

Violence against Women and Girls Strategy 2016-2026



Contents

Introduction	3
What is Violence Against Women and Girls?	4
Why have a violence against women and girls strategy?	4
What do we mean by community?	5
What are we proposing to do, in partnership with the whole community, for the next 10 years? .	5
What are our key messages?.....	6
What is our starting point?.....	7
What do we know about violence against women and girls in Haringey?	8
Priority 1: Coordinated community response	10
Priority 2: Prevention	14
Priority 3: Support for Victim/Survivors	15
Priority 4: Perpetrator Accountability	19

Introduction

This strategy sets out our 10 year ambitions (2016-2026) for addressing and preventing violence against women and girls in Haringey.

Our strategy covers 4 key priorities:

1. Developing a Coordinated Community Response
2. Prevention
3. Support for victim/survivors¹
4. Holding perpetrators accountable

The Strategy will enable:

- All partners to be clear about our agreed priorities for the next 10 years and embed these within their own organisations and strategic plans, including joint plans
- All residents to understand and feel able to contribute towards making Haringey a safer and healthier place for all where violence against women and girls is not tolerated.
- Victim/survivors to feel supported to seek help and empowered to lead safe lives, free from abuse
- Perpetrators to know that their behaviour will not be tolerated and where they can seek support for abusive behaviour.

This strategy has been developed in partnership with a wide range of statutory, voluntary and community organisations from across Haringey. We have utilised existing evidence around ‘what works’ in addressing and preventing violence against women and girls and will ensure that all of our outcomes are developed with the evidence in mind. We undertook a 10 week consultation to further enrich our strategy and engaged with a range of local residents, survivors, service users and professionals. We will also ensure that we work as a real, meaningful partnership over the 10 year period through engaging in co-production with communities and survivors of all of our action plans and approaches.

Our vision

Together we will end violence against women and girls in Haringey and enable every woman and girl to live to their full potential.

Over the next 10 years we will work towards this vision by:

- Developing a coordinated community response where everyone is empowered to work towards ending violence against women and girls
- Developing robust prevention and early intervention approaches to reach everyone in our diverse communities
- Ensuring our support services are tailored and survivor-led to meet the individual needs of every victim/survivor
- Ensuring that perpetrators are held to account

¹ We use the term victim/survivor rather than ‘victim’ or ‘survivor’ to recognise the different stages that people who have experienced VAWG are at in their journey to recovery and independence. Survivor is an important term to use as it recognises victims’ agency and focuses on their individual capacity.

What is Violence Against Women and Girls?

Violence against Women and Girls (VAWG) is both a form of discrimination and a violation of human rights. Locally we have adopted the United Nations Declaration on Elimination of Violence against Women², which defines violence against women as:

'Any act of gender based violence that results in or is likely to result in physical, sexual or psychological harm or suffering to women [or girls], including threats of such acts, coercion or arbitrary deprivation of liberty' (1993, Article 1)

The definition incorporates a wide range of abusive behaviours including physical, sexual, financial, emotional and psychological abuse.

It is important that Violence against Women and Girls (VAWG) is not seen as a series of incidents or assaults which an individual experiences. Violence against women and girls describes violent and oppressive patterns of behaviour and practises, which achieve power and control over women and girls. It impacts on the physical safety, health and emotional well-being of individuals and impacts on families, carers, children and the community as a whole.

Violence against Women and Girls includes violence that is targeted at women or girls because of their gender or affects women and girls disproportionately. Examples of this type of violence are:

- Sexual violence, abuse and exploitation³
- Sexual harassment and bullying
- Stalking
- Trafficking
- Domestic violence and abuse⁴
- Coercive and controlling behaviour
- Female genital mutilation
- Forced marriage
- Crimes committed in the name of 'honour' (so-called 'honour' based violence)

Why have a violence against women and girls strategy?

Addressing violence against women and girls is already recognised as a priority area regionally, nationally and internationally.⁵ The UN Declaration was adopted by the General Assembly in 1993. This was followed by a resolution of intensification of efforts to eliminate all forms of violence against women in

² United Nations Declaration on Elimination of Violence towards Women (1993), <http://www.un.org/documents/ga/res/48/a48r104.htm> (last accessed 27.06.16)

³ Sexual violence, abuse and exploitation covers a wide range of abuses and includes: child sexual exploitation; peer on peer sexual exploitation and sexual violence; sexual violence experienced by women engaged in prostitution; women who have been sexual exploited into prostitution; sexual violence and sexual violence linked to gangs as well as the wider spectrum of sexual violence experienced by women.

⁴ We acknowledge that within the definition of domestic violence and abuse there are a wide range of different abuses including: intimate partner violence; elder abuse; child to parent violence and adolescent to parent violence and our Strategy acknowledges the provisions on abuse contained within the Care Act (2014) as well as adhering to the pan-London Child and Adult Safeguarding Procedures.

⁵ Although, as outlined above, we use the 1993 definition, violence against women and girls violates a long list of international and regional human rights treaties and conventions as well as national and international law including: UN Convention on the Rights of the Child (1989); UN Convention on the Elimination of Racial Discrimination (1969); Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (2011); UN Palermo Protocol (2000); Modern Slavery Act (2015); Female Genital Mutilation Act (1993); Equalities Act (2010); Forced Marriage Act (2007) and the Human Rights Act (1998).

2009. In 2010, the Mayor of London published 'The Way Forward'; a London-wide plan aimed to end all forms of violence against women in the capital and followed this with a refreshed strategy in 2013. In March 2016, the Government published its 'Ending Violence Against Women and Girls Strategy 2016 to 2020' which outlines their commitment to make tackling violence against women and girls everyone's business. A violence against women and girls approach acknowledges the disproportionate impact of these types of violence on women and girls and the impact that it has on their living to their full potential.

