

EQUALLY SAFE

A Delivery Plan for Scotland's strategy to prevent
and eradicate violence against women and girls

2017-21

PHOTO REDACTED DUE TO THIRD PARTY RIGHTS OR OTHER LEGAL ISSUES

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Foreword

Violence against women and girls, in any form, has no place in our vision for a safe, strong, successful Scotland. It damages health and wellbeing, limits freedom and potential, and is a fundamental violation of human rights. The Scottish Government, COSLA and key partners are committed to preventing and eradicating it once and for all. Equally Safe, our Strategy to prevent and eradicate all forms of violence against women and girls, is our mechanism for achieving this ambition. This strategy, which was originally published in 2014 and updated in 2016, provides a framework to help us do that. It was developed by the Scottish Government and COSLA in association with a wide range of partners from public and third sector organisations.

Over the past few years, we have made progress. There is increasing awareness of the prevalence and the pernicious effects of gendered violence within our society. We have strengthened the law in this area. The work of our partners and a wide range of organisations over many years has placed violence against women and girls firmly on the agenda. Significant investment in services and provision has been made by consecutive Scottish Governments and local authorities. The issue is a priority for Police Scotland and of key importance to statutory agencies who are serious in supporting victims and tackling perpetrators. And there is increased consensus that the roots of violence against women and girls lie in the attitudes and inequalities that continue to permeate society, and that we will only make progress if we tackle outdated gender stereotypes and we tackle women's inequality.

Whilst the Strategy provides an overarching framework for change, it is imperative that we take forward tangible action to realise our ambitions. This Delivery Plan sets out the actions the Scottish Government, COSLA and partners will take. It sets out clearly how we intend to move forward with implementation in a truly cross-cutting, inclusive and participative way. It includes a total of **118 actions under 4 priority areas** - ensuring that Scottish society embraces equality and mutual respect, and rejects violence; that women and girls thrive as

equal citizens; that interventions are early, effective and maximise the safety of women, children and young people; and that men desist from violence and perpetrators receive a robust and effective response. And it contains a clear outcomes framework with indicators to demonstrate progress nationally and locally towards preventing and reducing this violence and tackling the pervasive inequalities that create the conditions for it.

As co-Chairs of the Equally Safe Joint Strategic Board, we are committed to ensuring that Equally Safe delivers real change for women and children in Scotland. We look forward to working with everyone in ensuring that we all live in a strong and flourishing Scotland where individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate it.



A handwritten signature in black ink, appearing to read 'Angela Constance'.

Angela Constance MSP
Cabinet Secretary for
Communities, Social
Security and Equalities



A handwritten signature in black ink, appearing to read 'K. Parry'.

Cllr Kelly Parry
COSLA Spokesperson for
Community Wellbeing

WHERE WE ARE

WHERE WE ARE

Background

Equally Safe, Scotland's Strategy for preventing and eradicating violence against women and girls, was published in 2014 and updated in 2016¹. 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 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 United Nations 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), and so called 'honour based' violence continue to be prevalent across society.

That is why Equally Safe places increased priority upon primary prevention – stopping this violence from happening in the first place. Taking this approach demands that Scottish society as a whole embraces 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 – so here and now, we have to ensure that interventions are early and effective, helping to prevent

1 [Equally Safe, Scotland's Strategy for preventing and eradicating violence against women and girls, 2016](#)

violence from reoccurring and maximising the safety and wellbeing of women, children and young people. And 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 that provides a picture of violence against women and girls in Scotland, and of the attitudes that underpin it. This overwhelmingly demonstrates that women disproportionately experience this violence.

The evidence helps to inform our interventions and understanding of the current position and progress towards our goals:

- » In 2016-17 there were 58,810 incidents of domestic abuse recorded by the police in Scotland, an increase of 1% from 2015-16. Levels of domestic abuse recorded by the police have remained relatively stable since 2011-12 at around 58,000 to 60,000 incidents a year (and up by 20% since 48,884 in 2006-07). Where the gender was known 79% of incidents involved a female victim and male perpetrator.²
- » Rape & attempted rape accounted for 17% of sexual crimes. In 2016-17 there were 1,878 recorded incidents of rape a 4% increase from 1,809 in 2015-16. There has been an upward trend in these crimes since 2010-11 with Rape & attempted rape increasing by 66% overall between 2010-11 and 2016-17.³ Where identifiable, 94% of crimes of 'Rape and attempted rape' and 87% of crimes of 'Sexual assault' had a female victim in 2016-17. Over

2 Domestic Abuse Recorded by the Police in Scotland, 2016-17:
<http://www.gov.scot/Publications/2017/10/3700>

3 Recorded Crime in Scotland, 2016-17:
<http://www.gov.scot/Publications/2017/09/3075>

three-quarters of victims of 'Other sexual crimes'⁴ were female (79% in 2016-17). The vast majority of perpetrators (where identifiable) were male – 95% in 2016-17.

- » There has been a significant increase in the proportion of 'Other sexual crimes' that were cyber enabled (i.e. the internet was used as a means to commit the crime) – increasing from 38% in 2013-14 to 51% in 2016-17.
- » For both cyber enabled crimes and non-cyber enabled crimes of 'Communicating indecently', 'Cause to view sexual activity or images', more than 80% of victims were female and around 95% of perpetrators were male in 2016-17. Almost three-quarters of the victims of cyber enabled crimes of this type in 2016-17 were under 16. Perpetrators also tended to be much younger where these crimes were cyber enabled, with a quarter under 16 and more than half under 20.
- » For all homicides recorded in the last ten years, just over half (52%) of the female victims aged between 16 and 70 years were killed by their partner or ex-partner, 28% were killed by an acquaintance and 8% were killed by a stranger. For male victims aged 16 to 70 years, only 6% were killed by their partner or ex-partner.⁵
- » 941 non-harassment orders were granted in 2015/2016.
- » By 1 October 2017, the second anniversary of the operation of the Police Scotland Disclosure Scheme for Domestic Abuse, 2,144 requests had been made and 927 people had been told about a partner's abusive past.

4 The 'Other sexual crimes' category is made up of a wide range of sexual crimes. The three most common being 'Communicating indecently', 'Cause to view sexual activity or images' and 'Indecent photos of children'. This information has been drawn from a sample of these crimes which have come to the attention of the police. It does not provide information on all such crimes committed in society as not all of these crimes are reported to the police. More information is available at: <http://www.gov.scot/Publications/2017/09/7838>

5 [Homicide in Scotland 2016-17](#)

- » In 2016 the UK National Referral Mechanism received 150 referrals of potential victims of human trafficking in Scotland, an increase of 3.4% since 2015. The 150 referrals were equally divided between males and females, and 47 (31.4%) of these potential victims were minors. Victims trafficked for sexual exploitation included 33 adults and 6 minors, and 92% of the victims trafficked for sexual exploitation were female⁶.
- » The 2014 social attitudes survey on public attitudes towards violence against women findings indicated 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 contexts under which people view abusive behaviours as less serious. People tended to think that sex without consent was 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 believed common myths about rape, and people were much less likely to be negative about commercial sexual exploitation than about the other forms of violence against women. Stereotypical views on gender roles persisted, and those who held more stereotypical views on gender roles were consistently less likely to view a wide range of abusive behaviours as wrong or harmful⁷.
- » In a sub-module of the same survey, 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 appeared to hold more permissive views than adults about violence against women was striking, and stereotypical gender views played a role in this⁸.

