

STRATEGY + ACTION PLAN 2008 - 11

Fife Domestic and Sexual Abuse Partnership



December 2008

CONTENTS

	page
1. Our Vision	2
2. Mission Statement	2
3. Introduction and Context	2
4. Violence Against Women Definition	3
5. A Gendered Analysis	4
6. Human Rights	4
7. Equalities	5
8. Impact on Children and Young People	5
9. Perpetrators	6
10. Building on Success	6
11. FDASAP's Strategic Priorities	7
12. FDASAP Action Plan	10
13. Delivering Our Strategy	16
14. Structure Diagrams	18

1. Our Vision

Our vision is to end Gender Based Violence in Fife.

2. Mission Statement

We will work in partnership both locally and nationally to end gender based violence and its detrimental impact on women, children and young people through:

- Community prevention programmes;
- Adequate provision of services;
- Improving protection for women and children at risk
- Full participation of relevant stakeholders.

3. Introduction and Context

This strategy builds on developments within Fife over a number of years in relation to domestic abuse and sexual violence through partnership working and linking to national initiatives. Gender based violence continues to impact significantly on the lives of women living in Fife in a range of ways including physical, emotional and / or sexual health.

While violence against women remains an under-reported and hidden crime, we know that it is prevalent. National research demonstrates that *at least* 1 in 5 women in Fife will experience gender based violence at some time in their lives

In Fife 2007/8

- The Family Protection Unit had 3955 incidents of domestic abuse reported to them, a further increase of 5.5% from the previous year
- Women's Aid groups in Fife received 888 requests for refuge accommodation
- Sexual violence agencies supported 335 individuals with over 4962 support /counselling sessions attended

"If it were between countries, we'd call it a war. If it were a disease, we'd call it an epidemic. If it were an oil spill, we'd call it a disaster. But it is happening to women, and it's just an everyday affair.

It is violence against women. It is sexual harassment at work and sexual abuse of the young. It is the beating or the blow that millions of women suffer each and every day. It is rape at home or on a date. It is murder.

There's no secret enemy pulling the trigger. No unseen virus that leads to death. It is only men. Not all men, but far too many men.....And just who are these men? Just regular guys. Men from all social backgrounds and of all colours and ages. Rich men and poor men, men who toil in the fields and men who sit behind desks."

Michael Kaufman's, the White Ribbon Campaign

Our strategy is influenced by a range of local, national and international priorities including the Fife Community Plan¹ and the strategic objectives of the Scottish Government.² The Scottish Government continues to prioritise this area of work and supports the shift in focus from domestic abuse to *violence against women* in recognition of the continuum of violence experienced by many women.

4. Violence Against Women Definition

This strategy responds to this broadening agenda and adopts the same definition of violence against women as the Scottish Government:

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

Accordingly, violence against women encompasses but is not limited to the following: physical, sexual and psychological violence occurring in the family, within the general community, or in institutions, including: domestic abuse; rape; sexual violence; incest and child sexual abuse; sexual harassment and intimidation at work and in the public sphere; commercial sexual exploitation, including prostitution, pornography and trafficking; dowry related violence; female genital mutilation; forced and child marriages; honour crimes

Violence against women can and does have a significant impact on children and young people. This includes children and young people who are directly or indirectly harmed through domestic abuse of their mother, and there is evidence of links between domestic abuse and emotional, physical and sexual abuse of children. The safety of children is closely linked to the safety of the adult victim

¹ Building a stronger, more flexible and diverse economy; Improving health and wellbeing in Fife; Creating a well educated and skilled Fife; Sustaining and improving our environment and Making Fife’s communities safer

² Wealthier and Fairer; Healthier; Smarter; Greener; Safer and Stronger

5. A Gendered Analysis

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

A gendered approach recognises that *violence against women* must be considered in a historical context, looking at the meanings, impact and consequences in terms of how men and women are *expected* to behave within societies views of masculinity and femininity. A gendered analysis explains how *violence against women* has persisted for centuries being seen as "acceptable" with the social environment affecting the prevalence, intention and consequences of abuse differently for men and women.

