshire's Children's Services to challenging gender based violence within our community to reduce its impact on children and young people.

Furthermore, Community Justice Renfrewshire's Outcomes Improvement Plan (2017-2018)<sup>10</sup> states that tackling gender based violence has been a priority in Renfrewshire given the significant impact for women and families. As a result, GBV is recognised as a key priority for Community Justice and one of the Plan's local outcomes is to 'ensure a consistent approach to addressing Gender Based Violence by Criminal Justice Social Work.'

## 1.7 - Development of the strategy

Much of this strategy was produced as a result of a series of consultations, held between June and September 2017, with key stakeholders from Renfrewshire's GBV Strategy Group (see box 1). The first set of consultations sought to determine areas for development within Renfrewshire's current response to GBV. At the second set of consultations, the stakeholders used the areas for development which had previously been identified as the basis for the creation of the strategy's action plan. The purpose of the third consultation event was to develop a monitoring and evaluation plan for the strategy, through selecting relevant indicators and deciding on a monitoring process.

## 2 - Gender based violence in Renfrewshire

### 2.1 – Prevalence of GBV

The following section includes a variety of different statistics, largely acquired from Police Scotland reports, which indicate the prevalence of some of the forms of GBV within Renfrewshire. It should be noted that these statistics, as with all statistics on GBV, should be interpreted as an underestimation of the actual crime rate, due to high levels of underreporting. It should also be noted that it is unclear whether the implications of this data are positive or negative in relation to Renfrewshire's GBV response. This is because an annual increase in reported incidents of any form of GBV could be an indication that this type of violence is increasing locally or it could be a result of a higher reporting rate due to increased trust in the justice system to respond effectively, for example. However, it is important to acknowledge the current level of reported incidents of GBV in Renfrewshire.

#### 2.1.1 - Domestic abuse

The Renfrewshire Community Plan, published in 2013, revealed that at that time 36% of local police work related to domestic violence against women. The number of incidents of domestic abuse reported to the police locally has fallen incrementally since then, with 2,151 reported incidents during the period 2015-16, as exhibited in Figure 1<sup>42</sup>.

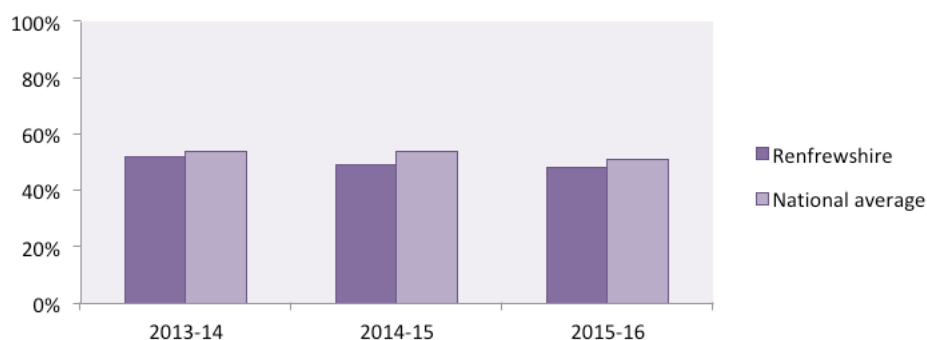


Figure 1: Incidents of domestic abuse recorded by the police.



Figure 2: Rate of incidents of domestic abuse recorded by the police per 10,000 of the population.

As shown in Figure 2, the rate of domestic abuse incidents recorded by the police per 10,000 of the population is currently higher in Renfrewshire than the national average and has been since 2000 (with the exception of 2009-2010). In the period 2015-16, Renfrewshire had the ninth highest rate of reported domestic abuse incidents of 32 local authorities in Scotland, at 123 per 10,000 of the population<sup>42</sup>.



**Figure 3: Percentage of incidents of domestic abuse recorded by the police that resulted in at least one crime or offence being recorded.**

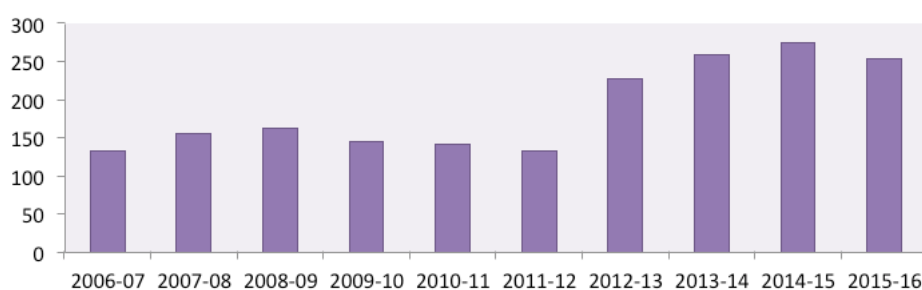
On the other hand, the percentage of incidents of domestic abuse which are recorded by the police and result in at least one crime or offence being recorded is slightly lower in Renfrewshire than the national average. As Figure 3 shows, the rate in Renfrewshire has slowly been declining over the past few years and currently stands at 48%<sup>42,43</sup>.

