

# Appendix

## Wokingham Violence Against Women & Girls (VAWG) Action Plan 2024

The following action plan flows from the priorities set out in the Wokingham Violence Against Women and Girls Strategy (2023 – 26) that was approved by the Wokingham Borough Council Executive in September 2023.

It sets out the actions to be undertaken in Year 1 with findings informing the Year 2 and Year 3 action plans.

In order to help focus on the specific activity required to tackle VAWG, further consultation will be carried out with service delivery partners and the community including hearing the voices of victims and survivors of VAWG.

Comments on the Action Plan are welcomed and can be shared with the Wokingham Community Safety Partnership, via the Community Safety Team at Wokingham Borough Council (VAWG@wokingham.gov.uk).

The following acronyms have been used in the action plan:

- WBC (Wokingham Borough Council)
- WCST (Wokingham Community Safety Team)
- DANG (Domestic Abuse Networking Group)
- DAPB (Domestic Abuse Partnership Board)
- ASC (Adult Social Care)
- Comms (WBC Communications Team)
- TVP (Thames Valley Police)

Priority 1	Action		Lead	Progress
<b>Put the victim /survivor at the centre of service design and delivery.</b>	1.1	Undertake a comprehensive needs assessment to map the demographics and lived experiences of victims locally.	WCST/Analyst	
	1.2	Review local crime data and other non-criminal justice data about the prevalence of VAWG crimes in the area, as well as national research on the likely prevalence of VAWG crimes.	WCST/Analyst	
	1.3	Invite feedback via the annual Community Safety Survey 2024 on whether there are individuals willing to share personal experiences and/or views and concerns on VAWG issues. This could be through individual (1 to 1) or focus group settings.	WCST/WBC Comms	

		Subject to the response, set up arrangements to ensure victim-survivors can share their views and experiences.		
	1.4	Map local specialist VAWG service provision, including that designed specifically to support victims from ethnic minority backgrounds, deaf and disabled victims, victims with learning disabilities, male victims, LGBT+ victims, migrant victims, children and young people and older victims. Identify any gaps and consider ways of improving levels of provision.	(DA element: DANG/ WBC DA Coordinator)	
	1.5	Continue to develop the 'Safe Places' scheme by reviewing and offering refresher training to existing businesses and identify and include additional retailers/businesses to include in the scheme.	ASC	
	1.6	Carry out an audit of car parks and other council owned facilities (Including parks and open spaces) across the borough to ensure there are appropriate and safe levels of lighting and that overgrown hedges and foliage are cut back to avoid creating secluded locations.	WCST/ Highways/ Street Lighting/ Parks & Open Spaces	
	1.7	Produce and make available in paper form and on-line a 'Going Out and Staying Safe' guide that will provide practical advice on staying safe in the borough and how to seek help if feeling threatened or unsafe.	WCST/Comms	
<b>Priority 2</b>		<b>Action</b>	<b>Lead</b>	<b>Progress</b>
<b>Take a strategic, system-wide approach to commissioning acknowledging the gendered nature of VAWG.</b>	2.1	Map service provision in the local area by accessing available data, evidence, service standards and intelligence from local and national specialist providers.	DA: WBC DA Coordinator	(The domestic abuse elements will be subject to a separate needs assessment to be commenced following data collection to 31/3/2024)
	2.2	Gather input from victims and survivors including those who have never used a specialist service.	WCST	
	2.3	Royal Berkshire Hospital to update on the extent to which health professionals are trained to identify and support victims and signpost them to appropriate services.	(DA element DANG)	(Domestic Abuse training is ongoing and detailed within the DA action plan)

	2.4	Have a meaningful process for measuring victims' satisfaction, including engaging with local specialist VAWG organisations to understand how they qualitatively and quantitatively measure victims' satisfaction with the services and support they receive.	(DA element DANG)	
	2.5	Collaborate and develop shared goals and objectives with neighbouring local authorities and service boundaries to ensure a multi-agency response, recognising that services may be commissioned in partnership or at a regional level.	(DA element: DAPB/DANG)	
Priority 3	Action		Lead	Progress
<b>Have a clear focus on perpetrators and hold them to account</b>	3.1	Help shape services for perpetrators by drawing on the data from the strategic needs assessment process.	(DA element: DANG)	(Holding DA Perpetrators to account is detailed in the DA Action Plan)
	3.2	Assess and address local specialist provision and consider diverse specialist provisions where necessary in order to increase the safety of victims.	DANG	
	3.3	Review the effectiveness of programmes that are designed to work with perpetrators and where appropriate ensure they form part of longer-term strategies to prevent reoffending and have a clear plan for bringing perpetrators to justice.	DANG / TVP	
	3.4	Consider whether there is access to services that work with young people who are displaying sexually violent behaviour, and how young people displaying such behaviours are being supported to change their behaviour.	Cranstoun DA perpetrator interventions;	Behaviour change programmes in place for DA perpetration, includes support for young people
Priority 4	Action		Lead	Progress
<b>Be locally-led and safeguard individuals at every point.</b>	4.1	Identify a board and/or forums of local champions or critical friends (including representatives from smaller specialist organisations from the VAWG sector) to drive challenge and learning on VAWG issues and review progress locally.	WCST	
	4.2	Assess multi-agency approaches and identify ways of streamlining structures to improve joined up approaches to tackling VAWG and case management.	WCST	
	4.3	Identify what practical steps can be taken to ensure learning from reviews and inspectorate reports including domestic homicide reviews,	(DHRs: WBC DA Coordinator)	

