

Glasgow Community Planning Partnership

Safe Glasgow Partnership

**Report by Executive Director, Neighbourhoods, Regeneration and
Sustainability**

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**Glasgow Violence Against Women Partnership Report to Safe Glasgow
Partnership**

Purpose of Report:

To report on the work of the city wide strategic multi-agency Violence Against Women Partnership.

Recommendations:

The Safe Glasgow Partnership are asked to:

- Consider the information provided and note the contents of the paper.

1. Introduction and Background

- 1.1 The purpose of this report is to update the Safe Glasgow Partnership on the work undertaken by Glasgow Violence Against Women Partnership (GVAWP).
- 1.2 The Glasgow Violence Against Women Partnership is established to bring together key multi-agency partners to take forward actions at a local level as agreed in Scottish Government Equally Safe Strategy to prevent and eradicate all forms of violence against women and girls.

2. Detail of Report

2.1 GVAWP

The production of the city-wide multi-agency strategic plan is now realigned to the 7 Equally Safe priorities. The draft plan is now agreed by GVAWP members, there has been delay in final sign off. A draft version is presented to Safe Partnership members for information.

- 2.2. 2025 GCC budget allocated Neighbourhoods, Regeneration and Sustainability (NRS) VAW Services additional funds, this will allow for appointment of a Resource Worker to support the delivery of the strategic objectives as outlined in the city-wide plan.
- 2.3 In collaboration with Wise Women, and as part of our strategic commitments, NRS VAW Services has planned a series of information and discussion workshops, titled 'Lets Talk About.....'. The workshops are in person and online, giving professionals the opportunity to learn, explore and discuss challenging and difficult subjects which arise in their day-to-day work. The first of these workshops was delivered in April 2025 and discussed Non-Fatal Strangulation (NFS). Given the subject matter this was an in person workshop, 25 participants attended. Despite the difficult subject matter evaluation from the session was positive, there is demand for a repeat session, now planned for later in 2025.

An online seminar, in May 2025, explored protective orders in Scotland, this webinar used lived, operational and academic experience to explore the application of protective orders in Scotland. Ninety-seven delegates attended the session, the evaluation of the event is currently being drafted. Despite the creation of legislation which compelled Sheriffs to consider awarding Non Harassment Orders (NHO's) on sentencing, there is strong evidence to indicate there is an inconsistent application of NHO's via a criminal justice route.

Further in person workshops will include Commercial Sexual Exploitation; Adult Survivors of Child Sexual Abuse; Women subject to immigration barriers, along with a repeat of the NFS workshop.

3. Domestic Abuse Homicide & Suicide Review

- 3.1 Scottish Government continue to progress the introduction of Domestic Abuse Homicide & Suicide Review process. Statutory guidance is in development to support the operation of the legislation for how reviews will be conducted.
- 3.2 The [legislation](#) is under scrutiny by Parliamentary Justice and the Bill at stage 2 with a view to introduction in April 2026.

4. Funding

4.1 Delivering Equally Safe (DES)

Scottish Government confirmed funding extension until March 2026, to all 7 DES funded projects in Glasgow. This includes an uplift in funding. While the confirmation and uplift in funding are welcomed, this is a temporary solution and at best only delays the precarious funding position, projects that are reliant on DES funding, will find themselves in towards the end of the calendar year.

4.2 Glasgow Community Fund (GCF)

A Violence Against Women & Girls funding stream was introduced to GCF 2026 to 2029 funding stream and NRS VAW&G services are invited to be part of an expert by experience oversight group.

5. Sustainable Funding Review Project Board

The Scottish Government sustainable funding review project board has ceased to meet. There is a failure to address any of the recommendations as contained in the [Scottish Government Independent Review](#) this is a matter of concern for VAW&G Partnerships across Scotland. There is little confidence that a sustainable funding model will be developed within the tight timescales that now exist.

6. WAIR Group (Women, Immigration, Asylum and Refugee)

- 6.1 In partnership with Glasgow Women's Aid the GVAWP engaged in the development and funding of Women Destitution & No Recourse to Public Funds Project. This is a unique project in Scotland, funding for the service is now significantly reduced.
- 6.2 To date the project has supported 30 women, all with a differing range of status within the UK. Key to the project success has been the fast tracking of women to good quality immigration legal advice and advocacy, along with the provision of stable short-term accommodation. Glasgow Women's Aid note that women were more likely to experience a successful outcome if they could be accommodated within refuge accommodation (as opposed to hotel).

- 6.3 Women accessing the service were from a range of countries including EU nationals, China, Pakistan and were aged between 17 years and 45 years.
- 6.4 An event is planned for December 2025 (during 16 Days of Action) to highlight the project successes and challenges and to bring to life women's journeys.

7. Multi-agency Risk Assessment Conference (MARAC)

- 7.1 Referrals to MARAC in Glasgow remain consistently high, including a high volume of repeat referrals. Of note many of the repeat referrals involve breaches of protective orders, these include police undertakings, bail conditions and non-harassment orders. Most commonly these orders are imposed on the accused to protect the victim from further abuse, including stalking/harassment and to act as a deterrent for causing the victim further fear and alarm. It is of concern there are a cohort of accused who despite the conditions make choices to breach conditions imposed, it is not unusual for a client to be discussed at MARAC in March and for the same client to be discussed very quickly at a subsequent MARAC. It is important to recognise that domestic abuse is dynamic in nature and abuse rarely stops after the first incident or the first court case or the first conviction.
- 7.2 Glasgow MARAC has a responsibility to make visible the totality of the risk to all the services sitting around the virtual MARAC table with responsibility of protecting victims and their children and those services have responsibility of offering action that reduce risk, increase safety and disrupt and deter the accused from continuing their behaviour.
- 7.3 We previously reported in March 2024 Glasgow HSCP intended to undertake an audit of Glasgow HSCP investment in MARAC. A copy of this report was provided in March 2025. Follow up meetings are planned with Glasgow HSCP to discuss the audit paper.
- 7.4 Service redesign is a priority for MARAC in Glasgow
- 7.5 Glasgow MARAC is currently funded until 31st September 2025. Currently NRS, Police Scotland, Glasgow HSCP all commit £30,000 annually along with an additional £10,000 contribution from Wheatley Group for MARAC Coordination, this is delivered by NRS VAW Services. Meetings are scheduled to discuss future funding models.

8 Commercial Sexual Exploitation

- 8.1 In February 2024, Scottish Government launched a national strategy to challenge men's demand for prostitution and support individuals to exit prostitution. The strategy is aligned to Equally Safe; all forms of commercial sexual exploitation and are contained within the Scottish Government & COSLA definition of violence against women and girls. The Scottish Government convened a National multiagency working group to support strategy implementation, where concerns were identified and communicated to the Scottish Government at the early stages of the design.

Whilst supportive of the introduction of the strategy there are a number of concerns which have continued to be raised with both COSLA and Scottish Government. In June 2024 NRS formally wrote to the Scottish Government outlining significant operational and resourcing concerns with the then proposal to pilot their strategic approach in Glasgow and declining our participation at that time. The last meeting of the CSE Multi Agency Group was in September 2024. Only email updates have been provided by the Scottish Government since that time.

8.2 In response to these concerns the Minister for Victims and Community Safety announced a package of work with Police Scotland, in October 2024 which includes:

- A secondment from the Scottish Government's Violence against Women and Girls team (commenced December 2024) to support the development and implementation of a national and strategic approach to policing across Scotland that recognises women involved in prostitution as victims of exploitation and which will look to signpost them to service provision which would enable a sustainable exit from prostitution. This includes working with Police Scotland to further develop a network of local contacts to support this work, as well as ensuring that this approach connects into wider relevant initiatives both locally and nationally. This developing network between Justice and wider mainstream and specialist services will aim to pave the way for the development of a wider support pathway for women with experience of CSE.
- Funding for operational time to support the roll-out of Begonia patrols. (which are now operational across Edinburgh, Dundee, Aberdeen and Glasgow). Funding Police Scotland to gather intelligence to understand the full extent of demand for commercial sexual exploitation across Scotland (including online), helping to better reach victims and strengthen the response to tackling perpetrators.