What do we mean by community?

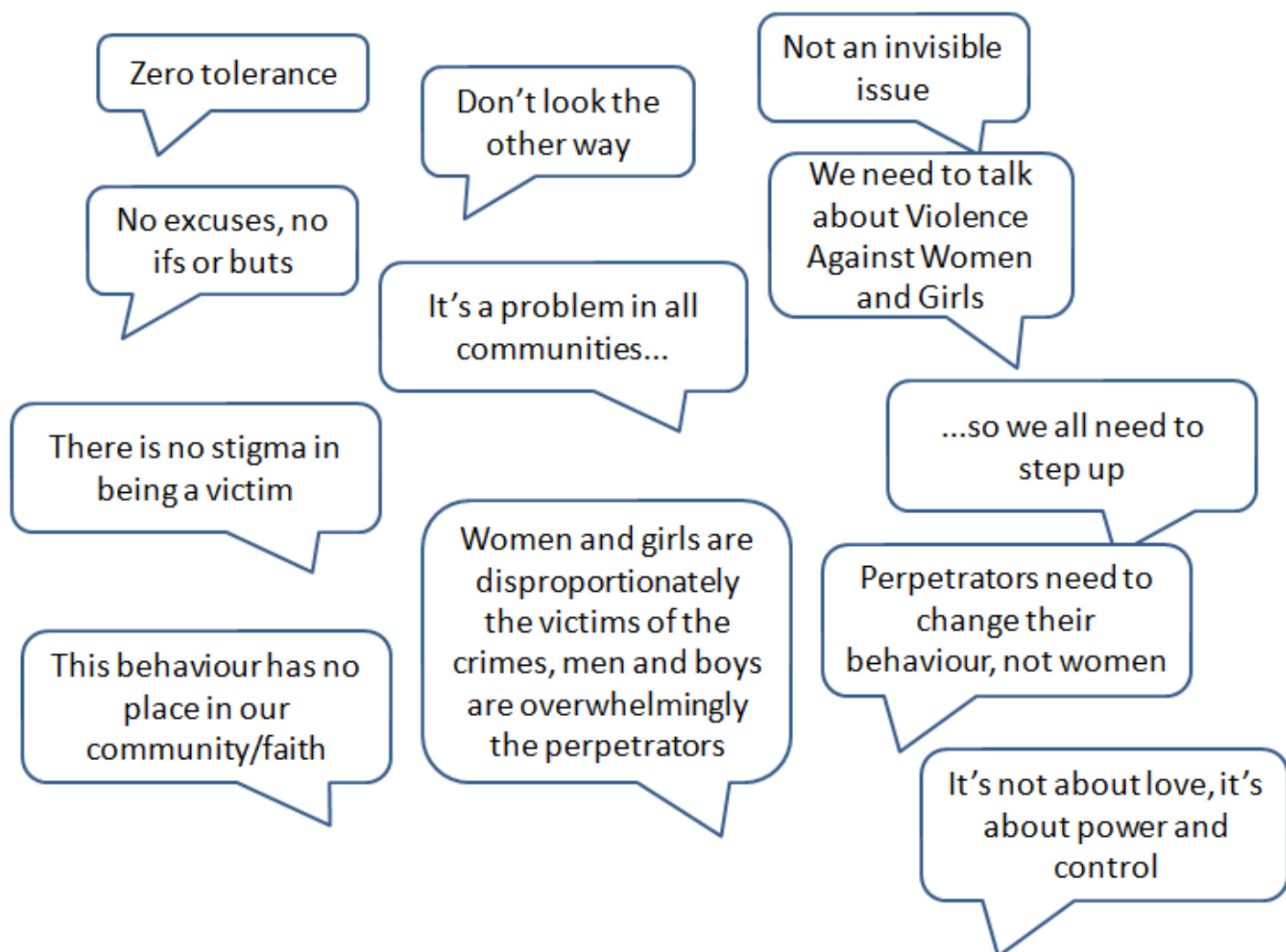
We see community as an umbrella term that covers groups of people who share common interests, faith, ethnicity, sets of experiences or who share a common characteristic such as living in the same neighbourhood, being in a particular population group or sharing a common culture.

What are we proposing to do, in partnership with the whole community, for the next 10 years?

Our ambitions are to develop a coordinated community response to Violence against Women and Girls where:

1. Community groups play a key role in building the resources of victims to help deliver lasting improvement in their lives
2. Community groups and champions provide safe spaces for disclosure and know how to respond appropriately
3. Views that condone or support violence against women and girls are challenged and changed
4. Education and community initiatives promote positive attitudes
5. All services are trained and supported to take active steps to identify signs of abuse
6. All services are equipped to support victim/survivors in a way that delivers lasting improvement in their lives
7. Perpetrators of abuse are held accountable for their actions and supported to change their behaviour
8. Perpetrator programmes support the safety and recovery of victims

What are our key messages?



What is our starting point?

