



Tackling Violence Against Women and Girls: a Joint Strategy

2019 - 2024

Developed jointly by the Police & Crime Commissioner
and Chief Constable with Partners

CONTENTS

	Page
Values and principles	3
Foreword	4
Tackling Violence against Women and Girls: a Joint Strategy 2019 - 2024	6
Our Influences	13
Delivering the Strategy – Understanding our Impact	18
How we engaged and involved	20
Tackling Violence against Women and Girls: Strategic Priorities 2019 - 2024	22
Working Together	23
Stopping abuse from happening	26
Keeping People Safe	29
Responding to Perpetrators	32



Values and principles

The values and principles listed below underpin our collective desire to work in partnership towards the eradication of all forms of Violence against Women, Domestic Abuse and Sexual Violence. They have been designed to provide the foundation for policing and partnership working when seeking to develop and implement respective policies, programmes and practices. Each value is considered to be of equal importance, and all have been endorsed by partners, including people with experience as victims and survivors:

- 1 Violence against Women, Domestic Abuse and Sexual Violence are fundamental violations of human rights and will not be tolerated in any community or culture.
- 2 Preventing violence and abuse is the responsibility of the whole community and requires a shared understanding of the issues along with the shared determination to root out the problem and its causes.
- 3 The safety and well-being of those affected by Violence against Women, Domestic Abuse and Sexual Violence will be the first priority of any response.
- 4 Victim, survivor and community voices will be at the heart of shaping the work that we do.
- 5 Victims and survivors will not be held responsible for the perpetrator's behaviour.
- 6 Children have unique vulnerabilities in situations of violence and abuse, and all efforts will be made to protect them from both short-term and long-term harm.
- 7 Perpetrators of Violence against Women, Domestic Abuse and Sexual Violence will be held accountable for their behaviour and acts that constitute a criminal offence will be dealt with accordingly.
- 8 Collaborative working across South Wales Police will be based on and reflect the following principles: Openness, constructive challenge, clear and effective decision making.
- 9 We will seek to share learning and build an evidence base to inform decision making, to invest in evaluation of innovation and to seek ways to develop sustainable specialist provision for victims and survivors and their families.
- 10 We will work with partners to ensure that we recognise the links between other work streams and Violence against Women, Domestic Abuse and Sexual Violence.

“To be able to organise getting South Wales Police into a room with survivors and victims who have yet to be heard, and share their experience of using the police with regards to domestic abuse, was just fantastic. It was so powerful and insightful to both the police and the survivors/victims. The only way we will stamp out domestic abuse and violence is by working together and listening to the unmediated voices of the survivors/victims.”

Campaigner & Survivor Rachel Williams

#TimesUp #WalesWontStandBy
Signatories:

Sam Michael

on Times Up in Wales to date:

Women's Aid took the Time's Up awareness campaign to the
film Festival. We received funding from Time's Up UK - Just
Time's Up and #MeToo movement to provide to
men's support services across Wales to help women
industry professionals
to raise aware
res to

Foreword

In the past four years we have turned the values and principles set out in our first joint strategy for tackling violence against women and girls into practical action. Our principles include constant learning, incremental improvements and listening to victims and survivors. This will continue in the future but it is timely to consolidate our approach with a refreshed vision and a document that sets out clear direction for the future. This strategy document has been worked out together and through the lead members of our teams working with all our partners, and is designed to ensure that South Wales Police will continue to seek to scrutinise and review how the police work alongside partners, and implement actions to improve the approach. We all have a unique role to play in order to ensure we effectively respond to victims and listen to the experiences of survivors in order to better respond to and support victims of violence against women, domestic abuse and sexual violence.

There is no single action that will end the type of violence and abuse that has been a scourge of society for decades and generations but together we can change the future.

Violence against Women, Domestic Abuse and Sexual Violence is devastating and often results in a lifetime of adversity for victims, their families and communities. It does not discriminate – it affects people from all walks of life and the impact can be severe and long-lasting. But it is not an inevitable part of our society or culture – it is abhorrent and it is preventable, we are committed to playing our part in making sure it is treated as such.

This strategy builds on the positive achievements of the first-ever South Wales Police Plan for Tackling Violence against Women and Girls (2014-17). Led jointly by the Commissioner and Chief Constable, the action plan resulted in:

- the creation of several Multi-Agency Safeguarding Hubs (MASH)
- a better understanding of services available to inform commissioning
- improved responses from police and partners through training and early intervention initiatives
- and, for the first time, a significant focus on tackling perpetrator behaviour to reduce the number of victims in the future

The progress made is a clear demonstration of our shared and continued commitment to drive forward this agenda but it also demonstrates the long-term nature of that commitment. We believe multi-agency, connected and ideally co-located teams are the best way to secure effective, everyday partnership working. Where these don't exist we will press partners to hear the case and we will talk publicly about the benefits. No one should live in fear of violence and abuse in their own home or community. We will continue to target resources towards clear routes to safety for victims, supporting and empowering survivors and investing in evidence-based interventions that tackle root causes, addressing the harmful attitudes and behaviours that result in violence and abuse.

The strategy aims to identify collective actions to address Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) and supports Welsh legislation and policy framework. We recognise and value local specialist service provision and work will continue to support these vital services. We remain committed to working together to strengthen provision across South Wales. The strategy is intended for a wider audience, reaching out to organisations that do not have a public duty placed upon them, and have not been traditionally at the forefront in terms of specialist service delivery but who have a valuable contribution to make. As such the term VAWDASV has not been used freely within the document text, it has been replaced with violence and abuse. However the strategy highlights prevalence, impact, actions and issues raised by victims and survivors of all forms of violence and abuse, and seeks to outline the joint actions we can take to collectively make a difference.

This strategy has been developed in response to the overwhelming evidence that women are more likely to experience violence and abuse in terms of frequency and severity, simply because they are women. We have wider strategies to deal with other forms of abuse, including domestic abuse affecting men and our approach is to treat each incident of violence on its own merits, while having a clear focus on the prevalence and threat, harm and risk. We recognise that anyone can be a victim, and in some cases men are victims too, so that all victims who report incidents to the police will be responded to and each victim whether female or male will be treated in a sensitive and respectful manner. We will continue to develop responses to address the needs of victims, and we will have a strong focus on interventions for women who we know are more likely to be victims, in terms of frequency and severity of violence and abuse.

We are fully adopting the tried and tested Public Health approach to tackling violence and abuse by understanding root causes and by applying the Well-being of Future Generations Act sustainable development principle, including the five ways of working. This will strengthen the way we work together with local partners and the Welsh Government to address the long-term impact that violence and abuse have on the well-being of our communities, identifying opportunities to intervene early and to prevent them from occurring in the first place.

The voices of victims and survivors of violence and abuse and their families are at the heart of this work. All too often, people reflect frustration at being unable to take action to protect those they love or being left with a sense of guilt for not understanding that something was wrong, or being unsure of what to do or how to help. We are grateful to all those who have so willingly been involved to help us improve our approaches.

We acknowledge that some victims are particularly vulnerable and more difficult to reach out to, and we need to find specific ways to hear and help. Examples include women from Black, Asian & Minority Ethnic (BAME) communities, those with Learning Disabilities who are being coerced and controlled, and others who are being exploited due to existing vulnerabilities. Those who have suffered adverse childhood experiences, those at risk of child sexual exploitation, sex workers and females at risk of offending, all need specialised help and ways to seek that help.

We are committed to ensuring that the South Wales Police team is the best at understanding and responding to the needs of all our communities and our work with specialist agencies and partners is fundamental to people getting the response they need when they need it. Together with partners and the public we will continue to increase awareness so that together we change behaviours and attitudes to the extent that all forms of violence and abuse become unacceptable, empowering our communities to become safer, stronger and more confident.



Rt Hon Alun Michael

South Wales Police
& Crime Commissioner



Jeremy Vaughan

Chief Constable,
South Wales Police



Emma Wools

South Wales Deputy
Police & Crime Commissioner

Tackling Violence against Women and Girls: a Joint Strategy 2019 - 2024

Violence against Women, Domestic Abuse and Sexual Violence destroys lives and affects the well-being of our whole society. They are violations of human rights and can only be prevented through a shared understanding and commitment that they must not be tolerated.

We have worked with victims, survivors, partners and wider stakeholders to establish the priorities and principles that set our collective and individual responsibility to tackle Violence against Women, Domestic Abuse and Sexual Violence.

The strategy focuses on four key priority areas for action:

- 1 Enhanced Collaboration:** We will work together to deliver a whole system approach to preventing violence against women and girls in all its forms
- 2 Prevention and Early Intervention:** With partners we will focus on the long-term impact of decisions and work to keep people safe, healthy and well
- 3 Safeguarding:** We will build on existing safeguarding arrangements, seeking ways to protect all victims, wherever they may be
- 4 Perpetrators:** We will increase our focus on the behaviour of the perpetrator (in parallel with supporting victims and survivors of violence and abuse) to better hold perpetrators to account for the consequences of their actions and offer opportunities to change their behaviour through a range of interventions

Each example of violence and abuse has to be dealt with on its merits, both in terms of police action and support to the individuals affected, and that will apply when the victim is male or in a same-sex partnership or other relationships. But our approach addresses the fact that women and girls are disproportionately the victims of violence and abuse, and disproportionately suffer the more extreme forms of violence and abuse.

In 2017-18 South Wales Police dealt with...



33,000
domestic abuse incidents



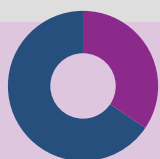
73
honour-based abuse incidents



1,528
serious sexual offences



9,683
stalking and harassment crimes



A third of all
violent crimes
are domestic
related



Domestic abuse
costs Wales
303.5
million annually



South Wales Police
receive a phone call
every **15** minutes
relating to incidents
of domestic abuse

Tackling violence and abuse has been a priority for the South Wales Police and Crime Commissioner since his first election. A recent review of the first joint South Wales Police Action Plan for Tackling Violence against Women and Girls 2014 – 2017 highlighted the progress made in focusing action on three key areas:

- Early Identification and Intervention
- Victim Centred approach
- Encouraging Prevention

Key achievements have been:

- changing the way we work with victims and survivors to give them a voice in service design and development
- involving victims and survivors in innovative training of frontline professionals to help better understanding the complexities of abuse
- improved partnership working with health and specialist services to jointly rollout programmes such as GP and other referral schemes
- projects aimed at tackling harmful attitudes and behaviours of perpetrators

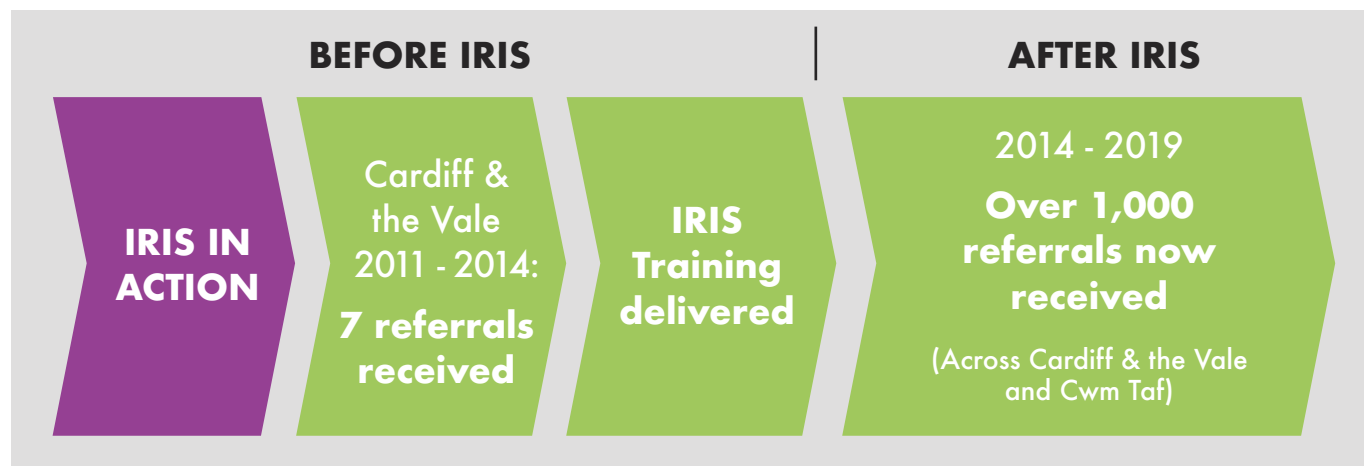


“Working with the Commissioner has enabled us to deliver services across Swansea and make a difference to the lives of people we support. Having support from and working in partnership and collaboration means we are able to deliver services that are more innovative and evidence based which has strengthened our response to VAWDASV issues. I am pleased to see that the Commissioner had continue to see VAWDASV as a priority and I look forward to working with the Team in the future.”

