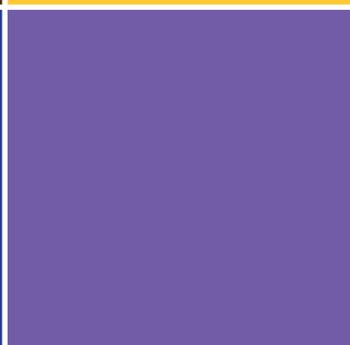
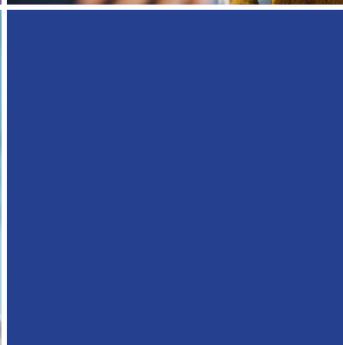
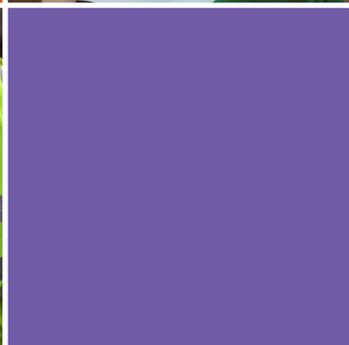


Stirling Community Planning Partnership

Stirling Gender Based Violence Strategy

2020 - 2023



Somewhere everyone can thrive



Contents

Foreword	2
Vision	3
Background	4
National Context	7
Local Context	8
What happens next?	12
Stirling Gender Based Violence Action Plan	13



Foreword



This is the first Strategic Plan for a Stirling Council wide approach to tackling Gender Based Violence. The plan has been developed through a multi-agency partnership approach by the Stirling Gender Based Violence Partnership and will provide a framework for achieving the ultimate goal of eliminating gender based violence. We know that this is an aspirational goal however, through partnership working and a commitment to making this happen, we hold this goal high within every one of our actions.

Violence against women and girls, through the full spectrum of sexual harassment to rape and murder, has no place in the Stirling Council area or wider society. It damages health and wellbeing, limits freedom and potential, and is a fundamental violation of human rights.

We will work in partnership to create a place where gender inequality is reduced; where children and adults understand what a safe, healthy and positive relationship looks like, what consent means, what to do when the person who loves you harms you, how you will receive protection and where empowerment is a real concept.

The plan sets out how we will challenge every aspect of gender based violence. We will open up spaces for those who are currently experiencing, or have experienced gender based violence, to speak about their experiences, without fear of prejudice, ridicule or judgement. We will ensure that we have the right services in place to support those who experience harm from gender-based violence in any form.

Adopting the term gender based violence does not mean we do not recognise that women can be abusive, and we also know that the majority of men are not abusive. We want a society where everyone should be encouraged to 'call out' beliefs, values, attitudes and behaviours which perpetuate gender based violence, and where people of all genders are part of the solution.

Only by working together across all sectors and with our own communities will we successfully prevent and eradicate Gender Based Violence in Stirling.

Jill Stevenson, Chair of Gender Based Violence Partnership

Councillor Maureen Bennison, Convenor of Public Safety Committee

Councillor Chris Kane, Convenor of Community Planning and Regeneration Committee

Vision and Outcomes



Stirling Community Planning Partnership is committed to delivering a ten year Local Outcome Improvement Plan, known locally as the Stirling Plan. The purpose of the plan is to tackle poverty and disadvantage through inclusive growth, community capacity building and equalities. This is underpinned by Locality Action Plans, which focus on improving outcomes in our most disadvantaged communities.

The Stirling Plan has a simple, yet powerful, vision that our communities in Stirling will become places **'where everyone can thrive'**.

The Stirling plan focuses on **four priority areas** (PHAR):

Prosperous

People are part of a prosperous economy that promotes job opportunities for all across our communities

Healthy

People are healthy and live active, full and positive lives

Achieving

People are skilled and supported to make a positive contribution to our communities

Resilient

People are part of safe and caring communities within an attractive and sustainable place

This Gender Based Strategy 2020-2023 is aligned to the Stirling Plan Resilient outcome.

Gender Based Violence Partnership Vision

Stirling Gender Based Violence Partnership's vision is to work together for

'a strong and flourishing Stirling where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse and the attitudes that perpetuate it'





What is Gender Based Violence and how will we tackle it?

Equally Safe, which is the national Scottish Government and COSLA strategy for preventing and eradicating gender based violence against women and girls has, as its definition, the United Nations Declaration on the Elimination of Violence Against Women, 1993, which states that ‘gender based violence is a function of gender inequality, and an abuse of male power and privilege’. This gendered definition specifically highlights the need to ‘understand violence within the context of women’s and girl’s subordinate status in society, and includes women and girls across all protected characteristics defined by equality legislation; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sexual orientation, and pregnancy and maternity.’¹

Gender refers to the range of socially constructed roles, traits, attitudes, behaviours, values, responsibilities, power, status and influence given to males and females, on a differential bases. Cultural expectations can play a major role in defining what we perceive as male and female roles and society’s views of masculinity and femininity.

