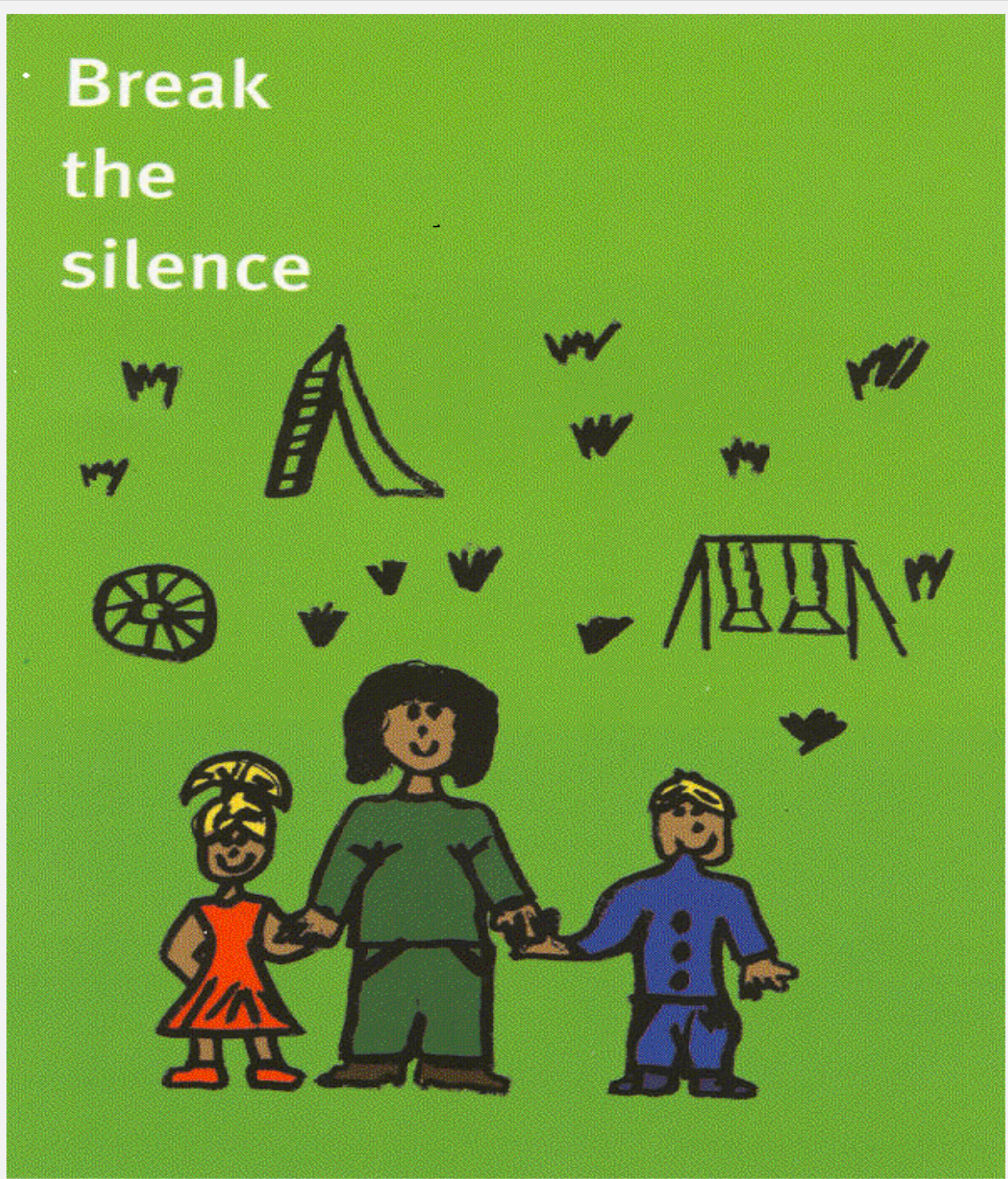


Perth & Kinross Violence Against Women Partnership

Working Together to Break the Silence

· Break
the
silence



Towards an integrated strategy
addressing violence against
women

2010 - 2013

Unite to end violence against women

United Nations Secretary General Campaign

"It is a campaign for the women and girls who have the right to live free of violence, today and in the future. It is a campaign to stop the untold cost that violence against women inflicts on all humankind."

Violence against women and girls continues unabated in every continent, country and culture. It takes a devastating toll on women's lives, on their families and on society as a whole. Most societies prohibit such violence – yet the reality is that too often, it is covered up or tacitly condoned.....

Let us remember: there is no blanket approach to fighting violence against women. What works in one country may not lead to desired results in another. Each nation must devise its own strategy.....

.....But there is one universal truth, applicable to all countries, cultures and communities: violence against women is never acceptable, never excusable, never tolerable."

United Nations Secretary-General Ban Ki-moon Feb 2008

Gender-based violence and all forms of sexual harassment and exploitation, including those resulting from cultural prejudice and international trafficking, are incompatible with the dignity and worth of the human person, and must be eliminated.

(Article 18, Vienna Declaration and Programme of Action 1998)

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**Please visit our website for further information on Violence Against Women:
www.pkdomesticabuse.co.uk**

1 Introduction

Our vision

Our vision is of a society where women and girls are not discriminated against because of their gender, where women and men are valued equally for their contributions to society and where everyone can live free from gender based violence.

Our overarching aim

Our overarching aim is to encourage an integrated partnership approach to preventing Violence Against Women, developing a comprehensive range of provision which supports & protects women, children & young people and takes account of and addresses the challenges arising from perpetrators of Violence Against Women.

Violence against women (VAW) is a major societal and public health issue which is recognised at both national and international level. The World Health Organisation (WHO) estimates that between 1 in 2 and 1 in 10 women will experience some form of violence at some point in their lives. (*World Health Organisation, Multi cultural study*) Women are more than twice as likely as men to be concerned about violent crime. Violence denies women and girls the most fundamental of human rights: life, liberty, integrity, freedom of movement and dignity of the person.