6 [National Referral Mechanism Statistics- End of Year Summary 2016](#)

7 [Scottish Social Attitudes Survey 2014; Young People's Attitudes to Violence against Women](#)

8 [Scottish Social Attitudes Survey 2014; Young People's Attitudes to Violence against Women](#)

Continuing to develop this evidence base is essential if we are to understand the difference we are making as well as gain greater insight into the issues and challenges that we need to address. We will therefore explore further what research and data capture may be helpful to build on our understanding of violence against women and girls, and look to embed this within our analytical planning.

Action Taken

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

Strengthened leadership and partnership working

- » A Violence against Women and Girls Joint Strategic Board, chaired at Ministerial and senior councillor level was established comprising senior leaders from public and third sectors – this has met 5 times over the past two years.
- » 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.
- » In February 2016, Scotland’s first National Action Plan to tackle female genital mutilation was published. A Multi-Agency Group, with membership from the statutory, third sector and community based organisations, has developed multi-agency guidance which sets out how agencies, individually and together, can protect girls and young women from FGM, and how to respond appropriately to survivors.
- » In March 2016, an updated version of Equally Safe was published with the input of children and young people’s organisations, who helped to strengthen our approach to these issues. This helped to establish stronger links across a range of government policy areas, and more widely, renewed collaborative working between partners.

- » To build on this, a Children and Young People stakeholder reference group was established in 2016, to input to this Delivery Plan and inform our approach to implementation.
- » With the support and input of the Improvement Service and CoSLA, guidance⁹ for Violence against Women Partnerships was published in August 2016. The Equalities Secretary and the COSLA spokesperson for Community Wellbeing wrote to all partnerships, the 32 local authorities and major public bodies to encourage them to utilise the guidance and engage with their local partnerships.

Increased funding

- » 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.
- » In June 2017, 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 to almost £30 million over 2017 to 2020.
- » In February 2017, the Scottish Government announced 3 year rolling funding for equality and violence against women organisations, to give vital reassurance and continuity to these organisations. Funding under the Equality Budget has been confirmed for 2017-18, and indicative amounts for 2018-20 have been provided.

9 [Guidance for Violence Against Women Partnerships](#)

New legislation

- » In October, 2015 the Human Trafficking and Exploitation (Scotland) Act 2015¹⁰ was passed, which consolidates and strengthens criminal law against human trafficking and exploitation. The 2015 Act requires the development of a Trafficking and Exploitation Strategy, which was laid before the Scottish Parliament on 30 May 2017 and will be reviewed every three years¹¹. A public awareness raising campaign was launched by the Justice Secretary in August 2017 to highlight that human trafficking and exploitation can happen anywhere.
- » In July 2017, the Abusive Behaviour and Sexual Harm Act came into effect which created a specific offence of sharing private intimate images without consent. The Act includes a new statutory domestic abuse aggravator to ensure courts take domestic abuse into account when sentencing an offender and statutory jury directions for certain sexual offence cases. This was supported by a number of awareness raising campaigns, including Rape Crisis Scotland's 'I Just Froze' to help those who might serve on juries to understand the deeply personal response by someone to being raped; and the Scottish Government's campaign on the consequences of non-consensual sharing of intimate images.
- » In March 2017, the Domestic Abuse (Scotland) Bill was introduced to Parliament. This will 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. Parliament voted to support the general principles of the Bill at the Stage 1 debate on 28 September 2017.
- » In June 2017, the Gender Representation on Public Boards (Scotland) Bill was introduced to ensure that women are properly represented on our public boards.

10 [Human Trafficking and Exploitation \(Scotland\) Act 2015](#)

11 [Trafficking and Exploitation Strategy 2017](#)

Improved Services

- » The Scottish Government has continued to invest significant levels of funding in front line services supporting victims and survivors of domestic abuse and sexual violence. Funding has included support for women's aid groups, rape crisis centres and other services across Scotland.
- » CoSLA and Scottish Women's Aid published guidance¹² for local authorities on the commissioning of domestic abuse services by local authorities.
- » In June 2017, the Cabinet Secretary for Justice announced that the length of the period of support provided to victims of trafficking would be doubled.
- » The Scottish Government has established a Taskforce for the Improvement of Services for children and adults who have experienced rape and sexual assault, to strengthen the governance arrangements for services and improve the provision of appropriate services and facilities for victims who require a forensic examination. In October 2017, the Taskforce published a five year work plan¹³ which sets out a clear and ambitious vision for Scotland to ensure consistent, person centred, trauma informed healthcare and forensic medical services for anyone who has experienced rape or sexual assault. In July 2017, Healthcare Improvement Scotland (HIS) consulted on new National Standards¹⁴ to develop a consistency in approach to healthcare and forensic medical services for anyone who has experienced rape, sexual assault or child sexual abuse. The Standards will be published by end 2017.

12 [Good Practice in Commissioning Domestic Abuse Services](#)

13 [Rape and Sexual Assault Taskforce five year work plan](#)

14 [Health Improvement Scotland Standards: Healthcare and Forensic Medical Services for People who Have Experienced Rape, Sexual Assault or Child Sexual Abuse: Children, Young People and Adults](#)

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. This 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.

At a local level, Violence against Women Partnerships (VAWPs) are recognised as the multi-agency mechanism with responsibility for delivering Equally Safe within their localities. These Partnerships are responsible for bringing together all the key public sector and third sector organisations working to prevent and eradicate violence against women and girls within each local authority area, and ensuring that an effective and strategic approach is taken to progressing the priorities set out in Equally Safe. The aforementioned guidance published by the Scottish Government and COSLA in 2016 highlights the expectation that all local authority areas should have a high functioning VAW Partnership and sets out a number of minimum standards that they are expected to work towards meeting.

Joint Strategic Board

The Equally Safe Joint Strategic Board was established following the publication of the Strategy in 2014. It is jointly chaired by the Scottish Government and CoSLA, and aims to meet at least twice a year. The remit of the Board has been to 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. The Board met on 5 occasions between 2015 and 2017 to discuss strategic priorities, progress on developing the Delivery Plan, and implementing Equally Safe.

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 were 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 was led by Engender, the feminist organisation. It 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 inequalities, attitudes and assumptions that give rise to violence and abuse, and considered primary prevention in the widest context – society, community and the individual. It also focused – through a series of thematic discussions bringing in gender experts – on developing thinking around how best to advance women’s equality as a key component of primary prevention. Discussions 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 the process of assessing spending and economic decisions through a gendered lens.

- » The **Capability and Capacity** workstream was coordinated by COSLA. It 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. It also sought to strengthen the local government response to violence against women.
- » The **Justice** workstream was led by the Scottish Government Justice Directorate, through the establishment of a Justice Expert Group. It focused on developing a victim-centred approach to the justice system through a coordinated approach within both the civil and criminal justice systems – including consideration of the law relating to sexual offences and domestic abuse, looking at new models for taking evidence from vulnerable witnesses such as the Barnahus model and taking forward learning from the Evidence and Procedure Review. The Group also 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 and outwith 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 also endorsed a National Advocacy Scoping Exercise and initiated work to consider the improvement of services for victims of sexual assault where a forensic medical examination is required.
- » The **Accountability** workstream was led by Scottish Women's Aid in partnership with the Improvement Service. It 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 also considered how to best embed participation in Equally Safe.

