

VIOLENCE AGAINST WOMEN

Strategy and Action Plan 2022-2025





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Introduction

North Lanarkshire has a long history of working to tackle violence against women with the first domestic abuse working group established in 1998.

The partnership has broadened its scope over the years to include the full spectrum of violence against women in line with national developments and although there have been several successes there is still much work to be done.

This strategy and action plan identifies key issues and themes surrounding violence against women in North Lanarkshire and outlines the actions we have collectively agreed to tackle them, over the next three years.

Women's inequality is the main cause of violence against women and promoting women's equality is central to this strategy and action plan. Recent unprecedented events around the COVID-19 pandemic have brought into sharp focus the fragility of women's equality. This strategy aims to promote the safety and wellbeing of women and their equality.



**VIOLENCE
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Background

Violence Against Women (VAW) is recognised as both a cause and a consequence of gender inequality by the United Nations, World Health Organisation and Scottish Government. North Lanarkshire Violence Against Women Strategic Group adopt the Scottish Government definition:

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.¹

Accordingly, the spectrum of 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;
- 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

¹ Equally Safe: Scotland's strategy to eradicate violence against women - gov.scot (www.gov.scot)



COVID-19 and the impact on women

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

Before the pandemic, it was estimated that one in three women would experience violence during their lifetimes. During the pandemic many women found themselves trapped in their homes with their abusers. While it is too early for comprehensive data, the UN highlight there are already many deeply concerning reports of increased violence against women around the world, with surges being reported in many cases of upwards of 25% in countries where reporting systems are in place. In some countries reported cases have doubled.

These numbers are likely to reflect only the worst cases. Without access to private spaces, many women struggled to make a call or to seek help online. Alongside the increase in numbers, violence against women took on new complexity including exposure to COVID-19 being used as a threat, abusers exploited the inability of women to call for help or escape and keeping children beyond

the conditions of any child contact arrangement. Women risked being thrown out on the street with nowhere to go and experienced intense exposure to trauma. At the same time, support services were struggling, judicial, police and health services were under considerable pressure, having shifted priorities.²

In Scotland and as highlighted by the UN, lockdowns have enabled an increase in violence against women. Evidence in Scotland suggests that the mental health impacts of the pandemic are worse for women than men. Women are more likely to be essential workers in the health, care, education and retail sectors – facing higher exposure to COVID-19, increased stress and difficulty reconciling work, family life and care responsibilities.

Women have also taken on a disproportionate share of additional unpaid care and increased household duties during lockdowns in comparison to men.

The adverse economic impacts of the pandemic interact with and exacerbate existing gender employment inequalities. Lone mothers, Black Asian and minority ethnic women and disabled women are experiencing some of the worst social, economic and clinical impacts of the pandemic.

Women continue to be under-represented in pandemic task forces and decision-making bodies. Failure to incorporate a gendered perspective within pandemic recovery efforts will deepen existing gender inequalities and worsen outcomes for women.

The activity detailed in this strategy and action plan aims to mitigate some of the impact of the COVID-19 pandemic on women.³

² [policy brief on covid impact on women 9 april 2020.pdf \(un.org\)](#)

³ [COVID-19 micro briefing 2: women - Policy Scotland \(gla.ac.uk\)](#)

Legislation

There are a number of laws which contribute to preventing and tackling violence against women and girls. These include (but are not limited to):

Equality Act 2010

The Equality Act 2010 provides a legal framework to protect the rights of individuals. It prohibits discrimination (whether direct or indirect) against people who possess one of the protected characteristics of the Act, including sex. It also prohibits the harassment and victimisation of such people and therefore offers protection to women. Also stemming from the Act is the Public Sector Equality Duty that requires listed bodies, when carrying out their functions, to pay due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other prohibited conduct.
- Advance equality of opportunity between people who share protected characteristics and those who do not; and
- Foster good relations between people who share protected characteristics and those who do not.