### 2.1.2 - High risk cases

In Renfrewshire, victims of domestic abuse who are believed to be at high risk of murder or serious harm can be referred to the multi-agency risk assessment conference (MARAC). Between October 2015 and May 2018, there were 264 cases heard at Renfrewshire’s MARAC meetings. Moreover, the local Multi Agency Tasking and Coordination (MATAC) group holds fortnightly meetings which facilitate discussion and targeting of serious and serial perpetrators of domestic abuse. In 2016, 39 perpetrators were discussed with interventions put in place in each case.

### 2.1.3 - Sexual crimes

‘Sexual crimes’ refers to a category of criminal activity within Scotland which includes crimes such as rape, attempted rape, sexual assault, crimes related to prostitution and other sexual crimes. Figure 4 shows how the number of recorded incidents of this nature was on the rise in Renfrewshire between 2011-12 and 2014-15 but fell to 253 in 2015-16<sup>44</sup>.



**Figure 4: Sexual crimes recorded in Renfrewshire.**

The rate of sexual crimes recorded by the police in Renfrewshire per 10,000 of the population has consistently been lower than the national average. However, Figure 5 also shows that the rate in Renfrewshire had been on the increase since the period 2011-12 until 2014-2015.

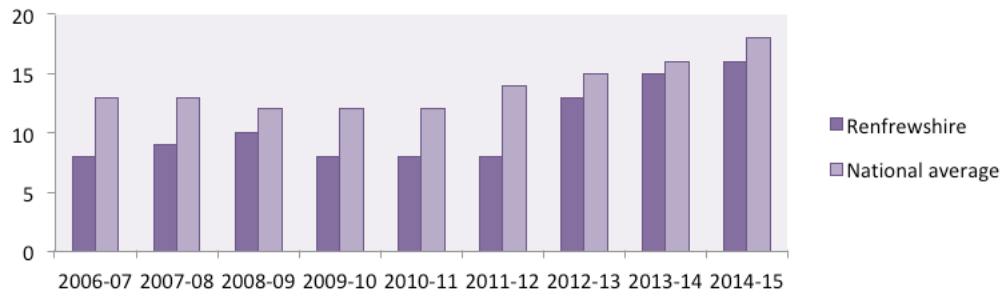


Figure 5: Rate of sexual crimes recorded by the police per 10,000 of the population.

### 2.1.4 - Harmful traditional practices

Acquiring meaningful data on harmful traditional practices - such as dowry related violence, female genital mutilation and forced and child marriages - is difficult, particularly at a local level, due to the hidden nature of these acts. For example, there are no clear and robust figures on the prevalence of female genital mutilation in Renfrewshire or for Scotland. In 2014, the Scottish Refugee Council reported that there were 497 people living in Renfrewshire who were born in one of 29 countries identified as practising FGM<sup>45</sup>. However, it is important to note that this does not mean that all of these women and girls are automatically at risk.

## 2.2 - Local attitudes to gender based violence

Societal views on GBV and related topics are hugely important as there is substantial evidence to suggest that there is a significant link between attitudes and prevalence rates, at both an individual and community level<sup>46</sup>. This section will examine the evidence surrounding the attitudes of Renfrewshire residents towards GBV and related issues.

### 2.2.1 - Public Services Panel Survey

One way that Renfrewshire Council gauges public opinion is through the Public Services Panel, which is made up of a group of Renfrewshire residents who receive three to four surveys each year on a variety of different subject areas<sup>47</sup>. It should be noted that this particular survey was conducted in the summer of 2012. The need to gauge public opinion on GBV in Renfrewshire more regularly will be addressed by the Strategy Group. It is expected that the Public Services Panel will be utilised by the GBV Strategy Group as a method of gauging public opinion on GBV in the future.

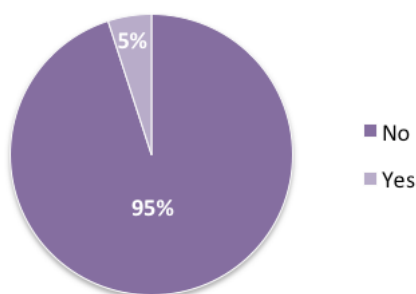


Figure 6: Have you ever been a victim of domestic abuse?

