

# Equally Safe – consultation on a draft Delivery Plan

2017-21



## CONTENTS

<b>STRATEGIC CONTEXT</b> .....	<b>3</b>
Evidence .....	3
Action Taken .....	4
Delivery Plan .....	6
Collaborative Working .....	6
Joint Strategic Board .....	7
Workstreams .....	7
Monitoring Progress .....	8
Next Steps .....	8
<b>CROSS CUTTING ACTIONS</b> .....	<b>10</b>
A human rights framework .....	10
All forms .....	10
All women .....	11
All children .....	12
Accountability .....	13
Participation .....	13
<b>PRIORITY ACTIONS</b> .....	<b>14</b>
Raising awareness and changing attitudes .....	14
Childhood .....	14
Workplace .....	15
Understanding gender .....	15
Parenting and childcare .....	16
Women's economic inequality .....	16
Women's civic and social inequality .....	17
Public services .....	18
Specialist Services .....	19
Integrated services .....	20
Tackling Perpetrators .....	20
<b>DRAFT PERFORMANCE FRAMEWORK</b> .....	<b>22</b>
<b>DRAFT INDICATORS</b> .....	<b>23</b>

## STRATEGIC CONTEXT

Equally Safe, Scotland's Strategy for preventing and eradicating violence against women and girls, was published in 2014 and updated in 2016. It sets out a vision of a strong and flourishing Scotland where all individuals are equally safe and protected, and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate them. The definition of violence against women and girls we have adopted explicitly includes children of all genders as subject to harm through violence. This plan aims to improve the lives and experiences of all children affected by violence and the ways of thinking that maintain it.

The aim of the strategy is to foster collaborative working between key partners in the public, private and third sectors to achieve this vision. Our strategic approach is drawn from the UN definition of gender based violence, which recognises that it is a function of gender inequality, that it is an abuse of male power and privilege, and that women and girls experience violence and abuse because they are women and girls and because they continue to occupy a subordinate position within society in relation to men. Within that wider societal context, there are particular risk factors that increase vulnerability, and the full continuum of violence against women and girls (domestic abuse, rape, sexual assault, sexual harassment, commercial sexual exploitation including victims of human trafficking, child sexual exploitation and so called 'honour based' violence) continues to be prevalent across society. That is why Equally Safe places increased priority upon primary prevention - stopping the violence from happening in the first place. Taking this approach demands that Scottish society embrace equality and mutual respect, that we together reject all forms of violence against women and girls, and that women and girls thrive as equal citizens – socially, culturally, economically and politically. This is a long term ambition, and we also have to ensure that interventions in the short and medium term are early and effective, helping to prevent violence from reoccurring and maximising the safety and wellbeing of women, children and young people. We need to ensure that men desist from all forms of violence against women and girls, and that perpetrators of such violence receive a robust and effective response.

### Evidence

We have a range of evidence sources to inform our interventions and understanding of the current position and progress towards our goals<sup>1</sup>:

- In 2014/2015 there were 59,882 recorded incidents of domestic abuse. This decreased by 3% to 58,104 recorded incidents in 2015/2016. The disproportionate impact on women has remained consistent, with 79% of incidents involving a female victim and male perpetrator.
- In 2014/2015 there were 1797 recorded incidents of rape and 104 recorded incidents of attempted rape. In 2015/2016 there were 1692 recorded incidents of

---

<sup>1</sup> Sources: [Recorded Crime in Scotland 2014-15](#), [Recorded Crime in Scotland 2015-16](#); [National Crime Agency National Referral Mechanism Statistics 2015](#); [Scottish Social Attitudes Survey 2014](#); [Young People's Attitudes to Violence against Women](#)

rape and 117 incidents of attempted rape. There were 3727 recorded incidents of sexual assault in 2014/2015 compared with 3963 incidents in 2015/2016. In 2014/2015 there were 3555 recorded incidents of other sexual crimes compared with 4254 recorded incidents in 2015/2016.

- 646 non-harassment orders (civil and criminal) were granted in 2014/2015 compared to 941 in 2015/2016.
- In 2015 the UK National Referral Mechanism received 145 referrals of potential victims of human trafficking in Scotland, an increase of 30.6% on 2014. 42 of these potential victims were minors. Victims trafficked for sexual exploitation included 40 adults and 8 minors, both predominantly female.
- The 2014 social attitudes survey on public attitudes towards violence against women findings tell us that people are less likely to recognise verbal abuse and controlling behaviour (as opposed to physical abuse) as being wrong and harmful, and there are circumstances under which people view abusive behaviours as less serious (e.g. an extramarital affair has occurred). People tend to think that sex without consent is less seriously wrong or harmful if perpetrated by the victim's spouse than by someone she has just met. More than a third of people believe common myths about rape, and people are much less likely to be negative about commercial sexual exploitation than about the other forms of violence against women. Stereotypical views on gender roles persist, and those who held stereotypical views on gender roles are consistently less likely to view a wide range of abusive behaviours as wrong or harmful.
- Attitudes of young people showed they were less likely than adults to think the various kinds of violence against women that they were asked about were very seriously wrong, or to think that they would cause a great deal of harm. In some cases, the extent to which young people appear to hold more permissive views than adults about violence against women is striking. Stereotypical gender views played a role in this.