Violence against women has far reaching consequences for individuals, families, governments and society. A study in 2004 conducted for the UK Government's Women and Equality Unit by Sylvia Walby estimated that the cost of domestic abuse in England and Wales was £23billion. The cost of violence against women is estimated to be almost double this figure at £40billion. Given the Scottish population is roughly 10% that of England, this indicates that some £2.3 billion could be the cost to the Scottish public purse of domestic abuse and £4 billion the cost of violence against women. (*Safer Lives: Changed Lives 2009*) Reconfiguring the Walby report to reflect the population of Perth & Kinross provides an estimate of the cost of domestic abuse to Perth & Kinross public services at nearly £8.5m and the loss of economic output at £7.5m (Please see Appendix 4)

Perth & Kinross Violence Against Women Partnership seeks to encourage understanding of Violence Against Women from an equalities and human rights perspective and is committed to challenging and addressing the many issues arising from Violence Against Women via the 4 P's:

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

2. Defining Violence Against Women

Perth & Kinross Violence Against Women Partnership has adopted the Scottish Government definition which identifies Violence against women as follows:

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

Accordingly, violence against women encompasses but is not limited to:

- Physical, sexual and psychological violence occurring in the family, within the general community or in institutions, including: domestic abuse, rape, incest and child sexual abuse;
- Sexual harassment and intimidation at work and in the public sphere; commercial sexual exploitation, including prostitution, pornography and trafficking;
- Dowry related violence;
- Female genital mutilation;
- Forced and child marriages;
- Honour crimes”.

This does not deny that women use violence, including violence against a male or female partner. It does not deny that men use violence against other men, including male partners. **It simply recognizes that women are disadvantaged disproportionately because of the violence they experience, predominantly from men**

[Safer Lives: Changed Lives : A Shared Approach to Tackling Violence Against Women](#)

3. A Gendered Analysis

There is a common belief that ‘Gender’ refers to whether someone is biologically female or male, the ‘sex’ of a person. However, ‘Gender’ actually refers to the range of socially constructed roles, traits, attitudes, behaviours, values, responsibilities, power, status and influence given to males and females on a differential basis. Our understanding of masculinity/femininity is learned, changeable over time and varies widely within and across cultures. Gender refers to the relationships between and among men and women, and to the social structures and mechanisms which affect our everyday lives. Gender identities impact on the way human beings are perceived, and how they are expected to think and act. The fact that *violence against women* is ‘gender-based’ does not mean that all perpetrators are male and all victims are female.

A gendered approach recognises that *violence against women* must be considered in a historical context, looking at the meanings, impact and consequences in terms of how men and women are *expected* to behave within societies views of masculinity and femininity. A gendered analysis explains how *violence against women* has persisted for centuries and has been viewed as “acceptable” with the social environment affecting the prevalence, intention and consequences of abuse differently for men and women. In Scotland, for example, until 1989, if a man had sexual intercourse with his wife without her consent whilst they still lived together, that was not considered to constitute rape.

Perth & Kinross Violence Against Women Partnership recognises :

- that men are statistically and overwhelmingly the main perpetrators of violence (especially severe and injurious) against other men, women and children
- that by no means all men are violent
- that some women use violent and abusive behaviours
- that the meaning, use and consequences of violence by men and by women is not equivalent and cannot be understood in isolation.
- that the differences between men's and women's violence must be considered in the context within which the violence is perpetrated

For further information please go to : What does gender have to do with violence against women?
<http://www.scotland.gov.uk/publications/2010/02/05102715/0> :

4. Human Rights

Violence Against Women is an abuse of a woman's human rights. In addition to the physical, emotional and mental toll on women, violence prevents women from participating fully in society, limiting women's access to resources, limiting their ability to participate in activities such as work and education.

"Violence against women is perhaps the most shameful human rights violation, and it is perhaps the most pervasive. It knows no boundaries of geography, culture or wealth. As long as it continues, we cannot claim to be making real progress towards equality, development and peace."
(UN Secretary General, Kofi Annan)

'Human Rights are not only useful when injustices occur. They have a dual purpose – to protect us from harm but also to empower us to fully realise our lives'
(Human Rights Strategy 2009-2012 EHRC)

5. Equalities

Promoting equality and diversity underpins the principles of this strategy whilst recognising the gendered nature of men's violence against women and children. The Partnership aims to promote equality and diversity in all elements of its work and has equality impact assessed this strategy.

Gender Equality Duty (2007): The Equality Act 2006 placed a statutory duty on all public bodies when carrying out their functions to have due regard to the need to:

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women

If something overwhelmingly affects one section of the population, we need to ask why and we need to respond to and address it. Tackling violence against women is therefore essential in meeting the Gender Equality Duty. The Duty recognises that not all women and men have the same needs or experiences. It recognises that in relation to violence against women, providing & developing women only approaches & services may be the most appropriate way to effectively address issues and respond to needs. This is permitted where the activity can be most effectively delivered in this way, or in order for one sex to overcome disadvantage or discrimination

[The Gender Equality Duty](#)

[A Practical Guide to revising Gender Equality Schemes](#)

6 National & Local Context

By addressing Violence Against Women this strategy contributes to the attainment of the following National outcomes:

- **We have tackled the significant inequalities in Scottish society**
- **We live our lives safe from crime, disorder and danger**
- **We have improved the life chances for children, young people and families at risk**
- **We live longer, healthier lives**
- **We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others**
- **Our public services are high quality, continually improving, efficient and responsive to local people's needs.**

In addition to the Gender Equality Duty, which is a statutory requirement, the following national policy initiatives drive the Violence Against Women Agenda:

Safer Lives: Change Lives: A Shared Approach to Tackling Violence Against Women (Scottish Government/Cosla 2009) outlines the cross cutting nature of VAW and aims to guide the work of all partners in tackling violence against women in Scotland. It encourages a cohesive approach with integration across a range of Scottish Government initiatives including Equally Well, Achieving our Potential, Girfec, Curriculum for Excellence and the Early Years Strategy. It aims to increase the focus on prevention and provides a shared understanding and approach to Violence Against Women which identifies the root cause of VAW as inequality between men and women in society. [Safer Lives: Changed Lives : A Shared Approach to Tackling Violence Against Women](#).

The National Domestic Abuse Delivery Plan for children & young people (Scottish Government June 2008) is underpinned by the Gender Equality Duty and sets out a common framework based on Getting it right for every child principles and values and the aims of the [National Strategy to Address Domestic Abuse in Scotland](#) (2000). The framework recognises the Scottish Governments definition of domestic abuse as 'gender based abuse', requiring a response that takes into account and addresses the persistent inequalities between men and women in Scotland. It adopts a holistic approach to addressing domestic abuse which recognises that measures to improve outcomes for children and young people include achieving better outcomes for all involved. **13 key priorities** for action are identified under the key themes of protection, provision, primary prevention through education and participation. Priority 1 **NHS CEL 41 on Gender Based Violence** sets out expectations for all NHS Boards to implement a 3 year action plan to establish Routine Enquiry of abuse within key priority settings. [The National Domestic Abuse Delivery Plan for Children and Young People](#).

