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COMMUNITY PLANNING STRATEGIC BOARD THURSDAY, 7TH MARCH, 2024

A MEETING of the COMMUNITY PLANNING STRATEGIC BOARD will be held VIA MICROSOFT TEAMS on THURSDAY, 7TH MARCH, 2024 at 2.00 PM.

N. MCKINLAY,
Director Corporate Governance,

23 February 2024

BUSINESS		
1.	Welcome and Apologies.	2 mins
2.	Order of Business.	
3.	Declarations of Interest.	
4.	Minute & Action Tracker (Pages 5 - 10) (a) Consider Minute of 16 November 2023. (Copy attached.) (b) Consider Action Tracker. (Copy attached.)	2 mins
5.	Matters arising not on the agenda	2 mins
6.	Volunteering Action Plan incl. the CPP's role in encouraging volunteering. (Pages 11 - 28) Presentation from Juliana Amaral, BCA.	25 mins
	THEME 4: A GOOD PLACE TO GROW UP, LIVE IN & ENJOY A FULL LIFE	
7.	Reaching domestic abuse survivors in the Scottish Borders (Pages 29 - 42) Presentation from Andrea Beavon.	25 mins
8.	Equally Safe: Scotland's Strategy for Preventing and Eradication Violence Against Women and Girls (Pages 43 - 86) For noting. (Copy attached.) Discussion on CPP's role to take place at future meeting once guidance issued.	
9.	Theme 4 - Work Plan Progress Report (Pages 87 - 90)	

	For noting. (Copy attached.)	
	OTHER ITEMS	
10.	<p>CPP Improvement Plan (Pages 91 - 136)</p> <p>Presentations from Director Resilient Planning: (a) Change of Community Planning Strategic Board to become an unincorporated association. (b) Review of CPP governance arrangements</p> <p>(Copies attached.)</p>	40 mins
11.	<p>Work Plan Progress Reports (for noting) (Pages 137 - 144)</p> <p>(a) Theme 1: Enough money to live on; (b) Theme 2: Access to work, learning & training; and (c) Theme 3: Enjoying good health & wellbeing. (Copies attached.)</p>	
12.	Forward Planner for Future Meetings (Pages 145 - 146)	2 mins
13.	Any Other Business	5 mins
14.	<p>Dates of Next Meetings for noting</p> <p>The dates of the next meetings of the Community Planning Strategic Board, 2.00pm, were scheduled as follows:</p> <ul style="list-style-type: none"> • Thursday, 6 June 2024 • Thursday, 5 September 2024 • Thursday, 14 November 2024 • Thursday, 6 March 2025 • Thursday, 5 June 2025 	

NOTES

1. Timings given above are only indicative and not intended to inhibit Members' discussions.
2. Members are reminded that, if they have a pecuniary or non-pecuniary interest in any item of business coming before the meeting, that interest should be declared prior to commencement of discussion on that item. Such declaration will be recorded in the Minute of the meeting.

Membership of Board:

Councillor Caroline Cochrane, Selkirkshire Ward (Chair)