## **Action Taken**

In the context of the Strategy, there has been a range of activity to support delivery:

- In March 2015, the First Minister announced that an additional £20m from Justice budgets would be allocated towards tackling violence against women. This money has already made a significant difference with direct support and assistance going to victims, as well as improvements being made to the system to prioritise court cases which involve domestic abuse so victims are not waiting for long periods for their trials to call.
- Over 2015/16, 4 workstreams themed around Primary Prevention, Capability and Capacity, Justice and Accountability were established and have contributed to proposals contained within this draft Delivery Plan.

- A Violence against Women and Girls Joint Strategic Board, chaired at Ministerial and senior councillor level was established comprising senior leads from public and third sectors – this met for the first time in late 2015.
- In October 2015, the Human Trafficking and Exploitation (Scotland) Act 2015 was passed, introducing a single offence for all kinds of trafficking for the first time, consolidating and strengthening existing law. The new offences of human trafficking and of slavery, servitude and forced or compulsory labour now have the maximum penalty of life imprisonment attached to them for anyone who is convicted of these new offences.
- In December 2015 a sub-group of the Justice Expert Group was convened to look at Forensic Examinations across Scotland and recommend a way forward. As a result of this action, a post specific role was created, funded by Scottish Government, in 2016 to sit within the National Services Directorate of the NHS and support a project scoping the service provision across the country.
- In February 2016, Scotland's first National Action Plan to tackle female genital mutilation was published.
- In March 2016, the Abusive Behaviour and Sexual Harm Act was passed, which criminalises so called 'revenge porn', provides for jury direction on consideration of evidence in cases of sexual assault and creates a specific aggravation of domestic abuse in law.
- Over 2016, consultation took place on a specific criminal offence of domestic abuse.
- In March 2016, an updated version of Equally Safe was published with the support of children and young people's organisations, who helped to strengthen our approach to these issues within these. This helped to establish stronger links across a range of government policy areas, and more widely, renewed collaborative working between different third sector organisations.
- To further strengthen this dimension, a Children and Young People stakeholder reference group was established later in 2016, to input to this draft Delivery Plan and inform our approach to implementation.
- In July 2016, the Scottish Government awarded a contract to Blake Stevenson and Lily Greenan, the former Chief Executive of Scottish Women's Aid, to scope the advocacy services across the Country and provide a report on the provision of service, the use of safety assessment tools and gaps that existing in the advocacy landscape.
- In September 2016, the Programme for Government announced that we would introduce legislation in the Parliamentary year to create a specific offence of domestic abuse that will cover not just physical abuse but also other forms of psychological abuse and coercive and controlling behaviour that cannot easily be prosecuted using the existing criminal law.

- In June 2016, a further £11.8m was announced by the Equalities Secretary to support efforts to tackle violence against women and provide support for victims, bringing the total investment from the Equality Budget over 2015-17 to just over 24m.
- Over this period, funding has supported additional capacity building of Multi-Agency Risk Assessment Conferences (MARACs) through the development of a suite of resources and the commissioning of a baseline assessment of the effectiveness of MARACs in Scotland.
- With the support and input of the Improvement Service and CoSLA, guidance for violence against women multi-agency partnerships was published in August 2016.
- Evaluation of the Caledonian System Men's Programme was published in November 2016, and preceded an announcement of development funding for the Programme from the Justice budget.
- The commission of Healthcare Improvement Scotland National Standards for the NHS to ensure consistency of practice across the country for examinations of victims of rape and sexual assault was announced in February 2017 and in March 2017 a survey by NHS Education Scotland concluded which asked 819 doctors their views on taking up work in this important area.
- Research into Forced Marriage in Scotland was published in February 2017.
- In February 2017, we announced 3 year rolling funding for equality and violence against women organisations.
- On 17 March 2017 the Domestic Abuse (Scotland) Bill was introduced to Parliament.

## **Delivery Plan**

Equally Safe states that the Scottish Government will develop an implementation plan for Equally Safe. The purpose of this is to ensure that the ambitions of the Strategy are rooted in practical delivery at all levels of society that makes a tangible difference to the lives of women, girls, children and young people. This draft Delivery Plan contains a number of actions, designed to give effect to the priorities and objectives of Equally Safe. The plan contributes to a range of other Government initiatives, including the Action Plan for a Fairer Scotland, the Justice Strategy and the Trafficking and Exploitation Strategy due to be published in spring 2017 and sits alongside our work to tackle discrimination, promote equality, give children and young people the best start in life and build a fairer Scotland.

