**“Safer Lives, Healthier Relationships”**

**Tackling Domestic Abuse, Sexual Violence and Violence Against Women in our Communities**

**Strategic Delivery Plan 2018/19**

This Strategic Delivery Plan outlines how the Mid and West Wales Safeguarding Executive will deliver on the priorities outlined in “Safer Lives, Healthier Relationships”, the regional domestic abuse, sexual violence and violence against women strategy.

The six strategic priorities detailed within this delivery plan will contribute to the prevention of domestic abuse, sexual violence and violence against women, the protection of victims and the support of all those affected.

This plan is a working document that outlines the commitment to the next 12 months activity and will be reviewed annually to reflect the priorities agreed by the Regional Safeguarding Executive.

The Mid and West Wales Violence against Women, Domestic Abuse and Sexual Violence Strategic Group will be responsible for the implementation and monitoring of the Strategic Delivery Plan reporting to the Regional Safeguarding Executive and other key local and regional partnerships to ensure effective discharge of statutory responsibilities under the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

The Strategic Delivery Plan for 2018/19 includes actions relating to;

* Enablers and sustainers of change
* Survivor engagement
* Leadership and Governance
* Strategic Priorities

**Priorities for action 2018/19**

**Enablers and Sustainers of Change**

In developing the strategy, the region identified four components which can be seen as enablers and sustainers of change and improvement. They involve improving and integrating core processes to facilitate the development of consistent and cohesive ways to improve outcomes for individuals and their families subjected to domestic abuse, sexual violence or violence against women.

During 2018/19 we will focus on delivering two of these enablers;

* **Reflect and Review – establish a mechanism to monitor and evaluate the strategy and its effect**
* **Consultation – develop and resource a regional survivor engagement framework, strengthening and improving existing mechanisms and exploring creative ways for individuals to engage and contribute**

**Survivor engagement**

Our strategy recognises the vital importance of collaborating with survivors and service users, who are ‘experts by experience’ in terms of what has worked for them, their pathways through services and how easy (or difficult) it has been to find the right service and move towards independence and freedom from abuse.

Without the input and opinion of survivors we cannot shape service provision to be responsive to the very individual needs of victims and survivors and their perceptions provide the continuous opportunity to inform, refine and improve services.

Whilst recognising existing and developing approaches for survivor engagement in the region the strategy acknowledges that there is no consistent or cohesive mechanism for survivors’ voices to be heard by decision makers in Mid and West Wales. As such weare committed to hearing and enabling the voices and experiences of survivors to inform decision making and practice improvements in the region;

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| **We will** | **Actions required** | **Intended Outcomes** | **Sub Group Lead** | **Measure / Indicators** | **Timescales** |
| Develop a framework for survivor engagement  | Establish a task and finish group to consider survivor engagement to include membership for stakeholders and survivorsMap existing survivor engagement mechanisms and groups in the region (thinking outside existing VAWDASV mechanisms)Review any existing frameworks / good practice relating to survivor engagement Consult with survivors to better understand how they wish to be engaged and any additional barriers to engagementDraft a recommended framework for survivor engagement for agreement by the VAWDASV Strategic Group – the framework to consider how we can strengthen and improve existing mechanisms and explore creative ways for individuals to engage and contribute | A regional VAWDASV survivor engagement frameworkSurvivors have a consistent, cohesive mechanism to have their voices heard and to inform policy and practice improvements. | Engagement and Communications Task and Finish Group (Rachel Eagles lead) | A framework for survivor engagement established for Mid and West Wales | To be determined by the Task and Finish Group – March 2019 at latest  |

**Governance and leadership**

The strategy recognises the need to strengthen existing arrangements for the governance, accountability and leadership of domestic abuse, sexual violence and violence against women; ensuring that we have a coherent structure providing clarity and direction for the region and we will do this by;

