

Appendix E - Integrated Impact Assessment (IIA) Report

This form should be completed when a screening form has indicated a full Integrated Impact Assessment is required and found to be relevant to Equality Act 2010, Socio-economic Duty and Well-being of Future Generations (Wales) Act 2015

Please refer to the 'IIA Report Form Guidance' while completing this form. If you need further support, please contact accesstoservices@swansea.gov.uk.

Which service area and directorate are you from?

Service Area: Child and Family Services – Domestic Abuse Hub Directorate: Social Services

Q1(a) What are you assessing?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Boards which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other

(b) Please name and fully describe initiative here:

Swansea Violence against Women, Domestic Abuse & Sexual Violence Strategy 2023-2026

This Strategy is a multi-agency partnership document which outlines the priority areas and strategic direction around healthy relationships and the implementation of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 within Swansea. It is a clear vision of how we will deliver VAWDASV services across the city and county, improving well-being so that communities are safer, healthier, more cohesive and adaptable to change, supporting everyone to reach their full potential.

(c) Will this initiative result in any changes needed to the external or internal website?

Yes **No** **If yes, please provide details below**

This proposal will need to be uploaded to our website with both English and Welsh versions.

(d) It was initially screened for relevance on: 15/06/23

(e) Lead Officer

Name: Janine Evans

Job title: VAWDASV Partnership Development Practice Lead

Date: 16/08/23

(e) Approved by Head of Service

Name: Jane Whitmore

Job title: Strategic Lead Commissioner

Date: 16/08/23

Section 1 - Aims

What are the aims?

Violence against Women Domestic Abuse and Sexual Violence (VAWDASV) remains a priority for Swansea Council. It has been identified as a key priority for the Community Safety Partnership as well as the Western Bay Safeguarding Boards. We want to build on our achievements to date, ensuring effective services are offered to those affected by VAWDASV across our community. We are committed to providing a multiagency response to tackling VAWDASV ensuring that this agenda is acknowledged as 'everyone's business' and is a cross cutting theme that requires all areas of public policy to address the issues.

There is an abundance of evidence documenting the prevalence and impact of VAWDASV on an International, National, Local and Wales Wide scale. This evidence underpins the Welsh Governments need for a 'Whole Wales Approach' to ending Violence against Women Domestic Abuse and Sexual Violence. Consequently, we have identified evidence of the local needs and this has informed our a local VAWDASV Strategy (23-26). The Local need was identified by a Populations Needs Assessments, Informal and formal consultations with partners which are representatives of our VAWDASV Leadership Group. This included, Health, Police, Council, specialist partners and survivors of VAWDASV. Data is captured from each organisation on a quarterly basis and this informs any gaps in services and level of need.

The principal outcome of implementing the local strategy will be to see a reduction in the numbers of people experiencing VAWDASV across Swansea. This will be achieved through a collaborative approach with a multiagency response and a commitment to our Local Strategy from our VAWDASV Partners. As identified in the 7 objectives we will all work together to support those affected by VAWDASV, ensuring there is equal access to services, professionals are trained appropriately, negative attitudes

are challenged, perpetrators are held to account ,early identification of need and early intervention is prioritised and children are empowered to make positive choices. In order for us to achieve this there is a robust framework in operation to ensure the monitoring and reporting of outcomes and can respond to the needs of services users in a timely manner.

Who has responsibility?

The Strategy was developed and written as a multi-agency document by all partners signed up to the VAWDASV Partnership and victims, survivors of VAWDASV. Placing joint ownership, responsibility by the partners to deliver on the Strategy. There is clear line of accountability for monitoring and evaluating the Strategy as outlined in the VAWDASV Leadership framework , terms of reference. The framework has a number of groups each with a specific role, Leaderships members having responsibility for the effectiveness of the Strategy, these will report directly into the Safer Swansea Partnership.

Who are the stakeholders?

The Strategy has been developed for *ALL* citizens of Swansea regardless of any protective characteristics or background. Evidence suggests that Violence against Women, Domestic abuse and Sexual Violence is not exclusive and can affect or be experienced by any person/s.

Section 2 - Information about Service Users (See guidance)

In order to complete this section you will need to look to data such as Census data, research and performance management information, surveys, future trends, service user data, socio-economic data from recent consultations, engagement and research

Children/young people (0-18).....	<input checked="" type="checkbox"/>	Sexual orientation.....	<input checked="" type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	Gender reassignment.....	<input checked="" type="checkbox"/>
Any other age group.....	<input checked="" type="checkbox"/>	Welsh language.....	<input checked="" type="checkbox"/>
Future generations (yet to be born)	<input checked="" type="checkbox"/>	Poverty/social exclusion	<input checked="" type="checkbox"/>
Disability.....	<input checked="" type="checkbox"/>	Carers (including young carers)	<input checked="" type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>
Asylum seekers.....	<input checked="" type="checkbox"/>	Marriage & civil partnership.....	<input checked="" type="checkbox"/>
Gypsies & Travellers	<input checked="" type="checkbox"/>	Pregnancy and maternity.....	<input checked="" type="checkbox"/>
Religion or (non-)belief.....	<input checked="" type="checkbox"/>		
Sex.....	<input checked="" type="checkbox"/>		

Please provide details of the information you hold in relation to the groups above:

Children and Young people.

Global and National research informs us that the impact of VAWDASV on children and young people is detrimental to every aspect of their development and wellbeing. Welsh Women' Aid state that one in seven (14.2%) children and young people under the age of 18 will have lived with domestic violence at some point in their childhood. MOJ (2017) state that domestic abuse is harmful to children, and / or puts children at risk of harm, whether they are subjected to domestic abuse, or witness one of their parents being violent or abusive to the other parent, or live in a home in which domestic abuse is perpetrated (even if the child is too young to be conscious of the behaviour). Children may suffer direct physical, psychological and / or emotional harm from living with domestic abuse and may also suffer harm indirectly where the domestic abuse impairs the parenting capacity of either or both of their parents.