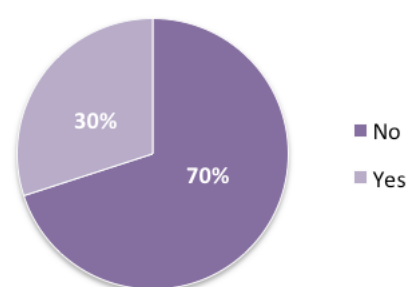
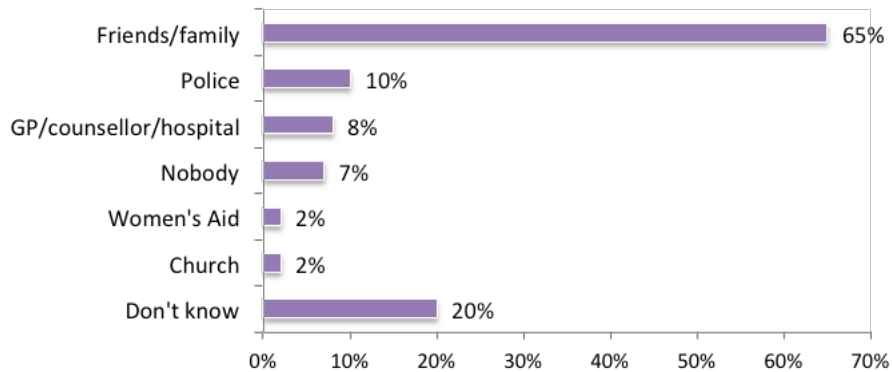


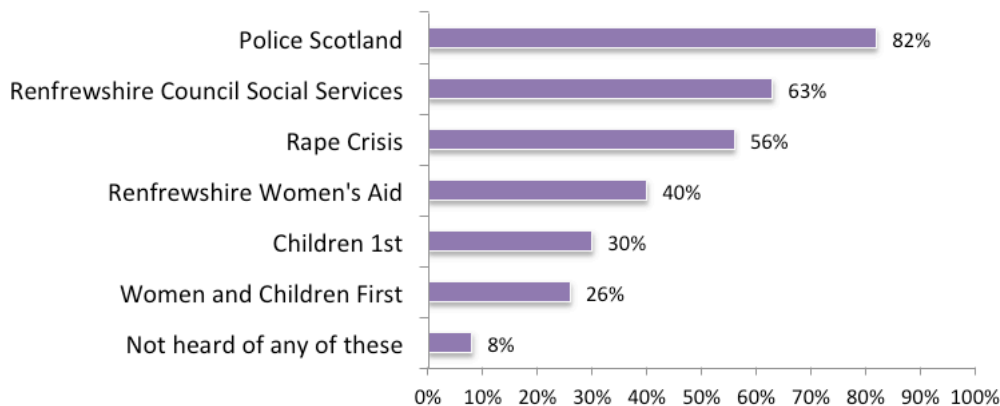
Figure 7: Did you report it to the police?

Panel members were firstly asked, 'Have you ever been a victim of domestic abuse?', to which 5% of respondents answered yes (Figure 6). This 5% were then asked whether or not they had reported it to the police, with 30% stating that they had (Figure 7). This finding supports the point made in the previous section regarding the high levels of underreporting of domestic abuse incidents.



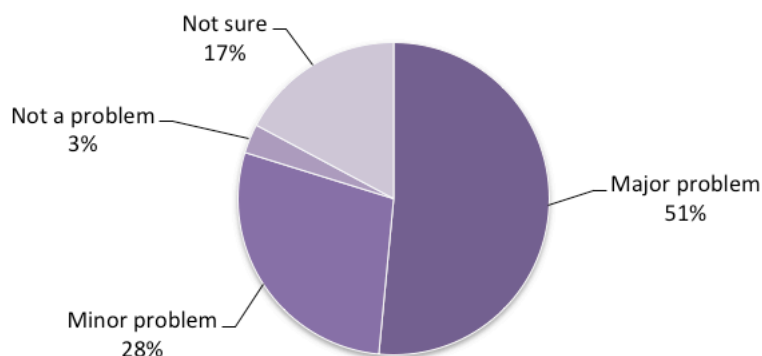
**Figure 8: Where would you go for help?**

The respondents who answered that they had been victims of domestic abuse but had not gone to the police were then asked where they would go for help (Figure 8). Almost two thirds of this group stated that they would go to friends/family but, worryingly, 20% answered that they did not know where they would go and a further 7% answered that they would not go to anyone for help.