Equally Safe defines gender based violence as encompassing:

- physical, sexual and psychological violence occurring in the family (including children and young people) within the general community or in institutions, including domestic abuse, rape and incest
- sexual harassment, bullying and intimidation in any public or private space, including work
- commercial sexual exploitation
- child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse
- honour based violence including dowry related violence, female genital mutilation, forced and child marriages, and honour crimes

¹ Equally Safe: Scotland Strategy for preventing and eradicating violence against women and girls: Scottish Government and the Convention of Scottish Local Authorities 2016

This strategy explicitly employs a gendered analysis of gender based violence. However, this analysis is not a denial that men can be victims of most types of violence, including domestic abuse, rape, sexual assault, harassment and childhood sexual abuse. However, statistics clearly demonstrate that women are much more likely to be victims. Police statistics continually show that the proportion of domestic abuse incidents involving a male victim and a female accused sits around 1 in 5 of all incidents.² Still, it must be emphasised that gender based violence experienced by men should be taken no less seriously than that experienced by women. Many men may struggle to come forward when they experience these types of violence due to gender stereotypes which dictate that this would infer they are weak or non-masculine.³

Being female is the key risk factor in experiencing gender based violence, cutting across all groups in society regardless of age, ethnicity, disability, sexual orientation, religion and socio-economic status. There are a number of key groups who may be more vulnerable including BME women, Lesbian, Gay, Bisexual, Transgender, Intersex, women with learning disabilities and physical disabilities, older women, refugees, women with no recourse to public funds and women with complex needs.^{4, 5} We will give time to learn about those who are at increased risk.

We need to ensure that we have participation, engagement and co-production in identifying and delivering solutions from those with lived experience of gender based violence. All too often survivors' voices are silenced, ignored or not present and more work needs to be done locally to ensure that, in particular, women's and girl's voices are being heard. We will think about different solutions for involvement and consideration will be given to the active involvement of women and girls in appropriate partnership activity, including within specific working groups of the Partnership.

We are aware that young women disproportionately experience intimate partner violence in relation to young men and we know that social media can act as an empowering force. We also know that access to sexualised images can distort views on healthy and consensual sex and can reinforce the gender norms that play a key role in perpetuating violence against women and girls.^{6, 7}

² <https://www.gov.scot/publications/domestic-abuse-scotland-2018-2019-statistics/pages/1/>

³ <http://respect.uk.net/wp-content/uploads/2019/11/The-voices-of-male-victims-Burrell-S.R.-and-Westmarland-N.-2019.pdf>

⁴ http://www.safelives.org.uk/practice_blog/supporting-bme-victims-%E2%80%93-what-data-shows

⁵ http://www.safelives.org.uk/practice_blog/disability-and-domestic-violence

⁶ <http://safelives.org.uk/sites/default/files/resources/Safe%20Young%20Lives%20web.pdf>

⁷ <https://www.childrenscommissioner.gov.uk/publication/an-examination-of-the-impact-of-online-pornography-on-children-and-young-people/>



However, we also want to work with men and boys to support them in changing behaviours and encouraging a shift in societal progression in equality. The ‘causal story’ of violence against women and girls is not simple, but lies in individual relationships, community and societal attitudes. Our work with young people on relationships, sexual health and parenting is critical in shifting these attitudes for both girls and boys.

The impact of gender based violence on children and young people, especially living with domestic abuse, is well documented. We know that children do not need to be in the same room, or experience domestic abuse directly for there to be a harmful impact. Feelings of anxiousness, depression, guilt, anger, isolation and stigma are all negative effects of living with domestic abuse. There is also the evidence that interventions have a significantly positive effect on children and young people, redressing the ‘cycle of violence’. We will work to shift the judgements and victim blaming around domestic abuse, working alongside the non-offending parent to support the children and holding the perpetrator firmly to account. We will also support programmes which aim to provide early intervention to perpetrators.

We also recognise the connections between gender base violence and offending. Research shows that women in the criminal justice system are likely to have complex needs and have higher incidences of trauma than women in the general population, including severe and repeated physical, sexual and emotional abuse and victimisation.⁸ We will work closely with our Community Justice colleagues to ensure effective interventions are in place to address the risks of women and children affected by this becoming involved in the justice system.

Gender Based Violence has been described by the World Health Organisation as a global public health problem of epidemic proportions. The Scottish Government has estimated the costs of domestic abuse as £2.3 billion, while all forms of gender based violence cost £4 billion.⁹ There is a moral obligation to tackle gender based violence, a human rights obligation and a legal obligation.

