



# Annual Report

April 2021 - March 2022



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# Foreword by Independent Chair of Angus Violence Against Women Partnership

As Independent Chair of the Angus Violence Against Women Partnership (AVAWP), I am delighted to introduce the Partnership's Annual report for the period, April 2021 – March 2022.

This report sets out a summary of the work of the Partnership and that of the key agencies who work tirelessly in Angus responding to the needs of women and girls who have experienced some form of gender based violence. It is vital that local services are in place to support victims, improve their wellbeing and reduce the risks that they are faced with often on a daily basis. The response of agencies within the Partnership to this very concerning trend of violence against and exploitation of women and young girls is outlined in the report and whilst much work is being done in this regard, there remains much to do in the future.

Prevention and education are key elements to reduce the impact of gender based violence against women and girls and some of the work ongoing is documented in this Report. Specifically, the increasing levels of sexual exploitation and the violence or threats of violence associated with this is a major concern going forward and as outlined in the report, this is one of the key challenges being addressed by AVAWP.

AVAWP meetings are very well attended and there is a real determination across all represented agencies to work together and to provide a supportive and caring response to victims of domestic violence in all its forms to ensure their safety and enhance their future life prospects. Whilst good progress is being made in Angus in this regard, as the report highlights, the Partnership faces a number of future challenges. However as Independent Chair of AVAWP I remain confident that with a professional, structured and co-ordinated approach by all agencies, a positive impact can be made on reducing the level of gender based violence and domestic abuse locally, and thus improving the lives of many who are unfortunately impacted upon by this.

## **Ewen West**

Independent Chairperson  
Angus Violence Against Women Partnership



# Chief Officer's Response

Angus Chief Officers are pleased to receive the second annual report of the Angus Violence Against Women Partnership. We have seen an increased visibility of the issue of gender based violence with significant multi-agency awareness raising and training through 16-days of activism and Safe and Together and other partnership activity this year. We recognise the considerable efforts all partners are making to reduce violence, abuse and exploitation towards women and girls and understand that changing our culture across the multi-agency workforce and in wider society will take time.

Angus Chief Officers fully support the work of this Partnership in tackling gender based violence and are confident that the right steps are being taken to influence and deliver change.

We once again thank partners for their work and thank the Independent Chair Mr West, for his continued leadership on this important area of work.

**Margo Williamson**

Chief Executive  
Angus Council



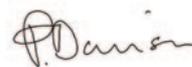
**Claire Pearce**

Executive Director of Nursing  
NHS Tayside



**Phil Davison**

Chief Superintendent  
Divisional Commander  
Tayside (D Division)





# Introduction

This is the second Annual Report by the Angus Violence Against Women Partnership (AVAWP) and will cover the period April 2021 – March 2022. This report provides an overview of both the national and local context and focusses on progress towards the outcomes identified in the strategic plan 2021 – 2024.

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## The National Context

Equally Safe is the joint strategy of the Scottish Government and The Convention of Scottish Local Authorities (COSLA) for preventing and eradicating violence against women and girls. The vision of Equally Safe is

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*“A strong and flourishing Scotland where all individuals are equally safe and respected and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate it”.*

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AVAWP is the multi-agency forum to deliver on Equally Safe 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 girls 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.



# Covid-19

During the April 2021 – March 2022 period, Covid-19 remained a significant challenge to service delivery. Following the vaccination roll out from January 2021, many services were preparing for full transition back to pre-Covid service delivery, only to have to take several steps back with the identification of new variants of the virus later in the year. Towards the end of the reporting period, services were once again taking steps to re-establish in person support and group work in communities.

Partners made every effort to ensure that people at risk were aware of support services and how to access these services during the pandemic. It was identified that vaccination centres and GP surgeries were the most accessed service during this time and publicity materials were targeted towards these sites.

Staff working across AVAWP partner organisations identified significant difficulties in identifying people at risk and providing appropriate support in a timely manner due to Covid-19 restrictions meaning in person support was limited and staff absence further impacted service delivery. This was an identified risk during Covid-19 and attempts made to increase social media messaging and other communications.

As of April 2022, it is hoped that services can now continue to re-establish effective in-person service delivery making best use of the learning from alternative methods of service delivery gained during the pandemic.

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## Angus Violence Against Women Partnership (AVAWP)

AVAWP is a strategic partnership which forms part of [Protecting People Angus](#).

The partnership meets quarterly and is attended by strategic and operational partners involved in working with women, families, and perpetrators of gender based violence.

AVAWP is led by an Independent Chair and reports on progress towards it's aims to the Local Government Improvement Service and Angus Chief Officers Group.

In addition to the quarterly AVAWP meetings, a number of subgroups meet regularly to progress actions identified in the AVAWP strategic plan. During 2021, the subgroups of AVAWP were refreshed and restructured to ensure there was no duplication of efforts and that the groups had appropriate membership to carry out the tasks allocated through the AVAWP strategic plan.

The current strategic plan covers the period 2021-2024 and is reviewed annually. The AVAWP strategic plan has four key priority areas which provide direction to the partnership and subgroups. The priority areas are outlined below. Within each area, there are number of identified actions which for the strategic plan (appendix 1).

## **PRIORITY AREA 1**

**Angus residents embrace equality and mutual respect, and reject all forms of violence against women and girls**

## **PRIORITY AREA 2**

**Women and girls thrive as equal citizens in Angus: socially, culturally, economically and politically**

## **PRIORITY AREA 3**

**Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people in Angus.**

## **PRIORITY AREA 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**

# Gender Based Violence Statistics



Total number of domestic abuse incidents

↓ **Scotland**  
**Down 1%** for 2020-21 to 64,807

↑ **Angus**  
**Up 12%** for 2020-21 to 1,237

## In Angus



of victims of domestic abuse were **women**



**82%** of incidents involved a **female victim** and a male suspected perpetrator



**15%** of incidents involved a **male victim** and a female suspected perpetrator



**88%**

of incidents occurred in a home or dwelling



**Saturday  
Sunday**

**47%** of incidents occurred at the weekend

Sexual crimes account for **5%** of all crimes recorded in Scotland in 2021-22.

Common age group for victims and perpetrators of domestic abuse.



**Scotland**  
**31-35**  
**Angus**  
**26-30**

The number of sexual crimes recorded by the police **increased** in 2020-21 to 2021-22.



Source: Police Scotland and relate to 1st April 2021 - 31st March 2022

# AVAWP Subgroup Updates 2021-2022

A restructure of AVAWP Subgroups was undertaken in early 2021 and approved at an AVAWP development session, the new structure of subgroups, aims to streamline AVAWP activities, reduce the overall number of meetings that partners are required to attend and ensure progress towards the strategic aims of the partnership. Updates from each of the newly formed subgroups can be found below.

## Prevention Subgroup

The prevention subgroup has delegated responsibility for work around; proactive public engagement, preventative educational work, awareness raising amongst men and supporting women from vulnerable groups to access appropriate support and education.

During the first year of operation, the prevention subgroup's key successes include:

- Development of guidance for responding to gender based violence in youth work settings
- Delivering a programme of learning events to mark the 16 Days of action against gender based violence
- Re-Launching the White Ribbon status campaign in Angus
- Continued work towards designing an 'employers pledge' aimed at raising awareness of and creating a supportive environment towards GBV issues in workplaces across Angus.
- Taking part in the Equally Safe in Practice pilot where gender equality training was delivered to elected members and managers from the chief executive downwards.

Going forward, this group will focus on:

- Engaging young people in conversations around GBV issues through prevention work in schools and youth work settings
- Work to raise awareness of the experience of women with additional support needs who have faced gender based violence and to identify specialist support for this group of women
- Continue to work towards achieving White Ribbon status in Angus
- Continue the roll out of the Equally Safe in Practice gender equality training, and an additional 2 modules
- Continue to plan and raise awareness of GBV issues, more widely and not limited to, 16 Days

## Protecting People Angus Workforce Learning and Development Subgroup

The learning and development framework was updated every 2 months with newly available learning resources to ensure the workforce had access to the most up-to-date and relevant materials.

The group focussed on re-establishing the core learning programme, and a range of training sessions were made available either virtually or via e-learning.

These included:

- Coercive Control
- Engaging with Perpetrators of Domestic Abuse
- What is sexual violence?
- Best Practice in Domestic Abuse – Safe & Together
- Introduction to commercial sexual exploitation
- Introduction to trauma and working therapeutically with trauma
- Young People and Pornography
- Domestic Abuse legislation
- Springing the Gender Gap

The subgroup also worked closely with the Open University to promote a range of free modules across the Angus workforce. This included topics such as:

- Understanding society
- Challenging ideas in mental health
- Working in diverse teams
- Does prison work?

The Learning & Development Newsletter continues to be issued monthly direct to frontline members of the workforce and now has over 1000 subscribers.

From feedback received from the workforce, there is some concern about the capacity the workforce has for undertaking learning and development while managing ever increasing workloads. Going forward, the subgroup will look at how learning is made available to ensure that the workforce can access effective learning resources in a way which best suits their needs.

## **Practice Development Subgroup**

During 2021-2022, the practice development subgroup has undertaken a mapping exercise and identified areas of good practice and priorities for improvement.

The key priorities and actions that were identified for this subgroup were:

- Embedding routine enquiry around gender based violence in primary care settings and other universal services.
- Develop a protocol for case review to share learning and examples of good practice from local cases.
- Promoting the 'Good Practice in Domestic Abuse' guide to a wider range of frontline staff.
- The subgroups membership has been developed to ensure that the people with the right expertise to move the above actions forward are involved, these actions are ongoing.

## **Self-evaluation and Continuous Improvement Subgroup**

The Self-evaluation and continuous improvement (SECI) subgroup drafted a Terms of Reference and workplan based on the AVAWP strategic plan, both of which were approved by AVAWP. The group also pulled together a draft dataset for consideration by all multi-agency partners. The tasks of this group in relation to data has been a challenge and lack of national agreed datasets to draw upon has impacted the progress.

The key actions for the coming year for the SECI are too:

- Establish a core membership of suitable representation to take forward the dataset work
- Work with the draft dataset, ensuring all AVAWP members can work to this and provide data around in a timeously manner
- Test use of the dataset and provide update and comparisons on a quarterly basis

# Progress towards our Priority areas

## PRIORITY AREA 1:

**Angus residents embrace equality and mutual respect, and reject all forms of violence against women and girls**



### **16 Days of Activism Against Gender Based Violence (16 Days) 2021**

From 25 November, the International Day for the Elimination of Violence against Women, to 10 December, Human Rights Day, the 16 Days of Action is a time to galvanize action to end violence against women and girls around the world.

AVAWP have embraced the 16 Days as an opportunity for public awareness raising of violence against women and for upskilling the local workforce on gender based violence issues. In 2021, a comprehensive programme of learning events was organised by the Prevention Subgroup which was complimented by online communications with AVAWP partners sharing information on the campaign, local support services and stories of female empowerment.

The programme was launched by very special guests, Luke and Ryan Hart who sadly lost their mother and sister to gender based violence. Luke and Ryan shared their powerful story and gave an overview of the proactive campaigning that they do to help end gender based violence.

Throughout the 16 Days, a range of sessions were held to highlight local and national good practice, campaigns and share information on services available for Angus women.

Covid-19 restrictions meant that it was most appropriate to host 16 Days sessions online. In 2022, AVAWP aim to hold a combination of online and in person training with a greater focus on public awareness raising.

## **PRIORITY AREA 2:**

**Women and girls thrive as equal citizens in Angus: socially, culturally, economically and politically**

### **Angus Council – Equally Safe at Work**

AVAWP partner, Angus Council have been working towards the Equally Safe at Work Bronze accreditation.

