

North Wales

**Violence Against Women, Domestic Abuse and
Sexual Violence**

Strategy 2018-2023

Update on Progress – June 2019

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1. EXECUTIVE SUMMARY

Our North Wales vision:

That the people of North Wales can live safe, equal, violence-free lives, in communities without violence against women, domestic abuse and sexual violence.

North Wales is working together to tackle all aspects of Violence Against Women, Domestic Abuse and Sexual Violence, based around 6 key objectives, underpinned by the national objectives enshrined in the 2015 Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act:

Prevention

Objective 1: Increase awareness and challenge attitudes of violence against women, domestic abuse and sexual violence across the North Wales population.

Objective 2: Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong.

Protection

Objective 3: Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety.

Objective 4: Make early intervention and prevention a priority.

Provision of support

Objective 5: Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.

Objective 6: Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services across North Wales.

The strategy will show that North Wales is committed to a collaborative, joined up approach to tackling these issues, through co-production of services and partnership working at all levels. Through clear and committed leadership by the North Wales VAWDASV Strategic Board, we will continue to prioritise best practice and ensure that resources are utilised according to the needs of our local communities.

This strategy will enable and support innovative practices and ideas, as well as supporting long-existing services, in order to provide a complete package of support for victims, survivors and their families. It will focus on holding perpetrators to account for their actions, as well as supporting families to build on their relationships and promote an ethos of safe, healthy relationships for all.

2. Introduction

The North Wales Violence Against Women, Domestic Abuse and Sexual Abuse Strategic Board met for the first time in December 2016 and the Regional Needs Assessment was completed in December 2017, which led to the development of the Regional Strategy early in 2018.

The regional strategy clearly shows that North Wales is committed to a collaborative, joined up approach to tackling VAWDASV, through co-production of services and partnership working at all levels. Through clear and committed leadership by the North Wales VAWDASV Strategic Board, we will continue to prioritise best practice (according to Safe Lives, Welsh Women's Aid and other Welsh government legislation and guidance) and ensure that resources are utilised according to the needs of our local communities. To meet this commitment, we will utilise the information from the needs assessment as well as regular meetings and updates with 3rd Sector providers to ensure that quality of provision remains high and from service user groups, to ensure services are fully meeting their needs.

The Needs Assessment was completed in December in 2017 and led to the development of the Regional Strategy early in 2018. We recognise that the Needs Assessment needs to be an ongoing, dynamic piece of work this is a piece of work currently being undertaken by the Regional Team.

The strategy has already enabled us to support innovative practices and ideas, (such as the Caring Dads intervention to support perpetrators of domestic abuse to become better parents) as well as supporting long-existing services, in order to provide a complete package of support for victims, survivors and their families. It will focus on holding perpetrators to account for their actions, as well as supporting families to build on their relationships and promote an ethos of safe, healthy relationships for all. We will be upscaling our perpetrator intervention (Choose2Change) where possible, which focusses on changing values and attitudes towards violence within relationships, but also working with the criminal justice services to support the conviction and rehabilitation of perpetrators though offering training to court staff. We continue to maintain high end services such as IDVA/ISVA, but we are also looking at more preventative and early intervention projects. The Regional Advisor is working with Education in some LAs to consider how the Whole Education Approach can be implemented to support culture change within schools, to make them more trauma informed.

3. Governance

The aim of the North Wales VAWDASV Strategic Board is to work together in partnership to ensure the most efficient and effective response to preventing serious harm caused by violence against women, domestic abuse and sexual violence in the North Wales region and to implement and support the requirements of the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Act (Wales) 2015. The Board was established in December 2016 and aims to develop, approve and monitor the regional strategy on violence against women, domestic abuse and sexual violence and to ensure that matters relating to VAWDASV as it relates to survivors, perpetrators, families and communities are effectively and strategically addressed in North Wales.

Membership of the Board as it stands in June 2019

- National Adviser (depending on availability)
- North Wales Police
- Betsi Cadwaladr University Health Board
- Welsh Ambulance Service Trust
- North Wales Fire & Rescue Service
- Local Authorities – Wrexham, Flintshire, Conwy, Denbighshire, Gwynedd & Isle of Anglesey
- National Probation Service
- CRC
- HMP Berwyn
- Office of the Police and Crime Commissioner
- 1 Community Safety Partnership member to represent all 4 CSPs
- 3 representatives from specialist services to represent all 3rd sector groups
- 1 Supporting People representative
- 1 Area Planning Board representative
- Chairs of Delivery/Sub Groups – *The Chair of the Joint Commissioning Group and Regional Training Group are to be decided during Quarter 1.*

The current Chair of the Strategic Board is Stephen Hughes (OPCC) and the Vice Chair is Chris Weaver (BCUHB). These positions are held for two years.