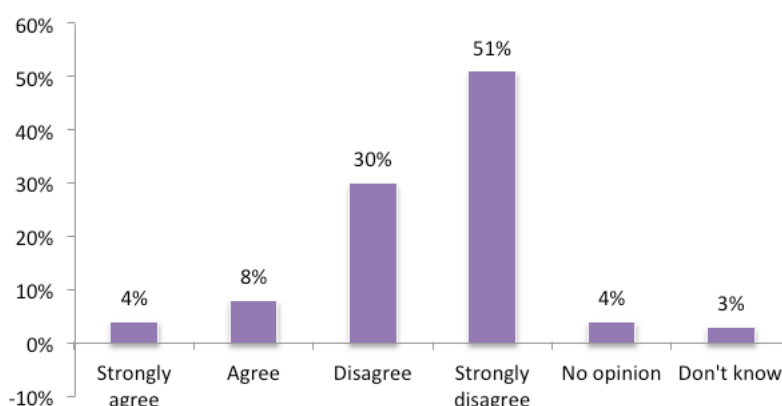
**Figure 9: Have you heard about the following services which aim to tackle domestic abuse?**

Following this, Panel members were asked if they had heard of a number of services which aim to tackle domestic abuse within Renfrewshire (Figure 9). The most well-known local services were Police Scotland, Renfrewshire Council Social Services and Rape Crisis, respectively. However, 8% of respondents stated that they had not heard of any of the services mentioned.



**Figure 10: In your experience, is domestic abuse in society a major problem, a minor problem or not a problem at all?**

The survey then put forward a number of questions regarding attitudes towards domestic abuse more generally. Firstly, panel members were asked, in their experience, if domestic abuse in society was a major problem, a minor problem or not a problem at all (Figure 10). 51% of respondents saw it as a major problem, 28% as a minor problem and only 3% as no problem at all. A further 17% of respondents were unsure of their position on this. Overall, almost 80% of respondents recognised that domestic abuse is a problem in society.



**Figure 11: 'Domestic abuse is a private problem and should be dealt with in a private manner'. Regarding this statement do you...?**

Following this, Panel members were asked their opinion on the statement: 'Domestic abuse is a private problem and should be dealt with in a private manner' (Figure 11). Over 80% of respondents disagreed with this statement while only 12% agreed. This response would suggest that locally attitudes are moving away from certain traditional and potentially dangerous views on domestic abuse, such as this.

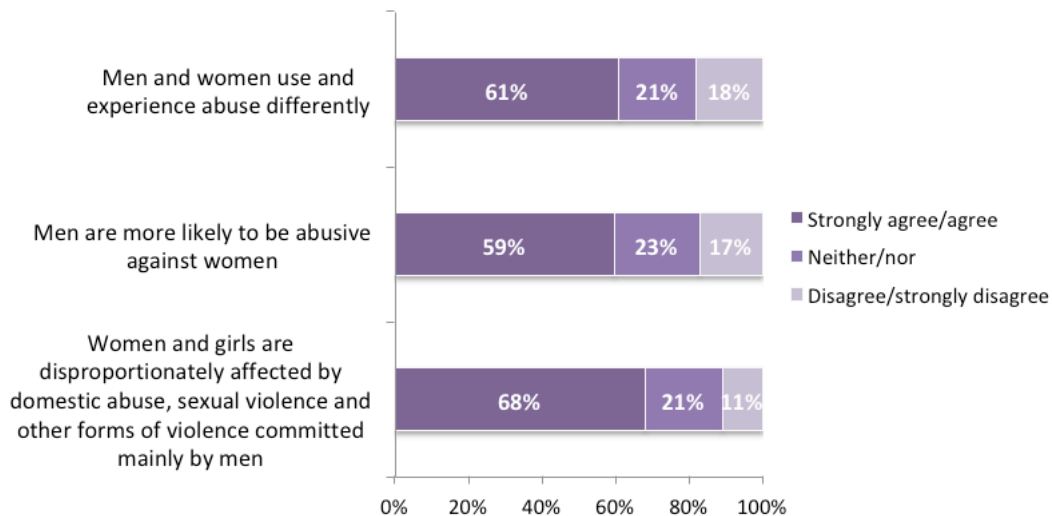


Figure 12: Please state whether you agree or disagree with the following statements...

Finally, Panel members were asked their opinion on three statements regarding the relationship between gender and abuse. The responses to the first two statements were fairly similar. 61% of respondents agreed with the statement 'men and women use and experience abuse differently', while 18% disagreed. 59% agreed that 'men are more likely to be abusive against women', which 17% disagreed with. However, over two thirds agreed with the statement 'women and girls are disproportionately affected by domestic abuse, sexual violence and other forms of violence committed mainly by men', and only 11% disagreed. These results show that the majority of respondents are aware that gender does play a factor in people's experience of abuse, but there is still a significant minority who do not share this view.

### 2.2.2 - ChildrenCount Wellbeing Survey Renfrewshire

A recent study made some interesting discoveries regarding the behaviour of Renfrewshire's young people within intimate relationships. The ChildrenCount Wellbeing Survey was produced by the Dartington Social Research Unit for Renfrewshire Council with the purpose of exploring the health and development of Renfrewshire's children and young people, including their mental wellbeing and behaviour as well as school and family influences<sup>48</sup>. The survey was completed online during class-time by 10,099 local children and young people between November 2016 and January 2017.