Each workstream met on a number of occasions to progress the development of contributions to this Delivery Plan. Workstreams came together jointly in March and November 2017 to consider drafts and offer comments on progress.

Delivery Plan

The development of a delivery plan to complement the Equally Safe Strategy was an early commitment by the Scottish Government. The purpose of having a Delivery Plan is to ensure that the ambitions of the Strategy are rooted in practical delivery that makes a tangible difference to the lives of women, girls, children and young people. Both the Strategy and the Delivery Plan continue to complement and contribute to a range of other Government initiatives, including the Action Plan for a Fairer Scotland, the Justice Strategy and the Trafficking and Exploitation Strategy. It also sits alongside our work to tackle discrimination, promote equality, and give children and young people the best start in life.

To ensure that this Delivery Plan is as strong as possible, the Scottish Government consulted on a draft between March and June 2017. Analysis of responses¹⁵ to the consultation were published in November 2017.

All of the above demonstrates that there has been a significant amount of work taken forward since the original publication of Equally Safe in 2014. We know that this will make a real difference to women and children in Scotland, but we also know that much more remains to be done if we are to truly realise our ambitions.

15 [Equally Safe draft delivery plan consultation 2017-2021: response analysis](#)

MOVING FORWARD

MOVING FORWARD

As Equally Safe states, our approach to tackling violence against women and girls is drawn from the UN definition of gender based violence. Whilst there is broad consensus that this is right, **understanding continues to be variable** both in terms of theory and application. We will therefore work with COSLA and the third sector to continue build understanding of what taking a gendered approach to tackling violence against women and girls means in practice, and look to reflect this in the development and publication of a guidance note for partners.

Across the world, violence against women and girls is one of the most grievous violations of **human rights**, and is recognised as such in **international human rights treaties** of which gender equality is a central component. The Scottish Government is committed to putting human rights at the heart of our approach to Government, and we will continue to work with civil society to safeguard both the Human Rights Act and the human rights and equality protections set out in EU law. But human rights go well beyond civil and political rights, and we are also committed to action that gives effect to the vitally important economic, social and cultural rights set out in the International Covenant on Economic, Social and Cultural Rights, the European Social Charter and other treaties. We will undertake a comprehensive audit on the most effective and practical way to further embed the principles of the UN Convention on the Rights of the Child¹⁶ into policy and legislation, including the option of full incorporation into domestic law.

In this context, we will continue to **respond positively to recommendations** from international human rights treaty bodies and contribute actively to UN and Council of Europe examinations of the UK record on human rights. Examples of recent reviews we have participated in include the Universal Periodic Review (UPR)

16 [UN Convention on the Rights of the Child](#)

in 2017¹⁷ and the visit of the UN Special Rapporteur on Preventing Violence against Women in April 2014¹⁸. We will publish a report in 2017 setting out Scotland's response to the UPR, as well as set out in further detail the actions we are taking to give effect to the Convention on the Elimination of All Forms of Discrimination against Women¹⁹ (CEDAW). And we will continue to work to ensure that we are fully compliant with the Council of Europe's Convention on Preventing and Combating Violence against Women²⁰ (known as the Istanbul Convention), and work with the UK Government as they move towards ratifying this important instrument.

We will also continue to play our part as a responsible nation through our **International Development programme** in our sub-Saharan African partner countries²¹. We will take forward project work in Malawi, Zambia and Rwanda to ensure that women are empowered politically, economically, socially and culturally. The mainstay of this will be delivered by our Police Scotland capacity building programme which focuses on child protection and alleviating gender based violence in those countries. In addition, the women and children's scholarships which we continue to fund via the British Council in Pakistan will contribute to the overall aim of empowering women and girls. More generally, we will seek to use opportunities when in engaging in Europe and the wider world to promote Scotland's approach to tackling violence against women and girls, and engage in dialogue with our international partners on best practice.

17 [UNPR Review UK](#)

18 [UN Special Rapporteur on Preventing Violence against Women, 2014 Report](#)

19 [CEDAW](#)

20 [Council of Europe Convention on preventing and combating violence against women and domestic violence](#)

21 [Scottish Government International Development Policy](#)

It is important to continually emphasise that when we talk about violence against women and girls, we are talking about a continuum of violence. That continuum includes many different forms: **domestic abuse, rape, sexual assault, sexual harassment, commercial sexual exploitation and so called ‘honour based’ violence**. We will take action to tackle specific types of violence, whilst also ensuring that our efforts to embed primary prevention, build the capability and capacity of mainstream and specialist services and deliver a strong Justice response for victims and perpetrators have a positive impact across this continuum. To ensure that we strengthen our efforts to tackle commercial sexual exploitation, we will **establish a multi-agency group** to develop steps designed to reduce the harms associated with this kind of violence, support women to exit and tackle in a holistic way the issues that can lead to someone becoming exploited in this way. We will also continue to convene a multi-agency group to implement our National Action Plan to tackle **Female Genital Mutilation**, as well as our **Forced Marriage Network** to address issues and develop best practice in responding to this practice.

The definition we have adopted of violence against women and girls explicitly includes **children of all genders** as subject to harm through violence and we will also seek to reflect this in our delivery plan. We will continue to strengthen links with the Child Protection Improvement Programme²², the Action Plan on internet safety for children and young people²³, the Action Plan to tackle child sexual exploitation²⁴, and the Child Abuse Prevention Framework²⁵ which will be an integral part of our National Child Abuse Prevention Plan. We will also strengthen links with work to tackle Adverse Childhood Experiences (ACEs), which is focused on supporting the resilience

22 [Scottish Government Child Protection Policy](#)

23 [National Action Plan on Internet Safety for Children and Young People](#)

24 [The National Action Plan to Prevent and Tackle Child Sexual Exploitation Progress Report 2016/17](#)

25 [Child Abuse Prevention Framework](#)

of children and adults in overcoming early life adversity across all areas of life. We will develop a Child Rights and Wellbeing Impact Assessment with the assistance of children's organisations, and use this to inform our approach going forward.

This is a plan to tackle violence against women and girls, and it is right that we take this focus – the evidence set out earlier indicates that these different forms of violence are overwhelmingly experienced on the basis of gender. It should be remembered that **men and boys also experience these different forms of violence along with domestic abuse**. We will therefore engage with stakeholders to explore how these different forms of violence impact on men and boys and discuss what more the Scottish Government and others could be doing in this area.

We will also look to develop our **intersectional approach** to this work by increasing recognition of the particular experience of different groups of women and girls, better understanding the additional vulnerabilities and barriers that exist for those with intersectional identities, and through engagement with different groups and stakeholders to understand these issues better. This includes minority ethnic women and girls, refugees and asylum seekers, LGBTI people, disabled women and girls (including those with learning disabilities), and women of different ages and stages of life. We have developed a draft Equality Impact Assessment to support this delivery plan, and will seek views from stakeholders on it whilst using it to inform our work going forward. We have already identified mechanisms to sharpen engagement with particular communities, including the minority ethnic women's network and Disabled People's organisations²⁶, and we will continue to explore ways in which to engage with women and children from all walks of life.