Locally we have adopted some key statements to inform our response to violence against women and girls:

1. Violence against women and girls is an abuse of human rights.
2. Women and girls are disproportionately victims of the forms of abuse and crimes that are listed in the definition of violence against women and girls.
3. Too often women and girls are blamed for this form of abuse; the onus needs to be on our communities to create safe spaces where women and girls can disclose if they're experiencing abuse and seek support.
4. Perpetrators are responsible for their behaviour.
5. Perpetrators and abusers of violence against women and girls are overwhelmingly men, but men and boys can also be victims of some of these forms of violence.
6. Violence against women and girls is about power and control of women's behaviour and sexual agency by partners or family members, which reinforces gender inequality and reduces women and girls' capacity to live to their full potentials.
7. A coordinated community response, where agencies and the community work together, is the only effective way to prevent and respond to violence against women and girls.
8. Abuse can take place regardless of gender, class, income levels, ethnicity, faith, ability, sexuality or age although some people are at greater risk of some of the forms of violence including disabled women, young women, LGBT women and men and older women.
9. The forms of violence against women and girls are not discrete strands – they are often connected in a continuum of abuse. Victims often experience more than one form of this violence at any one time, or during their experience of abuse.
10. Haringey is an extremely diverse borough and a 'one size fits all' approach to supporting victim/survivors and holding perpetrators accountable will not be effective. We need a woman-centred approach to effect real change in the borough.

What do we know about violence against women and girls in Haringey?

While we know that violence against women and girls is a major problem in the borough, it is difficult to get detailed information on how many women and girls this affects each year in Haringey. It is widely acknowledged that all strands of violence against women and girls are underreported⁶ and many survivors do not come to the attention of services. This, coupled with lack of awareness of professionals around individual strands, means that we do not have robust data. However, a major part of the work to support the strategy over the next 10 years is to boost reporting across each priority area.

However... we do know that:

- An estimated 3 in 10 women will experience domestic abuse at some time in their lives which would mean that in Haringey over 3,000 women are currently experiencing domestic violence and over 20,000 women are living with the legacy of past domestic violence.⁷ This figure is supported by official reporting rates to the police (taking into account underreporting of abuse)⁸. In the rolling year from April 2015 to March 2016:
 - Haringey had the 5th highest rate of recorded domestic abuse in London (22 recorded incidents per 1000 population).
 - there were 2787 domestic abuse incidents, a 21% increase on the previous 12 months
 - 592 sexual offences were recorded which represents nearly 10% increase in sexual offences from the previous 12 month period
- In 2015/2016, Haringey had the 9th highest prevalence in London for Rape and 14th for sexual offences. This is not disaggregated by borough size or population.⁹
- Each year up to 750,000 children in the UK experience domestic violence.¹⁰ Most children who live in families where there is abuse are aware of the abuse that has been taking place and a meta-analysis of research studies estimated that in 30 -60 percent of domestic violence cases, the abusive partner was also abusing children in the family meaning that it is the most serious safeguarding issue for children.¹¹ Of all contacts to Children and Young People Services in Haringey 70-80% involve domestic abuse.

⁶ See for example: Home Office (2013) *Ending Violence Against Women and Girls*, London: Home Office; Palermo, T., Bleck, J. and Peterman, A. (2014) 'Tip of the Iceberg: Reporting and Gender Based Violence in Developing Countries', *American Journal of Epidemiology*, 179(5), pp.602-612; Allnock, D., Radford, L., Bunting, L., Price, A., Morgan-Klein, N., Ellis, J. and Stafford, A. (2012) 'In Demand: Therapeutic Services for Children and Young People who have Experienced Sexual Abuse', *Child Abuse Review*, 21, pp.318-334; Kimmel, M. (2002) "'Gender Symmetry" in Domestic Violence: A Substantive and Methodological Research Review', *Violence Against Women*, 8(11), pp.1332-1363; Dragiewicz, M. and DeKeseredy, W.S. (2012) 'Claims about women's use of non-fatal force in intimate relationships: A contextual review of Canadian research', *Violence Against Women*, XX(X), pp.1-19; Lea, S. and Lynn, N. (2012) 'Dialogic Reverberations: Police, Domestic Abuse, and the Discontinuance of Case', *Journal of Interpersonal Violence*, XX(X), pp.1-24

⁷ This figure has been extrapolated from the Home Office VAWG Ready Reckoner using the demographic data of Haringey residents.

⁸ Metropolitan Police Crime Mapping, available at: <http://maps.met.police.uk/tables.htm> (last accessed 01.08.16)

⁹ *Ibid*

¹⁰ DH (2002) *Women's Mental Health : Into the Mainstream*, London: Department of Health

¹¹ Edleson, J (1999) 'Children Witnessing of Adult Domestic Violence', *Journal of Interpersonal Violence*, 14:4. For a detailed discussion of the impact of domestic violence on children see Hester et al (2007) op cit., Wolfe, D., Crooks, C., Lee, V., McIntyre-Smith, A., and Jaffe, P., (2003), 'The effects of children's exposure to domestic violence: a meta-analysis and critique', *Clinical Child and Family Psychology Review*, 6(3), Kitzmann, K., Gaylord, N., Holt, A. and Kenny, E., (2003), 'Child Witnesses to Domestic Violence: A Meta-Analytic Review', *Journal of Consulting and Clinical Psychology*, 71(2) and Evans, S., Davies, C. and DiLillo, D. (2008), 'Exposure to Domestic Violence: A meta-analysis of child and adolescent outcomes', *Aggression and Violence Behavior*, 13(2).