⁸ <https://www2.gov.scot/Resource/0039/00391828.pdf>

⁹ <https://www.gov.scot/publications/equally-safe/>

National Context



Aim of Equally Safe

The aim of Equally Safe is to work collaboratively with key partners in the public, private and third sectors to prevent and eradicate all forms of violence against women and girls.

Equally Safe Strategic Priorities

Equally Safe identifies four strategic priorities which local Gender Based Violence Partnerships are expected to work towards. These are:

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

The Stirling Gender Based Violence Partnership is the multi-agency vehicle for the delivery of the national strategy for preventing and eradicating violence against women and girls (Equally Safe), at a local level. The local strategy will reflect the national strategy and the priorities of the Stirling Plan.

To ensure that the Stirling Gender Based Violence Partnership is working strategically towards the national strategy, priorities and actions have been identified by the Partnership which underpin this strategy and action plan. The complex nature of Gender Based Violence means that it cannot be addressed by any one agency alone. We know that to be effective we need to have a multi-agency approach across all of our work, and link closely to other Public Protection Partnerships.

The Strategy will include a performance management framework in line with local evidence and national reporting requirements. In 2018, the Scottish Government, COSLA and the Improvement Service published quality standards and a performance framework for Equally Safe. The framework helps Gender Based Violence Partnerships to measure their progress and performance in implementing Equally Safe. Each local Partnership is required to report on progress annually.

The Local Context



The following section includes a variety of statistics, which indicates the prevalence of Gender Based Violence within the Stirling Council area. It should be noted that these statistics should be interpreted as an underestimation of the actual crime rate, due to high levels of under reporting. At this time, it is unclear whether the implications of this data is positive or negative in relation to Stirling's GBV response. This is because an annual increase in reported incidents of any form of GBV could be an indication that this type of violence is increasing locally or it could be a result of a higher reporting rate due to increased awareness raising and trust in the justice system to respond effectively. We would expect reporting to increase at first and then to reduce over time as the strategy begins to have the desired impact.

Prevalence of Domestic Abuse Numbers

Over the last ten years, the average number of incidents of domestic abuse per year in the Stirling Council area is 804. The table below shows the fluctuation of incidents over the last ten years, peaking at 850 in 2010/11.

Table 1
Number of Incidents of domestic abuse recorded by the police
2009/10 to 2018/19

Year	2009 2010	2010 2011	2011 2012	2012 2013	2013 2014	2014 2015	2015 2016	2016 2017	2017 2018	2018 2019
Stirling	834	850	833	790	768	785	826	818	802	732

Source: <https://www.gov.scot/publications/domestic-abuse-scotland-2018-2019-statistics/pages/1/>

Domestic Abuse Rate per 10,000 Population

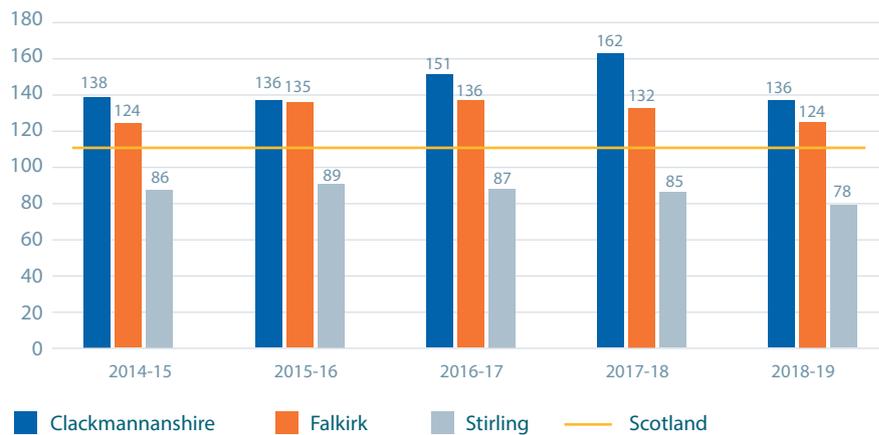
Rates of domestic abuse allows local authority areas to understand how they compare against each other and nationally. Over the last five years, the domestic abuse rate per 10,000 population, reported to the police in the Stirling Council area, has remained consistently lower than neighbouring local authorities and the Scottish average. On average there are 85 incidents of domestic abuse per 10,000 population each year reported to the Police in the Stirling Council area. The Scottish average is 110 incidents per 10,000 population.