26 [A Fairer Scotland for Disabled People – Our Delivery Plan to 2021 for the United Nations Convention on the Rights of Persons with Disabilities](#)

Equally Safe already commits us to **ensuring accountability**, with assessment of progress so we can demonstrate a reduction over time in all forms of violence against women and girls. We are in the process of refreshing the National Performance Framework, and will seek to embed the Sustainable Development Goals - including Goal 5, which calls for gender equality and the true empowerment of women and girls globally. We will also publish a Gender Equality Index to tackle indicators of progress relevant to women's equality.

For Equally Safe itself, we have finalised and included within this Delivery Plan an **outcomes framework with identified indicators** to demonstrate progress. We will now develop supporting tools for local violence against women partnerships to improve data capture and measurement in their area. And nationally, we will use revised governance arrangements to step up our scrutiny of progress across the Equally Safe outcomes framework.

We will also continue to engage with the **wide range of stakeholders** who are involved in this work and aim to promote a collaborative approach to tackling this issue. We will seek to broaden our engagement to include wider buy in to Equally Safe as well as to ensure our own perspective and approach is informed by the expertise of those delivering on the front line. Part of this will include refreshed governance arrangements for Equally Safe outlined under 'Next Steps', but it also means direct engagement as and when appropriate and we will work with the national violence against women intermediary organisations to take this forward.

And we cannot forget that the best people to shape the approach to tackling violence against women and girls are **those women and children with lived experience**. We have been supporting two pilot programmes of participation (one with women, one with children and young people) to inform the actions within this Delivery Plan, along with the 'Power Up Power Down' project on child contact in cases of domestic abuse. The recommendations from these are

being published shortly, and we'll respond formally to these as well as continue to engage with these participation groups to shape next steps in terms of implementation. In the medium term, we will consider the learning from these participation projects and use that both to inform the implementation of a sustainable model of participation that ensure that the voices of women, children and young people shape policy and practice in this area.

This ambitious programme of action, along with the priority actions set out in the rest of the Delivery Plan, will help us to make progress towards **a country where women and girls live free from violence and abuse – and the attitudes and inequalities which perpetuate it.**

PRIORITY ACTIONS

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 in 2014 on attitudes to violence against women indicates we still have some way to go in this area. To make progress, we will:

No	What	When	Who
1.1	Run a campaign to raise awareness of coercive control and domestic abuse, following the expected passage of the Domestic Abuse (Scotland) Bill currently before Parliament	2018/19	Scottish Government
1.2	Publish refreshed media guidelines for reporting on domestic abuse	December 2017	Zero Tolerance
1.3	Raise awareness of sexual violence at an individual, agency and societal level including through the delivery of a major campaign	Campaign planned for summer 2019	Rape Crisis Scotland
1.4	Run a major national campaign on sexual harassment and sexism, to raise awareness and encourage behaviour change	Development in 2018	Scottish Government, in partnership with third sector
1.5	Reimagine the Zero Tolerance campaign for a modern audience, with a focus on intersectionality and less well known forms of gendered violence	2017-18	Zero Tolerance

No	What	When	Who
1.6	Continue to support work with our partners in the statutory, third sectors and affected communities to raise awareness of so-called honour based violence, including Female Genital Mutilation and Forced Marriage	2017-20	Scottish Government
1.7	Expand the delivery of the Rape Crisis Sexual Violence Prevention Programme in schools, to increase understanding of consent and healthy relationships	2018-20	Rape Crisis Scotland Scottish Government
1.8	Deliver the Mentors in Violence Prevention Programme to ensure that young people better understand positive and healthy relationships and stand up to violence and toxic masculinity	2017-18	Violence Reduction Unit
1.9	Through a review of Personal and Social Education (PSE), investigate how consent is taught within early years, primary and secondary schools	By end 2018	Scottish Government
1.10	Through the White Ribbon Campaign, increase the number of men and boys becoming actively involved in challenging the negative attitudes and behaviours which serve to condone gender based violence	2017-20	White Ribbon Scotland
1.11	Pilot the development of a 'whole school' approach to tackling gender based violence	2017-20	Zero Tolerance Rape Crisis Scotland Education Scotland
1.12	Explore further what good prevention work looks like at national and local levels, to better understand the impact of our interventions and shape future work in this area	2017-20	Scottish Government Zero Tolerance Scottish Women's Aid Rape Crisis Scotland
1.13	Convene organisations from a range of sectors to explore the role of the media in preventing violence against women and girls, and identify further steps that could be taken in this area	2018/19	Scottish Government Women's organisations Media organisations
1.14	Deliver the Challenging Demand programme to raise awareness of commercial sexual exploitation and build capacity across organisations to address it	2017-20	Women's Support Project

Children and Young People

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

No	What	When	Who
1.15	Through the Developing the Young Workforce programme, develop a holistic approach towards addressing gender stereotypes and norms in schools and education settings	Ongoing	Scottish Government
1.16	Develop a resource for early learning and childcare practitioners on promoting gender equality	March 2018	Care Inspectorate Zero Tolerance
1.17	Work with early learning providers and schools to help them recognise and address unconscious bias and gender stereotyping, including steps to embed good practice from the successful Institute of Physics <i>Improving Gender Balance</i> project across all schools	June 2018 onwards	Scottish Government, with equalities and third sector organisations
1.18	Provide more support for teachers on equality issues, including through the development of an online resource on relationships, sexual health and parenthood information for teachers and youth workers	Resource produced by end 2019	Scottish Government and partners on LGBTI Inclusive Education Working Group
1.19	Develop a set of key messages on healthy relationships and consent for anyone working with young people, in line with the actions set out in the Pregnancy and Parenthood in Young People Strategy	Early 2018	Scottish Government, with key partners
1.20	Following publication of the refreshed approach to addressing bullying in schools (including bullying based on sexism and gender), develop guidance for monitoring and recording incidents	Working group to be established in 2018	Scottish Government
1.21	Promote prevention programmes within the wider context of positive relationships and behaviour in schools, and encourage the harmonisation of prevention approaches across local authorities	2017-21	Education Scotland

No	What	When	Who
1.22	Establish an Expert Group on Preventing Sexual Offending involving children and young people, to identify new ways to prevent sexual crime involving young people and mitigate the harm it causes	2017-19	Scottish Government
1.23	Work with universities and colleges to ensure the provision of a safe environment for students and staff through learning and on campus action, utilising learning from existing practice, relevant recommendations for improvement, and learning from the 'Equally Safe in Higher Education' project	2017-19	Scottish Government Higher education institutions Further education institutions

Wider society

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

No	What	When	Who
1.24	Refresh the Scottish Government's corporate policy on violence against women, using the Zero Tolerance PACT Resource as a guide	2018/19	Scottish Government
1.25	Encourage employers to put in place robust processes to deal with instances of sexual harassment	2018-21	Scottish Government
1.26	Develop a pilot Equally Safe employer accreditation programme in order to lever better employment practice in tackling gender based violence experienced by the workforce	2018-20	Close the Gap 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:

No	What	When	Who
2.1	Improve strategic consideration of equality implications of spend for gender and other protected characteristics within the annual Equality Budgeting process	2018-21	Scottish Government, with support of Equality Budget Advisory Group
2.2	Develop a programme of engagement with key parts of Government to improve understanding of gender in policy making	2018-21	Scottish Government Third sector organisations
2.3	Promote use of equality impact assessments at the national and local level to tackle inequality and discrimination across Scotland, as required of many public authorities by the Equality Act 2010	Ongoing	Scottish Government working with public sector partners
2.4	Review the effectiveness of the public sector equality duty ²⁷ with a view to implementing any necessary changes in 2019	2018	Scottish Government

²⁷ Requirement of the [Equality Act 2010](#); covers discrimination against nine protected characteristics, including gender.

