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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

*Rydym yn croesawu gohebiaeth yn Gymraeg.
Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Annwyl Cyngorydd,

PWYLLGOR Y CABINET CYDRADDOLDEB

Cynhelir Cyfarfod Pwyllgor Y Cabinet Cydraddoldeb Hybrid yn Siambr y Cyngor - Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr, CF31 4WB / O Bell Trwy Timau Microsoft ar **Dydd Mercher, 20 Mawrth 2024 am 09:30.**

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o fuddiant personol a rhagfarnus (os oes rhai) gan Aelodau/Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 3 - 14
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 08/11/2023
4. Trais yn Erbyn Menywod, Cam-drin Domestig A Thrais Rhywiol 15 - 42
5. Materion Brys
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Nodyn: Bydd hwn yn gyfarfod Hybrid a bydd Aelodau a Swyddogion mynychu trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft. Bydd y cyfarfod cael ei recordio i'w drosglwyddo drwy wefan y Cyngor. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â cabinet_committee@bridgend.gov.uk neu ffoniwch 01656 643148 / 643694 / 643513 / 643696

Yn ddiffuant

K Watson

Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol

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Cyfnwidi testun: Rhowch 18001 o flaen unrhyw un o'n rhifau ffon ar gyfer y gwasanaeth trosglwyddo testun

Text relay: Put 18001 before any of our phone numbers for the text relay service

Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

We welcome correspondence in Welsh. Please let us know if your language choice is Welsh

Dosbarthiad:

Cynghorwyr

A R Berrow
JPD Blundell
HJ David
M J Evans
N Farr
P Ford

Cynghorwyr

J Gebbie
W R Goode
D M Hughes
M Lewis
J Llewellyn-Hopkins
RL Penhale-Thomas

Cynghorwyr

JC Spanswick
A Wathan
AJ Williams
HM Williams
E D Winstanley

COFNOD O BENDERFYNIADAU CYFARFOD O BWYLLGOR CYDRADDOLDEBAU'R CABINET, A GYNHALIWDYD AR FFURF HYBRID YN SIAMBR Y CYNGOR – SWYDDFEYDD DINESIG, STRYD YR ANGEL, PEN-Y-BONT AR OGWR, CF31 4WB, DDYDD MERCHER, 8 TACHWEDD 2023, AM 9.30AM

Yn Bresennol

Y Cynghorydd N Farr – Cadeirydd

HJ David

W R Goode

JC Spaswick

Ymddiheuriadau am Absenoldeb

J Gebbie, RL Penhale-Thomas and HM Williams

Swyddogion:

Zoe Edwards

Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau

Mark Galvin

Uwch-swyddog Gwasanaethau Democrataidd – Pwyllgorau

Angela Granville

Rheolwr Datblygu Busnes Adnoddau Dynol

Paul Miles

Rheolwr Canolfan Gwasanaethau Adnoddau Dynol

Philip O'Brien

Rheolwr Trawsnewid Digidol a Gwasanaethau Cwsmeriaid

Susan Roberts

Rheolwr Grŵp – Cymorth Ysgolion

Kirsty Williams

Rheolwr Partneriaethau a'r Bartneriaeth Diogelwch
Cymunedol

Nimi Chandrasena

Swyddog Gwasanaethau Democrataidd – Cymorth

Teitl yr Adroddiad	Ymddiheuriadau am Absenoldeb
Penderfyniad a Wnaed	Y Cynghorydd J Gebbie, y Cynghorydd RL Penhale-Thomas a'r Cynghorydd HM Williams
Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	Dim

Teitl yr Adroddiad	Datganiadau o Fuddiant
Penderfyniad a Wnaed	Datganiad o fuddiannau personol a wneir isod.
Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	<p>Datganodd yr aelodau a ganlyn fuddiannau personol:</p> <ul style="list-style-type: none"> • Y Cynghorydd MJ Evans – Eitem 5: Llywodraethwr ysgol yn Ysgol Gyfun Pencoed ac Ysgol Gynradd Croesty. Mae ganddo hefyd blentyn yn mynychu Ysgol Gyfun Pencoed. • Y Cynghorydd N Farr – Eitem 5: Mae ganddi wyrion ac wyresau yn un o'r ysgolion a drafodwyd yn yr adroddiad • Y Cynghorydd A Williams – Eitem 5: Mae ganddi blant sy'n mynychu un o'r ysgolion a grybwyllir yn yr adroddiad

	<ul style="list-style-type: none"> • Y Cyngorydd E Winstanley – Eitem 6: Yn gweithio i Ymddiriedolaeth Ddiwylliannol Awen, sydd wedi cyflwyno digwyddiadau llyfrgell gan ddefnyddio cyllid Haf o Hwyl, a hefyd sesiwn Bwyd a Hwyl, ac wedi partneru â Halo ar gyflwyno sesiynau Teimlo'n Dda am Oes. • Y Cyngorydd R Goode – Eitem 6: Mae ganddo swydd fel Pennaeth Ymddiriedolaeth Terrence Higgins Cymru, sy'n chwarae rhan fawr mewn profion heintiau a drosglwyddir yn rhywiol / HIV yn genedlaethol. Amlygodd Ddiwrnod AIDS y Byd 2023 ac Wythnos Profion HIV Cymru
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Teitl yr Adroddiad	Cymeradwyo'r Cofnodion
Penderfyniad a Wnaed	<p>Bod cofnodion cyfarfod Pwyllgor Cydraddoldebau'r Cabinet, dyddiedig 12/07/2023, yn cael eu cymeradwyo fel cofnod gwir a chywir. Nodwyd y cywiriadau a ganlyn i'r cofnodion:</p> <ul style="list-style-type: none"> • Cadeirydd y cyfarfod oedd y Cyngorydd Neelo Farr ac nid y Cyngorydd Rhys Goode • Roedd y Cyngorydd Jane Gebbie yn bresennol yn y cyfarfod
Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	Dim

Teitl yr Adroddiad	Adroddiad Blynyddol Cydlyniant Cymunedol
Penderfyniad a Wnaed	Pwrpas yr adroddiad, a gyflwynwyd gan Reolwr Partneriaethau a'r Bartneriaeth Diogelwch Cymunedol, oedd rhoi diweddariad blynyddol i Bwyllgor Cydraddoldebau'r Cabinet ar waith y Swyddog Cydlyniant