Chart 2

Rates of Domestic Abuse Reports in the Forth Valley Area

Rates of incidents of domestic abuse recorded by the Police per 10,000 population



Source: <https://www.gov.scot/publications/domestic-abuse-scotland-2018-2019-statistics/pages/1/>

Domestic Abuse Incidents which included a crime or offence

Less than half of all reported domestic abuse incidents in the Stirling Council area includes a crime or an offence. The percentage of incidents including a crime or offence in the Stirling Council area is 38%, compared to 41%, than Scotland as a whole. The term "crime" is generally used for the more serious criminal acts; the less serious are termed "offences". The distinction is made only for statistical reporting purposes and has no impact on how the police investigate reports of criminal activity. The "seriousness" of the offence is generally related to the maximum sentence that can be imposed.

Table 2

% of domestic abuse incidents which included a crime or offence for Stirling and Scotland in 2018-19

	No of Incidents	% of Incidents including a crime or offence	% of Incidents not including a crime or offence
Clackmannanshire	700	40%	60%
Falkirk	1,982	46%	54%
Stirling	732	38%	62%
Scotland	60,641	41%	59%

Source: <https://www.gov.scot/publications/domestic-abuse-scotland-2018-2019-statistics/pages/1/>



Local Service Providers

The numbers below have been extracted from the Gender Based Violence Quality Standards and Performance Framework; Data Returns. The table below shows the demand and need of services locally.

Table 3

Local Service Provider Indicators

Outcome	Indicator	2017/18	2018/19	% Change
Women and children affected by VAWG are identified early	Number of visits and support calls to Stirling Women's Aid	4221	5026	+19%
	Number of new referrals not previously known to service	971	1023	+5%
	Number of new referrals not previously known to service	218	150	-31%
	Number of women/children accommodated in refuge	28/37	31/42	+11% +13.5%
	Number of survivors of rape/sexual assault supported by Rape Crisis	70	93	+33%

Source: Improvement Service, Equally Safe Quality Standards Local Area Report - Stirling 2017/18 and 2018/19

The number of women and children referred to specialist VAWG support services in 2018/19 is 1241 (this includes Women's Aid, Rape Crisis and other VAW services).

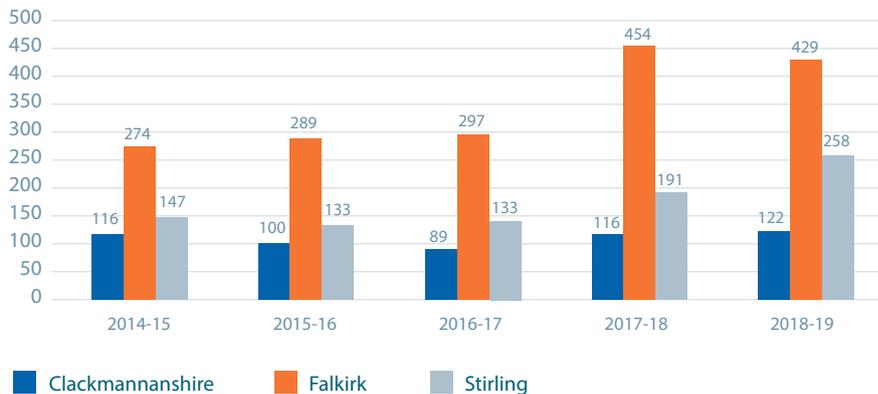


Sexual Crimes

Over the last five years the number of recorded sexual crimes has increased by 75% in the Stirling Council area, from 147 to 258 incidents. Nationally there is also an increase in the number of crimes reported and this is due to awareness campaigns; changes in attitudes; increased cyber enabled crime and victims coming forward several years or decades after the crime was committed.

Chart 3

Sexual Crimes Recorded by Local Authority Area



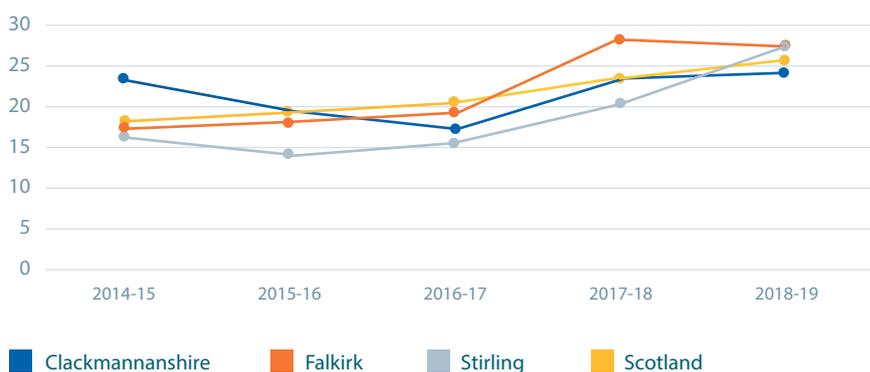
Scottish Government Source: <https://www.gov.scot/publications/recorded-crime-scotland-2018-19/pages/12/>

Sexual Crime Rate per 10,000 Population

The number of sexual crimes has increased in the Stirling Council area over the last five years from 16 to 27 per 10,000 population. This represents a 69% increase, the sharpest change when compared with Scotland (39%), Falkirk (50%) and Clackmannanshire (9%).

