



The Strengthening Leadership Series - Episode 1

**"The Gender-based Violence, Domestic Abuse and Sexual Violence
(Wales) Bill – The role of senior leadership"**

<https://www.youtube.com/watch?v=nS1W5hALkY4>



Mid and West Wales Regional VAWDASV Strategy

SAFER LIVES, HEALTHIER FAMILIES

NATALIE HANCOCK REGIONAL ADVISER

Strategic Objectives

- SURVIVOR ENGAGEMENT
- GOVERNANCE & LEADERSHIP
- ADULT TO PARENT VIOLENCE

1. INCREASE KNOWLEDGE AND AWARENESS AND CHALLENGE ATTITUDES TOWARDS EQUALITY AND DOMESTIC ABUSE, SEXUAL VIOLENCE AND VIOLENCE AGAINST WOMEN AMONGST CITIZENS OF MID AND WEST WALES

2. INCREASE AWARENESS OF CHILDREN AND YOUNG PEOPLE OF THE IMPORTANCE OF SAFE, EQUAL AND HEALTHY RELATIONSHIPS AND THAT ABUSIVE BEHAVIOUR IS ALWAYS WRONG

3. INCREASE FOCUS ON HOLDING PERPETRATORS TO ACCOUNT AND PROVIDE OPPORTUNITIES TO UNDERSTAND THEIR BEHAVIOURS AND CONSEQUENCES OF THEIR BEHAVIOURS BASED AROUND VICTIM SAFETY

4. MAKE EARLY INTERVENTION AND PREVENTION AN INTEGRATED PRIORITY IN MID AND WEST WALES

5. RELEVANT PROFESSIONALS ARE TRAINED TO PROVIDE EFFECTIVE, TIMELY AND APPROPRIATE RESPONSES TO VICTIMS AND SURVIVORS

6. PROVIDE VICTIMS WITH EQUAL ACCESS TO APPROPRIATELY RESOURCED, HIGH QUALITY, NEEDS LED, STRENGTH BASED, GENDER RESPONSIVE SERVICES THROUGHOUT THE REGION.

Governance

Actions Required

- Review existing governance arrangements to strengthen VAWDASV as a cross cutting theme.
- Establish a mechanism to monitor and evaluate the strategy and its effect.
- Develop a Regional Framework for the commissioning, quality assurance and oversight of DHRs across the region

Progress to date

- The Regional partnership commissioned a review of the current governance structures in place and produces set of recommendations.
- The report has been approved by the RSB and the new strategic board will sit in October.
- A draft set of indicators have be drawn up. The Regional Adviser (RA) is due to sit on six specific T&F Groups to look at and improve the current National Indicators.
- The four CSP Leads within the region have agreed to lead on this with support from the RA.
- The CSP leads have agreed to draft a framework and share with me for consideration by late August.
- The Regional Adviser will work with the CSP Leads on the development of the framework in line with HO guidance. Proposed framework to be presented to the Regional VAWDASV Board.

Survivor Engagement

Action Required

- ▶ Develop a consistent MWW Regional framework for survivor engagement across the region.
- Establish a specific subgroup
- Review any existing frameworks / good practice
- Consult with survivors to better understand how they wish to be engaged
- Draft a recommended framework for survivor engagement for agreement by the VAWDASV Strategic

Progress to date

- ▶ There was an initial subgroup established. However representation was heavily third sector.
- ▶ This was addressed at the last VAWDASV Board in terms of appropriate representation attending from all partners.
- ▶ A new workstream lead to be established at the first Delivery group meeting and representatives nominated.
- ▶ Wider National Survivor Engagement Framework and pilot panel.

Adult to Parent abuse

Action Required

- ▶ Increased awareness and understanding of Adult to Parent Violence amongst professionals and members of the public and pathways to support.
- Analyse existing data relating to adult to parent violence and identify gaps
- Scope existing services and resources
- Work with priority 1 subgroup to increase awareness and understanding of Adult to Parent Violence and pathways to support

Progress to date

- ▶ Dewis Choice have agreed to join the Regional Partnership and specifically support this area of work.
- ▶ The work of the research project already holds data and analysis that is vital to inform this area of work.

Priority 1. Increase knowledge and awareness and challenge attitudes towards equality and domestic abuse, sexual violence and violence against women amongst citizens of Mid and West Wales

Required Action

- ▶ Develop a clear communication strategy informed by survivors and stakeholders that will support coordinated and consistent messages for individuals, families, professionals, employers and communities.
- Establishment of a VAWDASV Communication Task and Finish Group
- Review existing VAWDASV and Equality communication plans in the region
- Map available resources
- Develop a key dates calendar
- Identify key Equality and VAWDASV campaigns, themes and messages
- Learning from DHRs to be included within Regional Communication strategy

Progress to date

- ▶ It was proposed and accepted at board that priority 1 and survivor engagement would be addressed in parallel and within one subgroup.
- ▶ In line with the survivor engagement priority, there was an initial subgroup established however membership was poor from partners outside of the specialist services.
- ▶ Workstream lead to be reviewed and decided upon at the initial delivery group meeting.
- ▶ Workstream lead to establish subgroup and implement actions required.

