

**Violence Against Women, Domestic
Abuse and Sexual Violence Strategy**

Bridgend County Borough Council

2017/2018

Foreword

To live a life free from violence and abuse is a human right that applies to everyone. There is a collective responsibility for society to be a safe place for everyone. No one deserves to be abused and it should never be acceptable or normalised. Abuse is not a naturally occurring phenomenon within societies and by focusing on primary prevention approaches to the reduction of risk and the promotion of protective factors this can be changed.

For those subjected to violence and abuse, the effects can be long term. This violence against women, domestic abuse and sexual violence strategy focuses on three main areas. These are -

- Protection
- Prevention and
- Support

Focusing on the above will improve physical, psychological and social outcomes for the residents of Bridgend.

The strategy has been compiled by the Domestic Abuse Steering Group and is based on consultation with statutory and third sector partners and also reflects the views of the community and victims/survivors of the aforementioned violence.

The vision for Bridgend is

Vision: All citizens living free from fear, abuse and violence. There is no excuse for violence and abuse.

The following pages have been taken from the Welsh Government's National Strategy. Over the coming year data pertaining to Bridgend will be sought via a full needs assessment and analysis. Where possible data will be obtained on a local level but where data only exists on a UK level will be broken down to a Bridgend level (please see Data Development Agenda).

Although the Act could appear to focus more on 'violence against women', it is important to note that the Act and this strategy encompasses any victim of domestic abuse.

Background

This strategy is founded on the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, namely Sections 5 to 8 that places a duty on Local Authorities (LA) and Local Health Boards (LHB) to prepare and publish and implement joint Local Strategies for tackling VAWDASV. Local Authorities are required to take into account the most recent needs assessment under Section 14 of the Social Services and Wellbeing Act (Wales) 2014 (SSWBA) relating to the needs for care and support, support for carers and preventative services and strategic assessments under Section 6 of the Crime and Disorder Act 1998 (CDA) relating to reducing crime and disorder, combatting substance misuse and reducing re-offending. LAs and LHBs are under a duty to consult with all relevant persons prior to publishing their Local Strategies.

What is violence against women, domestic abuse and sexual violence?

Definitions of violence against women, domestic abuse and sexual violence

The **Home Office cross-government** definition of domestic violence and abuse is:

'Any incident or pattern of incidents of controlling, coercive, 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. The abuse can encompass, but is not limited to psychological, physical, sexual, financial and emotional. Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.'

The **Welsh Government's** Right to be Safe

Strategy 2010-2016 defines violence against women as:

'a form of discrimination against women and a violation of human rights and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological, or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.'

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 includes the definition for violence against women and girls as:

'Gender-based violence, domestic abuse and sexual violence where the victim is female.'

It defines **sexual violence** as:

'sexual exploitation, sexual harassment, or threats of violence of a sexual nature.'

The Welsh Government's Strategy definition is supported by the current internationally accepted definition of 'violence against women' used by the United Nations, World Health Organisation, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Crown Prosecution Service, UK Government and other international governments. These contextualise violence against women as:

'violence that is directed against a woman because she is a woman, or that affects women disproportionately' and further define this as:

'Violence against women shall be understood to encompass, but not be limited to, the following:

a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation

b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution

c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.'

The **Crown Prosecution Service** defines violence against women within crime typologies, some of which can also be suffered by men.

This includes:

- Domestic violence/abuse
- Forced marriage
- So called 'honour' based violence
- Female genital mutilation
- Rape and sexual offences
- Stalking and harassment
- Prostitution
- Human trafficking/slavery, with a focus on trafficking for sexual exploitation
- Child abuse
- Pornography
- Coercive control

Rape Crisis, England and Wales, defines sexual violence as:

'Any unwanted sexual act or activity. There are many different kinds of sexual violence, including but not restricted to: rape, sexual assault, child sexual abuse, sexual harassment, rape within marriage/relationships, forced marriage, so-called 'honour' based violence, female genital mutilation, trafficking, sexual exploitation, and ritual abuse.'

The **Welsh Government** has also advised:

'If a person is pressured to do something sexual against their will, it is a form of sexual abuse, whether or not it takes place within marriage or a relationship. Sexual assault, sex with children under the age of 16, incest, rape by a stranger or inside marriage, is all crimes and matters for the Police. Sex without a person's consent due to drugs, alcohol or unconsciousness is rape.'