8.3 Nevertheless, there continues to be a lack of meaningful consultation and engagement with multiagency VAW Partnerships about the role of VAW&G Partnerships ensuring that the commitments set out in the strategy can be implemented locally and the support and resources needed are available for this to happen. The national activity to date has included:

- The Scottish Government and Police Scotland have progressed Operation Begonia, to tackle men's demand and support women selling sex without consultation with local specialist services.
- NRS' Routes Out Service have been working with Police Scotland's 'G Division' on Operation Waterdale, **outwith** Operation Begonia, to tackle kerb crawling in the East of the City since October 2024.
- This was based on the successful Operation Outgoing started in 2015.
- Operation Waterdale has been successful with Routes Out noting a significant reduction in sightings of sex buyers on their outreach patrols:

- 8.4 We continue to raise concerns as it is clear that specialist services, including Routes Out, and local VAWPs are being excluded and the development of local support services is being driven by Police Scotland and the Scottish Government's VAWG Policy Unit. It is concerning that local and specialist frontline knowledge of women's needs, experience and skills has been excluded.
- 8.5 It should be noted that this is a critical time for collaborative work to Challenge Men's Demand given the lodging of a private member's bill, "Unbuyable", which proposes to criminalise the purchase of sex, decriminalise the sellers and afford a legal right to support for those who wish to exit the sex trade.

9. Child Poverty and Violence Against Women

In Glasgow 8,000 families are identified as living in poverty, the single highest group 64% are headed up by a lone mother. It is generally accepted there is connectivity between child poverty and violence against women, in particular domestic abuse. Financial and economic abuse are a significant feature of coercive controlling behaviour. Joint work is now underway between NRS VAW Services, GCC Financial Inclusion Services, Financially Included and wider GAIN Network, to share high level data to demonstrate the challenges prevailing in Glasgow. This work is at very early stages.

10. Financially Included

- 10.1 The project is in its 3rd year of operation. The project has supported 520 women and 880 children and achieved £2.4 million pounds in financial gains for their clients.
- 10.2 79% of FI clients are recorded in deepest poverty – this number excludes women subject to No Recourse To Public Funds.
- 10.3 The project has been successful in securing an extension to the Energy Redress post and Welfare Rights Officer post until March 2026. Additional funds are secured to appoint a further Training Officer post and Welfare Rights Officer.
- 10.4 There is significant interest in the project beyond Glasgow. A pilot project is in development with East Renfrewshire Council to mentor/support a member of staff to develop a smaller scale service within this local authority area.
- 10.5 The project recently hosted members of the cross party Parliamentary Social Justice and Social Security Committee on the first day of their enquiry into the Financial Cost of Leaving Domestic Abuse. As Chair of Financially Included Steering Group the VAW Coordinator took part in the evidence session.

11. Partnership Working

11.1 VAW&G Needs Assessment

The [Violence Against Women North East Needs Assessment](#) is now available, it contains a number of recommendations and further work is required to identify owners to assume responsibility for the actions identified.

Glasgow Community Fund directed applicants to the report and encouraged use of the report to inform funding bids. Funding both public and charitable previously allocated within the Northeast of the city is now reallocated in line with the funding requirements of the involved organisations.

11.2 VAW&G Homelessness

NRS VAW Services continue to work in partnership with GHSCP Homelessness Services to improve responses to women fleeing domestic abuse. A pathway is now developed within homelessness services which will ensure that women fleeing domestic abuse and presenting as homeless are given a timely, trauma informed response. Although, this might not prevent families going into temporary B&B accommodation, a commitment is made to secure temporary furnished accommodation within the soonest timescale, with daily communication from the allocated Case Worker keeping people informed of progress.

12. Carter Foundation: Inform Women Transform Lives: Where We Stop

12.1 Following the successful launch of [Where We Stop](#) in Nov 2025, (The film was collaboration with Glasgow City Council, including NRS VAW Services, Glasgow Girls Club, GWA Enough Project, GCC Education Services). The film targets young women and explores coercive control and its impact on young women. The film has now gone viral with over 25k hits; to date there are 42k engagements; 800,000 views on content; 3,000 reposts; 1.032 shares on social media.

12.2 Following the launch a poster campaign using stills from the film with key messages targeting young women and signposting to [Sophies Stop](#), providing information on support and advice VAW services. The campaign continues to develop and build engagement online, alongside:

- Collaboration continues with the Social Hub with the offer of mural space offered inside the building, to add to the external mural
- Road shows are being delivered within schools, colleges and universities
- To date 8 Ambassadors are engaged with the campaign
- RHSP (**relationships, sexual health and parenthood** <https://rshp.scot/>) are keen to include the film within the refresh of the programme – rolled out to all non-denominational schools in Scotland.
- St Andrews and Govan High are keen to develop a drama
- The Project Team are seeking to develop a timeline of activity, mapping out planning, reviewing what worked and why.

13. Feminist City

13.1 In October 2022 Glasgow City Council passed a motion agreeing to adopt a feminist town planning approach within planning policy, and the new City

Development Plan; and to adopt a similar approach to gender disaggregation of data, gender budgeting and ensure gender competence training for key Council staff. The Feminist Urbanism Working Group, chaired by Bailie Anne McTaggart, the purpose of the group is to provide strategic leadership, engage with elected members, council officers and other relevant stakeholders, to adopt a feminist town planning approach that actively addresses socio-economic inequalities within planning policy and the new City Development Plan contributing to wider people centred planning. In addition, to maximise the opportunities to align with gender equal cities including walkability, proximity to services, mixed-use environments, a safe public realm and open greenspaces; and to identify methods on data gathering, community consultation, and policy development that engage and ask questions about the everyday experience of women to ensure public spaces and services are welcoming, safe and accessible. GCC allocated resourcing for 2024 – 2025 and subsequently for 2025 – 26 and are pulling together the different strands to be delivered through the Feminist City Action Fund. The ambition of the group is the creation of a Gender strategy that will cover how the Council delivers all its services. Further training through delivery of a GOLD course is also planned.

- 13.2 NRS VAW Services are members of the Working Group and in March 2025, VAW Services joined colleagues from GCC and Edinburgh City council at an event held at the COSLA Conference Centre, Titled 'A Tale of Two Feminist Cities', attended by professionals working in Gender Equality, Violence Against Women and Girls, Police Scotland, Public Health and the Built Environment as well as Councillors from both cities. The event explored a range of topics and themes, including the planning and design of public space and perception of safety, as well as applying the place standard tool through a feminist city planning lens.

14. Recommendations

- 14.1 The Safe Glasgow Partnership are asked to:

- Consider the information provided and note the contents of the GVAWP report.

Chair Forward

Glasgow has a long history of working to tackle violence against women and girls and has been recognised for spearheading innovative and creative responses to challenging all forms of violence against women and girls (VAWG). This work has been underpinned by understanding that all forms of VAWG are inextricably linked and are a cause and consequence of women's inequality.

This position has developed, as a result of the work and commitment of partners from across the public and third sector, to listening to the voices of women, children and young people and responding to the needs highlighted. The impact of the cost-of-living crisis following the Covid pandemic has increased the price of safety for women. This makes it essential that we continue to ensure that our work is informed by women, children and young people's experiences if we are to continue to deliver innovative and creative responses, as women are more likely to need to engage with services and use services for longer because of these crises and women's inequality.

The city is in the unique position of having a diversity of front line services that can respond to the specific needs identified by survivors of all forms of gender based violence. The terms violence against women and girls and gender based violence are often used interchangeably, it is important to understand that violence against women is a form of gender based violence, which is generally understood to refer to abuse or harm to an individual when they challenge the societal gendered roles which contribute to inequality that women and girls experience. In Glasgow, front line services work across all forms of violence against women and girls.

Introduction

The Glasgow Violence Against Women Partnership (GVAWP) takes a human rights based approach to our work. Taking a human rights based approach is about using international human rights standards to ensure that the human rights of women and girls to live a life free from inequality, violence and abuse are put at the very centre of policies and practice. A human-rights based approach empowers people to know and claim their rights. It increases the ability of organisations, public bodies and businesses to fulfil their human rights obligations. It also creates solid accountability so people can seek remedies when their rights are violated. The PANEL principles are one way of breaking down what a human-rights based approach means in practice. PANEL stands for Participation, Accountability, Non-Discrimination and Equality, Empowerment and Legality (see Appendix 1 for further information on the PANEL principles).

Public Sector Equality Duty

The Partnership has a responsibility to meet the 3 general duties of the Public Sector Equality Duty to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

We will be mindful of this and we will make every effort in our work to balance the needs of those with protected characteristics recognising that no one group has priority over another.