		serious case reviews, and deaths by suicide where the victim had a history of VAWG.		
	4.4	Consider how training provided to local professionals (on all types of VAWG) is evaluated, and how it is making a difference.	(DA element; WBC DA coordinator	
Priority 5		Action	Lead	Progress
<b>Raise local awareness of the issues and involve, engage, and empower communities to seek, design and deliver solutions.</b>	5.1	Review a range of local initiatives including:-  'Ask for ANI' (Action Needed Immediately) a codeword that enables victims of domestic abuse to discreetly ask for immediate help in participating Pharmacies and Jobcentres.  'Ask for Angela' the safety initiative available in licenced premises (bars, clubs and other licensed businesses) where people can discreetly seek help from venue staff if they feel unsafe, vulnerable or threatened by approaching and asking them for 'Angela'.	WCST Licensing TVP	
	5.2	Refer to the Respectful School Communities toolkit for advice on creating a culture in which sexual harassment of all kinds is seen as unacceptable. The Keeping Children Safe in Education Statutory Safeguarding Guidance provides detailed advice on managing reports of abuse and provides links to specialist advice and support.	(DA healthy relationship sessions mandatory through RSE/PHSE)	
	5.3	Identify when the Respectful School Communities toolkit is being used in schools and what additional activity is happening, including the use of nationally available campaign materials.	Childrens Services	
	5.4	Liaise with universities and colleges and their representative bodies, to discuss their implementation of the Office for Students' Statements of Expectations for Preventing and Addressing Harassment and Sexual Misconduct.	WCST	
	5.5	Identify whether the right local connections are in place so that schools know where to ask for specialist advice, including whether children have the opportunity to talk to someone about their personal experiences. For example, referral pathways to specialist children's domestic abuse or sexual violence services.	(DA element: WBC DANG)	WBC DA Nurseries, Early Years, Schools and colleges booklet produced and circulated which includes pathways and services.
	5.6	Identify and promote wider touch points in the community, including:		

		Whether local employers have policies on VAWG and, if not, how that can be encouraged;	DANG	DA workplace policy support offered.
		How local deaf and disabled people and people with learning difficulties are able to disclose violence or abuse safely to professionals, giving consideration to any difficulties they may have in leaving the house or in expressing themselves to receive the help they need;	DANG	
		Ensure local health visitors, housing and health and social care professionals are trained to spot all forms of abuse and take the appropriate action;	DANG	
		Sexual violence bystander programmes, and how they might be used locally to raise awareness and help increase reporting.	WCST	
Priority 6		Action	Lead	Progress
<b>Change inappropriate attitudes and behaviours of men and boys.</b>	6.1	Work together with schools to support learning and understanding of misogyny, healthy relationships, abuse and VAWG. This will be based on evidenced best practice that strengthens equality and respect and supports children and young people to increase their understanding, and knowledge of how to report abuse and receive support.	Childrens Services	
	6.2	Work with local colleges and Universities to develop awareness in respect of healthy relationships and awareness in respect of VAWG, that supports understanding, identification, and knowledge as to how to report and receive support.	DANG	
	6.3	Deliver a communications campaign which raises awareness of abuse in all its forms and provides information on how to get support from local and national services.	DANG	
	6.4	Work in partnership with local community organisations to ensure engagement with, and representation from, all communities including those with protected characteristics to ensure all voices are heard to better understand needs, inform service delivery, and ensure survivors know where to get support.	DANG/DAPB	
	6.5	Work with local communities and stakeholders to understand the prevalence of harmful practices locally and take practical steps to	DANG	

		prevent occurrence, support survivors and address any permissive cultural norms that are prevalent.		
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