Local data shows that in 2021-22 The Domestic Abuse Hub received 2,658 referrals where there were children identified in families where there domestic abuse was identified. Swansea Women's Aid provided support to 172 children through the CHYPS project and 30 young people were considered on the Child exploitation protocol. It is evident that there is a continued need to develop services to support children and young people. The Domestic Abuse Act 2021 recognises that children will now be automatically treated as victims regardless of whether they were present during violent incidents. Consequently, this strategy will provide a focus on all children and young people, ensuring that they have access to appropriate support, education around healthy relationships. Providing them with the opportunities and tools to live a full and prosperous lives, free from harm and abuse.

Older people (50+)

The Older Peoples Commissioner for Wales guidance for safeguarding people in Wales states that as with all forms of domestic abuse, abuse of older people is widely under reported and recorded. Previous studies focussing on domestic abuse have often neglected to include the experiences of older people, 80% of older adults are not visible to services at all and existing surveys differ in their definitions, methodologies and how they sample. Data on older people is limited and any figures are severely underestimated.

In 2020 a [report by Age UK](#) estimated around 180,000 women and 98,000 men aged 60 to 74 were victim-survivors of domestic abuse in England and Wales in 2018/19, based on CSEW data. Hourglass suggested this indicated almost 2.7 million older people may have been affected by domestic abuse across the country in 2020. It also found 53% of those surveyed believed that the abuse and neglect of older people had increased as a result of the pandemic.

The majority of research and data captures the experiences of older people 60 + in line with the United Nations definition that 60+ years denotes as old age. There are limited services for older people experiencing abuse and support is offered through existing provisions for all VAWDASV victims 16 + In Swansea for those that have been identified as high risk victims of abuse they will be offered support from the IDVA service, April 2022 -23 saw 203 Women 55+ access the services and 56 Males 55+ . There has been an increase over the year on child-parent abuse.

Swansea Council safeguarding data shows that in 2020-21, the number of adults suspected of being at risk of harm totalled 1,964 .The Western Bay population needs assessment identifies through the IRIS project ,a high number of referrals are from first time disclosures and in the 60+ age group. The Older People’s Commissioner for Wales 2022-24 programme defines four key priorities: protecting older people’s rights, ending ageism and age discrimination, stopping the abuse of older people and enabling everyone to age well.

The Welsh Government and Policing in Wales agreed to adopt a Blueprint approach to support delivery against the VAWDASV National Strategy 2022-26. One of the work streams identified is ‘Older People’ where they will prioritise key area’s including raising awareness scoping existing service provision for older people. To consolidate and enhance existing evidence bases and identify the gaps to improve knowledge and understanding of the abuse of older people and the services that are available to them. As a Local Authority we are part of the work streams and will feed into these and be part of the mapping services, developing services through the identified need in Swansea.

Any other age group

Global research informs us that levels of VAWDASV are endemic and is a major public health problem. Estimates published by the WHO indicate that globally about 1 in 3 (30%) of women worldwide have been subjected to either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime, local data support this . From 2021-22 DVA referrals reached its highest levels to date at 1,889 , Swansea Women’s Aid supported 2,024 victims. Bawso supported 315 women in the same year.

The increase of referrals to all services has been challenging however, by working in unison we have been able to meet the demand. The strong working partnership with key agencies continues to strengthen in Swansea and across NPT. We will continue to develop this by working in partnership, ensuring relevant data is collected, analysed and gaps and emerging needs /trends are identified and acted on. Local data will continue to be collected through the various groups/ meeting’s in the VAWDASV Partnership and National data .Through the Welsh Government Blueprint Work Streams and other avenues, these will guide and strengthen our Strategy supporting us to deliver on the outcomes.

Future Generations

Meeting the needs of the present, while protecting the needs of future generations is a principle which underpins all decision making at Swansea Council. The Well-being of Future Generations (Wales) Act 2015 means that the council and other public services must do what we do in a sustainable way. As a result, we must think more about the long-term, work better with local people and communities and each other, look to prevent problems and take a more joined up approach. This will help us create a Wales and Swansea that we all want to live in, now and in the future.

This strategy shows a commitment to preventing VAWDASV, with a focus on education ensuring that we deliver on the National Training Framework, challenge negative behaviours and attitudes, a commitment to tackling work place harassment and harassment in public places. It also strengthens our local Well- Being Plan, working together to improve the well- being of everyone in Swansea.

Making Swansea safer, more cohesive, and prosperous is central to our proposal. There are cross-cutting themes across service areas which we work collaboratively to ensure that gaps are identified and plans implemented. Working in partnership is key to achieving our objectives. This is a joint strategy which brings together key partners to take a collective responsibility to deliver on the strategy. We recognise that we need to engage and develop our services to ensure that there is equal access for all victims/families of VAWDASV. We work closely with service users from different communities to ensure that their voice is heard and we are able to shape our support and delivery of the services based on the reality of those that have experienced and accessed services. The longer term there is a whole suite of interventions that supports from prevention- crisis- recovery. Providing consistent services with time limited funding is challenging, however through the delivery of the proposal and the guidance of the Welsh Government Blue Print work streams, we are regarding sustainable commissioning and how we can achieve this through a whole system approach.

Disability

For a disabled person, the abuse they experience is often directly linked to their impairments and perpetrated by the individuals they are most dependent upon for care, such as intimate partners or family members who may be acting as a carer. Safelives Spotlight Too UK Study (March 2017) reveals that disabled women are twice as likely to experience domestic abuse and are also twice as likely to suffer assault and rape. Both men and women with a limiting illness or impairments are more likely to experience intimate partner violence and disabled women are likely to have to endure abuse for longer because appropriate support is not available. This is not evident from the local MARAC Data where it demonstrates that from April 22- March 23 there were 1, 029 cases discussed in Swansea and only 0.6% were recorded as having a disability. These low numbers are incongruent with the National research as figures should be higher given that a disabled woman is twice as likely to experience domestic abuse. Particularly, that in the Swansea Council Equality statistical review 2020 shows that 40,700 people in Swansea aged 16-64, 26.2% of the total, are EA (Education Authority) core or WL(Work Limiting) disabled. We will consider this research to develop services ensuring that the correct data is recorded in VAWDASV services and that disabled people are offered equal access to services. In addition, we need to build confidence in reporting and ensure that the pathway to services is clear and that information is shared, so that victims are aware of what constitutes abuse and that it should not be tolerated.

