



Fife Violence Against Women Strategy & Action Plan 2023-25



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1. Introduction and Context

Violence against women and girls, in any form, has no place in our vision for a safe, strong, successful Scotland. It damages health and wellbeing, limits freedom and potential, and is a violation of the most fundamental human rights.

Equally Safe

There is an expectation for local authorities, Police Scotland, NHS, community planning partnerships, civil and criminal justice systems, social work, housing, media, the business sector, trade unions, third sector organisations and individuals and communities to challenge violence against women.

Violence against women continues to cause harm and indignity to significant numbers of women and children living in Fife including emotional, psychological, sexual & physical abuse, coercion and constraint.

Fife Violence Against Women Partnership is the local mechanism to co-ordinate activity to contribute to ending violence against women and its detrimental impact. Our strategy is aligned to *Equally Safe - Scotland's strategy for preventing and eradicating violence against women and girls* and the *Equally Safe Short Life Delivery Plan Summer 2022 - Autumn 2023* and focuses on the following 4 priorities:

1. Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls.
2. Women and girls thrive as equal citizens: socially, culturally, economically and politically.
3. Interventions are early and effective, preventing violence and maximising safety and wellbeing of women children and young people.
4. Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

2. Violence Against Women Definition

Fife adopts the definition used in *Equally Safe* as encompassing (but not limited to):

For the purposes of the strategy and this delivery plan, violence against women and girls includes (but is not limited to):

- Domestic abuse
- Sexual Violence (including harassment, sexual assault and rape, and child sexual abuse)
- Commercial sexual exploitation
- Child sexual exploitation
- So called "Honour" based violence, including female genital mutilation and forced marriage.

The definition we have adopted of violence against women and girls explicitly includes children of all genders as subject to harm through violence and we reflect this in our delivery plan. This reflects the Scottish Government's commitment to developing and implementing relevant pieces of legislation,

including the UNCRC (Incorporation) (Scotland) Bill and the new Human Rights Bill, in a way that meaningfully embeds the experiences and recommendations of survivors of abuse.

Women and girls are at increased risk of violence and abuse because they are female. Our shared understanding recognises that violence against women has a significant impact on children and young people's lives. This includes children and young people who are directly or indirectly harmed through domestic abuse of their mother, and there is evidence of links between domestic abuse and emotional, physical and sexual abuse of children. The safety of children is closely linked to the safety of the adult victim.

3. Our Challenge

Violence against women describes a broad range of behaviours and there is a range of understanding across services of different types of abuse.

There is increasing awareness of the prevalence and the harmful effects of violence against women and girls not only in Fife, but both in Scotland and across the world, therefore eradicating violence against women will be a challenge given the global and entrenched nature of this issue.

Under-reporting is common and there are particularly high rates of repeat victimisation - for example domestic abuse and stalking, where there is a pattern of escalation.

Holding perpetrators to account where there is long-term abuse, involving multiple lower level crimes or coercive control, including without corroboration, can be difficult. Some victims e.g. prostitutes are also criminalised.

Victims and survivors may have lived with abuse and control for many years and can have a range of complex support needs. The perpetrator may be well known to the victim – a partner / ex-partner, family member or neighbour.

While recognising that there is under-reporting, FVAWP annual reports provide some local prevalence data.

The United Nations highlighted that violence against women and girls increased globally during the COVID-19 pandemic. Economic and social stresses and measures to restrict contact and movement along with limited access to services and reduced peer support impacted women who may still be affected by the impact of this pandemic.

The Cost of Living is preventing women from fleeing. On top of existing barriers to leaving a relationship and dealing with the trauma of domestic abuse, survivors tell us that they now have a set of new barriers to face when considering whether they can escape abuse. For women sharing housing and finances with the abuser, cost of living increases have created a new barrier to leaving. Almost three quarters of this group (73%) said that the cost of living crisis had either prevented them from leaving or made it harder for them to leave.¹

¹ The Cost of Living is preventing women from fleeing domestic abuse [The cost of living - Women's Aid \(womensaid.org.uk\)](https://www.womensaid.org.uk/cost-of-living)

4. Gendered Analysis

The fact that *violence against women* is 'gender-based' does not mean that all perpetrators are male, and all victims are female². *Gender* 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 basis³. 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.

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, seen as "acceptable" with the social environment affecting the prevalence, intention and consequences of abuse differently for men and women. FVAWP recognises that:

- men are the main perpetrators of violence (especially severe and injurious) against other men, women and children,
- by no means all men are violent,
- some women use violent and abusive behavior,
- use and consequences of violence by men and by women is not equivalent,
- differences between men's and women's violence must be considered in the context within which the violence is perpetrated,
- men can play a vital role in ending VAW, by not committing violence, excusing it or remaining silent⁴.

5. Human Rights

Human rights are the basic rights and freedoms that belong to every person in the world, from birth until death. They apply regardless of where you are from, what you believe or how you choose to live your life. They can never be taken away, although they can sometimes be restricted – for example if a person breaks the law, or in the interests of national security. These basic rights are based on shared values like dignity, fairness, equality, respect and independence. These values are defined and protected by law in the Human Rights Act 1998.

Violence against women is an abuse of women's fundamental human rights⁵, including health and freedom from torture. 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 and their

² What does gender have to do with violence against women? Scottish Government 2010 <http://www.gov.scot/Resource/Doc/1032/0097230.pdf>

³ The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (2011) <https://wcd.coe.int/ViewDoc.jsp?id=1772191>

⁴ White Ribbon Scotland Campaign www.whiteribbonScotland.org.uk

⁵ Scottish Human Rights Commission <http://scottishhumanrights.com/>

ability to participate in activities such as work and education.

Violence against women carries economic costs for both the individual and society, including through missed work, health care for survivors, support services and legal processes.