Ali Morris, VAWDASV Coordinator

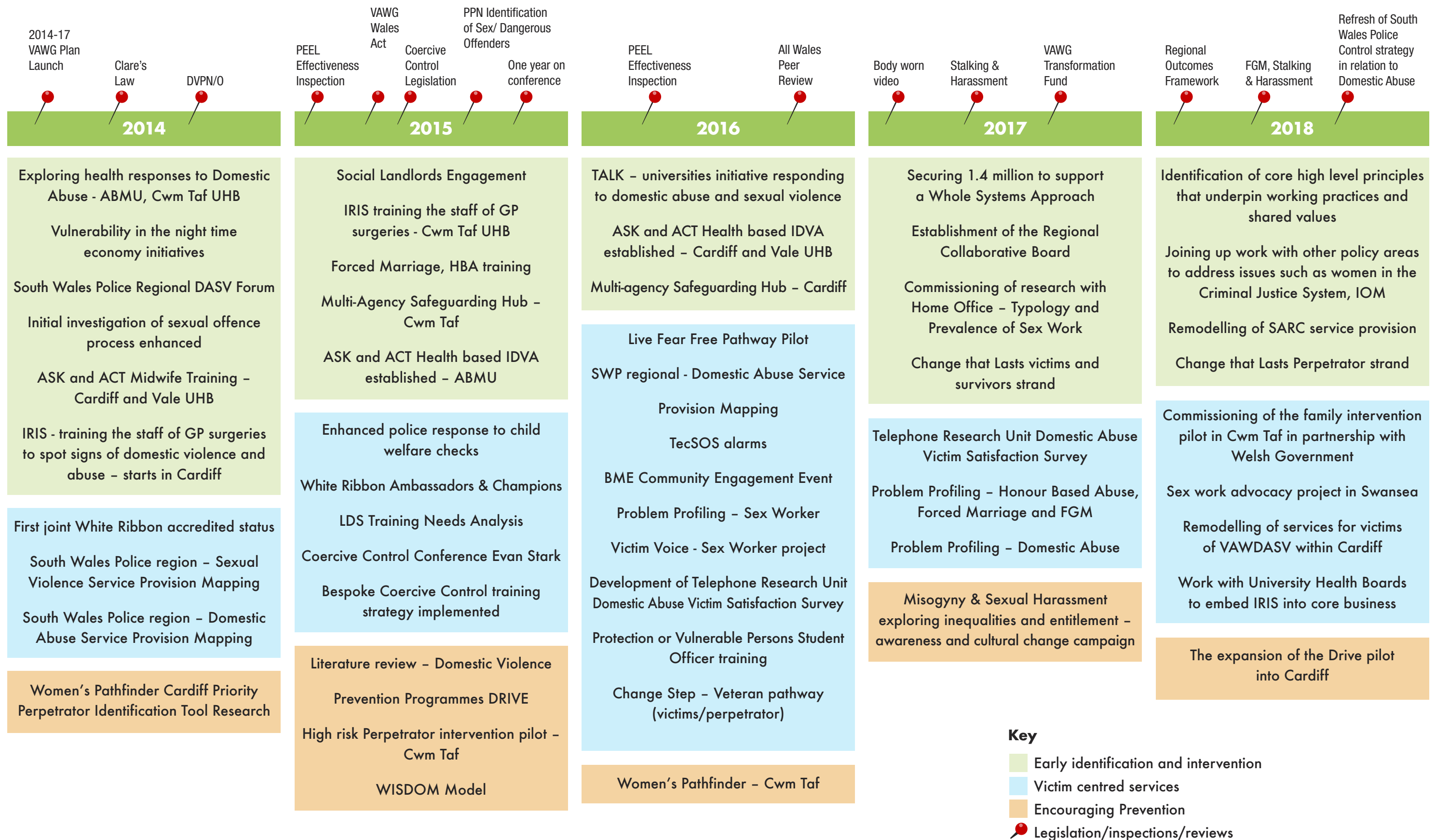
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GP surgeries provide an opportunity to recognise hidden harms and act. IRIS brings together violence against women and girls specialists and general health practitioners to make sure no opportunity to help is missed.



How our work with partners has developed since 2014...

Achievements 2014 – 2018



We recognise the value of specialist services for victims of rape, sexual violence, honour based abuse and domestic abuse and remain committed to developing sustainable provision of specialist 'by and for' services. There are many supporting projects and services in operation across South Wales that provide information, awareness, guidance and support to children and adults. South Wales Police and our partners continually reassess and look at ways to develop new projects and ways of working. The Chief Constable is clear about the benefits of working in partnership, and not becoming complacent, he understands the importance of ensuring that the police contribution to any partnership is meaningful and has recently commissioned a review of South Wales Police investigative resources and the allocation of investigations in cases of violence, including domestic abuse and sexual violence. Learning from the review will be threaded into the associated annual action plan with progress and impact being closely scrutinised. We proactively promote and implement locally, national campaigns and operations to raise awareness.

Progress to date must not be taken for granted. We must continue to be forward-thinking, visionary and bold in order to continually learn and build on what works if we are to successfully tackle the long-term impact and improve the health and well-being of our future generations. There is no simple action or short term fix that will totally eradicate this scourge from our communities.

Below outlines some programmes that have influenced learning and practice to date

IRIS

IRIS involves training the staff of GP surgeries to recognise signs of domestic violence and abuse and have the confidence to offer help and make referrals. Two Health Boards have valued the initiative and taken it on as part of their core training arrangements:

- 12% referrals aged over 60. Oldest age 89 years
- 68% first time disclosures
- 60% had children in the home
- 79% had mental health issues at the time of referral
- Scheme has now received over 1,000 referrals

DRIVE

The Drive project aims to identify multi-agency intervention that challenges perpetrators of domestic abuse and as such aims to reduce the number of adult and child victims

Change That Lasts – Strengthening the approach to involvement and engagement. A plan for a future where all survivors get the right response to domestic abuse the very first time

MASH

Multi Agency Safeguarding Hub (MASH), protecting children and vulnerable people via real time information sharing and joint actions

ASK & ACT

Ask & ACT is a process and procedure, practiced in Public Service to recognise indicators of violence against women, domestic abuse and sexual violence

WOMEN'S PATHFINDER – Delivering a Whole System Approach for women who come into contact with justice services in Wales by joining up agencies and stages of the system through:

- Early Intervention and prevention
- Supporting transition arrangements and providing continuity throughout the system
- Coordinating multi-agency response to enable access into local support and interventions

WISDOM

Wales Integrated Serious and Dangerous Offender Management (WISDOM) is an all-Wales project to develop an enhanced way of managing offenders who pose the most serious threat, risk and harm to the communities of Wales

- **Social Landlords Domestic Abuse Toolkit** – scheme focuses on bringing together partners to better understand and improve landlords' responses to domestic abuse. The aim is to improve early identification and intervention for tenants who are experiencing domestic abuse
- **Adverse Childhood Experiences** – research project examining vulnerability from the perspective Adverse Childhood Experiences (ACEs)
- **White Ribbon Campaign** – fully supported by the police and partners; wearing the white ribbon is a personal pledge never to commit, condone or remain silent about violence against women
- **CSE Independent Child Advocates** – in partnership with Barnardo's, the Child Sexual Exploitation (CSE) Service provides an independent service to children and also supports them through the prosecution and court process
- **All Wales Schools Programme** – funded jointly by Policing and Welsh Government
- **Standard and Medium Care Pathway** – in partnership with Welsh Women's Aid, helpline cards providing information about Live Free and Respect helplines

Importantly the review, together with on-going exploration of the issues, highlighted a number of joint key priorities for action, including a need to:

- improve data and information-sharing to understand prevalence: relying on police data to measure success does not provide the whole picture

- strengthen opportunities for victims and survivor engagement and feedback, for example we would like to better understand why victims sometimes don't report to the police
- improve understanding and identification of forms of abusive behaviour such as coercive control, stalking and harassment, and misogyny
- work with our partners to establish what could be done differently to encourage disclosure or reporting to other agencies
- continually develop and improve outcomes and associated measures to help police and partners measure impact

Our work with partners to tackle Adverse Childhood Experiences (ACEs) has demonstrated the difference made by taking a Public Health approach to complex issues. This is based on the belief that "if it's predictable, it's preventable". The evidence on ACEs published as a result of research by Public Health Wales quantified the impact on those who have experienced them. It tells us that children who experience adversity, (particularly witnessing violence and abuse in the home) suffer the consequences throughout their lives leading to behaviour that often damages themselves as well as harming others. Prevention of ACEs is ideal but these outcomes are not inevitable if the causal factors are understood and if steps are taken to ameliorate the impact and to provide individuals with personal resilience. We are already starting to see the benefits of early action and intervention, for example training frontline professionals to recognise and take a trauma-informed approach to prevent and reduce the negative impacts for children and adults who have experienced ACEs. Identifying resilience and protective factors is also helping us to understand how it's possible to break the intergenerational cycles of harm by improving well-being of individuals and communities. Prevention is best but taking steps to improve our response can make a significant impact.

This key graphic is relevant to a range of harms but its relevance to tackling domestic violence and abuse is clear – so if we are too late to prevent we need to act, supporting victims and challenging perpetrators to understand their behaviour and to change.