	<p>Cymunedol a ariennir gan Lywodraeth Cymru a gwaith cydlyniant cymunedol Partneriaeth Diogelwch Cymunedol Pen-y-bont ar Ogwr.</p> <ul style="list-style-type: none"> • Dywedodd aelod, o ystyried tensiynau o fewn cymunedau mewn perthynas â digwyddiadau yn y Dwyrain Canol, fod swyddogion ac aelodau'n cydnabod gwaith y Tîm Cydlyniant Cymunedol a Heddlu De Cymru wrth ymdrin â'r materion hynny. • Gofynnodd aelod hefyd am fanylion yn amlygu'r gwaith a wnaed gan y Tîm Cydlyniant Cymunedol yn ystod y flwyddyn ddiwethaf. • Cafwyd trafodaeth rhwng aelod a Rheolwr Partneriaethau a'r Bartneriaeth Diogelwch Cymunedol mewn perthynas â'r rhesymeg y tu ôl i secondio'r Cydlynnydd Cydlyniant Cymunedol i Abertawe yn hytrach na chael ei leoli ym Mhen-y-bont ar Ogwr, a holwyd hefyd am y camau y tu ôl i recriwtio effeithiol i'r swydd. Dywedwyd bod buddion i Ben-y-bont ar Ogwr o'r secondiad gan fod y tîm yn derbyn gwybodaeth sy'n cwmpasu ardaloedd Abertawe a Chastell-nedd Port Talbot, sydd â lefelau uwch o gymunedau Du, Asiaidd ac ethnig leiafrifol nag ym Mhen-y-bont ar Ogwr, felly roedd y tîm yn gallu gweld tueddiadau sy'n dod i'r amlwg o ddarlun rhanbarthol y gallent wedyn weithredu arnynt. Crybwyllwyd hefyd, o ystyried bod y rôl bob amser yn cael ei hysbysebu ar sail tymor byr gydag estyniadau tymor byr, nad oedd hyn wedi bod yn ddeniadol i'r ymgeiswyr. • Canmolodd yr aelodau a'r swyddogion y gwaith a wnaed mewn isffyrdd a gwahanol rannau o Ben-y-bont ar Ogwr i guddio graffiti atgas. • Dywedodd aelod nad oedd llawer o sôn am waith a wnaed mewn perthynas â'r gymuned LHDTC+ a'i fod am wybod pa waith oedd wedi'i wneud o ran grymuso ac ymgysylltu â'r gymuned yn y fwrdeistref. • Ymatebodd y Swyddog Cydlyniant Cymunedol drwy ddweud eu bod yn ymdrechu i gyrraedd grwpiau cymunedol ar lawr gwlad trwy gronfeydd grantiau bach i greu ymwybyddiaeth ac ymgysylltu, a chyfeiriodd at enghreifftiau o grwpiau cymunedol sydd wedi elwa. Soniodd hefyd am eu cysylltiadau â'r Fforwm LHDTC+ Ieuenctid, ochr yn ochr â Heddlu De Cymru, sy'n cyfarfod yn wythnosol. • <u>PENDERFYNWYD:</u> Nododd Pwyllgor Cydraddoldebau'r Cabinet y cynnwys a'r diweddariadau yn yr adroddiad a gyflwynwyd.
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Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	Dim

Teitl yr Adroddiad	Diweddariad ar Ddigwyddiadau Hiliol a/neu Wahaniaethol mewn Ysgolion
Penderfyniad a Wnaed	<p>Pwrpas yr adroddiad, a gyflwynwyd gan y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau, oedd rhoi gwybodaeth i Bwyllgor Cydraddoldebau'r Cabinet am ddigwyddiadau hiliol a/neu wahaniaethol o fewn ysgolion, fel y'u monitrwyd gan ddefnyddio'r Ffurflen Adrodd Digwyddiad Hiliol, ynghyd â mentrau i frwydro yn erbyn hiliaeth mewn ysgolion.</p> <ul style="list-style-type: none"> Dyweddodd aelod, er bod y teitl yn awgrymu bod yr adroddiad yn ddiweddariad ar ddigwyddiadau hiliol a/neu wahaniaethol mewn ysgolion, dim ond gwybodaeth oedd yn ymwneud â gwahaniaethu ar sail hil, ac ymholodd am y posibilrwydd o ymhelaethu ar ddigwyddiadau gwahaniaethol eraill yn ogystal â gwahaniaethu ar sail hil yn unig. Nododd aelod fod Ysgol Gyfun Porthcawl wedi cofnodi lefel sylweddol uwch o ddigwyddiadau nag ysgolion uwchradd eraill y fwrdeistref, fel y gwnaeth yn y flwyddyn flaenorol. Gofynnodd pa gymorth a ddarparwyd i fynd i'r afael â'r broblem, a fu effaith ar y cymorth a ddarparwyd, ac a oedd rheswm dros lefel uchel y digwyddiadau.

- Dywedodd y Rheolwr Grŵp – Cymorth Ysgolion y byddai maint yr ysgol yn cael effaith ar y niferoedd a adroddwyd. Dywedodd hefyd fod ysgolion sydd wedi derbyn hyfforddiant ar wahaniaethu yn debygol o adrodd niferoedd uwch nag ysgolion nad oeddent wedi cael yr hyfforddiant. Soniodd y byddent yn ceisio cymorth Consortiwm Canolbarth y De i ddarparu ar gyfer gofynion hyfforddi pellach.
- Gwnaeth y Rheolwr Grŵp – Cymorth Ysgolion hysbysu'r pwyllgor am y gynhadledd Dysgu Proffesiynol Amrywiaeth a Gwrth-hiliaeth ar 21 Tachwedd, yr oedd y tîm eisoes wedi rhoi gwybod amdani fel y gallai pob ysgol ei mynychu. Dywedodd nad oedd ganddi unrhyw ddata ynghylch digwyddiadau casineb/gwahaniaethu eraill yr adroddwyd amdanynt, ond y bydd yn cael yr wybodaeth hon ac yn sicrhau yn dilyn y cyfarfod y byddir yn adrodd ar bob math o wahaniaethu yn y dyfodol, gan gwmpasu graddfa ehangach.
- Nodwyd bod y cwestiwn ynghylch adrodd am hiliaeth yn unig ac nid agweddau eraill ar wahaniaethu wedi ei godi yn 2022, gyda sicrwydd y byddai adroddiadau dilynol ar y pwnc yn cynnwys pob math o wahaniaethu.
- Awgrymodd aelod, o ystyried ffigurau grwpiau oedran disgyblion lle adroddwyd am ddigwyddiadau, y byddai'n fuddiol cael hyfforddiant o fewn ysgolion cynradd. Ymatebodd y Pennaeth Addysg a Chymorth i Deuluoedd trwy ddweud, er ei bod yn cytuno bod angen, yr heriau y maent yn eu hwynebu oedd y gost sy'n gysylltiedig â'r hyfforddiant. Dim ond am gyfnodau penodol o amser yr oedd cyllid ar gael ac roedd ysgolion yn cael anawsterau wrth ryddhau eu hathrawon i gael hyfforddiant oherwydd lefelau salwch a phrinder staff. Fodd bynnag, roedd gwiriadau ar waith ar ffurf archwiliadau a gynhaliwyd gan yr ysgolion.
- Hysbysodd y Rheolwr Grŵp – Trawsnewid a Gwasanaethau Cwsmeriaid a'r Aelod Cabinet Addysg am i'r pwyllgor gofnodi unrhyw fath o wahaniaethu sy'n dod i'w sylw o dan y ffurflen Adrodd am Ddigwyddiad Gwahaniaethu ar dudalen Fy Nghyfrif Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (<https://bridgend-self.achieveservice.com/cy>) gan y byddai hwn yn cynorthwyo wrth adrodd am niferoedd.
- Ychwanegodd y cadeirydd y byddai'n ddefnyddiol cael data ar y lefel adrodd am ddigwyddiadau gan ysgolion, a soniodd y gallai Tîm Pen-y-bont ar Ogwr o bosibl edrych ar hyn mewn cyfarfodydd y gwahoddwyd penaethiaid yn y fwrdeistref i'w mynychu. Cytunodd â'r Pennaeth Addysg a