Violence Against Women National Training Strategy Phase II, 2009-2011, evolved from the National Training Strategy on Domestic Abuse (2004) It is aligned with the national policy documents outlined above and aims to address all forms of violence against women, as set out in *Safer Lives: Changed Lives*. It aims to support and encourage the mainstreaming and integration of violence against women into core business across all public agencies.

Perth & Kinross

Perth and Kinross Community Planning Partnership sets the vision of a confident and ambitious community in which all can contribute and in which we can all share.

The cross cutting nature of VAW means that this strategy links to a number of important policies and initiatives within both Perth & Kinross and across Tayside including:

- Single Outcome Agreement for Perth and Kinross 2009-2011
- Partner organisations : Equality schemes
- Perth & Kinross Community Safety Strategy 2007-2012
- Perth and Kinross Integrated Children's Services Plan 2009-2011
- Perth & Kinross Homeless Strategy 2009-2012
- Perth & Kinross Joint Substance Misuse Integrated Services Strategy 2011-2014
- Perth & Kinross Parenting Strategy 2008-2012
- NHS Tayside Health Equity Strategy 2010 Communities In Control
- NHS Tayside Single Equality Scheme 2010-2014
- Tayside Community Justice Authority Area Plan 2011-2014

Incidence in Perth & Kinross

- Between April 2009-March 2010, 1,112 crimes with a domestic abuse marker were recorded by Tayside Police Western Division. 751 of those were female victims and of those there were 439 repeat incidents. 11 crimes of rape and 57 indecent assault crimes were 'made known' to the police during the same period.
 - Operation Linchpin II (1.12.2009 – 21.1.2010) recorded a 2% increase on the previous year with 807 Domestic Abuse incidents across Tayside. (77% of all victims were female, 58% of incidents contained child concern markers). 25% (201 incidents) of the recorded incidents of domestic abuse occurred within Perth & Kinross.
 - April 2009 – March 2010 : Perthshire Womens Aid provided support to 229 women and 113 children. 35 requests for refuge support were received and 24 women were accommodated.
 - Women's Rape & Sexual Abuse Centre (P&K) referrals for face to face support have increased from 28 in year one to 97 for this year. Helpline calls have increased from 35 per year to 448. 52% of the women seeking support are survivors of childhood sexual abuse and 45% have experienced rape and/or sexual assault in adulthood.
 - Perth & Kinross Homeless Service had contact with 78 women(45 dependent children) including 2 pregnant women.
 - 148 women (114 dependent children) were in contact with Barnardos Domestic Abuse Initiative.
 - 59 women were in contact with Mindspace
-

Addressing Violence Against Women requires a long term approach. The title of this strategy is 'Towards an integrated strategy addressing violence against women' to reflect the fact that it is a starting point for beginning to support the integration and mainstreaming of the Violence Against Women agenda across Perth & Kinross. Perth & Kinross Violence Against Women Partnership recognises that fully integrated [partnership approaches](#) are required in order to effectively address Violence Against Women and aims to encourage partners across all sectors and communities to engage with and support this agenda. The strategy provides an initial broad framework, allowing for priorities to be identified as our understanding and partnerships develop.

Outcomes

By 2015, Perth & Kinross Violence Against Women Partnership wishes to achieve the following outcomes:

- Women, children and young people experiencing any of the forms of Violence Against Women will have improved access to a full range of support and information.
- Individuals, organisations and communities will have an increased awareness and improved understanding of the impact/consequences of Violence Against Women.
- Work to prevent Violence Against Women will be mainstreamed across key Perth & Kinross organisations/ communities.
- Work to address the impact and consequences of Violence Against Women will be mainstreamed across key Perth & Kinross organisations & communities.
- Work to address perpetrators behaviour will be mainstreamed across key organisations.

Aims

Our overarching aim is to encourage an integrated partnership approach to preventing Violence Against Women, developing a comprehensive range of provision which supports & protects women, children & young people and takes account of and addresses the challenges arising from perpetrators of Violence Against Women

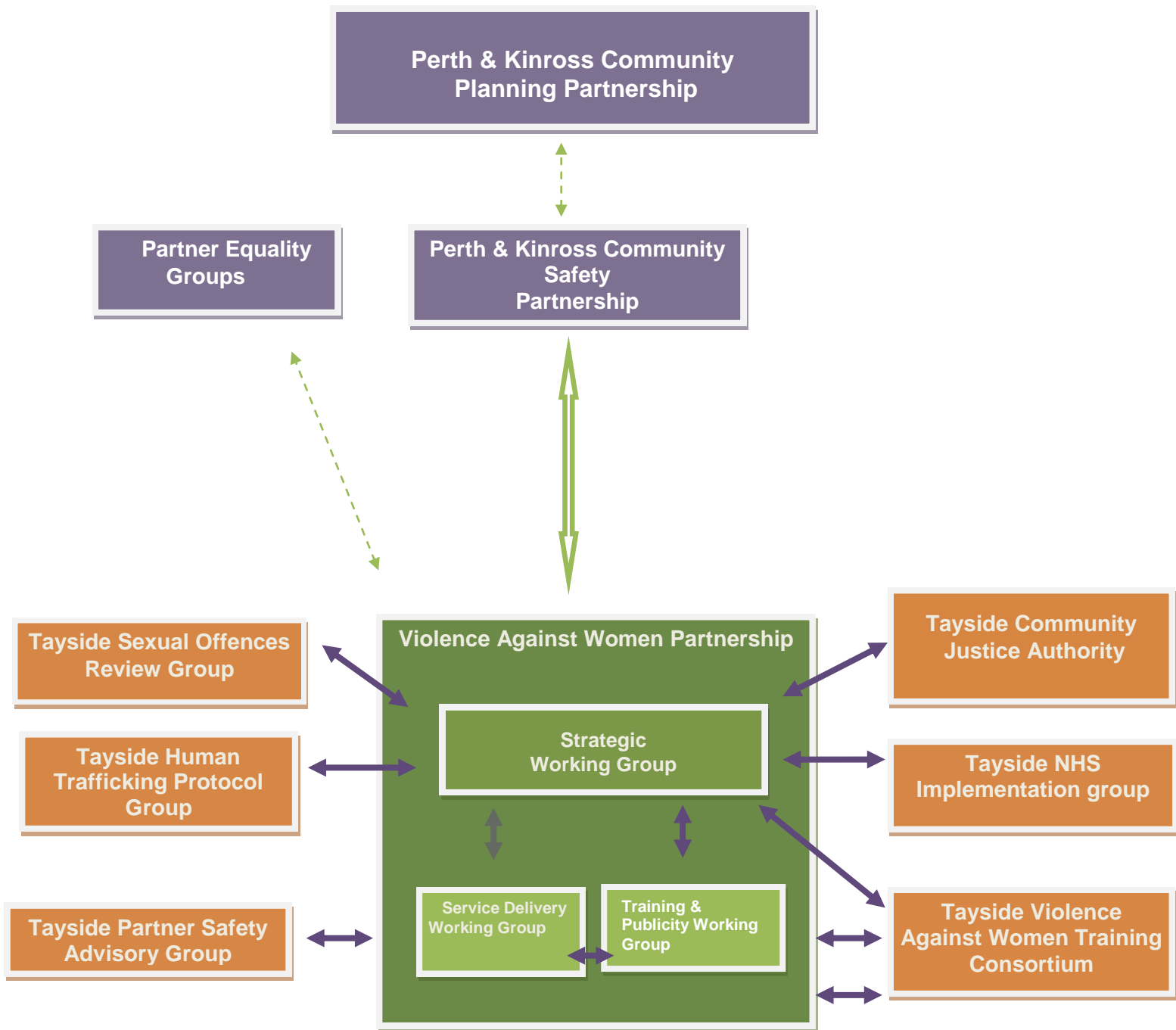
- Prevent Violence Against Women and address the root causes of violence against women across Perth & Kinross organizations/communities
- Build capacity, knowledge and skills of individuals within organizations/communities across Perth & Kinross to encourage development of appropriate service provision and response
- Encourage & support the development of services which support and protect all women, children/young people who may be at risk of or experiencing Violence Against Women
- Monitor patterns/extent of Violence Against Women and work in partnership to identify and address gaps in service provision
- Ensure all women, children & young people have equal access to support/information and all service provision takes account of the needs and views of women, children/young people