Overlap of other legislation in this area

Welsh Context

Other overlapping legislation pertinent to the area of business:

These are:

- **The Well-Being of Future Generations (Wales) Act 2015** sets out seven wellbeing goals which are relevant to prevention of violence against women, domestic abuse and sexual violence and support of survivors, including an equal Wales, a healthy Wales and a Wales of cohesive communities, that public sector bodies have to take action to achieve.
- The **Social Services and Well-being (Wales) Act 2014** provides a legal framework for improving the well-being of people (adults and children) who need care and support, carers who need support, and for transforming social services in Wales. This requires local population needs assessments to inform the development of local strategies (with the first due no later than 1 April 2017).
- The **Housing (Wales) Act 2014** enshrines in legislation the role of the local authority in preventing and alleviating homelessness. This Act specifies that whether a person or a member of that person's household is at risk of abuse, including domestic abuse, is a factor in determining whether it is reasonable to continue to occupy accommodation.
- The **Renting Homes (Wales) Act 2016** sets out a new approach to joint contracts which will help survivors by enabling perpetrators to be targeted for eviction.

The UK context

The UK Government '**Ending Violence Against Women and Girls Strategy 2016-2020**' builds on a number of initiatives undertaken by the UK Government including the introduction of a new offence of controlling or coercive behaviour, the Modern Slavery Act, Domestic Violence Protection Orders (DVPOs) under the **Crime and Security Act 2010**, the Domestic Violence Disclosure Scheme (DVDS), FGM Protection Orders under the **Female Genital Mutilation Act 2003** ("the 2003 Act") and an FGM

mandatory reporting duty inserted into the 2003 Act by the **Serious Crime Act 2015**, and strengthening measures to manage people who commit sexual offences or those who pose a risk of sexual harm. The UK Government strategy sets out a number of actions which are applicable to Wales. These include actions relating to the National Statement of Expectations, commissioning resources and the introduction of the Home Office's Violence against Women and Girls Transformational Fund.

In 2014, the **National Institute for Clinical Excellence (NICE)** issued “**Domestic violence and abuse: how health services, social care and the organisations they work with can respond effectively**”. This guidance, which applies across England and Wales, highlights that domestic abuse is a complex issue that needs sensitive handling by a range of health and social care professionals. The cost, in both human and economic terms, is so significant that even marginally effective interventions are cost effective.

In 2016, **NICE** issued further **Domestic Abuse Quality Standards** for healthcare providers. The Welsh Government has an agreement in place with NICE covering the Institute's guidelines, and there is an expectation that NHS bodies in Wales take full account of the recommendations made by the Institute when commissioning and delivering services to patients.

The NICE guidance is for everyone working in health and social care whose work brings them into contact with people who experience or perpetrate domestic violence and abuse. This includes: people working in criminal justice settings and detention centres, health and social care commissioners, including clinical commissioning groups and local authorities, and staff working for specialist domestic violence and abuse services. The latter could be working in local authorities, Local Health Boards and other organisations in the public, private, voluntary and community sectors. The guidance is also aimed at local strategic partnerships.

See Appendices for further information on:

- **Global Context**
- **Feedback from consultations with service users**

The Global context

Principles of the Council of Europe Convention on preventing and combating violence against women and domestic violence ('Istanbul Convention'), to which the UK is a signatory. This sets out minimum standards to prevent violence against women, protect victims and prosecute perpetrators including:

- a) protecting women against all forms of violence, and prevent, prosecute and eliminate violence against women and domestic violence;
- b) contributing to the elimination of all forms of discrimination against women and promote substantive equality between women and men, including by empowering women;
- c) designing a comprehensive framework, policies and measures for the protection of and assistance to all victims of violence against women and domestic violence;
- d) promoting international co-operation with a view to eliminating violence against women and domestic violence;
- e) providing support and assistance to organisations and law enforcement agencies to effectively co-operate in order to adopt an integrated approach to eliminating violence against women and domestic violence.