Race (including Refugees)

In 2021, 4.4% of Swansea residents identified their ethnic group within the "Asian, Asian British or Asian Welsh" category, up from 3.3% in 2011. 91.4% of people in Swansea identified their ethnic group within the "White" category while 1.6% identified their ethnic group within the "Mixed or Multiple" category. We are a culturally diverse city as we are a City of Sanctuary and have a large population of international students studying within our University and through the recruitments drive of international nurses to support our health services. Research shows that Domestic abuse crosses the boundaries of race, culture, language and religious and ethnic background and can happen to anyone. However, due to cultural ideology, black and minority ethnic women often face additional barriers to accessing support and are subject to certain types of abuse, for example as Female Genital Mutilation, Honour Based Abuse and Forced Marriage.

In relation to 'so-called honour based abuse', statistics indicate that there were 2,024 honour based offences in England and Wales in 2019/2020, this includes FGM offences, forced marriage offences and other honour based abuse offences (GOV.UK, 2020). In 2011, an estimated 137,000 girls and women were living with consequences of FGM. In the year ending March 2018 there were 271 newly recorded cases of FGM reported in Wales, although those figures do not indicate that FGM was recent, or that it was carried out in the UK.

BAWSO are the specialist providers in Swansea supporting those that have experienced or have been affected by VAWDASV. They are key partners who provide training, expertise and knowledge ensuring that minorities from ethnic communities are not further marginalised and have equal access to services. Through the Strategy we will expand on existing services to ensure inclusivity and all professionals are culturally competent.

Asylum Seekers

In the UK, 48,540 people claimed asylum in 2021, and many more were waiting for a decision on their asylum claim from previous years. There is limited data on the number of people living in Swansea that have claimed Asylum. However, In 2010 Swansea became the second city to become a City of Sanctuary where we welcome asylum seekers and refugees. Many of these are very vulnerable and The Home office states that Asylum seekers who are victims of domestic abuse may be in a particularly vulnerable position, as their immigration status is uncertain whilst they are awaiting a decision on their asylum claim. There is clear guidance in place on the process where a discourse has been made.

Critical gaps in the UK asylum system mean that people seeking safety – including those fleeing modern slavery – may be at risk of potential exploitation, according to a new report by the British Red Cross and the United Nations High Commissioner for Refugees (UNHCR). The research found that inadequate support is exposing people in need of protection to potential harm. It cites examples of vulnerable asylum-seekers forced into modern slavery, including domestic servitude, sexual and labour exploitation and forced criminality.

In Swansea, our specialist provider BAWSO is a first responder and we work together to ensure that Asylum seekers have access to specialist support ensuring that they are safeguarded. Bawso attended the local MARAC and are a key partner in our Leadership Group where they provide data on their service. This is collected 6 monthly and reviewed by all to identify any gaps in service and challenges.

Gypsies and Travellers

Research shows that domestic abuse is a significant health issue for the Gypsy & Traveller community. A recent study estimated that between 60% – 80% of women from travelling communities experience domestic abuse during their lives, compared to 25% of the female population generally. While many incidents of domestic abuse are perpetrated by husbands and intimate partners, other family members may be perpetrators of domestic abuse. Gypsy and Traveller women often lose their extended community network when a relationship ends.

Religion or non- (Beliefs)

In 2021, 47.3% of Swansea residents reported having "No religion", making it the most common response in this local authority area. Because the census question about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses. 41.3 per cent of Swansea residents (around 98,500) stated Christian as their religion in 2021, almost half (47.3%; 112,700) of the Swansea population stated they had no religion in 2021. The largest minority religion in Swansea is Muslim (around 7,700 or 3.2%).

Sex

For the year ending March 2022, the Crime Survey for England and Wales (CSEW) estimated that 1.7 million women and 699,000 men aged 16 years and over experienced domestic abuse in the last year. This is a prevalence rate of approximately 7 in 100 women and 3 in 100 men. Globally it is estimated 736 million women almost one in three have been subjected to physical and/or sexual intimate partner violence, non-partner sexual violence, or both at least once in their life. For every 10 victims of human trafficking detected globally, about five were adult women and two were girls. Most of the victims of trafficking for sexual exploitation are females (92 per cent). In 2021, the Forced Marriage Unit (FMU) gave advice and support in 337 cases related to a possible forced marriage and/or possible female genital mutilation (FGM).

Sexual Orientation

Domestic abuse is a problem that cuts across a cross-section of society, although evidence shows that Lesbian, Gay, Bisexual and Transgender and Queer (LGBTQ) victims are disproportionately affected . The Census 2021 shows that an estimated 3.1% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) and in Swansea this was 3.4% identified as LGB+ this equates to 10,744 people. Data from the IDVA service reveals that in 2022 there were 1,889 high risk cases and of that only 80 were recorded as LGBTQ+. This data does is a concern and we will look at how we capture data and look at the barriers to LGBTQ+ victims reporting abuse and how we can overcome these.

Gender reassignment

Swansea Council statistics review 2020 recognises that there were no official statistics about people who are transgender at a local or national level, from survey or administrative sources. However, earlier EHRC research (2012) estimated that less than one per cent of the population nationally had this protected characteristic.