The work of the Partnership will start from a place of inclusion, we recognise that to be truly trauma informed we need to consider the needs of all those affected by all forms of violence against women and girls and will take actions which promote safeguarding, early and effective intervention and prevention. We commit to making visible the needs of different groups and that appropriate responses are developed using an evidence based trauma informed framework to meet these differing needs.

This strategy is a living document and will be reviewed on annually to ensure it is responsive to emerging trends, legislative change, this review will be informed by quarterly outcome reporting by all partners.

Background

The Glasgow Violence Against Women Partnership (GVAWP) brings together a range of statutory and voluntary agencies in Glasgow with the aim of improving agency responses to women, children and young people who have experienced male violence.

The GVAWP believes that by improving **participation**, it will result in better service **provision**, improved legal **protection** and help **prevent** further abuse to women, children and young people. This aim is in line with the Scottish Governments [Equally Safe: Scotland's strategy for preventing and eradicating violence against women.](#)

Current membership of the GVAWP consists of Glasgow City Council Elected Members; GCC Neighbourhoods and Sustainability Violence Against Women Services; Glasgow Health and Social Care Partnership Criminal Justice Services; GCC Education Services; GCC Partnership and Development Services; Community Justice Glasgow; Police Scotland; Crown Office Procurator Fiscal Services; Wheatley Group; Department of Work and Pensions;; Women's Voluntary Sector Standing Group on Violence Against Women; Glasgow Life; Glasgow City Council Chief Executive Department (Financial Inclusion/Tackling Poverty); Alcohol and Drug Partnership; NHS Greater Glasgow & Clyde. The GVAWP terms of reference can be found at Appendix 2.

The GVAWP also benefits from wider representation on short and longer term working groups.

Definition of Violence Against Women

The GVAWP understands violence against women is a cause and consequence of the social inequalities that exist between men and women. It recognises that violence against women, children and young people can take many forms and that some women, children and young people may experience different and/or multiple forms of male violence over their lifetime. The GVAWP works to the following Scottish Government definition of violence against women from Equally Safe refresh 2023:

Equally Safe definition of VAWG includes the actual and threat of: physical, sexual, psychological, emotional, and financial abuse occurring in the family, within the general community, and in institutions in both physical and digital spaces and places:

- *domestic abuse/coercive controlling behaviours, stalking, rape, incest, sexual harassment, bullying, and intimidation, commercial sexual exploitation (CSE), including prostitution, lap dancing, stripping, pornography*
- *human trafficking, including for the purposes of domestic servitude, sexual exploitation and child criminal exploitation, which may include gangs and organised criminal networks*
- *child abuse occurring within family settings, including domestic abuse, and sexual abuse by male family members including siblings child sexual abuse and exploitation including the production and sharing of indecent images of children*
- *honour-based abuse, including forced marriages, female genital mutilation (FGM), dowry abuse and 'honour based' coercive control and killings.*

- *Boys experience domestic abuse, sexual abuse, and exploitation*

Prevalence

Violence against women and girls is a global issue and one that we all have a part to play in finding the right solutions to ensure safety and wellbeing for women and girls who live, works, plays or visits the city.

Estimates published [by World Health Organisation \(WHO\)](#) indicate that globally about 1 in 3 (30%) of women worldwide have been subjected to either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.¹ A recent report estimated that there are **135,926** women seeking support in Glasgow who are currently experiencing or have recently experienced violence.²

Violence Against women includes:

- Domestic Abuse
- Rape, Sexual abuse and violence
- Commercial Sexual Exploitation: including but not limited to prostitution; pornography; trafficking; adult sexual entertainment in person, online or telephone; mail order brides
- Stalking and Harassment
- Sexual harassment
- Child sexual abuse
- Harmful Traditional Practices
- Child and Forced Marriage
- Female Genital Mutilation
- So called 'Honour' based abuse embraces a wide variety of harms or crimes of violence which include but are not limited to physical abuse; sexual violence; abduction; imprisonment and murder where the abuse is perpetrated by a family member(s), an intimate partner and/or wider community.

¹ <https://www.who.int/news-room/fact-sheets/detail/violence-against-women#:~:text=Estimates%20published%20by%20WHO%20indicate,sexual%20violence%20in%20their%20lifetime.>

² <https://www.wisewomen.org.uk/standing-group-on-vaw>

This strategy recognises Violence Against Women as a continuum of complex and interlinked experiences of harassment, violation, and abuse, the realities and the implicit threats they carry to safety, autonomy and wellbeing, have the effect of limiting women's capacity or space for action, and hence violate human rights.

See Appendix 3 for further details about forms of VAW&G

Glasgow Strategic Context

Glasgow City Council's strategic plan states that its vision is **to support a fair and sustainable city where everyone gets to contribute and all can benefit from a flourishing Glasgow.**

The priorities set out in this are:

- **Reduce poverty and inequality in our communities**
- **Increase opportunity and prosperity for all citizens**
- **Fight the climate emergency in a just transition to a net zero Glasgow**
- **Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities** ³

Equality Outcome Plan

Glasgow City Council has an agreed **Equality Outcome Plan**⁴ and violence against women and girls is a priority outcome within this plan. Specifically, Glasgow's work to end violence against women and girls will result in:

- **Women and girls can access the right services based on identified need and are protected from further harm**
- **Experiences of women and girls inform the planning and activity to eradicate gender-based violence**
- **Prevention approaches support tackling the root causes of violence against women and girls**

³ <https://www.glasgow.gov.uk/CHttpHandler.ashx?id=58784&p=0>

⁴ <https://www.glasgow.gov.uk/CHttpHandler.ashx?id=53324&p=0>

Glasgow Health and Social Care Partnership

Glasgow Health and Social Care Partnership's strategic plan states that its vision is **'the City's people can flourish, with access to health and social care support at the right time, in the right place and in the right way. This will be done by transforming health and social care services for better lives. We believe that stronger communities make healthier lives.'**⁵ Its priorities are:

- **Prevention, early intervention, and harm reduction**
- **Providing greater self-determination and informed choice**
- **Shifting the balance of care**
- **Enabling independent living for longer**
- **Public Protection**

In 2023 Glasgow Health and Social Care Partnership produced its first strategy to improve its services and responses to those experiencing domestic abuse and developing their responses to those who cause harm.⁶

Glasgow Health and Social Care Partnership aim to prevent domestic abuse from happening because Glasgow's people deserve to flourish in a safe environment without fear and where they are free from harm. We will promote safety and support when women, children and young people, and men from crisis to recovery, and ensure everyone has access to the right help and support when they need it.

The strategic priorities are:

- Prevention and early help
- Survivors and people who suffer from domestic abuse
- People who harm through domestic abuse

⁵ <https://glasgowcity.hscp.scot/sites/default/files/publications/Draft%20Strategic%20Plan%202023%20Consultation%20version.docx.pdf>

⁶ <https://glasgowcity.hscp.scot/domesticabusestrategy>

- Working with people across their whole life course
- Working together with our staff, partners and people with lived experience of abuse
- Using evidence-based approaches to create changes in cultural norms, attitudes and values.

The strategy will be delivered between 2023 and 2028.

Scottish Government and COSLA

The Scottish Government's vision is of a strong and flourishing Scotland where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse, as well as the attitudes that perpetuate it. The strategy calls for public health approach, recognising that violence against women and girls is all our business. There is a stated commitment to collaborative working recognising that responsibility sits across the public, private, third sector and across wider society.

Equally Safe ⁷ is the Scottish Government and COSLA's Strategy for Preventing and Eradicating Violence Against Women and girls. This strategy has a clear vision for tackling all forms of violence against women and girls:

“A strong and flourishing Scotland where all individuals are equally safe and respected, and where women and girls live free from all forms of violence, abuse and exploitation — and the attitudes that help perpetuate it.”

VAWG cannot be solely addressed as a ‘justice’ or ‘public protection’ issue but instead, a coordinated, multi-sectoral approach is required. This means considering how policy and practice in areas such as early years, education, employment, health, housing and welfare impacts on women’s lives and what decision-makers working within these areas can do to tackle gender inequality.”⁸

Equally Safe sets out priorities that will contribute to the prevention and elimination of all forms of violence against women and girls. The Equally Safe priorities are as follows:

Priority 1: Preventing VAWG before it occurs.