Human Rights Act 1998

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

Every year across the UK at least three million women experience violence and many more are living with the legacies of past abuse.⁴ The Human Rights Act is a critical tool in upholding women's rights and challenging failures by the State in how it responds to and prevents violence against women.

There are two main articles in the Human Rights Act which support work to tackle violence against women. These are:

Article 2 Right to Life

The Right to Life imposes three types of obligations on the State:

1. A duty not to take away anyone's life (apart from in certain limited circumstances).
2. A positive duty to take reasonable steps to protect life.
3. A procedural duty to investigate deaths where the State may be implicated/involved

The positive duty to protect life means that the State should intervene when someone's life is at risk from another person (and where the authorities know, or should know, about this risk. For example, in the case *Opuz v Turkey* the European Court of Human Rights (ECtHR) found that Turkey had violated Article 2 as authorities

⁴ [The proposed violence against women, domestic abuse and sexual violence duty](#)

had remained passive, despite persistent information that should have compelled them to act against a man who had been violent towards his wife and her mother. After numerous instances of violence and making death threats towards the woman and her mother, the man killed his wife's mother. In the case the Court also found that there was a violation of the right not to be tortured or treated in an inhuman and degrading way (Article 3) and the right not to be discriminated against (Article 14).

Article 3 The Right Not to be Tortured or Treated in an Inhuman or Degrading Way

States have the following duties under Article 3:

1. A duty not to torture or treat someone in an inhuman and degrading way.
2. A positive duty to take reasonable steps to protect people known to be at risk of such treatment.
3. A procedural duty to investigate where torture, inhuman or degrading treatment has occurred.

Again, the positive duty included in this right means that public bodies, such as the police, have an obligation to protect at-risk individuals from Article 3 violations by private citizens. In the Opuz case the ECtHR also found that by failing to protect the woman there had been a violation of this right. The Court decided that the man's history of abuse and threats, when taking into account the specifically vulnerable situation of women in Southeast Turkey (various Turkish NGO gave evidence on this point) amounted to inhuman and degrading treatment.



Istanbul Convention

The Council of Europe Convention on preventing and combating violence against women and domestic violence is based on the understanding that violence against women is a form of gender-based violence that is committed against women because they are women. The Convention is notable both for its encapsulation of best practices in combating violence against women and for its confirmation that all forms of violence against women, including domestic violence, are human rights violations for which states are responsible. It is the obligation of the state to fully address violence against women in all its forms and to take measures to prevent violence against women, protect its victims and prosecute the perpetrators.

Preventing and Combating Violence Against Women and Domestic Violence (Ratification of Convention) Act 2017 came into force in the UK on 27th April 2017.

Female Genital Mutilation (Protection and Guidance) (Scotland) Act 2020

Female Genital Mutilation has been illegal in Scotland since 1985. The Female Genital Mutilation (Protection and Guidance) (Scotland) Act 2020 aims to strengthen the existing legislative framework against FGM to offer extra protection to women and girls at risk of FGM. This Act will create provisions to introduce statutory guidance for professionals, and to create FGM Protection Orders.

Domestic Abuse (Protection) (Scotland) Act 2021

The Domestic Abuse (Protection) (Scotland) Act 2021 will enable police and courts to ban suspected abusers from re-entering the home and from approaching or contacting the person at risk for a period of time to enable them to consider their longer-term options around safety and housing. The Act will also allow social landlords to end or transfer the tenancy of a perpetrator of domestic abuse to the victim. Together, these measures should reduce the risk that victims of domestic abuse end up having to become homeless to escape the abuser.

Domestic Abuse (Scotland) Act 2018

The Act creates an offence with respect to the engaging by a person in a course of behaviour which is abusive towards that person's partner or ex-partner. The Act covers not only spouses, civil partners and cohabitants but also people in intimate personal relationships who do not live together.

As well as physical abuse, it covers other forms of psychological abuse and coercive and controlling behaviour that cannot be easily prosecuted under pre-existing legislation.