SafeLives' 2018 Guidance for Multi-Agency Forums: LGBT+ People states that trans survivors are one of the most hidden groups of domestic abuse survivors. GALOP, the LGBT+ anti-violence charity, state that while trans and cis people may face similar patterns of abuse, many trans survivors also face specific forms of abuse related to their trans identity. The Out of Sight, Out of Mind?,2011

research by the Scottish Transgender Alliance and the LGBT Domestic Abuse Project, identified specific barriers to support among trans survivors, and found that one in four survivors (24 per cent) told no one about the domestic abuse that they had experienced.

Within Swansea, Transgender victims of VAWDASV are able to access Refuge accommodation can be accessed for victims that have fully transitioned however, for trans victims from culturally diverse backgrounds they are currently unable to access specialist accommodation within BAWSO. Support and counselling is also offered by LGBT+ Cymru which is Helpline is a service that provides counselling service for Lesbian, Gay Bisexual, Trans, Intersex, Allies & families in Wales. The RSE education in schools

The National VAWDASV Strategy and the Blueprint identifies that all victims of VAWDASV should have equal access to services. We continue to be part of the implementation and delivery of the blueprint ensuring that trans victims within Swansea are visible and are offered access to all services.

Welsh Language

According to the 2021 census, the percentage of Welsh speakers in Swansea remained at 11.2% Around 42,500 people aged 3 and over in Swansea (18.3%) had some Welsh language skills and 26,000 people in Swansea (11.2% of all aged 3 and over) are able to speak Welsh in 2021. Consequently, people access support around VAWDASV need to be able to access information in their respective language. Evidence suggests that disclosures are higher and outcomes are better.

In line with the Welsh Language standards and our commitment to supporting our Welsh heritage this strategy will provide a strategic framework to strengthen services in the Welsh language to the Welsh population. We have produced a Welsh version of the Easy Read and the Full Strategy and We will continue to promote and ensure that survivors are from all groups to ensure our framework is strong in delivery its objectives.

Poverty/ social Exclusion

Women in households with low incomes are 3.5 times more likely to experience domestic violence than women in slightly better-off households. The links are complex but one thing is certain: poverty exacerbates the abuse because it increases or prolongs women's exposure to it as it reduces their capacity to leave.

Poverty is associated with domestic abuse as both a cause and a consequence. It prolongs women's exposure to abuse by reducing their ability to leave and it makes women poorer on leaving the relationship.

Poorer households show higher rates of domestic abuse. Women in households with low incomes are 3.5 times more likely to experience domestic violence than women in slightly better-off households. The links are complex but one thing is certain: poverty exacerbates the abuse because it increases or prolongs women's exposure to it as it reduces their capacity to leave

Many migrant women have what's called 'no recourse to public funds'. This means they cannot use the social security, housing or women's refuge services available to other women. Women with no recourse to public funds by virtue of their migration status are a

group that is economically very vulnerable to domestic abuse. Their options on leaving are even worse than for other women, as they can't access benefits and only a reduced number of refuges and shelters can accommodate them.

The impact of domestic abuse on women's – and children's – lives is devastating and should be addressed on that basis alone, on the violation of women's human rights that it is. We highlight how economic inequality is facilitating violence perpetrated by men against women. We need to make our economy work for women so women can be safer, and a properly functioning social security system is integral to this.

Analysis of the 2012 UK Poverty and Social Exclusion Survey supports the conclusion that poverty is associated with heightened vulnerability to domestic abuse. For almost every measure of poverty included within this study, the prevalence of experiencing both physical abuse and controlling behaviour are significantly higher for respondents experiencing poverty than for the non-poor group.

Careers (including young carers)

There is limited information and research on VAWDASV and Careers. Although we know that the impact on children of living with or experiencing domestic abuse has a detrimental effect on their development, mental and physical health. Careers can be victims or perpetrators of abuse and for victims the abuse they experience is often directly linked to their impairments, disability and perpetrated by the individuals they are most dependent upon for care, such as intimate partners or family members who may be acting as a carer.

Community Cohesion

Research identifies a range of effective approaches designed to prevent VAWDASV at individual, relationship, community and societal levels, across education, health, nightlife, and community settings. We know from public health prevention science, that rather than investing in disparate, stand-alone projects, we must work together to develop an 'eco-system' of interventions which target the causes of VAWDASV through a whole-system approach.

Swansea Council Community and Cohesion plan 22-23 has a commitment to raising awareness through the communities, working with diverse communities and the wider community fostering good relationships. Making Swansea a safer place is a commitment required from all citizens of Swansea. A whole system approach we can tackle the root cause of VAWASV and prevent, protect and support all victims in our community. Community Safety will be launching its Safe Space campaign and Women's Aid provides awareness raising in the community through the Ask me Campaign.

Marriage & civil partners

41.2% of Swansea's residents aged 16 and over (81,400 people) are **married or in a registered civil partnership**, a slightly lower proportion than Wales (43.8%) and England & Wales (44.6%), with an overall reduction of around 5,400 (-6.2%) since 2011.

Pregnancy & maternity

Safe Lives report that domestic violence has overtaken gestational diabetes and pre-eclampsia as the leading cause of foetal death. Around 30% of domestic abuse begins during pregnancy, while 40–60% of women experiencing domestic abuse are abused during pregnancy. In Swansea 2021 there were 2,067 babies born that equates to 827-1,241 women that may have experienced domestic abuse however, local statistics do not support this.

Evidence based minimum standards for midwives and health visitors state that all women should be routinely asked about domestic abuse in the antenatal period. Subsequently an antenatal domestic abuse care pathway to document routine enquiry and assess risk was developed and launched in Wales, in 2005. We now have a health IDVA in 3 of our local hospitals to identify and support with disclosures of domestic abuse. We also have a health visitor aligned in the Domestic abuse hub. Within Child and Family social services we have a culturally harmful practice worker who is will work with mums were FGM had been identified providing a cultural sensitive support.

Any actions required, e.g. to fill information gaps (write below and add to action plan)?