⁷ <https://www.gov.scot/policies/violence-against-women-and-girls/equally-safe-strategy/>

⁸ Why Adopt a Gendered Analysis to Violence and Abuse, Improvement Service

- Priority 2:** Support early intervention.
- Priority 3:** Build a broad and shared understanding across our society and communities of what VAWG is, how it affects those who have experience it, its impact on society more generally, the scale of the problem, and what cause it – to reduce the harm together.
- Priority 4:** Build political, institutional, sectoral, organisational, community and personal commitment, and contribution to preventing and tackling VAWG.
- Priority 5** Hold perpetrators of VAWG to account, supporting change where possible.
- Priority 6** Deliver sustainable, informed and safe specialist and universal service responses for victim/survivors' that are holistic and meet victim/survivors' individual needs.
- Priority 7** Promote an intersectional approach to preventing, reorganising and responding to the compounding inequalities and risks that some women, children and young people may experience as a result of their ethnicity, race, disability, age, sexual orientation, gender identity and/or immigration status.

The wider strategic context includes but is not limited to:

- Scottish Government's National Outcomes Framework
- Police Scotland Violence Against Women Framework
- National Guidance for Child Protection in Scotland
- Adult Support and Protection Code of Practice
- Glasgow HSCP Domestic Abuse Strategy
- Women's Health Plan
- Scottish Government CSE Principles
- National Advisory Council on Women and Girls Recommendations
- Public Health Scotland's Ending Violence Against Women a Public Health Approach

- Gender Equal Play
- Child Poverty Action Plan
- New Scots Strategy
- Independent Review of VAW Funding
- The Promise

VAWG has a wide-ranging impact and is a root cause of many societal issues which are policy priorities at a national and local level. The work undertaken by GVAWP and the aims of this strategic plan will support the delivery of these strategies by working to reduce gender inequality and address violence against women.

Legislative framework

- Equality Act (2010) - Public Sector Equality Duty and Fairer Scotland Duty
- Human Rights Act (1998)
- UN Convention on the Rights of the Child (UNCRC)
- Convention on the Elimination of Discrimination. Against Women (CEDAW)

The Istanbul Convention⁹ recognises violence against women as a violation of human rights and a form of discrimination against women. Based on a victim-centred approach, it offers practical tools to ensure the protection of women and girls, their safety and empowerment. It links these to the wider goal of achieving equality between women and men.

The United Kingdom ratified the Istanbul Convention in November 2022. This means that that Scotland too is a member and as such has legal responsibilities under the convention to combat all forms of violence against women and girls.

In Scotland significant work has been undertaken to address the legislative gaps that exist to ensure that women and girls whose lives are impacted by violence, harm and abuse are protected. We are aware that as new Bills are proposed and new legislation emerges will change and influence practice as we move forward. We make a commitment to respond to consultations as they arise firmly taking responsibility to put the safety and wellbeing of women, children and young people at the centre of our response.

⁹ <https://www.coe.int/en/web/istanbul-convention>

Aims and Objectives

The GVAWP's aim and objectives are in line with Equally Safe and reflect the complex nature of violence against women which is a cause and consequence of gender inequality:

Aim: To promote and coordinate an effective inter agency response to male violence, with the aim of ending violence against women and girls, reducing women's fear of violence and tackling gender inequality.

Objectives:

- To bring key stakeholders together to support the development of consistent, collaborative and quality responses to women, children and young people affected by male violence on a Glasgow wide and locality level,
- To amplify the voices of women, children and young people with experience of violence against women and those with learned experience, using this to inform the work of the partnership and other key stakeholders,
- To maintain a focus on VAWG across all relevant agencies and departments at a strategic and operational level, supporting partners to prioritise work to address VAWG in their strategic and operational plans.
- To support partners to recognise the cross-cutting impact of violence against women and girls and to work together to address these,
- To support partners to address the root causes of violence against women and girls and influence the development of gendered responses to service delivery.
- To promote intersectional gender budgeting approaches, to help ensure that the right services are available at the right time and which ensures that decisions address inequalities.
- To share learning and good practice at a local and national level to inform practice development.
- To inform and influence the Scottish Government, Glasgow City Council, GHSCP and other partners about emerging issues, trends, problems and gaps in relation to violence against women and girls.
- To support and monitor the work of partners in relation to delivery against the strategy.

Activity

Priority 1	Preventing VAWG before it occurs Objectives: <ul style="list-style-type: none"> • Positive gender roles are promoted • People enjoy healthy positive relationships • Children and young people develop an understanding of safe, healthy and positive relationships from an early age • Individuals and communities recognise and challenge violence and abusive behaviour 			
Activity	Actions	Evidence of Success / how do we know this has been completed or when it is completed (what do we measure)?	Lead	Timescales

Support the delivery of high quality age and stage appropriate activity which challenges gender stereotyping and promotes healthy positive relationships in primary and secondary schools across the city.	<ul style="list-style-type: none"> • Map prevention activity across GCC school estate (including the work carried out by the third sector). • In partnership develop a strategy to support Education Services to tackle gender inequality and misogyny in schools. • Identify gaps and priority areas of work and produce an action plan to begin to tackle this, including identifying how the third sector can support this. 	<ul style="list-style-type: none"> • Strategy and action plan developed • Development of a proof of concept • Agree and implement proof of concept programme of activity • Produce a report based on proof of concept and develop a wider roll out plan • Number of early year settings adhering to gender equal play guidance • Support role out of Equally Safe in schools and number of schools participating 	GCC Education Services	
Seek to influence partners and citywide youth strategies and interventions to raise young people's understanding and awareness of VAWG and the importance of	<ul style="list-style-type: none"> • Review and refresh the GVAWP Guidelines for responding to gender based violence within a youth setting. • Support inclusion of CSE within partner prevention activity. 	<ul style="list-style-type: none"> • Production of refreshed guidance. • Refreshed guidance distributed and implemented within youth work settings. 	Health Improvement Services Citywide Working Group Glasgow Life VAW Lead	2026

healthy, respectful relationships.			3 rd sector Youth Services	
Support the coordination and deliver of a programme of activity to raise awareness of harm caused by violence against women and girls by participation in local, national and international VAW Campaigns.	<ul style="list-style-type: none"> • Develop external communication plan (including co-ordinated social media campaign across partners etc to raise awareness of the GVAWP and its work) • Seek to influence existing household and other surveys to understand public attitudes towards all forms of VAW&G. • Support the delivery of VAW&G awareness workshops across the calendar year. 	<ul style="list-style-type: none"> • Campaign delivered • Campaign engagement • Participation in events • Change in public attitudes towards different forms of VAWG 	VAW Lead NRS Analytical Service NRS Promotion and Engagement Team Standing Group on VAW&G GCC Chief Executive Office	Annually
Support the development of work to expand the focus of prevention work beyond education and identify changes required across different policy areas.	<ul style="list-style-type: none"> • Support partners to consider integration of prevention work into existing programmes and activity. • Identify actions to be taken to raise awareness i.e. campaigns run internally/externally. 	<ul style="list-style-type: none"> • Action plan developed 	GCC Chief Executive Office Public Health Glasgow Partner HR Support Services Youth Providers Forum	By end of strategy

			Housing Providers Glasgow HSCP VAW Lead Fear Free Glasgow	
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Priority 2	Support early intervention Objectives <ul style="list-style-type: none"> • Women, children and young people access relevant, effective early intervention • Service providers competently identify violence against women and girls and respond early and effectively to women, children and young people affected 			
Activity	Actions	Evidence of impact / how do we know this is/will be completed?	Lead	Timescales
Support work to improve responses to women with multiple/complex needs.	<ul style="list-style-type: none"> • In partnership develop VAW&G training and workshops specifically for staff in addictions, mental health, sexual health services. • Consider how to develop/improve multi-agency working. 	<ul style="list-style-type: none"> • Number of staff trained • Increased identification of VAW&G in care plans • Case review process developed 	ADP Women's Working Group Glasgow HSCP	TBC

	<ul style="list-style-type: none"> • Consider expanding use of women only clinics. • Develop guidance for staff to increase awareness of risks from all forms of VAW&G and include in care/support plans. • Develop multi-agency case review process to capture learning and improve practice. • Develop protocol/pilot with mental health services to address barriers to women with addiction and mental health issues accessing support. • Consider service provision that responds to the longer-term support needs of some women 	<ul style="list-style-type: none"> • Number of case reviews carried out • Protocol developed • Increased staff awareness about trauma informed practice and VAWG 	GCC Financial Inclusion Services	
Support partners to have a well trained, competent, confident and professional workforce	<ul style="list-style-type: none"> • Develop guidance for partners to consider when attending/commissioning/organising VAWG training to ensure this is in keeping with national and local objectives. • Develop a list of recognised providers • Partners to identify key roles to receive core training and set and agree targets for staff numbers trained • Advocate to include VAW&G to be included within elected members training • Participate in the development of e-modules for VAWG across all partner agencies. • Promote, track and monitor use of remote access modules and report accordingly 	<ul style="list-style-type: none"> • Staff teams/members targeted to receive training on VAWG • Numbers accessing training • Engagement on VAW&G issues from wider services • Identification of levels of VAWG training by services • Referrals by agencies into specialist services 	VAW Lead Glasgow HSCP All GVAWP Partners	Ongoing work

