



Falkirk Multi Agency Domestic Abuse Partnership

Strategy and Action Plan for period 2011 / 2014

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Foreword by Chair

It is my pleasure, as Chair of the Falkirk Multi Agency Domestic Abuse Partnership, to present our strategic plan for 2011-2014.

Whilst domestic abuse remains a key issue in the Falkirk area, and for our partnership, we are mindful of the need to consider all other forms of violence against women. Our action plan seeks to widen our focus over the coming three years. We recognise that tackling violence against women requires the commitment of a number of local services and organisations from both the statutory and voluntary sector. Our partnership is committed to working together, to co-ordinate and develop services which effectively meet the needs of women and children experiencing all forms of gender based violence in the Falkirk area.

Jess Kennedy

1. Introduction

The purpose of this document is to clarify how we intend to address and prevent violence against women in the Falkirk area. The vision of the local domestic abuse partnership is that Falkirk can be an area where no form of violence against women is accepted or tolerated and where people who live and work in the area are able to challenge or prevent it. It is accepted that this is a long term goal. Our immediate objective is to increase the safety and wellbeing of women and children affected by male violence and to ensure that they know what services are available both locally and nationally to them and that they know how – and are confident enough – to access them.

This can only be done by ensuring coordinated participation of relevant partners in the private, statutory and voluntary sectors. An objective of this strategy therefore, is to provide a focus on shared actions which will help agencies to work together collaboratively.

It is important to recognise that domestic abuse and some other forms of intimate violation can be carried out by women against men and also within same sex relationships. Whilst reported incidents may be lower than those acts committed against women they are no less serious and are treated with the same respect by local services. This strategy does however recognise that women are disadvantaged disproportionately because of the violence they experience, predominantly from men.

2. A Local Context

51,926 incidents of domestic abuse were reported to the Police in Scotland in 2009 - 2010; eighty two per cent (82%) of which involved a female victim and male perpetrator. In this same period, 3403 incidents of domestic abuse were reported to Central Scotland Police with 1862 specifically from the Falkirk area. It is acknowledged that around one woman in five will experience domestic abuse at some stage in her life and that frequently children are present or are in adjacent rooms when the abuse occurs. It is also acknowledged that there are many reasons why women do not report incidents of domestic abuse and for this reason the numbers quoted above should be seen as the tip of the iceberg in respect of how prevalent the problem is in the Falkirk area.

In relation to violence against women, other relevant statistics for the Falkirk area include:-

- 267 women requested refuge accommodation from Falkirk and District Women's Aid
- 57 women were supported by Central Scotland Rape Crisis and Sexual Abuse Centre in relation to incidents of rape, child sexual abuse and sexual assault.
- 1243 callers were given telephone help and advice from Relationships Scotland (Couple Counselling Central Scotland) on accessing its service to assist in the early identification of domestic abuse and start the journey of reducing violence against women.
- During its domestic abuse project 116 cases of possible child protection risks were identified by Relationships Scotland (Couple Counselling Central Scotland) and 4 were passed to social services for further investigation to safeguard the wellbeing of the child
- 390 sexual crimes were reported to Central Scotland Police
- 47 rapes were reported to Central Scotland Police

3. The Impact of Violence against Women on Children & Young People (CYP)

Children cannot help but be affected by the impact of violence or abuse within their family. As well as the obvious emotional impact, children are often injured when intervening in domestic abuse situations. Research indicates that the risks of children being directly, physically or sexually abused are markedly increased when they are living within domestic abuse settings.

Studies tell us that children and young people living with domestic abuse are likely to know about it and will experience a range of thoughts and emotions; for example they will blame mum, they will blame the perpetrator, they will blame themselves. Perpetrators of domestic abuse are often clever at undermining the relationship between a mother and child. This can be done in a number of ways including: criticising and insulting the mother in front of the children, encouraging the children to demonstrate abusive behaviour toward their mothers, and involving children in secrecy about the abuse within the family. Children may often continue to witness post-separation violence or abuse during child contact visits.

The effects of living with domestic abuse can impact on the physical, emotional and psychological wellbeing of CYP and can make them vulnerable to developing behavioural issues, attendance problems at school or college, ill health, anti-social behaviour (including bullying), self harm, drug and alcohol misuse.

As well as living with violence /abuse within a family setting, CYP can also experience it in their own relationships. The importance of prevention work with young people cannot be underestimated. Whilst schools can play a significant role in the early identification and support for children and families affected by domestic abuse, they are also in a position to educate all young people and the wider communities about the impact of domestic abuse.