Adverse Childhood Experiences – increased risk

Compared with people with no ACEs, those with 4+ ACEs are:



14 times more likely to have been a victim of violence over the last 12 months



15 times more likely to have committed violence against another person in the last 12 months



16 times more likely to have used crack cocaine or heroin



20 times more likely to have been incarcerated at any point in their lifetime



4 times more likely to be a high-risk drinker



6 times more likely to have had or caused unintended teenage pregnancy



6 times more likely to smoke e-cigarettes or tobacco



6 times more likely to have had sex under the age of 16 years

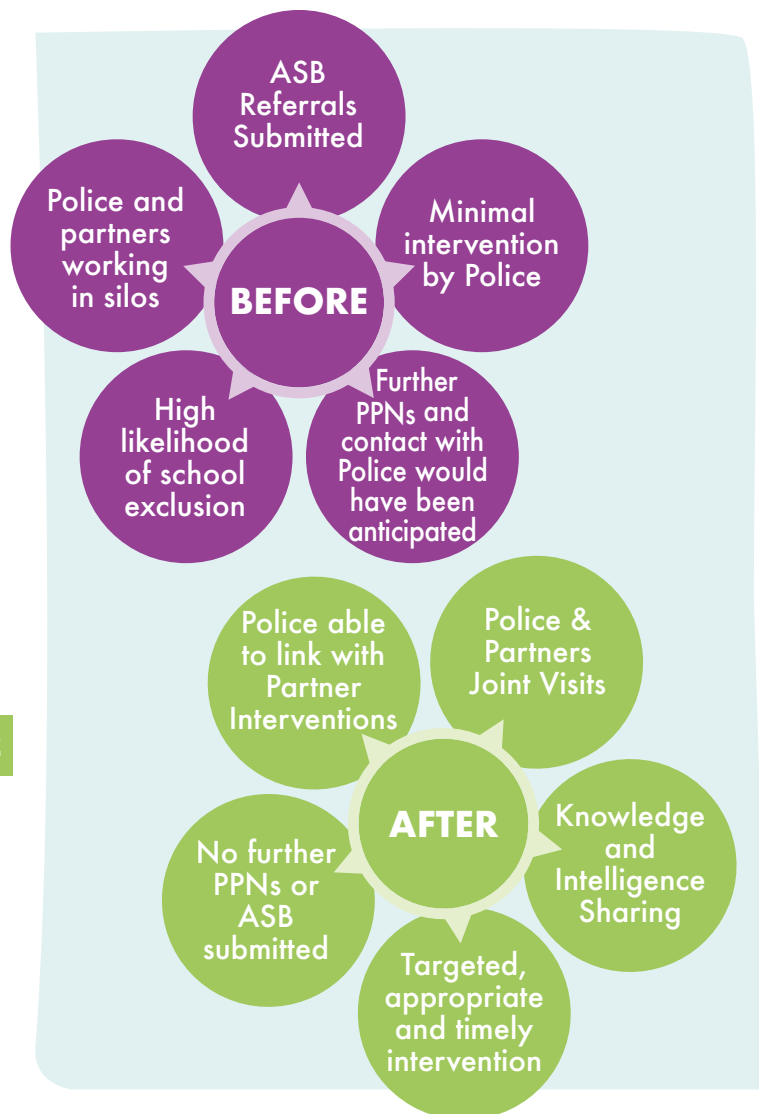


11 times more likely to have smoked cannabis

Prevention is vital, but taking steps to improve our response can make an impact, the case study below illustrates the identification of adversity and how early action and intervention results in the potential to adopt a trauma informed approach, reducing negative impact and increasing positive outcomes.

ACEs Case Study

Early Action Together (EAT)



Background

- 6 year old
- Decline in school behaviour and attendance
- Anti Social Behaviour (ASB) in the community
- Generally described as 'angry and out of control'
- At risk from being excluded from school
- Parents report not being able to cope
- Already on PACT radar due to ASB and number of complaints to local PCSOs

Intervention

- Allocated Early Help Family Engagement officer
- Behaviour escalating, increased calls to police and both Public Protection Notice (PPN) and ASB referrals
- Local PCSO and EH PCSO visit to address community concerns re behaviour undertaken – EH referral offered & Accepted by parent
- Phone contact to arrange Home visit, visit takes place
- Non Violent Resistance course offered (and accepted)

Outcome

- Weekly Sessions attended by parents
- Attending the course has had a significant improvement on behaviour, parental control has returned
- Attending School regularly
- No further complaints from local community
- No longer at risk of exclusion from school

To achieve and deliver against the four priority areas set out in this strategy, we have fully adopted a Public Health approach to tackling complex issues, applying the Well-being of Future Generations Act Sustainable Development principle including the five ways of working.

All of this reinforces the powerful voice of victims and survivors in helping us to understand Violence against Women, Domestic Abuse and Sexual Violence, and to design and deliver effective solutions. We will continue to invest in creative ways to involve victims and survivors. We strive to be the best at understanding and responding to the needs of all of our communities. We will continue to listen to everyone and work together to protect the vulnerable from violence and abuse, and ensure a consistent and confident response from the police and partners that results in positive outcomes for victims.

Ultimately our focus is to ensure people receive the response they need, at the time they need it, and to prevent people from ever becoming either victims of crime or offenders. A recent survey of 103 victims of Domestic abuse had a 92% high satisfaction rate for the whole experience.

Our Influences

The South Wales Police & Crime Plan – published by the Police and Crime Commissioner and refreshed annually to take account of the views and experience of the Chief Constable and our partners across South Wales - makes a clear commitment to tackling Violence against Women and Girls through a joined up approach that has early intervention and prompt positive action as the key principle for keeping our communities safe. It sets the shared priorities for the Commissioner and Chief Constable developed in co-operation with partners and our communities. These are:



REDUCE AND PREVENT CRIME AND ANTI-SOCIAL BEHAVIOUR TO KEEP PEOPLE SAFE AND CONFIDENT IN THEIR HOMES AND COMMUNITIES



INVOLVE AND EMPOWER OUR COMMUNITIES, WORKING WITH PARTNERS IN LOCAL GOVERNMENT, HEALTH, FIRE AND WELSH GOVERNMENT TO DELIVER SERVICES THAT PEOPLE NEED



WORK TO PROTECT THE MOST VULNERABLE IN OUR COMMUNITIES, UNDERSTANDING CAUSES AND TAKING PROMPTS POSITIVE ACTION AS ISSUES ARISE



WORK TO MAKE THE LOCAL CRIMINAL JUSTICE SYSTEM EFFICIENT AND EFFECTIVE TO MEET THE NEEDS OF VICTIMS AND REDUCE RE-OFFENDING



MAKE OUR WIDER CONTRIBUTION TO POLICING THROUGH THE STRATEGIC POLICING REQUIREMENT, INCLUDING SUCCESSFULLY POLICING MAJOR EVENTS



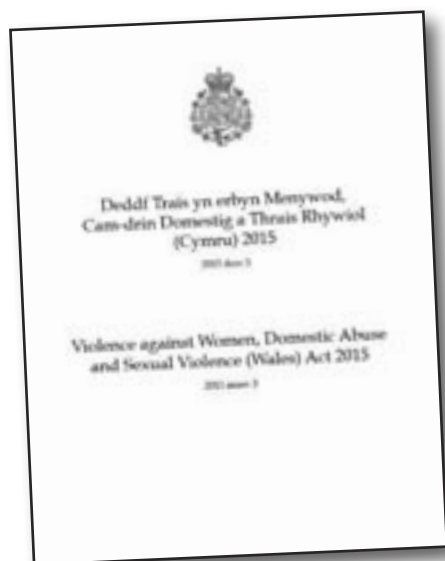
SPEND YOUR MONEY WISELY AND SUPPORT OUR PEOPLE TO PROVIDE THE BEST POSSIBLE POLICING IN YOUR COMMUNITY

13

It was Sir Robert Peel who first identified the prevention of crime as the first priority for the police, and our approach in South Wales puts that priority in a very modern setting by taking a Public Health approach to Violence and Abuse as well as to Crime, Disorder and Antisocial Behaviour more generally. The Crime and Disorder Act 1998 gave joint responsibility to local authorities and the police for taking an evidence-based local approach to Community Safety, while the Police Reform Act 2011 explicitly made the Police and Crime Commissioner an integral part of that leadership. In South Wales tackling violence and abuse is a key part of that role. By being lead participants in the initiative by Welsh Government to refresh Community Safety in Wales, Commissioners and Chief Constables have worked closely with Local Government and other partners to turn aspiration into reality, recognising that the devolved environment provides specific opportunities for tackling local problems effectively.



The unique policy and legislative landscape in which we work in Wales includes three internationally-recognised and ground-breaking pieces of legislation that are driving the way we work, prioritising long-term health and well-being of our population and demonstrating the need for a joined up approach.



The first is the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 which places duties on public bodies to play an active role in tackling violence against women, domestic abuse and sexual violence. The purpose of the Act is to improve:

- Arrangements for the protection of victims of violence against women, domestic abuse and sexual violence
- Support for people affected by violence against women, domestic abuse and sexual violence

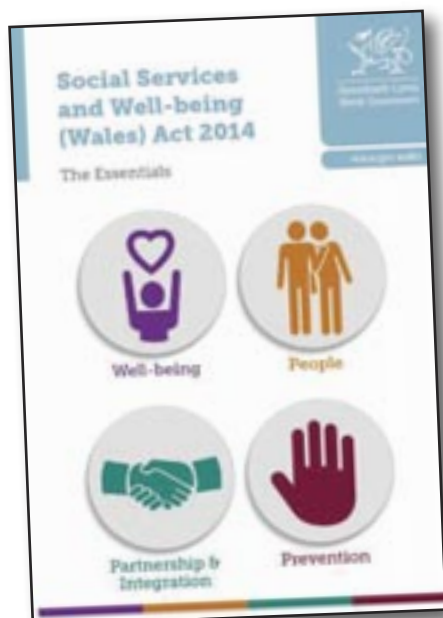
It includes the adoption of the National Training Framework which includes, for example, “Ask and Act”, local population needs assessments and the development of joint regional strategies between University Health Boards and Local Authorities to improve approaches to protection, provision of support and activities to prevent violence and abuse.

It provides the direction required within the public sector to collaborate

with partner agencies to plan how they will tackle and respond to violence and abuse. It offers significant opportunities to seek solutions as to how public bodies, and the third sector can best prevent all forms of violence against women, domestic abuse and sexual violence and respond to achieving equitable access to services for all victims, and their families, irrespective of levels of risk. The legislation informs the current Welsh Government National Strategy for Tackling Violence against Women, Domestic Abuse and Sexual Violence. In order to be effective and meaningful the duties need to be implemented in each local area. Vehicles for that local action include the Community Safety Partnership or Board, the Public Services Board and the Regional Partnership Board and we will do all we can with local partners to achieve coherence between these vehicles.

The Well-being of Future Generations (Wales) Act 2015 requires public bodies to set objectives to improve local well-being and to apply the Sustainable Development principle including the five ways of working. They must think for the long-term and work together in a joined up way to prevent problems from getting worse or occurring in the first place, involving people in the decisions that affect them. It required the establishment of Public Services Boards who must assess and plan for improving the social, cultural, environmental and economic well-being of local communities. Policing is not devolved so the Police and Crime Commissioner and Chief Constable cannot be forced to participate but are “statutory invitees” and both have seized that opportunity and championed this way of working as fundamental to our vision of keeping South Wales Safe. We will continue to play a significant role at the Public Services Boards, drawing on local information and feeding in policing data, knowledge and expertise into the statutory well-being assessments and plans for improving well-being.





The Social Services and Well-being (Wales) Act 2014 provides the legal framework for improving the well-being of people (adults and children) who need care and support and for transforming social services in Wales.

It is intended to transform the way social services are delivered, promoting people's independence to give them stronger voice and control. The Act led to the establishment of three regional partnership boards within the South Wales Police area, namely; Cwm Taf (Rhondda Cynon Taf and Merthyr Tydfil), Cardiff and the Vale of Glamorgan and Western Bay (Swansea, Neath Port Talbot and Bridgend). Their purpose is to drive the strategic regional delivery of social services in close collaboration with health. Neither Police & Crime Commissioners nor Chief Constables were included in the initial membership, so the work of the three boards has been outside our understanding, but we have identified the problem and are seeking ways of improving communication and collaboration with each of the three. Arrangements have changed as a result of

decisions by Welsh Government, so Bridgend has moved in Health terms from "Western Bay" to join with Cwm Taf leaving the new Swansea Bay Board to cover Swansea and Neath Port Talbot.

