

EAST AYRSHIRE COUNCIL

CABINET: 17 AUGUST 2011

DEVELOPMENT OF EAST AYRSHIRE VIOLENCE AGAINST WOMEN PARTNERSHIP

Report by Executive Director of Educational & Social Services

1. PURPOSE

- 1.1 To advise of the development of the East Ayrshire Violence Against Women Partnership (EAVAWP).

2. BACKGROUND

- 2.1 In 2009 the Scottish Government and COSLA published, *Safer Lives: A Shared Approach to Tackling Violence Against Women in Scotland* and also *A Partnership Approach to Tackling Violence Against Women in Scotland - Guidance for Multi agency Partnerships*. Both sets of guidance underpin a shared commitment across all partner agencies to tackle violence against women in all its forms. Firstly, by broadening the focus beyond domestic abuse and secondly, taking a more inclusive partnership approach to a wider range of connected issues, including the gender equality duty.
- 2.2 In East Ayrshire, several key areas of this work have been successfully progressed through the Domestic Abuse Forum, which was established in 2001. To address the wider issues set out in the definition and to enable full implementation of the national guidance, a new Violence Against Women Partnership has been formed. The partnership will firstly build on the work that was developed by the Domestic Abuse Forum and secondly, will consider new actions / approaches to provide a more effective multi-agency response towards violence against women in line with the four key policy principles: *prevention, protection, provision and participation*.
- 2.3 The EAVAWP recognises that violence against women contributes towards the social inequalities which exist between men and women. It recognises that violence against women, children and young people can take many forms and that some women, children and young people may experience different and/or multiple forms of male violence over their lifetime. The following broad definition of violence against women will inform the work of the partnership:

Violence against women includes but is not limited to:

- Physical, sexual and psychological violence occurring in the family, within the general community or in institutions, including: domestic abuse, rape, incest and child sexual abuse.
- Sexual harassment and intimidation at work and in the public sphere.
- Commercial sexual exploitation, including prostitution, pornography and trafficking.
- Dowry related violence.
- Female genital mutilation.
- Forced and child marriages.
- Honour crimes.

3. LOCAL STATISTICS

3.1 Violence against women can have damaging effects on their lives and children. It affects people from all backgrounds and can result in homelessness, isolation, loss of earnings, the misuse of alcohol and drugs, physical and mental health problems, and even death.

3.2 Establishing the local need and demand for VAW services and the prevalence of rape and domestic violence is a challenging issue. Strathclyde Police publish statistics, but it is acknowledged that many victims do not report rape and domestic abuse to them for a variety of reasons. It is acknowledged that there can be linked incidences of domestic abuse and rape however correlating data patterns across partnership organisations remains a key challenge.

3.3 Table 1 below illustrates the number of rape and attempted rape incidents reported to the Police in the last three years across East Ayrshire.

Table 1: Number of Rape and Attempted Rape Incidents reported to Strathclyde Police: 2007/08 to 2009/10

Area	2007/08	2008/09	2009/10
East Ayrshire	7	22	20

Source: Strathclyde Police

Although the numbers of reported rape are small, the number of incidents reported in East Ayrshire is slightly higher than in the other local authority areas between 2008/10.

3.4 Strathclyde Police published a report on domestic abuse within Ayrshire in May 2010. It highlighted that between April 2009 and February 2010, there were a total of 23,043 reported domestic incidents in the Strathclyde Police Force area. During the same period, 3,916 incidents took place in Ayrshire comprising of:

- East Ayrshire -1166
- North Ayrshire - 1634

- South Ayrshire - 1116

3.5 Table 2 summarises the number of domestic incidents in East Ayrshire over a three year period.

Table 2: Number of Domestic Abuse Incidents reported to Strathclyde Police: 2007/08 to 2009/10

Area	2007/08	2008/09	2009/10
East Ayrshire	1,253	1,252	1,273

3.6 Analysis undertaken by Strathclyde Police has highlighted that 59.6% of victims in Ayrshire had previously been the subject of domestic violence. In addition, 59.4% of offenders had previously committed a domestic attack.