Equally Safe at Work is an innovative employer accreditation programme It supports employers to improve their employment practice to advance gender equality at work and prevent violence against women.

Angus Council is working towards an action plan of 48 requirements such as public support by the Chief Executive and Council Leader, reviewing policies through a gender lens, arranging focus groups, collecting data on flexible working and creating channels for employees to share if they have been subject to violence. A survey has been issued to all staff (to be repeated one year later to compare answers). A cross departmental working group has been established to lead on this work.

### **AVAWP Employers Pledge**

In order to engage with employers who are not represented on AVAWP and encourage gender equity in workplaces across Angus, an employer's pledge is being produced by AVAWP via the Prevention subgroup. Local employers will be approached and asked to pledge their support to ending gender based violence and to promote equality in the workplace.

A working group was convened to drive this forward. A template gender based violence policy has been drafted by the working group for distribution to businesses who sign the pledge.

A survey has been produced for survivors of gender based violence, aiming to gather views on how employers have responded to employees facing gender based violence and what would help survivors feel more supported. The survey is yet to be circulated but the findings will inform AVAWPs work under priority area 2.



## **Police Scotland – Strategy to tackle violence against women and girls**

Police Scotland's strategy to tackle violence against women and girls is being developed, alongside partners in all sectors, to achieve a vision for Scotland as a society where women and girls live free from all forms of violence, abuse, exploitation, and harassment. Police Scotland's approach to tackling domestic abuse is recognised as an exemplar world-wide, as is the perpetrator focused approach to prevention epitomised in the ground-breaking *That Guy* campaign. However, although progress has been made, there is more work to do to support culture change and the rights of women and girls to feel safe. A public engagement exercise will inform the strategy to further improve the Police response.

## **PRIORITY AREA 3:**

**Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people in Angus.**

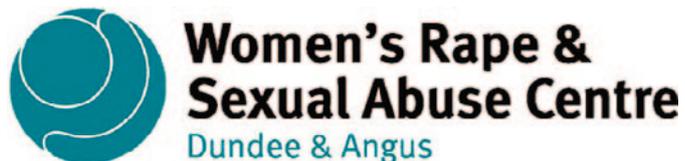
### **Multi-Agency Risk Assessment Conference (MARAC)**

MARAC is a local meeting where representatives from statutory and non-statutory agencies meet to discuss individuals at high risk of serious harm or homicide as a result of domestic abuse. The meeting provides a safe environment for agencies to share relevant and proportionate information about current risk and develop a coordinated action plan.

The primary focus of the MARAC is to safeguard the adult victim. However, the MARAC will also make links with other agencies to safeguard children and manage the behaviour of the perpetrator. Ensuring that the victim is supported throughout, and their needs represented at the MARAC is crucial to managing risk, improving and maintaining safety, and reducing repeat victimisation.

The number of cases discussed at MARAC during the reporting period is 86.

During 2021-2022, Police Scotland, Tayside Division doubled its cadre of Domestic Abuse Liaison officers who assess every report of domestic abuse in terms of risk and effective safety planning, ensuring that victims are offered and fully understand access to advocacy services. As the lead agency, Police Scotland work with MARAC partners to ensure that all domestic crimes and incidents are subject to robust quality assurance processes to ensure that Domestic Abuse (Scotland) Act 2018 offences are correctly identified and investigated in accordance with national standards.



### **Dundee and Angus Women's Rape and Sexual Abuse Centre**

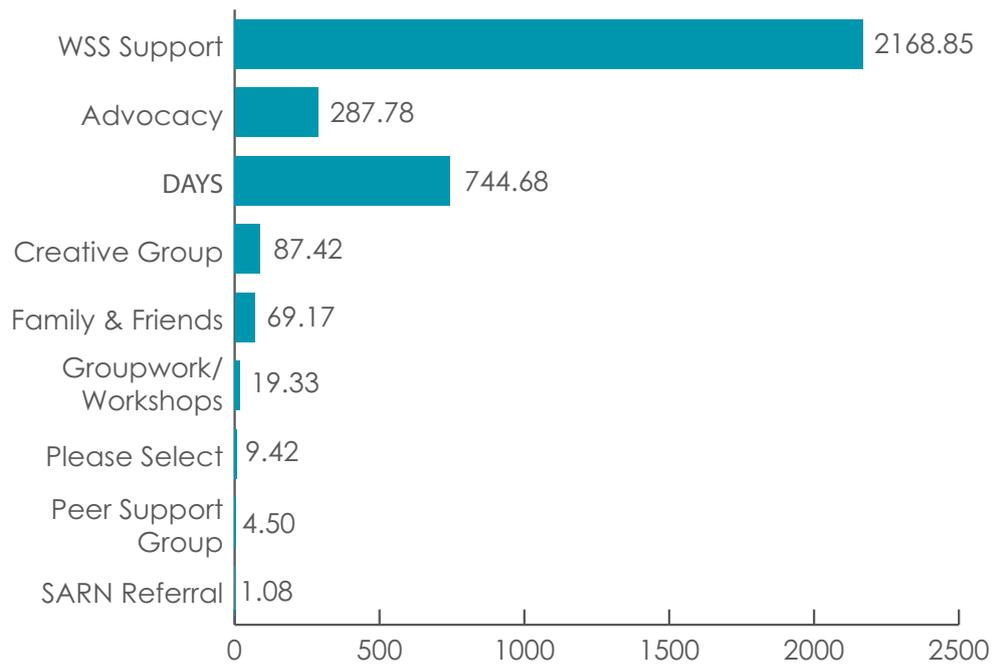
Dundee and Angus WRASAC are a dynamic team of 34 staff members, 10 volunteers and student on placement throughout the year. WRASAC provide a range of services to survivors of sexual violence, abuse and exploitation which includes the Women's Support Service.

There have been changes in staffing throughout 2021-2022 in WRASAC. For the Angus dedicated service, there is currently 1 staff member working 35 hours as an Angus outreach worker and 1 staff member doing 5 hours. Women are currently waiting around 5/6 months for support and as an organisation, WRASAC are seeking further funding for Angus workers to meet the demand for the service.

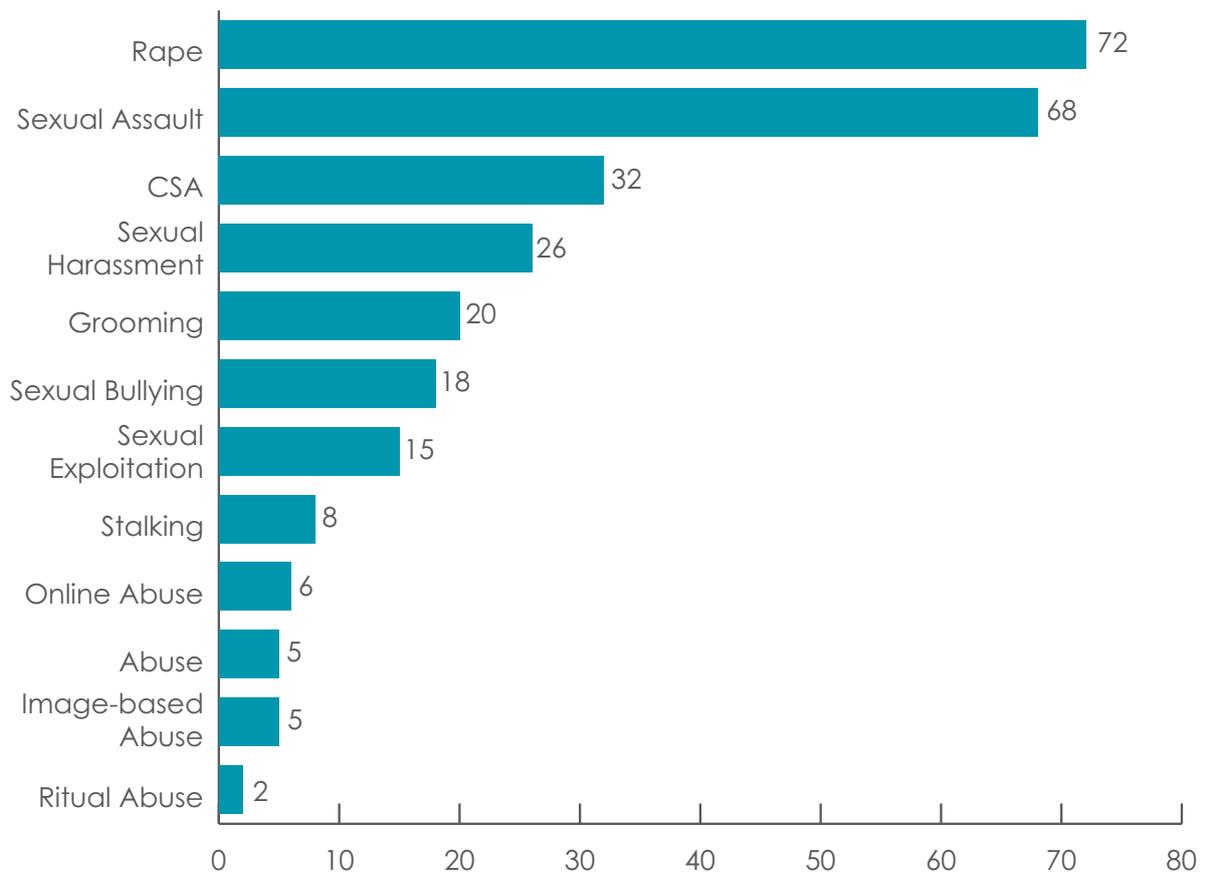
WRASAC are looking to continue to strengthen and develop the Angus service and are looking at having a premises in Angus so that women can access support at an Angus based WRASAC centre.

Over this period of time WRASAC have supported 191 survivors and provided 3392 hours of support.

### Support Hours (Angus)



### Nature of Abuse



## Angus Women's Aid

Angus Women's Aid is a specialist linked domestic abuse agency which provides trauma responsive services to women, children and young people in Angus affected by domestic abuse/coercive control.

Referrals received by AWA in this period:

Children (under 16)	380
Young Women (16-25)	101
Women (26 and older)	545

During this period, AWA established our Domestic Abuse Advocacy Service focussing on short term crisis intervention and safety.

Through the Covid-19 pandemic and its restrictions AWA continued to offer face to face services to women, children and young people with the appropriate risk assessments and PPE, in addition to online services. We continued to accept refuge referrals and were part of the UK wide initiative which offered free rail travel to women who were fleeing domestic abuse. Whilst the restrictions meant we could not offer to take women to key appointments we negotiated arrangements with local taxi firms whereby AWA would cover the cost of the taxi fare to enable women to travel safely to critical appointments.

Due to increased levels of anxiety amongst children and young people AWA negotiated a test of change with one of our funders and this enabled us to offer resilience building sessions in school to children, AWA had been in schools throughout lockdown where staff in the hubs had identified a need so was well versed in all necessary procedures.

One of the key trends we noted during the pandemic was the increase in the reporting of domestic abuse in young people's own relationships. Girls told us that during lockdown they had lost all support from friends and classmates and that their parents may have thought that the continual messaging and phone calls from their boyfriend was "cute" but it was in fact coercive control. During the period 2021-2022 AWA received 101 referrals for young women who had experienced domestic abuse, 80 of these were referrals from Police Scotland.

Adult women also noted the increased use of technology to stalk, harass and intimidate by partners and ex-partners. There was particular concern about the use of technology to control younger women and the increasing levels of violence that was being seen in these relationships. This was shared and all agencies across Angus began to monitor and record so that a better picture could be formed to better inform use of resources and service development.