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| **We will** | **Actions required** | **Intended outcomes** | **Subgroup lead** | **Measure / Indicator** | **Timescale** |
| Review existing governance arrangements including membership and representation, alignment and reporting structures to other key regional and local boards and strengthening domestic abuse, sexual violence and violence against women as a cross cutting theme of the Safeguarding Executive | Review Terms of Reference for the Strategic GroupIdentify and agree local and regional reporting structuresReview existing arrangements for domestic abuse, sexual violence and violence against women as a cross cutting theme at the Safeguarding Executive and make recommendations to strengthen e.g. representation, reporting arrangements | Robust governance framework for the delivery and monitoring of the regional strategyAppropriate membership and representation on the Strategic Group and relevant task and finish groupsAgreed reporting structures to other key local and regional Boards | Avril Bracey, Chair of the Strategic Group / Regional Adviser  | Revised Terms of Reference for the Strategic GroupAgreed terms of reference for all sub groups / task and finish groupsClear regional and local reporting structures | December 2018 |
| Appoint a regional domestic abuse, sexual violence and violence against women adviser  | Recruitment of a regional domestic abuse, sexual violence and violence against women adviser | Regional Adviser in post to drive forward the implementation of this strategy | Avril Bracey, Chair of the Strategic Group | Appointment to the post | September 2018 |
| Establish a mechanism to monitor and evaluate the strategy and its effect | Develop regional outcomes and indicators to measure the progress of this strategyIdentify alignments between the outcomes and indicators of this strategy and other regional / local programmes of work to integrate and corroborate measures of success where relevant | An agreed set of outcomes and indicators aligned to and complementing wider programmes of work in the region and national frameworks that measure the progress and success of this strategy | Regional Adviser | An agreed set of outcomes and indicators aligned to and complementing wider programmes of work in the region and national frameworks that measure the progress and success of this strategy | March 2019 |

**Strategic 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**

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| **We will** | **Actions required** | **Intended outcome for Year 1** | **Subgroup lead** | **Measure / Indicator** | **Timescale** |
| Develop a clear communication strategy for Equality and Domestic abuse, sexual violence and violence against women, 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 to align with the Engagement and Communication subgroup of the Regional Safeguarding Board who will;Review existing VAWDASV and Equality communication plans in the regionMap available resources / evidence to inform approach of the regional Communication StrategyDevelop a VAWDASV and Equality key dates calendarIdentify key Equality and VAWDASV campaigns, themes and messages | A regional communication strategy; an agreed regional approach to communication and awareness raising of VAWDASV and EqualityConsistent regional messaging for VAWDASV and EqualityCommunication strategy that is informed and supported by evidence and resources | Engagement and Communication Task and Finish Group (Rachel Eagles lead) | An agreed regional Equality and VAWDASV Communication Strategy | To be determined by the Task and Finish Group – March 2019 at latest |

**Strategic 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**

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| **We will** | **Actions required** | **Intended outcome** | **Subgroup lead** | **Measure / Indicator** | **Timescale**  |
| Conduct a full analysis of healthy relationships education in formal / non-formal educational establishments across the region | Education Safeguarding managers from the four Local Authorities to carry out a mapping exercise and analysis with support from the Regional VAWDASV Adviser | Full analysis report and recommendations to the Strategic Group and Safeguarding Executive | Alastair Birch (as Education representative on the Strategic group) | Analysis and recommendations | To be determined by the Subgroup – March 2019 at latest  |
| Agree a monitoring framework that will enable the region to meet reporting requirements contained within the Act | Education Safeguarding managers from the four Local Authorities to develop a monitoring framework  | Monitoring framework in place to enable the region to meet reporting requirements within the Act | Alastair Birch (as Education representative on the Strategic Group) | Annual reporting to Welsh Government on responses within Education to meetings requirements of the Act | To be determined by the Subgroup – March 2019 at latest  |

**Strategic 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**

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| **We will** | **Actions required** | **Intended outcome for Year 1** | **Subgroup lead** | **Measures / Indicators** | **Timescale** |
| Consider learning and effectiveness of approaches and interventions operating in the regionBetter understand how existing approaches are linking together and opportunities for improved partnership working Identify opportunities for earlier intervention with perpetrators and those demonstrating abuse behaviours | Key stakeholders across the statutory and voluntary sector will develop an action plan to take forward these actions on behalf of the Strategic GroupPriority for 2018/19 will be;Mapping of existing interventions and their effectiveness, powers of statutory authorities, learning, partnerships and identification of opportunities for earlier intervention | Better understanding of existing approaches and interventions to perpetrators of VAWDASV to inform future workOpportunities identified for earlier intervention with perpetrators and those demonstrating abusive behaviours | Christine Harley | Mapping report analysing existing interventions and effectiveness, powers of statutory authorities, learning, partnerships and identification of opportunities for earlier intervention  | To be determined by the Subgroup – March 2019 at latest |