4. Background to Partnership

The Falkirk Multi Agency Domestic Abuse Forum was established in 1998 and was set up to address the increasing demand for women's support services in relation to domestic abuse. In recent years the group has recognised that there is a need to focus on a broader range of issues for women and children experiencing gender based violence. Issues such as rape, sexual assault, sexual harassment, prostitution, pornography, human trafficking, forced marriage, female genital mutilation and commercial sexual exploitation all come under the broad spectrum of violence against women.

The Scottish Government is clear that violence against women is a consequence of continuing inequality between men and women, and is also a barrier to achieving equality. The Falkirk Multi Agency Domestic Abuse Forum supports the view that tackling violence against women is paramount in addressing gender equality in the Falkirk area.

Whilst the forum acknowledges that men can also be subjected to these issues it is aware that evidence tells us that men's and women's experiences of such violence are different. Domestic abuse, rape and 'honor' crimes are mostly perpetrated by men against women and are indicators of the subordinate status that is still placed on women in today's society.

Individuals who represent each agency on the Falkirk Multi Agency Domestic Abuse Forum accept the Scottish Government definition of violence against women, which is:

..... actions which harm or cause suffering or indignity to women and children, where those carrying out the actions are mainly men and where women and children are predominantly the victims. The different forms of violence against women – including emotional, psychological, sexual and physical abuse, coercion and constraints – are interlinked. They have their roots in gender inequality and are therefore understood as gender-based violence.

5. Partnership protocol

It is recognised and accepted that, in order to tackle issues around violence against women effectively, members need to work positively and constructively together.

Our Multi Agency Partnership (MAP) can be defined as “a group of stakeholders brought together from a range of local organisations, to be responsible for tackling mainly long-term challenges and opportunities in which they have a shared interest”.

MAP members agree to:-

- co-operate to achieve common goals and outcomes
- work within the MAP structure or process to achieve this goal(s) separate from their own organisations
- plan and implement a jointly agreed action plan, often with joint staff or resources
- Share relevant information and pool risks and rewards

Terms of reference for the MAP clearly set out membership guidelines, meeting schedules, reporting structures, decision making rules and the overall aim of the partnership (**Appendix 1**).

6. Our vision

As previously stated, the vision of the Falkirk Multi Agency Domestic Abuse Forum is that Falkirk can be an area where no form of violence against women is accepted or tolerated and where people who live and work in the area are able to challenge or prevent it. This vision applies to all women and children, whether they:-

- are living in rural, remote or urban areas
- have dependants or not
- are themselves dependant on care and support
- are from black and minority ethnic communities
- have secure or insecure immigration status
- consider themselves straight, lesbian, gay, bisexual or transsexual
- are single, married or in a civil partnership
- work in areas of commercial sexual exploitation (including prostitution and pornography)
- have a dependency on alcohol, drugs or both
- live in rented, owner occupied, tied or mobile accommodation
- are, or have been, homeless or roofless
- are in paid or unpaid work
- are older or younger
- have a disability or learning disability
- or have a spiritual faith or belief.

It is acknowledged that this vision can only be achieved by working together and that all services and agencies have a role to play in responding to women, children and young people affected by violence. It is also essential that MAP members work together to ensure that individual perpetrators are held accountable for their abusive behaviour and, where appropriate, they are supported to change their behaviour.

7. Strategic priorities

Priorities for the period 2011-14 focus on five key objectives.

1. Work to **PREVENT** acts of violence occurring (including repeat incidents)
2. Ensuring that relevant **PROTECTION** is available to women and children affected by gender based violence
3. **PROVIDING** appropriate services and information
4. Maintaining and developing the **PARTICIPATION** of services, agencies and individuals in the Violence against Women agenda
5. Supporting the delivery of **TRAINING** and information sharing

These have been developed into an action plan for the MAP with details of how we plan to take this work forward (**Appendix 3**).