## **Collaborative Working**

We are clear that it is for everyone in society to play their part in preventing and ending violence against women and girls. The Delivery Plan has been developed in

partnership with a range of organisations, and will be delivered in a collaborative way that recognises the different roles and expertise of organisations from the public, private and third sectors. Key partners include:

<b>Police Scotland</b>	<b>Crown Office and Procurator Fiscal Service</b>	<b>Scottish Courts and Tribunal Service</b>
<b>Scottish Women's Aid</b>	<b>Rape Crisis Scotland</b>	<b>Engender</b>
<b>Zero Tolerance</b>	<b>Scottish Prison Service</b>	<b>Children and Young Person's Commissioner for Scotland</b>
<b>Barnardos</b>	<b>Social Work Scotland</b>	<b>Education Scotland</b>
<b>ASSIST (Glasgow Community Safety Centre)</b>	<b>Violence against Women Partnership National Network</b>	<b>NHS Scotland</b>
<b>Children's Reporter (SCRA)</b>	<b>Scottish Legal Aid Board</b>	<b>Community Justice Scotland</b>

### **Joint Strategic Board**

The Violence against Women and Girls Joint Strategic Board was established following the publication of the Strategy. It is jointly chaired by the Scottish Government and CoSLA, and aims to meet at least twice a year. The remit of the Board is to The remit of the group is as follows:

- oversee delivery of the strategy, monitor progress and identify and (where necessary) intervene in emerging issues;
- receive progress reports from each of the 4 workstreams and oversee the delivery of their objectives;
- As the workstreams progress, to identify current and emerging issues, and direct the workstreams to focus their attention on particular issues that arise;
- promote Equally Safe priorities and any associated outcomes relating to the strategy and the four workstreams within the organisation and/or sector they represent.

### **Workstreams**

Equally Safe made a commitment to establish 3 thematic workstreams and a further workstream focused on accountability. The members of the different Workstream groups are drawn from a wide range of partners with a wealth of experience and informed by the experience of women, girls, children and young people who have been subject to violence or abuse.

- The **Primary prevention** workstream has been led by Engender, the feminist organisation. It has explored the existing evidence on what works with regards to preventing violence against women and girls; sought to identify additional ways of addressing the systematic inequality, attitudes and assumptions that give rise to violence and abuse, and consider primary prevention in the widest context – society, community and the individual. To date, it has focused on developing thinking around how best to advance women's equality as a key component of primary prevention. Discussions have covered a range of subjects including political and professional leadership, gender stereotyping and norms,

occupational segregation, the gender pay gap and disparities between paid and unpaid labour, and assessment of spending and economic decisions through a gendered lens.

- The **Capability and Capacity** workstream has been coordinated by CoSLA. It has focused on how to ensure that statutory services including health, education, social work and housing are increasingly competent in identifying and responding effectively to violence; and consider and work to improve the capacity and capability that exists across all services.
- The **Justice** workstream has been led by the Scottish Government Justice Directorate. It has focused on developing a victim-centered approach to the justice system through a coordinated approach within both the civil and criminal justice systems. The profile of the violence against women and children agenda within the justice system has never been more prominent and the Justice Expert Group established to take this forward have sought to harness this momentum and continue to work through the existing issues that remain within the justice system, despite significant progress in recent years. That includes consideration of the law relating to sexual offences and domestic abuse, looking at new models for taking evidence from vulnerable witnesses such as the Barnhaus model and taking forward learning from the Evidence and Procedure Review. The Group have explored the availability for support available for victims and their experiences when going through the system particularly in relation to civil law and contact cases; the availability of statistics to build evidence bases; training for professionals within the justice system; multi-agency working and opportunity for learning and spreading good practice; and the impact of justice interventions in changing both perpetrator behaviour and wider public attitudes. The Group have also established a short life working group on Forensic Examination services to consider action to raise the profile within the NHS of the inconsistency of practice and provision of forensic examination services for victims of rape and sexual assault, and endorsed a National Advocacy Scoping Exercise.
- The **Accountability** workstream has been led by Scottish Women's Aid in partnership with the Improvement Service. It has focused on developing a Performance Framework with appropriate outcomes and indicators to enable measurement of progress and improved strategic investment planning to ensure that women and girls throughout Scotland benefit from consistently high-quality services. The workstream has also considered how to embed participation in Equally Safe.

## **Monitoring Progress**

Through the outcomes framework and the associated evidence, evidence will be gathered of progress made. A progress report will be published at regular intervals updating on relevant activity and progress towards achieving these outcomes.

## **Next Steps**

We will consult on this draft delivery plan over the spring. To ensure that we are meeting relevant duties and taking an intersectional approach, we will work with



stakeholders to develop suitable equality impact and child rights and wellbeing impact assessments in parallel with the consultation process. We will consider the output of the consultation process over the summer, and publish a final version of the Delivery Plan later in 2017.

## CROSS CUTTING ACTIONS

### A human rights framework

Scotland's National Action Plan for Human Rights explicitly recognises violence against women and girls as a fundamental violation of human rights, and that we need to fulfil our international responsibilities. To do so, we will:

What	When	Who
Support Eilidh Whiteford MP's Private Members Bill on ratification of the Istanbul Convention and press the UK Government to set out a clear timetable for ratification	Over 2017	Scottish Government Wider civil society
Publish a report setting out what we are doing to implement the Istanbul Convention in Scotland	By end 2017	Scottish Government
Continue to put human rights right at the heart of our approach to government, and work with civil society to safeguard both the Human Rights Act and the human rights and equality protections set out in EU law	Ongoing	Scottish Government
Align with Scotland's National Action Plan for Human Rights, and reflect concluding observations from international human rights treaty bodies and reviews undertaken by the UN Human Rights Council, as they are brought forward.	Ongoing; examinations expected on UPR (2017), UNCRPD (2017), CEDAW (2019) and UNCAT (2019)	Scottish Government
Tackle violence against women and girls through our International Development work in sub-Saharan African countries through project work and by contributing to UN conventions to ensure that women are empowered politically, economically, socially and culturally	Recently published International Development Strategy is aligned to the completion of the UN Global Goals (in 2030). Projects will report on a 6 monthly basis on progress to the Scottish Government	Scottish Government Wider civil society
Based on the principles of UN Security Council Resolution 1325 <sup>2</sup> , we will fund training and capacity building for at least fifty women annually from conflict-affected regions, ensuring they have the skills and confidence to maximise their contribution to building a safer world	Until March 2021	Scottish Government