VIOLENCE AGAINST

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National Policy Position

Equally Safe Scotland's strategy for preventing and eradicating violence against women and girls

Equally Safe is a joint Scottish Government and COSLA strategy. It aims to eradicate violence against women and girls and make Scotland a place where all individuals are equally safe, respected, and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate it. Equally Safe sets out a shared understanding of the causes, risk factors and scale of violence against women in Scotland and highlights the need to prioritise prevention. The four key Priorities of Equally Safe are:

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

The activities detailed in this North Lanarkshire Violence Against Women Strategy and Action Plan aims to achieve these priorities.

National Guidance for Child Protection in Scotland

The National Guidance for Child Protection in Scotland describes responsibilities and expectations for all involved in protecting children in Scotland. The Guidance outlines how statutory and non-government agencies should work together with parents, families, and communities to prevent harm and to protect children from abuse and neglect.

Part 4 of the guidance covers specific support needs and concerns. This includes Domestic Abuse, Child Sexual Abuse Female Genital Mutilation, "Honour" Based Abuse and Forced Marriage all of which are included in the Scottish Government's definition of violence against women. Demonstrating the linkages between the abuse of women and the abuse of children.

In North Lanarkshire the linkages between domestic abuse and the harm to children has been clearly identified. To reduce the risk to children by parents who perpetrated domestic abuse the VAWSG will drive the continued implementation of the Safe and Together model (a model specifically designed for use in domestic abuse cases where there are children) across North Lanarkshire.

Fairer Scotland Duty

The Fairer Scotland Duty came into force on 1st April 2018. It requires listed public bodies to actively consider what more they can do to reduce the inequalities of outcome, caused by socio-economic disadvantage, in any strategic decision-making or policy development context, and publish a written assessment, showing how it has done this.

From a Fairer Scotland Duty perspective, intersected with sex and gender norms and expectations, organisations need to think about differential impacts on women and men. When considering any strategic decisions, organisations should look for evidence of whether the decision will have a particular impact on gender especially women living in socio-economic disadvantage, for example, female lone parents, who are more likely to be living in poverty and more likely to be impacted upon by reductions in services and support.

Drugs and Alcohol Use

Whilst men still account for the majority of drug deaths in Scotland, over the past ten years there has been a disproportionate rise in drug-related deaths among women. This trend is observed in North Lanarkshire where a third of all drug related deaths recorded in 2020 were women. Drug and alcohol services - improving holistic family support (2021) acknowledges women may have specific needs relating to alcohol and drug use and can face multiple barriers in entering treatment or recovery programmes. These may include lack of childcare, fear of stigma, lack of family or financial support, living in abusive, exploitative relationships and experience of multiple and complex needs. These barriers can intersect in complex ways.

Women entering substance use treatment and recovery can often have survived child sexual abuse or other forms of gender based violence such as domestic abuse, sexual harassment and exploitation. Abusive partners may also seek to influence or obstruct treatment efforts.

Inclusive trauma-informed services which have a focus on family, support with childcare, relationships and practical supports may help to remove barriers and support sustainable recovery. There is a need for Violence Against Women Partnerships and Alcohol and Drug Partnership agendas to be promoted and prioritised to develop person-centred responses (rather than service-centred responses) that have focus on promoting wellbeing and recovery.



What we aim to achieve

Gender inequality is a root cause of violence against women and girls and despite the many advances being made there remain persistent inequalities between men and women. This strategy and action plan aim to further reduce the inequalities between men and women by tackling violence against women and girls in North Lanarkshire.

By doing so we will deliver on key national outcomes detailed below and local outcomes set out in The Plan for North Lanarkshire.