Councillor John Greenwell

Councillor Scott Hamilton

Councillor Euan Jardine

Councillor Elaine Thornton-Nicol

Stuart Fletcher, Police Scotland

Ms Karen Hamilton, NHS Borders

Stephen Gourlay, Scottish Fire and Rescue Service

Russel Griggs, South of Scotland Enterprise

Ray McCowan, Borders College

Colin McGrath, Scottish Borders Community Council Network

Hilary Sangster, Scottish Fire and Rescue Service

* Any 3 from 5 Councillors

Copies also sent for information to:-

Ms Anna Griffin – SEPA

Mr Crispin Hill – Nature Scotland

Ms Alison Irvine – Scottish Government

Mr David Gordon – Waverley Housing

Ms Shona Mitchell – Skills Development Scotland

Mr Bill White – Live Borders

Please direct any enquiries to Lynne Cuerden Tel: 01835 826527

Email: lynne.cuerden@scotborders.gov.uk

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SCOTTISH BORDERS COMMUNITY PLANNING STRATEGIC BOARD

Date:	16 November 2023, 2.00 pm.
Location:	Via Microsoft Teams
Attendees:	Cllr C. Cochrane (Chair), Councillors J. Greenwell, S. Hamilton, E. Jardine and E. Thornton-Nicol, Ms K. Hamilton (NHS Borders), S. Fletcher (Police Scotland), H. Sangster (Scottish Fire & Rescue), C. Easton (BCA), C. McGrath (SBCCN),
Apologies:	Prof. R. Griggs (SOSE), C. Fancie (Eildon HA),
Also in attendance:	Chief Executive, Director Resilient Communities, Participation Officer, Community Co Ordinator (G. Jardine), CLD Team Leader (N. Tait), Employability Lead (A. Scott), Democratic Services Officer (L. Cuerden), (all SBC), J. Amaral (BCA), K. Jackson (SOSE), S. Mitchell (SDS), R. Roberts (NHS), G. Roberts (SDS), M. Meldrum (BHA),

MINUTE AND ACTION POINTS

1. WELCOME & APOLOGIES FOR ABSENCE

The Chair welcomed everyone to the meeting. Apologies had been received and noted accordingly.

2. MINUTE AND ACTION TRACKER

2.1 Copies of the Minute of the Meeting held on 7 September 2023 had been circulated.

DECISION

AGREED to approve the Minute for signature by the Chair.

2.2 Copies of an updated Action Tracker had also been circulated. Clare Malster, Participation Officer provided an update to the Action Tracker.

DECISION

NOTED the update.

3. REGIONAL SKILLS ASSESSMENTS

Greig Robson, Skills Development Scotland gave a presentation, the purpose of which was to provide an overview of the Regional Skills Assessments Regional Report – Borders. The report had been published online on 24 October and could be located at <https://www.skillsdevelopmentscotland.co.uk/media/12hm3u2e/rsa-regional-report-borders.pdf>. The report provided medium (2023-26) and long term (2026-33) estimates on the future workforce demand in both industry and occupation. A summary of key points was provided as follows:

- Health, retail and manufacturing were the largest employers with no significant change.
- Health was forecast to grow in jobs numbers, medium and long-term.
- Manufacturing was forecast to decline in medium and long-term.
- Sectors which decline or stay the same can have a large replacement demand and would need skilled workers.
- Replacement demand means opportunities exist across a wide range of sectors.
- Sectors may appear stable but beneath the surface of the figures, the skills needs can change quickly e.g. health workers will need more digital skills.
- RSAs provided high level indications around the direction of travel but were only one part of the evidence jigsaw.
- RSAs need to be supplemented with other evidence e.g. directly from local employers about future skills needs.
- Forecasts are subject to change.

There followed a brief discussion during which the impact of migrant workers, home working patterns and retired people was acknowledged. The absence of the third sector from the report was also highlighted, with an admission that though related data had been captured, it was still to be drawn together. Members were reminded that the report was to be viewed as trends and statistics, and was policy neutral.

DECISION

NOTED the presentation.

4. LOCAL EMPLOYABILITY PARTNERSHIP UPDATE

Alasdair Scott delivered a presentation to attendees, the purpose of which was to provide the background to the Local Employability Partnership (LEP), its vision, membership and terms of reference. The LEP comprised five themed sub-groups: 1. 'Transitions' led by SDS; 2. 'Barriers' led by DWP; 3. 'Skills' led by Borders College; 4. 'Employer Engagement' led by SOSE and DYW; and 5. 'Leadership'. The employability landscape had changed over the past few years. 2019-2022 had seen an increase in the number of funding sources due to Covid -19 support while 2023 had seen funding sources condensed into fewer pots. This had resulted in more focussed and cross collaborative work. A list of current employability funding was provided along with a summary of how SBC Employability was delivered; from the initial stage of reaching out to support people into regular activity and connecting with others through to the final stage of in-work support. An overview of client numbers and their outcomes from 2022-23 and current levels was provided. Looking forward, several challenges and opportunities were highlighted: the next phase of No One Left Behind; LEP Membership and Communication; Third sector and private sector engagement; Scottish Government annual funding levels which impacted staff retention and delayed the delivery of interventions; and alignment of Employability Services in the future. It was confirmed that Armed Forces had been included in the literature and marketing, and the website and subsequent communications were to be updated to reflect this. The importance of marketing the service and support available was noted, as was the need to tie in with Locality officers to enhance outreach to villages and towns and to go beyond reliance on thoughts of current service users alone. A brief explanation of 'No One Left Behind' was shared with confirmation that specific branding for the policy was to be forthcoming.