		<ul style="list-style-type: none"> Evidence of integration of training into practice 		
Support partners to create a workforce that is proficient in identifying and responding to all forms of violence against women	<ul style="list-style-type: none"> Develop and produce Routine Enquiry Guidance for statutory and 3rd sector organisations on violence against women and girls Support partners to embed routine enquiry Investigate routine enquiry for CSE/Trafficking 	<ul style="list-style-type: none"> Guidance produced Numbers accessing training Identification levels of VAWG by services referrals by agencies into specialist services 	Glasgow HSCP GVAWP GVAWP Working Groups	Ongoing activity
Support the development of information that tackles stigma related to VAWG	<ul style="list-style-type: none"> Hold focus group with women with lived experience to identify barriers and produce helpful responses to address these Survey with staff to identify views held Develop and distribute material 	<ul style="list-style-type: none"> Material developed Greater staff awareness about stigma 	VAW Lead Standing Group on VAW&G Frontline women' services providers	
Support the introduction of Safe and Together approach across the Glasgow Health & Social Care Partnership	<ul style="list-style-type: none"> Safe & Together pilot operational in South of city. Provide feedback of visibility and implementation of Safe & Together in practice. Manager training delivered on Safe & Together 	<ul style="list-style-type: none"> Safe & Together model is integrated into practice. Partners report improved responses Women report improved response 	Glasgow HSCP	See HSCP DA Strategy

	<ul style="list-style-type: none"> • Review current processes to embed Safe & Together approach. • Participate in quality assurance processes every 2 years. 			
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Priority 3	<p>Build a broad and shared understanding across our society and communities of what VAWG is, how it affects those who have experience it, its impact on society more generally, the scale of the problem, and what cause it – so that we can reduce the harm together.</p> <p>Objectives</p> <ul style="list-style-type: none"> • There is greater awareness of the impact of violence against women and girls how it affects individuals and across our society. • Achieve improved understanding of the scale of violence against women and girls by improving our data collection and using this information to provide evidence to support improved responses. 			
Activity	Actions	Evidence of impact / how do we know this is/will be completed?	Lead	Timescales
Convene a short life working group to agree and develop a local measurement framework. To identify and agree common data points all partners will collect to harmonise the approach to collation of equalities data in line with Equally Safe.	<ul style="list-style-type: none"> • Short life working group convened. • Develop outcomes framework • Develop routine and shared data collection system to help monitor outcomes. • Publish annual progress report using partners data and evidence of outcomes achieved. 	<ul style="list-style-type: none"> • Partners submit data on a regular basis • Annual report published 	<p>GVAWP Partners</p> <p>NRS PIMU</p>	2025

Support the development of a specific strategy to address the commercial sexual exploitation of women and girls in Glasgow	<ul style="list-style-type: none"> • Integrate Scottish Government principles within a Glasgow CSE Strategy and explore how these are implemented across services • Review and refresh GCC policy position on CSE. • Update and disseminate Glasgow policy position on CSE to all relevant services 	<ul style="list-style-type: none"> • Greater awareness of policy position across relevant staff groups and services • Development of a specific CSE Strategy and corresponding action plan developed and implementation begun 	Multi-agency CSE Working Group	CSE Working Group established by November 2025
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Priority 4	Build political, institutional, sectoral, organisational, community and personal commitment, and contribution to preventing and tackling VAWG. <ul style="list-style-type: none"> • Women and girls are safe, respected and equal in our communities • Women and men have equal access to power and resources 			
Actions	Actions	Evidence of impact / how do we know this is/will be completed?	Lead	Timescale
Increase the priority that violence against women has in key citywide planning documents.	<ul style="list-style-type: none"> • Advocate for the integration of GVAWP strategic plan within other key city partnerships and plans. Including ADP; Community Planning; Health & Social Care; IJB; Community Justice; Equality Groups; Public Protection Committees; LOIPs; Public Health Glasgow; Child Poverty. • Review membership, role of members & operating protocol for the partnership and where partnership sits strategically. • Review reporting structures into GVAWP to improve accountability of the partnership. • Produce outcome focused reporting template for members. • Review resourcing/staffing of partnership. 	<ul style="list-style-type: none"> • Cross referencing of GVAWP Strategic Plan in key city strategies • GVAWP members are mutually accountable including agency accountability. 	VAW Lead Community Planning Public Health Glasgow Child Poverty Action Group Glasgow HSCP GVAWP	Across life of strategy.

Develop a mechanism to make visible the impact of VAW&G within our communities	<ul style="list-style-type: none"> Engage with Community Planning structures to ensure VAW&G is both visible and represented within that. 	<ul style="list-style-type: none"> VAW&G is integrated into restructure of Community Planning processes. 	<p>Community Planning</p> <p>Glasgow HSCP</p> <p>VAW Lead</p>	Across life of strategy.
Engage and consult with women and girls with lived experience of all forms of violence against women and girls.	<ul style="list-style-type: none"> Support the development of a survivor reference group. Identify funds to support and sustain survivor reference group. Work with 3rd sector partners to realise this activity. 	<ul style="list-style-type: none"> Survivor reference group established Survivor reference group influence VAW&G strategic activity 	<p>GVAWP</p> <p>VAW Lead</p> <p>Standing Group on VAW&G</p>	2026
Support the development of a proof of concept project on applying a gendered lens to review service delivery.	<ul style="list-style-type: none"> Develop recommendations based on Learning Report: Applying a Gendered Lens October, 2022. Identify work area to introduce a proof of concept in applying a gendered lens to review of service provision. Share knowledge/expertise – participate in working group. Develop support for an intersectional gendered lens to be applied to all service provision/policy development. 	<ul style="list-style-type: none"> Proof of concept implemented Report produced on learning and shared Recommendations produced from learning document 	<p>VAW Lead</p> <p>ADP Women's Working Group</p>	Reviewed annually.
Support the implementation of	<ul style="list-style-type: none"> Provide information on how VAW&G impacts on gender inequality and vice 	<ul style="list-style-type: none"> Number of councillors trained 	GCC – Chief Executives	By end of strategy.

gender budgeting approaches across council departments	versa and issues to be considered when undertaking EQIAs or gender budgeting analysis.	<ul style="list-style-type: none"> • Number of Staff trained • Budget decisions consider gender 	Department Equalities & Finance	
Support the embedding of an effective multi-agency financial inclusion plan for women and girls affected by male violence against women	<ul style="list-style-type: none"> • Support embedding of learning from Financially Included across key services both locally and nationally • Seek to develop information and resources to meet the needs of women as gaps are identified • Explore impact of financial/economic abuse on wider VAW issues: CSE/Rape & Sexual abuse/violence • Make real the links between child poverty and women's poverty • Make visible the inter-relationship between women's poverty and VAW&G. • Work in partnership to support the development of activity to mitigate against the rising cost of living and its impact on women's safety. • Develop good practice guidance to share learning 	<ul style="list-style-type: none"> • Guidance developed • Staff in agencies report improved knowledge/awareness • Information fed into Scottish Government 	GEMAP Financially Included/GVAWP/ GCC Financial Inclusion Services Child Poverty Action Group	On going work across the life of the strategy.
Work with colleagues in GCC to engage with Close the Gap Equally Safe at Work	<ul style="list-style-type: none"> • Work in partnership with GCC to achieve Development Accreditation Award and to progress through all accreditation stages. 	<ul style="list-style-type: none"> • Development Accreditation award achieved 	GCC – Human Resources Services	2026

	<ul style="list-style-type: none"> • In partnership develop action plan to embed learning from award into wider processes. 	<ul style="list-style-type: none"> • Learning embedded into wider GCC processes 		
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Priority 5	<p>Hold perpetrators of VAWG to account, supporting change where possible</p> <p>Objectives;</p> <ul style="list-style-type: none"> • Men who carry out violence against women and girls are identified early and help to account by criminal and civil justice process's
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	<ul style="list-style-type: none"> Relevant links are made between the experience of women, children and young people in the criminal and civil justice process's 			
Activity	Actions	Evidence of impact / how do we know this is/will be completed?	Lead	Timescales
To introduce locally a challenging demand approach to tackle those who seek to buy sex in Glasgow.	<ul style="list-style-type: none"> Review learning from Operation Outgoing Review learning from scoping exercise on indoor CSE undertaken during public health restrictions Use information to form basis of development of specific CSE strategy for the city. Incorporating Scot Gov framework for challenging demand 	<ul style="list-style-type: none"> CSE strategy developed and implemented 	CSE Working Group	TBC
Raise awareness of the experiences of women, children and young people accessing justice and influence changes to the system	<ul style="list-style-type: none"> Work with survivors' reference group to collate information on women's experiences. Consider how the trauma informed justice framework can be embedded across partners in Glasgow. Capture women's experiences of using legal aid and identify any responses needed. 	<ul style="list-style-type: none"> Provide evidence to strategic partners of women's experiences 	NRS VAW Services Standing Group on VAW&G Glasgow HSCP Community Justice Glasgow COPFS	Reviewed annually.