4. Specific areas of progress

4.1 Development of Subgroups

Following the development of the Strategic Board in late 2016, three main Subgroups have also been created to feed into the Board and provide operational support. The Terms of Reference for the groups have been developed and although the Regional Advisor chairs the groups currently, the new chairs will be elected during the summer of 2019. The regional team will continue to service these groups and provide all support required.

The Female Genital Mutilation/Forced Marriage/Honour Based Violence Subgroup was established in June 2017 and the group worked during 2018/19 on establishing more coherent pathways of support for FGM, HBV, FM victims and their families across the region. This group will be re-invigorated during 2019/20 and the remit will be based around how to utilise shared funding going forward into 2020. The group consists of members from North Wales Police, Local Authority (Social Services), BCUHB and the specialist 3rd Sector (BAWSO). The group will also consider specific cases, where appropriate, especially if they have caused issues with partnership working or lack of funding/support. If specific trends are identified, these will be fed back to the Strategic Board for consideration.

The Regional Training Subgroup met for the first time on 22nd February 2018; it is made up of all relevant authorities, as well as North Wales Police and reflects the wide variety of training support for employees and partners across North Wales. The Group is responsible for all VAWDASV training across North Wales, as well as the Regional Training Plan. The group is currently working with the Regional Training and Development Officer, to develop a project plan for the roll out of Groups 2 and 3 of the National Training Framework across the region. The first cohort of Group 2 Train the Trainers is due to commence in July 2019, followed by another in September 2019.

The Joint Commissioning Subgroup met for the first time on 6th March 2018. The Joint Commissioning Group is made up of a variety of commissioners from across the relevant authorities as well as 3rd Sector partners and this has led to a thorough and robust joint commissioning process. The group has developed the sub-regional IDVA specification, which is currently going through the procurement process. They are also working on re-invigorating the Needs Assessment/Gap Analysis, to turn this into a dynamic project which continues to reflect the needs of the local population in North Wales.

4.2 Regional IDVA provision

One of the main areas of development for the Strategic Board has been the development of a more consistent regional Independent Domestic Violence Advisor (IDVA) provision.

The IDVA provision in North Wales has historically been provided by the specialist (3rd) sector and the funding has been piecemeal, with some provision having up to three different funders. This has led to inconsistencies in provision, as each provider is attempting to meet the local needs of high risk victims, at the same time as achieving outcomes required by a range of different commissioners. These outcomes can vary dramatically depending on the funding source and can lead to a dilution of the service.

The Strategic Board tasked the Joint Commissioning Group with considering the current provision and Safe Lives recommendations, as well as local needs and develop a specification for a regional provision, which directly meets the needs of the local populations, at the same time as ensuring that the provision delivers best practice. In order to retain local expertise and knowledge, it was agreed that the region would be split into sub-regions (Wrexham and Flintshire, Conwy and Denbighshire, Gwynedd and Ynys Mon) and that a lead provider would be asked to tender for one, two or all three regions. It is anticipated that specialist providers would work collaboratively, to ensure that local needs are met. This model was intended to reduce overheads and ensure consistency, at the same time as retaining local expertise.

The Specification has been developed and the Office of the Police and Crime Commissioner (acting on behalf of the Strategic Board) are currently undertaking the procurement process. An IDVA Job Description has also been developed, again to promote consistency and ensure that Safe Lives recommendations are adhered to. IDVAs should be providing support to high risk victims and supporting them through the criminal justice system, if that is what is required. We want to ensure that this is their role across the region and that the level of provision available is not a postcode lottery.

This development comes at a time of flux within the whole coordinated community response to VAWDASV and a review of the MARAC (Multi Agency Risk Assessment Conference) process across the region. North Wales Police are working with the Strategic Board and the 3rd sector to ensure that MARACs are consistent across the region and to manage the high levels of cases currently being presented. We envisage the redevelopment of the IDVA provision to fit into this restructure of the whole MARAC process.

4.3 Partnership working

The North Wales VAWDASV Strategic Board was developed out of the Gender-based Violence Forum, previously meeting quarterly and made up of Community Safety Partnership leads, 3rd sector providers, as well as North Wales Police, health, probation and a number of other partners.

The Strategic Board has a developed Terms of Reference and manages the VAWDASV Welsh Government grant centrally (this previously went to individual Local Authorities and there was no consistency in what was commissioned).