Chart 4

Sexual Crimes Recorded by the Police per 10,000 Population



Scottish Government Source: <https://www.gov.scot/publications/recorded-crime-scotland-2018-19/pages/14/>

What happens next?



Action to prevent and eradicate violence against women and children has been at the forefront of the GBV Partnership's effort for a number of years. An action plan has been developed by the partnership to address GBV in the Stirling Council area over the next three years and this is aligned to Equally Safe national priorities. By taking a multi- agency approach we can make a real difference to women and children locally. The GBV Partnership also sits within Public Protection and close working with other Public Protection leads is essential.

The Governance of the GBV Strategy and Action Plan will be:

- Quarterly reporting by individual partners/action leads to the GBV Partnership
- Six monthly reporting from the GBV Partnership to the Public Safety Committee
- Annual Reporting from the GBV Partnership to the Community Planning Partnership Executive Board
- Annual Reporting from the GBV Partnership to the Chief Officer Group

Stirling Gender Based Violence Strategy Action Plan 2020-2023

The work of this strategy and Equally Safe is focused around the following four key priorities:

- **Priority 1:** Stirling residents embrace equality and mutual respect, and reject all forms of violence and abuse against women and girls
- **Priority 2:** Women and girls thrive as equal citizens: socially, culturally, economically and politically
- **Priority 3:** Interventions are early and effective, preventing violence or abuse and maximising the safety and wellbeing of women, children and young people
- **Priority 4:** Men desist from all forms of violence and abuse against women and girls and perpetrators receive a robust and effective response

Priority 1: Stirling residents embrace equality and mutual respect, and reject 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

Why is this a priority?

Attitudes towards violence against women and girls can have a lasting influence on the perpetration of abuse. Gender stereotyping also plays a role: individuals and institutions that accept and demonstrate discriminatory attitudes to women are more likely to tolerate violence against women.

It is important to raise awareness of the impact of these attitudes in our communities, and also what actions can be taken in response to violence against women and girls. The influential role of the media in either reinforcing or challenging attitudes and norms that contribute to violence against women and girls is critical.

What outcomes do we want to achieve?

We want to ensure that:

- 1.1 People who live and work in Stirling Council area have an increased understanding of all forms of GBV and have the confidence and skills to recognise and challenge behaviours
- 1.2 Children and young people develop an understanding of safe, healthy and positive relationships from an early age
- 1.3 Children and young people with additional support needs develop an understanding of safe, healthy and positive relationships from an early age

We will evaluate progress on this by:

- Monitoring and evaluating the impact of awareness raising/training sessions which are delivered by Partner organisations
- Monitoring and evaluating the impact of work taking place in schools to deliver training and intervention programmes on Relationships and Sexual Health and Parenthood (RSHP), including the Mentors in Violence (MVP) Programme
- Monitoring the numbers of schools (including specialist provisions) delivering quality-assured Relationships, Sexual Health and Parenthood Education
- Monitoring the number of schools taking part in the MVP/ the number of Additional Support Needs (ASN) schools/departments taking part in MVP/ the number of MVP sessions delivered/the number of pupils who are mentors
- Evaluating attitudes to GBV amongst Stirling residents, and their confidence and willingness to challenge and report it
- Monitoring the number of hate crimes reported



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.

Why is this a priority?

Equally Safe sets out Scottish Government's ambition that women in Scotland should enjoy the same opportunities in life as men.

This ambition includes women being economically and financially independent with equal opportunities to succeed in all sectors, and at all levels, in the labour market. We want women to engage in local democracy, to have an equal say and be equally represented in decision making both locally and nationally. Ensuring that women feel safe where they live and work will be a key part of this priority, as will be ensuring that this work links into the aim of reducing poverty amongst women more widely. The Partnership recognises that other partners and parts of society also have a significant role to play if this priority and the underpinning objectives are to be achieved. We will play our part in working towards achievement of these objectives, but will also work in partnership with, and seek to influence other partners, to ensure sufficient Stirling Council wide progress can be made.

A prevention focused approach is necessary to raise awareness of what constitutes violence and abuse, what causes and underpins it, and how it manifests. A key area of focus is fostering strong leadership in partner organisations to develop positive workplace cultures and behaviours which ensure a zero-tolerance approach to harassment and abuse, where all forms of gender based violence are identified and robustly and visibly tackled.



What outcomes do we want to achieve?