This Strategy further strengthens our commitment to the principles of the Convention by setting out further measures which are directly relevant to the provisions of the Convention. The purpose of the Act is to prevent, protect and support which links with the purposes of the Convention as noted above. By working to fulfil the purposes of the Act, this Strategy is directly linked to a number of the provisions of the Convention, including:

- a) by teaching and educating our children and young people about healthy relationships (articles 12 and 14);
- b) by training professionals and other public sector workers via the National Training Framework (articles 12 and 15);
- c) by raising public awareness (articles 12 and 13);
- d) by supporting and encouraging collaborative approaches between relevant authorities and other providers and by publishing commissioning guidance (article 7);

- e) by developing work on perpetrator programmes (articles 12 and 16)
- f) by supporting relevant authorities to provide immediate, short and long term support services to all women victims and their children based on local and regional needs (articles 22 and 25);
- g) by continuing to provide specialist support including refuge and floating support provision and support for victims of sexual violence (article 23 - 25); and
- h) by recognising children and young people as victims and witnesses and the provision of support (article 26).

Internationally, the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) has provided a platform for addressing discrimination against women. Work to fulfil the purposes of the Act links to the Convention purposes in that:

raising awareness of healthy relationships, and public awareness campaigns to combat violence against women, domestic abuse and sexual violence will help to reduce discrimination against women; b) the National Training Framework will offer proportionate training to strengthen the response provided across Wales to those experiencing these issues, including women. It will formalise the requirements of those offering specialist and universal services and raise awareness and understanding of such violence and abuse.

See section 81(1) of the Government of Wales Act 2006.

Welsh Ministers are also under a duty to have regards to the requirements of Part I of the United Nations Convention on the Rights of the Child. The Act, this Strategy and our wider policy programme supports victims and acknowledges violence against women, domestic abuse and sexual violence as issues for children and young people. The actions and principles contained in this Strategy have been identified and developed in the spirit of the principles of all these international instruments and where possible to further embed those principles in the measures that have been adopted in Wales to combat violence against women, domestic abuse and sexual violence.

Survivors

“...survivors’ experiences of protection and support services and systems in Wales are key to understanding their effectiveness and to informing practice and service improvements. Survivors’ voices and experiences are also essential to informing prevention work and to ensuring that legislative and policy developments, the National Strategy and National Adviser’s Plan place survivors’ needs and experiences at the centre.”

This strategy has been informed by survivor voices and experiences. In early 2016, survivors of violence and abuse were invited to attend focus groups in every region of Wales to help inform national and local priorities. 66 survivors attended focus group across Wales, who had experienced a range of violence and abuse including domestic abuse, sexual violence, forced marriage, FGM, ‘honour-based violence’, sexual exploitation, trafficking and child sexual abuse. A report on the findings and their recommendations was provided to the Welsh Government.

The gendered nature of violence against women, domestic abuse and sexual violence

There are significant differences in the frequency and nature of abuse experienced by men and that experienced by women. The gender of both victim and perpetrator influences behaviour, risk and the severity of harm caused. Abuse perpetrated by men against women is a quantitatively and qualitatively distinct phenomenon. Women and girls experience violence and abuse in their everyday lives at higher rates:

☐ Women are far more likely than men to be killed by partners/ex-partners

Over three-quarters (77%) of female domestic homicide victims were killed by a partner/ex-partner, with the remaining 23% killed by a family member. For male homicides, there was a much more even split, with around a half (51%) of victims killed by a partner/ex-partner and the other half (49%) killed by a family member¹.

☐ Men are significantly more likely to be repeat perpetrators and significantly more likely than women to use physical violence, threats, and harassment

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<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/compendium/focusonviolentcrimeandsexualoffences/yearendingmarch2015/chapter2homicide> (2016)

Men's violence tends to create a context of fear and control; which a study found was not the case when women are perpetrators.

☒ **Women may experience different and multiple forms of abuse in their lives**

For example, some BME women may be experiencing forced marriage, domestic abuse and sexual violence simultaneously.

☒ **Lesbian and bisexual women experience domestic violence and abuse at a similar rate to women in general (1 in 4);** a third of this is associated with male perpetrators and the rest with female perpetrators.

Violence against women, domestic abuse and sexual violence as a cause and consequence of inequality between men and women, causes harm, vulnerability and disadvantage in a number of overlapping ways. It impacts on physical and mental health, damages self-esteem and confidence, and can cause isolation, homelessness, and reduced economic prospects. Not all women have equal access to safety and freedom or the means or ability to leave a context of violence. For many women and girls, their experience of violence and abuse can be **compounded by multiple, intersecting inequalities and a broader context of social exclusion and marginalisation** which are more conducive to violence, and in which empowerment routes may be more restricted.