“Violence against women and girls is the most pervasive human rights violation we face globally, whether in times of peace, conflict or post-conflict transition”.⁶

Ms Rashida Manjoo, UN Special Rapporteur on VAW

6. Equalities

The Equality Act 2010 requires us to have due regard to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups
- foster good relations between different groups

The *Equally Safe* definition of violence against women and girls extends to all protected characteristics defined by equality legislation. Along with their sex, women and girls have other protected characteristics that increase their level of risk of experiencing violence and abuse. Violence against women is both a cause and consequence of gender inequality and promoting equality and diversity underpins this strategy.

The General Duty recognises that not all women and not all men have the same needs and experiences and that women only services, especially in relation to violence against women may be the most appropriate way to meet need. 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 Fairer Scotland Duty, Part 1 of the Equality Act 2010, places a legal responsibility on public bodies to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. This is particularly relevant in the context of violence against women as highlighted in the Improvement Service briefing note [The Gendered Nature of Poverty](#)⁷

7. Impact on Children and Young People

⁶ House of Lords / House of Commons Joint Committee on Human Rights, Violence against women and girls Sixth Report of Session 2014–15 <http://www.publications.parliament.uk/pa/jt201415/jtselect/jtrights/106/106.pdf>

⁷ [The Gendered Nature of Poverty](#), Improvement Service (2019)

The Scottish Government definition explicitly includes all children, recognising that violence against women can have significant consequences on children and young people's lives. They can be directly and indirectly harmed through violence and abuse perpetrated by adults in their lives including - living with domestic abuse, subject to female genital mutilation, sexual violence, forced marriage, child sexual exploitation or commercial sexual exploitation.

There is a significant body of research around the detrimental effects in relation to children living with domestic abuse^{8, 9}. Adverse childhood experiences (ACEs) impact on children's development and future outcomes. Children living with domestic abuse have much higher rates of depression and anxiety, trauma symptoms, and behavioural and cognitive problems.

Violence Against Women impacts on a mother's ability to parent effectively. Perpetrators of abuse frequently undermine the attachment between mother and child and seek to damage that relationship. Mothers who are traumatised by their own experiences of abuse may not be able to cope or give enough of themselves to their child. There is no predetermined cycle of violence whereby young men and women who have experience domestic abuse of their mothers will inevitably go on to abuse their own partners or to become victims.

The Scottish Government sees a dual approach of effective support for survivors and those at risk along with a strong focus on prevention and early intervention as key

This strategy supports:

- Getting it Right for Every Child Approach¹⁰, working together to enhance a child's wellbeing in terms of the following indicators safe, nurtured, healthy, achieving, active, respected, responsible and included.
- Child Protection
- Curriculum for Excellence

8. Violence Against Men

A gendered analysis, not deny or minimise the use of violence against men or within same sex relationships, but recognises that women and girls are disproportionately affected by particular forms of violence. Many men and boys are victims of violence and abuse - some experience the abuse described in this paper – domestic abuse, rape, sexual assault, sexual exploitation and forced marriage. Prevailing societal attitudes of masculinity

⁸ Literature Review: Better Outcomes for Children and Young People Experiencing Domestic Abuse, Cathy Humphreys, Claire Houghton and Jane Ellis, Scottish Government, 2008

<http://www.gov.scot/Publications/2008/08/04112614/0>

⁹ National Domestic Abuse Delivery Plan for Children and Young People, Scottish Government (2008)

¹⁰ Getting it Right for Every Child, Scottish Government website <http://www.gov.scot/Topics/People/Young-People/gettingitright>

and femininity are part of the social construct of gender that contributes to the continuing prevalence of violence against women and can make it difficult for men and boys to identify themselves and get support.