4. LOCAL GOVERNANCE ARRANGEMENTS

4.1 The violence against women agenda is cross cutting and links to a wide range of legislation, national policies, strategies and initiatives. The national guidance strongly recommends that the violence against women agenda requires high level support and leadership. Given the public protection focus, the EAVAWP is therefore appropriately placed to report directly to the East Ayrshire Chief Officer Group. This arrangement ensures that there is a consistent and collaborative approach across East Ayrshire's strategic planning partnership structures in respect of public protection.

4.2 A proposal report on governance and reporting arrangements was presented to the East Ayrshire Chief Officers Group in December 2010. It was agreed that the EAVAWP will report directly to the Chief Officers Group during its first year of operation and that reporting arrangements be reviewed at the end of this period.

4.3 The EAVAWP has developed terms of reference and a work stream plan as part of the overall governance arrangements. These were approved by EAVAWP at the most recent meeting in May 2011 and are attached at appendix 1 and 2.

5. LOCAL PARTNERSHIP APPROACH

5.1 To date three EAVAWP meetings have taken place in December 2010, March 2011 and May 2011. The initial meetings have considered the remit, membership and approach which the partnership will adopt. The membership represents a wide range of services and agencies, both in the statutory and voluntary sector.

5.2 Former members of the Domestic Abuse Forum are also key members of the EAVAWP, and time has been taken to consider the work of the East Ayrshire

Domestic Abuse Forum. The work achieved has been recognised and outstanding actions will be taken forward by the EAVAWP.

- 5.3 The EAVAWP has developed an initial action plan. It is anticipated that the main focus will be in raising the profile of the needs of women with existing strategic groups and with mainstream services. The action plan has a focus on raising awareness and developing understanding of the key issues and the impact for women in East Ayrshire e.g. domestic abuse, prostitution, trafficking, pornography.
- 5.4 The EAVAWP logo has been agreed and will be formally launched at the first seminar with public relations support from the East Ayrshire Council Communications Team. The logo is attached as part of the Governance Arrangements in appendix 1 of this report.
- 5.5 This will be taken forward via a seminar programme during 2011/12. A programme of dates and events have been developed by the EAVAWP Implementation Group, which has responsibility for the organisation of these events. The seminars will be run in the morning and subsequently the EAVAWP will meet as a partnership to review the participant feedback to inform work stream planning priority setting. Three seminars (half days) have been arranged including guest speakers who have the expertise in the key VAW topic areas and have offered their services free of charge. In July 2011, a programme of events was widely distributed throughout East Ayrshire Council and across partner agencies. The programme is attached at appendix 3.

6. FINANCIAL IMPLICATIONS

- 6.1 The VAWP has been established within the framework of national guidance, however, at this time, no dedicated resources have been made available to support this work. Consideration will be given to the costs of the seminars and the multi-agency training programme, the latter having been historically co-ordinated by the Domestic Abuse Forum. The government funding made available for this programme ended on 31 March 2011, and therefore the EAVAWP will seek to identify funding sources to meet the costs associated with this work.
- 6.2 The chair and lead officer support role which are both essential to the establishment of the EAVAWP has been absorbed as core tasks by council employees. While this arrangement is financially cost neutral, the demands of this work will have an impact on other work and therefore there will be opportunity costs for the council.

7. HUMAN RESOURCE IMPLICATIONS

- 7.1 The lead officer for the EAVAWP is a council employee (Planning and Review Officer, Educational and Social Services) and will undertake these duties as part of her overall workload. This is a corporate role working across the council, but she will also support the work of the Partnership on a multi-agency basis. In undertaking this role, she is being supported by two officers from East Ayrshire Women's Aid and NHS Ayrshire and Arran.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 The EAVAWP will contribute to addressing the risks to women, children and communities across East Ayrshire. The EAVAWP will assist towards embedding a consistent and collaborative approach between and across East Ayrshire's strategic planning partnership structures, particularly in respect of public protection.