DECISION

NOTED the presentation.

5. ANNUAL PARTICIPATION MEASURE

Shona Mitchell (Skills Development Scotland) presented an overview of the Annual Participation Measure (APM) Report for the Scottish Borders which detailed the education, training and employment activity of 16–19-year-olds, including those at school. This report marked the ninth release of data on the participation of that cohort at both a National and Local Authority level. The Borders APM for 2023 was 95/6%, the highest

ever APM and an increase of over 1% on 2022. SBC was 8th top, with the 10th biggest increase out of 32 Local Authorities. In contrast, Scotland's APM for 2023 was 94.3%, a 1.9% increase on 2022. The Borders also reported its lowest ever 'Unconfirmed' status of 1.4% while Scotland's 'Unconfirmed' status was 2.1%. In terms of Borders, 'Not Participating' had a figure of 3%, an increase of 0.3% on 2022. This compared to a figure of 3.6% across Scotland and a decrease of 0.4%. The Borders APM gap between SIMD Quintile 5 and SIMD Quintile 1 had narrowed by 0.7% on 2022 to 11.1% and needed to be considered as a local priority. Scotland's APM Gap sat at 8.3%, narrowed by 1% on 2022. The progress made demonstrated the effectiveness of improved collaboration and partnership working. It was confirmed that SDS had now moved into DWP New Reiver House and further partnership activity was anticipated.

- 6.2 A summary of partnership activity was provided: SDS had a weekly Careers Advisor based at the Burnfoot Hub; the targeting of 'unknowns' had been a focus, aided by HMRC uploads; and targeted provision by geography and a flexibility of approach e.g. NOLB2 delivery in Eyemouth school leavers. SDS footfall data highlighted the benefit of the outreach programme in taking the service out to those who need it. In relation to the progress made at Burnfoot Hub with their pop-up employability events and careers advisor, it was confirmed that a short life working group had met to develop ideas around poverty, debt and employability.

DECISION

NOTED the report.

6. **THEME 2: ACCESS TO WORK, LEARNING AND TRAINING PROGRESS REPORT**

There had been circulated copies of Theme 2 progress report.

DECISION

NOTED the report.

7. **COMMUNITY LEARNING & DEVELOPMENT PARTNERSHIP PLAN 2021-24: Update**

Gillian Jardine and Norrie Tait presented the CLD Partnership Plan 2021-24 update. The aim of the CLD Partnership was to improve outcomes for learners and communities through the provision of coordinated, collaborative and targeted interventions. A brief overview of the three objectives and six improvement priorities was shared. It was reported that a single agency approach had been taken rather than a collaborative and cohesive approach. There had been changes in key leadership positions along with secondments and long-term absence, all of which had significantly affected partnership working. Data was currently being collated to assess progress against the plan's Improvement Priorities and to inform the improvement planning process – 13 actions had been highlighted to continue into a new plan. Across the six priority areas, partnership activity had supported a range of activities: Employability Hubs; Eyemouth Whole Systems Approach; Digital Learning; Holiday Program planning; and local assessment panels. Going forward there was to be an update to the Terms of Reference and the development of concise and shared actions within the new plan. There was to be a focus on the delivery of outcomes that were partnership focussed and which supported and empowered the community through joint programmes and learning opportunities. Partners were NHS, Police Fire & Rescue, Borders College, Skills Development Scotland, Borders Community Action, Youth Borders and Department of Work and Pensions.

DECISION

NOTED the report.

8. **CPP IMPROVEMENT PLAN: FUTURE GOVERNANCE UPDATE**

Director Resilient Communities reported that a further workshop was to be held in January 2024. An update and proposals were to be brought to the next meeting on 7 March 2024.

9. **WORK PLAN PROGRESS REPORTS (for noting)**

There had been circulated copies of work plan progress reports which related to Themes 1, 3 and 4.

DECISION

NOTED the reports.