- Young women experience the highest levels of sexual violence; young women represent 30% of all women reporting to the Havens¹² in 2015 and 65% of victims of multiple perpetrator rape were under 19; there has been a 36% increase in reporting of all sexual offences since 2014. In Q1 2016/2017, almost 40% of referrals to North London Rape Crisis service for Haringey were young women under the age of 24.
- More than 1 in 5 women have been subject to stalking or harassment at some point in their lives; this means that for Haringey, over 5000 women will have been subjected to stalking in the past 12 months.¹³
- Studies provide widely different estimates of the prevalence of sexual harassment; however, they do suggest that sexual harassment is likely to be widespread but also largely underreported. The Everyday Sexism campaign which was set up to catalogue the experiences of women being sexually harassed on a regular basis has received over 100,000 submissions since its inception in April 2012.¹⁴
- A 2015 report of a survey of 1574 girls by Girlguiding found that 81% of girls had experienced sexism; 42% had seen something that trivialised violence against women and girls and 39% had demeaning comments made about them.¹⁵ Young people in our local schools' survey (2016) and professionals working with young people are concerned about sexual harassment and sexual violence issues, especially the increase in online abuse.
- The highest risk age for all forms of violence against women and girls is those under the age of 24.¹⁶ A 2009 study by the NSPCC and the University of Bristol which questioned 1,353 young people (aged between 13 and 17 years old) on violence in their intimate partner relationships found that 33% of girls and 16% of boys had experienced some form of sexual abuse.¹⁷
- Attitudinally, a 2015 report¹⁸ shows that young people (aged between 16 and 19) are most likely to believe that a person should take some responsibility for sexual assault or rape if they have were drunk (34%), taking drugs (45%) or flirting with their attacker (46%).
- An estimated 3,500 women and girls are affected by female genital mutilation in Haringey, with 115 victim/survivors reported between April 2015 and March 2016¹⁹ and we also know that there are high, but hidden levels of forced marriage and crimes committed in the name of 'honour'.

¹² The Havens is the Sexual Assault Referral Centre where people who have experienced sexual violence can go for support

¹³ Op. Cit. Footnote 4

¹⁴ Smith, L., (2014) 'Everyday Sexism's Laura Bates 'Awareness-raising has become a worldwide movement for equality', International Business Times, 15.04.15

¹⁵ Girlguiding, (2015) *Girls' Attitude Survey 2015*, London, Girlguiding

¹⁶ See for example: Schutt, N. (2006), *Domestic violence in adolescent relationships: Young people in Southwark and their experiences with unhealthy relationships*, London: Safer Southwark Partnership; Sugar Magazine Poll (2005); End Violence Against Women (EVAW) (2006) UK Poll of 16-20 Year Olds. November 2006. ICM; Barter, C., McCarry, M., Berridge, D. and Evans, K. (2009) *Partner exploitation and violence in teenage intimate relationships*, London: NSPCC and Beckett, H. et al (2012) *Research into gang-associated sexual exploitation and sexual violence: interim report*, Luton: University of Bedfordshire; Berelowitz, S. et al (2012) "I thought I was the only one. The only one in the world." The Office of the Children's Commissioner's inquiry in to child sexual exploitation in gangs and groups: interim report, London: Office of the Children's Commissioner and Child Exploitation and Online Protection Centre (CEOP) (2011) *Out of mind, out of sight: breaking down the barriers to child sexual exploitation: executive summary*, London: CEOP.

¹⁷ Barter, C., McCarry, M., Berridge, D. and Evans, K. (2009) *Partner Exploitation and violence in teenage intimate relationships*, London: NSPCC and the University of Bristol

¹⁸ Barrett, D. (2015) 'Drunk or flirty rape victims often 'to blame' says survey', *The Telegraph*, 12th February 2015. Barrett was speaking about the ONS (2015) *Findings from the 2013/2014 Crime Survey for England and Wales*

¹⁹ HSCIC (2016) FGM Summary Table: Split by Local Authority, Leeds: Health and Social Care Information Centre, available at: <http://www.hscic.gov.uk/searchcatalogue?productid=21417&q=%22female+genital+mutilation%22&sort=Relevance&size=10&page=1#top> (last accessed 21.07.16)

Priority 1: Coordinated community response

Why a coordinated community response?

- Our starting point: a coordinated community response, where agencies and the community work together, is the only way to prevent and respond to violence against women and girls.
- Our strategies: the Council's Corporate Plan identifies *working with communities* as one of the means through which we will deliver our objectives. The Government's 2016-2020 Plan makes VAWG a priority for 'every community.'
- Our ambition: We have a coordinated community response to violence against women and girls in Haringey.

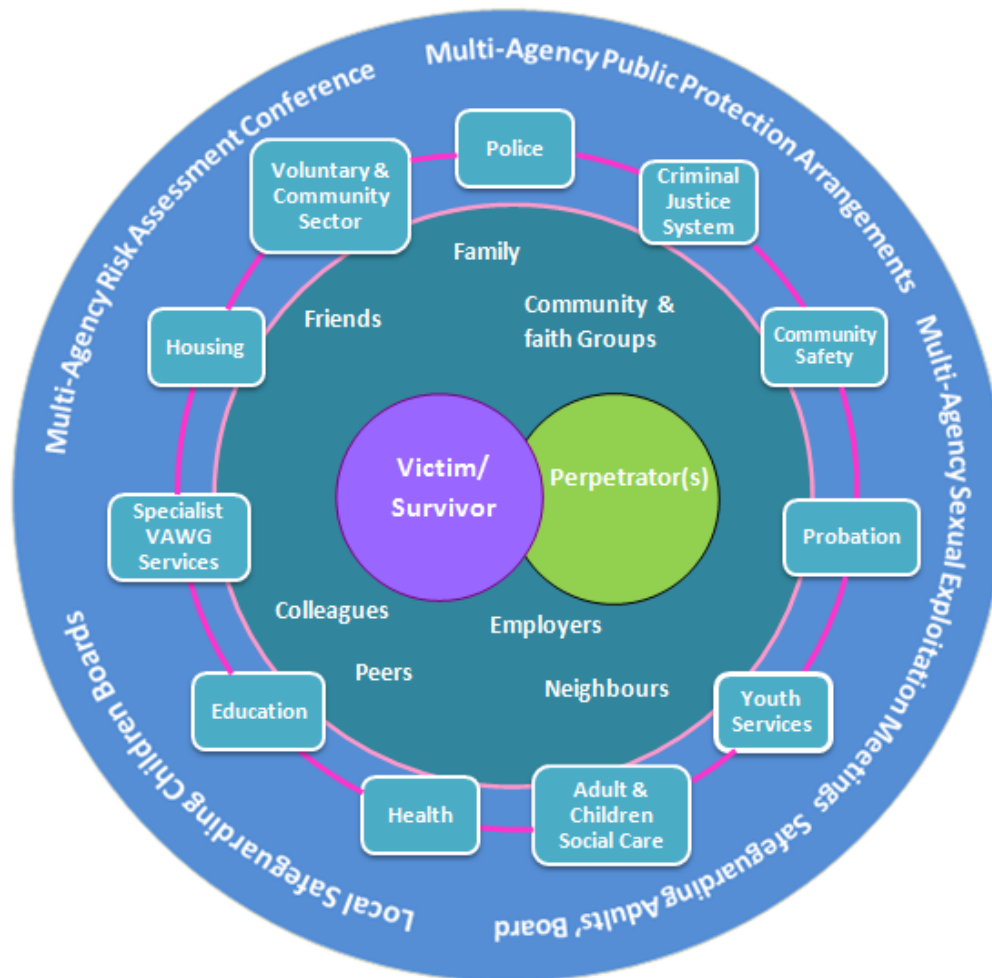
What do we know?