9. COMMUNITY PLANNING IMPLICATIONS

- 9.1 The work of the EAVAWP will be informed by the guiding values and principles of the East Ayrshire Community Planning Partnership and the Single Outcome Agreement. Consequently the planning actions set out in respect of community safety are particularly relevant.
- 9.2 As indicated, a greater level of awareness is needed across the Community Planning Partnership of other forms of violence against women and to better address gender inequalities under the Gender Equality Duty. A separate report will be submitted to the East Ayrshire Community Planning Board outlining progress in implementing the EAVAWP.
- 9.3 The broader violence against women definition set out at paragraph 2.3 also requires a more prominent profile in other strategic partnerships in East Ayrshire including;
- East Ayrshire Child and Protection Committee
 - East Ayrshire Adult Support and Protection Committee
 - East Ayrshire Alcohol and Drug Partnership
 - South West of Scotland Community Justice Authority
 - Community Health Partnership

10. LEGAL IMPLICATIONS

- 10.1 Violence against women is fundamental to the gender equality duty as women are disadvantaged disproportionately because of the violence they experience, predominantly from men. Services must take account of the particular needs of those who are disadvantaged. Addressing it intersects with public sector duties to address gender, race and disability inequality and must engage with diversity such as faith, age, sexual orientation. The Equality Act 2006 created a duty on public authorities to:

- eliminate unlawful discrimination and harassment and
- promote equality of opportunity between men and women

10.2 All public authorities, therefore, are subject to the duty, which requires them to be proactive in demonstrating that they treat men and women fairly. Given that violence against women is rooted in gender inequality, achieving equality between men and women is fundamental to the EAVAWP four key policy principles: *prevention, protection, provision and participation*. Addressing violence against women, while a moral imperative in its own right, is an indicator for public authorities working individually and in partnership to provide and improve services, for meeting their gender duty, and the EAVAWP have an important role to play in this.

11. EQUALITY IMPACT

11.1 The equalities legislation and national policy guidance requires an inclusive partnership approach to a wider range of connected issues including the gender equality duty.

11.2 The EAVAWP governance arrangements have taken into consideration equalities and diversity to ensure there will be no disproportional negative impact on any single group. An Equality Impact Assessment will be completed on the recently developed governance arrangements.

12. RECOMMENDATIONS

12.1 Cabinet is asked to:

- (i) note the progress being made in establishing the EAVAWP; and otherwise
- (ii) note the content of this report.

Graham Short
Executive Director of Educational and Social Services
4 August 2011

LIST OF BACKGROUND PAPERS

Scottish Government Safer Lives: A Shared Approach to Tackling Violence Against Women in Scotland (2009)

Scottish Government: A Partnership Approach to Tackling Violence Against Women in Scotland – Guidance for Multi Agency Partnerships

Strathclyde Police Ayrshire Division: Domestic Abuse Report (2010)

IMPLEMENTATION OFFICER:

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East Ayrshire Violence Against Women Partnership

GOVERNANCE ARRANGEMENTS

Date Completed: 18th March 2011

Date of Equality Impact Assessment:

Date Approved by: East Ayrshire Violence Against Women Partnership

Date Review Due: 31st March 2012

Lead Officer: Susan Taylor Chair of the East Ayrshire VAWP

Version Control

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1.0 CONTEXT

1.1 The aim of the East Ayrshire Violence Against Women Partnership (EAVAWP) is to bring together individuals and organisations to work towards a common purpose, namely, to provide a comprehensive partnership response to violence against women.

1.2 **Safer Lives: Changed Lives** (2009) sets out the Scottish Government's intentions to tackle violence against women in all its forms. This provides East Ayrshire with an opportunity to build on the successful partnership work achieved through the Domestic Abuse Forum whilst broadening and developing a shared understanding of their activity to a wider range of connected issues. While all partners in East Ayrshire recognise the relevance of domestic abuse, there may be less awareness of other forms of violence against women towards addressing gender inequalities under the Gender Equality Duty. The partnership has adopted the "Safer Lives" national priorities as they provide a sound basis for partnership working and to reflect how the 4P's can be successfully achieved these include:

- **Prevention** - to prevent, remove or diminish the risk of violence against women and its impacts on children and young people
- **Protection** - to protect women from victimisation, repeat victimisation or harassment by perpetrators and protect the children and young people affected
- **Provision** - to provide adequate services to deal with the consequences of violence against women and children to help them to rebuild their lives
- **Participation** - to ensure policy making and practice development around violence against women is shaped by the experiences, needs and views of those who use services

2.0 DEFINITION

2.1 The EAVAWP recognises that violence against women contributes towards the social inequalities which exist between men and women. It recognises that violence against women, children and young people can take many forms and that some women, children and young people may experience different and/or multiple forms of male violence over their lifetime.

Violence against women includes but is not limited to:

- Physical, sexual and psychological violence occurring in the family, within the general community or in institutions, including: domestic abuse, rape, incest and child sexual abuse.
- Sexual harassment and intimidation at work and in the public sphere.
- Commercial sexual exploitation, including prostitution, pornography and trafficking.
- Dowry related violence.
- Female genital mutilation.
- Forced and child marriages.
- Honour crimes.

3.0 TERMS OF REFERENCE

3.1 The EAVAWP has been established to address the 4P's: prevention, provision, protection and participation which take into account all forms of violence against women. The Partnership remit is to:

- Develop a shared understanding across partner agencies about what is meant by violence against women.
- Promote violence against women issues across the multiagency sectors with the aim of reducing risk and improved protection.
- Build on the successes of previous initiatives to tackle domestic abuse and violence against women by consolidating existing multiagency plans, policies and procedures for domestic abuse and how these might apply for other aspects of violence against women.
- Ensure that the wider strategic planning mechanisms assess and take account of local need and gaps including linking with local womens groups and others to find out more about the extent of violence against women and how this manifests in the local area.
- Consider the best way to meet local needs by adapting existing responses to domestic abuse to fit a broader agenda; through new specialist services; or through additional capacity and expertise in existing organisations.
- Review the balance between prevention and protection work and services for women, children and men which take account of all forms of violence against women including how perpetrators are held to account and how they take responsibly for their actions.
- Ensure that service planning is informed by the experience of women and young people.

3.2 The role of EAVAWP individual members is to:

- Promote the violence against women agenda within and across partner organisations.
- Ensure strong and formal links with other local partnerships in their area so that there is a strategic fit and a collaborative approach within East Ayrshire local planning structures.
- Progress actions between meetings, independently of the Partnership or in conjunction with other member representatives.
- Participate in any short life working groups and to progress specific areas of work as identified.
- Take part in or deliver multi-agency workforce development sessions, training events and seminars.
- To respond to national partnership policy directives consultation, national legislation and ensuring that the required papers are drafted and issued timeously and implement any improvement actions.
- Provide written or verbal reports on their organisations developments in relation to violence against women.

East Ayrshire Violence Against Women Partnership

GOVERNANCE ARRANGEMENTS AND REPORTING ARRANGEMENTS

4.0 GOVERNANCE ARRANGEMENTS

4.1 Overarching Principles

4.2 In line with the Scottish Government's policy guidance **Safer Lives: Changed Lives** the partnership will be firmly based on trust, promote shared goals and vision, equality, openness, willingness to change and good communication. This includes respecting the contribution which each partner brings; working to shared objectives; finding ways to deal with and address difference; securing active commitment from agencies; and involving senior people who can make decisions and influence policy.

4.3 Chairperson

4.4 The chairperson requires to be able to influence and link to the wider multiagency partnership and planning structures as referred to in section's 4.9 and 4.10. The chair will oversee the activities of the group and directly report to the Chief Officer Group on EAVAWP priorities, emerging issues, activity and progress. The chairperson will be reviewed biannually.