Through engagement with partners and other commissioners, the Board also commissions part of the OPCC funding, relating to VAWDASV, as well as some Supporting People and Area Planning Board funding. This has been a major achievement and is a result of strong relationship and partnership building across the region.

The Chair of the Strategic Board and the Regional Advisor have also been working with the Regional Safeguarding Boards to ensure that the regional VAWDASV Strategy guides VAWDASV decision making across the region, regardless of where the individual funding derives from.

The Regional Advisor attends the Third Sector Specialist Services Forum, which meets a week before the Strategic Board, to ensure good and clear communication between the 3rd sector specialist providers and the Board. This group is chaired by Eleri Butler (CEO of Welsh Women's Aid) and supported by WWA. This meeting enables all specialist services to be made aware of the work of the Board, but also for real two-way communication as they can ensure their views are taken to the Board immediately. The 3rd Sector representatives on the Board are able to fully inform the Board of any issues/concerns in a timely manner.

A member of the Regional Team also attends the Local MARAC Steering Groups and VAWDASV forums, to ensure that local issues are fed back into the Regional Board.

The issue of Survivor Voice is extremely important to the Strategic Board and survivor involvement at all levels has been considered. The Board have agreed to currently utilise existing Survivor Forums linked to 3rd sector groups to provide support/consultation and information to the Board. The Regional Team will be working closely with Welsh Government on the development of the Survivor Engagement Framework and will then work with the 3rd Sector in North Wales to ensure that all affected by VAWDASV are having their voices heard. The Board is currently sourcing funding to support the development of a group similar to SEEDS (Survivors Empowering and Educating Services) in South Wales.

4.4 Working with perpetrators

One of the Board's priorities for 2019/20 has been the redevelopment of the current work with perpetrators across North Wales. We have been working closely with Dr Cerys Miles and Linsey Waters (Welsh Government) to look at what is currently being provided and how we can develop this area to greater meet the needs of victims and their families at the same time as ensuring perpetrators are held to account for their actions.

The North Wales Needs Assessment showed the imbalance in funding for work with perpetrators compared to victims across the region and we recognise that without early intervention with both victims and perpetrators, we are not going to break the cycle of abuse.

It is clear that the Needs Assessment was very victim focussed and we need to look at a much more targeted gaps analysis, looking at the journey of the perpetrator from community provision through to the gates of HMP Berwyn. The main aim is to have a shared understanding of what works and what is needed in the region, with a particular focus on early intervention and prevention. The Board have established a Task and Finish Group to undertake this work, made up of 3rd sector providers, CRC, NPS, HMP Berwyn and other interested partners. The group will consider current research relating to this service user group, as well as looking at current provision and any gaps, with the aim of creating long-term, sustainable impact.

There is very little community based intervention for perpetrators of VAWDASV across North Wales. The Board currently part-fund the Respect accredited Choose2Change programme (run by Relate), which is run in Wrexham, Flintshire and Conwy. They also support the Caring Dads programme which is aimed at re-connecting abusive fathers with their children and this is run in Ynys Mon, Gwynedd and Denbighshire. The Board recognise the need to upscale these community-based programmes, in order to meet our early intervention targets.

The Regional Advisor has been working with a range of providers to look at targeted preventive programmes with young people and is hoping to pilot this during 2019/20 (funding dependent) with a group from Youth Justice within the region.

North Wales Police are currently implementing the ADAPT (Agencies Domestic Abuse Perpetrator Tasking) programme (based on the MATAC process used in Northumbria, Humberside, and other North East regions). This will identify the highest risk, serial offenders and encourage diversionary actions where appropriate. It will also help to highlight victims and children affected by VAWDASV and working with partners, ensure that appropriate services are in place.

4.5 National Training Framework

The North Wales Strategic Board (and Regional Training Subgroup) have been working to implement the National Training Framework across all relevant authorities.

The Strengthening Leadership Series (Group 6) is available for all public service leaders and the specialist services have been given the opportunity to complete appropriate training at groups 4 and 5.

During this time, the “relevant authorities” staff have been undertaking Group 1 VAWDASV awareness e-learning (and face to face training, where appropriate). This has been adopted across North Wales and the completion rates are climbing all the time, with 90% of Denbighshire staff trained and a number of the other local authorities not far behind. There have been some challenges working with staff that do not have regular access to IT equipment and for sessional workers and those on short-term contracts, but Local Authorities have found local solutions that suit their workforce. This has included face to face sessions, use of the workbook, and trainer led learning.