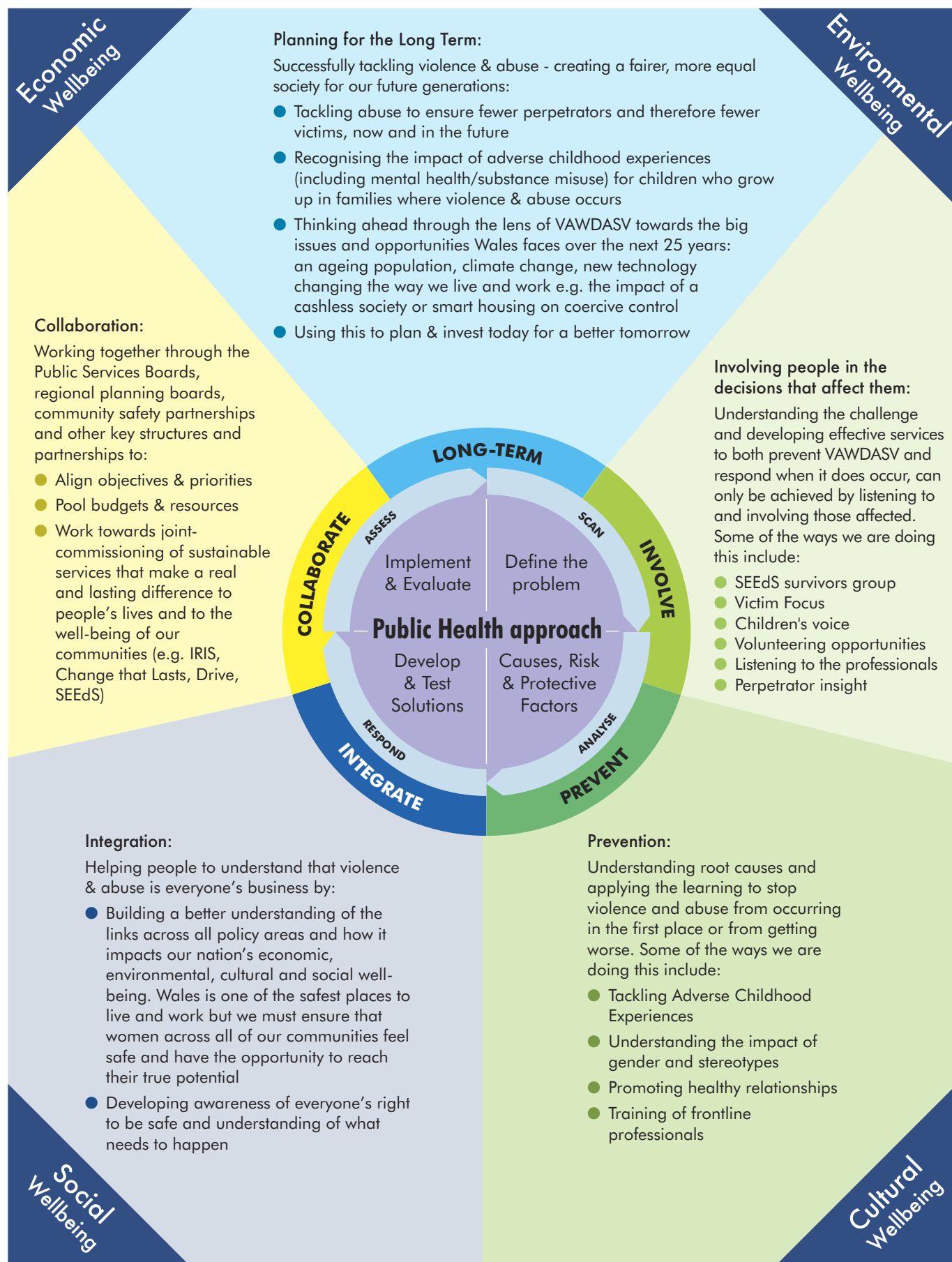
Within the context of these arrangements, new ways of driving Community Safety are being sought. The previous partnership arrangements were affected by austerity, with staff and analytic capacity being lost within policing and within Local Government, which makes it all the more important to make the best of the arrangements created by these three pieces of Welsh Legislation. We will pursue the commitments set out in this document through the refreshed Community Safety arrangements and the work of the Public Service Boards and the Regional Partnership Boards.

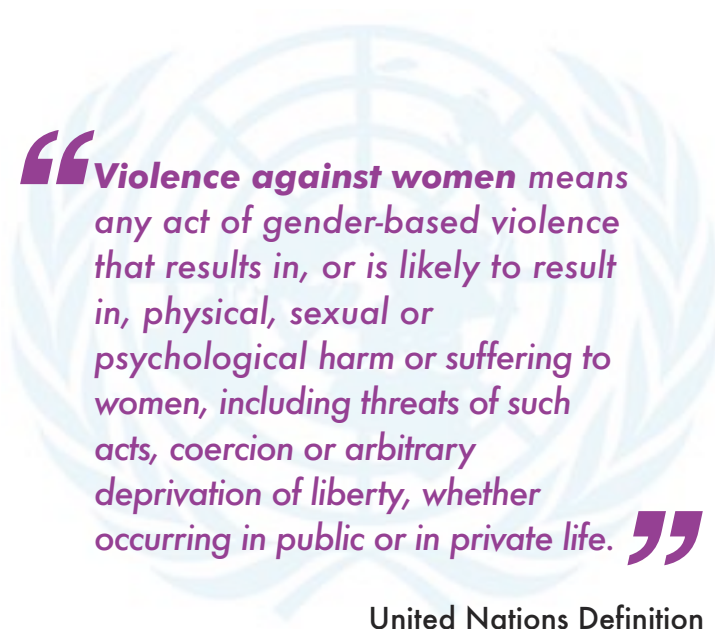
Our approach to this complex but ambitious partnership geography is under-pinned by our Public Health approach that is rooted in human rights and uses evidence on the nature and underlying causes of a problem to target interventions to address it. The World Health Organization's Violence Prevention Alliance summarises the four key steps in this approach as follows:

- 1 defining and monitoring the problem
- 2 identifying causes of the problem, the factors that increase or decrease the risk and the factors that could be modified through interventions
- 3 designing, implementing and evaluating interventions to find out what works
- 4 implementing effective and promising interventions on a wider scale, while continuing to monitor their effects, impact and cost-effectiveness

In the diagram overleaf, we demonstrate how this aligns with the Well-being of Future Generations Act that requires those public bodies covered by the legislation to apply the five ways of working, looking through the lens of Violence against Women, Domestic Abuse and Sexual Violence.

Aligning the Public Health approach with the Well-being of Future Generations Act Sustainable Development Principle





“Violence against women means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”

United Nations Definition

The Commissioner, the Chief Constable and their teams are uniquely placed within the partnership landscape, with activity reaching across a variety of agencies, across local authority, health and criminal justice footprints. It is a complex landscape to navigate but there are significant opportunities to add value to governance arrangements and to collaborate to deliver better outcomes for the longer-term. We have given careful consideration to the current meeting structures and governance arrangements to identify the best mechanisms for sharing learning and best practice on violence and abuse and identifying possibilities for joint-planning and commissioning from across South Wales. It is proposed that oversight for this strategy sits with the South Wales Criminal Justice and Integrated Offender Management Board, with local partnership working through Community Safety Partnerships or Boards, Public Services Boards, and Regional Partnership Boards as well as associated arrangements such as Area Planning Boards (substance misuse) and Youth Offending Teams.

It is vital for there to be close alignment with work to tackle the impact of Adverse Childhood Experiences (particularly the police-led Early Action Together programme), with arrangements for reducing and preventing Serious Violence and initiatives to tackle exploitation through Modern Slavery, County Lines and Organised Crime Groups.

Wider Legislation & Policy

The Crime and Disorder Act (1998) saw the introduction of legislation granting local authorities more responsibilities with regard to strategies for reducing crime and disorder, as well as the introduction of key areas including Anti-Social Behaviour Orders and Sex Offender Orders. This work is led in local areas through respective Community Safety Partnerships or Boards and the leadership role of the Police and Crime Commissioner – along with the Chief Constable and the Local Authority - was established by the Police Reform Act 2011.

The Housing (Wales) Act 2014 enshrines in legislation the role of the local authority in preventing and alleviating homelessness. This Act specifies that whether a person or a member of that person's household is at risk of abuse, including domestic abuse, is a factor in determining whether it is reasonable to continue to occupy accommodation.

The Renting Homes (Wales) Act 2016 sets out a new approach to joint contracts, which will help survivors by enabling perpetrators to be targeted for eviction.

The Modern Slavery Act 2015 aims to provide tools to fight modern slavery, ensure perpetrators can receive suitably severe punishments for these appalling crimes and enhance support and protection for victims.

Crime and Security Act 2010 introduces Domestic Violence Protection Orders (DVPOs) and the Domestic Violence Disclosure Scheme (DVDS).

The Anti-Social Behaviour, Crime and Policing Act 2014 makes it a criminal offence to force someone to marry.

Female Genital Mutilation Act 2003 introduces FGM Protection Orders and an FGM mandatory reporting duty inserted into the 2003 Act by the Serious Crime Act 2015 introduces a new offence of controlling or coercive behaviour in an intimate or family relationship, an FGM mandatory reporting duty, and strengthened measures to manage people who commit sexual offences or those who pose a risk of sexual harm.

Welfare Reform Act 2012 a paradigm change to the current social security system which will change the way welfare benefits are claimed and paid throughout the UK.

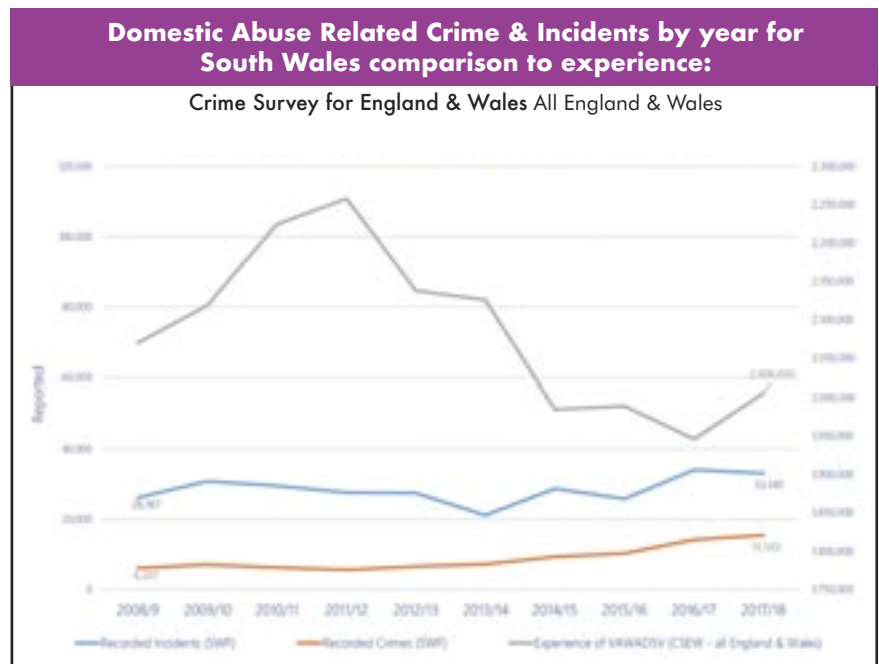
Delivering the Strategy – Understanding our Impact

Important steps forward were taken during delivery of the first South Wales Police Tackling Violence against Women and Girls Strategy (2014 – 2017) with some real improvements in tackling these issues. However, whilst police data highlighted that the level of reporting of all crime types has increased, we will seek new ways to promote reporting and to increase disclosures through third party reporting and effective referral systems. The IRIS programme has shown what can be achieved when steps are taken to improve the understanding and confidence of professionals and to provide a clear referral pathway while the same principles need to be applied to other aspects of Public Service as well as in the Private and Voluntary Sectors.