Older person support

LGBTQ+

Disability

Section 3 – Assessing the Impact (See guidance)

Please consider the possible impact on the different protected characteristics and statutory considerations:

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Race	As detailed in Section 2		Ethnicity Nationality Gypsies / Travellers Language: interpreter provision Refugee / Asylum Seekers Migrants Awareness events United Nations Convention on the Elimination of All Forms of Racial Discrimination (UNCERD)
Disability	As detailed in Section 2		Mobility / Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning Disabilities Dementia Neurological difference / Autism Access to buildings/ facilities Access to communication methods Dietary requirements Other Long Term Health Conditions United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
Carers	As detailed in Section 2		Providing unpaid and informal care A child caring for a disabled parent An older person caring for a friend who has a mental health issue A young adult caring for a sibling with substance misuse difficulties An adult caring for an older relative who is elderly, frail or experiencing dementia

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Sex	As detailed in Section 2		Men / Women Gender Identity Childcare Gender Pay Gap Domestic abuse United Nations Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW)
Age	As detailed in Section 2		Older People including citizens with dementia. Could the initiative contribute to the 'age friendly' agenda or improve the experience of getting older in Swansea Children, Young People Cross-generational working offers a wide variety of benefits Working Age People, Young Families Demographics NB: Where children / young people are affected complete the Childrens Rights Checklist United Nations Convention on the Rights of the Child (UNCRC) Caring responsibilities
Future generations (yet to be born)	As detailed in Section 2		We must ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs
Religion & Belief	As detailed in Section 2		Faith Communities Non Beliefs Dietary requirements Vegetarianism/Veganism Other philosophical beliefs Dress code/uniforms Religious festivals/activities, agile working

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Sexual Orientation	As detailed in Section 2		Gay Lesbian Bi-sexual Heterosexual Terminology Confidentiality about sexuality https://www.stonewall.org.uk/
Gender Reassignment	As detailed in Section 2		A person who proposes to, starts or has changed their gender identity Transgender Appropriate language use, ie, appropriate pronouns
Marriage & Civil Partnership	As detailed in Section 2		Marital status Civil Partnership status
Pregnancy & Maternity	As detailed in Section 2		Pregnant mothers Those entitled to maternity and paternity leave Foster/Adoption Breastfeeding mothers
Welsh Language	As detailed in Section 2		Ensuring equal status of both Welsh and English languages. Availability of and access to services, activities and information. Rights of individuals to ask for WL services. Impact on Welsh speaking communities, including: Positive / negative effects on opportunities to use the WL. Possible changes to number/percentage of Welsh speakers Job opportunities / Staffing changes. Training needs and opportunities Availability of Welsh medium education

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Socio Economic Considerations	As detailed in Section 2		People living in less favourable social and economic circumstances than others in the same society. Disadvantage may be exacerbated by many factors of daily life, not just urban or rural boundaries. The impact on limited incomes are significant but also consideration needs to be given to service accessibility and barriers to participation. 'Intersectionality' issues - where identity compounds socio-economic status, e.g., single parents (often women), disabled people, some BAME groups.
Human Rights	As detailed in Section 2		See Human Rights Articles .
Intersectionality	As detailed in Section 2		The way in which power structures based on factors such as gender, race, sexuality, disability etc. interact with each other and create inequalities, discrimination and oppression. (the multiple layers of discrimination)
Community Cohesion	As detailed in Section 2		Think about relationship between people from different backgrounds, community tensions, community facilities http://gov.wales/topics/people-and-communities/communities/communitycohesion/?lang=en
Other (please state)			Eg, Modern Slavery, Safeguarding, Other Covid effects, Ex-offenders, Veterans, Care Leavers, Substance Abuse, Homeless

Human Rights Act 1998

- | | |
|--|--|
| <ul style="list-style-type: none">• Article 2 Right to life• Article 3 Freedom from torture and inhuman or degrading treatment• Article 4 Freedom from Slavery and forced labour• Article 5 Right to liberty and security• Article 6 Right to a fair trial• Article 7 No punishment without law• Article 8 Respect for private life, family, home and correspondence• Article 9 Freedom of thought, belief and religion | <ul style="list-style-type: none">• Article 10 Freedom of expression• Article 11 Freedom of Assembly and association• Article 12 Right to marry and start a family• Article 13 Right to access effective remedy if rights are violated• Article 14 Protection from discrimination• Protocol 1, Article 1: Right to a peaceful enjoyment of your property• Protocol 1, Article 2: Right to education• Protocol 1, Article 3: Right to participate in free elections• Protocol 13, Article 1: Abolition of the death penalty |
|--|--|

If you have identified any areas which need further investigation, these will need to be added to your action plan.

Section 4 - Involvement

Please consider all of your involvement activities here, e.g. participation, consultation, engagement, co-productive approaches, etc.

What involvement has been undertaken to support your view? How did you ensure this was accessible to all?

This Strategy was co-produced in partnership with Health, Specialist providers, Council partners, VAWDASV partners and victims/survivors. There was a series of workshops where all partners were invited, they were well represented and a cross section of agencies attended, including Education, Health, 3rd Sector specialists, survivors of VAWDASV, Primary Care, Social Services Child and Family and members of the Welsh Cabinet. There were also a series of focus groups where victims/survivors came from the Co- Production Centre. Throughout the development of the Strategy all partners were offered an opportunity for feedback and consulted through every stage.

There was also a public consultation through the Swansea Council Website where we gained valuable feedback from the public and professionals.

What did your involvement activities tell you? What feedback have you received?

There was lots of feedback from all the workshops and focus groups. In general the feedback was positive with all agreeing with the 7 objectives with some small changes to the wording of two objectives. It was highlighted that there was not enough focus on sexual violence, as a result a report was included into the strategy. Our vision, a few wanted changes to include harassment to ensure it encapsulated all forms of abuse. There were comments that the strategy was difficult to read in areas and the language such as 'support' for perpetrators was not well received by a few. Through the public consultation, they also said that it was difficult to read and didn't come across as empathic to victims/survivors of abuse.

