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**Angus Violence Against Women Partnership**

**Strategic Plan 2021-24**

**Introduction**

Angus Violence Against Women Partnership (AVAWP) is the multi agency forum to deliver on Equally Safe: Scotland’s strategy for preventing and eradicating violence against women and girls at a local strategic level. No single partner alone has the resource, skill or reach to achieve the aims of Equally Safe and it is only through strong partnership working that this can be achieved.

 The national Violence Against Women Partnership Guidance is designed to promote an effective and strategic approach to reducing violence against women and its negative impact on individuals and communities and support local partnerships to develop effective local strategies and activities in keeping with Equally Safe to tackle violence against women and girls in all its forms. The guidance notes 6 minimum standards that Local VAWPs are expected to work towards and identifies the core activities that all VAW partners will be expected to undertake. These are:

**Minimum Standards**

1. Every local authority area in Scotland should have a VAW Partnership in place that is responsible for working to prevent and eradicate all forms of violence against women and girls within that local area.
2. VAW Partnerships should bring together the key public sector and third sector organisations working to prevent and eradicate violence against women and girls within the local area
3. Every VAW Partnership should have Terms of Reference for their group.
4. Every VAW Partnership should have a Strategic Plan in place that outlines how the Partnership will implement Equally Safe at a local level.
5. Every VAW Partnership should have a framework in place for measuring its performance and progress towards achieving its agreed outcomes.
6. Every VAW Partnership should have a designated person who is responsible for coordinating its core activities.

**Core activities**

1. Conduct Needs Assessments
2. Strategic Reviews and Annual Planning
3. Performance Reporting
4. Quality Assurance
5. Disseminating learning and training
6. Promoting a Preventative Approach
7. Identifying Resources
8. Informing work being undertaken nationally

This Strategic Plan will:

* Identify the outcomes AVAWP is working to
* Identify the areas AVAWP will prioritise in order to achieve the agreed outcomes
* Link to the AVAWP Performance Framework

This Strategic plan will deliver on the Equally Safe priority areas for Angus noted below and is based on the identified priorities for AVAWP of:

* Prevention
* Data and Self Evaluation
* Good Practice
* Learning and Development

**Equally Safe Priorities for the Angus Violence Against Women Partnership**

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| **Priority 1: Angus residents embrace equality and mutual respect, and reject all forms of violence against women and girls**Objectives * 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
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| **Priority 2: Women and girls thrive as equal citizens in Angus: socially, culturally, economically and politically** Objectives* Women and girls are safe, respected and equal in our communities
* Women and men have equal access to power and resources
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| **Priority 3: Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people in Angus**Objectives* 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
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| **Priority 4: men in Angus desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response**Objectives* 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
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| 1. **Prevention**
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| **Equally Safe Priority Area** |  |  **Action** | **Lead** | **Indicator/Outcome** | **Timescale/update** |
| **1,2,3** | **1.1** | Create a Prevention Subgroup and appropriate Terms of Reference to develop a Prevention Strategy in respect of Gender Based Violence  | PPA Development Officer | Prevention Subgroup in placePrevention Strategy and Action Plan in place Quarterly reporting to AVAWP |  |
| **1,2,3** | **1.2** | Independent Chair and Lead Officer to attend PPA Chairs and Lead Officers Group to ensure GBV is recognised as a significant issue requiring awareness across the other PPA partnerships | Independent Chair and Lead Officer | The VAWP has clear strategic links with other relevant thematic partnerships/groups who are working towards shared outcomes |  |
| **1,2,** | **1.3** | Proactive engagement and communications take place in Angus communities to increase people’s awareness and understanding of the causes and consequences of VAWG, and the role they can play in tackling it | Prevention Subgroup/PPA Comms and Engagement Subgroup | Clear up to date online guidance is in place regarding all services available to support families affected by VAWG and how to access themThere are wide ranging proactive engagement and communications which take place in the local community, including awareness raising campaigns in a range of mediums on a variety of VAWG issues All local PPA partnerships and other equality groups are regularly consulted to ensure they are aware of the VAWG agenda  |  |
| **1,2 3** | **1.3** | To ensure children and Young People develop an understanding of healthy relationships at an early age Relevant partners work together to take a whole school approach to tackling VAWG | Prevention Subgroup | A variety of youth work organisations are regularly delivering VAWG relevant interventions to a significant proportion of young people to raise awareness of VAWP and the importance of positive, healthy relationshipsThere is a base level of programme delivery, supplemented by additional delivery to take account of local need, delivered to children and young people across AngusProcesses are in place to engage with primary and secondary schools to help ensure the delivery of age-appropriate evidence based interventions to raise children, teachers and parent understanding and awareness of GBV, positive health relationships and consent Processes are in place to engage with local colleges and universities to identify opportunities for partnership working to prevent GBV on campuses |   |
| **4** | **1.4** | An effective strategy to engage with men and boys is in place | Prevention Subgroup | Strategy is developed identifying priority actions and activity which will be delivered to address gender stereotypes, bias and inequality. This will include as a minimum a SLWG to progress White Ribbon and any other appropriate similar initiatives and activities.High-quality, evidence-based non court-mandated programmes are in place at a local level that work with perpetrators of VAWG to hold them to account for and support them to change the behaviour |  |
| **3,4** | **1.5** | In partnership with Angus Adult Protection Committee, work to ensure appropriate awareness of GBV and safeguarding of vulnerable adults | Independent ChairPPA Comms & Engagement Subgroup | Awareness raising materials are available for communities, professionals and vulnerable adults to ensure early identification and relevant input/support is provided |  |
| **3** | **1.6** | Strategy is developed to meet the needs of women and children experiencing GBV and who also have complex needs.  | Prevention Subgroup | There are specific policies, service pathways and targeted interventions in place for women and children who have complex needs. Priorities have been identified as:BSL UsersLearning DisabilitySexual Exploitation (in all its forms) Missing and Trafficking |  |
| **1,2** | **1.7** | Support is offered to local employers to ensure workplaces and workplace policies are gender sensitive and promote equality | Prevention Subgroup | Public/Third/All Sector workplace policies are gender-sensitive and recognise the barriers to women’s workplace equality.Public/Third/All Sector workplace policies recognise that employees may be affected by VAWG and communicate/support clear paths for women experiencing this.Public Sector partners have robust policies in place to strengthen approaches to tackle VAWG. |  |