Over reliance on police data makes it more difficult to understand what is helping to increase confidence to report, it is likely that it will be as a result of a combination of activities and delivery projects, but harder to assess the difference the combined interventions have made specifically to individuals. We know from our police officers that participating in survivor-led training helps to provide a greater sense of insight and understanding, that training professionals in terms of how to identify violence and abuse generates a more confident work force, improved multi agency working, information sharing and real time action improves responses to victims in need of safeguarding.

Importantly we know that consulting with and listening to victims and survivors provides us with valuable insight into how things can be delivered in a different way small changes, big difference. We took action to improve the way we identified repeat victims of domestic abuse, and stalking, in support of one of our key messages to police officers that they should not consider incidences in isolation. We will continue to invest heavily in addressing victim blaming culture and unconscious bias.

18



The increase in reporting follows directly on actions taken to give confidence to victims to report, and professionals becoming more confident to identify and take appropriate action. So, in some senses, this increase is encouraging to see. To better understand the real prevalence a more joined up approach is required, including establishing opportunities for disclosure outside of statutory and specialist service provision.

The implementation of IRIS is a good example of how we can increase the confidence of professionals to ask sensitive questions and know how to arrange appropriate referrals while giving victims confidence to take appropriate action. A video has been produced that outlines the impacts and benefits of the IRIS approach:



IRIS video link: https://youtu.be/R2QkYgm_8s

However, our ambition to drive down repeat offences and prevent these issues from occurring in the first place will require a renewed focus from everyone and better understanding of the data and evidence we need to ensure we are looking at a holistic picture.

It is essential that as partners we work in a joined up way and we are not reliant on single sources of data or information but bring this together in order to promote a better understanding of what works and the benefits and impact on individuals and all of our well-being.

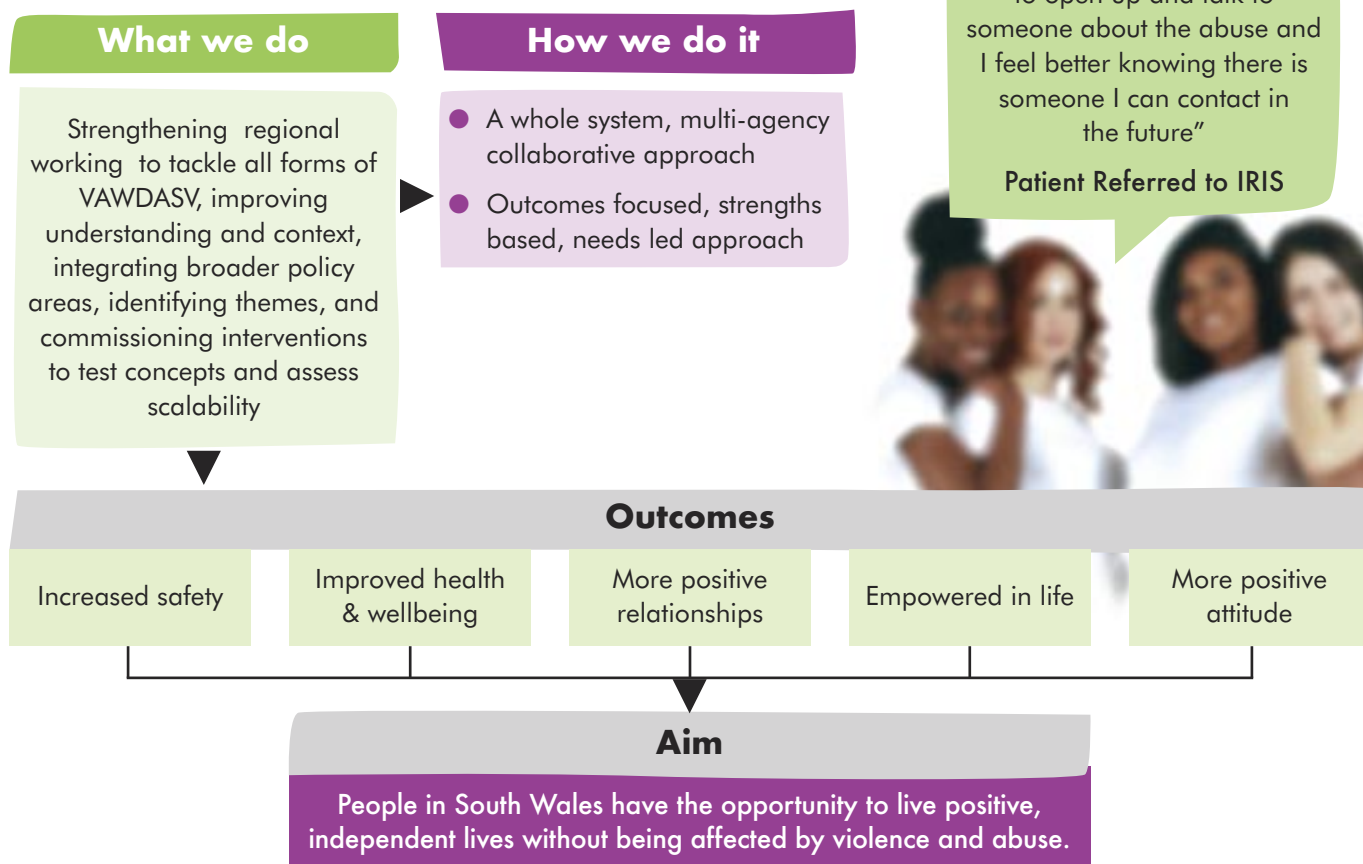
To improve how we measure impact we worked with partners to develop an outcomes framework and associated measures that will help both the police and partners to measure impact and introduced case studies to enhance and broaden our contextual understanding that data alone cannot provide.

We remain committed to further build on progress to date and work is planned with partners to formulate a Sustainable Development Framework that aligns with the adoption of a Public Health approach that will underpin our actions moving forward to further strengthen this approach.

“We are really pleased that the Police and Crime Commissioners’ Team and the Chief Constable have shown their commitment and support to the VAWG agenda and prioritised the needs of victims throughout their service plan. Our collaboration on this agenda is beneficial for everyone involved and we look forward to seeing services for victims to continue to develop.”

Sexual Assault Referral Centre (SARC) Manager, New Pathways

Focusing on the difference...



SEEdS

The Welsh Women's Aid SEEdS project stands for Survivors Empowering and Educating Domestic Abuse Services and is a means by which survivors have their voices heard by those planning and providing domestic abuse services.

In March 2019, Welsh Women's Aid, in collaboration with the National Union of Journalists Training Cymru Wales and ITV Wales, organised a media workshop entitled "Reporting on Violence Against Women" which brought together journalists, programme makers and survivors of violence. Two SEEdS participants were supported to sit on a multi-disciplinary panel to answer questions posed by the media representatives present. A total of 32 people attended.

"I would say that there was a significant impact. It was an eye-opener for many of the journalists present to hear how the survivors viewed a certain kind of portrayal and language used in the media. e.g. the use of 'survivor' rather than 'victim'; their dislike of stock images of despair and hopelessness. Although the event didn't focus on these survivors' past experiences of violence they were mentioned in brief and even in brief it was shocking and sobering to hear it directly from the survivors - and hugely impactful. They spoke eloquently and directly and what came over very strongly was the sense that they are now living happy lives, giving hope to others going through a similar experience."

Anna Wyn Roberts,
Project Manager for the National Union of
Journalists Training Cymru Wales

"The confidence and skills I have developed since joining SEEdS has enabled me to return to work after a period of uncertainty and lack of self-belief."

SEEdS Survivor

"Not only has this empowered SEEdS survivors but it has also given us rest from the intensity of surviving to comfortably and rationally see what needs to be addressed and how to do so. The work in itself seems to be a lifelong process and once the movement of accountability has started its needs to be supported as it gathers momentum. It's also needs to be monitored and evaluated in order to sustain itself."

Gauri Taylor-Nayar,
Cardiff Methodist Community Choir

How we engaged and involved

Improving outcomes for victims of crime is a key priority. The ability to provide effective support to victims and survivors flows from their voices being heard and our ability to listen and learn from their direct experiences. Within the Commissioner's Engagement Strategy it sets out the commitment to ensuring the voice of the public, and in particular victims of crime, have equal opportunities to be heard and listened to, using methods that are inclusive and accessible.

To develop the Tackling Violence against Women and Girls: a Joint Strategy 2019-2024, we have taken time to listen to feedback from victims, survivors, partners and wider stakeholders whose valuable contributions have informed the strategy, to do this we have engaged in the following activities:-

- Attendance at respective violence and abuse forums
- Participation survivor and victim events
- Establishment of survivor forums for domestic abuse victims
- Supported victims and survivors and family members to share their experiences of domestic abuse, sexual assault and stalking.
- Held consultation events to develop the new strategy
- Established the Collaborative Board
- Liaised with specialist provider forums and SEEdS (Survivors Empowering & Educating Domestic abuse Services)
- Liaised with Chief Officers and police officers

We know that the most powerful voice in helping our police officers, staff and partners understand the complexities of Violence against Women, Domestic Abuse and Sexual Violence is that of survivors, and we will continue to seek ways to engage victims and survivors in the development of training and to influence service delivery.

We realise that more needs to be done to strengthen opportunities for effective mechanisms to support engagement and opportunities for feedback.

We remain keen to work with our partners to establish what could be done differently to encourage disclosure or reporting to other agencies.

We will build upon mechanisms to conduct meaningful and regular dialogue with survivors and partners providing opportunities to:

- Help shape services
- Enable systems change
- Inform decision making
- Raise awareness and understanding

We want to do even more to better understand why victims do not report to the police or partners. Of the victims that do report to us, we know that from our last victims survey in February 2018, **97%** of victims surveyed stated that they would encourage other victims to report to the police and **95%** would contact the police again. This indicates that we are making good progress in terms of increasing confidence levels to report, however we also recognise that we need to do more in terms of sustaining those levels of satisfaction, for example, we see a drop in satisfaction particularly in keeping victims informed of progress once a report is made to the police to 64%.

We will continue to develop and monitor our work in this area, and ensure that the voice of the survivor is taken into account when we are constructing policies and shaping practice, and additionally when our officers and staff receive survivor informed training.