Groups 2 and 3 of the Framework (Ask and Act) has been rolled out in North Wales since April 2019. The Regional Training Group have put together a Regional Plan for roll out, but this has been a challenging project, due to the need for a commitment of substantial resources from the relevant authorities. The Regional Training Group meets quarterly and feeds any issues directly into the Strategic Board and the Board have fed any concerns back to Senior Management via the Regional Safer Communities Board. The figures required for training given in the Regional Training Plan, mean that we will need to deliver six cohorts of Group 2 Train the Trainers during 2019/20 and three Group 3.

We have a cohort of Group 2 Train the Trainers being trained in July 2019. The group is made up of 3rd Sector representatives, Workforce Development and Benefits and Revenues in Flintshire, Social Services and Corporate Training in Anglesey, and Education in Gwynedd. We have another cohort of learners due to start their Group 2 Train the Trainer course in September, from Education in Flintshire and the 3rd Sector. We are hoping that the success of these groups will encourage other service areas from across the region to undertake the training during the Autumn of 2019 and Spring 2020.

OBJECTIVE	ACTIONS	IMPACT MEASURE	2019/20 UPDATE
OBJECTIVE 1: Increase awareness and challenge attitudes of violence against women, domestic abuse and sexual violence across the population of North Wales			
Utilise available resources giving information about VAWDASV that can be promoted in all public places, focusing on all areas of VAWDASV and available in a range of locally used languages. (Live Fear Free)	Link with modern slavery and trafficking agenda to ensure that national resource is available in local languages and encompasses all elements of the VAWDASV agenda.	Live Fear Free resources available across North Wales – measure usage of resources	Live Fear Free resources promoted widely by the Regional Team and the Regional Team also holds a supply of Welsh Government marketing resources, for the use of all local specialist services as well as relevant authorities.
	Work with private sector employers to recognise their corporate responsibilities, particularly in certain sectors (hotels and restaurants, taxi drivers); looking at licensing requirements in order for them to recognise and report issues such as CS, forced prostitution and trafficking, as well as VAWDASV.	Number of employers engaged in training (links with Modern Slavery work).	It is now a requirement for Taxi licenses in most Local Authorities, that drivers must undertake Safeguarding Training. This is due to be rolled out to all areas by end of 2019/20.
	Work with current commissioners and providers of family support and parenting programmes to ensure that safe, healthy relationships are promoted and any inappropriate attitudes towards gender inequality are challenged and addressed appropriately.	Regional Commissioning plan	Caring Dads is commissioned in Anglesey, Gwynedd and Denbighshire. Other programmes are being considered, funding dependant.

Implement National Training Framework to ensure that all professionals working in public facing roles are equipped to support victims and survivors of VAWDASV.	Group 2 and 3 - Ask and Act Roll out across North Wales from April 2018	Regular updating and monitoring of Regional Training Plan data	Three cohorts of Ask and Act Train the Trainer Group 3 are booked in for Summer/Autumn 2019 and we are looking to book in two cohorts of Group 3 by the end of the year.
	Routine Enquiry within BCUHB. Ensure consistency and roll out across all health services.	Recording of all disclosures at low and medium risk as well as high risk	This is an ongoing issue that is being dealt with by BCUHB.
	Appropriately trained staff within all specialist providers - roll out of Groups 4 and 5	Regional Training Plan	Groups 4 and 5 are being rolled out in North Wales by the specialist sector.
	Full implementation of specialist syllabus	Regional Training Plan	The Training Subgroup is working the FGM, HBV, Forced Marriage Subgroup on a training syllabus relating to all areas of Violence Against Women. This is linked into the Regional Safeguarding Children's Board Workforce Development Group.
Work with and support specialist BME VAW services to undertake community development to challenge cultural attitudes and change practice which can	Work with specialist organisations to develop resources and training to challenge cultural attitudes and practices within certain BME communities. Work with community leaders and representatives to engage	Regional Training Plan	The FGM, HBV, FM Subgroup is working with BAWSO to ensure that the current "Building Stronger British Communities" project, which works

underpin FGM and forced marriage <i>(Source - Welsh Government and Home Office)</i>	vulnerable women and girls within their communities, in a safe and secure environment.		with vulnerable women and girls within their communities, is supported by partners and appropriate pathways are in place to ensure that early identification and support is available.
	Ensure that all specialist organisations are inclusive and have received appropriate training in working with victims of FGM, forced marriage and honour-based violence.	Regional Training Plan	As above – the Specialist Syllabus is being re-invigorated and linked to the Regional Workforce Development and Training Group.
Encourage all employers to develop workplace policies to raise awareness of, change attitudes to, and address the impacts of VAWDASV in employment <i>(Source - Welsh Government)</i>	Work with large local employers within public and private sector, to encourage a culture of support following disclosure by victims and perpetrators.	Numbers of employers engaged in training	This training will form part of the specialist syllabus and be made available to all sectors.
Improve access to high quality and up to date information on VAWDASV and the help available in public spaces and online (accessible in the main community languages and alternative formats)	Review the advice and contact arrangements on partners websites Ensure that all data and information is current and that statutory partners maintain and update interface	Regional Safeguarding Boards to monitor	The NW VAWDASV Strategic Board Chair, members and Regional Advisor meet with the Regional Safeguarding Boards to ensure communication is maintained and all information is current and appropriate.