Priority 2. Increase awareness of children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong

Required Actions

- ▶ Conduct a full analysis of healthy relationships education in formal / non-formal educational establishments.
- ▶ Agree a monitoring framework that will enable the region to meet reporting requirements contained within the Act.
- ▶ Work with Welsh Women's Aid to imbed the 'Bystander' initiative within colleges and universities across the region

Progress to date

- ▶ A template survey was designed and agreed upon before being disseminated across the educational establishments throughout the region.
 - The completion and return rates on the survey were poor.
 - It has been suggested by the workstream lead that this is now followed up by a verbal survey completed by all education safeguarding leads to a sample of educational establishments within each local authority area.
 - Workstream to be reviewed within the initial delivery group meeting and workstream lead to take follow up survey forward.
- ▶ Regional Adviser has met with Welsh Women's Aid regarding the initiative. It is already being delivered within Aberystwyth University.
 - Workstream lead to consider Bystander in their evaluation of the survey results and recommendations to board.

Priority 3. Increase focus on holding perpetrators to account and provide opportunities to understand their behaviours and consequences of their behaviours based around victim safety

Required Actions

- ▶ Consider learning and effectiveness of approaches and interventions operating in the region.
- ▶ Identify opportunities for earlier intervention
- ▶ The subgroup will support the work of Dyfed Powys Police in their force wide review in response to DV.
- ▶ Have a more informed understanding and scrutiny of the use of victimless prosecutions and the effective use of DVPO's / DVPN's across the region.
- ▶ Subgroup to formulate a clear action plan to address priority 3.

Progress to date

- ▶ The Priority 3 subgroup is well established and progress has been made in the academic review and profiling of perpetrators across Dyfed Powys.
- ▶ We have conducted a region-wide review of the MARAC Process and are aiming to implement a more efficient centralised risk management and response framework within region by the end of this year.
- ▶ Evaluation of the intended reviewed risk management process to be agreed and implemented.
- ▶ Reporting mechanisms have been established from DPP in relation to the use of DVPOs, DVPNs and Victimless Prosecutions.
- ▶ Workstream leads to be reviewed at Delivery Group meeting and clear work plan to be agreed by subgroup.

Priority 4. Make early intervention and prevention an integrated priority in Mid and West Wales

Required Actions

- ▶ Literature review of evidence and good practice relating to VAWDASV community based early intervention and prevention models to consider learning and effectiveness.
- ▶ VAWDASV stakeholders to review existing threshold documents to strengthen understanding and inclusion of VAWDASV as safeguarding and embed domestic abuse, sexual violence and violence against women into regional safeguarding thresholds
- ▶ Work with Welsh Women's Aid to discuss 'Ask Me' project and agree project implementation plan to increase awareness in the communities of Mid and West Wales of domestic abuse and sexual violence and how to access information.
- ▶ Implementation of the IRIS Project to increase earlier identification of individuals who are experiencing VAWDASV and appropriate signposting, referrals and safeguarding by increasing awareness of VAWDASV amongst GPs working across Mid and West Wales.

Progress to date

- ▶ Regional Adviser has met with a Masters student within DPP to scope out and complete the review. Masters student to complete literature review and findings to be presented to board by March 2020.
- ▶ This piece of work is currently sitting with the RSB Policies and Procedures Sub group.
- ▶ Regional Adviser has met with WWA to discuss implementation throughout the remaining areas of the region. (already delivered in Powys and Ceredigion)
- ▶ Regional Adviser to continue to explore the expansion of Ask Me on a phased approach due to funding requirements of the project.
- ▶ Regional Adviser has met with IRIS and has scoped potential implementation plans and costing with the project lead.
- Costs to implement the IRIS model exceed the amount available via the VAWDASV Grant
- 2019-20 Delivery Plan to be reviewed at board and cost implications to be considered following the commissioning plan work carried out.