Key Objectives

- Raise awareness and increase understanding of Violence Against Women across Perth & Kinross organisations and communities
- Encourage partners:
 - to mainstream Violence Against Women agenda, fulfil Gender Duty Requirements and incorporate Violence Against Women within SOA.
 - to support and develop initiatives which support and protect women, children/young people
 - to support & develop initiatives which address challenges arising from perpetrators of Violence Against Women
- Enable women, children/young people to engage with & participate in the Violence Against Women agenda.
- Explore funding options for progressing Violence Against Women agenda within Perth & Kinross
- Identify gaps and progress priorities which encompass the wider Violence Against Women agenda and take account of National priorities and initiatives.
- Ensure policy, service provision/development takes account of the views of women, children/young people.
- Collate Violence Against Women Statistics and develop information, knowledge and evidence base.
- Monitor and evaluate outcomes and performance annually.

The Violence Against Women Partnership recognises that taking account of rural issues and addressing Violence Against Women within the context of 'equality & diversity' requires an approach which is tailored to the issues and requirements of the particular community. We aim to work in partnership with individuals/organisations to develop understanding and links. In order to take account of this welcome diversity and the wider Violence Against Women agenda the action plans set out broad actions to enable the working groups to set annual priorities which will reflect both our developing understanding and increased partnership links.

Partnership & Reporting Framework



The full Violence Against Women Partnership meets twice a year and the working Groups : Strategic Working Group , Service Delivery Working Group, Training & Publicity Working Group meet between 4-6 times per annum. The working groups aim to implement, monitor and evaluate the specific action plans as detailed on the following pages.

Please see appendix 3 for details of Perth & Kinross Violence Against Women Partnership members.

AIM : To encourage an integrated strategic partnership approach to preventing VAW, developing a comprehensive range of provision which supports & protects women, children & young people and takes account of and addresses the challenges arising from perpetrators of Violence Against Women.

Objective	Action	Timescale	Outcome	Recommendations
Increase strategic involvement with the VAW agenda.	<ul style="list-style-type: none"> Produce Annual Report Produce, launch & distribute VAW Strategy Review & identify gaps in strategy group membership - establish effective strategic links and increase membership Establish effective strategic reporting framework 	annually Sep 2010 ongoing	Increased profile of VAWP & VAW agenda. Effective strategic links & reporting framework established-membership reflects wider VAW agenda.	Safer Lives: Changed Lives
Encourage strategic partners to mainstream VAW agenda & fulfil Gender Duty Requirements	<ul style="list-style-type: none"> Under take staged strategic review Review local gender equality plans & engage with equalities sectors to ensure VAW accurately reflected & incorporated, in line with Gender Duty Requirements Support employers to develop & implement gender based violence workplace policies. 	2010-2013	VAW incorporated across partner strategies. VAW is addressed as part of mainstream service delivery across key sectors. Women are protected across workplace settings	Safer Lives: Changed Lives National Domestic Abuse Delivery Plan. Gender Equality Duty
Ensure local SOA incorporates relevant VAW information/indicators	<ul style="list-style-type: none"> Establish effective links with Community Planning Partners Ensure VAW partnership involved in SOA review 	March 2010 SOA review timescale	Community Planning Partners demonstrate joint commitment to addressing VAW	Safer Lives: Changed Lives Gender Equality Duty
Support & develop initiatives which protect women, children & young people.	<p>Work with partners within Perth & Kinross and where appropriate across Tayside to:</p> <p>a. Review and identify gaps within current service provision for women, children/young people experiencing domestic abuse and sexual violence.</p> <p>b. Progress new initiatives which promote & encourage integrated responses to Domestic Abuse, Rape and wider Violence Against Women Agenda.</p> <ul style="list-style-type: none"> Shared Risk Assessment Marac Cedar Programme Sexual Assault Referral Centre (SARC) Human Trafficking Protocol NHS CEL 41 <p>Keep up to date & review National Developments &</p>	2010-2013	The needs of women, children & young people are effectively addressed.	Safer Lives: Changed Lives National Domestic Abuse Delivery Plan Gender Equality Duty UK Action Plan on Human Trafficking Guidance on Street Prostitution.