### All forms

The actions in the delivery plan contribute to preventing and eradicating all forms of violence against women and girls – nevertheless, it is necessary that we bring a focus to particular forms of violence. To do so, we will:

What	When	Who
Hold an event comprising key stakeholder to look how we better tackle online hate and misogyny	By end 2017	Scottish Government

<sup>2</sup> <http://www.un.org/womenwatch/osagi/wps/>

What	When	Who
Build the gendered analysis into the implementation of Scotland's first Human Trafficking Strategy, ensuring that interventions recognise the particular inequalities women who are trafficked experience	Ongoing	Scottish Government
Engage with stakeholders on the findings of research into the evidence as to the impact of criminalising the purchase of sex	Over 2017	Scottish Government
Commission a mapping of exit routes, to inform guidance to public and third sector organisations on how to support women experiencing commercial sexual exploitation including prostitution	Summer 2017	Scottish Government
Implement Scotland's National Action Plan on preventing and eradicating female genital mutilation	National Action Plan will run 2016 – 2020. Year one progress report will be published in May 2017	FGM National Action Plan Implementation Group <sup>3</sup>
Develop multi-agency national guidelines for tackling female genital mutilation	By end 2017	Scottish Government
Engage with stakeholders on the recommendations of the research into Forced Marriage in Scotland published at the end of January 2017.	Commencing June 2017	Scottish Government
Hold a forced marriage case study workshop for public and third sector organisations to raise awareness of good practice and challenges	June 2017	Scottish Government
Improve the process of applying for a Forced Marriage Protection Order	By end 2017	Scottish Government

## All women

Along with their gender, women and girls have other characteristics that increase their level of risk in experiencing violence, and we need to ensure that interventions recognise this. To do so, we will:

What	When	Who
Include a requirement for lesbian, bisexual and transgender women and girls inclusion plans in our funded services, to ensure they can access support	Funding decisions by July 2017	Scottish Government
Ask the disabled people's panel within Scotland's Disability Delivery Plan to help us identify steps to tackle violence against disabled women and girls	Initial consultations in autumn 2017	Scottish Government

<sup>3</sup> FGM NAP Implementation Group is comprised of membership from Scottish Government, Police Scotland, NHS Scotland, Education Scotland, Social Work (Adult Support and Protection, Children and Families), COPFS, COSLA, Community Based Organisations, Higher Education and Royal College of Midwives.

What	When	Who
Ask black and minority ethnic representatives to help us to identify specific steps to tackle violence against BME women and girls	Minority ethnic women's network established and will organise a roundtable in 2017 focusing on gender based violence	Scottish Government
Ensure that our objectives in Equally Safe are aligned with our future approach to refugee integration in Scotland	Refreshed New Scots Strategy due end 2017	Scottish Government

## All children

The definition of violence against women and girls we have adopted explicitly includes children of all genders as subject to harm through violence. To better support children, we will:

What	When	Who
Take forward a programme of action to ensure that vulnerable children (including those who have experienced domestic abuse) get access to the right help at the right time	Programme announced in February 2017	Scottish Government
Continue to implement the National Action Plan to Prevent and Tackle Child Sexual Exploitation, published in March 2016	Ongoing; first report on progress published 17 March 2017	Scottish Government
Publish a refreshed action plan on child internet safety to ensure appropriate training, support and information is in place for professionals, children, young people and their families	Spring 2017	Scottish Government
Ensure the Domestic Abuse Bill effectively acknowledges the impact that domestic abuse can have on children through the operation of a statutory aggravation to the new offence of domestic abuse	2017	Scottish Government
Consult on the terms of the child cruelty and neglect offence contained in the Children and Young Persons Act 1937, including whether the offence requires to be modernised to include emotional and psychological abuse and archaic language removed	Summer 2017	Scottish Government
Develop understanding of the experience of domestic abuse by children in poverty, using this to inform the approach to tackling child poverty	Commence following expected passage of Child Poverty Bill in late 2017	Scottish Government
Ensure that children's interests are better reflected in the justice system and that their voice is heard	Ongoing	Scottish Government Justice agencies
Consider the application of lessons from various international examples of the 'Barnahus' concept for child victims and how these could potentially apply within the Scottish context	2017	Scottish Government CHILDREN 1st

## Accountability

We have already committed to assessing progress so we can demonstrate a reduction over time in all forms of violence against women and girls. To help us do this, we will:

What	When	Who
Embed the Sustainable Development Goals – including Goal 5, which calls for gender equality and the true empowerment of women and girls – in Scotland Performs	Publication in second half of 2017	Scottish Government
Publish a Gender Equality Index to track progress of indicators relevant to women's equality	Summer 2017	Scottish Government
Finalise an outcomes framework for Equally Safe, with identified indicators to demonstrate progress and a pathway to strengthen data capture and identify data gaps	By summer 2017	Scottish Government Improvement Service
Develop and support a pilot performance management framework with supporting tools, and following publication support local violence against women partnerships to use these	Over summer 2017	Scottish Government Improvement Service
Published a refreshed Equality Outcome on tackling violence against women and girls	Spring 2017	Scottish Government

## Participation

We have committed to ensuring that women, children and young people have a greater opportunity to shape our approach. To help us do this, we will:

What	When	Who
Support a pilot programme of participation with affected groups of women, children and young people	Over 2017	Scottish Government Rape Crisis Scotland CYP Stakeholders
Capture the learning from participation approaches to inform future work in this area	By end 2017	Scottish Government

## PRIORITY ACTIONS

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

### Objectives

- Positive gender roles are promoted
- People enjoy healthy, positive relationships
- Children and young people develop an understanding of safe, healthy and positive relationships from an early age
- Individuals and communities recognise and challenge violent and abusive behaviour

**Contributing workstreams:** Primary Prevention, Capability and Capacity

### Raising awareness and changing attitudes

The Scottish social attitudes module published last year on attitudes to violence against women indicates we still have some way to go in this area. To make progress, we will:

What	When	Who
Engage with the newly established Advisory Council on women and girls to explore issues around gender inequality and violence against women	Advisory Group being established and is expected to meet in Spring 2017	Scottish Government
Support initiatives to raise awareness amongst the wider population of violence against women and girls, including what causes it and how to challenge it	Announcement of projects under Equally Safe (VaWG) Fund by summer 2017	Scottish Government Third sector organisations
Through the Mentors in Violence Prevention programme, ensure that boys and men understand about positive healthy respectful relationships, are encouraged to stand up to violence, challenge attitudes and behaviours and tackle toxic masculinity	Funding confirmed until March 2018	Scottish Government Violence Reduction Unit

### Childhood

We know that attitudes are formed in early years, and education settings play a critical role. We will:

What	When	Who
Work with the education system and key stakeholders to develop a holistic approach towards addressing gender stereotypes and norms in schools and education settings	Establish stakeholder working group in summer 2017	Scottish Government
Develop a Skills Investment Plan for the Early Learning and Childcare sector which sets out the broad skills set within the workforce, identifies opportunities to widen the skill set and actions which will help tackle gender stereotypes within the sector.	First iteration of the plan to be published in March 2017	Scottish Government

What	When	Who
Provide more support for teachers on equality issues, following the outcomes of the General Teaching Council Scotland review	Report due April 2017; officials will consider further thereafter.	Scottish Government
Publish a refreshed approach to addressing bullying in schools, including bullying based on sexism and gender	2017	Scottish Government
Work with further and higher education institutions to contribute to this agenda both through learning and on campus, using the insights from ongoing work in Scottish Universities tackling gender-based violence on campus, recommendations from the Universities UK Task Force on violence against women, and the University of Strathclyde "Equally Safe in Higher Education" Project	Over 2017-19	Scottish Government Higher education institutions

## Workplace

Women continue to experience violence in the workplace, and employers have a key role in supporting victims and tackling perpetrators. We will:

What	When	Who
Refresh the Scottish Government's corporate policy on violence against women, using the Zero Tolerance PACT Resource as a guide	By end 2017	Scottish Government
Gather examples of best practice and develop support, guidance and incentives for employers	Take forward through the Capability and Capacity workstream (or relevant group) over 2017	CoSLA

**PRIORITY 2:** Women and girls thrive as equal citizens: socially, culturally, economically and politically

### Objectives

- Women and girls are safe, respected and equal in our communities
- Women and men have equal access to power and resources

**Contributing workstreams:** Primary Prevention

## Understanding gender

Gender inequality is a root cause of violence against women and girls, and despite advances there remain persistent inequalities between women and men. To bring a stronger gender perspective into policy making, we will:

What	When	Who
Improve strategic consideration of equality implications of spend for gender and other protected characteristics within the annual Equality Budgeting process	Over 2017	Scottish Government
Develop a programme of engagement with key parts of Government to improve understanding of gender in policy making	Over 2017 and onwards	Scottish Government Women's third sector organisations

What	When	Who
Promote use of the Equality Impact Assessment tool at the national and local level to tackle inequality and discrimination across Scotland	Ongoing	Scottish Government

## Parenting and childcare

Women continue to provide the bulk of childcare, and issues of cost and provision create barriers to life's other opportunities. We will:

What	When	Who
Create a new Best Start Grant that provides effective support at key transitions in the early years and ensures qualifying parents or carers receive more joined up support from pregnancy through to children starting school	Bill to be introduced by summer 2017	Scottish Government
Take forward a transformative programme to expand free Early Learning and Childcare entitlement to 1,140 hours per year by 2020, including piloting a deposit guarantee scheme for childcare places	2017-20	Scottish Government
Establish a 'Returners' project so that parents who have had a career break can get help updating skills and knowledge	2017-18	Scottish Government

## Women's economic inequality

There continues to be a gender pay gap, and women do not enjoy the same opportunities as men within the workforce. To address this, we will:

What	When	Who
Ensure that the Developing the Young Workforce programme addresses issues of occupational segregation by gender, including addressing significant under representation in the take up of certain college courses and modern apprenticeships by women	Ongoing until 2021	Scottish Government
Through the development of a strategy, address gender stereotyping and improve gender balance in science, technology, engineering and maths (STEM) at school to ensure greater uptake of courses and apprenticeships by women and girls that are traditionally seen as male-dominated like engineering, construction and digital	Ministerial advisory group established; response to consultation currently being evaluated	Scottish Government
Develop proposals for delivering split payments under Universal Credit, working with stakeholders to scope out timescales	To be confirmed following further stakeholder engagement	Scottish Government
Under the Labour Market Strategy, work with key stakeholders to understand issues of occupational segregation and how to ensure greater equality within the labour market	Ministerial working group established and work ongoing	Scottish Government



What	When	Who
Take action to tackle pay inequality, including funding to Close the Gap, and a reduction in the listed threshold of listed public authorities required to report from 150 employees to 20 employees	Ongoing	Scottish Government
Tackle pregnancy and maternity discrimination in partnership with the Equality and Human Rights Commission by establishing a working group whose remit includes creating guidelines for employers to ensure best practice, as well as improving access to guidance for pregnancy women and new mothers	Group has agreed programme of activity to take forward commitments; review in December 2018	Scottish Government
Ensure the successful bidder(s) to deliver devolved employment services demonstrate clearly how they will deliver a service that is gendered in terms of understanding the needs of women seeking employment; and use levers at their disposal to encourage employers to consider flexible working approaches which enable more women to take up a broader range of opportunities	April 2018 onwards	Scottish Government
Identify and promote practice that works in reducing employment inequality for minority ethnic women, including in career paths, recruitment, progression and retention	Minority ethnic women's network established and will organise a roundtable in 2017 focusing on employability	Scottish Government

## Women's civic and social inequality

Cultural and institutional stereotyping and sexism continues to inhibit women's spaces for action across society. To tackle this, we will:

What	When	Who
Establish an Equality in Sport and Physical Activity Forum and develop a £300K Gender Equality in Sport fund to address the barriers to women's participation	First meeting of forum expected to take place and further details of Sport Equality Fund provided in March 2017.	Scottish Government sportScotland
Introduce legislation to redress gender imbalances and improve women's representation on public boards in Scotland, using the new powers transferred to the Scottish Parliament through the Scotland Act	2017	Scottish Government
Champion our Partnership for Change campaign, encouraging private and third sector organisations to work towards gender balance on their boards by 2020	Ongoing	Scottish Government
Support the Women 50:50 campaign and the improvement of women's access to public office by encouraging partnership working to break down barriers to participation	Ongoing	Scottish Government

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

**Objectives**

- Justice responses are robust, swift, consistent and coordinated
- Women, children and young people access relevant, effective and integrated services
- Service providers competently identify violence against women and girls, and respond effectively to women, children and young people affected

**Contributing workstreams:** Capability and Capacity, Justice

**Public services**

The broader public service approach to supporting victims and survivors has improved, but there remains much to be done to improve identification, response and redress. We will:

What	When	Who
Ensure court waiting times for domestic abuse cases and sexual offences cases in solemn proceedings are in line with agreed targets	2017	Scottish Government
Agree with the Scottish Courts and Tribunals Service opportunities for managing how domestic abuse cases are progressed within Scotland, including the consideration of Domestic Abuse courts and case management solutions where a Domestic Abuse Court is not considered appropriate	2017-18	Scottish Government Scottish Courts and Tribunals Service
Improve the experience of vulnerable witnesses, initially focusing on child complainers and witnesses through the greater use of pre-recorded evidence	2017-19	Scottish Government
Develop the health service response to preventing and tackling violence against women using the World Health Organisation's resolution on gender based violence as a framework	Discussion at Health Integration Network in April 2017	Scottish Government Health Scotland
Expand the Medics Against Violence Ask, Support, Care programme to train more healthcare students, NHS staff and non-health care professions to spot, document and respond to the signs of potential abuse	Funding until March 2018	Scottish Government
Improve the provision of services for all victims of sexual assault who require a forensic examination as part of an overall health focussed assessment - including considering the best models for delivery, consistency of approach and workforce planning issues to ensure that victims are provided with the examiner of the gender they prefer.	Ongoing	Scottish Government Police Scotland NHS Scotland
Work with Health Boards to ensure that they are ready for the implementation of National Standards in this area developed by Healthcare Improvement Scotland	National Standards published by end 2017; rollout in 2018/2019	Scottish Government Police Scotland NHS Scotland