8. Strategic Direction

Members of the Falkirk Multi Agency Domestic Abuse Forum are influenced by, and work toward, a number of key strategic documents and duties when considering the direction of their work. The following have specific relevance to tackling both the causes and consequences of violence against women:-

Human Rights Act

Violence against women is clearly a violation of human rights. The Human Rights Act (1998) contains a number of fundamental rights and freedoms that individuals in the UK have access to. 'Articles' which have some bearing on issues around violence against women include:-

- The Right to Life (individuals have the right to be protected if their lives are at risk)
- Protection from Torture and Mistreatment (Public bodies must protect individuals from treatment such as torture (mental, physical or both) or inhuman or degrading treatment)
- Protection from Slavery and Forced Labour

Equality Act 2010

The Equality Act (2010) brings together a number of existing laws into one place making it easier to understand and put into practice. The Act places a statutory duty on all public bodies when carrying out their functions to have due regard to the need to:

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

If an issue overwhelmingly affects one section of the population, we need to ask why and we need to respond to and address it. Guidance issued by the Equality and Human Rights Commission (EHRC) in 2010 advised public authorities that they must take action to tackle the most significant issues for gender equality in their remit. Within this guidance 'the causes and consequences of violence against women and girls is highlighted as a specific issue on which public authorities are expected to be taking action.

Single Outcome Agreements

In November 2007 national and local government signed a historic concordat, which committed both to moving towards Single Outcome Agreements (SOAs) for all 32 of Scotland's councils. Single Outcome Agreements clarify how Councils aim to improve outcomes for their communities in a way that reflects local circumstances and priorities, within the context of the Government's national outcomes. There are 15 national outcomes, of which 6 have a specific relevance to the work of the Falkirk Multi Agency Domestic Abuse Forum:-

- National Outcome no 5 - Our children have the best start in life and are ready to succeed
- National Outcome no 6 - We live longer, healthier lives
- National Outcome no 7 - We have tackled the significant inequalities in Scottish society
- National Outcome no 8 - We have improved the life chances for children, young people and families at risk
- National Outcome no 9 - We live our lives safe from crime, disorder and danger

- National Outcome no 11 - We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Safer Lives: Changed Lives

In June 2009 the Scottish Government and COSLA published their shared approach to tackling violence against women in Scotland. This document sets out their guiding principles and suggests a focus for work which embraces the approach of both the Concordat and the Gender Equality Duty.

Guidance for Multi Agency Partnerships

In October 2009 the Scottish Government and COSLA jointly published guidance for Multi Agency Partnerships (MAPs). This document gives practical information and guidance to the 32 MAPs across Scotland and aims to support MAPs to work consistently with the Government's strategic direction whilst developing effective local strategies and activities to tackle all forms of violence against women. The document clearly sets out which key strategic members should be included in violence against women partnerships.

National Domestic Abuse Delivery Plan for Children and Young People

Published by the Scottish Government in 2008, this document contains 13 priorities for action which aim to improve outcomes for children and young people whose lives have been affected by domestic abuse. These actions come under the key themes of protection, provision, primary prevention through education, and participation. The Delivery Plan sets out a common framework based on *Getting it right for every child* principles and values and the aims of the *National Strategy to Address Domestic Abuse in Scotland (2000)*.

Curriculum for Excellence

Schools have a key role to play in tackling issues such as domestic abuse, sexual abuse, healthy relationships and respect for others. Schools also have responsibility to provide support to children and young people in respect of these issues. The Curriculum for Excellence Health & Wellbeing Experiences and Outcomes, launched in spring 2009, provides the context for work in schools around these matters.

Scottish Government CEL 41 (2008) - NHS Gender Based Action Plan

This plan addresses the following 4 key areas:

- Implementation of routine enquiry of abuse within priority settings
- Dissemination of revised guidance on abuse for staff.
- Production of an employee policy on gender-based violence.
- Multi-agency collaboration

9. Links to other Partnerships

Violence against women is a cross cutting issue and, as such, close links are necessary to ensure that a coordinated approach is taken, not just in the Falkirk area but with partners across Forth Valley. It is important that the Falkirk Multi Agency Domestic Abuse Forum maintains and develops links with the following partnerships:-

a) Forth Valley Domestic Abuse Strategy Group

This group was established in 2004 to take forward the recommendations of the Scottish Executive's National Strategy to address Domestic Abuse in Scotland

(2000). Membership is derived from Falkirk, Clackmannanshire and Stirling Councils, Central Scotland Police and NHS Forth Valley

b) Forth Valley Domestic Abuse Training Consortium

This group was established in 2004 to implement the requirements of the Scottish Governments 'National Strategy to Address Domestic Abuse in Scotland'. Funding from the Scottish Government allows the consortium to deliver violence against women training to multi agency groups across Forth Valley.

c) Falkirk Community Safety Partnership

The Falkirk Community Safety Partnership is responsible for the delivery of the local community safety strategy. Domestic Abuse has been highlighted as a priority for this partnership.