One of the risk factors included in the research was emotional control in teenage relationships. In order to investigate its prevalence, young people aged between 14 and 16, who had been in a relationship at least once, were asked about their experiences of the following behaviours:

Have any of your partners ever...

- Made fun of you?
- Shouted at you/screamed in your face/called you hurtful names?
- Said negative things about your appearance/body/friends/family?
- Threatened to hurt you physically unless you did what they wanted?

- Told you who you could see and where you could go?
- Constantly checked up on what you were doing e.g. by phone or texts?
- Used private information to make you do something?
- Used mobile phones or the internet to humiliate or threaten you?

The results of the survey showed that 25% of this group had experience of repeated emotionally controlling behaviour from their boyfriend or girlfriend, or at least one instance of physical threats. There was some slight variation between the sexes, as 27% of boys fell into this category, compared with 23% of girls.

The results were also broken down for each specific behaviour. This revealed that 15% of this group answered 'often' or 'all the time' to the question, 'Have any of your partners ever constantly checked up on what you were doing e.g. by phone or texts?', making it the most commonly experienced of these behaviours. 7% of respondents answered 'often' or 'all the time' to the option, 'Have any of your partners ever threatened to hurt you physically unless you did what they wanted?', making it the second most common behaviour on the list.

Furthermore, the survey revealed a strong link between the topic of emotional control in teenage relationships, and their findings surrounding anxiety and depression, suggesting that this kind of behaviour in relationships is potentially a contributing factor to mental health issues amongst local young people.

### 2.3 - Renfrewshire's current response to gender based violence

#### Box 3: The 4 P's<sup>49</sup>.

- Prevention – to prevent, remove or diminish the risk of violence against women and its impacts on children and young people.
- Protection – to protect women from victimisation, repeat victimisation or harassment by perpetrators and protect the children and young people affected.
- Provision – to provide adequate services to deal with the consequences of violence against women and children to help them rebuild their lives.
- Participation – to ensure policy-making and practice development around violence against women is shaped by the experience, needs and views of those who use services



*An overview of Renfrewshire's current activity is outlined below under each of the 4 P's*

*Prevention:*

- 16 Days of Action.
- Specialist input at conferences.
- Awards and recognition.
- CEDAR input into schools.
- GBV pages on Council website.
- HSCP training programme.
- Hosting seminars and conferences.
- International Women's Day.
- Multi-agency training programme.
- Mentors in Violence Prevention (MVP) Programme in schools.
- Annual Reclaim the Night March.
- Renfrewshire Rising social media.
- Delivery of national and local training programmes in universities.
- Walk a Mile in Her Shoes awareness raising events.

*Protection:*

- Disclosure Scheme for Domestic Abuse.
- Joint meetings between Police and Social Work teams.
- MARAC.
- MATAAC.
- MAPPA.
- Non Harassment Orders.
- Police referrals to Social Work.
- Police response.
- Restriction of Liberty Orders.
- Social Work intervention.

*Provision:*

- ASSIST.
- Barnardo's.
- CEDAR.
- Children 1<sup>st</sup>.
- IDAA trained staff

- Rape Crisis.
- Renfrewshire Reconnection.
- Renfrewshire Women's Aid.
- Safe and Together model.
- Say Women.
- Social Work service.
- Theraplay.
- Women and Children First.

*Participation:*

- Annual MARAC report.
- Community Justice Plan.
- Community surveys.
- GBV Strategy.
- Individual agencies engage with service users.
- Renfrewshire Rising.
- Social Work teams ask about client's experience.

## 2.4 - Multi-agency work

### 2.4.1 - Training

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

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

Between April 2015 and March 2016, 162 local workers from Social Work, Health, Education, Housing, the Police and the third sector, amongst other agencies, were trained on these topics.

### 2.4.2 - Campaigns

A number of local campaigns take place throughout the year to raise awareness of GBV related issues. The 16 Days of Action campaign - which runs from 25<sup>th</sup> of November to 10<sup>th</sup> of December – is a local version of the UN's campaign which promotes the elimination of GBV. It opens with the Reclaim the Night March to raise awareness of violence against

women, and closes with the Walk a Mile in Her Shoes event, a men's march which aims to raise awareness of sexual violence. The White Ribbon campaign, which aims to engage men in the fight against GBV, has played a key role in these events in recent years. The 16 Days of Action events are coordinated by the local GBV group Renfrewshire Rising, with the support of many local agencies whose work relates to GBV. International Women's Day, which takes place on 8<sup>th</sup> of March, is also recognised locally by a series of events. In recent years, these have included lectures, film screenings and live music events, which are organised by a variety of local stakeholders.

### 2.4.3 - 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. MARAC provides the opportunity for a number of agencies to share information about those involved in order to increase the safety of the victims, which includes adults and children. At the MARAC, up to date information is used to assess the victims' needs and make links with appropriate services for all involved – victims and perpetrators. A safety plan is produced for each victim at the meeting.