National Outcomes

The North Lanarkshire violence against women strategy will function to deliver on the national outcomes set out by the Scottish Government. Through the work outlined in this strategy and action plan we will help North Lanarkshire achieve the following national outcomes:

Outcome 6 - We live longer healthier lives

Outcome 7 - We have tackled the significant inequalities in Scottish society

Outcome 8 - We have improved the life chances for children, young people and families at risk

Outcome 9 - We live our lives safe from crime disorder and danger

Outcome 11 - We will have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

The Plan for North Lanarkshire

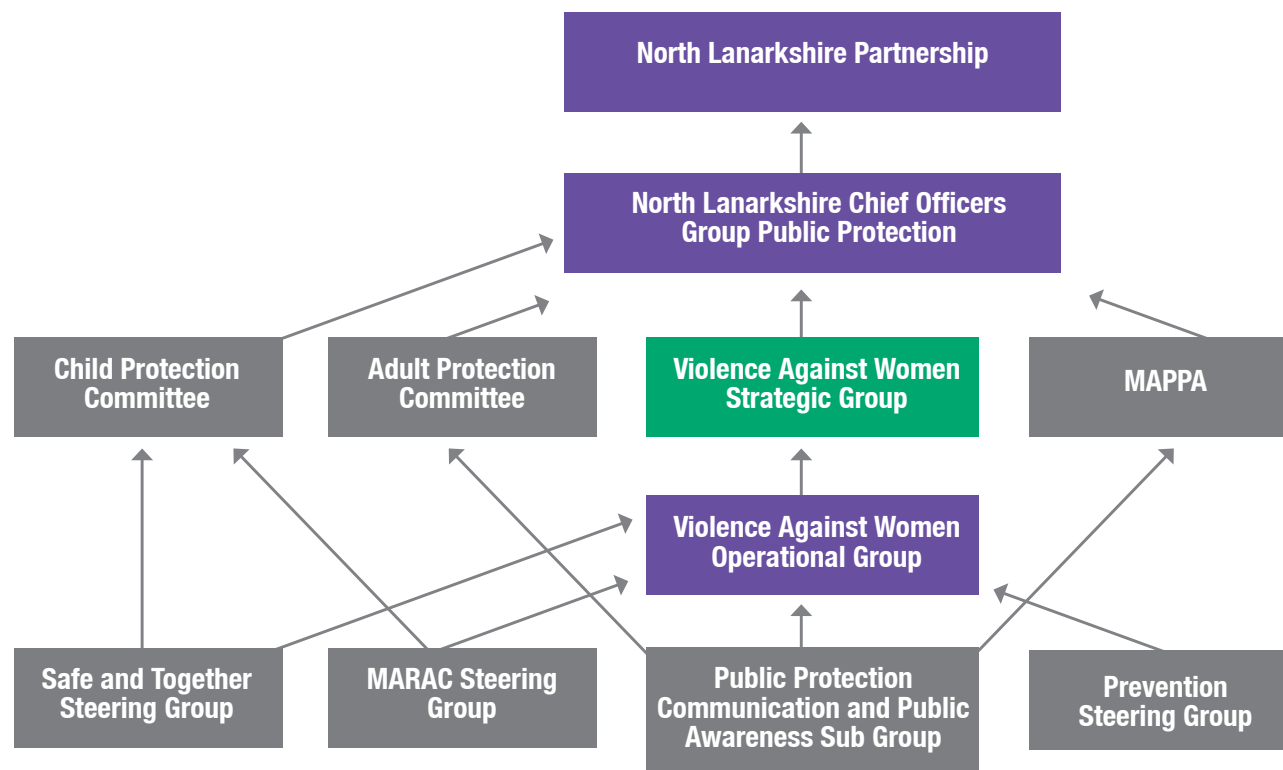
The Plan for North Lanarkshire sets the direction for the council and partner agencies. Its purpose is to communicate the shared priorities and provide a focus for activities and resources. The Plan for North Lanarkshire is a high-level strategic document that outlines a long-term vision for North Lanarkshire - a vision where North Lanarkshire is the place to Live, Learn, Work, Invest, and Visit.

The North Lanarkshire Violence Against Women Strategy and Action Plan will support The Plan for North Lanarkshire in its ambitions to:

- Improve the health and wellbeing of our communities
- Support all children and young people to realise their full potential

Governance and reporting structures

In North Lanarkshire Violence Against Women is considered part of the public protection agenda. Reporting mechanisms are directly to the North Lanarkshire Chief Officers Group Public Protection, which in turn reports to North Lanarkshire Partnership, the strategic driver for community planning.