4.5 Membership

The EAVAWP was established in 2010. Individual members require to operate both strategically and operationally in order to influence policy and change what happens on the ground. The Partnership consists of public and independent sector providers. All members are at a sufficient level or have a mandate to enable them to make decisions and progress multi-agency work. The current membership consists:

Public Sector Organisations:

East Ayrshire Council
NHS Ayrshire and Arran
Strathclyde Police
Scottish Reporters
Procurator Fiscal Office
Kilmarnock Prison
Kilmarnock College
South West Scotland Criminal Justice Authority

Independent Sector Organisations:

Victim Support
East Ayrshire Womens Aid
East Ayrshire Rape Counselling and Resource Centre
Break the Silence

4.6 In the event of any member being unable to attend meetings they will nominate a depute with the delegated authority to make decisions and take forward work on their behalf.

East Ayrshire Violence Against Women Partnership

GOVERNANCE ARRANGEMENTS AND REPORTING ARRANGEMENTS

4.7 Meetings Schedule

The EAVAWP will meet 4 times annually and members are expected to commit to this schedule. Members will ensure that resources are made available to progress development/training events/seminars. Also support short life working groups which may be convened from time to time to take forward key workstreams.

The agenda and papers for EAVAWP meetings will be made available to members one week before the date of the meeting.

4.8 Quorum

The meeting requires 3 or more partner agencies to attend.

4.8 Implementation Group

The workstream plan will be overseen by key champions as appointed by the individual organisations. Meetings will be take place between programmed dates set for the EAVAWP to ensure consistency with lines of reporting. The current membership consists:

East Ayrshire Council
NHS Ayrshire and Arran
East Ayrshire Womens Aid

4.9 Accountability and Reporting

The EAVAWP will formally report to the East Ayrshire Chief Officers Group (EACOG), which retains a strategic overview of multi agency service operational and planning. The role of the EACOG is to provide high level support and leadership and to ensure:

- A collective strategic overview
- Effective planning and performance, particularly in respect of risk assessment and risk management
- Appropriate resourcing; and
- Clear and appropriate public reporting, including a robust approach to public relations.

4.10 Wider multi agency partnerships and planning structures

4.11 There are a range of associate strategic and operational planning partnerships which are inextricably linked to violence against women issues. In order that the EAVAWP operates effectively and is responsive to the policy landscape and local peoples needs it is vital that members are able to influence and have the necessary links to different planning groups.

East Ayrshire Violence Against Women Partnership

GOVERNANCE ARRANGEMENTS AND REPORTING ARRANGEMENTS

- 4.12 Local planning structures in which the violence against women agenda will feature in East Ayrshire include;
- Child and Adult Protection Committees
 - Community Planning Partners Strategic Partnerships
 - South West of Scotland Community Justice Authority
 - Community Health Partnership
- 4.13 On a broader context the work of the EAVAWP is informed by the guiding values and principles of the East Ayrshire Community Planning Partnership and the Single Outcome Agreement. Consequently there are planning actions set within these plans to address domestic abuse but there may be less awareness of other forms of violence against women and to better address gender inequalities under the Gender Equality Duty, these include:
- East Ayrshire Community Planning Partnership's Single Outcome Agreement
 - East Ayrshire Community Plan - Improving Community Safety Action Plan 2007-2011
 - NHS Ayrshire and Arran Gender Based Violence Action Plan
 - East Ayrshire Children and Young People's Services Plan
 - East Ayrshire Child Protection Annual Report and Business Plan
 - East Ayrshire Gender Equality Scheme
 - South West of Scotland Community Justice Authority Action Plan 2010/11
 - Ayrshire Violence Against Women Training Consortium Action Plan 2010/11
 - East Ayrshire Addictions Strategy
 - East Ayrshire Local Housing Strategy
- 4.14 All of these plans are interconnecting and inform important strands of the EAVAWP planning and performance work. This will encourage participation and commitment and ensure that violence against women will feature highly on the agenda of relevant partnership forums. This also provides innovative opportunities to plan better, to monitor the effectiveness of local service delivery, helps prevent duplication of effort and streamlines integrated approaches with wider planning partners.