<p>Work in partnership with Glasgow HSCP to investigate options to introduce a programme of activity to challenge men's violence against women out with Caledonian.</p>	<ul style="list-style-type: none"> • Participate in the Glasgow HSCP Working With Men Working Group • Participate in the development of a programme of activity that might be applied in working with men across Glasgow HSCP services. • Review how programmes operate areas across UK. • Take part in considering options for delivery in Glasgow. • Develop guidance for those in non-specialist VAWG criminal justice services and non-criminal justice service services on how to work safely with perpetrators (to reduce likelihood of colluding, reduce service generated risks). • Ensure consistent approaches to working with perpetrators by sharing skills and expertise in working with perpetrators of VAWG to commissioned services. 	<ul style="list-style-type: none"> • Action Plan developed, approved and implemented. • Information on activity shared with GVAWP and other key partners • Guidance developed and disseminated 	<p>Glasgow HSCP</p>	<p>Reviewed annually.</p>
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Priority 6	Deliver sustainable, informed and safe specialist and universal service responses for victim/survivors' that are holistic and meet victim/survivors' individual needs.				
	Objectives: <ul style="list-style-type: none">• Improve access to specialist service provision across the city.• Mainstream services are better equipped to identify and respond to the needs of women, children and young people.• Improved service provision in the city reflecting needs of women, children and young people including those from diverse communities.				
Activity	Actions	Evidence of impact / how do we know this is/will be completed?	Lead	Timescales	
Support the development of trauma informed practice across partner agencies in relation to violence against women	<ul style="list-style-type: none">• Develop trauma informed protocols and referral pathways in the city for housing; homelessness; financial inclusion; addictions; mental health• Promote the integration of VAWG within trauma training provision• Improve and support agencies in understanding the provisions within the Equality Act 2010.• Support the provision of single sex services in the city• Consider the needs of marginalised groups to better understand service provision and how this can be delivered.	<ul style="list-style-type: none">• There is evidence of trauma informed service delivery in mainstream services.• Availability of specialist single sex provision for women in the city.	VAW Lead Standing Group on VAW&G Public Health Glasgow GCC Community Planning Services	Ongoing work, reviewed annually.	

Promote the development of innovative and creative projects that respond to the needs of women, children and young people affected by all forms of VAW&G	<ul style="list-style-type: none"> • Produce a final report on Making A House A Home (MaHaH); Safety and Wellbeing Project. • Use recommendations from report to advocate for the continuation of Making a House a Home. • Raise awareness of the initiatives and impact targeting elected members; funders; and key GCC Committee's. • Develop a proof of concept proposal to fast track Scottish Welfare Fund applications for women who experience gender based abuse and violence. • 	<ul style="list-style-type: none"> • Feedback from front line women's services • Anonymised testimony from women on difference project has made • Women more able to sustain tenancies • Women able to create safe, comfortable home environments for their children 	<p>VAW Lead</p> <p>Standing Group on VAW&G</p> <p>Front line women's services GCC</p> <p>Financial Inclusion Services</p>	<p>Reports by 2025. Reviewed annually.</p>
Support the provision of clear, up to date and accessible online information about the services available to support women, children and young people.	<ul style="list-style-type: none"> • Consider how we engage with locality and community groups • Develop clear accessible pathways to explain how women, children and young people can access support for different issues • Support partners to disseminate information to frontline workers and those who use their services • Develop guides for women increase opportunities for informed decision making 	<ul style="list-style-type: none"> • Increased numbers from minority groups accessing services • Frontline workers know about support/services available and how to refer and signpost • Women and girls in Glasgow are aware of how to access services 	<p>VAW Lead</p> <p>WAIR Group</p> <p>Minority Ethnic Women's Working Group</p>	<p>2026</p>

Operationally and strategically support and oversee the delivery of an effective multi-agency MARAC response to high risk victims of domestic abuse in the city.	<ul style="list-style-type: none"> • Consolidate funding model • Raise awareness of issues, challenges, emerging trends highlighted through MARAC • Increase multi-agency partner participation in Chairing of MARAC • Raise profile of MARAC and reduce barriers to MARAC referrals being made by a range of partner agencies. • To inform locally and nationally successes and challenges identified at MARAC. • Continue to develop MARAC delivery in line with National Standards. • Develop guidance in line with SafeLives to ensure only high risk victims of domestic abuse access MARAC interventions. 	<ul style="list-style-type: none"> • Sustainable multi-agency funding model is agreed for the delivery of MARAC in the city • Develop and deliver a sustainable delivery of operational MARAC • MARAC stakeholders recognise their responsibility towards the effective functioning of MARAC • MARAC is recognised as a priority public protection priority response to domestic abuse 	MARAC Steering Group	<p>September 2023 and ongoing.</p> <p>Reviewed annually as MARAC position develops</p>
To work in partnership with front line services to develop creative and innovative responses to all forms of violence against women and girls	<ul style="list-style-type: none"> • Annually review the GVAWP funded activity in response to identified issues and advocate for sustainable funding models if initiative have been successful e.g. safety and wellbeing project. • Capture impact of the funding and make visible the difference the initiative has made on the lives of women. 	<ul style="list-style-type: none"> • Annual report on impact of funding published. 	NRS VAW Services	Annually

	<ul style="list-style-type: none"> • Share learning from project work with National Network of VAW&G Partnerships • Work with partners delivering crisis services, to understand current levels of demand and unmet need, and to determine approaches to reduce these as a priority. 			
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Priority 7	Promote an intersectional approach to preventing, reorganising and responding to the compounding inequalities and risks that some women, children and young people may experience because of their ethnicity, race, disability, age, sexual orientation, gender identity and/or immigration status. Objectives:			
Activity	Actions	Evidence of impact / how do we know this is/will be completed?	Lead	Timescales
Convene and support the WAIR working group to address the needs of women affected by immigration barriers including Asylum Seeking and EU settlement.	<ul style="list-style-type: none"> • Action plan reviewed. • Promote the development of a National Group. • Review action plan annually and update in line with identified need. • Continue to develop membership of WAIR Group and develop a wider reference group. • To produce a report on Women, Destitution and NRPF along with 	<ul style="list-style-type: none"> • Action plan established along with delivery plan 	Women, Asylum, immigration. And Refugees (WAIR) Group	Ongoing work.

	<p>recommendations and to share learning from project.</p> <ul style="list-style-type: none"> • Work with partners to highlight concerns and any barriers arising from legal and other responses to migrant, asylum seeking women. 			
Partners consider the multi-agency response to VAWG within BAME Communities	<ul style="list-style-type: none"> • Develop a multi-agency working group with a focus on issues impacting minoritised women and girls. • Review arrangements for multi-agency response to wider familial violence. • Investigate the need and options for 3rd party reporting/support arrangements in local community settings. • Seek to engage with the diverse minority communities (including newly arrived groups) to identify VAWG and raise awareness of this to frontline workers. • Produce accessible multi-agency information including pathways for women and girls who are or are at risk of being subjected to forced marriage; HBV; trafficking etc. • Support improved understanding of the use of interpretation services and impact this can have on women's access to services. 	<ul style="list-style-type: none"> • A specific BAME Working Group is established. • Number of referrals from BME communities to specialist services • Number of women from BME communities accessing support • Workers levels of awareness of issues affecting minority communities • 	<p>NRS VAW Services.</p> <p>GCC Hate Crime Working Group</p> <p>BAME 3rd Sector Services.</p> <p>Glasgow Life</p> <p>Glasgow HSCP</p> <p>Police Scotland</p>	2026

	<ul style="list-style-type: none"> • Build capacity of women within community groups to represent their communities at a strategic level. • Consider actions within New Scots Strategy relevant to the working group. • Partners to consider the recommendations of the Labyrinth report and explore responses. 			
Work with partners to ensure that violence against women services is accessible for women who have disabilities, learning or physical; communication difficulties and language barriers.	<ul style="list-style-type: none"> • Work with relevant partners to improve access to services for women with a learning disability. • Review SCLD report recommendations • Review information available to women whose first language is not English and how they find out about services/support 	<ul style="list-style-type: none"> • Numbers of women from minority groups and those with protected characteristics accessing services • Women have information on their rights and how to access services 	Glasgow HSCP VAW Lead SCLD	

Appendix 1. Panel Principles

PANEL stands for

Participation

People should be involved in decisions that affect their rights.