	resources to assist with local implementation Work with partners to identify & progress further priorities			
Support & develop initiatives which address challenges arising from perpetrators of VAW.	Support the development of strategic responses to <ul style="list-style-type: none"> Tayside Police Operation Linchpin Tayside Police : Risk Assessment model CJS : Court Mandated Perpetrator Programme Support partners to review & progress new developments <ul style="list-style-type: none"> Non-court mandated perpetrator programme 	2010-2013 2013	Reduction in repeat incidence of VAW.	National Domestic Abuse Delivery Plan HMICS Thematic Inspection : Domestic Abuse.
Explore funding options for maintaining & progressing VAW agenda within Perth & Kinross.	<ul style="list-style-type: none"> Establish links with Community Planning Partners Support partners to ensure understanding of Gender Duty Requirements Explore potential funding sources outwith Perth & Kinross. 	2010 2011 2010- 2013	VAW service provision maintained. VAW agenda progressed across P&K.	Gender Equality Duty
Identify & progress priorities which encompass the wider VAW agenda	<ul style="list-style-type: none"> Increase understanding & knowledge of VAW Explore evidence & incidence of VAW within P&K. Link with national initiatives & developments. Review & identify gaps within current service provision in relation to the wider VAW agenda. 	Review 2013	Service provision reflects wider VAW agenda	Safer Lives: Changed Lives
Ensure policy & practice development takes account of the views & needs of women, children & young people.	<ul style="list-style-type: none"> Explore & implement models which effectively engage with women, children & young people. 	2012	Women, children & young people are engaged in the development of services.	National Domestic Abuse Delivery Plan Gender Equality Duty
Take account of & implement National Priorities & initiatives within Perth & Kinross.	<ul style="list-style-type: none"> Establish & maintain links with Scottish Government VAW team, other relevant Scottish Government sectors and National organisations. Keep up to date with National developments & initiatives. 	2011 Ongoing	National priorities reflected within Perth & Kinross.	National Performance Framework Safer Lives: Changed Lives National Domestic Abuse Delivery Plan
Monitor & evaluate VAW strategy	<ul style="list-style-type: none"> Develop a monitoring & evaluation framework to measure outcomes & performance. Engage with women, children & young people to ascertain their views. Review strategy & agree new priorities 	March 2011 ongoing 2013	Effective service provision in place. Effective implementation of the VAW strategy enables Perth & Kinross to meet local & national outcomes.	National Performance Framework.

Aim : Encourage & support the development of services which support & protect all women, children/young people who may be at risk of or experiencing VAW.

Objective	Action	Timescale	Outcome	Recommendations
Encourage partnership working & promote effective service delivery.	<ul style="list-style-type: none"> Review & identify gaps in working group membership and engage with new partners in relation to Domestic Abuse, Rape & CSE. Engage with women, children/young people to ascertain views/service needs. Partners act as a conduit between VAWP & representative organisation. 	ongoing 2010 Ongoing	Membership accurately reflects wider VAW agenda Mainstream services respond to VAW agenda.	National Domestic Abuse Delivery Plan Safer Lives: Changed Lives
Encourage initiatives which support & protect women, children & young people	<ul style="list-style-type: none"> Promote Domestic Abuse Alarm Pilot Promote Domestic Abuse Care & Repair Initiative Promote Family Safety Workers Project Promote good practice models which promote Safe Child Contact COPFS Protocols Promote & support new developments 	2010 -2013	Women have access to local initiatives which increase their safety.	National Domestic Abuse Delivery Plan
Encourage services to take account of VAW & overlapping issues.	<ul style="list-style-type: none"> Review service provision/responses for women experiencing Domestic Abuse/Rape/Sexual Abuse Review service provision/responses for women who have additional multiple & complex needs. (Alcohol/Drugs, Homelessness) Promote Tayside Domestic Abuse/Substance use resources across partner agencies Prioritise & address further overlapping issues 	2010-2013 2013	Women with multiple & complex needs are effectively supported.	National Domestic Abuse Delivery Plan

AIM: Monitor patterns/extent of VAW and work in partnership to identify and address gaps in service provision

Objective	Action	Timescale	Outcome	Recommendations
Collate VAW Statistics and develop information, knowledge & evidence base.	<ul style="list-style-type: none"> Bi annual collation of statistics Develop & agree format for collating statistics on wider VAW agenda Gather anecdotal evidence, research, learning from across Scotland to support developments for addressing wider VAW agenda. 	Bi annual 2011 Review 2013	Service development informed by baseline information.	Gender Equality Duty National Domestic Abuse Delivery Plan UK Action Plan on Human Trafficking

Identify gaps in service provision in relation to 'equality' groups	<ul style="list-style-type: none"> Engage with relevant individuals/organisations to establish information & potential gaps/needs in relation to VAW. (eg, Rural communities, older women, LGBT, women with disabilities, Eastern European, Muslim, Chinese communities). Identify & progress priorities for addressing gaps in service provision. 	2013 2013	Service provision accessible & available to all who need it.	Gender Equality Duty
Identify gaps in service provision in relation to wider VAW agenda	<ul style="list-style-type: none"> Engage with relevant partners locally & nationally to establish best practice examples for addressing wider VAW issues. Identify & progress priorities via strategy group for addressing wider VAW issues 	2010-2013 2013	Service provision accessible & available to all who need it.	Safer Lives:Changed Lives Gender Equality Duty UK Action Plan on Human Trafficking.

AIM: Ensure all women, children & young people have equal access to support & information and service provision takes account of the needs & views of women, children & young people.

Objective	Action	Timescale	Outcome	Recommendations
Encourage women, children, young people to participate in the work of the group.	<ul style="list-style-type: none"> Develop links and encourage women, children, young people to assist the working group. Engage with women, children & young people to ascertain their views. 	Ongoing	The needs & views of women, children & young people are taken account of.	Gender Equality Duty National Domestic Abuse Delivery Plan
Ensure effective dissemination of information across all Perth & Kinross communities.	<ul style="list-style-type: none"> Collate, develop, distribute information material which provides up to date information of services & support available. Explore the need for information to be developed in different formats, ie, language, Braille, Explore & identify effective models for promoting information across Perth & Kinross. 	2010 2012 2011	Women, children & young people have access to the support they need.	Gender Equality Duty National Domestic Abuse Delivery Plan Safer Lives:Changed Lives
Monitor & evaluate action plan	Develop monitoring & evaluation framework Evaluate & set additional priorities for action plan.	March 2011 annually	Strategy & action plans are effective.	

AIM: Prevent VAW & address the root causes of violence against women across Perth & Kinross organisations & communities.