As such FDASAP recognises:

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

6. Human Rights

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

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

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

UN Secretary General, Kofi Annan

Amnesty International launched a global campaign in 2004 believing violence against women to be "the greatest human rights scandal of our times"

7. Equalities

Equalities duties are combined with the establishment of the Scottish Equalities and Human Rights Commission. In time legislation will be streamlined and equal protection will be offered within the six equality strands (gender, age, disability, race, religion and sexuality)

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

Gender Equality Duty

The Equality Act 2006 requires public authorities to:

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

The Duty recognises that not all women and not all men have the same needs and experiences and that women only services, especially in relation to violence against women may be the most appropriate way to meet need. This is permitted where the activity can be most effectively delivered in this way, or in order for one sex to overcome disadvantage or discrimination.

8. Impact on Children and Young People

There are large numbers of children and young people experiencing domestic abuse (CYPEDA) in Fife. Many children living with domestic abuse face ongoing and serious difficulties including increased risk of developing mental health problems and are recognised by the Scottish Government as a priority group for service provision^{3 4 5 6 7 8}.

A substantial body of research demonstrates children with experience of domestic abuse (CYPEDA) are at risk of emotional, behavioural and mental health difficulties:

- 40% to 60% of children whose mother is abused are also directly abused by the perpetrator;
- 90% of children are in the same or adjacent rooms during attacks on their mothers, and
- one third of children try to intervene to protect their mother, many of them are injured during such attempts.

³ National Strategy to Address Domestic Abuse, Scottish Executive (2000)

⁴ The Audit and Review of Child Protection, Scottish Executive (2002)

⁵ Responding to Domestic Abuse: Guidelines for Healthcare Workers in NHS Scotland, Scottish Executive (2003)

⁶ Revised Guidance on Integrated Children's Services Planning, Scottish Executive (2004)

⁷ The Mental Health of Children and Young People – A framework for promotion, prevention and care, Scottish Executive, 2005

⁸ National Domestic Abuse Delivery Plan for Children and Young People, Scottish Government (2008)

The Scottish Government has identified CYPEDA as a national priority and seeks to address this through prevention, protection, provision and participation.

Of the 3955 incidents of domestic abuse recorded by Fife Constabulary - children will have been present at a significant number. 25% of the non offence referrals to the Children's Reporter are due to concerns about children's safety as a result of domestic abuse within the household.

Children and young people are also at risk of sexual violence, including incest and child sexual abuse; sexual harassment, commercial sexual exploitation, female genital mutilation and forced & child marriages;

9. Perpetrators

Men's violence is learned and intentional behaviour, not a consequence of individual pathology, stress, alcohol abuse or "dysfunctional relationships"

The use of violence is a choice for which each man is responsible and for which he should be held accountable. Although a man may have been socialised to believe in his right to control women and children, or even have been trained to use violence, he can still choose to take responsibility and learn non-violent ways of relating. Some men may have experienced violence themselves and use it as a justification for their own violence. Any excusing, condoning or minimizing of violence on the basis of his own pain and difficulties reinforces his use of violence rather than challenging it.

RESPECT⁹

10. Building on Success

We will develop our strategy 2008/11 building on previous work of the partnership, focussing on our strengths as identified at a recent planning meeting of the steering committee. Particularly positive pieces of work and strengths of the partnership were identified as:

- a) **Training Strategy** – multi-agency consortium, with training co-ordinator to develop a comprehensive training programme to multi-agency groups and tailored to the needs of particular agencies¹⁰
- b) **"Behind Closed Doors...."** was a young persons event involving 150 third year pupils from 11 secondary schools across Fife, who following awareness information sessions, developed creative projects which formed the focus for the event.¹¹
- c) **CEDAR** project – Fife has been selected by the Scottish Government as one of three areas to develop a demonstration project of groupwork for young people affected by domestic abuse
- d) **TALK public awareness campaign** – the most recent phase was launched December 2007 with a focus on sexual violence and abuse.

⁹ The National Association for Domestic Violence Perpetrator Programmes and Associated Support Services

¹⁰ Evaluation

¹¹ Behind Closed Doors Report

- e) **Conferences** are organised on a regular basis, most recently in conjunction with the DAAT
- f) **National initiatives** – representatives from Fife are involved in a range of national projects and regularly respond to relevant consultations
- g) **Information sharing** is important for Partners along with effective networking opportunities
- h) **Flexibility** of the Partnership to respond to opportunities and changing focus, for example to increase remit from domestic abuse to violence against women

11. FDASAP's Strategic Priorities

This strategy contains 6 strategic priorities within the areas of provision, prevention, protection and participation encompassed by the following priorities:

Provision

- 1 Ensure there is accessible information and support services for those who have experienced men's violence against women and children at the time of need ensuring an equity of access to services
- 2 Ensure services are responsive to, and staff have the knowledge and understanding of the needs of young people who experience abuse

Prevention

- 3 Develop a prevention programme to raise awareness and challenge attitudes regarding men's violence against women and children.
- 4 Co-ordinate training for service providers

Protection

- 5 Reduce repeat victimisation and harassment

Participation

- 6 Ensure there is meaningful participation as appropriate in line with the national standards for community engagement

12. Strategic Links

Violence against women is a cross cutting issue, linking to several key themes at both a local and a national level.

Within the **Fife Community Plan** violence against women impacts on:

- Building a stronger, more flexible and diverse economy;*
- Improving health and wellbeing in Fife,* with FDASAP leading on several actions included in Fife's Joint Health Improvement Plan
- Creating a well educated and skilled Fife;*

Making Fife's Communities Safer where "less abuse of women and children" is one of four outcomes within the Fife Community Safety Strategy

Similarly, several of the **Scottish Government's Strategic Outcomes** have relevance to violence against women in particular:

Safer and stronger

Help local communities to flourish, becoming stronger, safer places to live, offering improved opportunities and a better quality of life.

Healthier

Help people to sustain and improve their health, especially in disadvantaged communities, ensuring better, local and faster access to health care.

Smarter

Expand opportunities for Scots to succeed from nurture through to life long learning ensuring higher and more widely shared achievements.

FDASAP's work is recognised within national outcome 8 of **Fife Partnership's Single Outcome Agreement with the Scottish Government** ie - *we have improved the life chances for children, young people and families at risk* – where a commitment is made for "all local partners to prioritise the issue of violence against women; support the work of the Fife Domestic and Sexual Abuse Partnership in promoting the delivery of provision, prevention, protection and participation for those with experience of abuse and violence."

The Partnership's action plan also contributes to the following national outcomes:

- *We have tackled the significant inequalities in Scottish Society*
- *We live our lives safe from crime, disorder and danger*
- *We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others*
- *Our young people are successful learners, confident individuals, effective contributors and responsible citizens*
- *Our children have the best start in life and are ready to succeed*

This document closely links to strategies published by the Scottish Government and in particular in relation to domestic abuse¹² and violence against women (in draft)

¹² SCOTTISH EXECUTIVE, 2000. Scottish Partnership on Domestic Abuse: National Strategy to Address Domestic Abuse in Scotland, The Scottish Executive, Edinburgh.
SCOTTISH EXECUTIVE, 2003a. Preventing Domestic Abuse: A National Strategy, The Scottish Executive, Edinburgh
SCOTTISH EXECUTIVE, 2003b. Refuges for Women, Children and Young People in Scotland, A Research Report, The Scottish Executive, Edinburgh
SCOTTISH EXECUTIVE, 2004a. Domestic Abuse: A National Training Strategy, The Scottish Executive, Edinburgh

Local strategy links are highlighted throughout the action plan attached and include the following:

- Fife Community Plan
- A Healthier Future for Fife, Fife's Joint Health Improvement Plan
- Fife's Local Housing Strategy
- Fife's Framework for Older People's Services
- Fife's Children Services Plan
- Making Fife Safer - Community Safety Strategy
- Vulnerable Adult Guidance
- Fife's Equality Strategy
- Community Health Partnership's Service Delivery Plans

Key to abbreviations used in Action Plan:

CSA	childhood sexual abuse
CEDAR	Children Experiencing Domestic Abuse Recovery
GIRFEC	Getting It Right For Every Child
C&YP	children and young people
SHARE training	Sexual Health And Relationships Education
MARAC	Multi Agency Risk Assessment Conference
MACH	Multi Agency Clearing House
CYPEDA	Children and Young People experiencing Domestic Abuse
A&E	Accident and Emergency
GUM	Genitourinary Medicine
CHP	Community Health Partnership

13. FDASAP ACTION PLAN

STRATEGIC PRIORITY 1: PROVISION

1. Ensure there is accessible information and support services for those who have experienced men's violence against women and children at the time of need ensuring an equity of access to services
2. Ensure services are responsive to, and staff have the knowledge and understanding of the needs of young people who experience abuse