## **NHS Tayside**

NHS Tayside recognises it has a pivotal role to play in the appropriate identification and management of VAWG/GBV since virtually all survivors of abuse, both female and male, will interact with health services at some point - as such early intervention is a key focus of the NHS Tayside response. A dedicated VAWG Advisor post was created in November 2020 as part of the NHS Tayside Adult Protection Team to take this work forward.

NHS Tayside has developed a Gender Based Violence Action Plan (2022-2023) which identifies a range of key actions which outlines the health board's role & legislative duties in providing an appropriate, safe and consistent response to those who have experienced domestic abuse or gender based violence. This action plan includes activity ranging from capacity building for front-line staff, to data and intelligence gathering, developing guidance for NHS staff on gender based violence issues and preventative educational programmes in schools and colleges. The action plan also highlights NHS Tayside as an employer and how we support any member of our workforce who may be experiencing interpersonal violence. The action plan acknowledges that partnership working is essential to achieving the objectives and the links with all three local Tayside VAWPs.

## Angus Council Housing Service

Angus Council's housing division made a commitment as part of the Chartered Institute of Housing's (CIH) [Make a Stand campaign](#) to implement a domestic abuse policy. The policy was drafted based on the recommendations from the Change, Justice, Fairness research, the CIH Domestic Abuse Guidance for Social Landlords and following discussions with key stakeholders.

The policy supports the aims set out in the Rapid Rehousing Transition Plan (RRTP) by focusing on preventing homelessness wherever possible and maximising other opportunities for women experiencing domestic abuse to access settled accommodation. It sets out how the Housing Division will provide a proactive housing response to preventing and addressing domestic abuse. The Housing Division works collaboratively with AVAWP partners to provide a co-ordinated and supportive response to ensure survivors have access to a range of housing options, advice and specialised services.

## PRIORITY AREA 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**



### Angus Safe and Together Roll Out

Safe and Together (S&T) is a model used to work with families where domestic abuse is present. It is based on recognising that domestic abuse is a parenting choice made by the perpetrator. Safe and Together is guided by three main principles:

- 1 – Keeping the Child Safe and Together with the non-offending parent
- 2 – Partnering with non-offending parent as a default position
- 3 – Intervening with perpetrator to reduce risk and harm to the child

Angus began to embed this model in 2017 by training 20 champions. Since then, it has grown with, as of April 2022, over 35 champions in both frontline and strategic positions. Champions take a role within their own team or organisation for 'championing' the model and come together regularly to provide support and to develop tools and learning opportunities for the wider multi-agency workforce. The model is also now included in the [National Child Protection Guidance](#) as a best practice model.

The champions have worked together to produce a Prompt Card Tool for practitioners engaging in discussion with the survivor and the perpetrator. (appendix 3) This is based on the my world triangle used within children's services.

A further tool is being developed about domestic abuse typologies and will be launched in late 2022 alongside a multi-agency learning video.

During 2021 champions delivered 13 learning sessions to Social Work Children and Families staff on various topics including domestic abuse typologies, domestic abuse and the role of housing, Impact of language, partnering with survivors of domestic abuse & Mapping survivors' strengths.

This was evaluated as a successful training model and is now being rolled out on a multi-agency basis in 2022.

Regular briefings are also delivered by champions to a multi-agency audience on Good Practice in Domestic Abuse and Safe & Together Principles. These sessions form part of the champions training programme which sees training delivered on a monthly basis.

## **Angus Council Justice Services**

During 2021-2022, Angus Council Justice Services have continued to engage with perpetrators and survivors of domestic abuse.

The Glen Clova and Glen Isla projects continue to offer support to local women with Glen Isla working with women via statutory measures and Glen Clova via voluntary measures. During this time, small group work recommenced following the relaxation of Covid restrictions and this has allowed for women to benefit from valuable peer support, supported by staff who are skilled in trauma informed practice.

Justice services have adopted a Safe and Together approach to working with perpetrators of domestic abuse and this has resulted in close links with children and families' services to ensure a whole family approach is taken.

Around half of the services Social Workers and Community Justice Assistants have now completed the Safe and Together 4-day CORE training and staff continue to deliver training to multi-agency audiences in Angus around 'Engaging with Perpetrators of Domestic Abuse'.

Justice services continues to deliver programmed interventions including focussed 2:1 work with perpetrators and through the Fergus programme.

The Fergus Programme has been developed to support men in Angus to desist from domestically abusing women and children through intense offence focussed intervention. The purpose of this programme is to provide an integrated service to men, women and children who have been affected by, and involved in, the experience of domestic abuse.

## **Multi-Agency Tasking and Coordination (MATAC)**

Multi-Agency Tasking and Coordination (MATAC) meetings were introduced nationally by Police Scotland in 2013, in accordance with Priority 4 of the Scottish Government Equally Safe strategy, which seeks to ensure perpetrators 'receive a robust and effective response'.

The aim of MATAC is to effectively tackle offending by perpetrators who present the greatest risk of harm, in order to achieve positive outcomes for victims and their families through coordinated partnership work to identify and investigate domestic abuse perpetrators using relevant and legitimate police tactics.

MATAC takes place in all 13 Police Scotland Local Policing Divisions and usually held four weekly, meaning approximately 186 MATACs are scheduled in Scotland annually.



## **White Ribbon Campaign**

Angus continues to work towards achieving White Ribbon status. White Ribbon Status is awarded by White Ribbon Scotland to Areas, Towns, Universities, Colleges and other similar bodies who demonstrate over a period of time that they have engaged in activities designed to educate men about violence against women (VAW) and involve them in helping to bring VAW to an end.

White Ribbon is a male led campaign aimed at educating men to encourage personal and collective reflection and behaviour change.

During 2021-2022, eight people were trained by White Ribbon Scotland to be 'speakers'. White Ribbon speakers are volunteers who are trained in taking White Ribbon messaging out into workplaces, community venues, schools, colleges and other settings. Many of the speakers have agreed to go on to sit on the Angus White Ribbon Steering Group.

Due to staff changes and absence in the Protecting People Angus team, the progress towards achieving White Ribbon status has been slower than first hoped. However, there is still strong commitment from AVAWP to push ahead with the campaign with a revised target date for achieving White Ribbon status of June 2024.

## Self-Evaluation and Performance

### Police Scotland Data

Annual data from Police Scotland shows numbers of incidents of Domestic Abuse incidents and Sexual Offences in Angus.

The below table shows that, Domestic abuse incidents in Angus local policing area have increased sharply in 2021-2022.

This increase may be partly attributable to improvements made in relation to the Police response to Domestic Abuse, including doubling the cadre of specialist Domestic Abuse Officers and two officers being a dedicated Angus resource. This increase in specialist resource has allowed Police to enhance the response to Domestic Abuse with additional guidance being provided to response officers in relation to the identification of the often hidden coercive and controlling behaviour DASA offences. It has also enabled the introduction of a revised quality assurance process for all domestic crimes and incidents to ensure that the service we deliver to victims is in accordance with national standards.

Domestic Abuse Incident Statistics Year on Year	2019/20	2020/21	2021/22	% Change 2020/21 v 2021/22
Total Incidents - Police Scotland	62907	65251	64807	-0.68%
Total Incidents - Angus LPA	1179	1107	1237	11.74%

The reporting period 2021-2022, also saw an increase in sexual offenses in Angus.

Sexual Offences Statistics Year on Year	2019/20	2020/21	2021/22	% Change 2020/21 v 2021/22
Total Sexual Offences Recorded - Scotland	13364	13131	15049	14.61%
Total Sexual Offences Recorded - Angus LPA	358	324	352	8.64%

AVAWP are highly concerned to see increases in these statistics and recognise that a proportion of gender based violence crimes go unreported so these figures may not be fully reflective of the reality of the situation in our communities.

## **Annual National Data Return**

Each year, every Violence Against Women Partnership (VAWP) in Scotland is asked to complete a return to the Local Government Improvement Service, detailing progress made towards the Equally Safe Quality Standards.

As part of this return, each partnership must state if they 'meet', 'partially meet' or 'do not meet' each of the quality standards.

In 2021-2022, AVAWP met or partially met 38 of 40 standards, and did not meet 2 quality standards. (refer to appendix 4 for full return). AVAWP did not meet standard 1.6

*"The VAW Partnership has processes in place to engage with colleges and universities in the local authority area and works with them to identify opportunities for partnership working in preventing gender based violence on campuses."*

AVAWP also did not meet quality standard 3.11 "11.

*"The VAW Partnership works to ensure that adequate levels of funding are available for specialist VAWG services, that contribute to the local outcomes and activities that have been identified by members of the Partnership."*

This self-evaluation process has helped to identify areas for development in 2022-23, including engaging with Dundee & Angus college to have a representative on AVAWP and explore the possibility of undertaking more preventative work on the colleges Angus campuses and developing closer links with third sector partnerships and exploring options for securing funding for vital support services.

The self -evaluation process also highlighted particular strengths of AVAWP including multi-agency partnership working, the safe and together champions model and work with perpetrators.

During 2021-2022, there were a total of 1081 referrals to VAW services in Angus.

Of this total number of referrals, 40% were children aged 0-15 years, 9% were aged 16-25 years and the remaining 51% were 26 and over. Police were the biggest referrer, with 47% of total referrals coming from Police. In the 0-15 years age group, the most referrals came from education or 'other' – 85% of all child referrals came from these sources.

Services in Angus were effective in improving women and girl's feelings of safety and wellbeing through interventions. Women were asked at the point of exit from a service about improvements to their wellbeing and if they felt safer. A total of 1013 women reported feeling safer or were assessed as being lower risk. 932 women and children reported or were assessed as having improved levels of wellbeing following engagement with support services.

In Angus, our perpetrator services received a much lower number of referrals at 127 individuals. Of the 127, 21 became participants of an intervention and 7 perpetrators successfully completed the intervention. These interventions were all court mandated. The Fergus programme continues to expand and deliver high quality interventions with perpetrators of gender based violence.