Overall the feedback was positive, however the comments were taken on board and changes made as documented below.

How have you changed your initiative as a result?

The main feedback was that it was difficult to read in parts as a result we had the strategy professionally designed and a Summary version and an Easy Read version has been developed. Interestingly, the feedback around language and how victims/ survivors perceived the some elements of the strategy were insightful. They were not comfortable with saying 'support' for perpetrators and where information was placed next to the victim's data. This was changed to ensure that the strategy was more readable and victim focused.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.)? (Add to action plan)

To embed a more structured partnership working with survivors of VAWDSV through the Co-Production Centre.

To ensure that Action Plans are monitored by using data from VAWDASV partnership group capturing any gaps in services.

To develop an Easy Read version of the VAWDASV Strategy 23-26

To have the VAWDASV Strategy 23-26 professionally designed

To develop links with LGBTQ+ community and services

To develop links with the Disabled community and services

To develop links with Older people services and communities.

To ensure that professionals are culturally competent through training and awareness arising.

Section 5 – Duties (please see guidance)

Please consider how the initiative might address the following issues. How will the initiative impact on the duties set out below? Think about what work you have already done to improve the outcomes.

Public Sector Duty – how will the initiative address the below?	
Foster good relations between different groups	The VAWDASV partnership is very well attended by a good representation from all key agencies. There has been good buy in from all partners, we will continue to work together in an open and transparent manner that supports good relations.
Elimination of discrimination, harassment and victimisation	<p>A core behaviour perpetrated in all forms of VAWDASV is around discrimination, victimisation and harassment. Whereas this is a feature in all cases, research shows that certain groups of people are disadvantaged, such as disabled people, LGBTQ+, older people and those from ethnic minority communities. Research shows that perpetrators will focus on vulnerabilities of a victim</p> <p>Local data and research shows that women are harassed even after relationships have ended and can include harassment from prison or false allegations to Child & Family. Service users inform us that it is not only by the perpetrator that they receive harassment and victimisation, but this can occur when accessing services due to lack of understanding by professionals</p>
Advance equality of opportunity between different groups	VAWDASV occurs and flourishes because of inequality and a power imbalance between victim and perpetrator. Gender inequality plays a major part and global research shows that women are disproportionately affected because of this. Work to eliminate violence and abuse will advance equality on a micro level (personal relationships/family) and on a macro level (community and larger).
Socio-economic Duty - Describe any issues identified as a result of the initiative for those people experiencing and living in poverty	
a) Communities of place	Research shows that VAWDASV can affect life chances of those experiencing it. Recent research around ACEs (Adverse Childhood Experiences) shows that a child's experience of VAWDASV can have a profound negative impact on their future. Research shows that VAWDASV negatively impacts on a victim's ability to hold down a job, parent effectively, maintain good mental/emotional/physical health. This means that those families where VAWDASV occurs are more likely to be socially excluded and experience poverty due to these effects. This is borne out in our local data that shows the highest number of police call outs are for those areas where we see the highest levels of poverty and deprivation. Women and children socially excluded and living in poverty are also more likely to experience abuse for longer due to the inability to escape due to isolation and financial restraints.

b) Communities of interest	<p>The impact of domestic abuse on women’s and children’s lives is devastating and should be addressed on that basis alone, on the violation of women’s human rights that it is. To highlight how economic inequality is facilitating violence perpetrated by men against women. We need to make our economy work for women so women can be safer, and a properly functioning social security system is integral to this.</p> <p>Swansea has become a Human Rights City, embracing a vision of a vibrant, diverse, fair and safe communities built on the foundation of universal human rights.</p>
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How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011)? (beyond providing services bilingually)

a) To ensure the Welsh language is not treated less favourably than the English language	The VAWDASV Strategy will look at improving resources and services to those service users who wish to access support through the medium of Welsh.
b) That every opportunity is taken to promote the Welsh language	Partnership leaflets and resources are currently produced bilingual and The Live Fear Free Helpline is a 24hr bi-lingual service that is advertised widely through our Partnership. We will promote the WG Campaigns both in Welsh and English and all internal promotional material will be bi lingual. We will continue to look for further ways of developing a local resource of Welsh language support.
c) Increase opportunities to use and learn the language in the community	The partnership will increase opportunities by supporting staff to learn Welsh and to use incidental language training in the Community and raising awareness will be offered in Welsh .

United Nations Convention on the Rights of the Child (UNCRC): Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children’s rights and their best interests

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)?

There has been careful consideration around the impact, both positive and negative, on children and young people. This strategy extends to all victims and survivors of VAWDASV, including children and young people. All the measures proposed for preventing VAWDASV and supporting victims/survivors will apply to children, as well as services designed specifically for children and young people. The Strategy makes no distinctions based on race, religion or abilities, whatever children think or say and whatever type of family they come from. It recognises the damaging effect domestic abuse and witnessing such abuse can have on a child's development and later life. The Domestic Abuse Act (2021) now recognises that children affected by domestic abuse will be automatically treated as victims regardless of whether they were present during violent incidents. As such the strategy promotes earlier intervention and support from appropriately trained professionals, preventing domestic abuse, gender-based violence and sexual violence from occurring. Particularly in families, and protecting and supporting victims when this does occur, will ensure children will be supported. The Strategy will help to ensure children and young people are better protected from the adverse effects of violence and abuse.

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

The VAWDASV Strategy has 7 objectives with Objective 2 focuses specifically on children and young people to address their needs in line with the UNCRC. When developing the Strategy and the services for children and young people , we have considered the 4 principles of:

1. Non-discrimination (Article 2)
2. Best interest of the child (Article 3)
3. Right to life survival and development (Article 6)
4. Right to be heard (Article 12)

There is a suite of services directly for children and young people. The delivery of the curriculum for Wales includes promoting and supporting healthy relationships as part of the Relationships and Sexuality Education (RSE) Code and guidance. Successful implementation of this will support learners' rights to enjoy fulfilling, healthy and safe relationships throughout their lives. Whilst boys and young men who currently exhibit misogynistic attitudes or behaviours will be aided and encouraged to change their behaviours, we consider this to be a positive impact on them. Children will have better access to support and counselling services from professionals trained in VAWDASV.