Action	Measures	Lead	Timescale/ progress	Strategic link
<p>Ensure adequate women's support services</p> <ul style="list-style-type: none"> • Develop methods to consistently gather statistics from partners • Support the development of monitoring and evaluation frameworks • Lobby for improved options for women needing refuge accommodation • Develop and implement mechanisms for case review • Partnering Shakti to develop black and minority ethnic outreach support in Fife 	<p>Database with key indicators established</p> <p>Partner agencies using monitoring and evaluation frameworks with service user feedback</p> <p>Increase proportion of women being accommodated (by 25%)</p> <p>Identification of good and bad practice to inform future service delivery with improvement plans in place</p> <p>Increase black and minority ethnic referrals to Fife Outreach Project</p> <p>Improved response for black and minority ethnic service users</p>	<p>FDASAP / Partners</p> <p>Partners</p> <p>Women's Aid / Housing Service</p> <p>FDASAP / Partners</p> <p>FDASAP / Shakti Women's Aid</p>	<p>6 month reports</p> <p>April 2009</p> <p>April 2009</p> <p>Worker by summer 08</p>	<p>Joint Health Improvement Plan; Making Fife Safer; Older People's Framework; Local Housing Strategy; Survivor's of CSA Equalities Strategy</p>

Action	Measures	Lead	Timescale/ progress	Strategic link
<ul style="list-style-type: none"> • Identify service improvements and work with partners to address gaps, including for those with complex needs • Invite feedback 	<p>Service providers report improved networks</p> <p>Identified needs are addressed and improved</p> <p>Feedback from service users and providers</p>	FDASAP / Partners	Ongoing	Contd.
<p>Ensure adequate children and young people's support services including:</p> <ul style="list-style-type: none"> • refuge, follow-on & outreach • Establish CEDAR (Children Experiencing Domestic Abuse Recovery) Groupwork Project 	<p>Increase in the number of children and young people receiving support</p> <p>Profile of service users</p> <p>Young people's evaluation of services</p>	<p>Partner agencies providing services to children</p> <p>CEDAR advisory group</p>	Co-ordinators summer 2008. Groups By Autumn 2008	<p>Joint Health Improvement Plan; Making Life Safer;</p> <p>Children's Services Plan</p>

STRATEGIC PRIORITY 2: PREVENTION

3. Develop a prevention programme to raise awareness and challenge attitudes regarding men's violence against women and children.
4. Co-ordinate training for service providers

Action	Measures	Lead	Timescale /progress	Strategic link
Develop TALK public awareness campaign	Range of materials produced Distribution of materials (numbers and breadth of positive feedback)	FDASAP	Ongoing	JHIP; Making Fife Safer; Children's Services Plan
Maintain campaign links with Community Planning Partners	Campaigns are "joined up" through Community Safety Partnership Communications Strategy			
TALK information for induction packs	Inclusion of FDASAP info in services induction packs			
Fife Training Consortium to develop strategy in line with guidance from the Scottish Govt and reflecting the Fife Training Consortium Evaluation & National Review of the Training Strategy (see training consortium action plan)	To be determined by the Training Consortium and to include: <ul style="list-style-type: none"> • Evaluation of training from participants / services, including outcome measures 	FDASAP / Training Consortium	Within 3 months of national guidance	JHIP; Making Fife Safer; Children's Services Plan
Plan, organise and run an annual FDASAP Conference to increase awareness and understanding	Numbers attending conference Evaluation from participants, including outcome measures	FDASAP	annually	Making Fife Safer
Preventative work with children and young people including: <ul style="list-style-type: none"> • by providing information sessions through: <ul style="list-style-type: none"> ○ Education Service ○ Youth Groups • Encouraging peer support 	Number of young people receiving input Young people's and adult's (eg teachers) feedback from inputs	FDASAP children and young people's working	Ongoing	Making Fife Safer; Children's Services Plan; Curriculum for