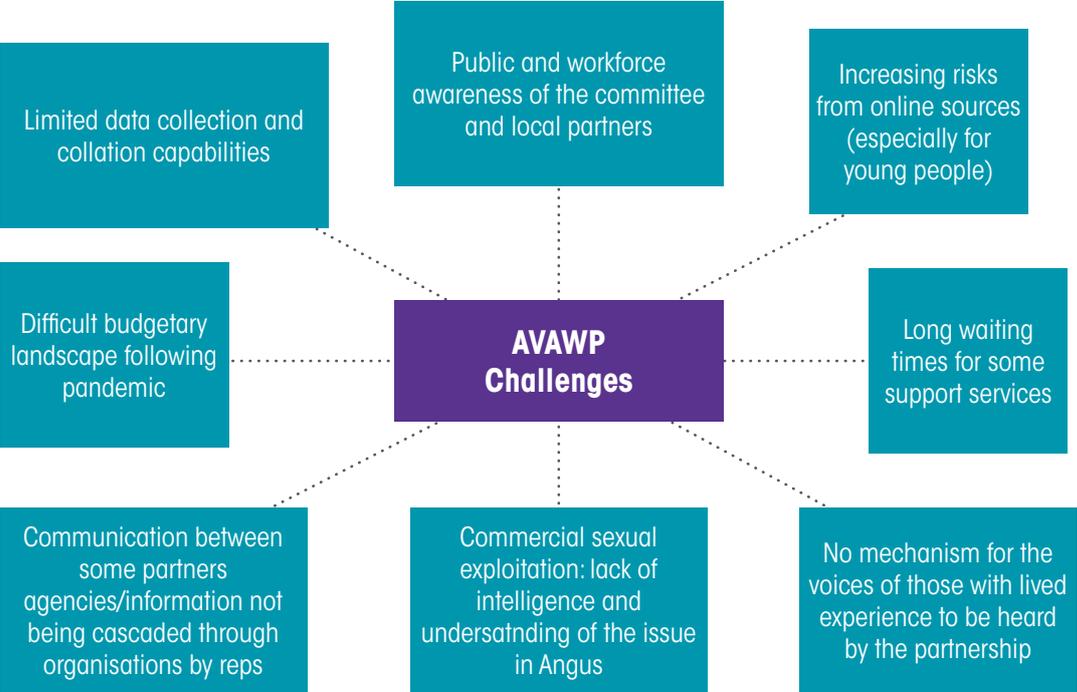
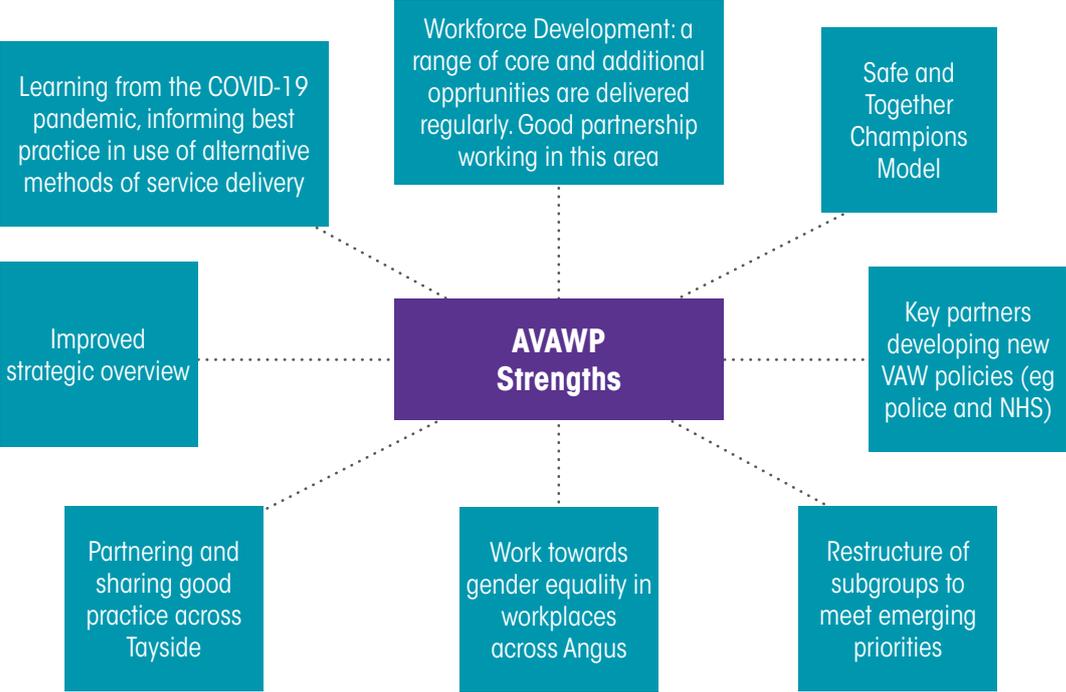
## **Learning from the Data**

AVAWP uses data from a range of sources including numbers of referrals to AVAWP partner agencies and public engagement/ surveys, crime statistics and emerging trends in frontline workloads.

This data will form the basis of discussions at AVAWP development days in 2021-2022 and as a partnership, we will act on this. AVAWP are concerned about the increasing in reported domestic abuse and sexual offences and will continue to explore the underlying causes.

The SECI group will work towards having a clear dataset to allow AVAWP to have a fuller picture of the Angus context.

# AVAWP Strengths and Challenges



# Key priorities for 2022-2023

During 2022-2023, it is hoped that Covid-19 will no longer have a significant impact on the way we work. This should allow services to refocus and reprioritise, using the learning from the challenges of the pandemic to adapt services where appropriate. It is hoped that the reducing threat from Covid-19 will allow for more public engagement work will be possible this coming year. AVAWP partners are looking forward to being more visible in communities throughout 2022-2023.

Lack of data around VAW in Angus has been identified by partners as a concern and a barrier to good practice. Partners have highlighted the need for collection and collation of good, standardised data across the partnership. Prioritising this will help us to target resources effectively and consider new ways of working to address emerging themes.

The work towards developing routine enquiry in frontline services across our communities and case review protocols will be refocussed and seven-minute briefings for staff will be developed where there is significant learning and/or good practice to share.

AVAWP will continue to strive to develop and strengthen our local support services for women and girls to ensure that high-quality support can be delivered as soon as possible following initial referral.

Across the Protecting People Committees in Angus, there has been a move to ensure people with lived experience have opportunities to participate in and have influence over forming the direction of the committees. In 2022-2023, AVAWP would like to explore how survivors of gender based violence might become more involved in the work of our committee. Ideally, survivors' views would be well known and represented at AVAWP and be held at the heart of decision making. AVAWP will begin to explore the best way of working participatively with survivors to ensure that priorities and strategy meet local need. As a committee, AVAWP recognise that it is not easy to do this work in a way that is meaningful, trauma informed and sustainable and this may take a few years to embed participative practice across the committee and all subgroups.

# Appendix 1: Strategic Plan

## 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**

### **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

## 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

## 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

## 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

1 Prevention					
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 place Prevention Strategy and Action Plan in place Quarterly reporting to AVAWP	Group in place since August 2021 ToR agreed 02.09.21
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	Ongoing regular attendance
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 them  There 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	Ongoing work during 16 days of action June – Dec 2022 once PPA C&E has been established

Equally Safe Priority Area		Action	Lead	Indicator/ Outcome	Timescale/ Update
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 relationships  There is a base level of programme delivery, supplemented by additional delivery to take account of local need, delivered to children and young people across Angus  Processes 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	Gender friendly nursery work was carried out by the C&YP subgroup. This will now sit with this subgroup but cannot progress until covid restrictions ease – likely spring/summer 2022.  Equally Safe in schools has been launched. Lauren from WRASAC is the link for this.  Winter 2022
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	White Ribbon work has begun and will take 12-18 months to achieve White Ribbon Status. October 2021-March 2023.  Angus are the launch area for White Ribbon Scotland during 16 Days 2021  Relaunch of White Ribbon on 22.02.22 specifically targeting schools to reach male teachers and pupils

Equally Safe Priority Area		Action	Lead	Indicator/ Outcome	Timescale/ Update
3,4	1.5	In partnership with Angus Adult Protection Committee, work to ensure appropriate awareness of GBV and safeguarding of vulnerable adults	Independent Chair PPA Comms & Engagement Subgroup	Awareness raising materials are available for communities, professionals and vulnerable adults to ensure early identification and relevant input/support is provided	Throughout 2022
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 Users Learning Disability Sexual Exploitation (in all its forms) Missing and Trafficking	LD working group began 03.09.21 Other SLWG to be established throughout 2022
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.	The workplace pledge will be relaunched in 2022, with planning starting at the January meeting and a short life working group established.

## 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	<p>1. AVAWP performance framework drafted</p> <p>2. membership of the group is established</p> <p>3. A self-assessment is undertaken every 3 years as a minimum using the VAWP Self-Assessment Checklist</p> <p>4. An improvement plan is developed in response to the identified strengths and areas for improvement are addressed</p> <p>5. 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</p> <p>6. Services are designed using demand management principles, ensuring the lived experience of women, children and young people inform and drive all stages</p>	<p>1. Completed</p> <p>2. Initial membership of group has been established. Make up of group to be discussed at <b>AVAWP February 2022</b></p> <p>TOR drafted and approved by AVAWP November 2021</p> <p>3. Group will carry out self-assessment using VAWP Self-Assessment Checklist <b>January - March 2022</b></p> <p>Data collection methodologies and tools to be finalised <b>March 2022</b></p> <p>4. Development /Improvement plan will be developed following self-assessment <b>April – June 2022</b>, priorities identified and presented to <b>AVAWP August 2022</b></p> <p>5. Data set as agreed by AVAWP to be collated and analysed and reported to AVAWP quarterly</p> <p>Carry out a scoping exercise to ascertain the prevalence and impact of different forms of GBV in Angus, starting with sexual exploitation in 2022</p> <p>6. Develop a framework to capture the lived experience of women, children and young people to inform service planning and development.</p> <p>Develop a strategy to ensure that engagement with service users is at the heart of planning and delivery.</p>

Equally Safe Priority Area		Action	Lead	Indicator/ Outcome	Timescale/ Update
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	A process to carry our EIA will be developed and promoted <b>September -October 2022</b> – presented to AVAWP <b>November 2022</b>

### 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	1 January 2022
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 include 1 to 1 and group work; <ul style="list-style-type: none"> <li>• Safety planning</li> <li>• Help through the criminal justice system</li> <li>• Support finding and contacting support services</li> </ul> High-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 MATAAC meetings are taking place and any identified issues or trends are shared with AVAWP	Police Scotland	Multi-Agency Tasking and Coordination (MATAAC) 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.	

Equally Safe Priority Area		Action	Lead	Indicator/ Outcome	Timescale/ Update
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 practice Learning for practitioners is accessible and relevant Summaries of case reviews are developed for sharing (7 min briefing)	ongoing
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	31 March 2022
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	31 December 2021

#### 4. Learning and Development

Equally Safe Priority Area		Action	Lead	Indicator/ Outcome	Timescale/ Update
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 staff  Public 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 way  Staff in child welfare settings are, as a minimum, aware of the Key Principles and Core Components of the Safe and Together model	

# Appendix 2: Glossary on Acronyms

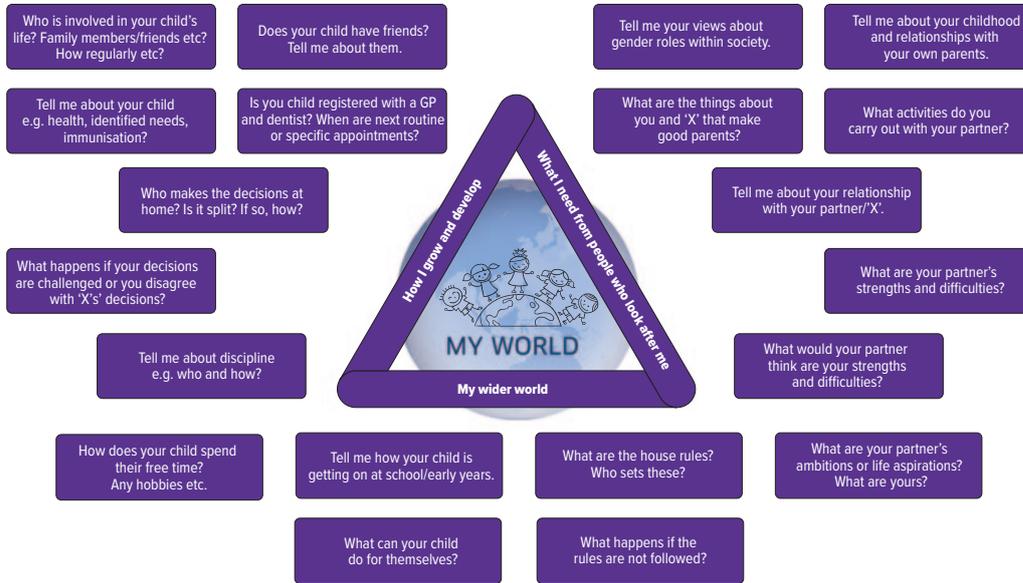
## Appendix 2: Glossary on Acronyms

ACPC	Angus Child Protection Committee
AAPC	Angus Adult Protection Committee
ADP	Alcohol and Drug Partnership
AVAWP	Angus Violence Against Women Partnership
AWA	Angus Women's Aid
CLOG	Chairs and Lead Officers Group
COG	Angus Chief Officer Group
CP	Child Protection
CPC	Child Protection Committee
CPO	Child Protection Order
CYP	Children and Young People Subgroup
DA	Domestic Abuse
DASA	Domestic Abuse (Scotland) Act
GBV	Gender Based Violence
GCP2	Graded Care Profile 2 (Neglect assessment tool)
GIRFEC	Getting It Right For Every Child
ICR	Initial Case Review
IRD	Inter-Agency Referral Discussions
L&D	Learning and Development
LNA	Local Needs Analysis
LO	Lead Officers
MAPPA	Multi-Agency Public Protection Arrangements
MARAC	Multi-Agency Risk Assessment Conference
MATAC	Multi-Agency Tasking and Coordination
NQSW	Newly Qualified Social Worker
PD	Practice Development Subgroup
PPA	Protecting People Angus
P&P Subgroup	Practice and Policy Subgroup
PRAM	Pre-birth Referral Allocation Meeting
S&T	Safe and Together Model