Ensure regional commissioners (drug and alcohol services, homelessness services, health and children's services) integrate VAWDASV into mainstream contracts to embed support for victims and their families in generic services.	Develop Commissioning Sub group, made up of funders from across a range of services, (including Supporting People, Office of Police and Crime Commissioner, Area Planning Board etc) to work collaboratively at addressing the needs of victims and survivors of VAWDASV.	Regional Commissioning Plan	The Joint Commissioning Subgroup is made up of all partners, including the APB, Supporting People, OPCC and the 3 rd Sector, as well as relevant authorities.
Develop and deliver programmes that (1) improve the resilience, confidence and empowerment of women and girls and (2) positively engage and develop coalitions with men who chose non-violence in challenging VAWDASV.	Work with specialist services and training providers to develop recovery based packages of support to increase resilience and empower women and girls.	All providers offering suitable, accredited programmes	This is ongoing work and the Regional Advisor meets with the 3 rd sector regularly to look at consistency of provision.
OBJECTIVE 2: Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong			
Implementation of a prevention framework that challenges the underlying structures that perpetuate gender inequality and VAWDASV.	Utilising the All-Wales education framework	Numbers of children and young people recognising unsafe relationships, knowing where to access support	All schools in North Wales have access to the Spectrum programme and this is marketed widely across the region. The Regional Advisor also meets with Heads Federations in each area to talk about training issues and access to appropriate resources.
	Whole family interventions – intergenerational support to enable families to develop healthy and safe relationships	Regional Safeguarding Boards to monitor	This is an ongoing area of work for the Regional team and partners.

Develop robust pathways for children and young people to report violence and seek support and advice.	Links with safeguarding – all partners to ensure that they can offer support and advice to children and young people, following disclosure and adhere to care pathways currently in place.	Regional Safeguarding Boards to monitor	Pathways are monitored by individual partners and any concerns are brought to the Board’s attention.
	Provision of children’s support workers in specialist agencies, (according to level of need identified) as well as work with local schools and youth groups, encouraging the use of “champions” to work as peer mentors and support.	Dedicated children and young people’s worker in every specialist service, where appropriate.	There is still a lack of resources for children and young people within the specialist services due to lack of funding. The Joint Commissioning Subgroup are reaching out to Families First/Flying Start and other funders to commission services according to the Regional Strategy.
Work with schools and colleges to support staff to implement a trauma-informed ethos, enabling young people to feel safe to disclose abuse.	Use language and communication methods that young people can relate to within awareness raising and prevention work.	Numbers of children and young people recognising unsafe relationships, knowing where to access support	As above – access to Spectrum programme.
	Schools in the region deliver the national requirement a ‘whole school approach’ to VAWDASV prevention.	Numbers of children and young people recognising unsafe relationships, knowing where to access support	As above – access to Spectrum programme.
	Education services establish systems to identify and respond effectively to learners who are affected by	Numbers of children and young people recognising unsafe relationships,	The Regional Advisor meets with Heads Federations in each area, to ensure that schools are

	VAWDASV and ensure they have pathways to support.	knowing where to access support	supported to access appropriate training and support.
Develop and deliver programmes to educate, inform and challenge young people about healthy relationships, abuse and consent (<i>Source – Home Office</i>)	Work with WG to look at provision in schools to challenge attitudes and promote healthy relationships.	Numbers of schools adopting Healthy Relationships ethos and provision of new syllabus.	As above – access to spectrum programme.
Work with further/higher education colleges to develop an approach to working with young people as bystanders to promote VAWDASV prevention and further social change (<i>Source – Home Office</i>)	Work with Higher Education providers to focus on safety during Fresher’s Week – particularly focussing on issues of consent and vulnerability when under the influence of substances.	Inclusion of VAWDASV information and advice in Fresher’s Week syllabus	This is an ongoing area of work for the Regional team.
OBJECTIVE 3: Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety			
Ensure that perpetrators of VAWDASV are always held to account for their actions	Provide training for all frontline staff to have a consistent response to perpetrator and victim disclosures. Training should enable staff to make an assessment of risk.	Regional training plan	This area is covered within the National Training Framework and more specific “Working with Perpetrators” training will be available under the specialist syllabus.
	Consistent IDVA/ISVA support regardless of geographical area, throughout the criminal justice process and afterwards.	Regional IDVA/ISVA provision	The regional IDVA procurement process is underway and the new, consistent service will be commissioned to start April 2020.