Section 6 - Sustainable Development

The Well-being of Future Generations Act (Wales) 2015 places a well-being duty on Swansea Council to carry out sustainable development. This is in line with the Council's Sustainable Development Policy and our Corporate Plan's Well-being Objectives. We must work in a way that improves the economic, social, environmental and cultural well-being of Wales, by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.

The sustainable development principle means we must act in a manner, which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. We do this by applying the five ways of working.

PLEASE OVERWRITE OR DELETE GUIDANCE/SUGGESTIONS IN RED

6a) The Sustainable Development Principle's Ways of Working

The Five Ways of Working	Examples or summary of how applied
<p>Long term - The importance of balancing short-term needs while safeguarding the ability to also meet long-term needs</p>	<p>Within this strategy there is a whole suite of interventions that supports from prevention- crisis- recovery. Providing consistent services with time limited funding is challenging, however we are working with the Welsh Government on the production and delivery of the Blue Print ,High Level Action Plan for the Work Streams. This includes a Whole System approach to commissioning.</p> <p>To ensure there is a strong focus on education and work with young people with the aim of eradicating violence and abuse over the long term. • To work with communities and employers to bring about a cultural shift in attitudes towards violence and abuse so that it is no longer tolerated or considered acceptable. • To provide services that offer best value for money.</p>
<p>Prevention - Acting to prevent problems occurring or getting worse</p>	<p>One of the key areas of the proposal is prevention. We are committed to preventing VAWDASV with a focus on education ensuring that we deliver on the National Training Framework, challenging negative behaviours and attitudes and a commitment to tackling work place harassment and harassment in public places.</p>
<p>Integration -Considering impacts upon each of the well-being goals, well-being objectives, local well-being objectives, or on the objectives of other public bodies</p>	<p>Our proposal strengthens our local Well- Being Plan, working together to improve the well- being of everyone in Swansea. Making Swansea safer, more cohesive, and prosperous is central to our proposal. There are cross-cutting themes across service area's which we work collaboratively to ensure that gaps are identified and plans implemented.</p>

<p>Collaboration - Acting together with other services or external organisation towards our well-being objectives</p>	<p>Collaboration is central to our strategy, working in partnership is key to achieving our objectives. This a joint proposal which brings together keys partners to take a collective responsibility to deliver on the strategy. To enable fundamental change we need to ensure a collaborative approach to tackling VAWDASV. This Strategy is a commitment to all of the citizens of Swansea. We will work together for sustainable long term change, ensuring that through education, challenging negative behaviours and inequality, we eradicate VAWDASV and all citizens are safeguarded.</p>
<p>Involvement - Involving people with an interest in achieving the well-being goals (everybody), and ensuring that those people reflect the diversity of the area served</p>	<p>We recognise that we need to engage and develop our services to ensure that there is equal access for all victims/families of VAWDASV. We work closely with service users from different communities to ensure that their voice is heard and we are able to shape our support and delivery of the services based on the reality of those that have experienced and accesses services.</p>

6b) Contribution to Swansea Council's Well-being Objectives

Our Corporate Plan's Well-being objectives	Are directly supported by this initiative	Are not directly impacted by this initiative	May be in conflict or adversely impacted by this initiative
Safeguarding People from harm	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improving Education and Skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tackling Poverty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transforming our economy and infrastructure	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maintaining and enhancing Swansea's natural resources and biodiversity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Transformation and Future Council development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6c) Thinking about your answers above, does the initiative support our Corporate Plan’s Well-being Objectives when considered together?

This Strategy support’s the Corporate Well- Being Plan , there are no areas that will be adversely affected

Please consider the positives and negatives as a whole. This is an opportunity to analyse the global impact of the proposal where some objectives will be advanced whilst others may be impacted. Where there is a residual negative impact for one or more objectives please show that we have considered mitigation to ensure that negative impacts are lessened. Please detail any conflicts gaps and mitigation measures.

6d) How is contribution to the National Well-being Goals maximised? Where can you add value? Consider the full goal description not just the title. Consider relevant [Journey Checkers](#). Complete the table below

PLEASE OVERWRITE OR DELETE GUIDANCE/SUGGESTIONS IN RED

Well-being Goal (click to view definition)	Primary Goals - tick if key	Any significant positive and/or negative impacts/contributions considered/mitigated
A Prosperous Wales : An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work	<input type="checkbox"/>	
A Resilient Wales : A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	<input type="checkbox"/>	

<p>A Healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<input checked="" type="checkbox"/>	<p>The central aim of the VAWDASV Strategy is to ensure that the wellbeing , physical and mental health of those that are vulnerable and marginalised are protected. We will raise awareness in communities to ensure that they have a better understanding of VAWDASV so that they are empathic and compassionate around the issues. There will be 'safe spaces/places ' around the communities so that all victims have a place of safety , reducing harm ,ensuring positive physical and mental health. , this strategy will provide a focus on all children and young people, ensuring that they have access to appropriate support, education around healthy relationships. Providing them with the opportunities and tools to live a full and prosperous lives, free from harm and abuse. We will challenge negative behaviours and misogynistic views to create a society which is equal, inclusive ensuing heathier Wales.</p>
<p>A More Equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances.</p>	<input checked="" type="checkbox"/>	<p>Through the delivery of the VAWDASV Strategy we will ensure that all victims of abuse will have equal access to specialist services. We will work with marginalised group to break down any barriers to support and develop relationships and understanding of need. We have developed this strategy with a cross section of society ensuring that we meet everyone's need and that all voices are heard and listened to. Through education and awareness raising we will ensure that communities, professionals have an understating of the health inequalities.</p>
<p>A Wales of Cohesive Communities Attractive, viable, safe and well-connected communities.</p>	<input checked="" type="checkbox"/>	<p>VAWDASV is a shared responsibility, we have a commitment to raising awareness through the communities, working with diverse communities and the wider community fostering good relationships. Making Swansea a safer place is a commitment required form all citizens of Swansea. A whole system approach we can tackle the root cause of VAWASV and prevent, protect and support all victims in our community. We value our community and recognise that in order to eliminate VAWDASV that we need working collectively.</p>
<p>A Wales of Vibrant Culture & Thriving Welsh Language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, sports and recreation.</p>	<input checked="" type="checkbox"/>	<p>Swansea is a City of Sanctuary and we have a diverse population. Through the delivery of the strategy we will promote cultural diversity and develop better connections with marginalised groups. We will promote the Welsh Language through all campaigns and ensure that focus group etc are offered and attended by from different communities.</p>