**Strategic Priority 4: Make early intervention and prevention an integrated priority in Mid and West Wales**

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| **We will** | **Actions required** | **Intended outcome** | **Subgroup lead** | **Measure / Indicator** | **Timescale** |
| Consider learning and effectiveness of community-based early intervention and prevention models operating across Mid and West Wales | Rapid review of existing VAWDASV community-based prevention and early intervention models Literature review of evidence and good practice relating to VAWDASV community based early intervention and prevention models | Understanding of existing community-based prevention and early intervention models Good practice and evidence base for community-based prevention and early intervention | Avril Bracey taken an action from Strategic Group 4/7/2018 to progress this action with Regional Partnership Board leads | Rapid review undertaken of existing community- based prevention and early intervention models across the regionLiterature and good practice review completedRecommendations to the Strategic Group to inform community based early intervention and prevention model in the region | To be determined by the Subgroup – March 2019 at latest |
| Review governance, accountability and scrutiny arrangements for Domestic Abuse Homicide Reviews | Review existing governance, accountability and scrutiny arrangements for DHR’s and identify opportunities to align with other safeguarding review processes | A consistent approach across safeguarding reviews | Practice Review Group – Regional Safeguarding Board | An agreed regional approach for the governance, accountability and scrutiny of DHR’s | July 2018 |
| Embedding domestic abuse, sexual violence and violence against women into regional safeguarding thresholds ensuring a consistent response to domestic abuse, sexual violence and violence against women across the region | VAWDASV stakeholders are invited to review existing threshold documents to strengthen understanding and inclusion of VAWDASV as safeguarding  | A consistent safeguarding response to domestic abuse, sexual violence and violence against women across the region | Relevant subgroup / task and finish group of the Regional Safeguarding Board | VAWDASV included within regional safeguarding thresholds | July 2018 |

**Strategic Priority 5: Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors**

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| **We will** | **Actions required** | **Intended outcomes Year 1** | **Subgroup lead** | **Measure / Indicator** | **Timescales** |
| 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 | NTF is embedded as a strategic workforce development priority | VAWDASV Regional Training Sub Group | NTF included in all relevant strategic workforce development plans | To be determined by the VAWDASV Regional Training Group |
| 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 | An agreed regional approach to the implementation of the NTFImplementation of Group 1 to staff across Relevant AuthoritiesImplementation of Group 6 for leaders and managers in relevant authorities  | VAWDASV Regional Training Sub Group | Number and % of appropriate professionals completing relevant groups of the NTF% of professionals reporting an increased understanding and knowledge of the NTF | To be determined by the VAWDASV Regional Training Group |
| 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. | Understanding of the current multi agency VAWDASV training provision in the region to inform regional training plans | VAWDASV Regional Training Sub Group |  | To be determined by the VAWDASV Regional Training Group |
| Ensure appropriate strategic and operational partnerships to support effective implementation of the Framework | Establish Terms of Reference for the VAWDASV Regional Training Sub Group ensuring appropriate membership and representation from across statutory and specialist VAWDASV sectorAgree clear lines of reporting from the VAWDASV Regional Training Sub Group to the regional VAWDASV Strategic Group and Regional Safeguarding Board  | Appropriate representation at strategic and operational partnershipsClear lines of reporting to the VAWDASV Strategic Group and the Regional Safeguarding Board | VAWDASV Regional Training Sub Group | VAWDASV regional training sub group establishedTerms of Reference agreedClearly defined reporting structures from the VAWDASV regional training sub group to the VAWDASV Strategic Group and Regional Safeguarding Board | September 2018 |

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

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| **We will** | **Actions required** | **Intended outcome** | **Subgroup lead** | **Measure / Indicator** | **Timescale** |
| Review existing commissioning arrangements to inform the development of a joint, integrated “one public service” commissioning strategy | Review existing commissioning arrangements for all VAWDASV services including services for adult survivors, children and young people and perpetrators to inform the development of a regional “one public service” VAWDASV commissioning strategy | A clear understanding of existing VAWDASV commissioning arrangements across Mid and West Wales  | Avril Bracey taken an action from Strategic Group 4/7/2018 to progress this action  | Analysis of existing commissioning arrangements and recommendations to inform development of the integrated commissioning strategy | To be determined by the relevant lead / task and finish group |