d) Falkirk Child Protection Committee

The Falkirk Child Protection Committee is an interagency committee responsible for strategy and planning in relation to child protection.

e) Falkirk Alcohol and Drugs Partnership

This multi-agency partnership was established to implement and respond to national strategies on alcohol, drugs, tobacco and volatile substances.

f) National Network Tackling Violence against Women

This Network brings together a range of workers from across Scotland who are currently involved in coordinating Violence against Women MAPs. Representation is also made from some national organisations and other associated national networks. The Network aims to support coordinators and other identified persons to drive forward the violence against women agenda in local authority areas and provide a forum which has links to national groups.

Terms of Reference – Falkirk Multi Agency Domestic Abuse Forum

Context

The Falkirk Multi Agency Domestic Abuse Forum was originally established to address the increasing demand for women's support services around domestic abuse. In recent years the Partnership has recognised that there is a need to focus on a broader range of issues for women and children experiencing gender based violence. Both the Scottish Government and COSLA support a multi agency partnership (MAP) approach to tackling violence against women at a local level.

Partnership Name

For the purposes of marketing and securing funding, the partnership is known locally as the Falkirk Multi Agency Domestic Abuse Forum

Membership

Membership of the MAP will be derived from relevant services and organisations working across the Falkirk area to tackle violence against women. Representation is required from relevant services within the Local Authority, Central Scotland Police, Forth Valley NHS and local voluntary organisations. It is recognised that there may be other relevant services across the area that will attend meetings. Members should agree with the overall aim of the MAP and with the partnership's terms of reference. There is an expectation that members will agree with the Scottish Government's gendered definition of violence against women.

..... actions which harm or cause suffering or indignity to women and children, where those carrying out the actions are mainly men and where women and children are predominantly the victims. The different forms of violence against women – including emotional, psychological, sexual and physical abuse, coercion and constraints – are interlinked. They have their roots in gender inequality and are therefore understood as gender-based violence.

Members are expected to actively participate in the work of the MAP on an equitable basis by regularly attending meetings and by undertaking tasks in between meetings aimed at progressing work of the MAP. Nominated members should make every effort to attend meetings but a representative may attend in their absence. In the event of non-attendance, apologies should be submitted in advance of meetings to the Domestic Abuse Policy Coordinator who has administrative responsibility for the forum.

Members have a responsibility to inform appropriate managers, staff or volunteers within their own service/agency about any relevant information coming from the Action for Change meetings.

Members are expected to share relevant information from their service/agency at meetings and to pass on their service's/agency's views to the rest of the group.

The role of Chair will be undertaken by the Senior Human Resources Adviser who has responsibility for equality issues within Falkirk Council.

Overall aim of the MAP

To co-ordinate and develop services which effectively meet the needs of women and children experiencing all forms of gender based violence in the Falkirk area. This includes:-

- direct service provision
- action intended to hold perpetrators accountable
- work to reduce the tolerance of all forms of violation amongst the general public
- public awareness raising of the level and impact of violence against women.

Members will contribute to the development of an annual action plan and MAP strategy document.

Reporting Structures

The MAP will minute all meetings and minutes will be available on request to interested parties. Individual representatives from the partnership will be responsible for informing other relevant partnerships about the work of the Group, for example, Child Protection Committees, Community Safety Partnerships, Alcohol and Drug Partnerships. Members are expected to share relevant information from meetings with their own service/agency.

Meeting Schedule

The MAP will decide its own meeting schedule in response to activity it is engaged in but will aim to meet on at least a quarterly basis. It is expected that subgroups may form to progress particular pieces of work and these groups will meet outwith regular meetings. Communications will also take place by telephone and email wherever possible to increase the efficiency of the partnership.

Agendas will be issued at least one working week in advance of meetings. Members should add items to the agenda no later than one week before the meeting takes place. Non-agenda items can be discussed under AOCB, although consideration will be given to time availability.

Minutes will be issued within one month of the meeting. Agreed actions will be clearly set out.

Decision Making

If there is an issue which requires consensus from the MAP then this will be discussed and agreed no later than the next relevant meeting. In the interests of partnership working, the group will go with the majority. If this is not achievable then the Chair will make the final decision.