“For the first time since I ran from my husband with my children 7 years ago I have felt a positive shift from fighting alone and having no voice alone to changing to driving together to change services and have a positive voice where we are listened too.”
Survivor



Tackling Violence against Women and Girls: Joint Strategic Priorities 2019 – 2024

This strategy sets out four key priority areas for action:

- 1 Enhanced Collaboration:** We will work together to deliver a whole system approach to preventing violence against women and girls in all its forms
- 2 Prevention and Early Intervention:** With partners we will focus on the long-term impact of decisions and work to keep people safe, healthy and well
- 3 Safeguarding:** We will develop existing safeguarding arrangements, seeking ways to protect all victims, wherever they may be
- 4 Perpetrators:** We will increase our focus on the behaviour of the perpetrator (in parallel with supporting victims and survivors of violence and abuse) to better hold perpetrators to account for the consequences of their actions and offer opportunities to change their behaviour through a range of interventions

The action plan below adopts the widely-recognised “Four P’s” framework of Prepare, Prevent, Protect, and Pursue and aligns each of these against the priority areas below.

Prepare: ensuring the best possible governance, collaboration and commissioning of evidence-based models and innovation, understand available resource and effectively targeting it, involving those affected to ensure the best outcomes

Prevent: intervening at the earliest opportunity to prevent violence & abuse from occurring or getting worse

Protect: safeguarding victims and potential victims from harm and providing pathways to services

Pursue: placing an active focus on the behaviour of perpetrators and consequences of that behaviour, alongside supporting victims

The following sections focus on the priority areas for action, setting objectives under-pinned by examples of the activities to be undertaken in the short and medium term. This strategy will be supported by an annual action plan developed in collaboration with partners ensuring the most contemporary evidence and learning is driving our actions.

“I would like to thank South Wales Police and the Police and Crime Commissioner for their excellent practical guidance and support in bringing the Ask and Act Pilot to fruition.”

Cathy Dowling,
Swansea Bay University Health Board
Deputy Director of Nursing
and Patient Experience



Working Together

Enhanced collaboration – Prepare

Prepare	Objective	Early Actions
1.1	A whole-system response achieved through the Public Health approach and the Well-being of Future Generations Act sustainable development principle and five ways of working	<p>We will: Promote understanding of the Public Health approach and how it aligns with the Well-being of Future Generations Act, to all partners</p> <p>Seek the views of victims and survivors to help inform evaluation and monitoring of delivery of services.</p> <p>Work with partners to ensure monitoring and evaluation of partnership activity and impact to ensure “whole-system” thinking</p>
1.2	A sustainable approach to planning, commissioning and funding services for supporting victims and survivors and that is responsive to perpetrators	<p>We will: Use the Future Generations Commissioner’s Framework/toolkit for change to apply the sustainable development principle and five ways of working to service design</p> <p>Establish a collaborative, regional commissioning framework and commissioning plan taking account of the 2019 statutory guidance, quality standards and good practice guidance</p> <p>Understand available funding sources we can pool and collaboratively commission with</p> <p>Be confident as partners, about what is working (and what isn’t)</p>
1.3	An evidence-based, intelligence led approach to supporting partnership actions	<p>We will: Strengthen and streamline information-sharing between partners</p> <p>Develop a shared dashboard of vulnerability and causal factor data sets to inform service-planning and commissioning</p> <p>Draw on victims and survivors lived experience to fully understand what the data is telling us</p>
1.4	Community Safety Boards across South Wales have a clear focus on how best to tackle both the causes and the reality of violence and abuse	<p>We will: Ensure that each Community Safety Board across South Wales has good information about the public experience of Violence against Women and Girls, Domestic Abuse and Sexual Violence in its area</p> <p>Ensure that issues and solutions are escalated to Public Services Boards and Regional Partnership Boards as appropriate</p> <p>Ensure that local experience and effectiveness of interventions are escalated to the South Wales Criminal Justice and Integrated Offender Management Board and as appropriate to the All-Wales Criminal Justice Board</p>

What this means: We operate in a complex partnership and policy landscape but we must focus on maximising the opportunities to do things better and for the longer-term. We are continually improving the way we work together to take a joined up approach, across sectors, organisations and policy areas to fully understand the issues and enhance our responses. Whilst we are seeking opportunities to support a whole system approach in order to eradicate VAWDASV, it is essential that we seek to identify ways we can work together but also take responsibility for actions we need to take forward as individual organisations. The specialist VAWDASV service providers provide vital services, which victims and survivors have told us they value greatly.

1.1 A whole-system response achieved through the Public Health approach and the Well-being of Future Generations Act sustainable development principle and five ways of working

This means identifying and involving all partners and ensuring that individually and collectively we fully understand the Public Health approach and expectations set out under the legislation.

The Well-being of Future Generations Act required the establishment of Public Services Boards and each local authority in South Wales has agreed to the Community Safety Partnership Board reporting in to the Public Services Board. At the same time the Social Services and Well-being Act created Regional Partnership Boards. Police and Crime Commissioners have a statutory role in improving the effectiveness of the Criminal Justice System and the South Wales Commissioner has a commitment to working collaboratively with these local and regional structures to achieve this. An important part of the process is identifying strengths and assets to improve well-being aligned with pooling budgets and jointly-commissioning accessible, trauma informed needs-led services that seek to break deeply entrenched inter-generational issues that negatively impact on the well-being of all of us and the communities in which we live.

24

1.2 A sustainable approach to planning, commissioning and funding services for supporting victims, survivors and that is responsive to perpetrators

Developing and delivering services that meets the needs of victims and survivors (whilst tackling perpetrators and the root cause) remains one of the biggest challenges at a time when budgets are reducing. Yet this is exactly why we need to change the way we do things.

We know there is an appetite for closer collaboration and that innovation is better when done together, sharing resource, knowledge and risk. Again, we want to build a common understanding of what 'good' can look like when applying the sustainable development principle (as many of our devolved partners such as health, education and local government are required to do). To achieve this we will develop a Future Generations Framework for Violence against Women, Domestic Abuse and Sexual Violence, based on the Future Generations Commissioner's toolkit, and use this to work with partners, victims and survivors to develop and enhance the joint Outcomes Framework. We will also draw on The Right Way: A Future Fit for Children – the children's rights resource for Public Service Board members developed by the Children's Commissioner for Wales and the Future Generations Commissioner.

1.3 An evidence-based, intelligence led approach to supporting partnership activity

The effectiveness of decision-making and taking action relies on quality information, comprehensive data sets and evidence around what works. Innovation through a MASH (Multi Agency Safeguarding Hub) and other multi agency information sharing arenas has brought improvements in real-time information-sharing but there is much more to be done.

We know that the data currently collected only provides part of the picture. To better define the associated issues in relation to tackling violence and abuse we plan to develop comprehensive multi-agency data sets so that we can develop understanding of:

- scale and prevalence
- identifying and supporting less visible victims or survivors, tackling perpetrators who might otherwise go unchallenged
- the impacts of the changing diversity across South Wales to support cohesive, safe and confident communities
- women who commit crime and end up in the criminal justice system, recognising that they (and their children) are often themselves victims of violence and abuse, particularly coercive control and physical abuse which enhances vulnerabilities and causal factors
- working across broader policy areas to collectively address issues associated with vulnerability and better understand hidden harms

Planning for the long-term and using the public health approach of first defining the problem requires that we understand more than policing data alone can tell us. Well-being assessments carried out by Public Services Boards tell us about strengths and assets within communities, joint health and local authority Violence against Women, Domestic Abuse and Sexual Violence strategies provide an overview of local need and service provision. There is a wealth of partnership data to help us understand what creates vulnerabilities, causal and protective factors that can be used to better inform service planning and commissioning towards safer, more confident communities. Drawing on victims and survivors lived experience will help us to make sense of this and co-producing services will make them more effective and responsive to need.

1.4 Community Safety Boards across South Wales have a clear focus on how best to tackle both the causes and the reality of Violence and Abuse

Developing a structure that supports the sharing of information across different local and regional structures is critical if we are to adopt a more joined up way of working to tackling Violence against Women, Domestic Abuse and Sexual Violence. Strengthening governance arrangements will support the development of a shared focus and understanding of the root cause, causal factors and protective factors required to inform actions to address and respond to local experiences and issues.

Getting the governance structure right will enable a more effective and integrated approach across South Wales that will strengthen collective appetite to seek solutions to the issues that arise, and provide a clear route for the sharing of information, so that issues and solutions are appropriately escalated to Public Services Boards and Regional Partnership Boards and that local

Whole System Approach

The Whole System Approach to Violence Against Women and Girls in South Wales project is a collaborative initiative contributing to a shared vision to tackle violence and abuse across the region.

The Home Office Transformation Fund (2017) provided an opportunity for commissioning partners to bid for funding that supported activity that "seeks to embed violence against women and girls as 'everyone's business' across agencies".

Key initiatives include a partnership project between the Police & Crime Commissioner for South Wales, Welsh Women's Aid and Respect aims to deliver: 'Change that Lasts' and the recruitment and training of 'Ask Me Ambassadors'.

"The award of £1.4m to accelerate our work in reducing violence against women and girls is a significant vote of confidence in South Wales Police."

Paula Hardy, Strategic Policy Lead Violence against Women and Girls, South Wales Police & Crime Commissioner Team

"The £1.4m funding award from the Home Office to deliver the Welsh Women's Aid "Change that Lasts" model in South Wales has been fantastic a boost. Welsh Women's Aid are pleased to be working in collaboration with South Wales Police and Crime Commissioner and other partners to develop this multi-agency response to all forms of violence against women and girls in Wales. We know that one in three women in Wales experience physical or sexual violence at some point in their adult lives, it is imperative that we build communities where everyone has the opportunity to make a difference. Women have told us they want more opportunities for to ask for help from someone who understands in their local communities and access to specialist support that enables them to achieve long lasting freedom and independence from violence and abuse."

Eleri Butler, Chief Executive Officer, Welsh Women's Aid

experience and effectiveness of interventions are escalated to the South Wales Criminal Justice and Integrated Offender Management Board and as appropriate to the All-Wales Criminal Justice Board.

Stopping abuse from happening

Prevention and early intervention

Prevent	Objective	Action
2.1	Partners are identifying and promoting prevention and early intervention opportunities including referral to appropriate services and support	We will: Embed victim and survivor input to help understand how we can improve services and practice
		Tackle under reporting through awareness raising of signs, signals and behaviours (e.g. IRIS model, Change that Lasts and development of community disclosure points)
		Strengthen and streamline real-time information-sharing between partners (e.g. Operation Encompass and Multi-Agency Safeguarding Hubs)
		Draw on and integrate the learning from the Policing and Partners: Early Action Together programme to inform frontline training
		Draw on learning from the Women's Pathfinder regarding associated vulnerabilities such as domestic abuse and sexual violence as drivers for female offending
		Better understand the links between vulnerability, the protected characteristics under the Equalities Act and Violence against Women, Domestic Abuse and Sexual Violence (e.g. honour-based violence, Female Genital Mutilation, LGBT communities)
		Support employers to have appropriate policy and procedures to encourage disclosure and effective responses
		Apply the United Nations Convention on the Rights of the Child to protect and support children and young people in relation to violence and abuse
2.2	Victims, survivors and perpetrators are accessing a spectrum of prevention and early intervention services that are needs-led, strengths based, trauma-informed	We will: Involve victims and survivors, for example through the SEEdS programme and other innovative mechanisms in service reviews, planning and commissioning
		Trial and test activity that supports prevention and early intervention that is needs-led, strengths-based and trauma-informed
		Provide advocacy and support services as needed
		Continue to improve our ability to take positive and preventative action, through neighbourhood policing and early help models
		Develop the use of technology to improve safeguarding (such as apps, websites and GPS)
		Look to engage with Plan UK to ensure that women and girls feel supported in speaking out, therefore enhancing early intervention and prevention

Prevent	Objective	Action
2.3	Understanding what works	<p>We will: Build the evidence-base to identify the most effective interventions in tackling root causes and reducing harm in our communities</p> <hr/> <p>Build on emerging research to tackle stalking and harassment of women and young girls in Wales</p> <hr/> <p>Trial and Test activity (e.g. Change That Lasts, family Interventions)</p> <hr/> <p>Ensure Learning is adopted and practice is enhanced through scaling up of interventions that work</p> <hr/> <p>Work closely with the Criminal Justice System to adopt, test and further inform the Women Offending Blueprint, and inform decision making with particular focus on adding value to the Women's Pathfinder</p>

What this means: We will actively tackle root causes to prevent people from ever experiencing VAWDASV in the first place whilst protecting existing victims and survivors and preventing further abuse, taking a trauma-informed approach to support recovery. We will continue to work collectively, focusing on the strengths and needs of people and communities, developing co-designed services, systems and processes that are able to respond to people rather than asking individuals to fit into traditional models and siloes. We will take action with partners to tackle issues faced by girls that impact on their self-esteem and wellbeing working towards ensuring that the responsibility and accountability is firmly placed with the perpetrator.