5.0 MONITORING AND EVALUATION

- 5.1 Monitoring and evaluating progress towards outcomes is an important part of the planning process. The EAVAWP and its associated activities will be undertaken on 4 main levels to:
- The Chief Officer Group will receive regular updates on progress with the partnership.
 - Ensure the work of the group is reflected in the performance and outcome measures targets set within the local plans and strategies within the wider multi agency partnerships and structures as referred to in section 4.10.
 - Consider the use of self evaluation tools to measure the effectiveness and impact of violence against women partnership working (and the 4P's) has on the community as well as in their own experiences of working within it.
 - Review the governance arrangements during its first year of operation and that reporting arrangements will be reviewed at the end of this period.

East Ayrshire Violence Against Women Partnership

GOVERNANCE ARRANGEMENTS AND REPORTING ARRANGEMENTS

6.0 EQUALITIES

- 6.1 The needs of women, children and young people from all sections of the community who experience gendered based violence will be considered and incorporated within relevant partnership plans including: Lesbian; Gender identity; Transgender; Bisexual; Disability, HIV Status, Race, Faith groups and Age. The EAVAWP will ensure that their experiences of domestic abuse; rape and sexual assault; adult survivors of child sexual abuse; so called honour crimes; FGM; dowry related violence; forced and child marriage; prostitution and other forms of commercial sexual exploitation are included within these plans.

**East Ayrshire Violence Against Women Partnership
Action Plan 2011-12**

Appendix 2

Themes	Action Planned	Anticipated Start/End Completion Dates		Lead Officer and Other Partner Support	Progress As at 18th March 2011
Participation	<ul style="list-style-type: none"> EAVAWP formally established with governance arrangements in place. 	Nov 2010	Mar 2011	Susan Taylor/ Joyce Campbell	Action complete - Governance arrangements to the Chief Officer Group 21 December 2010 as per recommendations.
Provision and Participation	<ul style="list-style-type: none"> Members to ensure that the wider multi agency partnerships and planning structures are aware of VAW developments and are subsequently informed of key priorities. This will enable the partnership structure to take account of the issues in their core business. 	Jan 11	March 12	All partners	
Protection and Prevention	<ul style="list-style-type: none"> Hold a programme of multi agency seminar(s) to develop a shared understanding across partner agencies about what is meant by violence against women. Also, to promote violence against women issues across the multiagency sectors with the aim of reducing risk and improved protection. 	May 2011	April 2012	Joyce Campbell Susan Wilson Karen Gardiner	In year 1 raise awareness and develop understanding about key issues and the impact for women in East Ayrshire for example domestic abuse, rape, prostitution, trafficking, pornography. Through the seminars identify a Practitioner Network of people who have an interest in this area of work.
Prevention	<ul style="list-style-type: none"> Create an EAVAWP logo to help promote and increase public awareness of VAW. 	March 2011	June 2011	Joyce Campbell	East Ayrshire Communications Section will produce a logo sample for the meeting set for the 18 th March 2011.
Provision	<ul style="list-style-type: none"> Map out service and support across the East Ayrshire Area and review the balance provision between prevention and protection work and services for women, children and men which take account of all forms of violence against women including how perpetrators are held to account and how they take responsibly for their actions. 	March 2011	June 2011	Joyce Campbell All partners	Phase 1 of this work is to develop a service mapping template and disseminate to all partners for completion by 29th April 2011 . This will initially establish levels of (internal and external) service provision.

**East Ayrshire Violence Against Women Partnership
Action Plan 2011-12**

Appendix 2

Themes	Action Planned	Anticipated Start/End Completion Dates		Lead Officer and Other Partner Support	Progress As at 18 th March 2011
Provision and Prevention	<ul style="list-style-type: none"> ▪ Assess current data collection across all partnership agencies to gain a baseline activity measure across the East Ayrshire Area. 	March 2011	October 2011	Joyce Campbell All Partners	Phase 1 of this work requires partners to establish what levels of information are held within their organisations by 29th April 2011 and forward to the Lead Officer for collation.
Prevention	<ul style="list-style-type: none"> ▪ Review partnership training initiatives led by the former Domestic Abuse Forum. 	March 2011	June 2011	Joyce Campbell All Partners	A position statement report in relation to the Ayrshire and Arran Violence Against Women Training Consortium to be presented at the meeting set for 18 th March 2011.
Participation	<ul style="list-style-type: none"> ▪ Ensure that partnership service planning is informed by the experience of women and young people in respect of VAW for example survey questionnaires and focus groups. 	March 2011	March 2012	All Partners	Phase 1 of this work requires all partners to establish what participation; engagement and consultation processes are currently in place by 16th may 2011 .
Protection and Prevention	<ul style="list-style-type: none"> ▪ Develop a communications strategy to ensure a range of mediums are used to disseminate VAW issues and information across the East Ayrshire area. 	March 2011	March 2012	Joyce Campbell All Partners	Phase 1 of this work requires a draft communications strategy to be developed and presented at the next VAWP meeting for comment.