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

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

As previously mentioned, between October 2015 and May 2018, there were 264 situations where domestic abuse victims were at a high risk of serious harm or murder.

### 2.4.4 - MATAAC

MATAAC (Multi Agency Tasking and Coordination) groups have fortnightly meetings, led by Police Scotland, with the purpose of targeting serious and serial perpetrators of domestic abuse. The groups were created to encourage close partnership working on this issue, leading to a more coordinated and effective response from all agencies involved. At these

meetings, the MATAC groups create specific plans for each perpetrator, using any and all means at their collective disposal in order to reduce the risk these offenders pose.

The attendees at these meetings include:

- ASSIST.
- Community Safety - Renfrewshire Council.
- Criminal Justice Social Work.
- Domestic Abuse Investigation Unit - K Division Police Scotland.
- Domestic Abuse Task Force - Police Scotland.
- Housing.
- Intelligence Officer - K Division Police Scotland.
- Procurator Fiscal.
- Scottish Prison Service.

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

#### 2.4.5 – MAPPA

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

#### 2.4.6 - Safe and Together

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

## 2.5 - Strengths of Renfrewshire's response to gender based violence

During the consultation process for this strategy, key stakeholders were asked what they see as the biggest strengths of Renfrewshire's overall response to GBV. The recurring themes within the feedback were:

- Accessible services with many years of expertise.
- The wide range of services available.
- The commitment of agencies and staff.
- An excellent multi-agency training programme.
- Great partnership working.
- MARAC and MATAC meetings.
- Strong local leadership.
- Research and evidence based practice.
- Renfrewshire Reconnection.
- Local perpetrator programmes.
- GBV is a key priority of Community Justice Renfrewshire.

## 2.6 - Areas for development

As well as strengths, stakeholders have agreed areas for development with regards to Renfrewshire's overall response to GBV. The areas which have been identified include:

- Improve information sharing within the Strategy Group.
- Improve information sharing with others outside the Strategy Group.
- Local initiatives could come to Strategy Group for consultation on new services/projects.
- Feedback from individual agencies' engagement processes could be shared with the Strategy Group.
- Improve data collection and sharing.
- Create/strengthen links with other GBV related groups.
- Raise awareness of specialist services amongst staff so they know where to direct women to.
- Audit Addictions services regarding sensitive routine enquiry.
- Increase capacity building of health staff to undertake sensitive routine enquiry.
- Build links between particular agencies to solve specific issues.
- Strategy Group could begin direct engagement process with ex-service users and wider community.
- Younger groups need to be targeted as missing crucial age group.
- Further development of the Mentors in Violence Prevention (MVP) programme.
- Training for parents and teachers could help protect young people.

- Improve links between agencies who raise awareness about GBV amongst young people.
- Simplify access to online information about Renfrewshire's GBV response.
- Strategy Group lacks an online presence.
- Develop Renfrewshire's GBV training programme.
- Increase knowledge and understanding of local youth workers in relation to GBV.
- Consider holding GBV conference in order to raise awareness.

These areas for development were used as the basis to identify our local priorities which are outlined in Section 3.2.

## 3 – Our next steps

In this section, we outline our priorities for the next three years, both national and local.

### 3.1 - National priorities

Renfrewshire's GBV Strategy Group has adopted and embraced the national priorities on GBV which were set out by the Scottish Government in Equally Safe. These priorities are seen as appropriate long-term goals which should guide all GBV related work in Renfrewshire over the life of the strategy.

#### 3.1.1 - Priority 1: Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls.

Through this priority, we want to ensure that:

- Positive gender roles are promoted.
- People enjoy healthy, positive relationships.
- Children and young people develop an understanding of safe, healthy and positive relationships from an early age.
- Individuals and communities recognise and challenge violent and abusive behaviour.

The Scottish Government's first priority focuses on the importance of community attitudes towards GBV and how impactful these can be on the perpetration of and response to this kind of violence. They specify that addressing gender stereotypes will play a vital part in changing attitudes and they identify the criminal justice system, the media, the education system and leadership across the public, private and third sectors as key players with regards to this priority.

#### 3.1.2 - Priority 2: Women and girls thrive as equal citizens: socially, culturally, economically and politically.

Through this priority, we want to ensure that:

- Women and girls are safe, respected and equal in our communities.
- Women and men have equal access to power and resources.

In their second priority, the Scottish Government highlights the relevance of achieving gender equality across all spheres to the eradication of GBV. They stress that they want Scottish women to have the same opportunities in life as men and they see tackling the levels of women living in poverty as a crucial element of this. Furthermore, they want to work on improving women's safety in public spaces, thereby allowing them to live and work without fear. The Scottish Government recognise that addressing these issues alone will not bring an end to GBV, but they do believe it will support broader prevention efforts.