- 2.1 Fewer people adhere to gender stereotypes which result in unequal distribution of power and resources
- 2.2 The workplace culture of all our partner organisations, and commissioned services, ensures that gender based violence is prevented and robustly tackled where it arises
- 2.3 Gender based violence policies are in place within every workplace to support staff and service users
- 2.4 Visible leadership against GBV is evident in all partner organisations
- 2.5 All partner organisations, and commissioned services, routinely undertake EQIAs when developing policies, processes and services

In terms of working towards women and men having equal access to power and resources, it is recognised that the Gender Based Violence Partnership cannot achieve this alone. This will be tackled via the wider Community Planning Partnership through The Stirling Plan. The Stirling Plan focuses on fairness and is based on an “inclusive growth” approach, where economic growth and inclusion are mutually dependent on each other. The ambition of inclusive growth is to rebalance our economy with a targeted focus on reducing inequalities.

We will evaluate progress on this by:

- Monitoring Gender difference in working hours: full time and part time
- Monitoring the Gender Pay Gap – Stirling Residents
- Monitoring Pay Gap – Stirling Council
- Monitoring the proportion of High Earning Women – Stirling Council
- Monitoring the proportion of Elected Members who are women
- Evaluating culture in the workplace through existing partner survey channels
- Monitoring the proportion of partner organisations with robust policies in place to prevent, tackle and respond to GBV and whose leaders have made a visible commitment to tackling GBV
- Monitoring the success of partner organisations in carrying out equality impact assessments on decisions, activities and resource allocations

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.

Why is this a priority?

The needs of women and girls, their experiences and circumstances are diverse, and our responses similarly need to be diverse and person centered. Responses of all organisations involved in prevention, intervention and support should be trauma-informed and should meet the needs of those who experience any form of gender based violence. It is crucial that we take steps to increase the number of women and girls reporting violence or seeking support from services, and that these services are designed to be consistent, professional and compassionate from the very first point of contact.

What outcomes do we want to achieve?

- 3.1 Women and children affected by GBV in Stirling are identified at an early stage
- 3.2 Women and children's safety and wellbeing needs are met
- 3.3 Support services are available at the right time and in the right place to meet the needs of those who experience and report GBV
- 3.4 Service providers deliver effective early intervention and support frameworks to ensure people who are affected by GBV are supported quickly, effectively and with compassion.

We will evaluate progress on this by:

- Monitoring the rate of Domestic Abuse and Sexual Crimes per head of population in the Stirling Council area (including split by equality characteristics, where available)
- Monitoring the percentage of incidents which include a criminal offence (including split by equality characteristics, where available)
- Monitoring figures from Forth Valley Rape Crisis, Stirling Women's Aid, Wellbeing Scotland and Central Advocacy Partners on women and children who have accessed their service, demographic information including age, referral route, council and the outcomes for the women and children from accessing the service. Evaluating the impact of services provided.
- Monitoring number of referrals to Multi Agency Risk Assessment Centre, including waiting lists/times. Evaluating the impact of services provided.
- Monitoring number of referrals to the Meadows Forensic Centre, including waiting list/times. Evaluating the impact of services provided.
- Evaluating data produced by Save Lives on the barriers to services for women with learning disabilities and mental health problems
- Monitoring the number of women who have no recourse to public funds
- Monitoring Stirling Women's Aid and Rape Crisis training evaluations
- Monitoring the number of cases from initial charge to conviction
- Monitoring the number of reports of GBV to the University of Stirling and Forth Valley College, and evaluating the impact of services provided to students and staff
- Monitoring the impact of service provided to determine if women and girls are receiving the appropriate services
- Monitoring the days spent in refuge accommodation



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

Why is this a priority?

The elimination of gender based violence in all its forms is the ultimate aim of the Scottish Government's Equally Safe Strategy and, hence, the strategy of this Partnership. We want to ensure that perpetrators are most commonly identified by the police, although there is some evidence that a small minority of perpetrators may be identified by seeking help at crisis moments and there is work with boys and young men around prevention.

What outcomes do we want to achieve?

- 4.1 A reduction in the perpetration of all forms of gender based violence (note: it is accepted that reporting is likely to increase at first as confidence in organisations and the justice system increases, but over a longer period of time the goal is for reports to decline as perpetration desists)
- 4.2 Robust, swift, consistent and coordinated justice responses to those who perpetrate gender based violence
- 4.3 An increase in conviction rates against those who are charged with gender based violence
- 4.4 Relevant links between the experience of women, children and young people in the criminal and civil system
- 4.5 Emerging sexualised behaviour is tackled at the earliest opportunity
- 4.6 There is a partnership approach to enable as safe contact, as possible.