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| **2. Data and Self Evaluation** |
| **Equally Safe Priority Area** |  | **Action** | **Lead** | **Indicator/Outcome** | **Timescale/update** |
| **1,2,3,4** | **2.1** | AVAWP has a Performance Framework in place. As a minimum, this framework should include all the indicators listed in the Equally Safe Performance Framework.  | Self-Evaluation and Continuous Improvement Subgroup | 1.AVAWP performance framework drafted2. membership of the group is established3.A self-assessment is undertaken every 3 years as a minimum using the VAWP Self-Assessment Checklist 4. An improvement plan is developed in response to the identified strengths and areas for improvement are addressed5. AVAWP will collect and analyse data to understand people’s attitudes in relation to GBV at least every two years, and use that to inform future strategy and action 6. Services are designed using demand management principles , ensuring the lived experience of women, children and young people inform and drive all stages |  |
| **1,2** | **2.2** | EIAs will be routinely undertaken when developing all new major policies, processes and services at a local level in partnership with Equality Groups  | Self-Evaluation and Continuous Improvement Subgroup | Policies, processes and services do not discriminate against women and are designed to promote women’s equality  |  |

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| **3. Good Practice** |
| **Equally Safe Priority Area** |  | **Action** | **Lead** | **Indicator/Outcome** | **Timescale/update** |
| **3** | **3.1** | Partners are supported to undertake Routine Enquiry | Practice development Subgroup | Routine Enquiry is regularly undertaken within the priority settings of maternity, mental health, substance misuse, A&E, community nursing and sexual health services |  |
| **3** | **3.2** | Specialist advocacy services are available for all women and girls affected by GBV to enable them to address their support needs, take control of their lives and make informed decisions about their future. | AVAWP Specialist services | Support provided by advocacy services should include1 to 1 and group work;• Safety planning;• Help through the criminal justice system; and• Support finding and contacting support servicesHigh-quality, targeted interventions are in place to engage with women and children affected by GBV who many experience additional barriers as a result of race, sexuality, age or disability |  |
| **3** | **3.3** | Regular MARACs are taking place in Angus that follow the Safe lives principles  | Tayside MARAC Steering Group | The Safe Lives’ 10 Principles for an Effective MARAC are met |  |
| **4** | **3.4** | Regular MATAC meetings are taking place and any identified issues or trends are shared with AVAWP | Police Scotland | Multi-Agency Tasking and Coordination (MATAC) groups are in place at a local authority level, to identify high risk perpetrators of domestic abuse and ensure they are held to account for their behaviours. |  |
| **1,2,3,4** | **3.5** | National and local learning from GBV cases, trends, intelligence and research are collated and shared to promote knowledge, learning and the understanding and development of good practice  | Practice Development Subgroup | Dissemination of good practiceLearning for practitioners is accessible and relevantSummaries of case reviews are developed for sharing (7 min briefing) |  |
| **1,2,3,4** | **3.5** | Case Review protocol is used to identify good practice and share learning  | Practice Development Subgroup | Local good practice is shared appropriately and learning points are identified and actions implemented where required |  |
| **1,2,3,4** | **3.6** | A Strategy is in place to ensure good practice in working with GBV which includes Safe and Together principles and tools | Practice Development Subgroup | The Safe and Together principles are embedded in practice and within local policy documents |  |

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| **4. Learning and Development** |
| **Equally Safe Priority Area** |  | **Action** | **Lead**  | **Indicator/Outcome** | **Timescale** |
| **1,3,4** | **4.1** | There is a Learning and Development Framework in place that meets the needs of the whole workforce in relation to GBV | PPA Workforce Learning and Development Subgroup | Training on how to identify and engage with perpetrators of VAWG is routinely available to Public Sector staffPublic Sector staff who come into contact with members of the public have received, as a minimum, basic training in how to identify and respond to women and children affected by VAWG in a trauma informed and sensitive way Public Sector staff who come into contact with members of the public have received training in how to identify and respond to perpetrators of VAWG in an appropriate wayStaff in child welfare settings are, as a minimum, aware of the Key Principles and Core Components of the Safe and Together model |  |