A black and white photograph of a woman in profile, looking towards the left. She is standing in front of a wall covered with numerous sticky notes. Some of the visible text on the sticky notes includes 'SEARCH', 'WEB', 'ZOOM MEETINGS @ 3', and 'SOCIAL MEDIA PLATFORM'. The woman is wearing a dark-colored shirt. The overall scene suggests a collaborative workspace or a planning session.

NORTH LANARKSHIRE VIOLENCE AGAINST WOMEN

STRATEGIC GROUP ACTION PLAN 2022-2025

1. Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls

Activity	Actions	Lead	Time	Evidence
1.1 Raise awareness and understanding of violence against women.	<ul style="list-style-type: none"> Survey to gauge the public's current level of understanding of VAW or particular topic. Responsive campaigns developed. Run focus group post campaign to measure impact of campaign. 	Service Co-ordinator/ NLC Communications	2023	<ul style="list-style-type: none"> Campaign developed. Findings analysed.
1.2 Refresh the North Lanarkshire violence against women performance framework.	<ul style="list-style-type: none"> Carry out individual interviews with each VAWSG partner agency to identify violence against women data captured within agencies. Carry out individual interviews with each VAWSG partner to reconsider the purpose of the performance framework Explore if intersectional data can be collected. Performance framework finalised and implemented. 	Business Strategy Team NLC.	2023	<ul style="list-style-type: none"> VAW Performance Framework Developed. All partner agencies completing fully. Analyses of data to inform future planning.

2. Women and girls thrive as equal citizens – socially, culturally, economically and politically

Activity	Actions	Lead	Time	Evidence
2.1 Support partner agencies regarding Equally Safe at Work.	<ul style="list-style-type: none"> VAWSG supports North Lanarkshire Council to work towards achieving silver award. Cascade learning from Equally Safe at Work to partner agencies. 	Equally Safe at Work Planning Group	2025	<ul style="list-style-type: none"> Silver award achieved.
	<ul style="list-style-type: none"> Explore NHS Lanarkshire engagement in Equally Safe at Work 	NHSL GBV Services	2025	<ul style="list-style-type: none"> NHS Lanarkshire planning group established.
	<ul style="list-style-type: none"> Explore third sector engagement in Equally Safe at Work 	Service Co-ordinator/ VANL	2025	<ul style="list-style-type: none"> Third sector planning group established
2.2 Support North Lanarkshire Council to take forward Action on Gender Equality Project with the Scottish Women's Budget Group (SWBG)	<ul style="list-style-type: none"> Provide VAW representation on Gender Budgeting working group. Update VAWSG on progress. 	Gender Budgeting pilot working group.	2025	<ul style="list-style-type: none"> Training delivered to 75% of elected members. Heads of Service attend 2 half day training sessions. Focus group discussions have taken place. Budget decisions are seen through a gendered lens thus advancing gender equality in North Lanarkshire.
2.3 Identify and implement prevention activity in relation to violence against women.	<ul style="list-style-type: none"> Implement North Lanarkshire Mentors in Violence Prevention Delivery Plan (2021-2024) 	Education	2024	<ul style="list-style-type: none"> MVP implemented in all secondary schools.
	<ul style="list-style-type: none"> VAWSG assist LRCC with the implementation of Equally Safe at School in 8 secondary schools in North Lanarkshire. 	Education/ LRCC	2025	<ul style="list-style-type: none"> Equally Safe in School implemented in 8 secondary schools.
	<ul style="list-style-type: none"> Provide gender based violence expert guidance to Educational Psychology to develop a Violence Against Women prevention programme for primary schools in North Lanarkshire. 	Education Psychology	2024	<ul style="list-style-type: none"> Programme developed. Programme tested in Wishaw cluster.
	<ul style="list-style-type: none"> Review prevention materials for use in early years establishments. Make recommendations on packs to be used. 	Education	2023	<ul style="list-style-type: none"> Prevention packs introduced to 10 early years establishments.
2.4 Identify and implement ways to support women who have no recourse to public funds.	<ul style="list-style-type: none"> Identify barriers for women with no recourse to public funds to access services. Identify what financial support is defined as a "public funds". Produce partnership guidance for local agencies supporting women with no recourse to public funds. Ensure women with no recourse to public funds have access to specialist advocacy. Explore mitigating actions in relation to the Nationality and Borders Bill 	North Lanarkshire C Housing and Social Work	2023	<ul style="list-style-type: none"> Guidance produced. IDAA feedback on improvements.



3. Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

Activity	Actions	Lead	Time	Evidence
3.1 Improve trauma informed practice across partnership agencies in relation to Violence Against Women.	<ul style="list-style-type: none"> Promote the opportunities provided by the Equality Act 2010 to provide single sex spaces. Support services to understand the Equality Act 2010 and how this supports the rights of women. Support agencies to understand the spectrum of Violence Against Women. Support services to develop work towards having single sex spaces across North Lanarkshire. Maintain single sex spaces where they already exist. Explore how Alcohol and Drug treatment services and supports meet the needs of women who experience Gender Based Violence including Residential Rehab provision Consider how best to capture prevalence of Gender Based Violence for women engaging with Alcohol & Drug services as part of our treatment and care pathways 	<p>Service Co-ordinator/ GBV Services/ NLC Equalities Lead</p> <p>Alcohol and Drug Partnership</p>	2023	<ul style="list-style-type: none"> Case audit to identify if there has been a trauma informed support provided to women.
3.2 Review and develop practice links between Violence Against Women and Adult Protection	<ul style="list-style-type: none"> Support the Adult Protection Committee in developing practice in early identification of violence against women. Support the APC in developing practice in risk assessment and management of violence against women cases that may meet the threshold for Adult Protection. Work to identify the linkages between MARAC and Adult Protection processes. Use learning from SCR to increase knowledge across Violence Against Women and Adult Protection practitioners. 	Lead AP/ Service Co-ordinator	2022	<ul style="list-style-type: none"> Inclusion of Violence Against Women in Adult Support and Protection procedures. Inclusion of Violence Against Women in Adult Support and Protection training.
3.3 Support the endeavours of partner agencies to implement the Bairns' Hoose model.	<ul style="list-style-type: none"> VAWSG ensures representation on Bairns' Hoose implementation group to ensure inclusion of Violence Against Women within this child centred trauma informed development. 	All VAWSG Partners	2025	<ul style="list-style-type: none"> Number of child interviews undertaken. Number of child interviews carried out in a child friendly trauma informed setting.

3. Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

Activity	Actions	Lead	Time	Evidence
3.4 Develop and roll out quality assurance processes for North Lanarkshire MARAC to ensure the effectiveness of the process.	<ul style="list-style-type: none"> Measure against the quality assurance processes of other MARACs across Scotland. Quality assurance process developed and implemented. Update MARAC Operating Protocol to include quality assurance. Fully utilise the functionality of the Oasis database by initiating use by Police Scotland. Monitor and respond to national move to statutory footing within the lifetime of this action plan. 	MARAC Steering Group	2023	<ul style="list-style-type: none"> Audit undertaken and audit findings reported. Protocol updated. Oasis database fully functional. Evidence of engagement with national process.
3.5 Explore the possibility of establishing quality assurance processes for domestic abuse, rape and sexual assault and stalking.	<ul style="list-style-type: none"> Gather information on quality assurance processes and audit tools used for violence against women across Scotland. Develop audit tools for domestic abuse, rape and sexual assault and stalking cases. 	All VAWSG partner agencies	2025	<ul style="list-style-type: none"> Domestic abuse, rape and sexual assault and stalking case file audits carried out.
3.6 Build the capacity and capability of the North Lanarkshire workforce to ensure the effective management of Violence Against Women cases.	<ul style="list-style-type: none"> Implement the North Lanarkshire Violence Against Women Practice Development Plan. 	All VAWSG partner agencies	2025	<ul style="list-style-type: none"> Practice development plan complete.
	<ul style="list-style-type: none"> Deliver the Safe and Together training programme. 	All VAWSG partner agencies	2024	<ul style="list-style-type: none"> Safe and Together training programme completed
	<ul style="list-style-type: none"> Provide training to Housing workers to improve the understanding of the link between child sexual abuse and homelessness and how to support disclosure of child sexual abuse. 	NLC Housing	2022	<ul style="list-style-type: none"> Housing training complete and evaluated
	<ul style="list-style-type: none"> Further develop pathways to specialist services. 	All VAWSG partner agencies	2024	<ul style="list-style-type: none"> Increase in referrals to specialist services
	<ul style="list-style-type: none"> Introduce Say Women Pilot Project to support young women who are survivors of sexual abuse and who are at risk of homelessness 	Housing Services/ Rapid Rehousing Team	2022	<ul style="list-style-type: none"> Analysis of referrals and outcomes for young women (aged 16-25) supported by the project
	<ul style="list-style-type: none"> Alcohol and Drug Partnership – Training needs analysis to understand and support workforce development needs and strengthen practice for Drug & Alcohol and VAW responses. Ensure routine enquiry is widely embedded across drug & alcohol services 	North Lanarkshire Alcohol and Drug Partnership	2023	<ul style="list-style-type: none"> Training needs analysis complete. Audit carried out to ensure routine enquiry is embedded across drug and alcohol services.

3. Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

Activity	Actions	Lead	Time	Evidence
3.7 Continue the implementation of the Safe and Together model across North Lanarkshire to improve outcomes for children experiencing domestic abuse.	<ul style="list-style-type: none"> Continue to develop key workers as certified trainers Carry out baseline self-evaluation Deliver the Safe and Together training programme. Support workers to take learning into practice by facilitating Safe and Together workshops across localities Carry out case file audit to identify if Safe and Together tools are being used Engage with Improvement Service to evaluate Safe and Together nationally Extend the knowledge and practice of Safe and Together model into Alcohol and Drug Partnership commissioned services and treatment 	Senior Officer Safe and Together	2024	<ul style="list-style-type: none"> Baseline evaluation complete and findings reported. Evaluation of training delivered. Number of staff attending training. Reduction of 1% in the number of children on the Child Protection Register where domestic abuse is identified as a concern.
	<ul style="list-style-type: none"> Alcohol and Drug Partnership rapid review of services will take account of services that meet the needs of women experiencing Gender Based Violence and using substances 	North Lanarkshire Alcohol and Drug Partnership	2022	<ul style="list-style-type: none"> Review of services complete
3.8 Gather information on women's lived experience of gender based violence and services to guide future developments	<ul style="list-style-type: none"> Work with SafeLives, Improvement Service, Resilience Learning Partnership on Authentic Voice Project. Implement toolkit developed by the Authentic Voice Project in North Lanarkshire. Explore the possibility of establishing an Authentic Voice panel made up of local women. 	ASSIST, North Lanarkshire Women's Aid, Monklands Women's Aid, Motherwell and District Women's Aid, Aura, Lanarkshire Rape Crisis Centre, GBV Services NHSL.	2023	<ul style="list-style-type: none"> Lived experience reported. Lived experience informs future developments.
3.9 Improve responses to the support needs of women involved in Commercial Sexual Exploitation (CSE)	<ul style="list-style-type: none"> Work with local sexual health, violence against women services and addiction services to scope out needs, current practice and services in relation to CSE. Deliver an awareness raising and capacity building programme with key staff across partner agencies. Develop and share good practice standards for services. Develop pathways to support services. Scope out potential for CSE worker being based in GBV Service NHSL linking to sexual health team. 	GBV Services NHSL	2024	<ul style="list-style-type: none"> Awareness raising and capacity building programme delivered. Practice standards developed. Pathways to support services developed.

3. Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

Activity	Actions	Lead	Time	Evidence
3.10 Review and improve responses to support for women with complex needs: <ul style="list-style-type: none"> • trauma • substance misuse • mental health issues 	<ul style="list-style-type: none"> • Explore the development of a multi-disciplinary model to meet the needs of women with complex needs, including addiction services, mental health, housing, financial inclusion and employability. 	GBV Services NHSL	2025	<ul style="list-style-type: none"> • Multi-disciplinary model developed.
	<ul style="list-style-type: none"> • Multiple-complex needs are explored and better support across both partnerships for women who use substances. 	Alcohol and Drug Partnership Treatment, Care and Recovery sub-group /VAW partnership	2023	
3.11 Prepare for the introduction of domestic homicide reviews.		Police Scotland	2025	<ul style="list-style-type: none"> • Local procedures developed.

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

Activity	Actions	Lead	Time	Evidence
4.1 Develop campaign to challenge the attitudes that underpin violence against women.	<ul style="list-style-type: none"> Work with Police Scotland to identify how #that guy was developed. Gather learning from Police Scotland #that guy campaign. Campaign developed to build on learning from #that guy campaign. 	Police Scotland	2022	<ul style="list-style-type: none"> Campaign run through festive period 2022. Survey public/ staff to ask if they saw the campaign and if they thought it was impactful.
4.2 Assess and improve interventions to engage with, challenge and support change in the behaviour of perpetrators of violence against women.	<ul style="list-style-type: none"> Deliver Up2U programme. 	NLC Justice Services	On-going	<ul style="list-style-type: none"> Number of people completing the programme. Reduction in offending behaviour. Courts imposing conduct requirements for Up2U.
	<ul style="list-style-type: none"> Deliver non-court mandated domestic abuse interventions through the introduction of Up2U Family Practice 	North Lanarkshire Council Children and Families Social Work	2023	<ul style="list-style-type: none"> Phase one training completed by March 2022. Procedure for referral pathway and SWIS recording established. Number of Children and Families Social Workers using Up2U Family Practice.
	<ul style="list-style-type: none"> Deliver Moving Forward Making Changes (MFMC) programme. 	North Lanarkshire Council Justice Services	On-going	<ul style="list-style-type: none"> Programme delivered. Outcomes measured.
4.3 Introduce Domestic Abuse Case Managers Pack to work with men involved in domestic abuse offending who do not have enough time on their sentence to complete the Up2U programme.	<ul style="list-style-type: none"> Implement Domestic Abuse – Case Managers Pack Measure use of Domestic Abuse Case Managers Pack. Measure impact of Domestic Abuse Case Managers Pack. 	North Lanarkshire Council Justice Services	2022	<ul style="list-style-type: none"> Case file audit to measure use of pack. Feedback from service users regarding Domestic Abuse Case Managers Pack.

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

Activity	Actions	Lead	Time	Evidence
4.4 Multi-agency Tasking and Co-ordination (MATAC) groups identify high risk domestic abuse perpetrators and hold them to account and reduce the risk they pose.	<ul style="list-style-type: none"> Regular MATAC meetings are held with partner services, linking with: <ul style="list-style-type: none"> DSDAS (disclosure scheme domestic abuse Scotland) MARAC 	Police Scotland/ ASSIST		
4.5 Explore the effectiveness of domestic abuse perpetrator programmes on domestic abuse sexual offending.	<ul style="list-style-type: none"> Create early identification of appropriate programme for domestic abuse sexual offending, MFMC or Up2U. Procedure for court report writers to be developed. Justice programme service will undertake training on sexual harm and sexual violence to intimate partners. 	Justice Services	2022	<ul style="list-style-type: none"> Improve sentencing outcomes in relation to domestic abuse sexual offending. Most appropriate intervention being identified.
	<ul style="list-style-type: none"> Training materials developed to better understand the links between sexual abuse and domestic abuse. 	NHSL GBV Services		<ul style="list-style-type: none"> Training pack developed. Training delivered.

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براہ کرم درخواست کے لیے کارپوریٹ کمیونیکیشنز سے اس پر رابطہ فرمائیں: corporatecommunications@northlan.gov.uk