SCR	Significant Case Review
SCRA	Scottish Children's Report Administration
SECI	Self-Evaluation and Continuous Improvement Subgroup
SMART	Specific – Measurable – Attainable – Relevant – Time Bound
SSSC	Scottish Social Services Council
TIP	Trauma Informed Practice
TRIC	Tayside Regional Improvement Collaborative
TRIC PG5	Tayside Regional Improvement Collaborative Priority Group 5
VAW	Violence Against Women
VAWP	Violence Against Women Partnerships
VPD	Vulnerable Person Database
WA	Women's Aid
WLD	Workforce Learning and Development Subgroup
WRASAC	Women's Rape and Sexual Abuse Centre

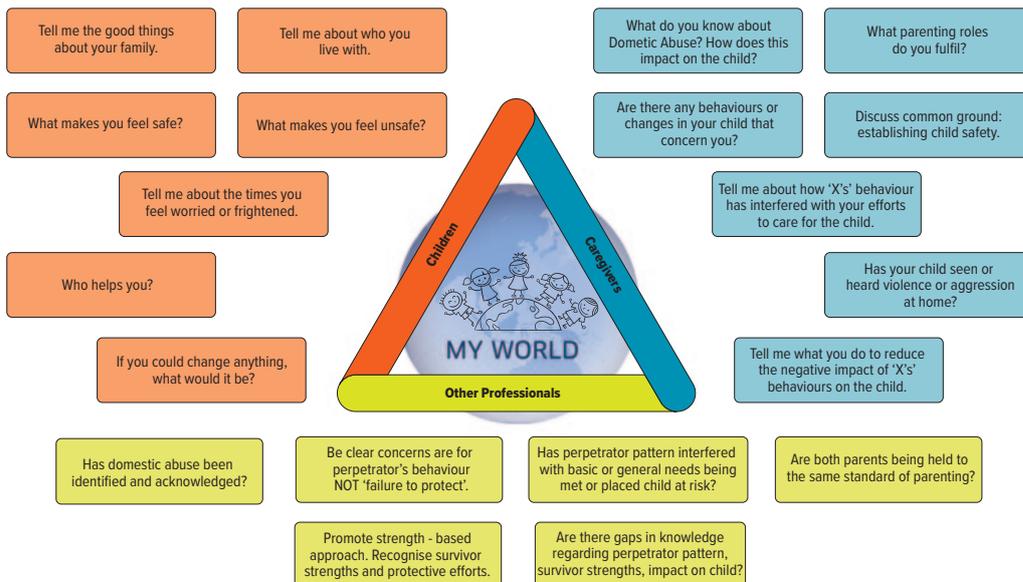
# Appendix 3: Safe and Together Prompt Card Tool

## Angus Domestic Abuse Good Practice - Discussion prompts for engaging with perpetrators



Adapted from the original Scottish Government My World Triangle resource, available from [www.gov.scot/policies/girfec](http://www.gov.scot/policies/girfec)

## Angus Domestic Abuse Good Practice - Discussion prompts for Domestic Abuse concerns



Adapted from the original Scottish Government My World Triangle resource, available from [www.gov.scot/policies/girfec](http://www.gov.scot/policies/girfec)

# Appendix 4: Angus Return on VAW to Improvement Service

## The Equally Safe Quality Standards Data Return Template

Instructions for completing Data Return Template

- Please complete all 5 sections of the Equally Safe Quality Standards.
- For each Quality Standard, please check the relevant box in the table to indicate whether the standard is 'met', 'partly met' or 'not met' within the local authority area in which your VAW Partnership operates.
- Where a standard is not met or only partly met, please use the comment box at the end of each section to provide additional information on:
  - the reasons for this including any challenges that have been encountered at a local level (e.g. lack of funding); and
  - any work the VAW Partnership or other stakeholders within the local authority area plan to undertake in the coming year to meet this standard
- You may also use the additional information box to include any examples of good practice taking place locally, that you would like to share with other VAW Partnerships.
- **This document should be completed and returned to [vaw@improvementservice.org.uk](mailto:vaw@improvementservice.org.uk) by Friday 29th July 2022.**
- Please note that it is intended that reviewing the Quality Standards will be a collaborative exercise and that in undertaking it, VAW Partnerships will consult both with their member organisations and with other relevant thematic partnerships that have a responsibility for delivering services to women and children at a local level. While direct responsibility for meeting some of the Quality Standards may sit with other organisations or thematic partnerships within the local authority area, multi-agency VAW Partnerships have a key important role to play in providing quality assurance for local services, policies and processes to ensure that they are evidence-informed and contribute to positive outcomes for women and children. The Quality Standards are designed to help assist VAW Partnerships in carrying out this quality assurance role.

## Contact Details

VAW Partnership/

Local Authority Area: Angus

Main Contact: Susan Bruce/ Rebecca McNeil

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Phone Number: 07385425238 / 01241 465165

# 1 Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls

This section of the checklist aims to assess whether the services, policies and processes are in place at a local level that will help to contribute to Priority 1 of Equally Safe.

Quality Standard	Meets	Partly Meets	Does not meet
1 Proactive engagement and communications take place in the local community to increase people's awareness and understanding of the causes and consequences of VAWG, and the role they can play in tackling it.	<input type="checkbox"/> There 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	<input type="checkbox"/> There are some engagements and communications, but in a limited number of mediums on a limited range of VAWG issues	<input type="checkbox"/> Proactive engagement is very limited and there are single or no awareness raising campaigns
2 The VAW Partnership regularly collects/ analyses data to understand people's attitudes in relation to VAWG, and use that to inform future awareness raising activities.	<input type="checkbox"/> The VAWP collects/ analyses data to understand people's attitudes in relation to VAWG at least every two years, and use that to inform future awareness raising activities	<input type="checkbox"/> The VAWP collects/ analyses data to understand people's attitudes in relation to VAWG, but this is not done regularly and/or does not inform future awareness raising activities	<input type="checkbox"/> The VAWP does not collect/ analyse data to understand people's attitudes in relation to VAWG
3 The VAW Partnership has processes in place to engage with primary and secondary schools in the local authority area to help ensure they deliver age-appropriate, evidence-based interventions to raise children, teachers and parents' understanding and awareness of gender based violence, positive, healthy relationships and consent, as part of a whole school approach to tackling VAWG.	<input type="checkbox"/> The VAWP has processes in place to engage with primary & secondary schools and relevant partners work together to take a whole school approach to tackling VAWG	<input type="checkbox"/> The VAWP has processes in place to engage with primary and secondary schools but there are no examples of partners working together to support a whole school approach to tackling VAWG.	<input type="checkbox"/> The VAWP has no processes in place to engage with primary and secondary schools working in the local authority area

Quality Standard	Meets	Partly Meets	Does not meet
4 Youth work organisations deliver interventions to raise young people's understanding and awareness of VAWG and the importance of positive, healthy relationships.	<input type="checkbox"/> There are variety of youth work organisations regularly delivering VAWG relevant interventions or youth work organisations deliver VAWG relevant interventions to a significant proportion of young people	<input type="checkbox"/> There are only a few youth work organisations delivering interventions or youth work organisations deliver interventions to a small proportion of young people	<input type="checkbox"/> There are no youth work organisations delivering interventions
5 There is clear up to date and accessible guidance about the services available to support families affected by VAWG and how to access them. This guidance is well promoted, particularly amongst target groups	<input type="checkbox"/> There is clear up to date guidance about all the services available to support families affected by VAWG and how to access them	<input type="checkbox"/> There is guidance about some of the services available to support families but it is not easily accessible and/or is not up to date	<input type="checkbox"/> There is no guidance about the services available to support families
6 The VAW Partnership has processes in place to engage with colleges and universities in the local authority area and works with them to identify opportunities for partnership working in preventing gender-based violence on campuses.	<input type="checkbox"/> The VAWP has processes in place to engage with local colleges and universities and relevant partners are working together to tackle VAWG	<input type="checkbox"/> The VAWP has processes in place to engage with local colleges and universities but there are no examples of partners working together to tackle VAWG	<input type="checkbox"/> The VAWP does not have processes in place to engage with local colleges and universities

## Comments

AVAWP has an appointed Independent Chairperson, updated the Strategic Plan and continues to revise the Partnership subgroups. There are several plans in place and actions to address the standards within this template.

- The Council Comms Team has regularly shared comms messages highlighting the issues and providing local and national organisations contact details. A Protecting People Comms and Engagement Subgroup has met on a few occasions and looked and developing shared comms message, however this group has been paused due to capacity issues. This will hopefully be resolved later in 2022.
- The Council have two surveys due out in the next month, one being the National Survey and the second being the Equally Safe in the workplace as a continuation of the pilot Angus Council are currently involved in.
- Education is represented within AVAWP Subgroups and local specialist services provide input into schools, however the VAWP does not have processes in place WRASAC has approached Dundee and Angus Collage regarding ESCU as had received input regarding this during lockdown, however, there has been no planned training events etc at this time.  
During session 21-22 the Education and Lifelong Learning Directorate completed a review of the Relationships, Sexual Health and Parenthood element of the curriculum. The review involved looking at planning and practice in both primary and secondary schools and focus groups with staff, children, and young people. Key members of the central team have completed the Equally Safe at School online training. All Head Teachers have been asked to register their school on the Equally Safe site and to ensure that staff complete the online training module and access the learning and teaching resources appropriately. Our Child protection guidelines have been updated to include a link to the Equally Safe site  
The Director of Education and Lifelong Learning has now joined the AVAWP as the representative for 'education'.  
The AVAWP group are also aware of sessions carried out with Angus Woman's Aid in which modules are being delivered within schools regarding VAW  
Police Constable Train the Trainer have been involved in delivering secondary school MENTORS IN VIOLENCE PREVENTION programme across Angus which addresses positive relationships, male violence, consent and bystander training. Virtual Safetysiders programme sent to every Angus Primary School (virtual due to Covid) for Angus P7 classes, including a session on bystander training and positive relationships.

4 The AVAWP Children and Young People Subgroup have produced Youthwork Guidance and developed a gender awareness raising training session. Several youth workers have been trained in the Safelives training and delivering interventions in Angus. This has been well received so far and we are currently updating the training calendar to ensure we have training to meet the demand.

5 Information is on the AVAWP webpage, the website is currently being redeveloped to ensure that it is more accessible, and all information is shared via social media and via posters which are distributed to local services and businesses in Angus.