Work with perpetrators and give them opportunities to change at the same time as protecting their victims/ families from further abuse.	Evidence-based perpetrator programmes and whole-family interventions with a focus on encouraging and creating change	Evidence-based perpetrator programmes available across the region	A Task and Finish Group has been developed to look at perpetrator interventions in North Wales and to conduct a needs assessment for this area. That assessment will feed into the Commissioning Plan for North Wales going forward in 2020/21.
	Work with HMP Berwyn to ensure that custody to community support is seamless for the perpetrator and their family (if appropriate and correct risk assessments are in place). Robust pathway from assessment to programme within prison and then continuation in the community following release.	Reoffending outcomes	This issue will be included in the Perpetrator Needs Assessment that is currently being undertaken.
	Ensure specialist support is offered following disclosures of Honour based Violence or Forced Marriage, only involving families if risk has been assessed as low.	Numbers of victims supported and families engaged.	The FGM, HBV, FM Subgroup collects data around current cases, to ensure appropriate support is being offered by all partners.
OBJECTIVE 4: Make early intervention and prevention a priority			
Support improvements in responses of health professionals to VAWDASV (<i>Source – Home Office</i>)	Consider the implementation of a project similar to the IRIS programme, using the model and applying this to VAWDASV (roll out of IDVA provision within GP surgeries, as well as	Implementation of adapted IRIS model	The implementation of an IRIS-style programme is being considered by the Strategic board and the BCUHB representative has

	other primary health provision)		been tasked with bringing a brief to Board in Autumn 2019.
	Numbers of mental health services implementing Group 2 of National Training Framework ('Ask and Act').	Embed 'Ask and Act' in mental health services	BCUHB are providing Ask and Act style training across all health services.
Maximise safe disclosure points and opportunities for early help-seeking in local communities for survivors (adults and children) and for perpetrators (<i>Source Welsh Government, Home Office</i>)	Embed Ask and Act across North Wales, to ensure that all frontline staff understand the need to provide a safe and secure environment to enable disclosure.	Numbers of disclosures made through 'Ask and Act'	As above – the roll out of Ask and Act has begun and the first two cohorts are due to undertake Train the Trainer training in July 2019.
Continue to deliver women-centred support for women who come into contact with the criminal justice system (<i>Source Welsh Government</i>)	Work with North Wales Women's Centre to build on their current work with women who come into contact with the criminal justice system and roll out this support across the region.	Number of women involved in the criminal justice system engaging with services	This is an ongoing area of work for the Strategic Board.
Work with the criminal justice system to reduce short term prison sentences for women and engage them in diversionary activities.	Support the diversionary work currently being done by the Local Criminal Justice Board and their partners, and further develop this support.	Number of women involved in the criminal justice system engaging with diversionary services.	The Checkpoint project is due to commence in North Wales, offering diversionary services for a range of offences.
Ensure that evidence-based early intervention approaches are being used across the region	Look at specialist providers being co-located with NWP, Health, Education, Social services and other appropriate services.	Specialist providers working from co-located offices	There are currently two Early Action Together Hubs in North Wales (Flintshire and Anglesey) and the Board are working with the EAT teams

			to look at 3 rd Sector involvement. They have been offered Ace training through these hubs and will look towards closer working in the future.
	Build up capacity and sustainable funding for intervention work with children and young people	Sustainable funding allocated for work with children and young people	This is ongoing work nationally as well as regionally.
Ensure that families identified and needing support for living with VAWDASV have early access to specialist support to mitigate the trauma associated with adverse experiences in childhood and as adults <i>(Source Welsh Government)</i>	Work with specialist providers to inform the development of ACE awareness and how it can be used to respond to victims and survivors of VAWDASV	Numbers of specialist services offering trauma-informed support, through the ACE lens.	ACE awareness training has been made available for specialist services in Flintshire and Anglesey, as the early adopter sites in North Wales.
Introduce an ACE approach to existing early intervention programmes	Roll out of ACE training	Numbers of staff ACE trained	As above - 3 rd sector specialist providers have been offered ACE training by the early adopter sites.
OBJECTIVE 5: Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors			
Fully implement the National Training Framework	Training Sub Group to develop full NTF project and action plan for the next five years, showing how the NTF will be rolled-out, when each LA will begin their roll-out and how this will be monitored.	Training Plan to be monitored	The Regional Training Plan has been developed, updated and submitted to Welsh Government. This is regularly monitored by the Training and Development Subgroup.