	<p>Chymorth i Deuluoedd y byddent yn edrych ar gael yr wybodaeth hon yn ogystal â diweddariad gan Dîm Pen-y-bont ar Ogwr yn hyn o beth.</p> <ul style="list-style-type: none"> • Crybwyllodd aelod, fel llywodraethwr yn Ysgol Gyfun Brynteg, y byddai'n trafod gyda chydlywodraethwyr yr hyn y mae'r ysgol yn ei wneud mewn perthynas â'r ymgyrch 'Dangos y Cerdyn Coch i Hiliaeth'. • Dywedodd y Rheolwr Grŵp – Cymorth Ysgolion, y byddent yn cysylltu â Chonsortiw m Canolbarth y De i sefydlu faint o ysgolion oedd wedi cael yr hyfforddiant perthnasol. • Awgrymwyd bod angen cysylltu gwybodaeth rhwng y timau cydraddoldeb ac addysg wrth adrodd am ffigurau mewn perthynas â digwyddiadau mewn ysgolion. <p>PENDERFYNWYD: Nododd Pwyllgor Cydraddoldebau'r Cabinet y cynnwys a'r diweddariadau yn yr adroddiad a gyflwynwyd.</p>
Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	Dim

Teitl yr Adroddiad	Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol
Penderfyniad a Wnaed	Pwrpas yr adroddiad hwn, a gyflwynwyd gan y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau, oedd rhoi diweddariad i Bwyllgor Cydraddoldebau'r Cabinet ar y gwaith a gwblhawyd yng Nghynllun

	<p>Cydraddoldeb Strategol 2020–2024 ar gyfer y cyfnod rhwng 1 Ebrill 2022 a 31 Mawrth 2023.</p> <ul style="list-style-type: none"> • Dywedodd aelod y crybwyllwyd bod y Cyngor wedi hyrwyddo 33 o ymgyrchoedd drwy Twitter, Facebook, Instagram a gwefan Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr, a holodd beth oedd canlyniadau'r ymgyrchoedd hynny, sut y mesurwyd llwyddiant yr ymgyrchoedd, a pha welliannau y gellid eu gwneud mewn perthynas ag ymgyrchoedd i'w cynnal yn y dyfodol. Gofynnodd yr aelod a ellid darparu'r wybodaeth i'r pwyllgor fel bod gwell dealltwriaeth o lwyddiant ymgyrchoedd o'r fath. • Dywedodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau eu bod nhw, o fewn tîm cyfathrebu Cymuned ac Ymgysylltu, yn gallu dadansoddi data trwy edrych ar y gyfradd rannu gan bartneriaid a dilynwyr ar y cyfryngau cymdeithasol. Dywedodd eu bod nhw'n cynnal gwaith hyrwyddo ymwybyddiaeth ac yn monitro unrhyw ryngweithio. Dywedodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau y byddai mesur data o'r fath yn amrywio, yn dibynnu ar y digwyddiad. • Ychwanegodd y Rheolwr Grŵp – Trawsnewid a Gwasanaethau Cwsmeriaid y byddent yn gallu darparu data yn y dyfodol ynghylch ymgyrchoedd a gynhyrchir a'u cyfraddau llwyddiant unigol. • Cyfeiriodd y cadeirydd at dudalen 31, lle nodwyd bod tri gweithdy wedi'u cynnal gyda 24 o gynrychiolwyr yn bresennol; nododd ei bod yn siomedig o ran y presenoldeb a holodd a ellid gwneud y cyrsiau hyn yn orfodol. • Darparodd y Rheolwr Grŵp – Adnoddau Dynol a Datblygu Sefydliadol eglurder mewn perthynas â'r niferoedd oedd wedi mynychu. Eglurodd y camau a gymerwyd i greu ymwybyddiaeth o'r cyrsiau, a hysbysodd y pwyllgor y byddai'n dod yn ôl yn ddiweddarach gydag ateb i'r posibilrwydd o restru cyrsiau penodol fel rhai gorfodol. • Cyfeiriodd y cadeirydd at dudalen 34 mewn perthynas â thablau codi ymwybyddiaeth a drefnwyd gan y Bartneriaeth Diogelwch Cymunedol, a holodd sut yr oedd y sesiynau hyn yn cael eu hyrwyddo o fewn y cymunedau, ac a oeddent yn gwybod pa mor dda y maent yn cael eu mynychu. • Dywedodd Rheolwr Partneriaethau a'r Partneriaethau Diogelwch Cymunedol eu bod nhw'n hyrwyddo tablau'r Bartneriaeth Diogelwch Cymunedol o amgylch y fwrdeistref ar ffurf rhestr o gysylltiadau a lleoliadau lle gallant wneud trefniadau i gynnal tablau partneriaeth. Rhoddir sylw arbennig i fannau problemus o ran ymddygiad gwrthgymdeithasol ond maent hefyd yn ceisio
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	<p>cyrraedd lleoliadau ar draws y fwrdeistref i wneud yn siŵr bod ymwybyddiaeth yn cael ei chodi ymhlith cynulleidfa ehangach. Roeddent yn hyderus bod y tablau yn cael eu cynnal mewn mannau y gwyddent eu bod nhw wedi ennyn diddordeb - er enghraifft, archfarchnadoedd, canolfannau hamdden, llyfrgelloedd, canolfannau cymunedol, gorsafoedd bysiau, eglwysi, canolfannau galw heibio a phantris bwyd. Yn ogystal, mae'r tîm yn cysylltu â'r tîm Cyfathrebu cyn y sesiynau hyn i roi cyhoeddusrwydd i'r digwyddiadau.</p> <ul style="list-style-type: none"> • Cyfeiriodd aelod at dudalen 48 a holodd beth oedd wedi'i wneud i hyrwyddo recriwtio o gefndiroedd ethnig leiafrifol fel y maent yn ei wneud gyda chefnidir anabl. Holodd y cadeirydd hefyd a oedd ystadegau ar gael ynghylch faint o weithwyr sydd yn yr awdurdod â nodweddion gwarchoddedig. • Dywedodd y Rheolwr Grŵp – Adnoddau Dynol a Datblygu Sefydliadol eu bod nhw wedi ymrwmo i ddiwylliant gweithle sy'n recriwtio, cadw a datblygu staff o bob cefndir sy'n cynrychioli'r gymuned. Mae'r system recriwtio yn broses agored a thryloyw lle mae ceisiadau'n cael eu derbyn gan bob ymgeisydd addas ar gyfer y rôl, gyda chyfle cyfartal yn nodwedd o'r broses recriwtio. Cynhelir cyfweiliadau a recriwtio ar sail teilyngdod, heb unrhyw gyfeiriad at wybodaeth am gydraddoldeb. Nid yw rheolwyr recriwtio yn ymwybodol o'r wybodaeth hon ac fe'i cedwir yn ddiogel o fewn systemau Adnoddau Dynol. • Dywedodd y cadeirydd y bu penodiad diweddar i rôl uwch o fewn y Gyfarwyddiaeth Gwasanaethau Cymdeithasol a Llesiant a bod yr ymgeisydd llwyddiannus yn dod o'r gymuned Du, Asiaidd ac ethnig leiafrifol, ac mae hyn yn cysylltu â'r broses recriwtio a grybwyllwyd uchod. <p><u>PENDERFYNWYD:</u> Nododd Pwyllgor Cydraddoldebau'r Cabinet y diweddariad ar y gwaith a gwblhawyd o fewn Cynllun Cydraddoldeb Strategol 2020–2024 ar gyfer y cyfnod rhwng 2022 a 2023.</p>
Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	Dim