### 3.1.3 - Priority 3: Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people.

Through this priority, we want to ensure that:

- Justice responses are robust, swift, consistent and coordinated.
- Women, children and young people access relevant, effective and integrated services.
- Service providers competently identify violence against women and girls, and respond effectively to women, children and young people affected.

The Scottish Government's third priority turns its attention to the quality and range of GBV services provided by public, specialist and third sector services. It calls for services to be capable of identifying those at risk and following this with an appropriate, safe and consistent response. It also highlights the diverse range of needs amongst those who are experiencing or have experienced GBV, thereby requiring a similarly diverse response from services. Furthermore, the Scottish Government emphasises the importance of a multi agency approach within an integrated system, in which improved information sharing between services is crucial. Early identification and intervention are also stressed as essential elements of the response to GBV. Finally, clear priorities are laid out for public sector agencies: routine enquiry within NHS services to support early identification, clear national and local protocols and also data collection and information sharing protocols.

### 3.1.4 - Priority 4: Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

Through this priority, we want to ensure that:

- Justice responses are robust, swift, consistent and coordinated.
- Men who carry out violence against women and girls are identified early and held to account by the criminal and civil justice system.
- Relevant links are made between the experience of women, children and young people in the criminal and civil system.

In their fourth and final priority, the Scottish Government emphasise that perpetrators must expect a proportionate, swift and effective response to their behaviour. They stress the importance of prosecution for survivors and the need for those affected to feel supported by the justice system. However, they also make clear that prosecution alone is not enough and that where appropriate perpetrators should be supported to change their behaviour.

## 3.2 - Local priorities

While Renfrewshire's GBV Strategy Group absolutely recognises the relevance of the national priorities to all local work related to GBV, it is committed to delivering against specific priorities for Renfrewshire.



Four key priorities for Renfrewshire emerged from the consultation with key stakeholders in 2015:

1. Ensure strong partnership working within Renfrewshire's GBV Strategy Group.
2. Provide high quality local services which meet the needs of victims and address the behaviour of perpetrators.
3. Improve the knowledge, skills and behaviour of local workers around GBV through training.
4. Improve the knowledge, skills and behaviour of the wider community around GBV training and awareness raising activity.

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

Objectives:

- Renfrewshire's response to GBV is fully coordinated and integrated.
- The Strategy Group is widely recognised as being the local strategic driver on issues regarding GBV.
- All Strategy Group partners understand and fulfil their roles and responsibilities within the group.

Since its formation in 2000, Renfrewshire's GBV Strategy Group has been instrumental in advancing local efforts to reduce and eradicate GBV. During consultations for this strategy, it was largely felt that the Strategy Group functions well as a strong working group championing GBV issues within Renfrewshire. However, a number of potential areas for development for the Strategy Group were also identified. These range from short term actions such as creating links with other local organisations working on GBV related issues to longer term projects such as building a monitoring and evaluation system for reporting against the Scottish Governments Equally Safe Quality Standards and Performance Framework<sup>50</sup>. The Strategy Group will continue to follow good practice guidance on partnership working and to cultivate a joined-up approach to tackling GBV in Renfrewshire.

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

Objectives:

- All local services for victims provide an accessible and supportive response.
- Local perpetrator programmes effectively support perpetrators to change their behaviour whilst ensuring that the safety of victims is always a top priority.

Local services for both victims and perpetrators of GBV play a fundamental role in Renfrewshire's response to this violence. There is a wide variety of local services available to victims, as well as two perpetrator programmes operating in Renfrewshire: the Up2U

programme facilitated by Criminal Justice Social Work and Barnardo's Connected Dads programme. Additionally, there are new programmes currently in development in the area, such as Barnardo's new service for young women with disabilities who have experienced domestic abuse. The integration of all of these services plays a vital role in their success.

Consultations for this strategy revealed that local services in this field are generally seen as accessible, with strong expertise on offer amongst staff. Therefore, ensuring these services maintain and build on these high standards is a crucial priority locally. Monitoring for gaps in service provision and addressing any which are identified will be an ongoing process. Furthermore, it is imperative that there is support available from local services for the diverse groups within the local community.

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

Objectives:

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

Training local workers is an essential element of Renfrewshire's GBV response. A multi-agency GBV training programme for local workers is currently in place in Renfrewshire. The development of the training sub-group and a training plan incorporating all aspects of GBV will play an important role with regards to this priority. Feedback from recent attendees of the training programme will influence this new training plan.

### **3.2.4 – Local Priority 4: Improve the knowledge, skills and behaviour of the wider community around GBV through training and awareness raising activity.**

Objectives:

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

Training and awareness raising activities provide a vital opportunity to educate members of the local community, which research has shown can have a profound impact on GBV prevalence rates<sup>52</sup>. Local awareness raising activities should aim to reach as many people as possible, including those that may be considered hard-to-reach.