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:

No	What	When	Who
2.5	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	Projected Royal Assent for legislation is May 2018; first payments by summer 2019	Scottish Government
2.6	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	2017-21	Scottish Government
2.7	Increase the flexibility of how this funded entitlement is delivered in order to support more parents to work, train or study, especially those who need routes into sustainable employment and out of poverty	2017-21	Scottish Government
2.8	Deliver a Returner's Programme to assist women to re-enter the workforce following a career break - funding projects which address the under-representation of women in STEM, increase business start-up rates for women and the number of women in senior positions and encourage men into childcare to help to change the perception of caring as 'women's work'	Until June 2018 (following evaluation, consider further funding)	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:

No	What	When	Who
2.9	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
2.10	Recognising the systemic issues that drive segregation, we will work with gender expert organisations to consider what needs to change to address gender imbalance in the uptake of apprenticeship frameworks	2017 onwards	Scottish Government Skills Development Scotland
2.11	Deliver a STEM Strategy for Education and Training, to encourage and support people to develop their STEM skills throughout their lives, and to grow STEM literacy in society and drive inclusive economic growth	The strategy was published in October 2017, with a 5-year lifespan; annual reports will be made to Parliament on progress	Scottish Government
2.12	Develop proposals for delivering split payments under Universal Credit, working with stakeholders to explore potential policy options	2017 onwards	Scottish Government
2.13	Continue to set out strong opposition to the UK Government's policy of restricting benefits to 2 children and the subsequent requirement on women to disclose they have been raped to access further benefits	Ongoing	Scottish Government COSLA Third Sector orgs
2.14	Develop guidance for professionals who may be asked to act as third party assessors for the exemption where a child is conceived through rape, to ensure that women seeking such an assessment receive the right support	Spring 2018	Scottish Government COSLA Health Scotland

No	What	When	Who
2.15	Undertake a scoping exercise to determine the feasibility of having a co-ordinated cross-Government action plan to ensure greater equality within the labour market	2017 onwards	Scottish Government
2.16	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
2.17	Continue to take forward a range of actions to tackle pay inequality, change employment practices and workplace cultures to support gender equality and tackle the pay gap and support and promote the development of family friendly workplaces across Scotland	Ongoing	Scottish Government Close the Gap Family Friendly Working Scotland Partnership
2.18	Tackle pregnancy and maternity discrimination in partnership with the Equality and Human Rights Commission through the 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
2.19	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
2.20	Identify and promote practice that works in reducing employment inequality for minority ethnic women, (including in career paths, recruitment, progression and retention) and reflect suitable actions in a Race Equality Action Plan	Plan to be published in December 2018	Scottish Government

No	What	When	Who
2.21	Double the number of workers in Scotland receiving a pay increase to the real Living Wage (from 25,000 to 50,000 workers) and focus particular attention on low paid industries such as hospitality and tourism	2017-21	Scottish Government
2.22	Introduce the Workplace Equality Fund to address long standing barriers in the labour market so that everyone has the opportunity to fulfil their potential	2017-19	Scottish Government
2.23	Continue to work with stakeholders to ensure that the new employment tribunal system in Scotland provides access to justice and contributes to the Scottish Government's vision for Fair Work being embedded in workplaces throughout Scotland	Ongoing	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:

No	What	When	Who
2.24	Improve gender equality in sport and physical activity through our Sporting Equality Fund, Women and Girls in Sport Advisory Board and the inaugural Scottish Women and Girls in Sport Week	Ongoing	Scottish Government SportScotland
2.25	Progress the Gender Representation on Public Boards (Scotland) Bill through Parliament, which sets a "gender representation objective" for public boards in Scotland that 50% of the board's non-executive members are women; requires certain steps to be taken in the appointing of non-executive members to achieve the objective; and also requires steps to be taken to encourage women to apply to become a non-executive member of a public board	Earliest commencement will be in 2018	Scottish Government
2.26	Continue to deliver the Partnership for Change 50/50 by 2020 campaign, encouraging companies and organisations from across Scotland's public, private and third sectors to sign up to a voluntary commitment to work towards gender balance on their boards by 2020	Ongoing; As of November 2017, 215 organisations have signed up to the campaign	Scottish Government
2.27	Monitor the impact of the Equal Representation in Politics self-assessment tool over 2018-2020, to inform a new set of actions to increase representation in elected office across all protected characteristics	2018-21	Scottish Government
2.28	Consider how the anonymous voter registration scheme can be made more accessible to those who have suffered from abuse	Ongoing	Scottish Government

Women's spaces

We want women to feel safe where they live and work and to be confident that they can go about all aspects of their lives without fear. We will:

No	What	When	Who
2.29	Engage with community safety partnerships to explore how they can embed Equally Safe in their work	2018-21	Scottish Government
2.30	Convene a roundtable on what more can be done to tackle online abuse and misogyny	2018	Scottish Government with key partners
2.31	Explore the use of technology to improve the safety of women and girls	2018-21	Police Scotland 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

Capacity and Collaboration across services

We want an integrated system of mainstream, specialist and third sector services capable of delivering a coherent and consistent response across a diverse range of needs, that allows for flexibility to reflect local circumstances. We will:

No	What	When	Who
3.1	Fund a dedicated post in COSLA with a focus on implementing Equally Safe at a local level	2017-19	Scottish Government
3.2	Develop and publish draft violence against women quality standards for those responding to victims and survivors	2018	Scottish Government
3.3	Explore the potential value of using legislation outside of the Justice space to embed Equally Safe as a key driver in localities	2018-21	Scottish Government with key partners
3.4	Continue to support the delivery of a National Helpline for Domestic Abuse and Forced Marriage and a National Rape Crisis Helpline	2018-20	Scottish Government Scottish Women's Aid Rape Crisis Scotland
3.5	Develop an information resource about gender based violence for children and young people, to provide better access to information and support	2018-21	Scottish Government with children's organisations

No	What	When	Who
3.6	Review how violence against women partnerships are resourced locally and identify how they can ensure a focus on all forms of gender based violence	2017-21	Violence Against Women Partnerships Improvement Service
3.7	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.	2017-21	Scottish Government COSLA Improvement Service
3.8	Coordinate and embed Equally Safe at a local level through the development of individual Delivery Plans and establishing effective links through Community Planning Partnerships	2017-21	Violence Against Women Partnerships
3.9	Scope the development of a sustainable model of capacity building around responding to gender based violence for public services	2017/18	Scottish Government
3.10	Deliver the Medics Against Violence Ask, Support, Care programme to raise awareness amongst healthcare students, NHS staff and non-health care professions to spot, document and respond to the signs of domestic abuse	Funding until March 2018	Scottish Government
3.11	Consult on how to embed consistent and effective operation of multi-agency structures to support high risk victims of domestic abuse, including consideration of national guidance and the creation of a statutory underpinning	2017-18	Scottish Government
3.12	Commission a mapping of existing specialist support for those experiencing commercial sexual exploitation, to better understand current coverage and good practice	2017-21	Scottish Government
3.13	Consider how support for service providers supporting harm reduction and exit for those engaged in prostitution could be enhanced	2018	Scottish Government