Women and men, children and young people, can all experience and perpetrate domestic abuse and sexual violence. Clearly any form of violence is unacceptable. Every case must be taken seriously and each individual given access to the appropriate support they need.

Service User Involvement

Survivors and their experiences of services and support are a key component and should be used to shape services and strategies going forward.

Survivors identified 10 key recommendations for Welsh Government:

1. Dedicated specialist services for children and young people impacted by or experiencing domestic abuse, sexual violence, Female Genital Mutilation (FGM), forced marriage, sexual exploitation or harassment.

2. Specialist domestic abuse and sexual violence services for survivors that is accessible and resourced to meet the needs of specific survivor groups.

3. Improvements in family court and CAFCASS Cymru practice and safe child contact for children in cases of domestic abuse and sexual violence.

4. Accessible 'refuge service' support in every area, accompanied by safe, affordable, longer-term housing options to provide flexibility and choice.

5. Women's groups and peer support that reduce isolation and maximise independent spaces to increase confidence, esteem, and empowerment.

6. Equal access to safety, support, protection and justice, and finances to live independently, irrespective of survivors' immigration status.

2 Are you listening and am I being heard? Survivor Consultation: A report of the recommendations of survivors of violence against women, domestic abuse and sexual violence in Wales, March 2016: Cymorth i Ferched Cymru / Welsh Women's Aid

3 Are you listening and am I being heard? Survivor Consultation: A report of the recommendations of survivors of violence against women, domestic abuse and sexual violence in Wales, March 2016: Cymorth i Ferched Cymru / Welsh Women's Aid

7. Counselling and therapeutic services for survivors that is available when needed and is age-appropriate, and helps build resilience and recovery.

8. Greater focus on stopping perpetrators' behaviour and, where coercive control is a feature, on getting perpetrators to leave and end abusive relationships.

9. Improved training for all services on all aspects of violence against women, domestic abuse and sexual violence, informed by survivors' experiences.

10. Preventing violence against women from happening in the first place, through compulsory prevention education in all schools and increasing awareness of the issues and help available in local communities.

These recommendations and the principles outlined by survivors are key to underpinning this Strategy and will further inform the development of the Delivery Framework. Where matters fall outside responsibilities of Welsh Government we will identify and work with relevant partners to address the recommendations made.

Survivors' voices and experiences must be central to informing the continued development and delivery of legislation, policy and strategy in order to ensure systems and services best meet survivors' needs. It is important that we listen to survivors, and act upon what they tell us. We need to ensure that appropriate mechanisms are developed so that we can engage with all survivors, including individuals with complex, multi-faceted needs, men, LGBT+ individuals and children and young people. Survivor engagement should be a continuous process that informs the development of policies and services.

To ensure that survivor's voices and experiences continue to inform this work in Wales we will develop a sustainable national survivor engagement framework to ensure that the needs and experiences of the most marginalised survivors, those who face multiple disadvantage in accessing help and support are understood. A national engagement framework will ensure the voices of survivors are heard in the delivery and review of this Strategy and accompanying delivery framework and the design and delivery of services from their earliest stages.

The scale of violence against women, domestic abuse and sexual violence

There is now a substantial body of evidence about the far-reaching nature and impact of violence against women and girls, domestic abuse and sexual violence. Violence against women, domestic abuse and sexual violence includes different types of abusive and controlling behaviours which are often used together intentionally, to control another person or to have power over them. Incidents are rarely one-off and usually get worse over time. Perpetrators are most likely to be known to the survivor. Violence against women, domestic abuse and sexual violence can happen to people of all ages, sexualities, gender, abilities, cultural, social and ethnic backgrounds.

Intersecting inequalities increase barriers to protection and help-seeking. It is essential that services are designed with this awareness. For example, research has found that:

'BME women are disproportionately affected by different forms of abuse e.g. forced marriage, "honour-based" violence, female genital mutilation, sexual exploitation in the form of commercial sex work, trafficking etc. The multiple vulnerabilities arising from

these overlapping Disabled people experience disproportionately higher rates of domestic abuse, and also experience domestic abuse for longer periods of time, and more severe and frequent abuse than non-disabled people. Disabled women are twice as likely to experience domestic violence as non-disabled women (1995 British Crime Survey, also confirmed by data from other countries). They are also likely to experience abuse over a longer period of time and to suffer more severe abuse and injuries as a result of the violence, than disabled men.

