



Glasgow City Council

Environment and Liveable Neighbourhoods City Policy Committee

Report by Executive Director of Neighbourhoods, Regeneration and Sustainability

Contact: Ann Fehilly Tel 0776 8728999

Glasgow Violence Against Women Strategic Plan 2025

Purpose of Report:

To provide an update on the citywide Glasgow Violence Against Women Partnership (GVAWP), Strategic Plan 2025.

Recommendations:

The Committee is asked to

- a) Note the Key Aims and Priorities contained within the Strategic Plan; and
- b) Note the actions and commitments contained within the Strategic Plan.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes ☐ No ☐ consulted: Yes ☐ No ☐

1. Background

- 1.1 The Strategic Plan has been developed with significant collaboration between public and voluntary partners. This includes representation from services across the HSCP (Children's, Adult and Justice services), partners including Glasgow City Council Education, Police Scotland, front line Violence Against Women Services (VAW) representation, Wheatley Group, Victim Support Scotland and NHS GG&C. The proposals within the Strategic Plan have been informed by an extensive engagement process which included all partners, and people with lived and living experience of VAW.
- 1.2 The Strategic Plan has seven priorities and a number of associated commitments to improve partner services to people who experience or are affected by VAW across our city. It also includes actions to improve our response to people who perpetrate VAW.
- 1.3 The Plan describes what partners will do to ensure people effected by VAW receive the best possible service and how we will continue to seek the views of lived and living experience. The Plan outlines activities to equip staff across the services to recognise and respond to VAW and improve the way we work across services.

2. Vision

- 2.1 The vision for the strategic plan is:

“A strong and flourishing Glasgow 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.”

- 2.2 The GVAWP's aim and objectives are aligned with Scotland's national Strategy, Equally Safe and reflects the complex nature of violence against women which is a cause and consequence of gender inequality.

3. The Strategic Plan

- 3.1 Our agreed definition of Violence Against Women 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:
- 3.2 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

3.3 The Strategic Plan (Appendix 1) has the following aims:

- 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

3.4 The strategic Plan sets out priorities that will contribute to the prevention and elimination of all forms of violence against women and girls. In line with Equally Safe GVAWP 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 – 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

4. Delivering the Strategic Plan

- 4.1 Implementation of the commitments within the strategic plan will improve longer term sustainability of services which respond to VAW and make a significant contribution to creating a more joined up approach and response to those affected by VAW&G.
- 4.2 The Glasgow Violence Against Women Partnership will oversee and monitor implementation of the Strategic Plan and the commitments to improve our services to those who experience or are affected by VAW, as well as to improve our actions and response to those who perpetrate Violence Against Women and Girls. The Plan will be reviewed annually in tandem with a monitoring framework being developed by the partners.
- 4.3 At the full Council meeting in March 2025, Glasgow City Council invested an additional £50,000 to support the Glasgow Violence Against Women and Girls Strategy and build capacity of the NRS VAW Team to support the implementation of actions and commitments. We welcome this opportunity to provide greater support to multiagency practice in Glasgow in relation to violence against women and support the delivery of the city-wide strategic plan.

5. Policy and Resource Implications

Resource Implications:

Financial: NO

Legal: NO

Personnel: NO

Procurement: NO

Council Strategic Plan: [Reduce Poverty and inequality in our communities.](#)

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25? Please specify. [Outcome No. 4](#)

What are the potential equality impacts as a result of this report? no significant impact,

Please highlight if the policy/proposal will help address socio-economic disadvantage. NO

Climate Impacts:

Does the proposal support any Climate Plan actions? Please specify: NO

What are the potential climate impacts as a result of this proposal? NO

Will the proposal contribute to Glasgow's net zero carbon target? NO

Privacy and Data Protection Impacts: NO

Are there any potential data protection impacts

as a result of this report
Y/N

If Yes, please confirm that
a Data Protection Impact
Assessment (DPIA) has
been carried out

6. Recommendations

6.1 The Committee is asked to

- a) Note the Key Aims and Priorities contained within the Strategic Plan; and
- b) Note the actions and commitments contained within the Strategic Plan.

Appendix 1

DRAFT Glasgow Violence Against Women Strategic Plan 2025

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
- 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.

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

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

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.

Priority 2: Support early intervention.

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 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.

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:

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

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: • 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.	• 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.	• 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	GCC Education Services	

		gender equal play guidance • Support role out of Equally Safe in schools and number of schools participating		
Seek to influence partners and citywide youth strategies and interventions to raise young people's understanding and awareness of VAWG and the importance of healthy, respectful relationships.	• Review and refresh the GVAWP Guidelines for responding to gender based violence within a youth setting. • Support inclusion of CSE within partner prevention activity.	• Production of refreshed guidance. • Refreshed guidance distributed and implemented within youth work settings.	Health Improvement Services Citywide Working Group Glasgow Life VAW Lead 3rd sector Youth Services	2026
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.	• 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.	• 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	Annually

	Support the delivery of VAW&G awareness workshops across the calendar year.		GCC Chief Executive Office	
Support the development of work to expand the focus of prevention work beyond education and identify changes required across different policy areas.	- 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.	Action plan developed	GCC Chief Executive Office Public Health Glasgow Partner HR Support Services Youth Providers Forum Housing Providers Glasgow HSCP VAW Lead Fear Free Glasgow	By end of strategy