Action	Measures	Lead	Timescale /progress	Strategic link
<ul style="list-style-type: none"> • Drama inputs • Developing a pack from “<i>Behind Closed Doors... Time we Opened Them!</i>” <p>Inputs to link to other relevant initiatives such as SHARE training, a Curriculum for Excellence and Health Promoting Schools</p>	<p>Number of drama inputs for young people and their feedback</p> <p>Pack developed, distributed and used in a range of settings to increase young people’s awareness of domestic abuse as highlighted by young people’s projects</p> <p>Positive feedback from Education Service</p>	<p>group (see action plan)</p>	<p>Report and resources circulated Summer 08</p>	<p>Excellence; Health Promoting Schools; GIRFEC; Mental Health of C&YP; National Delivery Plan It’s Everyone’s Job</p>
<p>Resource awareness sessions for adult’s working with young people</p>	<p>Number of children’s service providers attending sessions</p> <p>Increase in number of individuals delivering awareness sessions</p> <p>Increase in sessions for young people</p>		<p>Ongoing</p>	<p>GIRFEC</p> <p>Making Fife Safer; Children’s Services Plan;</p>
<p>Maintain and update appropriate resources</p>	<p>Range and availability of resources</p> <p>Frequency resources are used</p>		<p>Ongoing</p>	<p>ditto</p>

STRATEGIC PRIORITY 3: PROTECTION

5 Reduce repeat victimisation and harassment

Action	Measures	Lead	Timescale/progress	Strategic link
Review research and develop innovative practice using an integrated and person centred approach including: <ul style="list-style-type: none"> MARAC – in assessing risk and need MACH in relation to CYPEDA info relating to domestic abuse court 	<p>Policy officer in post MARAC (or similar) business plan developed with support from partners</p> <p>Improved relationship with MACH partners</p> <p>Report on outcomes of domestic abuse court review</p>	<p>FDASAP</p> <p>C&YP co-ordinator</p> <p>FDASAP</p>	<p>March 09</p> <p>ongoing</p> <p>When available</p>	<p>Safer Scotland; Making Fife Safer; Children's Services Plan;</p>
Routine enquiry domestic abuse in NHS (A & E / GUM / primary care, psychiatry, midwifery etc	NHS Fife will implement a programme of routine enquiry of domestic abuse across specific health services. This process will be informed by NHS Scotland	NHS Fife		CHP Service Delivery Plan; Survivor of CSA
Encourage referrals to Fife Cares Home Security	Number of referrals to Fife Cares re domestic / sexual abuse	Community Safety Partnership FDASAP	Ongoing	Making Fife Safer
Liaise with social work re perpetrator groupwork programmes ensuring Fife meet the quality criteria of Respect	Programmes meet national guidance programme	Social Work Criminal Justice	See social work?	Making Fife Safer

STRATEGIC PRIORITY 4: PARTICIPATION

7 Ensure there is meaningful participation as appropriate in line with the national standards for community engagement

Action	Measures	Lead	Timescale/ progress	Strategic link
<p>Ensure partners are familiar with the standards for community engagement</p> <ul style="list-style-type: none"> • Input to steering committee • Future policy developments adopt these standards 	<p>Community engagement principles are adhered to</p>	<p>FDASAP steering committee</p>	<p>Input to steering committee June 08</p>	<p>Community Engagement Standards</p>
<p>Where FDASAP is leading on an action, service users and wider interest groups will be involved and their views incorporated wherever possible</p>	<p>New initiatives have consulted and incorporated feedback from key groups</p>		<p>Ongoing</p>	