NICE (National Institute for Health and Care Excellence) guidance on how services can respond effectively to domestic abuse states:

'Domestic violence and abuse is a significant public health problem. People of all ages, from all sectors of society, may experience it. The effects can last a long time after the final incident. For example, childhood exposure can disrupt social, emotional and cognitive development. This can lead to the adoption of risky behaviours such as alcohol misuse or illicit drug use which, in turn, can cause poor health, disease, disability and early death.'

Evidence shows that **women disproportionately experience repeat incidents of domestic abuse, all forms of sexual violence and other forms of violence and abuse such as forced marriage and female genital mutilation**. All governments have a responsibility to work to eliminate such gender-based violence under international directives upheld by the United Nations. This is of utmost importance in part due to the sheer scale of the problem:

☐ In 2014-2015, the Crime Survey for England and Wales estimated that 1.3 million women and 600,000 men (aged 16-59) experienced any type of domestic abuse in that year; with **over 1 in 4 women** (4.5 million women) reporting having experienced domestic abuse since the age of 16.

☐ Walby et al, 2015, has shown that **violent crime against women is in fact rising**, and most violent crime against men is falling; domestic violent crime has a different trajectory from other forms of violent crime and has been rising since 2009. This is often not shown by statistics such as the Crime Survey for England and Wales, which cap the number of incidents which can be recorded.

☐ 137,000 girls and women in the UK are living with consequences of FGM and 60,000 girls in the UK, under the age of 15, are at risk of FGM. It is estimated there are 140 victims of FGM a year in Wales.

☐ Nearly one in three (31%) pregnant teenagers at intake to one targeted early intervention programme had experienced domestic violence and abuse.

☐ 82% of cases dealt with by the Forced Marriage Unit involved female victims; 18% involved male victims. It is estimated there are up to 100 victims of forced marriage a year in Wales.²³

☐ **In a workplace with 4,000 employees, between 800 and 1,000 of the staff will have directly experienced domestic abuse at some point in their lives.**

☐ In a street made up of 100 houses, 20 of the women residing there will have been the victim of a sexual offence.

☐ Approximately 124,000 women, men, boys and girls over the age of 16 in Wales, have been the victim of a sexual offence.

☐ In November 2009, Sylvia Walby estimated the **total costs of domestic violence to the UK economy to be £15.7 billion a year.**

This is broken down as follows:

o The cost to services (Criminal Justice System, health, social services, housing, civil legal) is estimated at over £3.8 billion per year

o The loss to the economy – where women take time off work due to injuries – equates to more than £1.9 billion per year

o Domestic violence also leads to pain and suffering that is not counted in the cost of services. The human and emotional costs of domestic violence amounts to almost £10 billion per year.

☐ In Wales, the cost of domestic abuse is estimated to be £303.5m annually:

£202.6m in service costs and £100.9m in lost economic output. These figures do not include any element of human and emotional costs, which research estimates costs Wales an additional £522.9m; taking the costs of sexual violence and other forms of abuse into account would increase this amount even more.

2. WHY IS IT IMPORTANT TO TACKLE VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE?

Violence against women, domestic abuse and sexual violence is a fundamental violation of human rights, a cause and consequence of inequality and has far reaching consequences for families, children and society as a whole.

Since the enactment of the Well-being of Future Generations (Wales) Act 2015, public bodies are required to think more about the long-term, work better with people and communities and each other, look to prevent problems and to adopt a strategic approach to improving the social, economic, environmental and cultural well-being of Wales.

Objectives

The Welsh Government 6 objectives. These are as follows:

- Objective 1 – increase awareness and challenge attitudes of violence against women, domestic abuse and sexual violence across the population (of Bridgend County Borough Council)
- Objective 2 – Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong
- Objective 3 – Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety
- Objective 4 – make early intervention and prevention a priority
- Objective 5 – relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors
- Objective 6 – Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services (across Bridgend County Borough)

The Wellbeing of Future Generations Act 2015 (Wales) Act Indicators directly or indirectly related to domestic abuse

Indicator 6 – measurement of the development of young children

Indicator 17 – gender pay difference

Indicator 24 – Percentage of people satisfied with their ability to get to/access the facilities and services they need

Indicator 25 – Percentage of people feeling safe at home, walking in their local area, and when travelling

Indicator 27 – percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and treat each other with respect.