10. **WHOLE SYSTEMS APPROACH UPDATE**

There had been circulated copies of a cover paper and a summary report on the Eyemouth Whole Systems Approach (WSA). Fiona Doig and Penny Oliver presented. Scottish Borders had been invited to participate as a pilot area for the Whole Systems Approach through its involvement in the East of Scotland Partnership for the Prevention and Remission of Type 2 diabetes and was one of eight early adopter areas. The Community Planning Partnership had approved a proposal to take forward this work in Eyemouth, with a focus on child healthy weight and inequalities. The Covid-19 pandemic had stalled initial progress and the report outlined work undertaken between March 2021 and March 2023. Implementation had been supported by a £60k grant which had funded staffing costs in Third sector agencies, training and resources/logistics. The report outlined the considerable achievements in delivering the key actions for each of the priority themes: Communication; Participation and Learning; and Outdoor Activities. Achievements included a 'big cook, little cook' programme to support healthier family cooking on a budget; completion of a 'Visual Map'; installation of new cycling racks; and junior parkrun had celebrated its first anniversary. A stakeholder event had taken place in May 2023 and highlighted important factors in taking forward a Whole Systems Approach: identification of key stakeholders at an early stage; adequate time and resources/funding; governance structures; mapping of community resources; effective engagement to support the development of projects; and working with a defined community of appropriate size. The report detailed next steps to share the report with key stakeholders and to build on the success of the Eyemouth WSA. The report recognised that in Eyemouth it had been shown that it was possible to make a difference to some levels in the system. However a bigger scale, sustainable change was likely to need higher level influence, possibly legislation to create the conditions for health and wellbeing. Members expressed their gratitude for the work undertaken. In response to a question about lessons learned to be taken forward, Ms Doig stated that it was important that dedicated time and staff were allocated to any future rollout, as was a clear governance structure to allow for appropriate and timely support and connections.

DECISION

NOTED the report.

11. **THEME FOR NEXT MEETING**

The theme for the next meeting was noted as Theme 4: A good place to grow up, live in and enjoy a full life.

12. **FORWARD PLANNER FOR FUTURE MEETINGS**

There had been circulated copies of the Forward Planner which Members noted.

13. **DATE OF NEXT MEETING**

The next meeting of the Community Planning Strategic Board was scheduled for 7 March 2024, 2pm.

The meeting concluded at 3:50pm

SCOTTISH BORDERS COUNCIL

ACTION SHEET




COMMUNITY PLANNING STRATEGIC BOARD - November 2021 onwards

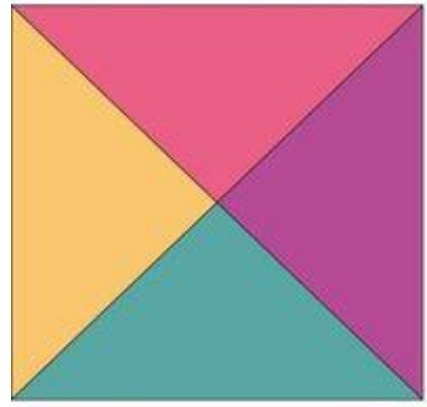
Notes:-

Items for which no actions are required are not included

NO.	MINUTE PARAGRAPH NUMBER, TITLE AND DECISION REQUIRING ACTION	ORGANISATION	RESPONSIBLE OFFICER	OUTCOME
16 November 2023				
9 September 2023				
1. CPP Improvement Plan	Para 3.3 - In relation to the Future Governance arrangements, further work was to be carried out before the next meeting of the CPSB when an update was to be provided	SBC	Jenni Craig	On agenda
2. Community Plan 2018 Progress Report	Para 4.2 - Greater clarity required of the metrics used to calculate the average weekly wages of £571 and how it is calculated, to better reflect the lived experience of a significant proportion of the Borders population	SBC	Clare Malster	Explanation included in Progress Report
9 March 2023				
2. Proposal for Themed Meetings	Para 5 – AGREED that meetings were to take a themed approach from Summer 2023, as follows: <ul style="list-style-type: none"> • Summer 2023 - Theme 3 Enjoying good health and wellbeing; • Autumn 2023 – Theme 2 Access to work, learning and training; • Winter 2023 – Theme 1 Enough money to live on; and • Spring 2024 – Theme 4 A good place to grow up, live and enjoy a full life. 	SBC	Clare Malster	Complete
15 June 2022				
1. Community Planning Partnership Task Group – Improvement Plan Update	Para 3.2 – action (b)(i) NOTED that a further report on a CPP governance structure and performance framework which reflected the	SBC	Jenni Craig	Superseded by action one under 09/09/23