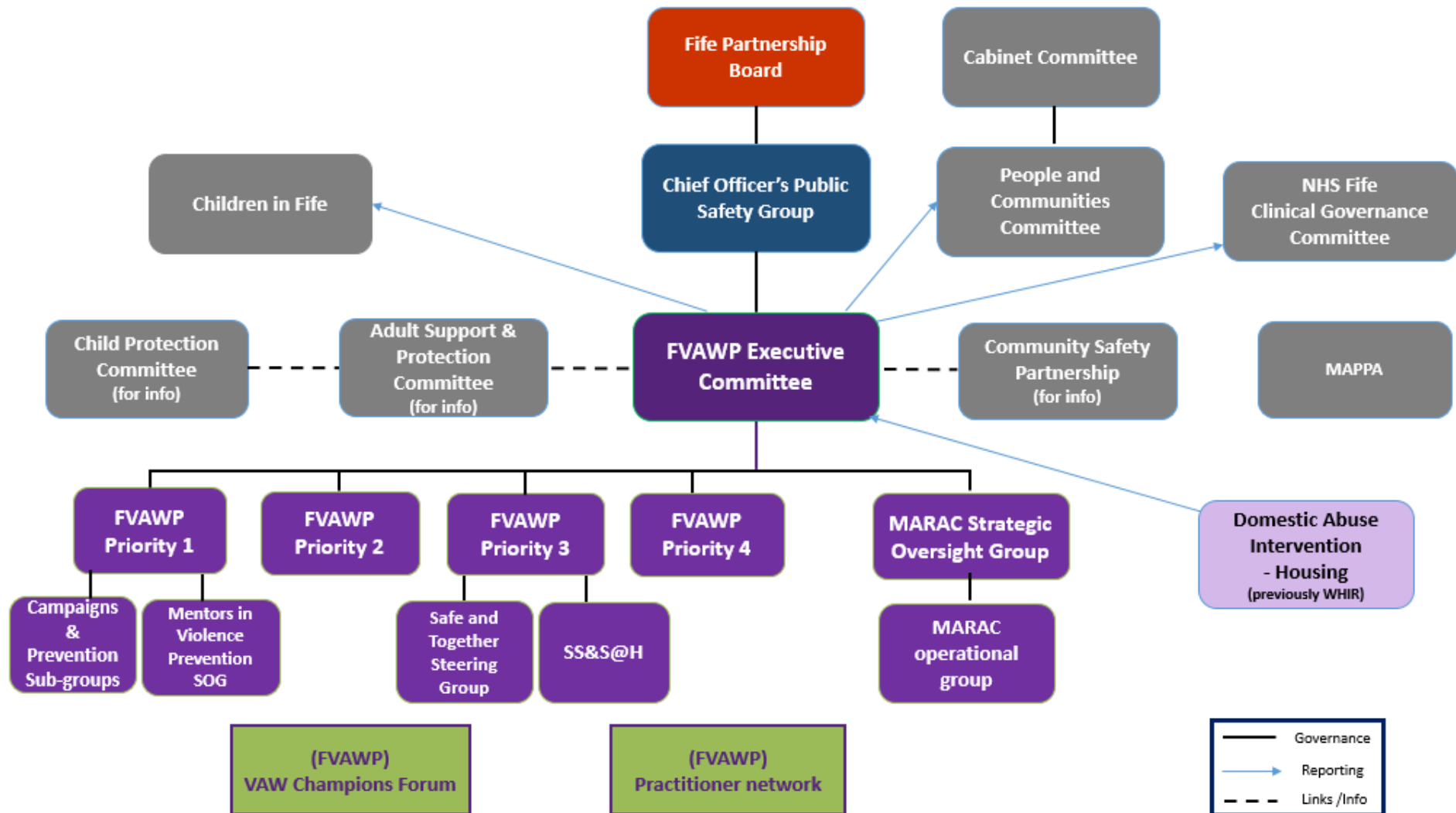
9. Holding Perpetrators to Account

Men's violence / abuse is learned and intentional behaviour, not a consequence of individual pathology, stress, alcohol abuse or "dysfunctional relationships". The use of violence and abuse is a choice for which each man is responsible and for which he should be held accountable. Although a man may have been socialised to believe in his right to control women and children, or even have been encouraged to use violence, he can still choose to take responsibility and learn non-violent ways of relating to others. Some men may have experienced violence themselves and use it as a justification for their abusive behaviour. Any excusing, condoning or minimising of violence on the basis of his own pain and difficulties reinforces his use of violence / abuse rather than challenging it.

Based on Respect¹¹

¹¹ Respect is the UK membership organisation for work with domestic violence perpetrators, male victims and young people <http://respect.uk.net/>

10. Reporting and Governance for Fife Violence Against Women Partnership



11. Membership

Organisations are able to get involved in the partnership in various ways supporting the collective action plan (13) and participating in the FVAWP partnership groups above. Current membership includes:

- Crown Office Prosecution Service
- Fife Alcohol and Drug Partnership
- Fife Centre for Equalities
- Fife College
- Fife Council
 - Children and Families, Social Work
 - Criminal Justice Social Work
 - Adult Services
 - Housing Services
 - Community Services
 - Equalities
 - Education
 - Community Safety
 - Human Resources
- Fife Gingerbread
- Fife Rape and Sexual Assault Centre
- Fife Women's Aid
- Kingdom Abuse Survivor's Project
- Ministry of Defence
- NHS Fife
- Police Scotland (Fife Division)
- Sacro
- Safe Space
- St Andrews University
- Third Sector Substance Misuse Agencies
- Victim Support
- Zero Tolerance

12. Role and Responsibilities of Partners

All partners are expected:

- To work to the definition of violence against women outlined above.
- To take responsibility for the delivery of their agency's actions and contribute collectively to the delivery of FVAWP action plan 2023-2025
- To hold their agencies local delivery mechanisms to account for delivery of FVAWP priorities.

This will require partners to attend and report to FVAWP including working groups to progress specific pieces of work and contribute to performance management processes.

13. Action Plan

FVAWP, supported by the Improvement Service, has agreed an action plan to be delivered over 2023-2025. Input from all partners was encouraged through facilitated discussion sessions within the priority working groups, a facilitated development session involving the Executive Committee members and ongoing feedback opportunities throughout the planning process. Fife's Equally Safe self-assessment tool and locally identified priorities were also considered within the planning process.

The Action Plan has been put together using the four priorities identified in the Equally Safe strategy, with outcomes identified to enable local delivery of the national strategy.

The planning process identified the following distinctions, which will be utilised within the plan:

- Ongoing work (**Continuity plan / CP outcomes**) – ensuring a focus on continuing effective and proven methods from the previous plan.
- Key priorities (**Improvement plan / IP outcomes**) - what we want to focus on creating or improving as a partnership over the next 3 years.

Through the planning process, many themes were identified. These themes are cross cutting and are vital for each priority. While many aspects of the themes are written into the action plan, these are worth stating as way of working and should be considered as vital aspects for effective delivery of each of the four priority plans. The cross cutting themes are:

- Involve women and children with lived experience in Fife Violence Against Women Partnership (including informing policy development around gender inequality).
- Link with Fife public protection and community planning partnerships
- Multi-agency data sharing
- Ensure needs of women, children and young people who have experienced VAWG are prioritised within COVID Recovery Plans
- Support Leaders to be VAW champions
- Multi-agency communications (including social media and inclusive formats)
- Address the impact of the Cost-of-Living Crisis for women and girls in Fife
- Challenge stereotyping
- Relationship building across services
- Promote gendered understanding of VAW&G tackling “what about men?” questions effectively
- Develop new delivery models, tests for change, monitoring and evaluation
- Link with national partners and initiatives
- Sustainable funding for Violence Against Women and Girls interventions and services.

This plan builds on work within Fife recognising the commitment and achievements of partners to date and includes shared ambitions for the next 3 years.