Objective	Action	Timescale	Outcome	Recommendations
Raise awareness and increase understanding of VAW across P&K organisations & communities	<ul style="list-style-type: none"> Organise events & activities to link with National/International campaigns: 16 days of action campaign calendar International Women’s Day Organise events & activities which promote understanding of VAW as an equality & human rights issue. Work with partners to identify & promote initiatives at a community level, ie: White Ribbon Campaign Produce & disseminate relevant information (posters, leaflets) which takes account of cultural diversity & wider VAW agenda. 	<p>Nov/March each year</p> <p>ongoing</p>	<p>Increased awareness & understanding of VAW</p> <p>P&K communities engage with & promote activities to end VAW.</p> <p>Women, children & young people have access to relevant information.</p>	<p>National Domestic Abuse Delivery Plan</p> <p>Violence Against Women National Training Strategy Phase II</p> <p>Safer Lives:Changed Lives</p> <p>Gender Equality Duty</p>
Facilitate information exchange & identify & disseminate good practice.	<ul style="list-style-type: none"> Produce & distribute ‘Break the Silence’ newsletter Maintain & expand VAW website to take account of the wider VAW agenda. Organise network sessions/seminars in response to local priorities/needs. Re-print & distribute Good Practice Guidelines 	<p>Bi-annual</p> <p>Ongoing</p> <p>2011</p>	<p>Organisations & communities have access to up to date information & resources.</p> <p>Staff have access to support & networking opportunities.</p>	<p>Violence Against Women National Training Strategy</p> <p>National Domestic Abuse Delivery Plan</p>
Encourage women, children & young people to participate in the work of the group.	<ul style="list-style-type: none"> Work with partners to support local initiatives which encourage & support women, children & young people to participate in events and express their views. 	<p>ongoing</p>	<p>Women, children & young people participate in events and express their views</p>	<p>National Domestic Abuse Delivery Plan</p> <p>Gender Equality Duty</p>

AIM: Build capacity, knowledge & skills of individuals within organisations & communities across Perth & Kinross to encourage development of appropriate service provision and response.

Objective	Action	Timescale	Outcome	Recommendations
Increase staff confidence & ability to respond effectively to those experiencing VAW.	Work with Tayside Violence Against Women Training Consortium and other relevant partners to <ul style="list-style-type: none"> • Develop & coordinate a programme of basic awareness training for staff • Develop & coordinate intermediate & specialist training in response to identified gaps & needs. • Develop & coordinate training to take account of the wider VAW agenda. 	2011	Staff respond appropriately to those experiencing VAW.	National Violence Against Women Training Strategy Phase II National Domestic Abuse Delivery Plan
Increase staff ability to support & engage with individuals/communities to build capacity & address VAW agenda.	<ul style="list-style-type: none"> • Explore available resources 'tools' & packages for use across various sectors (in particular teaching, community link workers) 	2010-2013	Individuals & communities respond effectively.	Gender Equality Duty National Domestic Abuse Delivery Plan
Encourage & support organisations to mainstream VAW training.	Work with Tayside Violence Against Women Training Consortium to support organisations to deliver basic VAW training via T4T : Introduction to VAW	2010 - 2011	Organisations deliver basic awareness training.	National Violence Against Women Training Strategy
Encourage & support local implementation of national priorities & initiatives.	Work with partners to develop & coordinate training to support local implementation of National Priorities ie, National Domestic Abuse Delivery Plan : NHS CEL 41. Gender Equality Duty.	2010 - 2013	Staff in organisations take account of national priorities.	National Violence Against Women Training Strategy Gender Equality Duty.
Monitor & evaluate action plan	Develop monitoring & evaluation framework Engage with women, children & young people to ascertain their views. Evaluate & set priorities for action plan.	March 2011 annually	Strategy & Action plans are effective.	National Violence Against Women Training Strategy.

Appendix 1: Why & How to Integrate Violence Against Women Issues Across Organisations & Communities

Children/Young People:

Approx. 100,000 children are living with domestic abuse in Scotland. **1/3rd children** try to intervene during physical attacks on their mothers. (1) In **90%** of incidents of domestic abuse, children are in the same or the next room (2) & the link between child physical abuse & domestic violence ranges between 30-60% (3)

Mental Health: Women who experience domestic abuse are **5 times more likely to attempt suicide & 3 times more likely to be diagnosed as depressed** (32)
70% of psychiatric in-patients & 80% of those in secure settings have histories of physical or sexual abuse. (19) NHS domestic abuse mental health costs in England & Wales: **£176m** (20)

Costs: The direct costs of an average domestic abuse 'high risk' victim to statutory agencies amounts to over £20,000 per year. (16) NHS costs of domestic violence in England & Wales: Physical Injury: £1.2bn (21) Estimates put the cost of each new rape at over £120,000, in emotional and physical impact, the cost to the health service and the cost to the criminal justice service. (15) The total cost of sexual violence each year (England & Wales) is £25.7bn (17)

Female Genital Mutilation: Estimates indicated 66,000 women & girls in England & Wales had undergone FGM and over 20,000 girls were at risk. (35)

Education: Out of 232 11-17yr olds in an Ayrshire secondary school **32%** were living with domestic abuse (4)

Pregnancy: **1/3rd of domestic abuse starts or escalates in pregnancy.** This 'double intentioned violence' is both a form of child abuse & a serious aspect of domestic abuse & is supported by data which shows that abuse during pregnancy is linked to increases in risk of miscarriage & preterm birth. (22)

Housing: In a study by Shelter, 40% of all homeless women stated that domestic violence was a contributor to their homelessness. (10) Housing costs of domestic violence £.16b (9)

WHY Integrate Violence Against Women issues into core business?

53,681 incidents of domestic abuse were recorded by police in Scotland 08/09. 61% were repeat victims. 84% were female victims with male perpetrators. **1,053** rapes/attempted rapes were recorded, **1,666** incidents of indecent assault (36)

Workplace: **49%** of employees had taken time of work because of domestic violence & **66%** hadn't told their employer. (12) Lost economic output accounts for around £2.7 b (37)

Health: 5% of all women (16-59yrs) had been raped & 3% suffered serious sexual assault. 24% of women had been subjected to sexual victimisation (25) **83% of rapists are known to the women they rape.** **54% of rapes** are committed by a woman's current or former partner. (7) Women forced to have sex by their partners experience the most severe forms of domestic abuse. Sexual coercion and violence within a marriage is likely to occur more than once with increasing frequency and intensity. Levels of reporting are particularly low for rape & sexual assault within a pattern of domestic abuse. (26)

Families: Child Contact post separation can pose high risk: **76% of children** (148) ordered by courts to have contact with their estranged parent were further abused. (6) Social Services costs of domestic violence in England & Wales £.25b (8) **Forced Marriage:** The UK Government **Forced Marriage Unit** deals with approximately 300-400 cases a year, **30%** of all victims are minors. (33)

On average **2 women a week** are killed by a male partner or former partner. (29)

Substance Use: Women who experience domestic abuse are: **15 times** more likely to use Alcohol and **9 times** more likely to use drugs (30) **While alcohol/drugs are risk factors they do not cause domestic abuse.** Women use substances as a means of coping with the abuse. (31)