Accountability

There should be monitoring of how people's rights are being affected, as well as remedies when things go wrong.

Non-Discrimination and Equality

All forms of discrimination must be prohibited, prevented and eliminated. People who face the biggest barriers to realising their rights should be prioritised.

Empowerment

Everyone should understand their rights and be fully supported to take part in developing policy and practices which affect their lives.

Legality

Approaches should be grounded in the legal rights that are set out in domestic and international laws.

Appendix 2. GVAWP Terms of Reference June 2023

1. Context

The Glasgow Violence Against Women Partnership brings together a range of statutory and voluntary agencies in Glasgow with the aim of improving agency responses to women, children and young people who have experienced male violence. The GVAWP believes that by improving participation will result in better service provision, improved legal protection and help prevent further abuse to women, children and young people. These aims support the implementation and outcomes of the Scottish Governments Equally Safe: Scotland's strategy for preventing and eradicating violence against women.

2. Definition

GVAWP understands violence against women as a consequence of the social inequalities which exist between men and women. It recognises that violence against women, children and young people can take many forms and that some women, children and young people may experience different and/or multiple forms of male violence over their lifetime. The GVAWP supports the following definition of violence against women:

Equally Safe definition of VAWG includes the actual and threat of physical, sexual, psychological, emotional, and financial abuse occurring in the family, within the general community, and in institutions in both physical and digital spaces and places:

- *domestic abuse/coercive controlling behaviours, stalking, rape, incest, sexual harassment, bullying, and intimidation and commercial sexual exploitation (CSE), including prostitution, lap dancing, stripping, pornography*
- *human trafficking, including for the purposes of domestic servitude, sexual exploitation and child criminal exploitation, which may include gangs and organised criminal networks*
- *child abuse occurring within family settings, including domestic abuse, and sexual abuse by male family members including siblings child sexual abuse and exploitation including the production and sharing of indecent images of children*
- *honour-based abuse, including forced marriages, female genital mutilation (FGM), dowry abuse and 'honour based' coercive control and killings.*
- *Boys experience domestic abuse, sexual abuse, and exploitation*

3. Membership

Glasgow Violence Against Women Partnership (“GVAWP”) was established in 2000 to promote a strategic multi-agency response to violence against women in Glasgow. The membership of the Partnership includes public and voluntary sector agencies at city-wide and local levels.

Leadership

The GVAWP will be Chaired by a senior elected representative of Glasgow City Council and reflect the political balance of the Administration. This may require Co- Chairing agreements.

Standing Group on Violence Against Women and Girls (Standing Group)

Glasgow has 7 front line women’s third sector organisations delivering specific violence against services across the city. These are Daisy Project, Glasgow Women’s Aid, Greater Glasgow & Clyde Rape Crisis, Hemat Gryfe Women’s Aid, SAY Women, Wise Women and Women’s Support Project.

The Standing Group are invited to nominate up to 4 Standing Group members to represent the frontline women’s 3rd sector services at the GVAWP. Representation to the GVAWP is agreed by Standing Group members.

Current membership of the Citywide partnership consists of:

Glasgow City Council Elected Member Chair
Glasgow City Council Education Service
Glasgow City Council NRS VAW Services
ASSIST
Routes Out
TARA Project
Glasgow City Council Community Empowerment Community Justice Glasgow
NHS Greater Glasgow & Clyde
Police Scotland

Crown Office Procurator Fiscal
Standing Group on Violence Against Women x 4 Representative
Sandyford and Archway Sexual Assault Referral Service
Wheatley Group
Glasgow Life

4. Strategic Objectives of GVAWP

Equally Safe sets out priorities in order that VAWP take forward the work that will contribute to the prevention and elimination of all forms of violence against women and girls. The Equally Safe priorities are as follows:

Priority 1 - Preventing VAWG before it occurs.

Priority 2 – Support early intervention.

Priority 3 – Build a broad and shared understanding across our society and communities of what VAWG is, how it affects those who have experience it, its impact on society more generally, the scale of the problem, and what cause it – so that we can reduce the harm together.

Priority 4 – Build political, institutional, sectoral, organisational, community and personal commitment, and contribution to preventing and tackling VAWG.

Priority 5 - Hold perpetrators of VAWG to account, supporting change where possible.

Priority 6 - Deliver sustainable, informed and safe specialist and universal service responses for victim/survivors' that are holistic and meet victim/survivors' individual needs.

Priority 7 - Promote an intersectional approach to preventing, reorganising and responding to the compounding inequalities and risks that some women, children and young people may experience as a result of their ethnicity, race, disability, age, sexual orientation, gender identity and/or immigration status.

The GVAWP's objectives are in line with Equally Safe and reflect the complex nature of violence against women and the interdependence of initiatives: To promote and coordinate an effective inter agency response to male violence, with the aim of ending violence against women and girls and reducing women's fear of violence:

- To bring key stakeholders together to support the development of consistent, collaborative and quality responses to women, children and young people affected by male violence on a Glasgow wide and locality level,
- To amplify the voices of women, children and young people with experience of violence against women and those with learned experience, using this to inform the work of the partnership and other key stakeholders,
- To maintain a focus on VAWG across all relevant agencies and departments at a strategic and operational level, supporting partners to prioritise work to address VAWG in their strategic and operational plans.
- To support partners to recognise the cross-cutting impact of violence against women and girls and to work together to address these,
- To support partners to address the root causes of violence against women and girls and influence the development of gendered responses to service delivery.
- To promote intersectional gender budgeting approaches to help ensure that the right services are available at the right time and which ensures that decisions address inequalities.
- To share learning and good practice at a local and national level to inform practice development.
- To inform and influence the Scottish Government, Glasgow City Council, GHSCP and other partners about emerging issues, trends, problems and gaps in relation to violence against women and girls.

5. Partner Responsibilities

All members of the GVAWP must:

- Acknowledge and work to the definition of Violence Against Women outlined in the Scottish Government's Equally Safe: Scotland's strategy to eradicate and prevent violence against women and girls.
- Commit resources including a dedicated individual at a strategic level with time and decision making power to progress multi agency working at both city-wide and local levels.
- Take overall responsibility for the delivery of their agency's actions within the Strategy and within set timescales.
- Take responsibility with GVAWP for the achievement of targets developed in the Strategic Plan and ensure these are reflected in the local Violence Against Women Action Plans.
- Hold their agencies local delivery mechanisms to account for delivery of GVAWP priorities within Local VAW Action Plans
- Promote, within their agencies, active participation in locality based Violence Against Women Implementation Groups

Role of Partner Representatives

All representatives must commit to:

- To provide written or verbal reports on their organisations' developments in relation to violence against women
- To attend Partnership meetings (and to nominate a deputy for attendance when this is not possible)
- To progress actions between meetings, independently of the Partnership or in conjunction with other member representatives
- To participate in the GVAWP meetings and in any short life working groups and to progress specific pieces of work when required
- To work across and within their agency to deliver Strategy targets, including facilitating the involvement of Directors, elected members, board members, Heads of Service where required
- Be in a position within their organisation to feed into other related, Strategies and Action Plans
- Be aware of performance management processes and feed into these
- To update the leads of other related Strategies of progress of the VAW Strategy
- To support members from other groups e.g. Locality Violence Against Women Implementation Groups
- Report back to Senior/Chief Officer on GVAWP priorities, emerging issues, activity and progress of the Strategy and vice versa

Role of NRS Violence Against Women Services

Violence Against Women Services are located within GCC Neighbourhood, Regeneration and Sustainability Services will support the GVAWP to do the following:

- Coordinate and support GVAWP meetings
- Coordinate and support Working Groups of the GVAWP
- Take forward individual pieces of work as identified by the GVAWP and its associated working groups
- To provide reports to the GVAWP on a 1/4ly basis on work area priorities
- Represent and act as a link for the GVAWP at local and national violence against women meetings, networks and forums as agreed
- Respond on behalf of the GVAWP to local and national consultations documents on violence against women and other related areas

6. Overarching Principles

Meeting Schedule: The GVAWP will meet a minimum of 4 times annually and members are expected to commit to this schedule. From time to time as the needs of GVAWP dictate additional meetings and/or development sessions may be planned to progress work as identified within the GVAWP Strategic Plan.