<p>A Globally Responsible Wales</p> <p>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<input checked="" type="checkbox"/>	<p>Through our partnership working with BAWSO around Female Genital Mutilation (FGM), human trafficking, forced marriage and honour based abuse we demonstrate how we contribute to tackling these gender crimes on an international level.</p>
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Section 7 - Cumulative Impact/Mitigation

What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the IIA and any other key decisions affecting similar groups/ service users made by the organisation?

(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making/have made.

For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

The cumulative impact of this Strategy on people/communities is fundamentally positive. We have identified area's that ensures all victims of VAWDASV have equal access to high quality support services. Victims/ Survivors are the heart of the Strategy ensuring that their voices are heard and we deliver and develop services that meet their needs. This joint Strategy is a commitment from all partners to work together to tackle VAWDASV in all its forms, improving services, their response, support and understanding of VAWDASV. Communities will be better informed enabling them to gain a better understating of the impact, services and support available for victims of VAWDASV. We envisage that we will be able to reduce the financial impact VAWDASV has on the Welsh economy through prevention strategies reducing risks at the earliest opportunity ensuring victims get the right support at the right time.

Any mitigation needed:

It is important that you record the mitigating actions you will take in developing your final initiative.

Record here what measures or changes you will introduce to the initiative in the final draft, which could:

- reduce or remove any unlawful or negative impact/ disadvantage
- improve equality of opportunity/introduce positive change
- support the Well-being of Future Generations Act (Wales) 2015
- reduce inequalities of outcome resulting from socio-economic disadvantage

Unlawful or Negative Impact Identified	Mitigation / Positive Actions Taken in the initiative (add to action plan)
None	

Section 8 - Monitoring arrangements: The IIA process is an ongoing one that does not end when the initiative is agreed and implemented. Please outline the monitoring arrangements and/or any additional data collection that will help you monitor any equality impacts, risks, sustainability of your initiative once implemented:

Monitoring arrangements:

The strategic direction and oversight of the Swansea VAWDASV Strategy is held by the VAWDASV Leadership Group, which is accountable to the Safer Swansea Community Safety Partnership (CSP), which feeds into the Public Service Board (PSB) arrangements.

To monitor and measure success, we will draw on qualitative and quantitative data from a number of sources, including evaluation of projects. Progress will be monitored on a quarterly basis by the Leadership group and an annual report will be presented to the Welsh Government and to the Community Safety Partnership and Public Service Board. The Public Services Board will provide challenge and support to the Community Safety Partnership in progressing this Strategy. This also appears in the annual scrutiny programme under the Community Safety Partnership and Crime and Disorder.

In addition, any concerns or issues regarding the delivery of the Strategy will be presented at the Leadership Group where the Head of Service will escalate to the Director and then to the CMT for discussion.

Actions (add to action plan):

Section 9 – Outcomes:

Having completed sections 1-8, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern

Outcome 2: Adjust the initiative – low level of concern

Outcome 3: Justify the initiative – moderate level of concern

Outcome 4: Stop and refer the initiative – high level of concern.

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 10 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this IIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the IIA from your Head of Service. The IIA will be published on the Council's website - this is a legal requirement.

Action Plan: Please outline below any actions identified throughout the assessment or any additional data collection that will help you monitor your initiative once it is implemented:

Action	Dates	Timeframe	Lead responsibility	Progress	Add to Service Plan
To develop a ‘ Summery’ version of the VAWDASV Strategy 23-26	To be completed before 14/08/23	1 month	VAWDASV Lead	Completed	
To develop an Easy Read ’ version of the VAWDASV Strategy 23-26	To be completed by the 1st September	3 weeks	VAWDASV Lead	Ongoing	
To have the VAWDASV Strategy 23-26 professionally designed and finalised	To be completed by 14/08/23	1 month	VAWDASV Lead	Completed	
Collect Robust data to identify gaps in service ensuring equal access.	Quarterly collection	Over the period of the Strategy – 2023-2026	VAWDASV Leadership Group & Lead	Ongoing	
Ensure delivery plan is developed alongside the VAWDASV Strategy 23-26	To be completed by 1/12/23	4 Months	VAWDASV Lead	Ongoing	
To develop the partnership working with survivors of VAWDSV through the Co-Production Centre	Initial meetings before 30/9/23	Over a period of 6 months	VAWDASV Lead	Ongoing	
To build links with the LGBT+ services /communities	Initial meetings before 30/9/23	Over a period of 6 months	VAWDASV Lead and through the Leadership Group	Ongoing	
To build links with the disables services /communities	Initial meetings before 01/12/23	Over a period of 6 months	VAWDASV Lead and through the Leadership Group		
To build links with the older people services /communities	Initial meetings before 01/12/23	Over a period of 6 months	VAWDASV Lead and through the Leadership Group		

Ensure all relevant staff are trained in Ask and Act group 2	2023-24	Over a period of 1 year	Ask and Act Steering Group & VAWDASV		
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* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).