Ensure that specialist service providers are able to support victims and survivors experiencing multiple disadvantage	Provide recovery based, trauma informed training for all specialist service providers and partner agencies.	Number of staff ACE trained	As above - 3 rd sector specialist providers have been offered ACE training by the early adopter sites.
Deliver VAWDASV training to criminal and family justice partner agencies, aligning this with College of Policing requirements, and delivering with accredited providers in the specialist sector, where available. <i>(Source – Welsh Government)</i>	Provide training for court staff to emphasise the importance of victim safety during criminal justice proceedings, as well as understanding that decisions made in criminal proceedings, may affect civil orders.	Number of court staff undertaking available training	The Regional Advisor now sits on the North Wales DV (Criminal Justice) Steering Group. This group consists of the NWP, NPS, HMCTS, DCP and the IDVA service. The sharing of training has been discussed and training this is going to be taken forward by the Regional Advisor.
Ensure the regional Safeguarding Board reviews systems, data and monitoring requirements for safeguarding approaches as they relate to violence against women, domestic abuse and sexual violence <i>(Source – Welsh Government)</i>	Work with Regional Safeguarding Boards to encourage them to monitor the effects of VAWDASV on adults and children across North Wales.	Regional Safeguarding Board to monitor	This is an ongoing piece of work, which will be shaped by the implementation of the WCCIS system by all Social Services teams across North Wales.
Improve the training provided for professionals who come into contact with perpetrators to ensure that disclosures are managed appropriately.	Training to be offered to professionals giving them an understanding of the need to involve internal disciplinary/misconduct procedures, as well as criminal justice procedures.	Regional Training Plan	The Regional Training Plan has been developed, updated and submitted to Welsh Government. This is regularly monitored by the Training and Development Subgroup.

Develop a more integrated response across criminal and civil/family courts by providing access to independent advocacy for victims using civil remedies to access protection, and ensuring these do not contradict protective measures within the criminal justice system. <i>(Source – Welsh Government)</i>	Work with criminal justice partners, to ensure that adequate training is provided in supporting victims of VAWDASV through the use of civil remedies.	Regional Training Plan and numbers trained to support victims through the use of civil remedies	As above - The Regional Advisor now sits on the North Wales DV (Criminal Justice) Steering Group. This group consists of the NWP, NPS, HMCTS, DCP and the IDVA service. The sharing of training has been discussed and training this is going to be taken forward by the Regional Advisor.
Proactively ensure the safety of women and girls involved in the sex industry, through coordinated action to address violence or exploitation and supporting their safe exit if needed	Provide advice and information to women wishing to exit the sex industry and ensure they are offered relevant and timely support if and when appropriate. Work with the Wales Sex Worker, Reducing Exploitation through Prostitution Group to ensure appropriate support is provided.	Numbers accessing relevant support	This is an ongoing area of work for the Strategic Board.
Ensure that there are appropriately trained specialists available to work with children and young people affected by VAWDASV.	Work with commissioners to focus on the need for specialist services for children and young people in refuge and in the community.	Sustainable funding for work with children and young people	This is ongoing work nationally as well as regionally.
OBJECTIVE 6: Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services across Wales			
Create an ethos of collaboration and transparency amongst commissioners, providers and survivors	Developing and planning services to be done collaboratively.	Regional Commissioning Plan	This has begun with the regional IDVA provision currently going through the procurement process. Supporting People have also

			begun to review refuge provision in a number of local authorities, which is likely to impact on the commissioning of many services across North Wales.
	Work with commissioners to ensure that all recording and reporting is done using regional indicators. Ensure that data collection and monitoring is consistent across all partners and that data is shared appropriately.	Use of centrally agreed recording and monitoring indicators	National Indicators have now been agreed and these will be amalgamated into the Regional Outcomes framework that has been developed by the Joint Commissioning Subgroup.
Ensure that victims of VAWDASV can consistently access a place of safety, advocacy and support immediately, regardless of where they live in North Wales.	Helpline – ensure adequate resources are available to ensure that the North Wales population has access to the 24 hour helpline.	Evidence of working collaboratively across the region	The Helpline is supported by the strategic Board and all opportunities for marketing are utilised.
	Refuge – consistent across all areas with support for CYP in every area.	Number of refuges offering dedicated support for children and young people	Refuge provision is being reviewed in a number of local authorities in North Wales, with a view to promoting good practice.
	Specialist provision for victims with a dual diagnosis – mental health, substance misuse etc	Number of specialist services offering dedicated support for victims with multiple disadvantages	As above - Refuge provision is being reviewed in a number of local authorities in North Wales, with a view to promoting good practice.