Teitl yr Adroddiad	Datblygu Cynllun Cydraddoldeb Strategol 2024–2028
Penderfyniad a Wnaed	<p>Pwrpas yr adroddiad hwn, a gyflwynwyd gan y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau, oedd rhoi diweddariad i Bwyllgor Cydraddoldebau'r Cabinet ar ddatblygiad Cynllun Cydraddoldeb Strategol 2024–2028, cyn i'r Cabinet gymeradwyo dechrau ymgynghoriad cyhoeddus.</p> <ul style="list-style-type: none"> • Holodd yr aelodau pa waith oedd wedi'i wneud i ymestyn y tu hwnt i'r grwpiau a grybwyllwyd a phroses arferol yr awdurdod o ymgynghori cyffredinol, sydd ar-lein ac a rennir drwy'r cyfryngau cymdeithasol, a chyfeiriwyd at enghreifftiau megis y rhai ag anableddau a'r rhai a oedd yn byw mewn cymoedd llai, lle weithiau roedd yn anodd cymryd rhan mewn ymgynghoriadau ar-lein. Ymatebodd y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau fod gwaith wedi'i wneud i sefydlu cysylltiadau allanol gyda sefydliadau cefnogi, gan ganiatáu i'r tîm estyn allan i'w defnyddwyr. • Holodd aelod am y pecyn cymorth newydd a grybwyllwyd o dan Amcan 4, a oedd wedi'i ddatblygu i gefnogi dull mwy cyson ac effeithiol o ymgynghori ac ymgysylltu â'r cymunedau. Atebodd y Rheolwr Grŵp – Adnoddau Dynol a Datblygu Sefydliadol nad yw'r tîm ymgynghori yn cymryd rhan ym mhob ymgynghoriad sy'n digwydd ar draws y Cyngor. Fodd bynnag, mae ymgynghoriadau corfforaethol allweddol dan arweiniad y Rheolwr Ymgynghori, Ymgysylltu a Chydraddoldebau a'i tîm. Mae'r tîm wedi datblygu pecyn cymorth corfforaethol sydd ar gael ar y rhyngwyd i'r holl staff. Dywedodd fod yr ymgynghoriadau a wneir gan y tîm canolog yn cael eu cofnodi a bod gwerthusiad yn cael ei wneud ar ôl pob ymgynghoriad a wnaed. Gwnaeth yr ymarfer hwn edrych ar lefelau ymgysylltu a chyfranogiad, a dywedodd y Rheolwr Grŵp y gallai'r wybodaeth fod ar gael i'r pwyllgor, os bernir bod angen hynny. <p><u>PENDERFYNWYD:</u> Nododd Pwyllgor Cydraddoldebau'r Cabinet gynnwys yr adroddiad cyn ceisio cymeradwyaeth y Cabinet i ddechrau ymgynghoriad cyhoeddus ar ffurf ddrafft o Gynllun Cydraddoldeb Strategol 2024-2028.</p>

Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	Dim

Teitl yr Adroddiad	Eitemau Brys
Penderfyniad a Wnaed	Dim
Dyddiad y Gwnaed y Penderfyniad	8 Tachwedd 2023
Buddiannau Personol neu Ragfarnus a Ddatgelwyd	Dim

Daeth y cyfarfod i ben am 11.31am

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Meeting of:	CABINET COMMITTEE EQUALITIES
Date of Meeting:	20th MARCH 2024
Report Title:	VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE
Report Owner / Corporate Director:	REPORT OF THE CHIEF OFFICER – FINANCE, HOUSING AND CHANGE
Responsible Officer:	VAWDASV MANAGER PARTNERSHIPS AND COMMUNITY SAFETY PARTNERSHIPS MANAGER
Policy Framework and Procedure Rules:	THERE IS NO IMPACT ON POLICY FRAMEWORK AND PROCEDURE RULES
Executive Summary:	<ul style="list-style-type: none"> • The Assia Domestic Abuse service in Bridgend is meeting the purpose of the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV), (Wales) Act 2015. • The service is delivering against national strategic aims for the Cwm Taf Morgannwg region. • Information contained in this report covers from April 2021, when the Assia service was established, to December 2023. • The report demonstrates the positive impact the service is making and the ways in which Assia are trying to engage and support a diverse range of people.

1. Purpose of Report

- 1.1 The purpose of this report is to provide an annual update to Cabinet Committee Equalities on:
- The services provided by the in-house Assia Domestic Abuse Service
 - Information regarding the range of domestic abuse related services delivered by our third sector partners.

2. Background

- 2.1 There are several UK wide, national and local strategies and directives in relation to the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) agenda. The UK Government defines domestic abuse as:

“Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality”.

There are many different forms of domestic abuse, these include but are not limited to:

- coercively controlling behaviour emotional / psychological abuse
- physical abuse
- sexual abuse
- financial abuse
- harassment and stalking.

Domestic abuse may also include a range of behaviours that, when viewed as isolated incidents, do not seem much. If they involve a pattern of behaviour that results in you feeling fear, alarm or distress, it is abuse.