Equally Safe Priority 1: Fife embraces equality and mutual respect, and rejects all forms of violence against women and girls

- a. Positive gender roles are promoted
- b. People enjoy healthy positive relationships
- c. Children and young people develop an understanding of safe, healthy and positive relationships from an early age
- d. Individuals and communities recognise and challenge violent and abusive behaviour

Continuity Plan

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
CP 1.1 There is a continued presence of information about Violence Against Women and Girls, the causes and consequences and the role communities can play in tackling it across Fife.	Prevention campaigns / exhibitions	Numbers engaged in events (attendance, online engagement) Feedback from attenders Feedback from partner organisations	Campaign resources/ Partners attending	VAW champions L& D Officer, FVAWP	Annual report
	Community discussions				Debrief reports after each campaign
	Information in community spaces				
	Develop and deliver a Communications Strategy	Communication Strategy written and approved Updated Web pages	Campaign Subgroup	FVAWP Coord	Quarterly Update
CP 1.2 VAW champions confident and skilled to support primary prevention and training	Opportunities for members to engage in primary prevention and training. Multi-agency meetings to share good practice	Number of active VAW champions Number of events VAW Champions support	L&D Officer, FVAWP / Specialist Services staff	L&D Officer, FVAWP	Annual report

Improvement Plan

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
<p>IP 1.1 Fife Children and Young People’s Gender-Based Violence Primary Prevention Strategy supports the delivery of inputs across all education establishments in Fife, working towards ensuring that:</p> <ul style="list-style-type: none"> - all children and young people explore and begin to understand the concept of positive and healthy relationships through the curriculum, building their growing understanding of the concept of consent. - parents and carers are supported to understand the resources delivered in schools and recognise their role in promoting healthy relationships and consent. 	<p>Establish a Sub Group to review Fife Children and Young People’s Gender-Based Violence Primary Prevention Strategy.</p>	<p>An effective strategy is devised through work with a range of partners.</p> <p>Identification and engagement from key contributors.</p> <p>Updated Strategy agreed.</p>	<p>Education staff</p> <p>Specialist Services staff</p> <p>CLD staff</p> <p>Priority 1 group</p>	<p>L & D Officer, FVAWP</p> <p>Education partners - Child Protection Lead – Gavin Waterston</p> <p>Emma Little, NHS Health Development Officer</p>	<p>Quarterly Update</p> <p>Annual Report</p>
	<p>Launch the Fife Children and Young People’s Gender-Based Violence Primary Prevention Strategy in partnership with Education colleagues.</p> <p>Work in partnership with nurseries, primary schools, secondary schools, tertiary educational establishments to deliver strategy.</p> <p>Share good practice and resources including aligning to Scottish Government led strategies and pilot projects.</p>	<p>Strategy is well known by all partners.</p> <p>Increased confidence and knowledge of service users in delivering input with young people.</p> <p>Young people more aware, understanding and able to be confident and knowledgeable in the context of healthy</p>	<p>FVAWP / Education budget resources</p>	<p>L & D Officer, FVAWP</p> <p>FVAWP Coordinator</p>	<p>Quarterly Report</p> <p>Strategy delivered January 2024 – end 2025</p>

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
		relationships. Parents and carers more aware of key issues, approaches and sources of further information Identification and engagement from key contributors.			
IP1.2 Increased focus on social media, digital and online activity, addressing online misogyny and exploitation risks.	Develop a FVAWP social media plan, to include social media accounts, digital and online activity strategy with partners. Research more creative inputs and use of varied social media platforms which are popular with young people. Review engagement with young people – including consultation with the Youth Space team to inform the social media rationale Consider how best to support partners to address online misogyny through their services	Clear social media plan developed. Social media plan approved by Executive Committee.		L & D Officer, FVAWP Coordinator FVAWP Priority 1 primarily with all Exec Committee partners	Quarterly Update Annual Report
IP 1.3 Increase engagement with organisations working with men and boys sharing joined up messages around	Short term working group established to develop local response. Research to include:	Local response plan developed using information gathered		L & D Officer, FVAWP Coordinator	Quarterly Report

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
tackling sexism and supporting men and boys to challenge harmful behaviours	<ul style="list-style-type: none"> - scope national initiatives, impact and good practice -establish training and awareness raising for staff, in relation to having conversations with boys and men - contribute to national discussion and work being done - discuss and define short term actions, with support from VAW Champions - identify opportunities to speak to men and boys about healthy relationships, consent and identifying and tackling sexism. - identify activities and resources to support sessions. - identify key partners for message delivery - including Justice Services, Fife Police, Fife Centre for Equalities 	<p>Local response plan approved by Executive Committee.</p>		<p>FVAWP</p> <p>VAW champions</p>	
	Local response plan put in to action, according to research findings and proposals	<p>Partners feel more confident addressing online misogyny and have access to a range of online resources</p> <p>Numbers of inputs Numbers of men / boys Feedback from participants</p>		<p>L & D Officer, FVAWP Coordinator FVAWP</p> <p>VAW champions</p>	<p>Start to deliver by November 2023 (tie in to 16 Days campaign)</p>

Improvement Plan

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
IP2.1 Violence Against Women and Girls and Equalities are prioritised within Community Planning (including local plans).	Highlight gender equality to Cabinet Committee with disaggregated data supporting policy decisions	Equalities report with VAW and gender equality data submitted to Cabinet Committee	SEG / FVAWP team	Equalities Co-ord	Two yearly - 2023 & 2025
	Local People and Place area plans to include and report on VAW&G and gender inequalities.	People and Place plans consider and reflect womens and girls needs in relation to gender equality	Community Managers & People Groups/ FVAWP team	Community Manager	Annually
	EqIA on local area plans to have a focus on gender inequalities.	Evidence of gender equality included in local People and Place plans	Equalities Lead/FVAWP Co-ord	Equalities Lead	Annually
	Strengthen relationships with Health & Social Care locality groups by attending locality group meetings, raising awareness of VAW issues and FVAWP and exploring partnership opportunities	Improved awareness of FVAWP issues.	FVAWP team Jacquie Stringer, HSCP	FVAWP Co-ordinator	Quarterly