- No single agency can be responsible for our vision of ending violence against women and girls. Working in partnership across all agencies and the community will ensure that we can obtain the best possible outcomes for victim/survivors in Haringey.
- The elements of a coordinated community response (see diagram below) are in place – Haringey has a strong community that can be 'called to action' to tackle violence against women and girls. We know that working with the wide range of community organisations, community centres, libraries, faith communities and informal support networks of mutual support in a coordinated way will mean the best outcomes for victim/survivors.
- However, we also know that there will be people within the community with attitudes that condone violence against women and girls and who may also be perpetrating abuse in collusion with others. We also know that there are societal, institutional and cultural norms that mean that violence against women and girls is often carried out with impunity. We will strive over the next 10 years to address and change these attitudes to make women and girls safer and improve their life chances.

The Coordinated Community Response Model

The model below is a visual representation of what a coordinated community response model to ending violence against women and girls looks like. It does not outline the key drivers and elements that cause, condone or perpetuate violence against women and girls. In all parts of the coordinated community response there will be norms, values and beliefs that people hold which lead to or which condone or collude with abuse – we need to challenge and work to change this through a supportive coordinated community response model.

Our Coordinated Community Response



Our Coordinated Community Response

Inner Layer

Family, friends and neighbours are the closest 'circle' of support for victim/survivors and for holding perpetrators to account. They are people that victim/survivors generally turn to for support and are key in challenging others who may in fact perpetuate abuse. Community and faith groups have a key role in providing safe spaces for disclosure and for building the resources of victim/survivors to help deliver lasting improvement in their lives. Faith and community leaders also have a key role in challenging abusive attitudes and beliefs including victim-blaming.

Middle Layer (teal and pink circle)

Agencies are involved in a variety of capacities to support victim/survivors. They are professional points of contact where VAWG can be identified and support given; it is vital that all staff in each agency are equipped to effectively signpost victim/survivors to specialist support (if they are not the specialist agency). There should be information sharing between partners so that support for victim/survivors is holistic and survivor-led.

Outer Layer (blue)

These are some key ways in which the statutory and voluntary sectors work in partnership to manage victim/survivors at risk and hold perpetrators to account.

What the consultation told us

- All respondents were fully supportive of developing a coordinated community response. However, across the focus groups and responses the respondents noted that we cannot assume a wholly benign community from the outset as we know a range of abuses are carried out with collusion from family members and the wider community.
- Our diagrammatic representation of the Coordinated Community Response model should be amended to better reflect the wider violence against women and girls strands.
- Information on violence against women and girls should be available at a range of locations that women access, for example supermarkets, churches, mosques, synagogues and community venues.

Where do we want to be in 10 years?

- The wide range of community organisations, community centres, libraries, faith communities and informal support networks of mutual support work together in a coordinated way meaning the best outcomes for victim/survivors.
- Disclosure of violence against women and girls triggers immediate efforts to connect victims to specialist support organisations to deliver long term, women-centred change.
- No form of abuse is tolerated within the community and women and girls feel safe in public places and on public transport.
- All victims have the confidence to come forward and know that they will be supported.
- More community groups seeking to tackle violence against women and girls, such as:
 - Male role models working with children and young men
 - Community-led attitude-changing initiatives in our diverse communities
- More individual champions working in communities carrying out a variety of roles:
 - ‘Ask me’ champions – navigators/signposters who victim/survivors can get information and initial support from who can then refer to appropriate specialist services
 - Trained ‘bystanders’ – community members who have been trained to be able to intervene safely in public incidents of violence against women and girls
 - Community and faith leaders challenging views that condone or perpetuate violence against women and girls.

What are we, in partnership, going to do?

- Ensure that our model means that any disclosure of violence against women and girls will trigger immediate efforts to support the victim/survivor, including connecting them to community initiatives (where safe and appropriate) that can reduce their isolation, increase their confidence and provide them with a supportive network.
- Ensure that community initiatives will be both peer networks of survivors of violence against women and girls, and ‘generic’ community groups that have been confirmed as safe spaces for supporting victims and who work with specialist services and women survivors to design approaches.