- 2.2. At a Welsh level, there is the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV), (Wales) Act 2015. The purpose of the Act is to improve:
- (a) Arrangements for the prevention of gender-based violence, domestic abuse and sexual violence.
 - (b) Arrangements for the protection of victims of gender-based violence, domestic abuse and sexual violence.
 - (c) Support for people affected by gender-based violence, domestic abuse and sexual violence.

- 2.3 Bridgend County Borough Council (BCBC) also works to deliver the Cwm Taf Morgannwg (CTM) VAWDASV Strategic Aims as set out in the local VAWDASV strategy required under the VAWDASV (Wales) Act 2015.

CTM aims were as follows:

Aim 1 – Increase awareness of violence against women, domestic abuse, and sexual violence across the CTM population.

Aim 2 – To break the generational cycle of VAWDASV behaviour in families by promoting healthy relationships in children and young people.

Aim 3 – Hold perpetrators to account for their actions and support them to change their behaviour.

Aim 4 – Ensure services are designed and commissioned to meet the needs of the CTM population.

Aim 5 – Ensure that services are fit for purpose and quality assured.

The CTM VAWDASV regional Strategic and Commissioning Partnership developed its aims to be consistent with the VAWDASV National Strategy and to meet local need.

The CTM VAWDASV Delivery Plan is included as appendix i.

- 2.4 At BCBC's Cabinet meeting on 22 October 2020, it was agreed to:
- Bring the externally commissioned support for the community domestic abuse service in house when the contract expired in April 2021.
 - Approve the development of an integrated first point of contact / support in the community service for all victims of domestic abuse, based on need as well as risk.
- 2.5 This decision was informed by a comprehensive Needs Assessment completed early in 2020.

- 2.6 Transfer of Undertakings Protection of Employment (TUPE) applied to the team delivering the existing contract. A series of meetings with the commissioned provider, BCBC Human Resources and Trade Unions were held to ensure that affected staff had all the information needed to decide whether to transfer to BCBC.
- 2.7 Six members of staff transferred to the new service and joined the four existing Independent Domestic Abuse Advisors (IDVAs), one of whom was with an agency and the Multi Agency Risk Assessment Conference (MARAC) co-ordinator who was already in post.
- 2.8 A VAWDASV service manager was recruited who commenced the role in July 2021 along with a MARAC and VAWDASV Business Support Officer.

3. Current situation / proposal

- 3.1 The new in-house service started on 1st May 2021 and a restructure of services was implemented April 2022, following recruitment and union consultations within the restructure process. The restructure introduced a new framework and process for the service that would ensure an improvement to the previous key findings. All members of the team now work to the same framework, processes, policies and procedures ensuring a consistent structured approach.
- 3.2 The Assia Suite's drop-in service remains in Civic Offices. Due to the limitations of the locality, the service now works across the borough in other locations including, but not limited to: Hartshorn House, Pyle Life Centre, Garw Valley, Probation offices and Department for Work and Pension offices, such as Job Centres. This ensures ease of access within local communities.
- 3.3 Assia has a dedicated High Risk (HR) service that ensures all HR victims / those submitted through Public Protection Notices (PPNs) take a priority and are easily identifiable. Medium Risk (MR) and Standard Risk (SR) are picked up by the triage service that works very closely with and alongside the HR team. This ensures better communication in the team, continuity, and consistency of support as risk changes. IDVAs that work across any service within the team have regular Case Reviews, line management supervision and clinical supervision.
- 3.4 Every person within the team that are dealing directly with victims are fully IDVA qualified and accredited, and any new team members who do not hold the qualification complete the training. The team may have separate specialisms and / or dedicated roles but all receive the same in-depth training. This ensures that the team can fully support each other during times of sickness and / or leave.
- 3.5 The service is going through the Safe Lives 'Leading Lights' Accreditation. This is the mark of quality for domestic abuse services and is increasingly being recognised by commissioners and funders across the UK.

The Leading Lights accreditation programme offers services, partner agencies and commissioners a set of standards for supporting victims of domestic abuse.
- 3.6 Referrals to the service have increased, this is in part due to increased awareness of domestic abuse and the services available within the borough.

	April 2021-March 22	April 2022 - March 2023	April 2023 - Dec 2023*
Total referrals accepting support	1505	2330	1307
Total referrals	1767	2891	1948

*information as end of quarter three.

- 3.7 The difference between referrals and referrals accepting support includes repeat referrals where the victim is already accessing support from the Assia service. Repeat referrals / incidents can be a high number.

Some referrals are not appropriate as there is no current domestic abuse and no relevant risk identified so these referrals are signposted appropriately to the service that is most appropriate.

Where the service is unable to make contact, all known agencies are contacted to see if anyone else is working with the individual (or family). When all avenues are exhausted a letter is sent out advising of the service and all contact details along with a safety plan.

It should also be noted that the support offered is not mandatory and service users must want to engage.

- 3.8 There has been a real focus on dedicated IDVA roles within Assia as it is recognised that it is not a one size fits all service and there are bespoke support needs.
- 3.9 At a recent Safe Lives review it was identified that the service lacked an Older Persons IDVA, (the older persons service supports victims 60 years plus in line with the Older Persons commissioner, although will consider 55 plus due to the additional complexities posed). Due to the complex nature of abuse within older people, including cases with dementia and where the perpetrator may be the carer, this service works closely with Adult Safeguarding and New Pathways, a crisis and sexual abuse support service, who also have an older person's independent sexual violence adviser (ISVA) for sexual abuse. The numbers are lower within this service, but cases are often more complex.
- 3.10 There is a dedicated Court IDVA who works very closely with the Criminal Prosecution Service, Witness Service and Court Officers and supports all victims through the Criminal Justice System. The remote evidence suite in Maesteg has been a real success and has been welcomed by victims that have utilised it, including for civil cases and family court where there is a history of post separation abuse.
- 3.11 A CHIDVA (Childrens IDVA) supports all children up to the age of 15 who have experienced of familial abuse. The CHIDVA is based in Safer Merthyr Tydfil (SMT, who act as the regional strategic lead for VAWDASV) and the Assia service has recently recruited a dedicated Child and Young Person (CYP) worker who can work with any young people that fall through the gap, such as those identified as not in education, employment or training (NEETS), those affected by intimate abuse and