2.1 Partners are identifying and promoting prevention and early intervention opportunities including referral to appropriate services and support

27

Together we have been working towards services that respond to victim, survivors and perpetrators needs as the earliest opportunity. We will continue to develop a co-ordinated response, reflective of all communities in South Wales to:

- Achieve systematic and lasting change in attitudes and behaviours.
- Ensure that victims and survivors (inc children and young people), perpetrators and others affected by violence and abuse receive the support they need in a timely and sensitive manner.
- Ensure that a systems-based, coordinated community response is based on survivors' experiences.

We have seen an increase in reporting through our work so far but much more can be done to help front-line professionals, employers and others in our communities to recognise the signs and signals of abuse and to know how to respond and refer people.

Real-time information-sharing and action to intervene at the earliest opportunity are key to this.

Women are most likely to experience violence and abuse simply because they are women, it is more likely to be serious and experienced more often than men. We understand that everyone can become temporarily vulnerable at points of crisis in their lives but we know that the protected characteristics set out under the Equalities Act can increase vulnerability. Age, race or minority ethnic backgrounds, sexual orientation can all increase vulnerabilities as communities are often already under confident in reporting.

We also know that many women in the Criminal Justice System are there as a result of the abuse they have experienced. There are strong links between women's experience of domestic abuse, sexual abuse and coercive relationships, and their offending, leading to women becoming trapped in a cycle of victimisation and reoffending. We will work to highlight the needs of women within the criminal justice system.

Identification and Referral to Improve Safety (IRIS)

The early identification of domestic violence and abuse is a priority for the South Wales Police and Crime Commissioner – and health has consistently been identified as the most important link to achieving this. The multi-agency programme, which helps health practitioners identify victims of domestic abuse and intervene to provide them with the appropriate support, has yielded excellent results in South Wales.

Thanks to IRIS, significant progress has been made via the innovative GP-based domestic abuse and sexual violence training and referral programme. Funded by the South Wales Police and Crime Commissioner, this two-year collaborative pilot programme in Cwm Taf and Cardiff is progressing for roll out across Swansea.

Delivered by Cardiff Women's Aid and BAWSO to Cardiff & Vale and subsequently rolled out to Cwm Taf in November 2015, co-delivered by Women's Aid RCT and Safer Merthyr Tydfil:

- 65 surgeries have received training
- 1,226 health professionals trained
- 765 patients referred to IRIS
- 186 patients had previously reported to police
- 323 first time disclosures from victims to suffering emotional and physical abuse

Women's Pathfinder

Delivering a Whole System Approach for women who come into contact with justice services in Wales by joining up agencies and stages of the system through:

- Early Intervention and prevention
- Supporting transition arrangements and providing continuity throughout the system
- Coordinating multi-agency response to enable access into local support and interventions

Some women affected by domestic abuse may be coerced into offending in distinct ways, including trafficked women, foreign nationals and those from minority ethnic and religious groups, as well as women with learning disabilities and difficulties.

Recognising and intervening could result in fewer women committing offences under duress. Although government strategies to tackle violence against women and girls recognise the vulnerability of many women offenders, there are few specific measures in place to identify and support women whose offending is linked to abusive and coercive relationships.

Evidence suggests that where criminal justice agencies work with specialist women's support services to build their knowledge and skills and share information, their responses to women who have offended improve. Early intervention and joined-up working are key: problem solving, whole system approaches in some parts of the country are diverting vulnerable.

Partnership working to raise awareness and shared understanding, supporting disclosure and improve responses will be developed through our work with the Public Services Boards, Community Safety Partnerships and the establishment of a learning network and joint communications activities.

2.2 Victims, survivors and perpetrators are accessing a spectrum of prevention and early intervention services that are needs-led, strengths based, trauma-informed

Listening to the needs of people who use our services will ensure we develop the right responses that make a difference to people's lives. We aim to build on the work to date with them to continually innovate around our involvement work. The Women's Pathfinder Programme and SEEdS programme are just two of the ways in which we have involved people having a voice.

Advocacy plays an important role in supporting disclosure or expressing need at a point of vulnerability. This is vital to ensure the right services and support can be delivered, responsive to need as well as risk. Advocacy is also important in terms of helping vulnerable people to access a justice system that they may not be familiar with.

We are testing advocacy responses through the Change that Lasts model and by strengthening our approach to involvement and engagement. We will continue to seek opportunities to work with survivors and our partners in order to identify 'what works' and together seek to test and trial new ways of working, identifying where small changes can make a big difference.

2.3 Understanding what works

We continue to listen and learn from the experiences of victims and survivors to help inform our work. Alongside this we remain committed to actively pursuing evidence (international, UK and local) on best practice models/ approaches for effecting culture, societal attitude to domestic abuse and systems change.

We have been at the forefront of rolling out initiative such as the IRIS model, now embedded as core business within Cwm Taf and Cardiff and the Vale University Health Boards and are working towards joint implementation of IRIS across Swansea Bay University Health Board. As a result of IRIS, the workforce report feeling more confident to identify and refer victims of domestic abuse for advocacy and support.

We will continue to work through regional structures towards sustainable services, ensuring learning can be shared by partners so practice is enhanced and interventions made even more effective.

Keeping People Safe

Safeguarding - Protect

Protect	Objective	Action
3.1	Communities, employers and workforces are empowered and supported to recognise and actively respond to signs of Violence against Women, Domestic Abuse and Sexual Violence and harmful attitudes and behaviours	We will: Tackle under reporting through awareness raising of signs, signals and behaviours (e.g. IRIS model, Change that Lasts)
		Promote reporting referral mechanisms (e.g. safeguarding routes, 101, Clare's Law and Live Fear Free helpline)
		Continue to actively champion the White Ribbon campaign and activities
		Ensure professionals are able to recognise those at risk of Forced Marriage, Honour Based Abuse and Female Genital Mutilation and feel confident to take safeguarding action to protect and support these individuals
3.2	Safeguarding victims and those at risk is central to all partnership activity	We will: Work to embed the principles of Multi-Agency Safeguarding Hubs across all service provision
		Strengthen and streamline real-time information-sharing between partners
		Proactively review with victims and survivors the effectiveness of police tactical and protective tactics and take positive action to enhance operational policing
		Better understand the links between vulnerability and violence and abuse, in particular hidden harms and communities less able/confident to disclosure (e.g. women in the criminal justice system who have often experienced VAWDASV, sex workers, people with substance misuse or mental health issues, the LGBT community, older people etc.)

Protect	Objective	Action
3.2 <i>continued</i>	Safeguarding victims and those at risk is central to all partnership activity	<p>Ensure all frontline professionals receive appropriate training</p> <p>Work to ensure commissioning of places of safety.</p>
3.3	The learning from serious case reviews, domestic homicide reviews and from people with lived experience will inform practice and policy development	<p>We will: Involve victims and survivors, for example through the SEEdS programme and other innovative mechanisms in service reviews, planning and commissioning</p> <p>Have robust, open and transparent mechanisms for sharing the learning across all agencies</p> <p>Establish shared accountability for responding to and implementing changes recommended by reviews</p> <p>Continue the development of our dynamic review of cases referred to the Independent Office of Police Conduct (IOPC), to gain insight and learn at the earliest opportunity</p>

What this means: Upholding our basic human right to be safe is at the heart of this. We know people can, as a result of their situation or circumstances, become vulnerable to perpetrators who seek to coerce, control, exploit and abuse.

Safeguarding vulnerable victims and children remains a high priority for all partners. Current safeguarding arrangements focus on victims and children who are known to statutory agencies and are considered to be at high risk of serious harm, or death and as such in need of urgent multi-agency intervention. We need a major cultural shift in thinking about the different types of people at risk and how to support them to safety.

3.1 Communities, employers and workforces are empowered and supported to recognise and actively respond to signs of VAWDASV and harmful attitudes and behaviours

Helping people to understand the signs and signals of violence and abuse, and the underlying harmful attitudes (such as misogyny, objectification and sexualisation), will continue to be a priority. This includes helping people to know how to respond, promoting ways of reporting and referral mechanisms (e.g. safeguarding routes, 101, Clare's Law and Live Fear Free helpline). We will continue to champion the White Ribbon campaign.

3.2 Safeguarding victims and those at risk is central to all partnership activity

We believe multi-agency, connected and ideally co-located teams are the best way to secure effective, everyday partnership working. Where these don't exist we will press partners to hear the case and talk publicly about the benefits.

Substantial advances have been made in terms of local safeguarding arrangements. The establishment of Multi-Agency Safeguarding Hubs (MASH) or similar multi-agency information sharing arrangements in South Wales is resulting in a more coordinated real time response to safeguarding. We are working to embed the principles of the hubs across all service provision.

This requires a whole system approach to recognising where increased vulnerabilities can have a range of long-term negative impacts on people's lives. Examples include, impact of adverse childhood experiences on future reliance and life chances, those at risk of child sexual exploitation, sex workers, women offenders, women from BAME communities, those with Learning Disabilities who are being coerced and controlled and exploited due to existing vulnerabilities.

Investing in a more preventative approach where identification and intervention is key, it is when victims choose to leave that they find themselves at the most risk of serious harm and even death. The provision of safe spaces is crucial in terms of protecting them from further harm, enabling disclosure or seeking support. As we move to improve commissioning and re-designing services, we must continue to recognise the value of these safe spaces.

3.3 The learning from serious case reviews, domestic homicide reviews and from people with lived experience will inform practice and policy development

Understanding the impact violence and abuse has on victims, survivors and their families and the interplay between existing vulnerabilities is key if we are to improve effectiveness of interventions, responsiveness to need, reduce risk and implement systems change.

Domestic Homicide Reviews often tells us that we need to be better at understanding and identifying the indicators of coercive and controlling behaviour. This is crucial as victims are more likely to become isolated from family and friends and less likely to report incidences of domestic abuse, in fact many victims will not realise that they are being abused until it is too late. We are taking steps to improve the way in which Domestic Homicide Reviews are considered explicitly by the Community Safety Board in each area, with relevant issues escalated to the Public Services Board and to the South Wales Criminal Justice and Integrated Offender Management Board.

More consideration needs to be given to helping people understand the importance of healthy relationships, the risk factors, early warning signs, protective factors and where to go to receive help and advice when they need it. Services for children (in their own right) need to be developed, established and protected alongside existing interventions such as the All Wales School Programme.