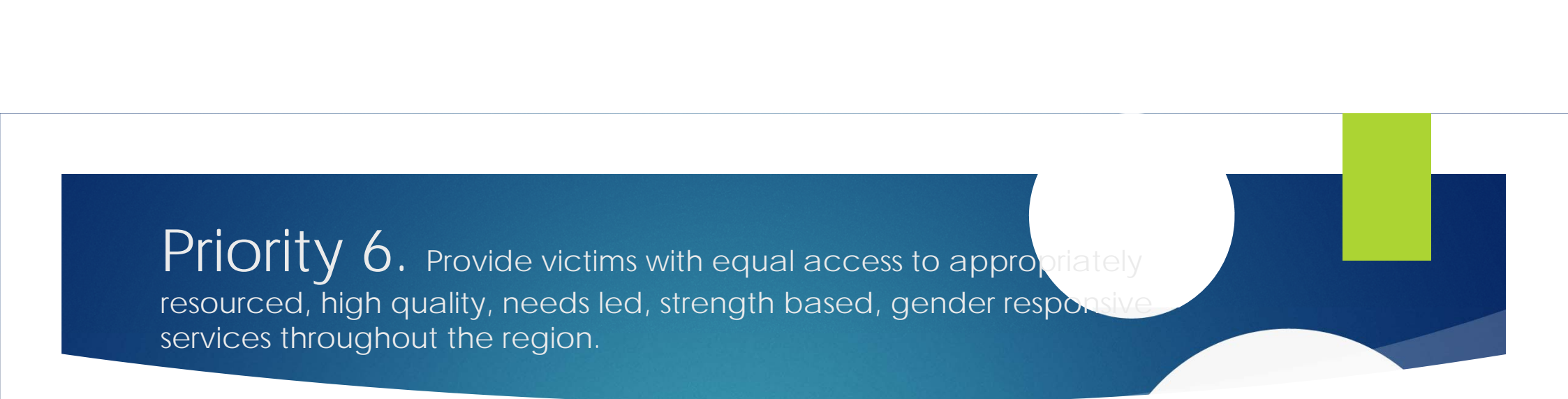
Priority 5. Relevant professionals are trained to provide effective timely and appropriate responses to victims and survivors

Required Actions

- ▶ Embed the National Training Framework into regional strategic workforce development planning. NTF to be included in the regional strategic workforce planning structures e.g. Regional Safeguarding Board and Regional Partnership Board.
- ▶ Oversee, monitor and review the regional implementation of the Framework ensuring compliance by professionals in relevant authorities and supporting the specialist sector to achieve Groups 2-5
- ▶ Collate the individual training plans of relevant authorities and develop an overarching regional plan
- ▶ Develop Regional Training Consortium
- ▶ Prioritise GPs for Ask and Act training to increase earlier identification of individuals who are experiencing VAWDASV and appropriate response
- Training needs analysis of GPs in Mid and West Wales to be undertaken in line with Welsh Government National Training Framework
- Development of Ask and Act training plan for GPs
- Phased delivery of Ask and Act training for GPs starting in Pembrokeshire
- ▶ Ensure a programme of multi-agency training available regionally for all professionals relating to all forms of domestic abuse, sexual violence and violence against women
- Mapping of current VAWDASV training available in the region – relevant authorities and wider stakeholders e.g. criminal justice partners, housing providers, community-based organisations.

Progress to date

- NTF still needs to be embedded within strategic workforce development in all areas of the region consistently. Welsh Government and the VAWDASV Team have asked to attend higher leadership meetings throughout the region to ensure this is being carried forward by leaders.
- Agreed Regional Training Plan is now in place for 2019-20 with a focus on Ask and Act implementation.
- Governance documents have been drafted and are being ratified by the regional subgroup.
- Regional Training Consortium and Agreement has been established.
- Both Health Boards are implementing the Health Specific Ask and Act training package. This is being implemented by each individual HB independently.
- Numbers will be included in regional reporting to Welsh Government, however this will not be covered by the MWW Ask and Act Policy.
- Regional Adviser has asked for clarification from both HBs whether they will be taking responsibility for GPs training across the region.
- ▶ The focus of the MWW Training Subgroup to date has been the implementation of Ask and Act groups 2 and 3 specifically for 2019-20.
- Regional Adviser has explored practice within other regions in terms of the provision of multi-agency VAWDASV training to meet the specialist syllabus.
- Following the commissioning plan report being presented to board, Regional Adviser to make recommendations on this specialist training being commissioned out to specialist providers.



Priority 6. Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services throughout the region.

Required Actions

- ▶ Review existing commissioning arrangements to inform the development of a joint, integrated “one public service” commissioning strategy
- ▶ Commissioned analysis of current commissioning arrangements cross referenced against the strategic priorities to inform a gap analysis to inform the development of a regional “one public service” VAWDASV commissioning strategy

Progress to date

- ▶ Commissioned piece of work has been carried out by an independent consultant.
- ▶ This report will be presented and discussed at the October Strategic Board meeting.
- ▶ Regional Adviser and commissioning workstream lead will take forward actions and recommendations resulting from the meeting and the finalised report.



Next Steps



DURING 2019/20 WE HAVE CONDUCTED A FULL REVIEW OF GOVERNANCE ARRANGEMENTS ACROSS THE REGION.

WE NEED TO ENCOURAGE THIS IS REPLICATED AT LOCAL LEVELS TO ENSURE WE DELIVER ON THE REGIONAL STRATEGY AND DISCHARGE OUR DUTY UNDER THE ACT APPROPRIATELY.

THE DEVELOPMENT OF THE STRATEGIC AND DELIVERY GROUPS WILL ENABLE THE STRATEGY AND IT'S INTENDED OUTCOMES.

HOWEVER THE COMMITMENT AND ENGAGEMENT WITH THE STRATEGY IS FUNDAMENTAL TO IT'S SUCCESS AND ESSENTIALLY IMPROVING RESPONSES FOR THOSE CITIZENS AFFECTED BY VAWDASV ACROSS MWW.