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
IP2.2 Leaders in Fife prioritise violence against women and gender equality	Highlight local progress in meeting <i>Equally Safe</i> priorities and FVAWP Action Plan to leaders in Fife, by reporting to: Fife Partnership Board People and Communities Scrutiny Committee. NHS Board.	Improved awareness of FVAWP issues.	FVAWP team	FVAWP Co-ordinator	Annually
	Provide elected members with the information needed to represent VAWG and gender equality issues in wider forums/agendas	Elected member briefings	FVAWP Exec / Elected members	FVAWP Coordinator	Quarterly
	Engage elected members in discussions about VAW and gender equality.	Elected members are represented on FVAWP's Executive Committee	FVAWP team / elected members	FVAWP Coordinator	Ongoing
IP2.3 Women and Girls are safe in our communities	To explore what data we are able to capture and from where we can source this data	Relevant and measurable data collected at agreed timescales	Police Scotland/FVAWP Coordinator	Police Scotland	Sept 2023
	Work with partners in local areas to: <ul style="list-style-type: none"> Identify concerns around women and girls' safety (including statistics from partner organisations relating to VAWG in all its forms) Identify specific risks faced by women and girls 	Provide trend/geographical information to other FVAWP priority groups to allow all priority areas to tackle this in appropriate work streams	FVAWP team / CSP team / Police Scotland (Fife) Evaluation information from partner agencies	FVAWP team / Community Safety Partnership	Quarterly

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
	<ul style="list-style-type: none"> analyse data to inform campaigns and service delivery, targeting relevant local areas 		including FCE and commissioned services		
	Local area plans to ensure those affected by VAW&G know where to seek support and help and this information is accessible	Guidance included within local area plans	Local area committees	Local area managers	Annually
	Confirm and build relationship with identified contact for local area plans and; Explore best way to ensure inclusion of womens' safety issues in such plans	Violence Against Women features on agendas, improvement plans etc.	FVAWP Coordinator FVAWP Coord & Contact person	FVAWP Coordinator FVAWP Coordinator & Contact person	October 2023 April 2024 April 2025
	Work with Community Safety Partnership to improve women's safety VAWG issues sit as a cross-cutting theme and are included in the Community Safety Partnership priorities: 1. Reducing Harm (Home Safety, Home Fire Safety, Road Safety, Water Safety) 2. Reducing Crime (Acquisitive	Participation in quarterly CSP meetings ensuring representation of VAWG issues Number of meetings attended Provide annual report and present to Fife Partnership Board Provide annual report and	FVAWP team / CSP team FVAWP team / CSP team CSP team	FVAWP team / Community Safety Partnership FVAWP team / Community Safety Partnership CSP team	Quarterly - Annually Annually

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
	<p>Crime, Serious & Organised Crime, Hate Crime, Cyber Crime)</p> <p>3. Reducing Antisocial Behaviour (both Private and Public space)</p> <p>4. Community Justice.</p>	<p>present to the People and Communities Committee ensuring VAWG issues are represented.</p> <p>Women and children feel safer as a result of the work of the CSP</p>	FVAWP team / CSP team	FVAWP team / Community Safety Partnership	Annually
IP 2.4 Enhance the use of Equality Impact Assessments, ensuring a gendered approach in developing, reviewing and implementing policies.	Offer Close the Gap training opportunities to Committee Report writers and their managers in Fife.	Numbers attending training Roles of attendees Evaluations	HR Team/Equality Lead	Equality Lead	April 2024
	Audit quality of relevant Equality Impact Assessments and report to SEG and FVAWP	Audit report	Equality Lead	Equality Lead	Ongoing/ ad-hoc

Equally Safe Priority 3: Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people in Fife

- a. Justice responses are robust, swift, consistent, and co-ordinated
- b. Women, children and young people access relevant, effective and integrated services
- c. Service providers competently identify violence against women and girls and respond effectively to women, children and young people affected

Continuity Plan

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
CP 3.1 Staff in universal and specialist services are confident in responding to violence against women, including children.	Development and delivery of FVAWP multi-agency training programme	More confident staff Reach and spread of participants Numbers completing courses Training evaluations	Trainers / Learners time	FVAWP L&D officer	Annual report 6-monthly training programme March & Sept each year
	Deliver accredited Safe and Together training	More confident staff Reach and spread of participants Number of courses Numbers completing courses Training evaluations	Accredited S&T trainers S&T institute costs Learners time	FVAWP L&D officer	Quarterly updates at Priority 3 & Executive Committee Annual report
	Target training for staff working in the community	More confident staff Reach and spread of participants Number of courses Numbers completing courses Training evaluations	Trainers / Learners time	FVAWP L&D officer	Quarterly updates at P3 & Exec Committee Annual report

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
	Promote Partner's training	Partners training and links are included within FVAWP training programme	FVAWP L&D Officer & Partners	FVAWP L&D Officer & Partners	Ongoing
	Assess training needs/identify gaps in training programme	Sources used to inform training development: <ul style="list-style-type: none"> • Training evaluations feedback • Information from local Training and Organisational Culture meetings • Other Priority meetings • National meetings • Learning Reviews 	FVAWP L&D Officer Learners time Local meetings/ groups VAW champions National networks/ ASPC/CPCC/ MAPPA	FVAWP L&D Officer	Ongoing
CP3.2 Effective multi-agency intervention for highest risk domestic abuse cases - MARAC (multi-agency risk assessment conferencing)	Effective provision and continuity of MARAC services within Fife	No. of MARAC meetings Meetings take place fortnightly Effective multi-agency working Tasking (appropriate & complete)	MARAC Coordinator & SWA MARAC Partners	MARAC Coordinator/ MOG/SOG	Quarterly at MOG Quarterly at SOG

