

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 1:** Ensure partnership arrangements are in place to embed eradicating all forms of violence against women and girls in Argyll and Bute planning and delivery structures.

**Objective:** Create a baseline to inform future Argyll & Bute Partnership arrangements.

Actions 2018-2019	Key Leads	Time Scales	Progress
Collate and submit Improvement Service Year 1 Equally Safe Statistical Performance Return 2017/18.	Health & Social Care Partnership/ Women's Aid & Rape Crisis	July 2018	Complete. Improvement Service Local Authority overview received February 2019. Improvement activity for 2019/20 to be prioritised.
Establish a Training Group with gender-based violence services to begin developing a baseline	Health & Social Care Partnership/Women's Aid & Rape Crisis	August 2018	Complete. Membership increased to include child/adult protection, health, education, criminal and community justice, Marac and Police Scotland reps, as required. Group will continue during 2019/20, led by HSCP Service Improvement Officer.
Complete initial assessment against Equally Safe Quality Standards, identifying areas of priority for 2019/20	Health & Social Care Partnership/ Women's Aid & Rape Crisis/Wider Stakeholders	January 2019	Complete. Improvement activity for 2019/20 to be prioritised.
Complete initial assessment against Scottish Government Minimum Standards for VAWP.	Health & Social Care Partnership/ Women's Aid & Rape Crisis/Wider Stakeholders	January 2019	Complete. Improvement activity now responsibility of each local authority (see below)
Finalise L-Division joint VAW partnership arrangements with West Dunbartonshire	Police Scotland/ Health & Social Care Partnership	March 2019	<b>Ongoing.</b> Following reflection of key partners, decision made February 2019 to establish single local authority partnerships from April 2019. Oversight L-Division wide Group to be established, final

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 1:** Ensure partnership arrangements are in place to embed eradicating all forms of violence against women and girls in Argyll and Bute

**Objective:** Establish and embed arrangements that meet Equally Safe Quality Standards 1.1- 1.8

<b>Equally Safe Quality Standard</b>	<b>Actions 2019-2020</b>	<b>Key Group/Lead(s)</b>	<b>Time Scales</b>	<b>Progress/Milestones</b>
1.1, 1.2, 1.3, 1.6 & 1.8	Establish Argyll & Bute Violence Against Women/Equally Safe Partnership.	L-Division Strategic Oversight Group/Health & Social Care Lead	April – May 2019	Structure, Membership and Terms of Reference meets Quality Standards 1, 2, 3, 6 & 8.
1.4	Develop Argyll & Bute Strategy to support the delivery of future Equally Safe Delivery Plans.	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership	April 2019 – March 2020	Initial scoping by Strategic Oversight Group to inform resource and activity allocation.
1.4	Develop Strategic Equally Safe Delivery Plan from 2020 onwards.		January – February 2020	Align to development of Argyll & Bute Strategy; publication Summer 2020
1.5	Collate and submit Improvement Service Year 2 Equally Safe Statistical Performance Return 2018/19.	Argyll & Bute Violence Against Women Partnership	June 2019	Submitted Returns, improvements achieved & evidenced.
1.5	Collate and submit Improvement Service Year 2 Equally Safe Quality Standards Return 2018/19.	Argyll & Bute Violence Against Women Partnership	June 2019	Finalise inclusion of Improvement Service Returns within the Equally Safe Performance Framework.
1.5	Develop and establish the Equally Safe Performance Framework to support development of an Argyll & Bute strategy.	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership	July – December 2019	Final baseline of Equally Safe Performance Framework to support strategy development work.
1.7	Undertake VAW Partnership Self-Assessment Checklist; identify improvements achieved and priorities from 2020.	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership	September – December 2019	Establish baseline, agree improvement actions from April 2020.

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 2:** *Argyll & Bute* embraces equality and mutual respect, and rejects all forms of violence against women and girls