	Recognise geography of North Wales and the need to have regard to rurality when providing support.	Local provision recognising rurality and additional needs of victims living in rural communities	This is an ongoing area of work for the Joint Commissioning Subgroup as well as for the Board. The Regional Advisor and the Chair ensure this issue is raised with Welsh Government nationally.
	Ensure target hardening provision is available and consistent across all areas.	All areas having consistent target hardening provision	This is still an inconsistent provision due to lack of resources, but is an ongoing area for the Board to consider.
Ensure that the views of survivors are incorporated routinely and consistently into service improvement <i>(Source – Welsh Government)</i>	Use of focus groups to regularly assess effects of service provision and areas for improvement.	Concentrate on outcomes and impact for survivors – use of “journeys” to indicate improvements and recovery.	Survivor Voice is a very important area of the Board’s work and the Regional Engagement and Communication Officer is currently working with specialist 3 rd Sector groups to look at maximising participation at all levels.
Map resources/funding across the public sector that contributes to VAWDASV responses to ensure that public services are making the best use of available resources and can demonstrate value for money when responding to survivors and	Commissioning Sub Group and Regional Development Team to look at current funding models and work with all commissioners to ensure that funding is used in the most cost effective way.	Sustainable funding for areas of best practice and appropriate use of resources	The Joint Commissioning Subgroup is working with the APB and Supporting People, but is looking to work more closely with other funders within Health and Social Care, to address the current issues of imbalance

perpetrators (<i>Source – Welsh Government</i>)			of funding relating to sexual violence.
Joint strategic commissioning plan to be developed and all VAWDASV commissioning to adhere to the Wales good practice guide	Develop robust Commissioning Plan to look at resources across North Wales currently contributing to the VAWDASV agenda and ensure that all funding is commissioned in line with need (as evidenced in the Needs Assessment).	Regional Commissioning Plan	The Joint commissioning Subgroup is currently working (with Welsh Women’s Aid) on turning the Needs Assessment into a dynamic document that continues to capture up to date data and indicate patterns and trends across the region.
Deliver Sexual Assault Referral Centre provision in accordance with the review of SARC delivery in Wales and quality assure and bench mark service against national indicators	Work with SARC to ensure that national indicators are utilised to monitor delivery and quality of services.	Use of national indicators for monitoring performance	The National Indicators have now been finalised and this will become an ongoing piece of work.
Ensure survivors who have ‘no recourse to public funds’ can access support and safety from specialist services, including refuge based support, by developing multi-agency procedures for responding and pooling public sector resources to establish a ‘destitution fund’ for the region	Work with BAWSO (and other specialist services) and Welsh Government to ensure there are adequate resources available for survivors who have no recourse to public funds.	Numbers supported with no recourse to public funds	The FGM, HBV, FM Subgroup consider this issue at all meetings and issues are raised with all partners and if trends are recognised, they are taken to the Board for consideration.

Ensure that victims of VAWDASV have appropriate support throughout the criminal justice process, from disclosure to prosecution.	IDVA/ISVA – Develop a consistent provision across North Wales, offering the same service to victims of VAWDASV, regardless of where in North Wales they are based.	Regional IDVA service	As above - The regional IDVA procurement process is underway and the new, consistent service will be commissioned to start April 2020.
	MARAC – adequate support for high risk victims More standardised MARAC processes. Each area should be monitored regularly on governance and implementation of processes. Create a NW MARAC Steering Group to oversee this process	North Wales MARAC Steering Group	There is currently a full MARAC review being undertaken, led by NWP. The Regional Engagement and Communication Officer is working with local forums to feed into this review and ensure that all partners are heard.
Ensure that there is long-term support in place for survivors to recover from their experiences, using recovery based, trauma-informed interventions.	Sexual violence support and specialist provision	Adequate funding for sexual violence support	The Joint Commissioning Subgroup are working with other Health and Social Care commissioner to address this current imbalance in funding.
	Housing support, promoting victims being supported to remain in their homes and the perpetrator being removed	Numbers of victims being supported to remain in own home	Supporting People sit on the Joint Commissioning Subgroup and lead in this area.
	Specific specialist support for those who have experienced FGM, HBV, FM and/or have no recourse to public funds	Numbers of victims supported	As above - the FGM, HBV, FM Subgroup consider this issue at all meetings and issues are raised with all partners and if trends are

			recognised, they are taken to the Board for consideration.
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