No	What	When	Who
3.14	Develop and publish multi agency guidance setting out how agencies, individually and together, can protect girls and young women from FGM, and how to respond appropriately to survivors	By end 2017	Scottish Government in partnership with agencies
3.15	Develop a programme of work on service improvement and training around gender based violence with Learning Disability services and workforce in the third and public sectors	2017-20	NHS Health Scotland Scottish Commission for Learning Disability
3.16	Deliver the 'Voices Unheard' programme in order to support LGBT young people experiencing violence and build capacity within violence against women services to ensure that they are LGBT inclusive	2017-20	LGBT Youth Scotland
3.17	Continue to press the UK Government to extend the scope of the Destitute Domestic Violence concession (for those with who are destitute and have no access to public funds) to include all women with insecure immigration status, including asylum seekers	2017 onwards	Scottish Government
3.18	Take forward the development of a strategy to prevent and support those who may experience destitution as a result of insecure immigration status or no access to public funds, including consideration of the establishment of an advocacy service and the provision of crisis support covering domestic abuse	2017 onwards	Scottish Government and key partners

Health

It is vital that those in the health service coming into contact with those who have experienced gender based violence can offer an appropriate, safe and consistent response. We will:

No	What	When	Who
3.19	Assess progress of NHS Scotland against the World Health Assembly Global Plan of Action on preventing and tackling violence against women	Report will be published in April 2018	NHS Health Scotland Scottish Government
3.20	Develop an action plan to strengthen the health sector response to gender based violence	2018	Scottish Government NHS Health Scotland NHS Boards Health and Social Care Partnerships
3.21	Continue roll out of routine enquiry in key settings of mental health, sexual health, health visiting, substance misuse and maternity, including RIC assessment where appropriate	Ongoing	NHS Boards Health and Social Care Partnerships NHS Health Scotland
3.22	Review the potential for inclusion of gender based violence in the Public Protection responsibilities of Health and Social Care Partnerships and NHS Boards	2018	Health and Social Care Partnerships NHS Boards
3.23	Strengthen governance arrangements for forensic medical services for victims of rape and sexual assault, to ensure a trauma informed, consistent health care response to those requiring a forensic examination as part of an overall health focussed assessment	Ongoing	Scottish Government Police Scotland NHS Health Scotland (through established Taskforce)
3.24	Support Health Boards to ensure that they are ready for the implementation of National Standards in this area developed by Healthcare Improvement Scotland and work with HIS to develop Quality Indicators to underpin these standards	National Standards published by end 2017; rollout in 2018/19	Scottish Government Police Scotland NHS Health Scotland (through established Taskforce)
3.25	Consider the best model for the design and delivery of services, including workforce planning issues to provide a sustainable service and choice regarding the gender of forensic physician, as well as the use of IT to drive continuous improvement in the planning, commissioning and monitoring of services	2017-21	Scottish Government Police Scotland NHS Scotland (through established Taskforce)

Justice

It is vital that those in the Justice system coming into contact with those who have experienced gender based violence can offer an appropriate, safe and consistent response. We will:

No	What	When	Who
3.26	Ensure appropriate SG funding so that court waiting times for criminal domestic abuse cases are in line with agreed targets without impacting disproportionately on waiting times for other cases	2017-21	Scottish Courts and Tribunals Service Crown Office Scottish Government
3.27	Continue to keep under review opportunities for improvement in the management of how criminal justice domestic abuse cases are progressed within Scotland, including the consideration of Domestic Abuse courts where appropriate and case management solutions where a Domestic Abuse Court is not considered appropriate; and consider criteria to minimise transfer of High Court trials where cases involve sexual offences	2017-18	Scottish Courts and Tribunals Service
3.28	Explore a pilot of recording of complainer's initial statement to the police, to be used as evidence in chief in any subsequent trial	2017 onwards	Rape Crisis Scotland COPFS Police Scotland Scottish Government
3.29	Improve the experience of vulnerable witnesses in criminal justice cases, initially focusing on child complainers and witnesses by bringing forward legislation to enable the greater use of pre-recording of their evidence	2017-19	Scottish Government
3.30	Consider the prohibition of the personal examination of a child or other vulnerable witness in court proceedings under the Children's Hearings (Scotland) Act 2011 by where the subject matter of the proceedings relates to conduct by that party towards that witness, or to other conduct which concerns the welfare of that witness	2017-18	Scottish Government has sent a policy paper to the Family Law Committee of the Scottish Civil Justice Council

No	What	When	Who
3.31	Work with justice and third sector partners to improve facilities for taking of evidence (including for pre-recording) from vulnerable witnesses in criminal justice cases	2017-2018	SCTS Scottish Government
3.32	In relation to child witnesses, support implementation of the Joint Investigative Interviews workstream project report	2017 onwards	Scottish Government Police Scotland
3.33	Consult on changes to the law to prevent direct cross-examination of victims of domestic abuse by their alleged abusers in child contact cases before the civil courts	Consultation early in 2018 on potential changes to the Children (Scotland) Act 1995	Scottish Government
3.34	Consider if further steps are required to protect domestic abuse victims in child welfare hearings in contact and residence cases	2017-18	Scottish Government has raised with the Family Law Committee of the Scottish Civil Justice Council
3.35	Consider recommendations from the Advocacy Scoping Report Working Group on the findings from the 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	2017/18	Scottish Government Scoping Report Working Group
3.36	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	Ongoing	Justice Board NHS Education Scotland
3.37	Ensure that children's interests are better reflected in the civil justice system and that their voice is heard, including through review of the process used to obtain the voice of the child in contact and residence cases	Ongoing; SG public consultation on part 1 of the Children (Scotland) Act 1995 due to be issued early in 2018	Scottish Government, Justice agencies

No	What	When	Who
3.38	Incorporate the views of children and young people with experience of domestic abuse through the Power Up Power Down project into the review of part 1 of the Children (Scotland) Act 1995	Public consultation due to be issued in early 2018	Scottish Government
3.39	Consider the application of lessons from various international examples of the 'Barnahus' concept for child victims in criminal justice cases and how these could potentially apply within the Scottish context	2017-18	Scottish Government CHILDREN 1st
3.40	Continue to fund the Scottish Women's Rights Centre as a model for legal services in criminal cases, 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 with a view to expansion of service provision taking place in 2018 or 2019	Ongoing	Scottish Government
3.41	Work with justice and third sector partners to consider the development of a single point of contact model for victims of crime	2017 onwards	Scottish Government
3.42	Consider an extension of the list of prescribed offences in relation to Victim Impact Statements	2018	Scottish Government COPFS
3.43	Consult on Emergency Barring Orders, including on issues around exclusion orders	Public consultation due to be issued early in 2018	Scottish Government
3.44	Consider the current provision of support for victims of stalking within the context of development of a one-stop shop for victim support	2018	Scottish Government
3.45	Support the development and roll-out of a smartphone incident recording app for survivors of stalking and its potential wider application to other other forms of gender based violence	2017-18	Scottish Women's Rights Centre