The Social Services and Wellbeing 2016 (Wales) Act

Protection from abuse and neglect

I am safe and protected from abuse and neglect

I am supported to protect the people that matter to me from abuse and neglect

I am informed about how to make my concerns known

Incidence of domestic abuse and sexual offences

Percentage of re-registrations of children on local authority child protection registers

Percentage of people reporting they feel safe

Percentage of adults at risk of abuse or neglect reported more than once during the year

There are other indicators under this Act (indirectly relating) relating to services that could go under the heading of 'Service User Engagement'

Objective 1

increase awareness and challenge attitudes of violence against women, domestic abuse and sexual violence across the population of Bridgend County Borough Council

		Timescales	Partners
White Ribbon Campaign	<ul style="list-style-type: none">• Re-apply with partners for White Ribbon Town Status• Identify WRC champions within the Local authority and statutory sector• Complete action plan with partners• Communication strategy• Update action plan and feedback to WRC Group	<ul style="list-style-type: none">• Quarter 1 • Once per quarter	Domestic abuse Steering Group
Awareness raising campaigns	<p>Disseminate campaigns on social media through:</p> <ul style="list-style-type: none">• BCBC corporate account<ol style="list-style-type: none">1. Minimum of XX tweets2. Minimum XX Facebook posts• Calan DVS account<ol style="list-style-type: none">1. Minimum of XX tweets2. Minimum XX Facebook posts• Raise awareness through<ol style="list-style-type: none">1. Emails to networks2. Poster campaigns attached to WG campaigns• Identify community hubs in the Borough and disseminate VAWDASV information – Live Fear Free website and resources	<ul style="list-style-type: none">• Ongoing	<ul style="list-style-type: none">• Calan DVS• DAC• BCBC Communications Team

Sporting	<p>Training and awareness raising sessions NTF compliant proposed delivery to:</p> <ul style="list-style-type: none"> • 4 sports clubs across the Borough of Bridgend <p>Undertake analysis of sport's clubs in the Borough and disseminate information via email</p>	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • DAC
Key dates as per the equalities calendar	<p>Raise awareness of Welsh Government campaigns and other timely campaigns</p> <ul style="list-style-type: none"> • In line with the equalities calendar <p>1. Minimum of 6 per year</p>	<ul style="list-style-type: none"> • Ongoing and in line with dissemination from Welsh Government 	<ul style="list-style-type: none"> • DAC • Calan DVS • BCBC Communication Team • Human Resources

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Objective 2

Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong

		Timescales	Partners
Spectrum project in schools – primary and secondary	<ul style="list-style-type: none"> • 50% of primary schools in Bridgend receive training on Spectrum project for teachers and whole school approach • 50% of secondary schools in Bridgend receive training on Spectrum project for teachers and whole school approach 	<ul style="list-style-type: none"> • March 2018 	<ul style="list-style-type: none"> • BCBC Education • DAC
Community setting – awareness raising	<p>Make links with the following with an aim to deliver training sessions to:</p> <ul style="list-style-type: none"> • Police Youth Volunteers <ol style="list-style-type: none"> 1. 1 session • Young Fire and Rescue Services <ol style="list-style-type: none"> 1. 1 session 	<ul style="list-style-type: none"> • Quarter 1 	<ul style="list-style-type: none"> • DAC • Calan DVS
Youth Offender Service	<p>Make links with the YOS team with a view to exploring the delivery of Respect training to young people identified as either:</p> <ol style="list-style-type: none"> 1. witnessing violence and abuse or 2. displaying signs of violent and abusive behaviour towards others 	<ul style="list-style-type: none"> • Quarter 3 	<ul style="list-style-type: none"> • DAC • DASG