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
	MARAC Review plan is delivered	<p>MARAC annual updates, with specific 4 outcomes reported on as follows:</p> <ul style="list-style-type: none"> • Reduce repeat victimisation • Victims feel safer • Tasking (appropriate & complete) • Training numbers and feedback <p>and...</p> <ul style="list-style-type: none"> • <i>Effective multi-agency working</i> • <i>MARAC Review recommendations continue to inform operations</i> 	MARAC Co-ord & SWA; MARAC Reps (SOG and MOG)	MARAC Co-ord / SOG	Annual report: June 2023 June 2024 June 2025
	Review, deliver, and evaluate training to ensure it meets different levels of needs	<p>Courses delivered and evaluated within FVAWP 6-monthly training programmes</p> <p>Numbers completing courses</p> <p>Training evaluations</p> <p>More confident staff</p> <p>Reach and spread of participants</p>	FVAWP L&D Officer/ MARAC Coordinator	FVAWP L&D Officer/ MARAC Coordinator	2023/ 2024/ 2025: March & September each year
CP3.3 Adult victims of rape and sexual assault receive high quality health care, support and forensic examination if requested	<p>Victims of rape and sexual assault in Fife are aware of how to self-refer for forensic examination or GBV support</p> <p>GBV nursing team provides early intervention to offer support, co-ordinate healthcare needs and refer to relevant services to ensure integrated approach to care.</p>	<p>Numbers self-referring for forensic examination or GBV support</p> <p>Data on intervention time frames.</p> <p>Number of onward referrals made</p> <p>Feedback from service users</p>	<p>NHS GBV staff & Fife Suite costs</p> <p>Quarterly Specialist services report</p>	NHS Fife	<p>Annual GBV report</p> <p>Quarterly</p>

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
	FRASAC offer emotional and practical support, counselling, and advocacy through the police and court procedures	Survivors have choices about support options. Data on intervention time frames. Number of referrals received and engagement Feedback from service users	FRASAC staff	FRASAC	Quarterly and annual reports
CP3.4 Victims and survivors of VAW&G receive a trauma informed response from service providers	Trauma informed practice embedded in FVAWP training programme FVAWP to work with Trauma Network to share good practice and understanding	Trauma awareness and good practice included in training programme/delivery Trauma is included in good practice guides	FVAWP trainers FVAWP Training programme issued bi-annually	FVAWP co-ord / FVAWP L&D officer	Annual report Bi-annually – training programme
CP3.5 Sharing good practice	Co-ordinate Practitioner Network meetings extending invites to community practitioners	Attendance and range of partners at Quarterly meetings Good Practice inputs and case studies	Staff time	FVAWP co-ord / FVAWP L&D officer	Quarterly Quarterly & Annual report
	Practitioner Good Practice Guides FVAWP website	Sharing key information round partner agencies	FVAWP co-ord / FVAWP L&D officer	FVAWP co-ord / FVAWP L&D officer	Annual Report
CP3.6 NHS routine enquiry in a range of health settings	Rollout GBV training package: GBV Team to delivery 'Routine Enquiry' training to the priority areas: <ul style="list-style-type: none"> • Maternity; • Health Visitors; • Sexual Health; • A&E; 	More confident staff Reach and spread of participants Referrals to GBV team	GBV team / staff time to attend or access online resources re routine enquiry	NHS Fife	Review every 6 Months & Annual GBV report

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
	<ul style="list-style-type: none"> Addictions/Substance Misuse and Mental Health services. <p>Review other potential areas that 'Routine Enquiry' training would be appropriate.</p> <p>Deliver 'Selective Enquiry' and 'Introduction to GBV' training to all other areas.</p> <p>Design and Develop a robust training package relevant to VAWG & GBV for NHS Fife</p>	<p>Engagement with identified areas with training offered and delivered.</p> <p>More confident staff Reach and spread of participants Request GBV training information from Learning and Development team.</p> <p>Training package being delivered; Attendance numbers; Training evaluations</p>	<p>GBV Team</p> <p>GBV Team; Department managers/team leads; Staff time</p> <p>GBV Team; Staff allocated time to attend training sessions.</p>	<p>GBV Coordinator</p> <p>GBV Coordinator</p> <p>GBV Coordinator</p>	<p>Initial review September 2023 then 6 monthly & Annual GBV report</p> <p>Initial review September 2023 then 6 monthly & Annual GBV report.</p> <p>Review November 2023 then every 4 months & Annual GBV report.</p>
<p>CP3.7 Provide quality, safe, secure and accessible accommodation to women and children at risk of domestic abuse and other forms of VAW</p>	<p><i>Improving the Way We Work action plan in Housing specifically around:</i></p> <ul style="list-style-type: none"> Training and organisational culture Legal and addressing perpetrators Tenancy sustainment and service delivery <p>Increasing awareness of housing options to those experiencing GBV</p>	<p>Progress reports to Domestic Abuse Intervention Board and Fife Housing Partnership.</p> <p>Training opportunities for staff ensuring more confident staff and an overview of the reach and spread of participants.</p> <p>Awareness of options available</p>	<p>Lead Officer – DA Interventions Task Groups – Training & Organisational Culture; Legal & Perpetrators; Tenancy Sustainment;</p>	<p>Fife Council Housing and Communities / Fife Housing Partnership</p>	<p>Quarterly to P3 group and DAI Board</p> <p>Annual Report</p>

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
		to service users <ul style="list-style-type: none"> No. of service users accessing Housing advice No. of service users experiencing GBV housed 			
	Promote and increase uptake of Prevention of Homelessness Fund	Number of service users helped by DAI Prevention Fund	DAI Prevention Fund	Fife Council Housing and Communities	Quarterly to P3 group and DAI Board Annual Report
	Promote and increase uptake of Safe Secure and Supported @ Home Service	Number of service users helped by Safe, Secure & Supported at Home Securing ongoing funding	Safe, Secure & Supported at Home	Fife Council Housing and Communities	Quarterly to P3 group and DAI Board Annual Report Aug 2023
	Incorporating Domestic Abuse (Protection) (Scotland) Act when Guidance is available	Policy & Procedure revised in line with Domestic Abuse (Protection) (Scotland) Act	Lead Officer – DA Interventions Task Groups – Training & Organisational Culture FVAWP Co-ord	Fife Council Housing and Communities	Quarterly to P3 group and DAI Board Annual Report