MAP Members

- Advocacy into Action
- Caledonian System (criminal justice programme for male perpetrators of domestic abuse)
- CEDAR (Children Experiencing Domestic Abuse Recovery) programme
- Central Scotland Police
 - Public Protection Unit (Domestic Abuse Unit)
- Central Scotland Racial Equality Council
- Central Scotland Rape Crisis and Sexual Abuse Centre
- Denny Women's Group
- Falkirk Council
 - Children's Services
 - Community Education
 - Criminal Justice, Social Work Services
 - Education Services
 - Equality Officer (Human Resources)
 - Housing services (Homelessness)
- Falkirk and District Women's Aid
- NHS Forth Valley
 - Health Visitors
 - Equality and Diversity Manager
 - Child Protection Nurse Adviser
- Open Secret (offers services to survivors of childhood sexual abuse)
- Relationships Scotland (Couple Counselling Central Scotland) – Domestic Abuse Project
- SACRO
- Victim Information and Advice (VIA)
- Victim Support

2011 – 2014 Action Plan

Objective 1 – Work to PREVENT acts of violence occurring (including repeat incidents)			
	Action	Outcome	Responsibility
1a	Work with children & young people to raise their awareness of VaW issues	Young people will be more aware of the issues surrounding domestic abuse, child sexual abuse, rape, sexual assault, healthy relationships, responsible drinking attitudes	Education Services, Child Protection, F&D Women's Aid, CSRC&SAC, Central Scotland Youth project, Open Secret, SACRO, Caledonian System. Other forum members as appropriate
1b	Investigate the extent of prevention work that is taking place locally with children and young people.	Increased awareness of ongoing work, opportunities to address any gaps, opportunities for joint working	Education services, F&D Women's Aid, CSRC&SAC, Central Scotland Youth project, Open Secret, Caledonian System. Other forum members as appropriate
1c	Raise public awareness on the extent and effects of VaW	By supporting the '16 Days of Action' campaign and through attendance at networking events, posters etc make the general public more aware of VaW statistics and effects	All forum members where appropriate
1d	Promote awareness of VaW issues in our own organisations	By utilising intranet, displaying posters, attending meetings and holding briefing sessions etc ensure that awareness of VaW is raised	All forum members where appropriate
1e	Encourage medium-large sized local employers to consider the VAW agenda, including the impact on both employees and service users/customers.	Employers will be more aware of issues such as domestic abuse and how it might impact on staff & service users.	Domestic Abuse Policy Coordinator with forum members where appropriate

1f	Forum members to report relevant statistics at each meeting	Information sharing will help to create a picture of what is happening in Falkirk area. Potential to highlight any gaps in services	All forum members as appropriate
1g	Continue to investigate opportunities for men to address their offending behaviour (non court mandated)	Local interventions in place for men who have yet to be convicted of their actions. Increased awareness within the forum and the wider community of services available for men who perpetrate acts of VAW	All forum members as appropriate

Objective 2 – Ensure that relevant PROTECTION is available to women and children affected by gender based violence

	Action	Outcome	Responsibility
2a	Ensure information about support services is readily available to women and children	A constant supply of information is displayed in prominent areas, such as workplaces, libraries, schools, leisure centres, health centres, one stop shops, police stations and community centres.	All forum members
2b	Forum members to advise of any gaps in service or local issues that need a joined-up approach.	Information sharing and collaborative working should lead to improved service provision and support for women and children	All forum members
2c	Source / utilise funding opportunities to secure protective devices for women and children considered to be at high risk of violence	Additional security measures can be purchased for those people considered most at risk in our community	All forum members

2d	Provide safety and security devices to women that will allow them to stay in their own homes	Additional security measures are in place for those considered most at risk in our community	Housing services, Central Scotland Police, FD Women's Aid. Other members as appropriate.
2e	Work together to ensure all possible protection and safety measures are implemented, for example Anti Social Behaviour Orders, Non Harassment Orders, Banning orders etc	Information sharing and collaborative working should lead to improved protection for women and children.	Central Scotland Police and Social work services in partnership with other forum members as appropriate.
Objective 3 - PROVIDING appropriate services and information			
	Action	Outcome	Responsibility
3a	Continue to produce twice yearly e-newsletter	Information will be circulated to a wide variety of sources	Domestic Abuse Policy Coordinator with support from forum members
3b	Develop webpage to provide information to the community and others about domestic abuse/VaW and sources of support.	A one-stop webpage will contain a wide variety of information about VaW issues, including how/where to access support services. The website will help raise the profile of the forum.	Domestic Abuse Policy Coordinator with support from forum members
3c	Consider the forum's involvement in the local 'International Women's Day' event	Increased community awareness of VaW issues and an opportunity to discuss experiences/service gaps etc with the public	Domestic Abuse Policy Coordinator will liaise with Chair of Forum – other forum members to be involved as appropriate
3d	Consider how the media might be used to inform women and children about local support services	There is a high-profile, targeted approach to raising awareness of Falkirk's commitment to eliminating domestic abuse and VAW issues	All forum members