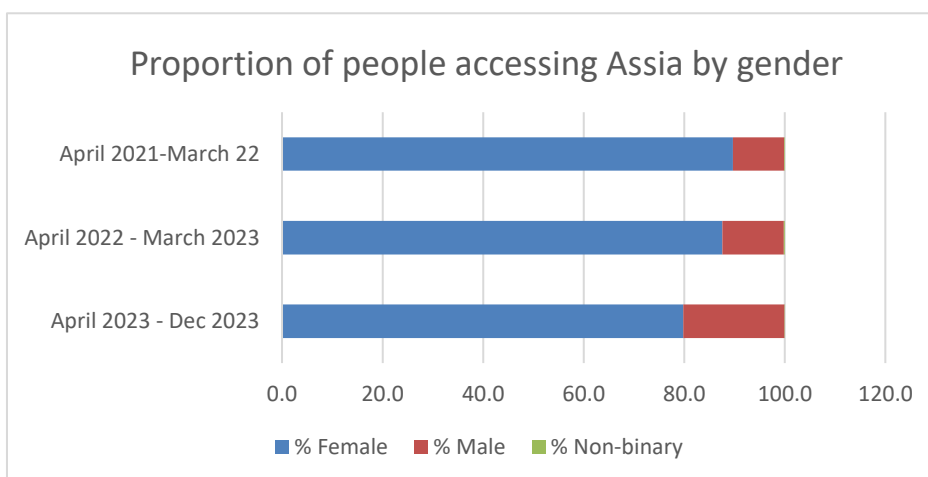
also those that are displaying unhealthy behaviours that could potentially form into perpetrator traits.

3.12 A service with Bawso to support black minority ethnic and migrant victims was also trialed within the county borough, but the referrals did not warrant the service. The Assia team are all IDVA qualified and trained in female genital mutilation and honour-based violence (HBV). There is a dedicated IDVA who completes HBV risk assessments if needed. The service continues to link in with Bawso for training, advice and guidance to ensure the team are up to date with emerging themes. Links are also in place with Opoka, a service working to help women and children in the Polish community improve health, well-being, financial stability, and happiness by stopping domestic violence and abuse.

There is also a translation service in place.

3.13 The service has a dedicated Male Victim IDVA and it is largely down to this dedicated role that engagement with male victims has been more successful, and more male victims are now accessing support, including a male victim focus group.

	April 2021-March 22		April 2022 - March 2023		April 2023 - Dec 2023*	
	Number	%	Number	%	Number	%
Female	1350	89.7	2040	87.6	1043	79.8
Male	153	10.2	286	12.3	263	20.1
Non-binary	2	0.1	4	0.2	1	0.1
Total referrals accepting support	1505		2330		1307	



*information as end of quarter three.

As can be seen from the information above, the proportion of males accessing the service has almost doubled from 10.2% to 20.1% between April 2021 and December 2023.

- 3.14 Assia has recently run a Male Victim Focus Group, consisting of six sessions and had 23 attendees. The intention was for the group to be victim-led, and so the first session focused on identifying what the participants wanted to get out of the meetings.

The focus group decided that they would like to see what other agencies were in Bridgend that could specifically help them and what they could offer within the community for additional support. Guest speakers gave an overview of their services and what programmes, activities, and support that they had to offer in the community, including Connecting Dads, Employability, BAVO Community Navigators and Men's Shed.

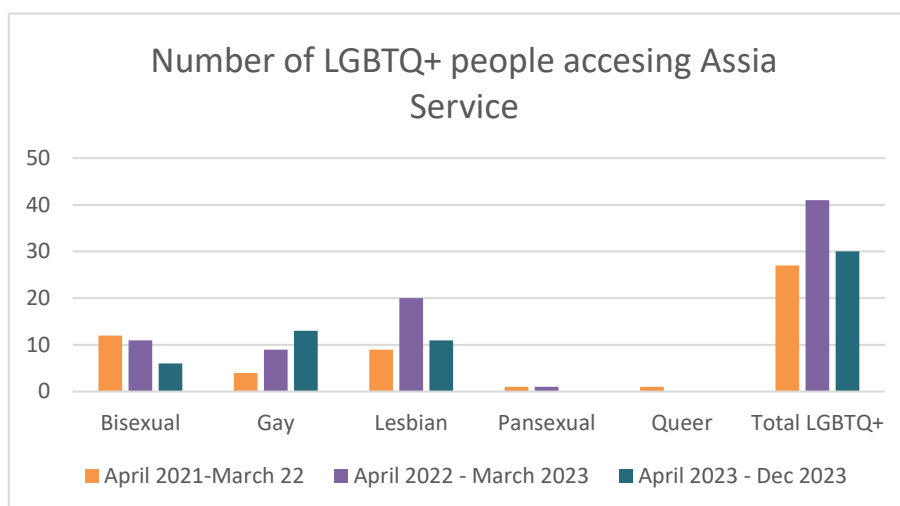
- 3.15 The feedback in relation to the focus groups was very positive and there were good discussions around issues with child contact, how male victims often feel judged by professionals and feel that females have an advantage as their perception is that the male is automatically assumed to be the perpetrator.

One male victim was the recipient of a negative comment from a police officer when he reported the abuse. The comment was "Are you a man or a mouse?", which in turn prevented him from reporting again. This led to the focus group discussing toxic masculinity, and social perceptions of relationships and domestic abuse.

- 3.16 Building on this, the service is setting up more sessions from the 9 April 2024 and will be looking at engaging representatives from agencies and partners where the group can discuss their experiences for the representative to hear and feedback to their service. These will include but not be limited to: Police, Social Services, Legal Services, Cafcass, Compass Programme, Myriad Programme, Citizen's Advice Bureau, Men's Shed, Gingerbread, BAVO Community Navigators.
- 3.17 Commissioning on a regional basis has taken place with New Pathways and Barod. The New Pathway worker offers sexual violence support and stabilisation work to identified victims that need ongoing trauma work around their experiences whilst the IDVA stays in situ to continue with the specialised domestic violence work.
- The Barod role is a VAWDASV worker who will work with both victims and perpetrators where there are substances involved, ensuring we are addressing all needs and working holistically.
- 3.18 All staff are trained to support members of the LGBTQ+ community seeking support and work very closely with the Myriad programme where appropriate / required to ensure specific needs are being met. Myriad are a 'by and for' service for LGBTQ+ victims of domestic abuse to support recovery and resilience.

	April 2021-March 22	April 2022 - March 2023	April 2023 - Dec 2023*
Bisexual	12	11	6
Gay	4	9	13
Lesbian	9	20	11
Pansexual	1	1	0
Queer	1	0	0
Total LGBTQ+	27	41	30

*information as end of quarter three.



As shown by the information above, the proportion of service users who identify as LGBTQ+ is relatively low, but this information is reliant on disclosure and is not mandatory.