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
	Provision of quality refuge accommodation and awareness of this for those experiencing DA	Number of service users experiencing GBV housed in refuge accommodation Evaluations of services	Housing Services/ Fife Women's Aid	Fife Council Housing and Communities	Quarterly to P3 group and DAI Board Annual Report
	Promote the <i>Provision of Housing First Service</i> to provide more options for those experiencing DA and complex housing issues	Number of service users experiencing DA supported through Housing First Evaluation of service	Housing Services/Fife Women's Aid	Fife Council Housing and Communities	Quarterly
CP3.8 Quality accessible services for children and young people with experience of VAW&G	Community Mental Health and Wellbeing Supports and Services Framework to address unmet need for children affected by VAWG. Key themes are: <ul style="list-style-type: none"> • Neuro developmental pathway • Increase services in community settings • Working with young people beyond school 1:1/group support for YP who are affected by sexual trauma and CSE to support their mental health and emotional wellbeing.	<ul style="list-style-type: none"> • No. of YP affected by sexual trauma who receive support • No of specialised groups run for YP affected by sexual trauma • No of groups promoting positive mental health and with the aims of raising awareness of the risks of CSE • No. of YP referred to Social Work/Child Protection Services • Outcomes evaluation tools (e.g Outcomes star) • Group evaluation and case studies • Link in with Sarah 	FVAWP Partners / Community Mental Health and Wellbeing Supports and Services Framework	FVAWP Partners	Quarterly reports and Annual report

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Reporting Timescale
	Join the Dots service (FWA) CEDAR+ Young people's support workers at third sector sexual violence agencies GBV nursing team	Referrals to service Uptake of service Evaluations	Commissioned services Cedar Co-ordinators and DESF	FWA / FSS 3 rd sector SV agencies	Quarterly

Improvement Plan

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
<p>IP 3.1 Ensure all those who experience VAWG can access quality services when they need them, considering new challenges as they emerge.</p> <p>Services are accessible Fife-wide.</p>	<p>Identify and respond to pressures on services including related to Covid recovery. Quarterly data collected from specialist services including</p> <ul style="list-style-type: none"> • Referrals and trends • Waiting Lists • Good practice 	<p>Quarterly report considered by FVAWP Executive Committee</p>	<p>Partners</p>	<p>FVAWP co-ord</p>	<p>Quarterly</p>
	<p>Review impact of independent national funding review for Fife.</p>	<p>Fife response to funding report</p>	<p>FVAWP co-ord/ partners</p>	<p>FVAWP co-ord</p>	<p>Summer 2023 onwards</p>
	<p>Review support on-line presence and sign-posting</p>	<p>Survivors are able to access quality services in various mediums - Quarterly report considered by FVAWP Executive Committee</p>	<p>FVAWP Priority 3 Partners</p>	<p>FVAWP co-ord</p>	<p>Quarterly</p>
<p>IP 3.2 Increase understanding of a survivor's journey through systems and services in Fife with a view to supporting earlier intervention and a whole system approach to supporting women, children and young people experiencing VAWG.</p>	<p>Develop case studies looking at long-term impact of abuse on an individual's capacity to function in all spheres of their life.</p> <p>Explore ways to offer support as early as possible to reduce long-term impact of trauma informed by case studies</p>	<p>Fife Case studies</p> <p>Review of cases at P3 meetings and new approaches</p> <p>Inclusion of case studies in training as appropriate</p>	<p>Staff time</p>	<p>3rd sector partners</p> <p>Priority 3 working group</p>	<p>2025</p>

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
	Share relevant findings from Learning Reviews	7-minute briefings circulated Relevant information shared	CPC/Other partners/ FVAWP	CPC / FVAWP	Ongoing
IP 3.3 Review support for women and children with additional vulnerabilities ensuring VAW&G services are accessible to them	Develop professional understanding of Commercial Sexual Exploitation and the needs of women selling or exchanging sex	Participation in CSE pilot. CSE training evaluation	FVAWP L&D Officer/ Staff time	FVAWP team	2024
	Develop and deliver action plan based on Scottish Drug Forum Community Research recommendations. Actions to include: Identify and convene a short-life working group Research good practice examples in other areas	ADP / FVAWP action plan	ADP ADP/FVAWP Partners ADP	ADP / FVAWP ADP Co-ord ADP	March 2024 June 2023 June 2023
	Review relevant recommendations from MARAC short-life working group	Actions identified by partners	MARAC Partners/FCE	MARAC co-ord	Aug 2023
	Work with Fife Centre for Equalities and others to engage with equality groups in Fife including travelling community, refugees and other minority groups	Improved links with equality groups	Fife Centre for Equalities/FVAWP Team/Partners	FVAWP Coordinator	Ongoing Report in annual report

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
	Work with public protection committees to enhance support for vulnerable women and children	Joint projects and resources	FVAWP Team/ASPC/CPC		Ongoing Report in annual report
	Work with Children and Young People's Wellbeing group which sits under Children's Services Partnership	Child Sexual Exploitation Fife Partners' Framework	FVAWP Team		Ongoing Report in annual report
IP3.4 Safe & Together training mandatory for all key staff to support child-centred practice, partnering with the non-offending parent and holding perpetrators to account for their behaviours.	Mandatory S&T training for Social Work Children and Families and Justice Services staff (approx. 60 staff per annum)	For all actions: Numbers completing courses Training evaluations More confident staff. Spread of learners across services	SW Development funding/ S&T Implementation group	FVAWP L&D Officer	Dec 2025
	Training to be delivered to Fife Council Family Support Services (40-50 staff)		FSS/DES funding	FVAWP L&D Officer	August 2023
	Training to be delivered to ADP commissioned services (approx. 150 staff)		ADP funding	FVAWP L&D Officer	Dec 2024
	Training opportunities for MARAC Partners (including Housing Services and Fife Women's		Funding	FVAWP L&D Officer	Dec 2025

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
	Aid) (approx. 20 staff per annum) Work with CPC to roll out S&T training across a range of professions and priority staff		CPC – funding options S&T Accredited Trainers	FVAWP Coordinator FVAWP L&D Officer	Dec 2025 Ongoing
	DA champions in each C&F team	Each C&F team will have a DA champion trained in the S&T model	SW C&F Service Manager S&T Accredited trainers C&F DA Abuse Champions/staff	FVAWP Coordinator/L&D Officer SW C&F Service Manager	March 2025
	Develop practitioners' fora to support learning and embed practice	Number of practitioner fora Evaluations/ feedback from fora	S&T Accredited trainers S&T Trainees time Venues	FVAWP L&D Officer	2023 – 2 forums 2024 – 4 forums 2025 – 4 forums

Equally Safe Priority 4: Men desist from all forms of violence against women and girls, and perpetrators of such violence receive a robust and effective response.