- Work with community groups to co-design the guidance and support they need to create safe spaces, deal with disclosures and connect victim/survivors to support.
- Develop third party reporting centres where victim/survivors of violence against women and girls can disclose and be linked into specialist support services. We will ensure that the staff within these spaces have been fully trained with specialist support provided.
- Support the development of a network of peer support initiatives and confirmed safe community groups to empower victims.
- Develop tailored communication and awareness raising initiatives that speak to all communities across Haringey, including developing community specific initiatives where necessary.
- Ensuring that campaigns target 'visible' spaces that all facets of the community might access – existing council buildings; libraries and community spaces
- Develop a response to supporting the community to tackle violence against women and girls that means that everyone feels that they have a role to play – everyone feels 'this relates to me' when they see or hear communication messages about supporting friends and family or about safely holding perpetrators to account.

What will it mean for me as a survivor, local resident or a professional?

- ✓ I am empowered to disclose what's happening to me, safe in the knowledge I will be supported.
- ✓ I am confident I can speak up against abuse and know how to do it without being put at risk.
- ✓ I know how to safely support people in my community experiencing abuse and I am confident in the response from all agencies.
- ✓ I challenge attitudes that can lead to violence against women and girls in my community and in my organisation and I know how to safely respond if someone discloses to me.

Priority 2: Prevention

Why is prevention a priority?

- Our starting point: violence against women and girls is an abuse of someone's human rights and must be prevented.
- Our ambitions: Views and behaviours that condone or support violence against women and girls are challenged and changed; education and community initiatives promote non-abusive, healthy ways of relating.
- Our strategies: prevention and early help is identified in the Haringey Corporate Plan as one of our fundamental ways of working to deliver outcomes, and is a priority in the Government's violence against women and girls strategy 2016-2020.

What do we know?

- Violence against women and girls is a continuum of abuse (from sexual harassment through to homicide) defined by power and control, which reinforces gender inequality
- Prevention is fundamentally about challenging and changing views and behaviours that perpetuate violence against women and girls and encouraging healthy ways of relating
- Forms of controlling behaviour (like financial control); online abuse and stalking are often a sign or a flag of more violent forms of violence against women and girls in the future.
- Abusive behaviours have become almost normalised in some contexts and we want to support the whole community to prevent violence in the future.
- *We don't know* the full extent of attitudes that condone this abuse within Haringey's communities.
- Witnessing or experiencing violence in their home lives or own relationships can have a significant impact on young people's ability to participate fully in school life and achieve academically
- Professional agencies need to speak consistently with one voice, share information and collaborate to deliver prevention initiatives.
- Awareness raising needs to be tailored to meet the needs of all communities and through a range of channels including social media, outreach, campaigns etc.

What did the consultation tell us?

- We need to address attitudes to violence against women and girls, having awareness of cultural, institutional and familial attitudes towards abuse and how certain community and personal beliefs could contribute to the abuse of women and girls.
- The importance of targeting young people to ensure that future generations are educated about violence against women and girls from an early age. This is coupled with the need to engage with all spaces that young people access, not just schools.
- We need to work with organisations and faith communities to ensure that violence against women and girls is not tacitly condoned.

- Designing and producing tailored, scaled campaigns were also seen as an ideal way to reach the wider community with prevention and early intervention messages.

Where do we want to be in 10 years?

- Haringey is a borough that has a zero tolerance to violence against women and girls and everyone across all our services and communities is involved in preventing abuse.
- Rates of reporting of all forms of violence against women and girls have increased but a shift in attitudes means that less violence is happening; we have robust evidence of the prevalence of all forms of violence against women and girls in Haringey, enabling us to target interventions and assess their effectiveness.
- Everyone knows about all forms of violence against women and girls and how to disclose abuse and get support.

What are we, in partnership, going to do?

- Ensure high quality relationship education in schools and other youth settings as well as providing resources for parents, carers and guardians; support the facilitation of youth champions/peer supporters, recognising that young people will often disclose abuse to other young people, and equip them with the skills, knowledge and experience to support other victims.
- Work with all communities across the borough to ensure that everyone has the language to describe, and has an understanding about, what healthy relationships are and ensure that everyone is on message about not tolerating or condoning violence against women and girls in Haringey.
- Develop scaled, discrete communications campaigns to deliver clear, consistent messages about unacceptable attitudes/ behaviour, and information on how to disclose utilising all media (social, print and radio) to greater effectiveness.
- Commission training and provide capacity building support for front line service professionals and develop a uniform set of minimum training standards to ensure that all professionals can identify and effectively signpost to specialist support in cases of violence against women and girls.
- Work with all of our partners from across the borough to ensure that everyone takes violence against women and girls seriously and makes it their core business to support victim/survivors, ensuring that everyone understands that violence against women and girls is not about one-off incidents but patterns of abusive behaviour.
- Ensure violence against women and girls is more visibly addressed by anti-gang initiatives as well as wider initiatives around ASB and extremism.

What will it mean for me as a survivor, local resident or a professional?

- ✓ I can recognise abusive practices targeting women and girls and feel empowered to challenge these or able to protect myself and others against abuse
- ✓ I feel I'm part of a community that's working towards ending all forms of abuse.

Priority 3: Support for Victim/Survivors

Why is this a priority?

- Our starting point: Haringey is a diverse borough and a 'one size fits all' approach to supporting victim/survivors will not be effective. We need a person-centred approach to effect real change in the borough.
- Our ambitions: All services are trained and supported to take active steps to identify signs of abuse; All services are equipped to support victim/survivors in a way that delivers lasting improvement in their lives
- Our strategies: The Government violence against women and girls strategy calls for support services to target wider vulnerability/exploitation, and offer wrap-around support to families.
- We want services that can deliver long term change by empowering victims to gain independence from services and abusive relationships.
- We want all services to move away from a culture of 'victim blaming' towards a more supportive, informed approach that looks at individual needs.