Raising awareness of the causes, extent, impact of violence against women

The East Ayrshire Violence Against Women Partnership was formed in November 2010. The East Ayrshire Violence Against Women Partnership (EAVAWP) brings together individuals and organisations to work towards a common purpose, namely, to provide a comprehensive partnership response to violence against women. To address this important issue locally during the course of 2011/12 the Partnership has prioritised 3 key topic areas. The aim of the events is to raise awareness of the causes, extent and impact of violence against women.

Violence against women includes, but is not limited to:

- Physical, sexual and psychological violence occurring in the family, within the general community or in institutions, including: domestic abuse, rape, incest and child sexual abuse.
- Sexual harassment and intimidation at work and in the public sphere.
- Commercial sexual exploitation, including prostitution, pornography and trafficking.
- Dowry related violence.
- Female genital mutilation.
- Forced and child marriages.
- Honour crimes.

There will be a series of 3 (**half day**) seminars with a particular focus on:

Commercial Sexual Exploitation - Wednesday 24th August 2011

The guest speaker will be Linda Thompson of the Womens Support Project who will present a dynamic presentation examining the extent of commercial sexual exploitation and its impact for those affected and the wider society.

Masculinities, Power and Violence Against Women - Tuesday 1st November 2011

The seminar will be led by Nel Whiting of Scottish Women's Aid and Callum Hendry of White Ribbon Scotland and will examine what is meant by the term 'violence against women'. Explore its connections with changing expectations of what it means to be men and women. It will explore masculinity both as a construct intrinsically linked to violence against women and, more positively, how it had been harnessed to effectively challenge the issue.

Trafficking - Thursday 8th March 2012

Bronagh Andrew of the TARA Project, (Trafficking Awareness Raising Alliance which was established to help identify and support women who have been trafficked in Scotland) will deliver a captivating presentation on trafficking. Human trafficking is a global business, profitable for the traffickers and damaging for the victims. It is not a new phenomenon although it has only come to the close attention of policy makers in the last ten to fifteen years with interest in trafficking and smuggling in the UK government and media only developing more recently. This interest has grown despite anxiety about the lack of reliable data and knowledge of the issues.

The objectives of the seminars are to:

- Provide a clear definition of Violence Against Women issues and understand the impact for those affected and the wider society.
- Increase worker's confidence and responses to these issues by identifying practical steps which can be taken through working in partnership to reduce inequalities and improve outcomes for those affected and the wider society.
- Secure active commitment from agencies, and involving people in particular frontline practitioners, who can make a difference through practice change to deal with and address difference.
- Develop an understanding of issues highlighted above with a view to assist in the development for EAVAWP action planning.

Methods

- Leader input, Presentations, Discussion and Feedback

Target audience

- **Elected members, managers, practitioners, policy staff from the East Ayrshire area including;** Council Service Departments, NHS Ayrshire and Arran, Strathclyde Police, Scottish Reporters, Procurator Fiscal Office, Prison Services, further Education Colleges, South West Scotland Criminal Justice Authority and Independent Sector Organisations.

To book your FREE place at any of these sessions please email lynne.duggan@east-ayrshire.gov.uk or karlin.mclaughlan@east-ayrshire.gov.uk These Seminars will be held at the Burns Monument Centre, Kay Park, Kilmarnock, 9.00am –13.00pm.