The Housing Domestic Abuse Policy is published on the angus.gov webpages. We promote housing and homelessness services using the Council's social media platforms and through AVAWP partners.

Police Scotland have clear and up to date guidance on their website including: What is domestic abuse? What can I do if this is happening to me?; What can I do if this is happening to someone I know?; Disclosure Scheme for Domestic Abuse Scotland ; Partners and other organisations that can help; Message to perpetrators; The effects on children. All calls to Police Scotland will be answered by someone fully trained and able to respond appropriately and signpost where required.

6 There are fixed no processes in place at the current time. However, Advisory and working group has been established with Public Health Scotland and Strathclyde University to support an e-learning module for pre-reg nursing students. NES has also agreed to support, and they are hopeful the new resource will be available for the new academic year.

Police Scotland, Tayside division have had a number of inputs at D&A College in Arbroath centred around the "Don't Be That Guy" film, discussing the film, male violence and consent.

Within Angus AVAWP we make regular use of NHS policies and procedures and with representation on the committee we can link into Public Health Priorities (PHP). We are aware that PHP and VAWG has a series of 6 papers published which outlines the relationships between VAWG and 6 public health priority areas. PHS has delivered a series of workshops in June to bring key partners together to discuss key themes and promote actions. To live in safe places, how early years shape attitude in VAW, how the impact of experience violence as children impacts adulthood, achieving positive mental health, complex relationships with alcohol and drugs, health, and gender inequalities. Download the briefings from [www.publichealthscotland.scot/violenceagainstwomenandgirlsPHP](http://www.publichealthscotland.scot/violenceagainstwomenandgirlsPHP).

## 2 Women and girls thrive as equal citizens: socially, culturally, economically and politically

This section of the checklist aims to assess whether the services, policies and processes are in place at a local level that will help contribute to Priority 2 of Equally Safe:

Quality Standard	Meets	Partly Meets	Does not meet
1. Equality Impact Assessments (EIAs) are routinely undertaken when developing all major new policies, processes and services at a local level in partnership with Equality Groups, to ensure they do not discriminate against women and to identify ways to promote women's equality through them.	<input type="checkbox"/> EIAs are routinely undertaken in partnership with women's Equality Groups when developing all new policies and processes at a local level	<input type="checkbox"/> EIAs are undertaken when developing some policies and processes at a local level and women's Equality Groups are included in their development, but not routinely	<input type="checkbox"/> EIAs are not / rarely undertaken and/or are not / rarely undertaken in partnership with women's Equality Groups
2. Public Sector employers publish a gender pay gap and an equal pay statement (including gendered occupational segregation information), gather and use gender-disaggregated data, in line with the requirements of the Public Sector Equality Duty (PSED), and develop an equality outcome on gender and employment.	<input type="checkbox"/> Public Sector employers publish a gender pay gap and an equal pay statement (including gendered occupational segregation information), gather and use gender-disaggregated data, in line with the requirements of PSED, and develop an equality outcome on gender and employment.	<input type="checkbox"/> Public Sector employers publish a gender pay gap and an equal pay statement (including gendered occupational segregation information), gather and use gender-disaggregated data, in line with the requirements of PSED.	<input type="checkbox"/> Public Sector employers do not publish a gender pay gap, and/or an equal pay statement (including gendered occupational segregation information), and/or gather and use gender-disaggregated data, in line with the requirements of PSED.
3. VAWPs regularly engage with local equality groups to ensure they are aware of the VAWG agenda and understand the inequalities that underpin it.	<input type="checkbox"/> All local equality groups are regularly consulted to ensure they are aware of the VAWG agenda	<input type="checkbox"/> Some local equality groups are consulted on occasion to ensure they are aware of the VAWG agenda	<input type="checkbox"/> No equality groups are consulted to ensure they are aware of the VAWG agenda
4. Public Sector workplace policies are gender-sensitive and recognise the barriers to women's workplace equality.	<input type="checkbox"/> Public Sector workplace policies are gender-sensitive and identify clear actions to address the multiple barriers to women's workplace equality.	<input type="checkbox"/> Public Sector workplace policies are gender-sensitive and identify clear actions to address some of the barriers to women's workplace equality, but not others.	<input type="checkbox"/> Public Sector workplace policies are not gender sensitive and/or do not address the barriers to women's workplace equality.

Quality Standard	Meets	Partly Meets	Does not meet
5 Public Sector workplace policies recognise that employees may be affected by VAWG and communicate / support clear paths for women experiencing this	<input type="checkbox"/> Public Sector workplace policies recognise the need to tackle VAWG and outline clear paths for employees who experience different forms of violence and abuse	<input type="checkbox"/> Public Sector workplace policies recognise the need to tackle VAWG and outline clear paths for employees who experience some forms of violence and abuse, but not others	<input type="checkbox"/> Public Sector workplace policies do not recognise the need to tackle VAWG and/or do not outline clear paths for employees who are experiencing VAWG
6 VAW Partnerships (and their member organisations) actively engage with Close the Gap's 'Equally Safe at Work' pilot	<input type="checkbox"/> The Council is in the Early Adopters or the Shadow Group of the Equally Safe at Work pilot, and the VAWP is actively involved in supporting the implementation of the pilot	<input type="checkbox"/> The Council is in the Early Adopters or the Shadow Group of the Equally Safe at Work pilot, but the wider membership of the VAWP is not involved in supporting the implementation of the pilot	<input type="checkbox"/> The Council is not involved in Equally Safe at Work Pilot as either an Early Adopter or Shadow Group member

## Comments

From the returns received partners are confident that point 2.1 (EIA) is being met within their agency - Angus Council for example ensure that any policy or reports that go via Council Committee are subject to support and scrutiny from an equalities champion. However, as a partnership when devising and agreeing multi-agency policies we do not have a robust process in place for this. The equalities officer does sit as member of the VAWP as well as an advisor. This is an area that requires further exploration within the partnership.

AVAWP have developed a Workplace Gender Based Violence Policy to encourage local businesses and organisations to create a supportive and responsive workplace culture where anyone subject to GBV feels safe and perpetrators are managed in line with best practice. The Prevention subgroup is looking to assist with the roll out of a survey to identify areas of improvement and offer a template to all businesses in Angus to support the Workplace Gender Based Policy. There is also a pledge for local business to sign up to, to publicly commit to taking action to support victim-survivor employees of GBV.

AVAWP has access to the NHST Equality & Diversity Strategic Operation group and routinely share information between the two forums. Planned work has been agreed to support and up skill existing Equality Champions within NHST as it is already part of their role to be able to signpost any issues/concerns that may come to them re VAW/GBV. Previous training was provided October 2020, and this is to be updated soon. NHST has not been involved in the Scottish Government Equally Safe Pilot at this stage which addresses gender equality within the workplace. AVAWP member has recommended to take forward NHS Tayside VAW agreed work plan which complements the pilot. However, the new VAW/GBV Nurse Role recommends that NHS Tayside take an initial step to be involved within the Shadow group which is an excellent opportunity for NHS Boards to share learning and feed into the pilot with a view to taking part within the programme following the initial pilot.

A representative from Deaf Links now sits on the AVAWP and can offer input and insight into this field.

3 In addition, Police Scotland's Scottish Women's Development Forum (SWDF) was established in 2003. Upon the creation of Police Scotland, the SWDF became a Diversity Staff Association who advise Police Scotland, the Scottish Police Authority (SPA) and Scottish Government on gender equality within the police service. Their aim is to advocate for change and to be a critical friend of Police Scotland and the SPA. Together they educate, enable, and empower.

4 The SWDF is guided by an executive committee, who provide strategic direction, and is supported by several sub-committees addressing: **Modern Workforce** - addressing issues such as flexible working, recruitment, and retention, ensuring that uniforms are fit for purpose and helping to lead reform on pregnancy and maternity issues; **Specialisms** - promoting equality, accessibility and opportunities within police specialisms. The team conducts research, identifies best practice, and works closely with other associations; **Personal & Professional Development** - aims to promote development through mentoring, consultation and policy change. The team offers CPD events, including Lean-In events and Springboard programmes; **Communications & Events** - covering communications and marketing for the SWDF, as well as advertising and organising SWDF events including the SWDF's annual general meeting and annual conference; **Health & Wellness Committee** - this group will look to challenge the status quo and advocate for positive change.

5 Police Scotland recognises that officers/staff may be affected by VAWG and there are clear referral pathways in place to provide support, both in terms of signposting to partner agencies and also in terms of reporting criminality. In further consideration of 2.5, we believe all agencies have policies in place. However, due to lack of response in this return, we are unable to substantiate this and therefore this places Angus as partially meeting this quality standard currently.

### 3 Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

This section of the checklist aims to assess whether the services, policies and processes are in place at a local level that will help contribute to Priority 3 of Equally Safe.

Quality Standard	Meets	Partly Meets	Does not meet
1 Public Sector staff who come into contact with members of the public have received at least basic training in how to identify and respond to women and children affected by VAWG in an appropriate way	<input type="checkbox"/> All Public Sector staff have access to training and/or a significant proportion have taken it up or received aspects of training relevant to their role	<input type="checkbox"/> All Public Sector staff have access to training and a proportion have taken it up or received aspects of training relevant to their role	<input type="checkbox"/> Only a small proportion of Public Sector staff have had any training in VAWG
2 Routine Enquiry is regularly undertaken within the priority settings of maternity, mental health, substance misuse, A&E, community nursing and sexual health services	<input type="checkbox"/> Routine Enquiry is regularly undertaken in all priority settings	<input type="checkbox"/> Routine Enquiry is undertaken, but not regularly and /or is undertaken in some of the priority settings	<input type="checkbox"/> Routine Enquiry is not regularly undertaken and/or is only undertaken in a few of the priority settings

Quality Standard	Meets	Partly Meets	Does not meet
<p>3 Regular Multi-Agency Risk Assessment Conferences (MARACs) take place, that meet the 10 Principles for an Effective MARAC. Specifically:</p> <ul style="list-style-type: none"> <li>- Professionals should recognise domestic abuse, risk assess and identify high-risk cases;</li> <li>- All victims who meet the MARAC threshold should be referred to MARAC and IDAA;</li> <li>- All key agencies that can contribute to safeguarding high-risk; victims, associated children and vulnerable adults should attend the MARAC;</li> <li>- All high-risk victims should be offered the support of an IDAA and their views and needs should be represented at the MARAC;</li> <li>- MARAC representatives should share relevant, proportionate, risk-focused information;</li> <li>- Multi-agency action plans should be put in place to address the risk to the victim, safeguard children and adults at risk, and manage the perpetrator's behaviour;</li> <li>- The MARAC hears the recommended volume of cases;</li> <li>- The MARAC addresses the unique needs of victims with protected characteristics;</li> <li>- There is sufficient support and resources to support effective functioning of the MARAC; and</li> <li>- There is effective strategic support and leadership of the MARAC and IDAA response, and agencies work together effectively.</li> </ul>	<p><input type="checkbox"/></p> <p>At least 7 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>3-6 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>Less than 3 of the defined criteria are met</p>