Reporting: Only 1 in 4 of those experiencing domestic violence & 1 in 8 experiencing sexual violence made an official report to the police. (27)

Media Influences: Nearly half of teenage girls in one survey reported feeling guilty for refusing sex, expressing confusion about their right and capacity to 'say no' (13) Pornography influences young men's expectations of sexual relationships, 'leading to pressure on young women to comply' (14)

Attitudes: Research indicates that many men who purchase sex have a particular view of the women from whom they purchase sex: that purchasing sex had conferred a power over women which enabled them "to do anything" Further research indicates that the majority of those who purchase sex are aware that women did not make a free choice to be involved in prostitution. (28)

Children & Young People: A Unicef report in 2006 suggested that there are at any one time 5,000 child sex-workers in the UK, most of them trafficked here (36) Many women involved in street prostitution were victims of physical or sexual abuse as children and a significant proportion were first coerced into or groomed for prostitution while under the age of 18. (5) There are documented cases of teenage girls, born in the UK, being targeted for internal trafficking between towns and cities for sexual exploitation. (23)

Health: Sexual Exploitation: In 2003, the UK government estimated that **4,000 victims of trafficking for prostitution were in the UK at any one time.** (34) 95% of women trafficked reported physical or sexual violence. 77% reported that they had no freedom of movement, 38% experienced suicidal thoughts, 56% exhibited symptoms of post traumatic stress disorder. (18) 27% of street prostitutes had been raped while working. 81% reported having been victims of violence. Many suffer serious mental illness, including symptoms of posttraumatic stress disorder, as a result of their involvement in prostitution. (24)

'Black market' Prostitution & trafficking of women is the third highest 'black market' income earner globally after drugs & arms (11)

The impact of VIOLENCE AGAINST WOMEN is further compounded if women live within rural or culturally diverse communities are elderly or are disabled. Addressing VAW across organisations and communities will improve outcomes for all women, children & young people.

Holistic Approach Ensure a consistent, holistic approach to women, children/young people affected by gender based violence through the development of skilled workforces and robust inter-agency working. Develop **inter-agency protocols & encourage integrated responses**. Encourage organisations to identify overlapping issues & links across issues/agencies. For example: Gender based violence & substance use, Domestic Abuse & homelessness. VAW & Mental Health.

Routine Enquiry: Routine enquiry of abuse across organisations will encourage further disclosure and enable staff to signpost women to appropriate support services.

Safe Child Contact
Ensure children and young people affected by domestic abuse do not experience additional physical, emotional or psychological harm as a consequence of contact arrangements (both court and privately organised).

Explore community based support models (ie, CEDAR project) community based groupwork intervention for children & their mothers affected by domestic abuse.

Housing/Homelessness
Work with partners to improve the safety of women within their own home/community. Reduce the risk to women and children of becoming homeless as a consequence of gender based violence and ensure, whenever necessary, they are supported to make the move to safe and suitable accommodation without facing additional emotional, economic or social disadvantages. Establish/ensure access to appropriate safe accommodation for those who are involved in commercial sexual exploitation.

Workplace: Developing workplace policies aimed at those experiencing/perpetrating VAW sends a clear message : VAW is unacceptable. Intervention and support will reduce lost working hours (due to injuries and other consequences), increase productivity and enable organisations to establish effective support & signposting mechanisms.

Shared Risk Assessment
Develop **shared risk assessment, risk management & safety planning** processes which focus on the dangerousness of the perpetrator and the likelihood of further incidents. Take into account the women/children's view's and place women/children at the heart of risk assessment/safety planning.

Vulnerable: women, children & young people at risk of /experiencing gender based violence means they are vulnerable.

Criminal Justice
Develop interventions targeted at perpetrators of gender based abuse which are integrated with appropriate support services for women and children ie, Court Mandated Perpetrator programmes (with integral partner support) Develop specialist approaches to the handling of domestic abuse cases within the criminal justice system. (MARACs, Specialist Domestic Abuse courts)

Appropriate Accessible Services: VAW issues can have additional impacts on women, children & young people if they live within rural or culturally diverse communities, are elderly or have a disability. Support can be provided in many ways by a range of professionals : teachers, youth workers, social workers, housing officers, health visitors. Exploring VAW issues will increase understanding of the issues and enable services to be more specifically targeted to identified needs, (for example, developing information material, telephone support taking account of language.) Information & support services should be readily accessible.

Integrating Violence Against Women understanding across organisations (through training, awareness raising, policy, protocol development) will encourage mainstreaming of the VAW agenda.

HOW To integrate Violence Against Women issues into core business

Participation
Encourage the participation of women, children and young people affected by gender based violence in planning, development, implementation & monitoring of service provision/responses.

Communities/Public Awareness
Support individuals, organisations and communities to raise awareness & increase understanding of impact of VAW. Encourage action aimed at preventing VAW, addressing the root causes of VAW, reducing the harm caused by gender based violence to women, children, young people, their families and communities. Ie, White Ribbon Campaign which seeks to positively engage with men.

Education Work with schools to enable staff to:

- Promote equality & healthy relationships
- Raise awareness & challenge the attitudes and behaviours which give rise to discrimination or abuse.
- Encourage early identification & provide effective responses for women, children & young people experiencing gender based violence.

Appendix 2 Perth & Kinross Violence Against Women Partnership : Guiding Principles

- Violence against women is a violation of human rights
- Violence against women takes many forms and responses should take account of the links between them
- Promoting equality between men and women is a key element in tackling violence against women
- Socialisation of boys and girls from an early age is important and should emphasise equality and respect.
- Perpetrators should be held to account and made to take responsibility for their actions.
- Prevention of and reduction in violence against women are the key objectives
- Solutions are best achieved through partnerships and collaborative working.