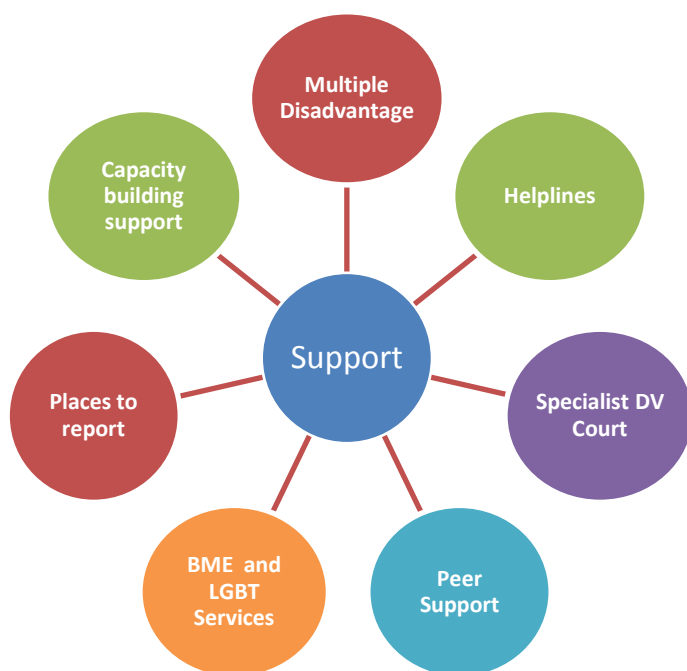
What do we know?

- Women and girls are disproportionately victims of the forms of abuse and crimes that are listed in the definition of violence against women and girls; men and boys can also be victim/survivors of some of these forms of violence.
- The key to sustainable, long-term improvement in a victim's life is to build up their 'resources' (social, networks and skills) that victim/survivors can draw upon to live independently.
- Raising awareness of violence against women and girls and creating more safe spaces for disclosure is likely to increase the number of disclosures and the number of victims needing protection, support and empowerment.
- Professional agencies need to deliver high quality, joined up services to victims.
- We know that victim/survivors often have to tell their stories up to 16 times before they are listened to and provided with support. We know that providing targeted interventions and a personalised approach at an earlier stage means better outcomes for victims as well as saving money for services.
- Victims of abuse face a range of barriers (practical, multiple disadvantage, 'cultural' and so on), to reporting abuse and we need to support them to overcome these barriers to facilitate disclosure.
- Women and girls often experience more than one form of violence and these different experiences will have an impact on how they access support – we need to develop a woman-centred approach.

What did the consultation tell us?

- The best approach to support is a two-pronged approach: the crisis driven, high-risk intervention support stage followed up with more emotional and practical support with peer and group elements.
- Services need to work with the survivor in mind, with support being individualised and trauma led, recognising their experiences as well as backgrounds.

- The importance of increasing focus on supporting older women; victim/survivors facing multiple disadvantages (including homelessness; mental health; complex drugs and alcohol use and prostitution) as well as survivors with no recourse to public funds.



Where do we want to be in 10 years?

- Our communities are safe spaces for women and girls to disclose if they're experiencing abuse and seek support, accessing high quality, individualised specialist services.
- Victims can disclose experiences of abuse across all public services and be immediately responded to appropriately and quickly referred to the right support.
- All services adopt a 'rule it out' approach to identifying victims – an approach that cross-references information available to them, and proactively creates an environment that encourages and responds to disclosure.
- Support is joined up and can address all needs and vulnerabilities including substance abuse, child sexual exploitation (CSE), housing/homelessness, gang issues, debt etc.
- Where violence against women and girls is identified in a family, risk and need identification (as well as assessing their risk of causing harm) for all members of a family takes place at the same time and leads to wrap-around support for families, where appropriate.
- All interventions treat victim/survivors as individuals based on an understanding of their existing resources, and the resources they need to achieve independence – including education, accommodation, employment support, and community connectedness/volunteering.
- Services take a trauma informed approach to supporting victim/survivors, recognising their range of support needs.

What are we, in partnership, going to do?

- Work with all organisations - statutory and voluntary – to embed a ‘rule it out’ approach to identifying victims of violence against women and girls.
- Ensure survivors’ voices and experiences support and inform the development of all services, recognising that real survivor input leads to a decrease in the cost of providing inappropriate or inadequate services.
- Ensure that women have a choice to access specialist support services based on what they feel is the most appropriate and making sure that small, specialist organisations who provide support to particular groups (BME, disability, LGBT, older women etc.) are involved in the partnership.
- Facilitate all organisations supporting victim/survivors of violence against women and girls to develop skills practice around asking the right questions to elicit disclosures and to discuss risk and safety planning as well as exploring the victim’s own wishes and feelings around support.
- Ensure that safeguarding procedures include all violence against women and girls referral pathways and procedures, ensuring professionals and victim/survivors know how to access support to signposting.
- Address the underreporting of violence against women and girls through increased communication between services, ensuring that everyone knows what to do in the case of disclosures and how to refer to appropriate support.
- Work with all organisations, including community and faith organisations, to ensure that where victims need interpreters or translators that they are sourced from outside of families and communities and have a detailed understanding of violence against women and girls.
- Encourage all services to be ‘reporting ready’, meaning they have a clear understanding of how to support victim/survivors, with clear pathways for all forms of violence against women and girls.
- Develop a hub model – integrated intake, assessment and case management function for all victims and levels of risk – with connections to services that address all forms of vulnerability and exploitation.
- Create safe spaces for survivors to disclose abuse, working with key locations across Haringey.
- Ensure that there are better connections between violence against women and girls specialist providers and statutory services to ensure that support is joined up.