- a) Justice responses are robust, swift, consistent and co-ordinated
- b) Men who carry out violence against women and girls are identified early and held to account by the criminal and civil justice system
- c) Relevant links are made between the experience of women children and young people in the criminal and civil justice system

Continuity Plan

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
CP4.1 Staff are confident in identifying and engaging with perpetrators (including health visitors & midwives)	Use the Safe and Together model to underpin training to support staff in their role.	Training delivered, No. of staff attending, staff roles, Feedback/evaluations	FVAWP Training Programme, VAW Champions	FVAWP L&D Officer (Keri Duffy)	Quarterly report
	Deliver <i>Engaging Safely with Male Perpetrators of Domestic Abuse</i> .	Training delivered, No. of staff attending, staff roles, Feedback/evaluations.	FVAWP Training Programme, VAW Champions	FVAWP L&D Officer (Keri Duffy)	Quarterly report
	Deliver MARAC training to staff and partner agencies.	Training delivered, No. of staff attending, staff roles, Feedback/evaluations	FVAWP Training Programme, VAW Champions	FVAWP L&D Officer (Keri Duffy)	Quarterly Report
CP4.2 Concerns raised over perpetrating and/or escalating behaviour are investigated quickly and thoroughly.	High risk victim cases, and others assessed through professional judgement, are referred to Multi Agency Risk Assessment Conferencing (MARAC) for victim safety planning.	Number of MARAC referrals received, outcomes, repeat offenders. Number of MARAC cases reviewed.	MARAC Team	FVAWP Coordinator and MARAC Coordinator	Quarterly report.
	Continued promotion and use of Disclosure Scheme for Domestic Abuse Scotland (DSDAS) as a safeguarding	No of DSDAS applications made	Police Scotland (Staff)	Police Scotland (Craig)	Quarterly report

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
	and intervention tool to allow partners of known abusers to make an informed decision regarding continuing the relationship.	No of DSDAS disclosures made Promotion of DSDAS amongst the public and partners during campaigns		Fraser)	
	Perpetrators identified as presenting the highest risk of DA are investigated thoroughly by Domestic Abuse Investigation Unit (DAIU) or Domestic Abuse Task Force (DATF) and utilising the MATAC process.		Police Scotland (Staff)	Police Scotland (Craig Fraser)	Quarterly report
CP4.3 Perpetrators are held to account for their behaviour through robust use of justice social work process.	Deliver appropriate interventions to engage with, challenge and support change in the behaviour of perpetrators of VAW including: 1:1 delivery Caledonian Groupwork Programme delivery Deliver Moving Forward Making Changes (MFMC) or other accredited programme. Unpaid work and other activity including domestic abuse work	Number of orders Number of completions (Data from quarterly report data) Feedback from staff delivering programmes	Justice Services (Staff)	Justice Services (Team Manager TBC)	Quarterly report

Improvement Plan

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
IP4.1 Enhanced partnership working between all partners within the criminal justice system.	Improve communication with Procurator Fiscal (PF)'s office to ensure communication on decision making processes, and channels to respond to these, are clear and understood.	Regular engagement with PF staff	PF Office	FVAWP Coordinator	December 2023
	PF Office representative to regularly attend Priority 4 meetings and contribute to agenda setting	PF representative attends meeting	PF Office	FVAWP Coordinator	Start April 2023, to continue through to 2025
IP4.2 Community Justice Partners support victims / survivors through Justice System effectively	Work with Community Justice Partnership to identify how best to support victims and survivors through the Justice System	Plan prepared for Lived Experience engagement model	Staff, External support (FVA) Victim Support, Trauma Steering Group, Community Justice Partnership	FVAWP Coordinator	Quarterly Report
	Capture victims' experiences of justice system to improve support, remove barriers and ensuring victim's voices are heard by appropriate decision makers.	Numbers engaged in providing opinions/experiences. Feedback from victims Feedback from leaders/decision makers on any changes implemented, and impact of changes	Staff, External support (FVA) Expenses for volunteers, Victim Support	FVAWP Coordinator	Quarterly Report
IP4.3 Increased understanding	Build relationship with SACRO 'Custody	Information gathered	Staff time	FVAWP	Quarterly

Desired Outcome / Impact	Key Actions	Outcome Measurement	Resources	Lead	Timescale
of the need and delivery options for a non-court mandated perpetrator support and learning programme in Fife	Navigators', explore learning from their work with perpetrators of VAWG and identify any gaps in service provision, with focus on supporting positive connections to community, learning, development opportunities and relevant services and support.	from SACRO 'Custody Navigators'		Coordinator	report
	Research delivery of non-court mandated perpetrator support and programmes in other local authority areas, including current resources, engagement methods and effectiveness of programmes in behaviour change and addressing re-offending.	Research paper produced and presented to Executive Committee	Staff time	FVAWP Coordinator	Quarterly report
	Prepare findings report outlining options for delivery of an accessible and effective non-court mandated programme for supporting behaviour change of perpetrators of VAWG, which will accept social work/other professional referrals and self-referrals.	Research paper produced and presented to Executive Committee	Staff time	FVAWP L&D Officer, FVAWP Coordinator, TBC – depending on findings of initial research (e.g., Justice Services, NHS Fife, CLD)	Quarterly report
	Deliver the agreed non-court mandated perpetrator support and learning programme in Fife in line with the findings from the research paper. (Action Plan updated to reflect the findings)	Will be identified in Jan 2024			Quarterly report