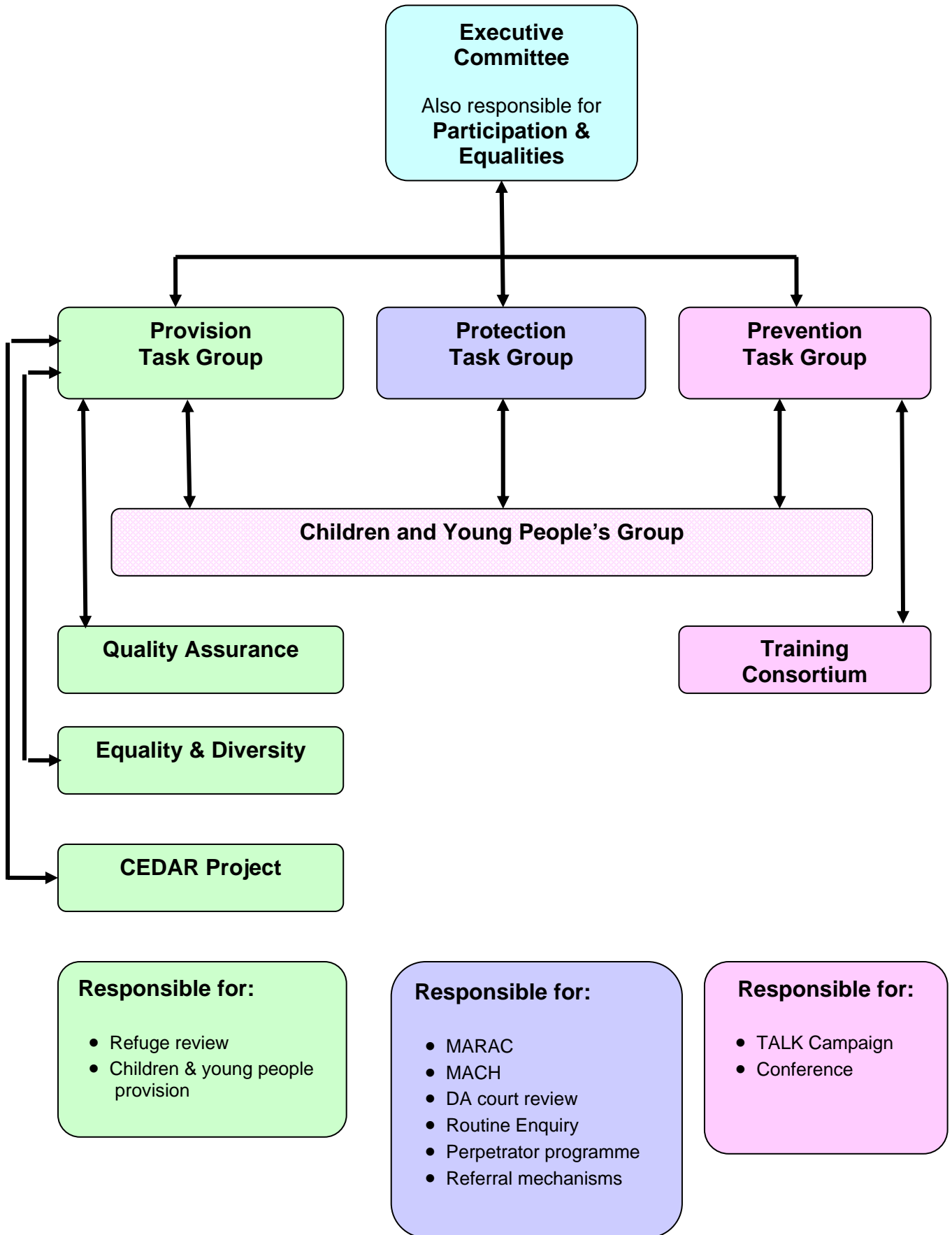
13. Delivering Our Strategy

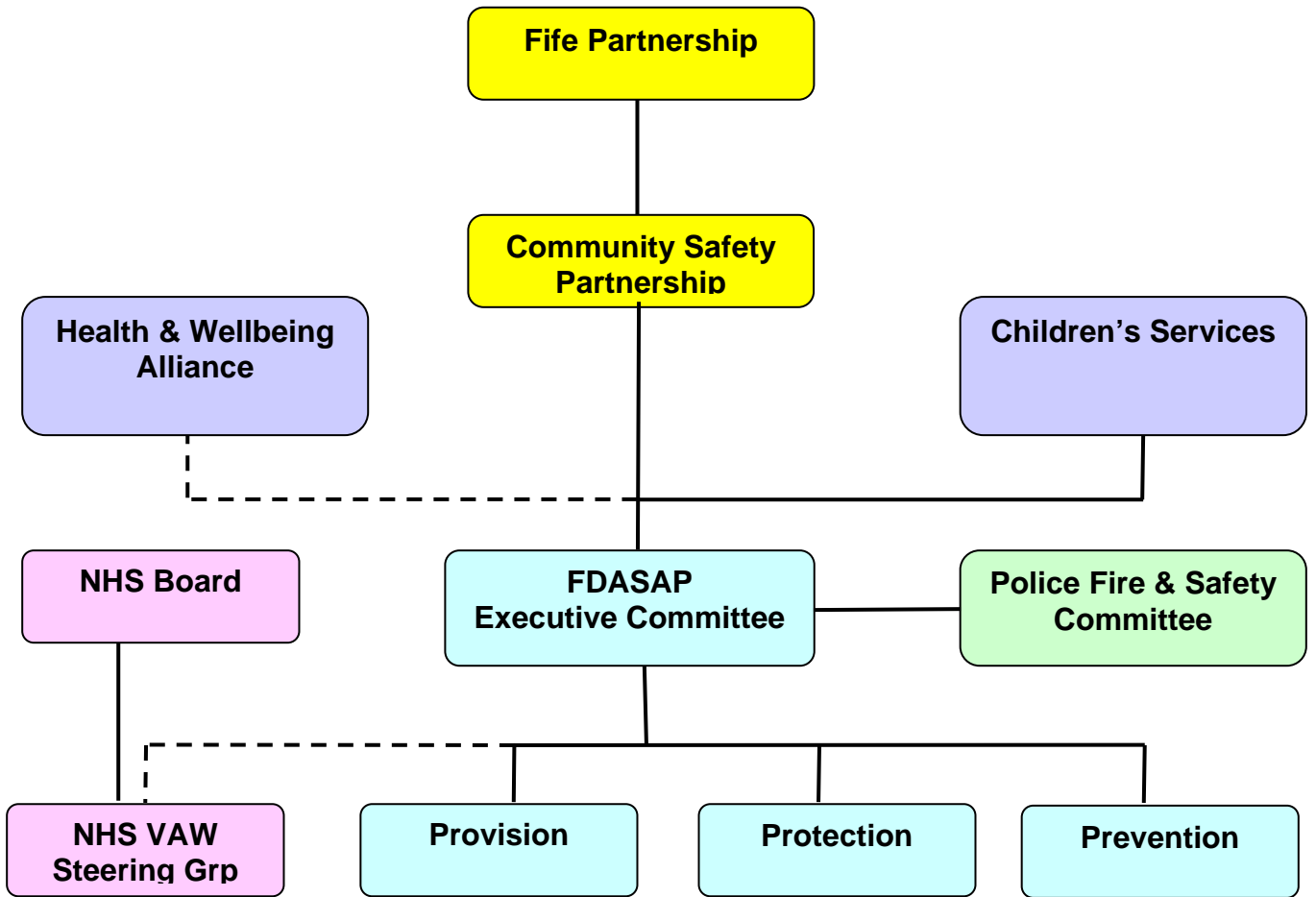
It is proposed to re-organise the partnership according to Figure 1, with the following groups:

Group	Role and Remit
Executive Committee	<p>Provide strategic lead Ensure action plan is on target</p> <p>Monitor equalities Ensure community engagement principles</p> <p>Provide strategic link to Community Plan / COPS group?</p> <p>Report to as required to: Scottish Govt, Police, Children's Services Group, Community Safety Partnership, Health and Wellbeing Alliance, COPS(?), Council Committees</p>
Provision Task Group	<p>Ensure action points relating to provision are on target. Reviewing progress in relation to:</p> <ul style="list-style-type: none"> quality assurance; equality & diversity; CEDAR project; Refuge review; Children & young people's provision.
Quality Assurance Working Group	<p>Review service provision Conduct case review</p>
Equality & Diversity Working Group	<p>To monitor equalities, ensuring an equity of access to services, recognising the diversity of needs and to be inclusive of women, children and young people from minority ethnic groups, with a disability, learning disability, mental health problems, addictions, and older women.</p> <ul style="list-style-type: none"> • provide a range of appropriate information resources • highlight the additional issues faced by particular groups through training to service providers • work with providers to ensure they provide an appropriate and inclusive service.
CEDAR Advisory Group	<p>To oversee the development and promotion of the CEDAR groupwork project locally in Fife, while working in partnership with Scottish Women's Aid, Edinburgh and Forth Valley areas.</p> <p>See Fife Project Plan</p>
Protection Task Group	<p>Ensure action points relating to protection are on target. Review progress of:</p> <ul style="list-style-type: none"> MARAC MACH DA court review NHS Routine Enquiry Perpetrator programme

Prevention Task Group	Ensure action points relating to protection are on target. Review progress of Training strategy Children and Young peoples prevention work TALK Campaign Conference
Training Consortium	To deliver the Scottish Government's Violence Against Women Training strategy in Fife, in line with Scottish Government Guidance and include recommendations included an evaluation of the Consortium's training (November 2007) See Training Consortium Strategy
Children & Young Peoples Working Group	To deliver on the strategy and how it relates to children and young people in relation to participation, protection, prevention and participation See Children and Young People's Action Plan

14. Structure of Multi-agency Partnership





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