What will it mean for me as a survivor, local resident or a professional?

- ✓ I know I can get appropriate support and know where to go for help
- ✓ I know I will be believed
- ✓ I know it’s not my fault
- ✓ I have support that meets all my needs
- ✓ I know how to support victim/survivors who disclose to me, ensuring they’re referred to appropriate specialist support

Priority 4: Perpetrator Accountability

Why is this a priority?

- Our starting point: perpetrators are responsible for their behaviour – it is a chosen intentional behaviour.
- Our ambitions: perpetrators of abuse are held accountable for their actions; the levels of violence they perpetrate decrease.
- Our strategies: perpetrators are a priority in the Government's Violence Against Women and Girls Strategy.

What do we know?

- Perpetrators of violence against women and girls are overwhelmingly men, but men and boys can also be victims of some forms of violence against women and girls
- A multi-pronged approach with criminal justice interventions coupled with support to recognise and change behaviour has been proven to be most effective with perpetrators and reduce rates of violence against women and girls.²⁰
- In the wider context of violence against women and girls, perpetrators can be intimate partners but also wider family members, sometimes in collusion with the community
- Domestic abuse perpetrators tend to be young (an estimated one in three is 25-34 years old), further highlighting the need for prevention work from an early age
- Haringey currently has one of the lowest conviction rates for domestic abuse related incidents across London.

What did the consultation tell us?

- More responsibility should be put on the perpetrators rather than on victim/survivors who are often expected to change their behaviour, move and leave financial and social networks behind.
- A zero tolerance approach to perpetrators matched with education and services to prevent future perpetration or repeat behaviours is needed.
- Perpetrators should be given support to understand the consequences of their behaviour and the impact on the victim/survivor.
- Professionals need to have a greater understanding of working with perpetrators, ensuring that myths are challenged and support measures put in place to support behaviour change.
- Restorative justice, including mediation is not suitable in any cases of violence against women and girls.

²⁰ See for example: Brooks, O., Burman, M., Lombard, N., Mclvor, G., Stevenson-Hastings, L. and Kyle, D. with assistance from Thomazi, A., (2014) *Violence Against Women: Effective Interventions and Practices with Perpetrators – A Literature Review*, Scotland: The Scottish Centre for Crime and Justice Research, Report No. 05/2014 and Westmarland, N., Thorlby, K., Wistow, J. and Gadd, D. (2014) *Domestic violence: evidence review*, N8, Policing Research Partnership.

Where do we want to be in 10 years?

- Haringey has zero tolerance to abuse; women and girls feel safe at home and are empowered to achieve to their full potential.
- We have delivered a 'bystander' programme to enable and equip residents to safely challenge unacceptable behaviour ensuring awareness of unsafe interventions and the need to make sure that the police are the first point on call.
- Haringey holds perpetrators to account through a range of interventions that decrease risks to victims and their wider family members, provide appropriate penalties, provide clear messages that abuse is not acceptable and provide specialist support to identify and change behaviour.
- All services are equipped to recognise and address *patterns* of abuse, and identify perpetrators of coercive and controlling behaviour as well as recognising the 'charm bias' of perpetrators.
- Perpetrator programmes lead to sustainable behaviour change in perpetrators, and are connected to specialist services so that the safety of the victim/survivor is always maintained.

What are we, in partnership, going to do?

- Commission preventative programmes aimed at men, ensuring a clear focus on prevention and early intervention as the best outcome. Examples include: developing role models for young men and gaining 'White Ribbon' status²¹ through a coordinated approach.
- Commission RESPECT accredited perpetrator programmes and fully integrate them into the wider response to violence against women and girls, so as to inform risk assessments, training for frontline staff, support for community groups, and delivery of communications campaigns.
- Work with the CPS and other criminal justice partners to increase in the percentage of successful criminal justice outcomes for victim/survivors and increased accountability for perpetrators across all strands of violence against women and girls.
- Ensure linkages between perpetrator and children and young people services as well as wider family services are strengthened for effective multi-agency working to ensure perpetrator accountability.
- Work with partners to define consistent service standards and working protocols for front line staff, covering an evidence-based approach to perpetrators.
- Develop appropriate and considered criminal justice initiatives that place the onus on perpetrators rather than victims to change behaviour.
- Ensure that services, and the wider community, actively work to shift the onus from victims having to take actions to increase their safety to perpetrators having to change their abusive behaviour.
- Ensure a zero tolerance approach to perpetration of abuse in Haringey through a coordinated approach with all statutory and voluntary organisations as well as the whole community.

²¹ White Ribbon Status is an accreditation for towns (or boroughs) where they have made a commitment to involving men and boys in prevention activities. The idea behind the White Ribbon campaign is that by mobilising men the anti-violence against women & girls (VAWG) message increases in effectiveness and reach.

What will it mean for me as a survivor, local resident or a professional?

- ✓ I know how to safely hold perpetrators to account
- ✓ I know I can't get away with my abusive behaviour; I know that it's wrong
- ✓ I know how to get support to change my behaviour
- ✓ I feel safer knowing that the person who abused/is abusing me is getting help

Haringey's Violence against Women and Girls strategy (2016-2026)

What are our next steps?

- ➔ We will co-produce staged delivery plans to ensure that we are working towards our vision statement in a coordinated way. We will develop the plans with local residents, victim/survivors and professionals to make sure that we have meaningful engagement for our approach.
- ➔ We will develop a range of community engagement mechanisms, including communication campaigns across the borough to engage local residents and professionals to support the delivery plans and work towards a coordinated community response.