**Objective:** Establish a baseline to inform development of future improvement activity

<b>Actions 2018-2019</b>	<b>Key Lead(s)</b>	<b>Time Scales</b>	<b>Progress</b>
Review existing communication sources identifying strengths and areas for improvement.	Health & Social Care Partnership/Women's Aid & Rape Crisis/Wider Stakeholders	July 2018 – March 2019	<b>In Progress.</b> Initial assessment of online strengths & gaps to inform community engagement improvements in 2019/20.
Review local and national data sources, identifying strengths and areas for improvement.	Health & Social Care Partnership/Women's Aid & Rape Crisis	April 2018 – March 2019	<b>In Progress.</b> Equally Safe Returns Year 1 completed. Police Scotland annual domestic abuse statistics available. Gender-Based Violence service data from other national partners available. Local additional data to be identified and sourced during 2019/20.
Initial scoping to identify Education-based delivery relating to understanding and awareness of violence against women and girls, and health relationships	Health & Social Care Partnership/Women's Aid & Rape Crisis	June 2018 – March 2019	<b>Complete.</b> Education lead identified to join Argyll & Bute VAWP from April 2019.
Initial scoping to identify youth work organisations delivery relating to understanding and awareness of violence against women and girls, and health relationships	Health & Social Care Partnership	September 2018 – March 2019	<b>Complete.</b> Youth work lead to be identified to join Argyll & Bute VAWP from April 2019.

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 2:** *Argyll & Bute* embraces equality and mutual respect, and rejects all forms of violence against women and girls

**Objective:** Increase communications to raise awareness and understanding of violence against women and girls

Equally Safe Quality Standard	Actions 2019-2020	Key Group/Lead(s)	Time Scales	Progress/Milestones
2.1, 2.5	Develop and enhance Argyll & Bute Council and Health & Social Care Partnership websites in relation to violence against women and girls.	Argyll & Bute Violence Against Women Partnership	April – May 2019	Argyll & Bute Council/ Health & Social Care Partnership websites updated.
2.1	Develop multi-agency public communication messages to be released following launch of local VAWP	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership	July 2019 – March 2020	Community information and messages are incrementally increased.
2.2	Scope and identify opportunities to baseline people's attitudes in relation to violence against women and girls	Argyll & Bute Violence Against Women Partnership	July – September 2019	Priority areas identified, baseline surveys developed and completed. 16 Days of Action communications informed by local results.
2.2	Develop 16 Days of Action activity plan (for 25/11/19 – 10/12/19)	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership	May 2019	Raising awareness activity increased from previous year.
2.3	Education Services to be supported to carry out a scoping exercise to identify strengths and gaps.	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership	April – September 2019	Process and resources to be agreed. Improvement opportunities identified.
2.4	Youth work organisations to be supported to carry out a scoping exercise to identify strengths and gaps.	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership	April – September 2019	Process and resources to be agreed. Improvement opportunities identified.

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 3:** Women and girls *in Argyll & Bute* thrive as equal citizens: socially, culturally, economically and politically

**Objective:** Increase levels of knowledge and understanding to inform future improvement activity

<b>Actions 2018-2019</b>	<b>Key Lead(s)</b>	<b>Time Scales</b>	<b>Progress</b>
Carry out a scoping exercise to baseline completion Equality Impact Assessments and how that informs violence against women and girls	Health & Social Care Partnership	September 2018 – March 2019	<b>In Progress.</b> EIA's are carried out as required by all partners. Improvement activity for 2019/20 includes establishing formal links with Argyll & Bute Equality Forum and aligning VAWP improvement activity to Community Planning Partnership arrangements.
Begin baseline of public sector pay gap information that will inform future planning and delivery	Health & Social Care Partnership	September 2018 – August 2019	<b>In Progress.</b> Baseline completion to take place in 2019/20.
Engage with Council leads to progress domestic abuse policy development	Health & Social Care Partnership	April 2018 – March 2019	<b>In Progress.</b> Completion to take place 2019/20.

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 3:** Women and girls *in Argyll & Bute* thrive as equal citizens: socially, culturally, economically and politically

**Objective:** Establish a baseline to inform development of future improvement activity

<b>Equally Safe Quality Standard</b>	<b>Actions 2019-2020</b>	<b>Key Group/Lead(s)</b>	<b>Time Scales</b>	<b>Progress/Milestones</b>
3.1, 3.3	Establish formal links and focus between Argyll & Bute Equality Group and Violence Against Women Partnership	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/ Equality Group	April – May 2019	Membership arrangements and aligned priorities established for both groups finalised
3.1	Establish how Argyll & Bute Equality Outcome monitoring aligns with work of Violence Against Women Partnership	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/ Community Planning	June – August 2019	Identified key lead to work with VAWP members to align areas of priority.
3.2	Establish information and data relevant to public sector pay gap and Public Sector Equality Duty to inform Argyll & Bute VAWP	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/	June – August 2019	Baseline created that informs the work of the VAWP.
3.4, 3.5	Establish a baseline to monitor public sector policies that are gender-sensitive and recognise the barriers to women's workplace equality	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/	April 2019 – March 2020	Baseline created with areas of strengths and improvements identified.
3.4, 3.5	Argyll & Bute VAWP to provide support to Council on developing domestic abuse policy	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/	April 2019 – March 2020	Support completion and assist with promotion.
3.6	Produce a briefing to establish how Argyll & Bute VAWP contributes to the Equally Safe Employer Accreditation Programme	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/	September 2019	Decision on further involvement required and improvements activity identified.