We also understand that victims are often unlikely to report incidences and are made to feel that they or their behaviour is the reason for the abuse and violence. Blame culture undermines victims and excuses the behaviour of the perpetrator, leaving people at risk. Societal attitudes are part of the reason why violence and abuse is under reported, for example, street sex workers have a high level of vulnerability, and are highly likely to be victims of crimes such as rape, robbery and sexual violence, and likely to be coerced into prostitution. However they are less likely to report being a victim of crime to the police. All too often their voices are simply not heard or believed.

Red Umbrella / SWAN Project

An innovative project to support people with experience of sex work, survival sex, and/or sexual exploitation. Partners include Swansea Women's Aid, working with new dedicated police liaison roles to improve information sharing and intelligence gathering.

It provides a holistic, victim-focussed service that is responsive to the needs of sex workers across all sectors, who are victims, or at risk of sexual and /or domestic violence and abuse and / or exploitation and human trafficking.

The aim of the project is to provide early intervention and support through a sustainable multi-agency approach with local knowledge and interest in the community, to truly assess the needs of victims and sex workers.

Between August 2018 – March 2019:

- There was an increase in reporting by sex workers when they have been a victim of crime
- 238 women were seen during evening outreach
- 72 women referred to the Sex Work Operational Team Multi Agency Risk Assessment Conference meetings
- 189 women supported by the project

Responding to Perpetrators

Pursue and Prevent

Pursue	Objective	Action
4.1	A whole-system approach to offender management	<p>We will: Contribute to the delivery of the Youth Justice & Female Offending Blueprints to identify early signs of violence and abuse and links with criminal justice</p> <p>Work with communities (including employers) to promote early identification and flagging of issues/behaviours (Diversion & Early Intervention)</p> <p>Work with communities, employers, and partners to support more effective rehabilitation and re-integration of offenders (including restoration and reparation and work with victims where appropriate)</p>
4.2	Greater involvement of courts, Crown Prosecution Service and judiciary in whole system approaches to reducing reoffending	<p>We will: Engage the right people in the governance, commissioning and delivery of Violence against Women, Domestic Abuse and Sexual Violence services</p> <p>Further enhance opportunities for joint working through reconnecting Local Criminal Justice Boards/All Wales Criminal Justice and Integrated Offender Management Board with Community Safety Partnerships</p> <p>Work with partners, survivors and perpetrators to deliver training and awareness raising for Crown Prosecution Service, Magistrates</p> <p>Improve the quality and timeliness of investigations</p> <p>Ensure all legal powers are utilised to safeguard victims and prosecute perpetrators</p>
4.3	Perpetrators will be dealt with and offered opportunities to address harmful behaviours and tackle underlying causes through a range of interventions (or face consequences), while keeping victims safe Victims have better access to justice	<p>We will: Trial and test perpetrator programmes and interventions (including family interventions)</p> <p>Work with partners on collaborative commissioning to fully roll out and implement effective, high quality, risk and needs-led perpetrator interventions</p> <p>Work with the Crown Prosecution Service, victim and witness services to improve support through court processes and improve criminal justice outcomes in cases where that is most appropriate and to control particularly repeat offending</p>

What this means: All too often it is the victims and their families that are forced to change their lifestyles as a result of managing abusive situations. More recently we have increased the focus on the behaviour of perpetrators, many of whom are responsible for creating multiple victims.

By working with perpetrators to understand what drives harmful behaviour and how to change it, we are delivering a range of evidence-based interventions and aim to reduce the number of people committing offences and therefore the number of victims suffering violence and abuse. All of this is done whilst holding perpetrators to account for their actions and prioritising the safety of victims, children and their families. Victims of violence and abuse are not to blame for the perpetrator's actions, the perpetrator is. Responsibility for violent actions and abuse lies with the perpetrator in any case, and we will provide greater focus on accountability and responsibility.

4.1 A whole-system approach to offender management

Power, control and gender inequality are widely recognised as the main drivers of the harmful behaviours resulting in violence and abuse. Alongside this, substance misuse, mental health, financial pressures are recognised as some of the causal factors that can be barriers to successful management of offenders.

Successfully intervening to divert people from crime, or rehabilitating offenders, means understanding the issues in their lives, supporting them to address these before being able to successfully achieve a shift in behaviours.

We know that young people are vulnerable of becoming victims or perpetrators of abuse and violence, so it is important to identify fragility and the early signs of violence and abuse. An understanding of the steps that can ameliorate the impact of Adverse Childhood Experiences (ACEs) is vital. Work in this area will seek to maximise opportunities to link in and inform the work of the criminal justice system, youth services and youth offending teams, through actively contributing to the delivery of the Youth Justice Blueprint.

Current provision is predominantly linked to those known to or involved with the Criminal Justice System or Social Services and who are likely to be mandated or sanctioned to participate in interventions. By this point, their behaviour is likely to have resulted in harm or risk of serious harm.

The Drive Project: holding perpetrators of domestic abuse to account

Launched in Cwm Taf in February 2016, the Drive Project has yielded excellent results, effectively reducing the number of child and adult victims of domestic abuse by deterring perpetrator behaviour. The programme, which challenges perpetrators of domestic abuse, fundamentally changes perpetrator behaviour to make victims and families safe.

By addressing perpetrators' behaviour the aim is to target the root cause of domestic abuse and improve outcomes for victims and children.

Since March 2016 we have worked with:

- 338 perpetrators
- 359 victims
- 459 associated children and young persons

"The Drive Project helps to meet the aims of the Commissioner's Tackling Violence against Women and Girls strategy and make an important contribution to the Violence against Women, Domestic Abuse and Sexual Violence Act (2015). The Project focuses on putting victims at the heart of our work and focusing on reducing repeat harm, and invests in work that encourages prevention, to tackle violence against women through driving behaviour change among those who cause them harm; and working with partners in a multi-agency approach."

Alun Michael, South Wales Police and Crime Commissioner

"We were pleased to welcome the Commissioner to our achievements event in London and are grateful for the time he spent speaking so insightfully on the issue of domestic abuse and the broader context. We are all very proud of the Drive team and partners in South Wales. It was great to see so many of them, with their work represented and brought to life."

Kyla Kirkpatrick, DRIVE Director

A longer-term approach is needed that looks for the earliest opportunity to keep people safe and promote health and well-being.

This is why it is crucial to take a whole system approach, not only to help communities, employers and others to identify certain behaviours and signs of when things are starting to go wrong but to ensure successful rehabilitation where offences have been committed to prevent further crimes.

4.2 Greater involvement of courts, Crown Prosecution Service and judiciary in whole system approaches to reducing reoffending and to improve justice outcomes

We know that short-term sentences are often unsuccessful in reducing reoffending or protecting victims. We believe that more needs to be done in order to improve criminal justice outcomes in cases where that is most appropriate and to control particularly repeat offending work in this area will continue and we will seek to understand the experiences of victims and survivors in order to address the challenges of seeking prosecution.

Taking new approaches does not mean “going soft” on criminals but it does mean holding them to account and building the confidence of those responsible for prosecuting and sentencing in the range of effective interventions available.

Awareness raising and training for lawyers, sentencers and those involved in the criminal justice system, working with both victims and perpetrators, will help build understanding of the complexities involved.

Our first strategy concentrated on challenging policing and the criminal justice system to improve responses to victims. Victims and survivors have told us that family court processes are also difficult to navigate and often used as an opportunity for the perpetrator to exert further control and abuse over victims and their children and as we recognise that everything is connected family courts must not be seen in isolation. Issues relating to family courts require attention and action needs be considered as part of the strategy moving forward.

4.3 Perpetrators will be dealt with and offered opportunities to address harmful behaviours and tackle underlying causes through a range of interventions (or face consequences), while keeping victims safe

To fully understand what works in ending violence and abuse, we must be bold in taking new approaches and shifting focus from behaviour of victims to behaviour of perpetrators (whilst safeguarding those who need it). The Drive Project, Change that Lasts and Family Interventions are just some of the projects and pilots being trialled in South Wales. As a result of the independent evaluation of Drive we are already seeing reduction in the abusive and violent behaviour of perpetrators, while victims are reporting increased feelings of safety. We hope to be able to see additional benefits of other programmes of work during their lifetime.

We will continue to assess effectiveness and impact, working with partners towards collaborative commissioning of sustainable services to support behaviour change.

We will continue to work with the Welsh Government to help inform the evidence base and share learning.

To become more confident in terms of ensuring that perpetrator interventions are of a good standard and don't increase associated risks to victims we will utilise the Welsh Government 'Standards for VAWDASV Perpetrators Services' and 'Rapid Evidence Assessment of what works with domestic abuse perpetrators' guidance documents. These will be our minimum requirements moving forward as they provide a valuable framework for organisational assessment alongside guidance for commissioners, supporting a more confident approach to commissioning of services for perpetrators. We need to ensure that perpetrator interventions are provided that meet Welsh Government quality standards and organisations work to RESPECT accreditation guidelines.

Work will continue towards ensuring that there are services available for perpetrators, but not at the expense of support for victims, survivors and their children who are living and surviving abuse and its consequences on a daily basis. We will seek to identify safe family interventions that offer the opportunities for families to stay together, or separate safely. We aim to do this by enhancing the range of services that offer support for families, identifying benefits and any associated risks of adopting a holistic family approach. We will avoid blaming victims and focus on supporting them by repairing harm, or enabling them to get on with their lives, free from fear.

An event at the House of Lords was recently hosted by Baroness Rennie Fritchie, Chair of the Lloyds Bank Foundation for England and Wales, on behalf of the Drive partnership, marking the achievements to date of Drive on a national level and local level.

The event enabled the Commissioner and the Drive Team to talk through some case studies to give a real flavour of the work on the ground in South Wales, and to explain why the Police & Crime Commissioner and Chief Constable have supported Drive, why they see targeting perpetrators as crucial in preventing serial domestic abuse, why they put such emphasis on the importance of partnership and to outline forward plans in South Wales.



We would like to thank survivors, local specialist services and our partners for their contribution to the development of this strategy. We remain committed to ensuring that every opportunity is taken to intervene and help prevent violence against women and girls.

Change that Lasts

Change that Lasts is a strengths-based, needs-led approach that supports domestic abuse survivors and their children to build resilience, and leads to independence.

The approach has utilised the Home Office VAWG Service Transformation Fund to establish a partnership between the South Wales Police and Crime Commissioner, Welsh Women's Aid and Respect to deliver fundamental changes to the way in which agencies and communities respond to violence against women in Cardiff.

Change that Lasts specialists provide services in Cardiff to address the behaviour of perpetrators, with comprehensive and robust interventions to prevent violence against women from escalating and focus on both behaviour change and risk management.

With the safety of victims at its heart, the aim is to ensure systems are established to enable perpetrators to be assessed and offered an appropriate package of intervention based on the forms of violence that he has used.

Family Interventions

We will seek to invest in long term, sustainable change to improve the way in which communities, the public sector and other agencies respond to victims, survivors, families and perpetrators of violence against women and girls.

To help us achieve this, we will continue to be innovative in our approach, piloting additional early intervention and prevention services to enhance the range of support available to families. Through shared learning with our partners, we will identify 'what works' and improve the provision of family interventions to ensure that they have opportunities to either stay together safely, or separate safely.



De Cymru

Comisiynydd yr Heddlu a Throseddu

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We welcome correspondence in English and Welsh

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