Quality Standard	Meets	Partly Meets	Does not meet
<p>4 Staff in child welfare settings have received an appropriate level of training in the Safe and Together model to ensure that all responses to women and children affected by domestic abuse are underpinned by the following principles:</p> <ul style="list-style-type: none"> <li>- Keeping the child safe &amp; together with the non-offending parent;</li> <li>- Partnering with the non-offending parent as a default position; and</li> <li>- Intervening with the perpetrator to reduce risk &amp; harm to the child.</li> </ul>	<p><input checked="" type="checkbox"/></p> <p>Safe and Together training has been delivered</p>	<p><input type="checkbox"/></p> <p>Safe and Together briefings have been undertaken and/or Safe and Together principles are included in domestic abuse training</p>	<p><input type="checkbox"/></p> <p>Safe and Together briefings have not been undertaken and/or Safe and Together principles are not included in domestic abuse training</p>
<p>5 High quality, accessible accommodation options are available locally that are safe and secure and meet the needs of women, children and young people affected by VAWG.</p>	<p><input type="checkbox"/></p> <p>A range of high quality accommodation options are available to all women and children affected by VAWG in the local authority area, that are safe, secure and respond to their needs</p>	<p><input checked="" type="checkbox"/></p> <p>High quality accommodation options are available to some women and children affected by VAWG, but the range of options available is insufficient to meet all women and children's needs</p>	<p><input type="checkbox"/></p> <p>Accommodation options are not available to women and children affected by VAWG in the local authority area, or it is available but is not of a high quality</p>
<p>6 Follow-on/ resettlement support is available for all women and girls leaving refuge</p>	<p><input checked="" type="checkbox"/></p> <p>Follow-on/ resettlement support is available for all women and girls leaving refuge</p>	<p><input type="checkbox"/></p> <p>Follow-on/ resettlement support is available for all women and girls leaving refuge, but provision is not adequate</p>	<p><input type="checkbox"/></p> <p>Follow-on/ resettlement support is not available for all women and girls leaving refuge</p>

Quality Standard	Meets	Partly Meets	Does not meet
<p>7 Specialist advocacy services are available for all women and girls affected by VAWG, to enable them to address their support needs, take control of their lives and make informed decisions about their future. Support provided by advocacy services should include (but is not limited to):</p> <ul style="list-style-type: none"> <li>- Specialist information and advice on rights and options (e.g. legal, financial or housing);</li> <li>- 1 to 1 and group work;</li> <li>- Safety planning;</li> <li>- Help through the criminal justice system; and</li> <li>- Support finding and contacting support services.</li> </ul>	<p><input checked="" type="checkbox"/></p> <p>At least 4 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>3 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>2 or less of the defined criteria are met</p>
<p>8 High quality, targeted interventions are in place to engage with women and children affected by VAWG who may experience additional vulnerabilities and barriers as result of race, sexual orientation, age or disability. This includes LGBTI people, minority ethnic women and girls, disabled women and girls (including those with learning disabilities), refugees and asylum seekers, and women of different ages and stages of life.</p>	<p><input type="checkbox"/></p> <p>Targeted interventions are in place for all women and children experiencing VAWG who have protected characteristics</p>	<p><input checked="" type="checkbox"/></p> <p>Targeted interventions are in place for some women and children with protected characteristics</p>	<p><input type="checkbox"/></p> <p>Targeted interventions are not in place for women and children with protected characteristics</p>
<p>9 Consideration is given to how to meet the needs of women and children experiencing VAWG and have complex needs – substance misuse, mental health issues or trauma.</p>	<p><input type="checkbox"/></p> <p>There are targeted interventions in place for women and children who have complex needs and/or specific policies or service pathways</p>	<p><input checked="" type="checkbox"/></p> <p>The VAWP has considered how to meet the needs of women and children with complex needs</p>	<p><input type="checkbox"/></p> <p>The VAWP has not considered how to meet the needs of women and children with complex needs</p>

Quality Standard	Meets	Partly Meets	Does not meet
<p>10 Specialist one-to-one and group-work support services are available for all children affected by VAWG, to help address their recovery needs (e.g. Cedar). This support is multi-faceted and promotes a consistent message from schools as well as targeted support from in-house or external agencies.</p>	<p><input type="checkbox"/></p> <p>Specialist one-to-one and group-work support services are available for all children affected by VAWG</p>	<p><input type="checkbox"/></p> <p>Specialist one-to-one and group-work support services are available, but provision is not adequate</p>	<p><input type="checkbox"/></p> <p>Specialist one-to-one and group-work support services are not available</p>
<p>11 The VAW Partnership works to ensure that adequate levels of funding are available for specialist VAWG services, that contribute to the local outcomes and activities that have been identified by members of the Partnership.</p>	<p><input type="checkbox"/></p> <p>The VAWP works to ensure that specialist VAWG services that contribute to the Partnership's agreed outcome and activities are adequately resourced, and explores opportunities to lever in additional resources where gaps in funding are identified</p>	<p><input type="checkbox"/></p> <p>The VAWP works to ensure that specialist VAWG services that contribute to the Partnership's agreed outcome and activities are adequately resourced, but there are no examples of partners working together to lever in additional resources where gaps in funding are identified</p>	<p><input type="checkbox"/></p> <p>The VAWP does not have processes in place to ensure that specialist VAWG services that contribute to the Partnership's agreed outcome and activities are adequately resourced</p>

Quality Standard	Meets	Partly Meets	Does not meet
<p>12 All specialist VAWG services that receive funding at a local level:</p> <ul style="list-style-type: none"> <li>- Are underpinned by a gendered analysis of VAWG, which recognises that VAWG is both a cause and consequence of women's inequality;</li> <li>- Are shaped by and promote the views of women, children, and young people who have experience of VAWG;</li> <li>- Demonstrate an understanding of the need for women-only spaces in the promotion of safety and recovery from VAWG;</li> <li>- Adopt a rights-based, person-centred, needs-led approach to addressing the impact of VAWG on women, children and young people that addresses the risks they face;</li> <li>- Demonstrate a commitment to promoting children's rights and recognise that children &amp; YP have their own unique needs in regard to VAWG;</li> <li>- Support women in realising their choices with regard to housing &amp; accommodation;</li> <li>- Provide holistic, multi-faceted support for women, children and young people in partnership with other appropriate agencies; and</li> <li>- Are inclusive to women and children affected by VAWG who may experience additional vulnerabilities and barriers as result of race, sexual orientation, age or disability.</li> </ul>	<p><input checked="" type="checkbox"/></p> <p>8 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>5-7 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>4 or less of the defined criteria are met</p>

Quality Standard	Meets	Partly Meets	Does not meet
<p>13. Public Sector partners have robust policies in place to strengthen approaches to tackle all forms of VAWG, including:</p> <ul style="list-style-type: none"> <li>- physical, sexual and psychological violence, including domestic abuse, rape, and incest;</li> <li>- sexual harassment, bullying and intimidation in any public or private space, including work;</li> <li>- commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography and trafficking;</li> <li>- child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse;</li> <li>- so called 'honour based' violence, including dowry related violence, female genital mutilation, forced and child marriages, and 'honour' crimes;</li> </ul> <p>and processes are in place to ensure they are rigorously followed by all Public Sector partners.</p>	<p><input type="checkbox"/></p> <p>Public Sector partners have robust policies in place to strengthen approaches to tackle all forms of VAWG and processes are in place to ensure they are rigorously followed by all Public Sector partners</p>	<p><input type="checkbox"/></p> <p>Public Sector partners have robust policies in place to strengthen approaches to tackle some forms of VAWG but not others and/or processes put in place to ensure they are followed are not routinely implemented</p>	<p><input type="checkbox"/></p> <p>Public Sector partners do not have robust policies in place</p>

Quality Standard	Meets	Partly Meets	Does not meet
14 The VAW Partnership and relevant partners have coordinated mitigating actions to respond to the challenges brought about by COVID-19, such as those outlined in the Coronavirus (COVID-19) Supplementary National Violence Against Women Guidance which local authorities and other community planning partners can consider to ensure women, children and young people are protected during the pandemic, and that tackling and preventing VAWG is embedded in recovery strategies.	<input checked="" type="checkbox"/> The VAWP has coordinated with local partners in responding to the challenges and risks that COVID-19 has created for women, children and young people, including encouraging joined-up actions to mitigate these challenges.	<input type="checkbox"/> The VAWP has worked to coordinate a joined-up response to mitigate the challenges and risks that COVID-19 has created, but the effectiveness of this could be improved.	<input type="checkbox"/> The VAWP has not coordinated joined-up working or mitigating actions with local partners in response to COVID-19 challenges and risks.
15 The local authority has a clear position statement in place that recognises commercial sexual exploitation (including prostitution, lap dancing, stripping, pornography and trafficking) as a form of violence against women and girls and notes its commitment to promoting the safety and wellbeing of women involved in selling or exchanging sex.	<input checked="" type="checkbox"/> The local authority has a clear position statement in place that recognises commercial sexual exploitation as a form of violence against women	<input type="checkbox"/> The local authority is in the process of developing a position statement that recognises commercial sexual exploitation as a form of violence against women	<input type="checkbox"/> The local authority does not currently have a position statement that recognises commercial sexual exploitation as a form of violence against women

## Comments

- 1 AVAWP have had regular training sessions available to all staff groups. Angus now has a Protecting People Learning and Development Subgroup, which AVAWP is represented at. AVAWP are developing a sustainable training programme within this group which is incorporated into the Protecting People Angus (PPA) Learning and Development Framework. Organizations will also develop and undertake their own training in relation to this topic
- 2 Routine Enquiry is not undertaken in A&E settings in Tayside. Health Visitors within Angus have supported and made special provisions to undertake Routine Enquiries during the pandemic period and continue to do so undertaking Safe and Together training.
- 3 The Tayside MARAC work continues to progress, with a Performance Framework under development, along with an Operational Group being implemented.
- 4 Angus currently has around 60 Safe and Together Champions across Children, Families, justice, Health, Education, Housing, and the 3rd sector. Single agency sessions are run within Children, Families and Justice Services, as well as offering multiagency sessions. Briefing sessions have run since 2017 and in last 18 months have increased significantly. Safe and together is currently receiving a bigger focus in Angus and is being used to highlight good practice and collaborative working. Safe and Together Training has also been delivered to all Domestic Abuse Liaison Officers who have contact with survivors/ families in Angus.

## Comments

5. Angus Council's Rapid Rehousing Transition Plan 2019/20-2023/24 (RRTP) details how we will achieve the goal that people who experience homelessness reach a settled housing outcome as quickly as possible by:
- Increasing the focus on prevention to stop homelessness happening in the first place.
  - Ensuring households get through the homeless system faster.
  - Ensuring homeless households can access existing housing.
  - Ensuring homeless households can access the right type of support at the right time.
  - Increasing affordable housing supply to meet needs of homeless households.
- Angus Council's housing division made a commitment to implement a domestic abuse policy. The policy was drafted based on the recommendations from the Change, Justice, Fairness research, the CIH Domestic Abuse Guidance for Social Landlords and following discussions with key stakeholders.
- Over the last five years, an average of 112 homeless applications have been made each year from people stating that they were fleeing violence from a partner. This is out of a total of an average 734 homeless presentations. This means that on average, 15% of all homeless applications are as a result of people fleeing violence from a partner. It is acknowledged that many people do not cite domestic abuse as a reason for presenting as homeless (sometimes citing relationship breakdown or other issues), and it is thought that the number of people effectively homeless due to domestic abuse is higher
- The policy supports the aims set out in the Rapid Rehousing Transition Plan by focusing on preventing homelessness wherever possible and maximising other opportunities for women experiencing domestic abuse to access settled accommodation. It sets out how the Housing Division will provide a proactive housing response to preventing and addressing domestic abuse by:
- Providing a confidential, sensitive and supportive response to victims/survivors, whether that be women, children or men
  - Working collaboratively across the organisation and with partners to provide a coordinated response to enable victims/survivors to access a range of housing options, advice, information and support;
  - Holding perpetrators to account – domestic abuse is the responsibility of the perpetrator and action will be taken, where possible, to support victims/survivors to remain in the family home.
- The policy was approved in September 2020 and has been implemented alongside guidance and training for staff. We plan to complete case reviews to evaluate the effectiveness of the policy, highlight developing practice, examples of effective partnership working and any gaps in service provision.
- Work is also ongoing to develop a Safer Homes project as part of the community benefits offering from the council's new repairs contractor. This cross-tenure project will help to increase safety and security and allow more women to remain in their homes.
- 8 Police Scotland's return highlighted their Strategic objective is to raise awareness and understanding of intersectionality, where women and girls may also be at risk from crime through other protected characteristics.
- 9 The development of the PPA umbrella and shared subgroups allows for these discussions to take place. There is a shared piece of work with Adult Protection colleagues just beginning to consider best practice and interventions for victims who have a learning disability. A BSL video has also been made in Angus providing deaf women with more information in relation to domestic abuse. Links have been made with our local Deaf Hub in terms of making information and resources more available to the deaf community. Police Scotland highlight there are processes in place for officers to meet the needs of women and children with complex needs including the use of Appropriate Adults, Officers with specialist training - Child Protection, Sexual Offences Liaison Officers, Domestic Abuse Liaison Officers, Trauma Informed Vulnerable Witness Video Recorded Interviewing etc.
- 10 To date, CEDAR has only been delivered within Refuge in Angus. A pilot programme is beginning in partnership with our local Women's Aid Service and Children, Families and Justice.
- 11&12 No funding is provided to specialist services locally other than Refuge provision.
- 13 See Priority Area 3 above
- 14 AVAWP implemented a weekly risk management meeting to consider the impact of COVID and any associated mitigating action. A COVID dataset was developed, which has evolved to a comparison report which was presented to our Chief Officers Group, with an annual comparison report under development.