Appendix 3 : Perth & Kinross Violence Against Women Partnership : Members

Partnership Members	Working Group Members
<p>Perth & Kinross Council Alison Irvine (ECS) (Chairperson) John Gilruth (CJS) John Irons (HCC) Mary Notman(HCC) Nicola Rogerson (CJS) Claire Mailer (HCC) Susan Nicol (HCC) Gordon MacKay (ECS) Diane Fraser (HCC) Liam McLaughlin (ADP) Shirley Penman (CJS)</p> <p>Tayside NHS Diane Caldwell Julia Egan Lynsey Griffin Alison Wood Robert Lister Barbara Moffat</p> <p>Tayside Community Justice Authority Chris Johnston</p> <p>Tayside Police, Western Division DI Stephen Bissett (Vice-chair) Graham Binnie Sarah Heafey</p> <p>Scottish Prison Service, Perth Prison Madge Keanie</p> <p>Scottish Childrens Reporter Administration Norma Ritchie</p> <p>Procurator Fiscal Service Helen Nisbet (until March 2010) Now Janine Bates</p> <p>Women's Rape & Sexual Abuse Centre Maggie McVean Jen Stewart Donna McPherson</p> <p>Perthshire Women's Aid Hazel Bingham Fiona Goff Gill Hopkins</p> <p>Barnardo's Tayside Domestic Abuse Initiative Irene McGugan Corinna Robertson</p> <p>Action For Children: Tayside Family Support Service Lesley Robb</p> <p>Mindspace : Alison Brown</p> <p>Victim Support Wendy Strathearn Jo Armstrong</p>	<p>Strategy Working Group Alison Irvine Stephen Bissett Norma Ritchie Maggie McVean Hazel Bingham Irene McGugan John Irons Nicola Rogerson Janine Bates Diane Caldwell Karen Macmillan</p> <p>Service Delivery group Graham Binnie Corinna Robertson Fiona Goff Lesley Robb Madge Keanie Donna McPherson Shirley Penman Susan Nicol Karen Macmillan</p> <p>Training & Publicity group Mary Notman Alison Strachan Gordon McKay Lynsey Griffin Jen Stuart Sarah Heafey Karen Macmillan</p> <p>Perth & Kinross Violence Against Women Partnership Coordinator: Karen Macmillan</p>

Appendix 4: References

(1,2) **Scottish Women's Aid**, Hammer 1990, Hughes 1992

(3) Hester 2000, Stark & Flitcraft 1998 *Ref:*

(4) **'Raising the Issue of Domestic Abuse in School'** Children & society, Vol. 19 No3 pp187-198, Alexander H, MacDonald E and Paton S (2005)

(5, 24, 28) **Guidance for Local authorities & their community planning partners on street prostitution**, Scot. Gov. July 2007, Scottish Government Website 2009.

(6) **womensaid.org.uk factsheet England**: A survey of 130 abused parents found that **76%** of the 148 children ordered by the courts to have contact with their estranged parent were said to have been abused during visits: 10% were sexually abused; 15% were physically assaulted; 26% were abducted or involved in an abduction attempt: 36% were neglected during contact, and 62% suffered emotional harm. Most of these children were under the age of 5, Radford, Sayer & AMICA, 1999.

(7) **Domestic Violence, sexual assault & stalking**: Findings from the British Crime Survey, Home Office Research Study 276, Walby & Allen 2004.

(8, 9, 20, 21, 37) **The Cost of Domestic Violence: Women & Equality Unit** S Walby, Sept. 2004.

Three major costs are included:

1. Services, largely funded by government (Criminal Justice system, Health Care, Social Services, Housing, Civil Legal.

2. Economic output losses, sustained by employers and employees 3.human and emotional costs, borne by the individual victim.

The costs are for one year for England & Wales, centred on 2001: £.25 Social Services cost is overwhelmingly for children rather than for adults. £1.2 billion Health care physical injuries costs include GP's & hospitals.

3. £2.7billion lost economic output. This is the cost of time off work due to injuries. It is estimated that around half of the costs of such sickness absence are borne by the employer and half by the individual in lost wages.

Public Service	Cost per annum (£)	Cost per annum (£)
	North Lanarkshire	Perth & Kinross
Criminal Justice	6,120,000	2,747,597
Health Care-Physical Injuries	7,344,000	3,297,117
Mental Health Care	1,077,120	483,577
Social Work	1,530,000	470,769
Housing	979,200	439,615
Civil Legal	1,836,000	824,279
Total	18,886,320	8,479,086

(10, 19, 29, 30, 31, 32) **womensaid.org.uk : statistics: domestic violence page**, Phillips 2000, Dept of health 2002.

(11, 34, 36) **Amnesty International: Scotland's Slaves**, 2008.

(12) **Just a domestic? Trade union members experiences of domestic violence**, TUC Workforce survey, 2003.

Key findings were: 51% of respondents had experienced domestic violence, 59% had children – of these, 44% said their children had witnessed the violence, 44% relied on friends and family when leaving a violent relationship, with 8% using a refuge, 46% stated that domestic violence had affected their ability to do their job, with 49% saying they had taken time off work because of domestic violence, 66% had not told their employer and 79% had not told their union about their experiences of domestic violence, 17% said their employer did have a domestic violence policy and 40% did not know. (Also featured in 1203 news: FireFighter December 2003)

(13, 14, 27) **Realising Rights, Fulfilling Obligations, End Violence Against Women**, Page 15, 36, Coy, Lovett, Kelly 2008.

(16) **Saving Lives, Saving Money** : Caada 2010

(15, 17) **Hard Knock Life: Violence Against Women**, New Philanthropy Capital 2008.

(18) **Stolen Smiles: a summary report on the physical & psychological health consequences of women and adolescents trafficked in Europe**, C Zimmerman 2006.

(22) **Better Outcomes for Children & Young People experiencing domestic abuse: Directions for good practice**, Scottish Government Humphreys, Houghton, Ellis, 2008.

(23) **Safeguarding Children In Scotland who may have been trafficked**, Scot.Gov.2008.

Girls are targeted, groomed and lured away from their families and carers into a social networks of boys and men. The grooming tactics are similar to those used by child sex offenders, where relationships of coercion are built on "trust" and dependence. Often these gangs may be involved in other areas of criminality, such as drugs and arms dealing. Older boys are usually involved in the initial grooming process and become "boyfriends" to girls. As the emotional attachment is secured, the boys will begin manipulating the girls into giving sexual favours to other men. There is often the involvement of drugs and alcohol and over a period of time various methods of control are used. The traffickers exerted strong control over the girls and in some cases it has been found that they have no means of communicating with family or friends and often had no idea where they were in the UK. The girls complied with the sexual demands to avoid being further assaulted or their family or friends threatened

(25,27) **Domestic Violence, sexual assault & stalking**: Findings from the British Crime Survey, Home Office Research Study 276, Walby & Allen 2004, pages x, vii.

(26) **Tackling Sexual violence**: A guide for local partnerships (England & Wales) page 5.

(33) **Forced marriage: A Civil Remedy**; Scottish Government 2008.

(35, 36) **Safer Lives: Changed Lives** A Shared Approach to tackling violence Against Women Scot.Gov. June 2009.

Working Together to Break the Silence



Women's Rape and Sexual Abuse Center



Counselling Service



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