We will evaluate progress on this by:

- Monitoring the number of people who are referred to a perpetrator programme against number of convictions
- Monitoring the number of early intervention/non perpetrator programmes taking place and number of attendees
- Monitoring the number of domestic abuse and other GBV disclosures through Police Scotland
- Monitoring the rate of Domestic Abuse and Sexual Crimes per 10,000 population in the Stirling Council area
- Monitoring the number of convictions for Domestic Abuse and Sexual Crimes
- Annual report on partnership working to ensure safe contact for children



Gender Based Violence Action Plan 2020-2023

Priority 1: Stirling residents embrace equality and mutual respect, and reject all forms of violence against women and girls

Action	Linked Outcomes	Responsible Owner	Due Date
Deliver presentations/training to raise awareness of what a safe, healthy and positive relationship looks like, what an abusive relationship looks like, and how to identify and respond safely to GBV, to Staff; Communities; Prisons and Community Councils.	1.1	<ul style="list-style-type: none"> • GBV Co-ordinator • Stirling Women's Aid • Rape Crisis • University of Stirling • Forth Valley College • CSREC 	March 2023
Implement Equally Safe at School in terms of rolling out Relationships, Sexual Health and Parenthood (RSHP) resources	1.2	<ul style="list-style-type: none"> • Education • NHS Sexual Health • Wellbeing Scotland • Stirling Women's Aid • Forth Valley Rape Crisis 	Sep 2021
Continue with the Mentors in Violence Programme (MVP) and ensuring this happens for CYP with additional support needs	1.2	<ul style="list-style-type: none"> • Education • NHS Sexual Health • Wellbeing Scotland • Stirling Women's Aid • Forth Valley Rape Crisis 	Sep 2021
Implement Equally Safe in all Additional Support Needs/Specialist settings by rolling out Relationships, Sexual Health and Parenthood (RSHP) Education in line with RSHP best practice.	1.3	<ul style="list-style-type: none"> • Education • NHS Sexual Health • Wellbeing Scotland • Stirling Women's Aid • Forth Valley Rape Crisis 	Sep 2021
Implement Equally Safe in colleges and universities paying regard to national best practice and tools	1.2	<ul style="list-style-type: none"> • University of Stirling • Forth Valley College 	March 2023
Launch the White Ribbon Campaign to engage men in preventing violence against women and girls	1.1	<ul style="list-style-type: none"> • Scottish Fire and Rescue 	July 2021



Priority 1: Stirling residents embrace equality and mutual respect, and reject all forms of violence against women and girls

Action	Linked Outcomes	Responsible Owner	Due Date
Develop a Communication Strategy to promote the activities within our partnership (incorporating the 16 days of Action Programme)	1.1	<ul style="list-style-type: none"> • GBV Co-ordinator • All Partners 	March 2021
Explore the development of a mechanism to evaluate attitudes to GBV amongst Stirling residents, and their confidence and willingness to challenge and report it.	1.1	<ul style="list-style-type: none"> • Data sharing Group 	March 2021

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

Action	Linked Outcomes	Responsible Owner	Due Date
Adopt the Equally Safe at work employer scheme or equivalent best practice	2.2, 2.3	<ul style="list-style-type: none"> • Stirling Council HR • NHS • University of Stirling • Forth Valley College 	Nov 2021
Implement Primary Prevention Guidance for Community Planning Partners	2.1, 2.4	<ul style="list-style-type: none"> • Community Planning Partnership 	March 2022
Ensure that all new policies have a EQIA undertaken so that negative consequences which could impact on gender inequality are highlighted	2.5	<ul style="list-style-type: none"> • All Statutory Partners 	March 2023
Deliver a student and staff training and communications programme which builds awareness of GBV and develops skills and confidence to safely prevent and challenge it	2.2	<ul style="list-style-type: none"> • University of Stirling • Forth Valley College 	July 2021

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

Action	Linked Outcomes	Responsible Owner	Due Date
Implementation of a full Multi Agency Training Plan encompassing Domestic Abuse, MARAC, Dealing with Disclosures, Childhood abuse and trauma and Safe and Together	3.1	<ul style="list-style-type: none"> • Stirling Council Organisational Development team • Stirling District Women's Aid • Forth Valley Rape Crisis • Wellbeing Scotland 	March 2021
Ensure robust public procurement takes place for any direct service provision, including refuge provision and service to men and LGBTi	3.3	<ul style="list-style-type: none"> • Health & Social Care Partnership 	Sep 2020
Explore and scope that Routine Enquiry is carried out in all key areas	3.3	<ul style="list-style-type: none"> • NHS Forth Valley 	March 2021
Implement Domestic Abuse: A good Practice Guide for Social Landlords	3.4	<ul style="list-style-type: none"> • Stirling Council Housing Department 	Dec 2020
The Meadows Forensic Medical Centre will be open to referrals from all agencies and self-referrals	3.3	<ul style="list-style-type: none"> • NHS Forth Valley 	March 2021
Ensure that Multi-agency Risk Assessment Centres (MARACs) are effective in protecting women at most risk of serious harm.	3.2	<ul style="list-style-type: none"> • Police Scotland 	March 2023
Consider tailored approaches for women accessing substance use services	3.2	<ul style="list-style-type: none"> • Change, Grow, Live • Alcohol and Drugs Partnership 	Sep 2020
Run a Whole Lives pilot on barriers for women and girls with a learning disability and implement the recommendations of the pilot and 'Making Choices Keeping Safe'	3.1,3.2	<ul style="list-style-type: none"> • Health & Social Care Partnership 	March 2021