<b>What</b>	<b>When</b>	<b>Who</b>
Review the way forensic examinations are undertaken (including models of practice, consistency of approach and workforce planning) to ensure they are done appropriately and sensitively, with a view to better implementation of the National Minimum Standards in this area	Review by end 2017; implementation of findings in 2018	Scottish Government Police Scotland Health Boards
Consider how learning from the National Trauma Training Framework can be incorporated to better inform the development of services, and identify leadership in the justice system to take this forward	2017	Justice Board NHS Education Scotland
Ensure that commissioned training resources of local authority housing and homelessness hubs incorporate domestic abuse competence	2017-2021	Scottish Government
Develop options for funding supported housing, including domestic abuse refuge providers, to ensure that they continue to receive appropriate resources for their work	2017	Scottish Government
Develop draft violence against women quality standards for public services responding to victims and survivors	2017	Scottish Government
Identify and take forward approaches which will strengthen the social work response to domestic abuse	2017	Scottish Government
Reform the anonymous voter registration scheme, making it more accessible to survivors of domestic abuse	2017	Scottish Government
Share lessons from the 'Safe and Together' model of child protection in a domestic abuse setting, encouraging a common understanding that perpetrators of abuse should be assessed and held accountable on their parenting choices which the perpetration of domestic abuse	2017 onwards	Scottish Government

## **Specialist Services**

The third sector plays a critical role in supporting women and children, with women's aid organisations and rape crisis centres doing vital work across the country. To support them, we will:

<b>What</b>	<b>When</b>	<b>Who</b>
Initiate an independent review of how national and local specialist services for women and children experiencing gender based violence are commissioned, and how we can ensure quality and sustainability of service	2017	Scottish Government
Commission the development of a sustainable model of training around gender based violence for public and third sector services	2017	Scottish Government
Consider the findings from the National Advocacy Scoping Exercise commissioned to help understand the provision of services in this area with the aim to determine where the provision of services could be extended and improved	2017	Scottish Government

What	When	Who
Develop the Scottish Women's Rights Centre as a model for legal services, consider the currently unmet need for victims of gender based violence and the appropriate model of support for women, children and young people experiencing violence	Ongoing	Scottish Government

### Integrated services

Multi-agency working is increasingly valued, with structures in place at a local level to ensure a joined up approach to delivering initiatives, supporting victims and tackling perpetrators. To build on this, we will:

What	When	Who
Consult on how to embed consistent and effective operation of multi-agency structures to support high risk victims of domestic abuse	Autumn 2017	Scottish Government
Support local violence against women partnerships in their improvement journey, and work to ensure that every local authority in Scotland has a high performing partnership linked to other local structures.	Ongoing	Scottish Government CoSLA Improvement Service

**PRIORITY 4:** Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

#### **Objectives**

- Justice responses are robust, swift, consistent and coordinated
- Men who carry out violence against women and girls are identified early and held to account by the criminal and civil justice system.
- Relevant links are made between the experience of women, children and young people in the criminal and civil system