NO.	MINUTE PARAGRAPH NUMBER, TITLE AND DECISION REQUIRING ACTION	ORGANISATION	RESPONSIBLE OFFICER	OUTCOME
	Work Plan would also be considered by the CPP Programme Board in August 2022 before being presented for approval to the Strategic Board in September 2022.			
18 November 2021				
1. Food Growing Strategy	Para 4.2 – action (b) AGREED that Partner members reflected the Strategy and Action Plan within their own organisational plans and considered how this could contribute to community planning objectives in relation to land use, climate change, health and wellbeing, and community resilience.	All	All	Complete although new members always welcome to join Food Growing Network to contribute to their own organisational plans.
	Para 4.2 – action (e) AGREED to consider the longer term evolution of the Community Food Growing Strategy and how shared objectives may be reflected in the next refresh of the CPP Community Plan.	SBC	Jenni Craig	To be picked up further in the development of actions to deliver the new Community Plan

KEY:	
No symbol	Deadline not reached
	Overdue
	<1 week to deadline
	Complete – items removed from tracker once noted as complete at meeting.



Borders

Community Action

Volunteering Action Plan





Borders

Community Action



Borders Community Action, launched on 1 April 2023, is the Third Sector Interface (TSI) for the Scottish Borders.

We work to promote and develop a vibrant local Third Sector.

A one-stop point for charities, social enterprises, community groups and volunteers.

Our vision, mission and values



To create thriving, resilient and inclusive communities where everyone can achieve their full potential

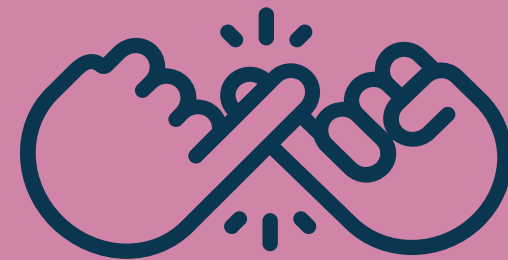


To empower the third sector in the Scottish Borders to create positive change in communities by providing leadership, sharing knowledge and promoting collaboration.



'Bold'

We will be bold in how we represent the third sector and the communities you serve.



'Trust'

We will always be open and honest with you.



'Wise'

We will share our knowledge and nurture the knowledge and skills in others.



'Inclusive'

We will embrace diversity in our communities and use its strength to create positive change.



Our Strategic Objectives



Support and develop volunteers, Third Sector Organisations and social enterprises via a responsive range of services, including training, information, advice and access to resources



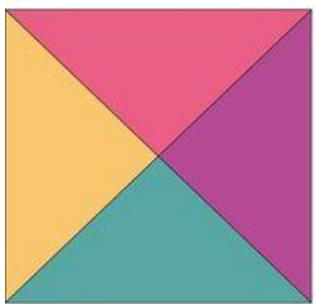
Be a catalyst for community empowerment, enabling a culture of collaboration that maximises the influence and impact of the third sector across communities



Amplify the voice of volunteers and Third Sector Organisations representing their collective needs locally, regionally and nationally



Be an exemplar Third Sector Organisation with its members at its heart



National Shared Outcomes

In addition, Borders Community Action contribute towards national shared outcomes such as the Social Enterprise Strategy[2], the Volunteering for All Framework[3] and National Performance Framework[4] for Scotland as follows:

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We tackle poverty by sharing opportunities, wealth and power more equally



We respect, protect and fulfil human rights and live free from discrimination



We are healthy and active



We are well educated, skilled and able to contribute to society



We live in communities that are inclusive, empowered, resilient and safe

2.<https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2016/12/scotlands-social-enterprise-strategy-2016-2026/documents/00511500-pdf/00511500-pdf/govscot%3Adocument/00511500.pdf>

3.<https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2019/04/volunteering-national-framework/documents/volunteering-national-framework/volunteering-national-framework/govscot%3Adocument/volunteering-national-framework.pdf>

4.https://nationalperformance.gov.scot/sites/default/files/documents/NPF_A4_Booklet.pdf

Regional Shared Outcomes

Locally, Borders Community Action support third sector leadership in the decision-making structure of the Scottish Borders Integration Joint Board (IJB) as part of the HSPC (Health & Social Care Partnership), collaborating on shared objectives identified in the HSC Strategic Framework[5], such as