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

Action	Linked Outcomes	Responsible Owner	Due Date
Promote the Ask Angela Scheme which support anyone who is feeling unsafe when out in a public venue and the Safe Space Initiative	3.2	<ul style="list-style-type: none"> Police Scotland 	March 2021
Ensure that women with no recourse to public funds receive support	3.3	<ul style="list-style-type: none"> Shakti Forth Valley Rape Crisis Stirling Council Housing Services 	Sep 2021
Further develop reporting and support systems, building on current procedures and strengthening the Sexual Violence & Misconduct Liaison Officer/First Responder model	3.3	<ul style="list-style-type: none"> University of Stirling Forth Valley College 	Aug 2021

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

Action	Linked Outcomes	Responsible Owner	Due Date
Develop and run early intervention programmes for men and boys who experience loss of emotional control, ensuring that boys and men are encouraged to seek help and support for harmful behaviour	4.1	<ul style="list-style-type: none"> Stirling Council Early Education Service Wellbeing Scotland 	Nov 2021



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

Action	Linked Outcomes	Responsible Owner	Due Date
Ensure that schools are aware of how to address Harmful Sexual Behaviour in schools in line with the Forth Valley Managing Sexualised Behaviour Guidelines and the Scottish Government's 'Harmful Sexual Behaviour by children and young people: Expert group report' (2020)	4.5	<ul style="list-style-type: none"> • Stirling Council Education Service • NHS Forth Valley • NHS Sexual Health • Wellbeing Scotland 	March 2021
Refer convicted perpetrators of abuse to a Perpetrator Programme	4.2	<ul style="list-style-type: none"> • Stirling Council Criminal Justice Service 	March 2023
Develop a process map of information sharing from point of arrest to point of discharge to keep women safe	4.6	<ul style="list-style-type: none"> • Stirling Council Criminal Justice • Community Justice Partnership 	Dec 2020
Develop strong partnership working between Community Justice Partnerships (CJP) and SGBVP to improve outcomes for women and children	4.4	<ul style="list-style-type: none"> • Community Justice Co-ordinator • Gender Based Violence Co-ordinator 	March 2023
Support community justice approaches to use a gendered lens that understands the connections between women's offending and their experiences of gender based violence	4.4	<ul style="list-style-type: none"> • Community Justice Co-ordinator • Gender Based Violence Co-ordinator 	March 2023
Review child contact arrangements to ensure children have safe contact with perpetrators of abuse	4.6	<ul style="list-style-type: none"> • Stirling Council Children and Families • Stirling Council Criminal Justice • Citizen Advice Bureau Women and Children's Legal Service 	Dec 2021

Partners

Central Advocacy Partners

www.centraladvocacypartners.org.uk

Forth Valley NHS

www.nhsforthvalley.com

University of Stirling

www.stir.ac.uk

Forth Valley College

www.forthvalley.ac.uk

Firescotland

www.firescotland.gov.uk

Clackmannanshire & Stirling Alcohol & Drug Partnership

forthvalleyadp.org.uk/about/clackmannanshire-stirling-adp

Shakti Women's Aid

shaktiedinburgh.co.uk

Stirling & District Women's Aid

www.stirlingwomensaid.co.uk

Stirling Council

www.stirling.gov.uk

Central Scotland Regional Equality Council

www.csrec.org.uk

Forth Valley Rape Crisis

www.forthvalleyrapecrisis.org.uk

Police Scotland

scotland.police.uk

Scottish Prison Service

www.sps.gov.uk

Change Grow Live (CLG)

www.changegrowlive.org

Stirling CAB

www.stirlingcab.org.uk

Clackmannanshire & Stirling Social Care & Health Partnership

clacksandstirlinghscp.org

Clackmannanshire & Stirling Child Protection Committee

www.stirling.gov.uk/social-care-health/childcare-family-care/child-protection-committee

Clackmannanshire & Stirling Adult Protection Committee

www.stirling.gov.uk/social-care-health/adult-care/adult-protection

Wellbeing Scotland

www.wellbeingscotland.org

LGBTi Youth

www.lgbtyouth.org.uk



Stirling Council:

Phone 01786 404040

Email info@stirling.gov.uk

www.stirling.gov.uk

Formats

If you need help or this information
supplied in an alternative format
please call 01786 404040.