Reporting Structures:

The GVAWP will formally report biannually to the Safe Glasgow Group on its activity and progress on the city wide Strategic Plan.

The GVAWP will formally report to Environmental and Liveable Communities Committee on its activity and progress of the city wide Strategic Plan.

Representatives are expected to take the GVAWP Strategic Plan through their own reporting structures and ensure that violence against women is reflected in all appropriate plans. Progress on activity should be included in member reports to the GVAWP.

Links to Relevant Partnership and Planning Mechanisms

It is essential that the GVAWP and the Strategic Plan link into existing citywide planning structures, to ensure that all City planners consider violence against women within their planning activity.

Equalities

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

The GVAWP will ensure that agency representatives including those who take part in Working Groups will have equal access to participation.

Monitoring and Evaluation:

Monitoring and evaluation of GVAWP and its associated activities will be undertaken on a number of levels:

- The GVAWP will establish a Performance Management Working Group from representatives from the GVAWP membership
- The Performance Management Working Group will have the responsibility of monitoring and evaluating the implementation of the GVAWP Strategic Plan
- The group will have responsibility of developing and implementing a monitoring and evaluation framework to measure outcomes of the plan and report accordingly to the wider GVAWP on a 1/4ly basis
- The group within the monitoring and evaluation framework will produce key targets and performance indicators in relation to violence against women
- The GVAWP will provide information to Improvement Service and Scottish Government by participating in the Equally Safe Performance Standards Monitoring Framework

Appendix 3. Definitions of VAWG

Domestic Abuse

In 2023/24 there were 63,867¹⁰ reports of domestic abuse in Scotland and responding to reports of domestic abuse accounts for 32% of police time. Glasgow currently records the third highest incident rates per 10,000 population, with 8,836 reports of domestic abuse to Police Scotland in 2023/24.

Glasgow has some of the best resources in Scotland to respond to the needs of women children and young people whose lives are affected by domestic abuse.

Rape and Sexual Violence

Reporting of sexual crimes increased slightly from previous years **14,484** in 2023-24, the reporting and recording of these crimes has increased year on year. We are aware of under reporting of crimes of sexual nature and recognise this is unlikely to be the true figure.

<https://www.gov.scot/collections/domestic-abuse-in-scotland-statistics/>

Women and girls affected by rape or sexual violence can approach any number of specific services in the city.

Stalking and Harassment

Recorded incidents of stalking and harassment have almost doubled in the last 5 years and there has been a significant rise of stalking through social media and mobile phone apps. It is recognised that stalking and harassment has a profound impact on the mental, emotional and physical health of those who are subjected to this unwanted behaviour. Up until the inception of the Criminal Justice and Licensing (Scotland) Act 2010 there was no specific offence of stalking. Stalking is not a gender specific crime however more women than men experience often from former male partners and it disproportionately impacts on the lives of women and girls and is a frequent feature of domestic abuse and other forms of male violence against women and girls. Stalking is currently defined as *'two or more behaviours directed towards a victim which cause, are intended to cause, or where the perpetrators behaviour is reckless as to whether it causes, the victim to suffer fear and alarm'*¹¹

Women and girls can approach a number of services in Glasgow to seek support if they are experiencing stalking and harassment.

Commercial Sexual Exploitation

Glasgow City Council has been a leader in developing robust responses to the commercial sexual exploitation of women and girls. In 1999 the city produced its first policy statement on prostitution and this was updated in 2009 to include all forms of commercial sexual exploitation. As part of this strategy the GVAWP is committed to developing a standalone strategy specifically to tackle all forms of commercial sexual exploitation. The GVAWP understands that commercial sexual exploitation stems from and perpetuates, systemic, deep-rooted women's inequality and includes (but is not limited to): [prostitution](#); stripping; pole dancing; massage parlours / saunas; brothels; escort agencies; phone sex lines; internet sex chat rooms; sex web camming; [pornography](#); trafficking; forced marriage; mail order brides; sex tourism.

Glasgow has a dedicated service in Routes Out which offers support, advocacy, harm reduction and support to exit for women and girls exploited in prostitution.

Additionally, Glasgow benefits from having TARA Service located in the city. While TARA is a national support service providing support and advocacy for victims of trafficking the city benefits enormously by having such a skilled and knowledgeable organisation based in Glasgow.

¹¹ <http://www.legislation.gov.uk/asp/2010/13/section/39/enacted>

Harmful Traditional Practices

Harmful traditional practices are forms of violence committed against women and girls in certain communities for so long now, that for some they are considered as part of tradition and culture rather than forms of violence. In Glasgow this manifests in the following:

Female Genital Mutilation: The Prohibition of Female Genital Mutilation (Scotland) Act 2005 criminalised the practice of FGM in Scotland this includes taking a girl from Scotland to carry out FGM on her. GVAWP recognises the diversity of communities that continue to practice FGM and are aware that there is no single solution in order to prevent and eradicate the practice. We are committed to working in partnership with affected communities to help us take forward activity in line with the Scottish Government National Action Plan to address FGM.

Child and Forced Marriage: The Forced Marriage (Protection and Jurisdiction) (Scotland) Act 2011 came into force November 2011. It introduced Forced Marriage Protection Orders to protect those at risk of or victim of forced marriage. A forced marriage is a marriage in which one or both spouses do not consent to the marriage but are coerced into it. Duress can include physical, psychological, financial, sexual and emotional pressure. In cases of vulnerable adults who lack the capacity to consent to marriage, coercion is not required for a marriage to be forced. The Scottish Government have produced Statutory and Multi Agency Guidelines to improve responses to forced marriage

Honour Based Violence: The term “honour crime” or “honour-based violence” also known in communities as ‘izzat’ embraces a variety of crimes of violence (mainly but not exclusively against women), including assault, imprisonment and murder where the person is being punished by their family or their community. They are being punished for actually, or allegedly, undermining what the family or community believes to be the correct code of behaviour. In transgressing this correct code of behaviour, the person shows that they have not been properly controlled to conform by their family and this is to the “shame” or “dishonour” of the family.

Adult Survivors of Child Sexual Abuse: Much of what we have learned about child sexual abuse is as a result of being involved in the support of adult survivors of child sexual abuse. Sexual abuse is an abuse of power, it is wrong and it is damaging and has longer term consequences for both male and female survivors. The very nature of child sexual abuse is such that it can mean that many children do not disclose their childhood experiences until adulthood. The experience of each survivor is unique to their set of circumstances.

Misogyny

In 2021 Scottish Government appointed Baroness Helena Kennedy to Chair an independent expert working group to consider how the Scottish criminal justice system deals with misogyny. This included looking at whether there are gaps in the law that could be addressed by a specific criminal offence to tackle such behaviour. In March 2022 the working group concluded on the production of Misogyny-a Human Rights Issue report. Following this the Scottish Government began a consultation process on Reforming Criminal Law to address misogyny, an analysis of the responses was published in May 2025.

The GVAWP along with statutory and front line women's organisations are concerned of the increased proliferation of misogynistic behaviours and attitudes towards women and girls and are committed to addressing this across all our work to prevent all forms of violence against women and girls.

Separate-Sex and Single-Sex Services

A separate sex service is one which is provided to both sexes, but separately or differently.

Single-Sex services are provided to only one sex and are objectively justified for one of the following reasons:

1. Only people of that sex need the service.
2. Providing the service jointly to both sexes would not be sufficiently effective.
3. The level of need for the services makes it not reasonably practicable to provide separate services for each sex.
4. The service is provided at a hospital or other place, where users need special care, supervision or attention.
5. The service is likely to be used by more than one person at the same time and a woman might reasonably object to the presence of a man (or vice versa).
6. A person might reasonably object to the service user being of the opposite sex because the service involves physical contact.

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