- 3.19 The service also works with perpetrators. High Risk cases are considered for 'DRIVE', which works with high-harm, high-risk and serial perpetrators of domestic abuse to prevent their negative actions and protect adult and child victims. Through the intervention, the perpetrator is engaged to identify and manage triggers and understand healthy relationships to disrupt and change abusive behaviours. Each perpetrator is looked at as an individual as opposed to completing a one size fits all programme. There is a dedicated DRIVE IDVA who works very closely with the service.
- 3.20 Medium Risk cases are considered for 'Driving Change' for perpetrators who recognise that their behaviour in intimate relationships is abusive and/or violent and want to change this, and Standard Risk cases considered for the Change that Lasts Early Perpetrator Response (CLEAR) services with the IDVA service working closely with them to meet the needs of those who have identified that their behaviour is causing concern and are motivated to do something about it, but are not yet disclosing or taking responsibility for their abuse. This means earlier intervention and support for families.
- 4. Equality implications (including Socio-economic Duty and Welsh Language)**
- 4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider

the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The Assia Domestic Abuse Service demonstrates the sustainable development principle by ensuring that by meeting the needs of the present it does not compromise the ability of future generations to meet their own needs this is evidenced through the five ways of working:
- **Long term** – the service seeks to understand and mitigate the long-term implications of domestic violence on victims and their children.
 - **Prevention** – delivering a service based on need as well as risk offers longer term support to prevent future incidents of domestic abuse. It also aims to prevent medium and standard risk victims escalating to high risk.
 - **Integration** – the project contributes to the wellbeing goals: an equal Wales, a Healthier Wales, and Wales of Cohesive communities and to the Wellbeing objectives. The Assia Domestic Abuse Service feeds into the regional VAWDASV service and the work is also integrated into that of the Community Safety Partnership.
 - **Collaboration** – the success of the service depends on collaboration with partners, in particular South Wales Police, National Probation Service, Cwm Taf Morgannwg Health Board
 - **Involvement** – the views of stakeholders and service users are regularly sought and used to inform and review delivery models.

6. Climate Change Implications

- 6.1 There are no Climate Change implications linked to this report.

7. Safeguarding and Corporate Parent Implications

- 7.1 In considering how we tackle violence against women, domestic abuse and sexual violence, Bridgend County Borough Council is ensuring that all people living in the county borough are safe and protected.

8. Financial Implications

- 8.1 There are no financial implications resulting from this information report.

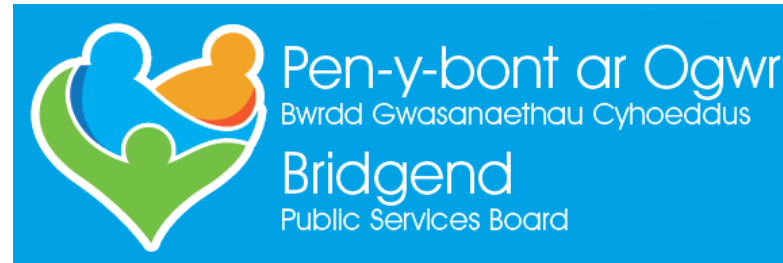
9. Recommendation

- 9.1 That Cabinet Committee Equalities note the content of this update report.

Appendices

- i. CTM VAWDASV Delivery Plan

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Cwm Taf Morgannwg
Violence against Women,
Domestic Abuse and Sexual Violence
Delivery Plan
2022-26

Objective 1 Challenge the public attitude to violence against women, domestic abuse, and sexual violence across the Welsh population through awareness raising and space for public discussion with the aim to decrease its occurrence.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Participate in the development and dissemination of national. VAWDASV campaigns For victims and perpetrators	VAWDASV Regional Adviser & partner agencies	Ongoing	Evidence of dissemination of resources	
Identify plan and deliver local campaigns and awareness raising activity, Using promotional mechanisms appropriate to the target audience.	VAWDASV Regional Adviser & partner agencies	March 2024	<ul style="list-style-type: none"> • Safeguarding week • White ribbon 10 days of action • Sexual violence week • New pathways CSA awareness raising campaign. • New pathways 30th Anniversary conference 	
Service providers ongoing awareness raising of VAWDASV through active social media.	New Pathways Llamau RCT DAS SMT	ongoing	Quarterly reports	

Objective 1 Challenge the public attitude to violence against women, domestic abuse, and sexual violence across the Welsh population through awareness raising and space for public discussion with the aim to decrease its occurrence.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report Q2 23-24
Deliver bystanders intervention training to those working in nighttime economy and college /sixth form students.	BCBC – Kirsty Williams	Sept 2023	Performance report Numbers trained	
Work with gender-based harassment in public spaces workstream to understand the scale and causes of the issue. Identify what works to change culture and provide support to protect women.	Member of workstream TBC			
In RCT a project team will be providing a grass roots” Community Domestic Abuse Project aimed at raising awareness of domestic abuse across local communities	Rachel Gronow	Sept 2023 to March 2025	Outcomes <ul style="list-style-type: none"> • Increased awareness of DA • A reduction in the space to commit DA Quarterly reports	

Objective 2 increased awareness in children, young people, and adults of the importance of safe, equal, and healthy relationships and empowering them to positive personal choices.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Continue to deliver the spectrum programme in schools across the region, And improve the uptake of the programme.	Hafan Cymru and identified school leads across the region	ongoing	Performance data to be provided quarterly	
All Wales Schools Programme will continue to deliver inputs to raise awareness of violence including domestic abuse. and sexual exploitation/violence.	SWP	Ongoing	<ul style="list-style-type: none"> • Increase in awareness of Domestic Abuse and safety (hidden hurt), internet safety, sexting, sexual exploitation, and consent. • Reduction in Crime and disorder amongst CYP 	
Establish a CYP subgroup to identify across the region what programmes are being delivered in schools, colleges, PRU and youth groups.	VAWDASV Regional Adviser & partner agencies	March 2024	A scoping report of activity to be provided to VAWDASV Steering Group.	Dates for first meeting sent out

Objective 2 increased awareness in children, young people, and adults of the importance of safe, equal, and healthy relationships and empowering them to positive personal choices

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
CYP IDVA's present in Merthyr, RCT & Bridgend are supporting children to recover from exposure to domestic abuse, increase their resilience and promote the development of healthy relationships.	RCTCBC and SMT	Ongoing until March 2025	Outcome Increased resilience of CYP Quarterly monitoring reports	

Objective 3 Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Representatives of CTM VAWDASV steering group to work with Partner agencies, PCC, Welsh Government and blueprint workstream to develop, commission and implement a range of perpetrator interventions for DA and SV	VAWDASV Regional Adviser PCC perpetrator oversight group VAWDASV Regional Adviser & attendees of perpetrator work groups	ongoing		Blueprint group is currently scoping all interventions being offered. RA working with various groups to try to fund the CLEAR intervention.
Deliver perpetrator interventions. DRIVE, Driving change Clear	SMT	ongoing	Performance data	
Support the development and promotion of CARA. (An early intervention project) Across the CTM region	PCCO	ongoing	Performance data in relation to CTM region	