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 4:** Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

**Objective:**

Actions 2018-2019	Key Lead(s)	Time Scales	Progress
Establish Training Group to carry out initial scoping exercise and identify areas of priority.	Health & Social Care Partnership/Women's Aid & Rape Crisis	July 2018 – March 2019	<b>Complete.</b> Initial training plan developed. Awareness Raising session delivered by Women's Aid and Police Scotland. Three more Awareness Raising Seminars will take place in 2019.
Establish where Routine Enquiry is taking place in priority areas (maternity, mental health, substance misuse, A&E, community nursing and sexual health services)	Health & Social Care Partnership	July 2018 – March 2019	<b>Complete.</b> Confirmation some routine enquiry is carried out in maternity and substance misuse. Continue into 2019/20, with areas with existing processes prioritised for training and support.
Establish set up requirements for MARAC	Health & Social Care Partnership	January – March 2019	<b>In Progress.</b> MARAC Coordinator in post, shared with West Dunbartonshire
Establish availability of refuge accommodation, follow on/resettlement support in Argyll & Bute	Health & Social Care Partnership and Women's Aid	July 2018 – January 2019	<b>Complete.</b> Women's Aid has 1 refuge accommodation. Closer links required with Housing to be established in 2019/20.

## Argyll & Bute Equally Safe Implementation Plan 2018-2021

**Local Priority 4:** Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

**Objective:**

<b>Equally Safe Quality Standard</b>	<b>Actions 2019-2020</b>	<b>Key Group/Lead(s)</b>	<b>Time Scales</b>	<b>Progress/Milestones</b>
4.1	Produce an updated training plan including resources and budget to deliver basic awareness	Argyll & Bute Violence Against Women Partnership	July 2019	Training Delivery Plan, Resources and Budget agreed.
4.1	Begin delivery of training with prioritised groups.	Argyll & Bute Violence Against Women Partnership	August 2019 – March 2020	Report as required on sessions delivered and summarise evaluation responses
4.2	Finalise baseline on Routine Enquiry taking place in priority areas (maternity, mental health, substance misuse, A&E, community nursing and sexual health services)	Argyll & Bute Violence Against Women Partnership	April 2019 – March 2020	Training and support provided to priority areas where routine enquire exists. Strengths, gaps and areas for improvement identified from 2020 onwards.
4.3	Develop Implementation Plan for MARAC in Argyll & Bute	Health & Social Care Partnership	April 2019	Joint Implementation Group established with West Dunbartonshire, reporting arrangements finalised.
4.4	Explore opportunities to improve practice of staff in child welfare settings to incorporate Safe & Together principles.	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/	April 2019 – March 2020	Baseline including resource and improvement requirements produced



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4.5, 4.6	Baseline the service responses and experiences of refuge accommodation and follow on/resettlement support in Argyll & Bute	Argyll Violence Against Women Partnership	April 2019 – March 2020	Consultation exercises carried out. Strengths and gaps identified.
4.7, 4.8, 4.9, 4.10, 4.11, 4.12, 4.13	Produce analysis of strengths, gaps and areas for improvement to support women and girls experience abuse and inequality	L-Division Strategic Oversight Group/ Argyll & Bute Violence Against Women Partnership/	April 2019 – March 2020	Baseline created and improvements from April 2020 identified.  Safe Lives Big Lottery Project will support this action.

**Local Priority 5:** Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

**Objective:**

Actions 2018-2019	Key Lead(s)	Time Scales	Progress
Criminal Justice Social Work & Community Justice Implementation Group to explore opportunities to enhance interventions	Health & Social Care Partnership/Community Justice Implementation Group	September 2018 – March 2019	<b>In Progress.</b> Baseline assessment due March 2019.

**Local Priority:** Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

**Objective:** Improve community and wider stakeholder understanding, increase interventions availability

Equally Safe Quality Standard	Actions 2019-2020	Key Group/Lead(s)	Time Scales	Progress/Milestones
5.1, 5.2, 5.3, 5.4, 5.5	Community Justice and Violence Against Women Partnerships	Violence Against Women and Community Justice Partnerships.	April 2019 – March 2020	Develop and implement agreed improvement activity.

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	collaborate to develop communication and service responses.			
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