Objective 3

Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety

		Timescales	Partners
Perpetrator programme Respect accredited	<ul style="list-style-type: none">• Role out the programme in Bridgend• Embed the programme• Raise awareness of the programme with partners internal and external• Link programme with CSP and other referral pathways• Data collection arrangement• Submit data to DASG and CSP Executive Group	<ul style="list-style-type: none">• December 2017• Ongoing	<ul style="list-style-type: none">• Atal y Fro• DAC• Calan DVS
Perpetrator programme Respect accredited for young people	<ul style="list-style-type: none">• Monitor data from YOS• Raise awareness of the programme with partners• Support the programme	<ul style="list-style-type: none">• ongoing	<ul style="list-style-type: none">• Western Bay YOS• DAC

Objective 4			
make early intervention and prevention a priority			
Safer Homes Project	<ul style="list-style-type: none"> • Monitor and evaluate project • Feed data to DASG and CSP Executive Group 	Timescales	Partners
		<ul style="list-style-type: none"> • ongoing 	<ul style="list-style-type: none"> • DAC • Calan DVS • Care and Repair Bridgend

Objective 5			
relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors			
National Training Framework – Group 1 E-learning	<ul style="list-style-type: none"> • Continue role out to all employees • Gather information from Human Resources and report to Welsh Government on progress and completion numbers 	Timescales	Partners
		<ul style="list-style-type: none"> • September 2018 – first report due to Welsh Government 	<ul style="list-style-type: none"> • Human Resources • DAC
National Training Framework – Group 2 – Ask and Act	<ul style="list-style-type: none"> • Begin rollout of training following on from learning received from Welsh Government 	<ul style="list-style-type: none"> • Beginning in Quarter 2 (dependant on learning from pilot sites) and ongoing 	<ul style="list-style-type: none"> • DAC • Human Resources • Learning and Development – Social Services

National Training Framework – Group 3	<ul style="list-style-type: none"> Identify cohort for training Rollout of training subject to Welsh Government guidelines and guidance 	<ul style="list-style-type: none"> Quarter 4 	<ul style="list-style-type: none"> DAC Human Resources Learning and Development – Social Services
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Objective 6			
Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services across Bridgend County Borough			
Service User Involvement	<ul style="list-style-type: none"> Commission service user involvement exercise Write research paradigm/outline 	<p>Timescales</p> <ul style="list-style-type: none"> April 2017 	<p>Partners</p> <ul style="list-style-type: none"> DAC Contracts and Monitoring BCBC
Equality and Diversity	<ul style="list-style-type: none"> Work with partners to identify barriers to seeking help and support on a local basis 	<ul style="list-style-type: none"> March 2018 	<ul style="list-style-type: none"> DAC Calan DVS BCBC Equalities
Local needs assessment and analysis	<ul style="list-style-type: none"> Based on the population needs assessment – undertake full needs assessment to ensure it is up to date 	<ul style="list-style-type: none"> March 2018 	<ul style="list-style-type: none"> DASG DAC Calan DVS
Data Development Agenda	<ul style="list-style-type: none"> Demographics of Bridgend Population DA/SV rate IDVA data – high risk MARAC data 	<ul style="list-style-type: none"> March 2018 ongoing 	<ul style="list-style-type: none"> DASG DAC

	<ul style="list-style-type: none"> • Police data – repeat and no. of incidents • Assia Suite data • Service User engagement work • Refuge – and lack of spaces in refuge • Referral pathway – who is referring where? Self-referral vs professional referral • Standard and medium risk numbers are now unknown due to the PPNs • Homelessness and Housing data • Domestic homicide data • UK level data manipulation where possible 		
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Other Priorities			
Preparing Bridgend Local Authority area for the Act			
Communication Strategy	<ul style="list-style-type: none"> • A clear communication strategy for Bridgend with partners. 	Timescales	Partners
		<ul style="list-style-type: none"> • March 2018 	<ul style="list-style-type: none"> • DAC • Communications Team - BCBC

Multi-agency accountability	<ul style="list-style-type: none"> • Explore the multi-agency groups: <ol style="list-style-type: none"> 1. Strategic Partnership 2. Operational Partnership 3. Multi-agency Fora • Terms of Reference for the groups 	<ul style="list-style-type: none"> • March 2018 	<ul style="list-style-type: none"> • DASG • CSP Executive Group
Regionalisation	<ul style="list-style-type: none"> • Explore regional working and how this will work for the Local Authorities and relevant partners 	<ul style="list-style-type: none"> • January 2018 	<ul style="list-style-type: none"> • BCBC Head of Service

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