Annual action plans will be produced for each year of the strategy to support our achievement of our local priorities by 2021. The action plan for 2018-2019 is outlined in Appendix 1.

## 4 - Monitoring and evaluation

The impact of the strategy will be monitored annually in line with the established evaluation framework. Each year the annual action plans will be reviewed and an updated plan produced for the following year. In line with the Scottish Government's reporting schedule an annual return will be submitted online identifying Renfrewshire's current position and progress made against the Equally Safe Performance Framework and Quality Standards. An annual progress report on the GBV Strategy and a public facing summary document will be submitted to the Chief Officers' Group each September. These will be published annually during the 16 Days of Action.

Date	Activity
April	GBV Strategy action plans updated by identified leads and new action plan produced.  Impact reviewed in line with evaluation framework.
June	Equally Safe Performance Framework and Quality Standards returns submitted online to Scottish Government.
September	Annual progress report and public facing summary document submitted to Chief Officer's Group.
October	Mid year review of GBV Strategy Action Plan.
November	The annual progress report is published during the 16 Days of Action each year (25th November – 10th December).

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No To

## 6. Appendix 1: Renfrewshire Gender Based Violence Strategy Year 1 Action Plan (2018-2019).

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

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

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

What will we do?	Who will do it?	How will we do it?	When will we do it by?	How will we know we have done it?
2.1 Service users are consulted in individual GBV service and programme redesign (victim and perpetrator).	Women and Children First Co-ordinator Barnardo's Service Manager Women's Aid Refuge Support Worker Criminal Justice Services Manager ASSIST Operations Manager Children 1st Manager Glasgow and Clyde Rape Crisis Manager	Evidence of service user consultation provided to GBV Strategy Group when services undergo redesign.	As required.	Report of service user feedback presented to GBV Strategy Group.
2.2 EQIA's are undertaken for all GBV services and programmes (victim and perpetrator).	Health Improvement Lead	Identify current practice for each service and programme.	December 2018	EQIA complete for all services/programmes. EQIA action plan for each service/programme as required.
2.3 The local MARAC operates in line with legal responsibilities and keeps up to date with changes to legislation and national guidelines..	Public Protection Manager	Ongoing consultation with MARAC Co-ordinators Group and SafeLives.	March 2019	Annual review of MARAC Operating Protocol complete.
2.4 The local MATAAC 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 MATAAC 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 MATAAC actions.  Compliance of MATAAC Operational Policy.  Multi-agency attendance.  Number of referrals.
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.  Audit records of key HSCP services for SRE delivery: Children's Services Mental Health Services.	March 2019  August 2018 February 2019	Number of training sessions delivered.  Number of staff trained.  % of staff group trained.  Number of audits per service.  % service users asked about their experience of GBV.  % of service users who disclosed abuse.



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?
2.6 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.

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

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

3.5 All Police Officers in K Division to be trained in identifying and responding to coercive control.	Detective Chief Inspector for Public Protection	2 Police Officers from K Division Domestic Abuse Investigation Unit trained as part of SafeLives training cohort.  Training commence October/November 2018.  All officers up to rank of Inspector to be trained in legislation.	October 2018     March 2019	All identified officers trained.  Review of training records.
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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?
4.1 Ensure Mentors in Violence Prevention (MVP) Programme is delivered in all Renfrewshire secondary schools.	Flexible Learning Manager	Meet with school Management Team.  Identification of school Lead.  Whole school awareness raising meeting.  Identification of staff team.  Training for staff.  Staff led training for pupils.  Support and preparation time for mentors.  MVP classes and assemblies delivered.	March 2019	MVP delivered in 6 local authority secondary schools.
4.2 Rape Crisis National Sexual Violence Prevention Programme is delivered in Renfrewshire secondary schools.	Glasgow and Clyde Rape Crisis Manager	Establish partnership agreements with local authority secondary schools to deliver prevention workshops as part of PSE classes (S1-2, S3-4, S5-6).	March 2019	Established in 4 local authority secondary schools.
4.3 Co-ordinate and deliver a programme of events for 16 Days of Action.	Women and Children First Co-ordinator	Work in partnership with the Diversity and Equality Renfrewshire Group to deliver Renfrewshire Woman's Conference.  Deliver domestic abuse and MARAC training to Housing Officers.	December 2018	Number of conference attendees.  Conference evaluation report produced.  Number of training sessions.  Number of staff trained.  Evaluation report produced

4.3 continued		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.
		Deliver 1 day Multi-agency Childhood Sexual Abuse training.		Number of training sessions.  Number of staff trained.  Evaluation report produced.
		Co-ordinate Renfrewshire's annual Reclaim the Night March.		March programme produced.  Number of attendees.  Media coverage.
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.