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

This section of the checklist aims to assess whether the services, policies and processes are in place at a local level that will help contribute to Priority 4 of Equally Safe.

Quality Standard	Meets	Partly Meets	Does not meet
1 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 way.	<input checked="" type="checkbox"/> Training on how to identify and respond to perpetrators of VAWG is routinely available to Public Sector staff	<input type="checkbox"/> Training on how to identify and respond to perpetrators of VAWG is sometimes available and/or is available to some staff groups	<input type="checkbox"/> There is no training available to identify and respond to perpetrators of VAWG
2 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.	<input checked="" type="checkbox"/> Multi Agency Tasking and Coordination (MATAC) groups are in place	<input type="checkbox"/> Multi Agency Tasking and Coordination (MATAC) groups are in place but their effectiveness could be improved	<input type="checkbox"/> Multi Agency Tasking and Coordination (MATAC) groups are not in place
3 Measures are in place, such as specialist domestic abuse courts, to ensure women and children who experience domestic abuse receive an appropriate response from the criminal justice system. This includes ensuring women and children are fully informed and supported throughout a court process, and have appropriate opportunities to input their views.	<input type="checkbox"/> Specialist domestic abuse courts or other measures to support women and children through the court process are in place and work effectively	<input checked="" type="checkbox"/> There are measures in place to support women through the court process, however their effectiveness could be improved	<input type="checkbox"/> There are no measures in place to support women and children through the court process
4 High quality, evidence-based 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, their behaviours.	<input checked="" type="checkbox"/> High quality, evidence-based court-mandated programmes are in place	<input type="checkbox"/> Court-mandated programmes are in place, but they are not adequately resourced and/or could be improved in quality or effectiveness	<input type="checkbox"/> There are no court mandated programmes in place

Quality Standard	Meets	Partly Meets	Does not meet
5 High quality, evidence-based, non court-mandated programmes are in place at a local level that work with perpetrators of VAWG to hold them account for, and support them to change, their behaviours.	<input checked="" type="checkbox"/> High quality, evidence-based, non court-mandated programmes are in place	<input type="checkbox"/> Non court-mandated programmes are in place, but they are not adequately resources and/or could be improved in quality or effectiveness	<input type="checkbox"/> There are no non court-mandated programmes in place
<b>Comments</b>			
<p>Our Justice colleagues continue to deliver training session in relation to perpetrators. This is now part of the PPA Learning and Development Framework and is being offered at regular intervals throughout the year as part of a rolling program.</p> <p>Victim Support Angus is available to support women and children through the court process. Angus Women's Aid also support Women and children through the court process (civil and criminal) and links with Victim Support Services.</p> <p>Police Scotland highlighted that understanding and responding to domestic abuse and VAWG is a core element of Police training at every stage of an officer's career.</p>			

## 5 Multi-Agency Partnership Working

This section of the checklist aims to assess whether the minimum standards and key activities that the Scottish Government and COSLA set out the 2016 VAW Partnership Guidance are being met at local level.

For more information around effective partnership-working, please refer to the VAW Partnership Self-Assessment Checklist which is included as an appendix to the VAW Partnership Guidance. Support for VAWPs with self-assessment and improvement planning is available from the Improvement Service.

Quality Standard	Meets	Partly Meets	Does not meet
<p>1. There is a VAWP in place that is responsible for working to prevent and eradicate all forms of violence against women and girls within the local authority area, including (but not limited to):</p> <ul style="list-style-type: none"> <li>- physical, sexual and psychological violence occurring in the family (including children and young people), within the general community or in institutions, including domestic abuse, coercive control, rape, and incest;</li> <li>- sexual harassment, bullying and intimidation in any public or private space, including work;</li> <li>- commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography and trafficking;</li> <li>- child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse; and</li> <li>- so called 'honour based' violence, including dowry related violence, female genital mutilation, forced and child marriages, and 'honour' crimes</li> </ul>	<p><input type="checkbox"/></p> <p>At least 3 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>1-2 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>None of the defined criteria are met</p>

Quality Standard	Meets	Partly Meets	Does not meet
<p>2 The VAWP brings together representatives from the key Public Sector and Third Sector organisations working to prevent and eradicate violence against women and girls within the local area. These are likely to include representatives from Adult and Child Protection Committees, Community Safety Partnerships, Health &amp; Social Care Partnerships, Education, Housing, Social Work, NHS, Police, COPF, Women's Aid, Rape Crisis and other relevant organisations. Representatives from these organisations should be sufficiently empowered to advance the Partnership's agreed outcomes and activities within their own organisations/ networks.</p>	<p><input type="checkbox"/></p> <p>There is regular attendance from all partners. All attendees have the appropriate level of authority to advance the activities</p>	<p><input type="checkbox"/></p> <p>Attendance is irregular. Not all partners are represented and/or representatives do not have the appropriate level of authority to advance the activities</p>	<p><input type="checkbox"/></p> <p>Attendance is poor. Few partners are represented and/or most do not have appropriate authority to advance their agencies' activities</p>
<p>3 The VAWP has an agreed Terms of Reference, which outlines:</p> <ul style="list-style-type: none"> <li>- the VAWP's vision in relation to preventing and eradicating violence against women and girls;</li> <li>- the membership of the VAWP and each partner's role and responsibilities within the Partnership;</li> <li>- the meeting and chairing arrangements for the VAWP; and</li> <li>- the governance arrangements for the VAWP including reporting lines into the CPP Board or a relevant strategic partnership within the CPP.</li> </ul>	<p><input type="checkbox"/></p> <p>At least 3 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>1-2 of the defined criteria are met</p>	<p><input type="checkbox"/></p> <p>None of the defined criteria are met</p>

Quality Standard	Meets	Partly Meets	Does not meet
<p>4 The VAWP has a strategic plan in place that outlines how the Partnership will implement Equally Safe at a local level. The strategy should:</p> <ul style="list-style-type: none"> <li>- identify the outcomes the VAWP is working to, to prevent and eradicate violence against women and girls within their local area;</li> <li>- identify the activities the VAWP will prioritise in order to achieve its agreed outcomes; and</li> <li>- link directly to the CPP's Local Outcome Improvement Plan (LOIP)..</li> </ul>	<input checked="" type="checkbox"/> All of the defined criteria are met	<input type="checkbox"/> 1-2 of the defined criteria are met	<input type="checkbox"/> None of the defined criteria are met
<p>5 The VAWP has a framework in place for measuring its performance and progress towards achieving its agreed outcomes. As a minimum, this framework should include all the indicators listed in the Equally Safe Performance Framework. Clear governance and reporting arrangements should also be in place to ensure that the Partnership is held to account for achieving its outcomes by an appropriate thematic group within the CPP.</p>	<input checked="" type="checkbox"/> A Performance Framework is in place which includes all the indicators listed in this document and has clear governance and reporting arrangements	<input type="checkbox"/> There is a Performance Framework but it does not include all the indicators listed in this document and/or does not have clear governance and reporting arrangements	<input type="checkbox"/> The VAWP does not have a Performance Framework in place
<p>6 The VAWP has a designated person who is responsible for coordinating its core activities and contributing to the work of the National VAW Network.</p>	<input checked="" type="checkbox"/> There is a designated person whose primary remit is to be responsible for coordinating the core activities of the VAWP and contributing to the work of the VAW Network	<input type="checkbox"/> There is a lead contact person, but various people coordinate activities and contribute to the National Network	<input type="checkbox"/> There is not a designated person who is responsible for the VAWP and/or the VAWP rarely contributes to the work of the Network
<p>7 The VAWP has undertaken a self-assessment of its partnership in the last 3 years using the VAW Partnership Self-Assessment Checklist and developed an improvement plan in response to the strengths and areas for improvement identified by its members.</p>	<input checked="" type="checkbox"/> A self-assessment has been undertaken in the last 3 years and an improvement plan has been progressed by the VAWP	<input type="checkbox"/> A self-assessment has been undertaken in the last 3 years but no improvement plan has been developed/ implemented	<input type="checkbox"/> No self-assessment has been undertaken in the last 3 years

Quality Standard	Meets	Partly Meets	Does not meet
8 The VAWP has clear strategic links with other relevant thematic partnerships/ groups within the CPP who are working towards shared outcomes. These may include Public Protection Committees, Health and Social Care IJBs, Community Safety Partnerships, Community Justice Partnerships, Alcohol and Drug Partnerships and Equality Groups.	<input checked="" type="checkbox"/> The VAWP has clear and active strategic links with all listed relevant thematic partnerships/ groups within the CPP	<input type="checkbox"/> The VAWP has clear and active strategic links with some listed partnerships/ groups within the CPP, but not others	<input type="checkbox"/> The VAWP has no clear or active strategic links with other relevant thematic partnerships/ groups within the CPP
Quality Standard	Meets	Partly Meets	Does Not Meet
Comments			
<p>1 Our VAWP has gone through a recent period of change with staff retiring and leaving. We have appointed a new Lead Officer/Team Manager (Protecting People), new Workforce Development Officers (Protecting People) as well as also appointed a Protecting People Development Officer which continues to support resource to the Partnership.</p> <p>2 Work has been undertaken to ensure appropriate representation and level of seniority. This is still a work in progress; however, the work has been positive.</p> <p>3 The Terms of Reference is in place, however, continues to be updated to reflect recent changes.</p> <p>4 As noted above, a new Strategic Plan has been developed.</p> <p>5 A performance Framework was previously agreed by AVAWP. A new Data and Self Evaluation Subgroup is being established which will oversee the collection and analysis of data and performance information. The Partnership now also benefits from some analyst time to support with this. AVAWP continues to report directly to the Chief Officers in Angus.</p> <p>6 AVAWP is supported by a Lead Officer and Development Officer, both with responsibility for Child Protection, Adult Protection and VAW.</p> <p>7 A self-assessment was undertaken in 2019 and improvement actions identified and progressed. Progression of these was limited due to COVID and to having a temporary Chair in place. Due to staff shortages this has been on hold but hope to progress this accordingly.</p>			