Priority 2	Support early intervention Objectives • 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.	• 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. • 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.	• Number of staff trained • Increased identification of VAW&G in care plans • Case review process developed • Number of case reviews carried out • Protocol developed • Increased staff awareness about trauma informed practice and VAWG	ADP Women's Working Group Glasgow HSCP GCC Financial Inclusion Services	TBC	

	Consider service provision that responds to the longer-term support needs of some women			
Support partners to have a well trained, competent, confident and professional workforce	- 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	- 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 - Evidence of integration of training into practice	VAW Lead Glasgow HSCP All GVAWP Partners	Ongoing work
Support partners to create a workforce that is proficient in identifying and responding to all forms of violence against women	- Develop and produce Routine Enquiry Guidance for statutory and 3rd sector organisations on violence against women and girls - Support partners to embed routine enquiry	- Guidance produced - Numbers accessing training - Identification levels of VAWG by services	Glasgow HSCP GVAWP GVAWP Working Groups	Ongoing activity

	Investigate routine enquiry for CSE/Trafficking	referrals by agencies into specialist services		
Support the development of information that tackles stigma related to VAWG	- 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	- 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	- 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 - Review current processes to embed Safe & Together approach. - Participate in quality assurance processes every 2 years.	- Safe & Together model is integrated into practice. - Partners report improved responses - Women report improved response	Glasgow HSCP	See HSCP DA Strategy

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. Objectives • 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.	• 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.	• Partners submit data on a regular basis • Annual report published	GVAWP Partners NRS PIMU	2025
Support the development of a specific strategy to address the commercial sexual exploitation of	• Integrate Scottish Government principles within a Glasgow CSE Strategy and explore how these are implemented across services	• Greater awareness of policy position across relevant staff groups and services	Multi-agency CSE Working Group	CSE Working Group established by

women and girls in Glasgow	• Review and refresh GCC policy position on CSE. • Update and disseminate Glasgow policy position on CSE to all relevant services	• Development of a specific CSE Strategy and corresponding action plan developed and implementation begun		November 2025
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Priority 4	Build political, institutional, sectoral, organisational, community and personal commitment, and contribution to preventing and tackling VAWG. • 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.	• 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.	• 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	Engage with Community Planning structures to ensure VAW&G is both visible and represented within that.	VAW&G is integrated into restructure of Community Planning processes.	Community Planning Glasgow HSCP VAW Lead	Across life of strategy.
Engage and consult with women and girls with lived experience of all forms of violence against women and girls.	- 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.	- Survivor reference group established - Survivor reference group influence VAW&G strategic activity	GVAWP VAW Lead Standing Group on VAW&G	2026
Support the development of a proof of concept project on applying a gendered lens to review service delivery.	- 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.	- Proof of concept implemented - Report produced on learning and shared - Recommendations produced from learning document	VAW Lead ADP Women's Working Group	Reviewed annually.
Support the implementation of	Provide information on how VAW&G impacts on gender inequality and vice	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.	• 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	• 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	• 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	• Work in partnership with GCC to achieve Development Accreditation Award and to progress through all accreditation stages.	• Development Accreditation award achieved	GCC – Human Resources Services	2026

	• In partnership develop action plan to embed learning from award into wider processes.	• Learning embedded into wider GCC processes		
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Priority 5	Hold perpetrators of VAWG to account, supporting change where possible			
	Objectives; - Men who carry out violence against women and girls are identified early and help to account by criminal and civil justice process's - 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.	- 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	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	- 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.	Provide evidence to strategic partners of women's experiences	NRS VAW Services Standing Group on VAW&G Glasgow HSCP	Reviewed annually.

			Community Justice Glasgow	
			COPFS	
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.	• 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.	• Action Plan developed, approved and implemented. • Information on activity shared with GVAWP and other key partners • Guidance developed and disseminated	Glasgow HSCP	Reviewed annually.

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: • 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	• 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.	• 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	• 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. •	• 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	VAW Lead Standing Group on VAW&G Front line women's services GCC Financial Inclusion Services	Reports by 2025. Reviewed annually.
Support the provision of clear, up to date and accessible online information about the services available to support women, children and young people.	• 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	• 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	VAW Lead WAIR Group Minority Ethnic Women's Working Group	2026

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.	• 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.	• 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	September 2023 and ongoing. Reviewed annually as MARAC position develops
To work in partnership with front line services to develop creative and innovative responses to all forms of violence against women and girls	• 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.	• Annual report on impact of funding published.	NRS VAW Services	Annually

	• 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.	- 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 recommendations and to share learning from project. - Work with partners to highlight concerns and any barriers arising from legal and other responses to migrant, asylum seeking women.	Action plan established along with delivery plan	Women, Asylum, immigration. And Refugees (WAIR) Group	Ongoing work.
Partners consider the multi-agency response	Develop a multi-agency working group with a focus on issues impacting minoritised women and girls.	A specific BAME Working Group is established.	NRS VAW Services.	2026

to VAWG within BAME Communities	• 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. • 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.	• 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 •	GCC Hate Crime Working Group BAME 3 rd Sector Services. Glasgow Life Glasgow HSCP Police Scotland	
Work with partners to ensure that violence against women services is accessible	• Work with relevant partners to improve access to services for women with a learning disability.	• Numbers of women from minority groups and those with	Glasgow HSCP VAW Lead	

for women who have disabilities, learning or physical; communication difficulties and language barriers.	• Review SCLD report recommendations • Review information available to women whose first language is not English and how they find out about services/support	protected characteristics accessing services • Women have information on their rights and how to access services	SCLD	
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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.

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

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

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

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.

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.