Objective 3 Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Deliver interventions perpetrator interventions. <ul style="list-style-type: none"> • Building Better Relationships (Accredited) • Stepwise Structured Intervention and Skills for Relationship toolkit 	HMPPS	Through out 23-24	Performance data indicating completions/non-completions/barriers	
HMPPS to use reportable incidents, to adapt risk management plans and/or take enforcement action whilst perpetrators are subject to licence supervision.	HMPPS	March 2024	Performance data/qualitative narrative to capture this action.	
Promote the use of MAPPA Level 3 management to ensure that domestic abuse perpetrators who may require specific multi-agency risk management contribution are referred to this forum.	South Wales MAPPA Operational Group	March 2024	Monitoring data	

Objective 3 Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Utilise fully the 4 Remote Evidence Suites to provide a space in which DV and SV victims feel safe to participate in court proceedings.	Remote evidence suite providers	ongoing	Quarterly performance data	
New pathways to pilot a small peer to peer problematic behaviour project – CTM region 10 clients	New pathways	March 2024	Performance data/report	
New Pathways ISVA service – supporting victims to hold perpetrators to account through the criminal justice service.	New pathways	ongoing	No. of victims supported	

Objective 3 Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
<p>SWP to Identify and disrupt offenders of VAWDASV across the CTM region, Through partnership working in the</p> <ul style="list-style-type: none"> • night -time economy • Marac • Mid Glam BCU Domestic Abuse Offender Managers. 	SWP	ongoing	Data relating to reported offences, positive outcome rates	
<p>SWP to embed ISVA framework and Rape Investigation Teams in order to better support victims. Use of Preventative Orders will continue to be used to deter perpetrators.</p>	SWP	Ongoing	Quarterly progress updates	

Objective 4 Make early intervention and prevention a priority.

NB In the CTM region it is felt that many of the activities delivered under strategic objectives 1 & 2 also contribute to this objective.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
To continue to deliver Operation Encompass notifications to schools and liaise across the LAs to ensure consistency in approach.	SWP, Education Welfare departments	ongoing	Performance data Agreed framework	
Safer streets activity Improved CCTV coverage Employ taxi marshals. Provide Women's self-defence classes	BCBC -Kirsty Williams	September 2023	Performance report	
New pathways to provide sexual violence training for school staff.	New Pathways	March 2024	Performance data	
IRIS to continue to be provided in GP practices across the region enabling earlier identification of DA victims.	IRIS providers	ongoing	Performance data	

Objective 4 Make early intervention and prevention a priority.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Work with gender-based harassment in public spaces workstream to Build an evidence base on causes of gender-based harassment, how to change culture and what works to support women	Representative for blueprint group to be considered	ongoing		

Objective 5 Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Partner agencies to develops local responses to VAWDASV NTF framework to drive up performance and to ensure consistency of delivery across agencies.	RCTCBC BCBC MTCBC CTM UHB	ongoing	Narrative report	Statutory organisations need to develop training plans. a task group needs to consider alternative mechanisms for delivery of ask and act partner agencies beginning work on group 6 resources
VAWDASV group to monitor the performance data for NTF, all groups quarterly.	VAWDASV regional adviser to collect from RCTCBC BCBC MTCBC CTM UHB VAWDASV service providers	ongoing	Performance data	
Further development of the VAWDASV pages on Safeguarding Board website to assist professionals to know what services are available and how to access them	Beth Melhuish	DEC 2023	Updated website	

Objective 5 Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Scope existing VAWDASV training that is provided across the region to ascertain sustainability, sufficiency and identify gaps in training programme.	Task and finish group	Dec 2023	Report for VAWDASV steering group	
Probation Service to expand Domestic Homicide Training licences to more practitioners including new staff.	HMPPS		Review with Training and Development Team	
Probation Service to build upon their Domestic Abuse risk assessment and risk management. practitioner resources.	HMPPS		Review development of work products with Effective Practice Team to ensure movement with expertise and legislation change.	

Objective 5 Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Probation Service to ensure that all practitioners working with domestic abuse perpetrators are trained in using the Spousal Assault Risk Assessment to ensure robust and accurate assessment.	HMPPS	ongoing	Performance reports for CTM region	
Probation Service to monitor completion of mandatory Domestic Abuse e-learning for all staff.	HMPPS	Throughout 23-24	Probation Delivery Unit to provide performance data	
South Wales Police to continue to provide VAWDASV training to police officers and frontline staff. To include all new officers Force training days for response teams Neighbourhood policing	SWP and partners	Throughout 23-24	Performance reports for CTM region	

Objective 5 Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Hafan Cymru to continue to provide inset days for school staff	Hafan Cymru	ongoing	Quarterly reports	
Organisations to review their policies and procedures in line with direction from the Blueprint workstream on workplace harassment.	Individual VAWDASV partner agencies/organisation	March 2024	All policies reviewed	

Objective 6 Provide all victims with equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional, and responsive services across Wales.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Representatives of CTM VAWDASV steering group to work with blueprint workstreams to develop, commission and implement a range of interventions for DA and SV for CYP and older people.	VAWDASV Chair Regional Adviser Workstream members from CTM region	ongoing	Report and recommendations to VAWDASV steering group	
Add to existing CYP scoping work to identify. <ul style="list-style-type: none"> • what services we have • what interventions are provided? • what geographic region is covered? • Accreditation standards etc Links to CYP blueprint workstream	Regional Adviser	March 2024	Report and recommendations to VAWDASV steering group	

Objective 6 Provide all victims with equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional, and responsive services across Wales.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Implement recommendations made from review process e.g., DHR, APR etc and soon to be SUSR.	Chair of VAWDASV group	ongoing	Actions incorporated into delivery plan	
Implement changes to MARAC as recommended by MARAC quality assurance group.	Chair of MARAC QA Group	ongoing	More effective MARAC	
HMPPS to implement the Unwanted Prisoner Scheme in 2022 (victims, members of the public can contact HMPPS to request that telephone number is blocked for serving prisoners causing harassment)	HMPPS		Review implementation progress, promote service and establish extent of use via Service Integration Team.	

Objective 6 Provide all victims with equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional, and responsive services across Wales.

Planned action	Lead agency or person	Time scales	Outputs /outcomes	Progress report
Probation Service to embed Domestic Abuse Support Officers into case management information exchange to promote victim support.	HMPPS		Improved interface to improve support and responsiveness to victims. Qualitative	
Probation to pilot expanding Victim Contact Scheme to victims of coercive and controlling behaviour, regardless of sentence length.	HMPPS		Strategic Victim Lead to implement delivery plan and review. Intention is to broaden the support offered to victims and specialise support.	
Use existing service user engagement mechanisms and networks to ensure that the voice of service users influences policy and service development.	Service providers	ongoing	Evidence of service user involvement	
Support the development and promotion of the Police Perpetrated VAWDASV pilot service	PCCO	ongoing	Performance data for CTM region	