3e	Consider what gaps in service provision may exist at a local level	There is an opportunity to ensure the needs of local people are more effectively addressed.	All forum members
3f	Provide advice and assistance which enables women to seek legal advice on their rights	Women are empowered to make decisions relevant to them and have opportunities to participate in their safety and wellbeing, for example they will know more about their right to remain in the family home.	Housing services, FD Women's Aid, Victim Support, Social Work, VIA, Relationships Scotland (CCCS), CSRC&SAC, Open Secret. Other members as appropriate.
3g	Utilise opportunities to attend public/community events.	Information about the MAP and local support services will be available in a range of public settings.	All forum members as appropriate
3h	Consider how best to get information to 'hard to reach' women and children in our communities (for example people whose first language is not English, travelling communities, women and girls involved in aspects of commercial sexual exploitation)	More members of our society have access to information in a format relevant to them which can help them stay safe.	All forum members as appropriate

Objective 4 – Maintaining and developing the participation of services, agencies and individuals in the VaW agenda

Action		Outcome	Responsibility
4a	Members to aim for at least 50% attendance at forum meetings throughout year. When attendance is not possible, members to provide written update on activities.	Opportunities to network and share information will be fully utilised	All forum members

4b	Continue to monitor forum membership and invite / welcome new members as appropriate.	MAP will be made up of appropriate members and any gaps will be addressed.	Chair of forum Domestic Abuse Policy Coordinator
4c	<p>Maintain links with other groups/forums and committees as appropriate to ensure a joined-up approach to Violence against Women agenda</p> <ul style="list-style-type: none"> ◆ Caledonian System ◆ CEDAR programme ◆ Falkirk Community Safety Partnership ◆ Falkirk Child Protection Committee ◆ Falkirk Alcohol and Drug Partnership ◆ Falkirk Adult Protection Committee ◆ Forth Valley Domestic Abuse Strategy Group ◆ Forth Valley Domestic Abuse Training Consortium ◆ National CYP Prevention Network ◆ National Network Tackling Violence against Women 		Forum members as appropriate
4d	<p>Participate in and support initiatives across the wider Forth-Valley area:-</p> <ul style="list-style-type: none"> ◆ CEDAR pilot programme ◆ Caledonian System ◆ Forth Valley trafficking protocols ◆ 16 Days of Action 	Joined-up work will take place across the 3 local authority areas involving a number of partners. Work is shared and not duplicated.	Forum members as appropriate
4e	Improve engagement with local women, children and young people to ascertain their views on Violence against Women issues	Services can be adapted and improved to suit local needs. Communities are more involved in setting priorities. Women, children and young people will know more about the partnership/members.	Forum members as appropriate.

4f	Members to contribute to local and national consultation responses where appropriate.	A coordinated and joined-up approach is made to influence policy and its delivery at a local and national level.	Forum members as appropriate
4g	Take account of and implement National priorities and initiatives within the Falkirk area.	National priorities will be reflected in local work.	Forum members as appropriate
Objective 5 - Support the delivery of training and information sharing			
	Action	Outcome	Responsibility
5a	Work with the Forth Valley Domestic Abuse Training Consortium to adopt a partnership approach to the delivery of local training	The development and delivery of training will benefit from the varied knowledge base amongst partners	All forum members as appropriate
5b	Consider what training needs are required at an individual/service/organisational and community level	Training will be focussed and relevant. Resources will be used effectively and attendance levels will be high. There will be improved knowledge/skill levels.	Forth Valley Domestic Abuse Training Consortium in partnership with forum members
5c	Encourage our staff and volunteers to attend training on issues around Violence against Women	Appropriate staff/volunteers will have increased levels of understanding, knowledge & confidence	Forth Valley Domestic Abuse Training Consortium to publicise training. All forum members to encourage participation
5d	Support joint multi disciplinary training where possible	Ensure synergy of training, best use of resources and financial commitments	Each partner agency to identify where training could be delivered to partners. i.e. Stalking Awareness'