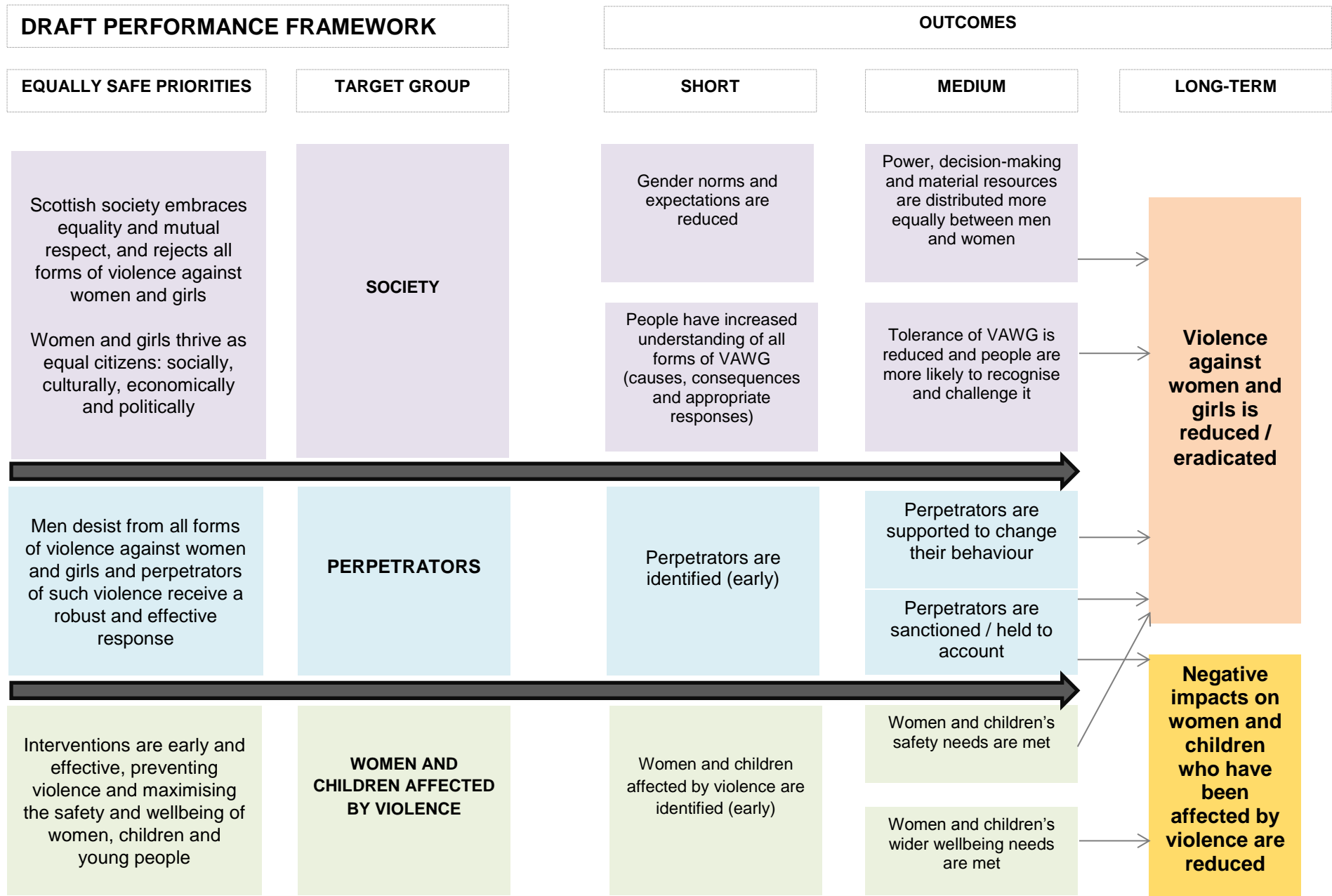
**Contributing workstreams:** Justice

### Tackling Perpetrators

Ensuring that men desist from violence and that perpetrators are tackled is critical. To improve our response, we will:

What	When	Who
Encourage victims of gender based violence to report it to the Police	Domestic abuse communications plan around offence in 2017	Scottish Government
Introduce a Domestic Abuse Bill to Parliament which seeks to criminalise coercive control	By June 2017	Scottish Government
Review training provided for all professionals within the Justice System to ensure that there is an understanding of the new offence for those investigating domestic abuse cases including trauma informed practice for all people who work with women and children	2017-18	Scottish Government

<b>What</b>	<b>When</b>	<b>Who</b>
Work with the Scottish Civil Justice Council on case management in family actions, including in relation to child welfare hearings - recognising that these types of hearings and contact cases require careful consideration to ensure that victims of domestic abuse are protected from further abuse	We will send a paper to SCJC for its meeting in May 2017	Scottish Government
Commence the Abusive Behaviour and Sexual Harm (Scotland) Act	April 2017	Scottish Government
Continue to look at perpetrator programmes and consider where further efforts are required to identify and tackle behaviour with a view to rehabilitation and change	Ongoing	Scottish Government
Develop multi agency domestic homicide reviews with Police Scotland and partners learning from practice in other jurisdictions which have allowed for improvements in practice.	2017/18	Scottish Government ASSIST Police Scotland



## DRAFT INDICATORS

### National

Indicators	OUTCOMES
Prevalence of VAWG	Violence against women and girls is reduced
Gender pay gap	Power, decision-making and material resources are distributed more equally between men and women
% of local councillors, MSPs and MPs who are women	Power, decision-making and material resources are distributed more equally between men and women
Public attitudes to seriousness and harm of different forms of VAWG	Tolerance of VAWG is reduced and people are more likely to recognise and challenge it
Proportion of public who believe rape myths	People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses)
Proportion of public who have stereotypical views on gender roles	Gender norms and expectations are reduced
Proportion of women who had experienced partner abuse in the last 12 months who said the police came to know about any of the incidents they experienced	Perpetrators are identified (early)
Proportion of women who had experienced rape and sexual abuse in the last 12 months who said the police came to know about any of the incidents they experienced	Perpetrators are identified (early)
Proportion of women who had experienced stalking and harassment in the last 12 months who said the police came to know about any of the incidents they experienced	Perpetrators are identified (early)
Number of men convicted of VAWG related crimes	Perpetrators are sanctioned / held to account
Number of women and minors trafficked for domestic servitude	Violence against women and girls is reduced
Number of women and minors trafficked for sexual exploitation	Violence against women and girls is reduced

### **Local**

Indicators	OUTCOMES
Total funding invested in preventing and eradicating VAWG at a local level.	All

Indicators	OUTCOMES
% comparison of male council employees' combined hourly earnings with female council employees' combined hourly earnings (using the mean)	Power, decision-making and material resources are distributed more equally between men and women
% of women who are the highest paid 5% of council employees	Power, decision-making and material resources are distributed more equally between men and women
% of professionals who attend VAWG training who report improvements in their: a) knowledge, b) skills, and c) behaviours as a result of this training	Gender norms and expectations are reduced People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses)
% of people who attend VAWG awareness raising sessions who report improvements in their: a) knowledge, b) behaviours as a result of these activities.	Gender norms and expectations are reduced People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses) Tolerance of VAWG is reduced and people are more likely to recognise and challenge it
No of women and children identified as being affected by VAWG who are referred to a specialist support service	Women and children's safety needs are met Women and children's wider wellbeing needs are met
Average length of time women and children need to wait to access specialist support services	Women and children's safety needs are met Women and children's wider wellbeing needs are met
% of women and children who report feeling safer as a result of the support they have received	Women and children's safety needs are met
% of women and children who report their wellbeing has improved as a result of the support they have received.	Women and children's wider wellbeing needs are met
No and % of perpetrators of VAWG who are referred to perpetrator interventions	Perpetrators are supported to change their behaviour
Number of men convicted of VAWG related crimes	Perpetrators are sanctioned / held to account