Housing

It is vital that those in housing services coming into contact with those who have experienced gender based violence can offer an appropriate, safe and consistent response. We will:

No	What	When	Who
3.46	Support Fife Council to address the key findings from the Scottish Women's Aid report "Change, Justice, Fairness", and deliver an action plan to improve their local housing officer response to domestic abuse	2017-20	Scottish Government
3.47	Consider lessons learned from the work with Fife Council, and share that with other local authorities with a view to them improving their own housing response	2019 onwards	Scottish Government
3.48	Ensure that commissioned training resources of local authority housing and homelessness hubs incorporate domestic abuse competence	2017-21	Scottish Government
3.49	Develop options for funding short term supported housing, including domestic abuse refuge providers, to ensure that they continue to receive appropriate resources for their work.	2017-20	Scottish Government

Social Work

It is vital that those in social work services coming into contact with those who have experienced gender based violence can offer an appropriate, safe and consistent response. We will:

No	What	When	Who
3.50	Explore the current effectiveness of the social work response, and consider steps to improve this	2017-21	Scottish Government Social Work Scotland
3.51	Establish a Safe and Together Institute for Scotland, and support the development of a demonstration project on 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 includes the perpetration of domestic abuse	2017 onwards	Scottish Government Safe and Together Institute

Third Sector

There is a range of expertise and support available in third sector organisations which provide support and provision to those affected by gender based violence. We will:

No	What	When	Who
3.52	Review how national and local specialist services for women and children experiencing gender based violence are commissioned and funded, and how we can ensure quality and sustainability of service	2018 onwards	Scottish Government COSLA
3.53	Support local third sector organisations receiving funding from the Equally Safe (Violence against Women and Girls) Fund to improve governance, financial management and sustainability	2017-20	Scottish Government Voluntary Action Fund

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: Capability and Capacity, Justice

Strengthening legislation

We want to ensure that the law reflects the reality of gender based violence, and that perpetrators are held to account for their actions. We will:

No	What	When	Who
4.1	Progress the Domestic Abuse (Scotland) Bill through Parliament 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, with a statutory sentencing aggravation to reflect harm done to children through the abuse of their parent/carer	2017-18	Scottish Government
4.2	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	Early 2018	Scottish Government
4.3	Streamline the process of applying for a Forced Marriage Protection Order, by legislating to bring Police Scotland in as a third party for the purposes of application	By end 2017	Scottish Government
4.4	Consider the recommendations of Lord Bracadale's review of hate crime legislation, particular as it relates to gender as a protected characteristic and online misogyny	Mid to late 2018	Scottish Government

Improving system response

We want women, children and young people affected by violence and abuse to be supported by a sensitive, efficient and effective justice system. We will:

No	What	When	Who
4.5	Seek reassurance that justice agencies are ready for implementation of the Domestic Abuse Bill including that there is an appropriate level of understanding for those involved in such cases of the new offence of domestic abuse including trauma informed practice for all people who work with women and children	2018	Scottish Government
4.6	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
4.7	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	2017	Family Law Committee of the Scottish Civil Justice Council

Rehabilitation

As well as robust enforcement to address reoffending, we want to ensure that men get the support they need to change their behaviour at the earliest opportunity. We will:

No	What	When	Who
4.8	Expand the innovative Caledonian Programme so that more male perpetrators of domestic abuse can receive specific rehabilitation services designed to address the issues giving rise to their offending behaviour	2018	Scottish Government

NEXT STEPS

Governance

The steps we have outlined in our 'Moving Forward' section and under the Priority Actions constitute an ambitious programme of work that, if effectively delivered, will constitute a real step change in responding to and ultimately preventing violence against women and girls. Our focus over the next period will therefore shift to ensuring effective implementation of these actions, and that this happens in a strategic way through collaboration between partners. In order to ensure that this is taken forward effectively, we will institute refreshed governance arrangements to identify emerging issues, drive progress, scale up participation, and maintain rigorous accountability. This will include:

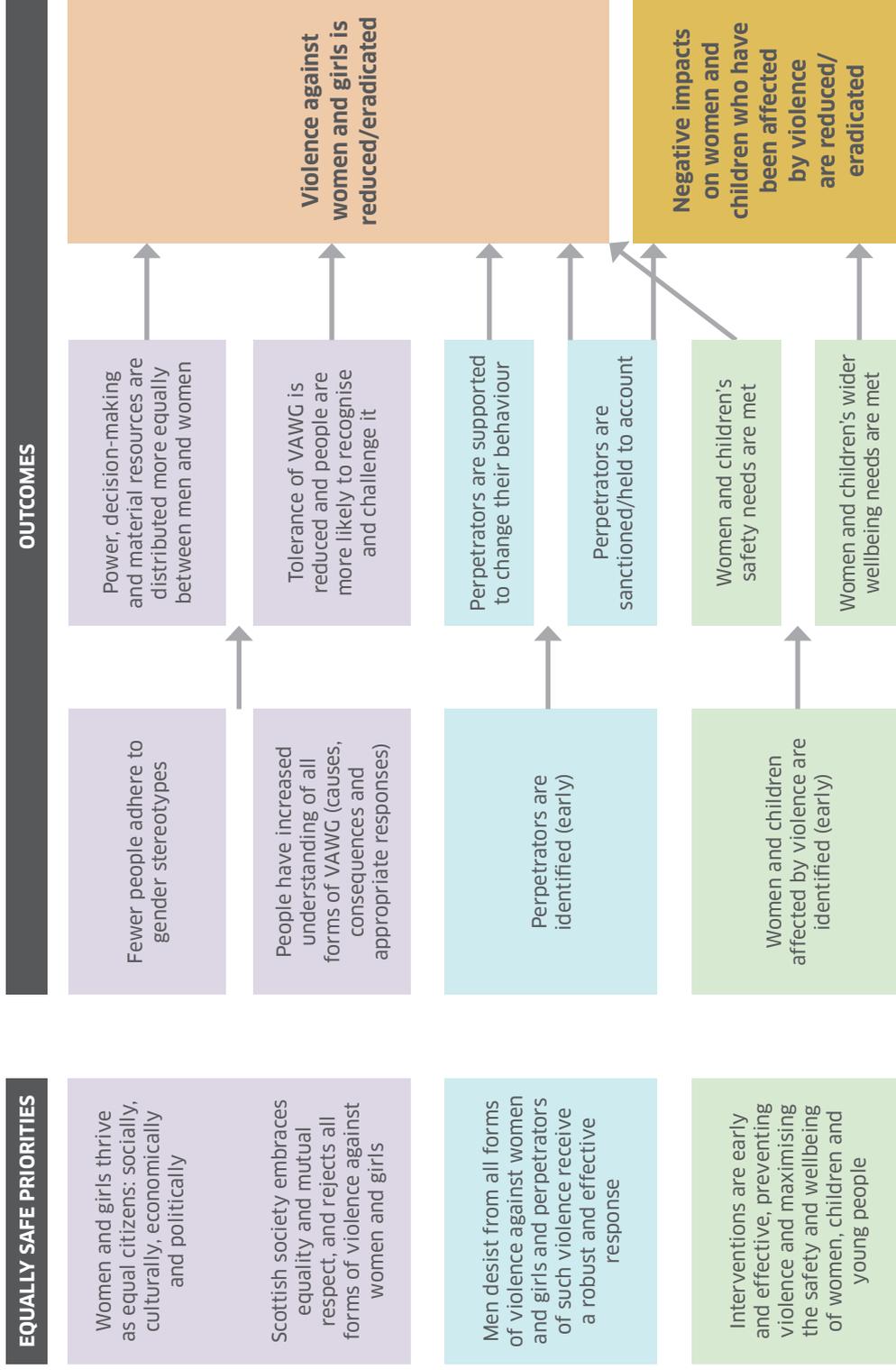
- » A refreshed **Joint Strategic Board**, co-chaired at Ministerial/Spokesperson level by the Scottish Government and COSLA, with a greater focus on influencing strategic direction and identifying major emerging issues in relation to gender based violence
- » A **Joint Delivery Group**, co-chaired at official level by the Scottish Government and COSLA, with a focus on ensuring that every agency is delivering its commitments in this Plan and that multi-agency working nationally and locally is embedded
- » A **Stakeholder Advisory Forum**, to harness the expertise of organisations and academics in this field and ensure that partners receive the best possible advice
- » An **Experience Expert Panel**, building on the learning from our pilot participation projects to ensure that women, children and young people who have lived experience of gender based violence shape and influence the implementation of this Plan

Monitoring Progress

Through the outcomes framework and the associated evidence, evidence will be gathered of progress made. A progress report will be published on an annual basis over the lifetime of the Plan, updating on relevant activity and progress towards achieving these outcomes. As the reporting process develops, we will seek to identify the short and medium term outputs that contribute to the achievement of the outcomes within the performance framework.

PERFORMANCE FRAMEWORK

EQUALLY SAFE OUTCOMES AND INDICATORS



NATIONAL INDICATORS

(reported on nationally by the Scottish Government, with local authority breakdowns where possible)

Outcome	Indicator	Source
Fewer people adhere to gender stereotypes	<p>Proportion of public who do not have stereotypical views on gender roles i.e. proportion who choose response option 1 when asked the following:</p> <p>Imagine you are taking a 3 year old boy to a shop to buy a toy. When you get there he picks a princess doll. Which of the phrases below best describes what you would do?</p> <ol style="list-style-type: none"> 1 Buy it for him without saying anything 2 Buy it, but first try to get him to pick a toy that's more common for boys 3 Make him put the doll back and pick a toy more common for boys 	Scottish Social Attitudes Survey Young People in Scotland Survey
Power, decision-making and material resources are distributed more equally between men and women	<p>Gender pay gap in median hourly earnings (excluding overtime) between</p> <ul style="list-style-type: none"> » men and women working full-time » all men and women working (full-time or part-time) 	Annual Survey of Hours and Earnings
Power, decision-making and material resources are distributed more equally between men and women	Proportion of MSPs who are women	Scottish Parliament
Power, decision-making and material resources are distributed more equally between men and women	Proportion of local councillors who are women	LGIU Scotland

Outcome	Indicator	Source
<p>People have increased understanding of all forms of VAWG (causes, consequences and appropriate responses)</p>	<p>Proportion of public who do not believe rape myths i.e. the proportions who:</p> <ul style="list-style-type: none"> » Disagree that 'women often lie about being raped' » Disagree that 'rape results from men being unable to control their need for sex' » Think a woman is not at all to blame for being raped if she ... <ul style="list-style-type: none"> - ... wears revealing clothing on a night out - ... is very drunk 	<p>Scottish Social Attitudes Survey</p>
<p>Tolerance of VAWG is reduced and people are more likely to recognise and challenge it</p>	<p>Public attitudes to seriousness and harm of different forms of VAWG:</p> <ul style="list-style-type: none"> » Sexual violence » Domestic abuse - physical abuse, verbal abuse, and controlling behaviour » Sexual harassment » Commercial sexual exploitation 	<p>Scottish Social Attitudes Survey Young People in Scotland Survey</p>
<p>Perpetrators are identified (early)</p>	<p>Proportion of women who had experienced partner abuse in the last 12 months who said the police came to know about the most recent incident</p>	<p>Scottish Crime and Justice Survey</p>
<p>Perpetrators are identified (early)</p>	<p>Proportion of women who had experienced serious sexual assault since the age of 16 who said the police came to know about the most recent incident</p>	<p>Scottish Crime and Justice Survey</p>
<p>Perpetrators are identified (early)</p>	<p>Proportion of women who had experienced less serious sexual assault since the age of 16 who said the police came to know about the most recent incident</p>	<p>Scottish Crime and Justice Survey</p>
<p>Perpetrators are identified (early)</p>	<p>Proportion of women who had experienced stalking and harassment in the last 12 months who said the police came to know about the most recent incident</p>	<p>Scottish Crime and Justice Survey</p>

Outcome	Indicator	Source
Perpetrators are identified (early)	Number of incidents or crimes recorded by police, broken into the following categories: <ul style="list-style-type: none"> » Domestic abuse with a female victim » Rape/attempted rape with a female victim » Sexual Assault with a female victim » Prostitution related crimes » Other sexual crimes 	Domestic Abuse Recorded by the Police in Scotland Recorded Crime in Scotland
Perpetrators are sanctioned/held to account	Number of men convicted of: <ul style="list-style-type: none"> » Domestic abuse » Rape/attempted rape » Sexual assault » Prostitution related crimes » Other sexual crimes 	Criminal Proceedings in Scotland
Violence against women and girls is reduced/eradicated	Percentage of women who have experienced partner abuse (psychological or physical) in last 12 months	Scottish Crime and Justice Survey
Violence against women and girls is reduced/eradicated	Percentage of women who have experienced at least one type of serious sexual assault since age 16	Scottish Crime and Justice Survey
Violence against women and girls is reduced/eradicated	Percentage of women who have experienced at least one type of less serious sexual assault (unwanted sexual touching, indecent exposure, or sexual threats) since the age of 16	Scottish Crime and Justice Survey
Violence against women and girls is reduced/eradicated	Percentage of women who have experienced at least one form of stalking/harassment in the last 12 months	Scottish Crime and Justice Survey

LOCAL INDICATORS

(reported on by local violence against women partnerships, with nationally aggregated figures where possible)

Outcome	Indicator	Source
All	Funding invested in preventing and eradicating VAWG at a local level	Violence Against Women Partnerships
Perpetrators are supported to change their behaviour	Number of referrals to specialist perpetrator interventions	Violence Against Women Partnerships
Perpetrators are supported to change their behaviour	% of referrals who successfully complete specialist perpetrator interventions	Violence Against Women Partnerships
Women and children affected by violence are identified (early)	Number of referrals to specialist VAWG support services	Violence Against Women Partnerships
Women and children's safety needs are met Women and children's wider wellbeing needs are met	Average length of time women and children affected by VAWG need to wait to access specialist support services	Violence Against Women Partnerships
Women and children's safety needs are met	% of women and children who report feeling safer as a result of the specialist support they have received	Violence Against Women Partnerships
Women and children's wider wellbeing needs are met	% of women and children who report having increased levels of wellbeing as a result of the specialist support they have received	Violence Against Women Partnerships



Scottish Government
Riaghaltas na h-Alba
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ISBN: 978-1-78851-456-9

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www.gov.scot

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS327166 (11/16)

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