Prevention and early intervention

Reducing Poverty and Inequalities

Our Strategy also strongly aligns with the following Scottish Borders Council priorities[6]:

Fulfilling Our Potential

Strong inclusive economy

Good Health and Wellbeing

Empowered, Vibrant Communities



Regional Shared Outcomes

Borders Community Action advocate for the third sector on the Scottish Borders Community Planning Partnership on the following priority themes:

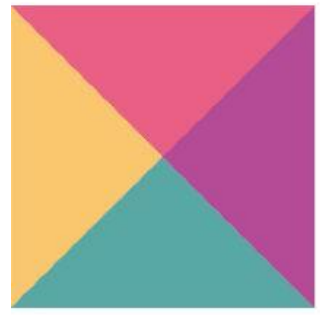
'Economy, Skills and Learning'

'Enjoying good health and wellbeing'

'Place and Community'

and regionally, through theme 6 of the South of Scotland Regional Economic Strategy[7]:

Thriving & Distinct Communities Activating & Empowering Communities



Borders

Community Action

Our Vibrant Communities



Our Approach – from what’s wrong to what’s strong

ABCD

Asset Based
Community
Development



Our Volunteering Action Plan

Accreditations



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The Volunteer Friendly Award is a user-friendly quality standard to support, recognise and reward groups who are good at involving volunteers.



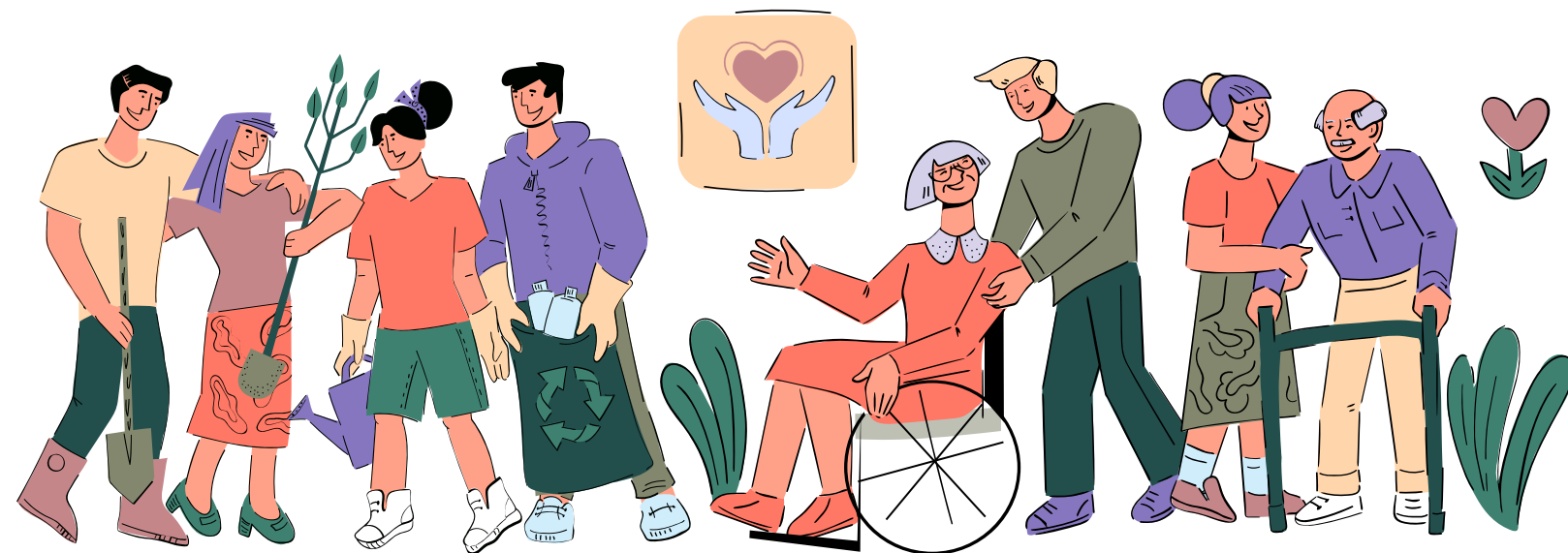
The Scottish Government's Saltire Awards acknowledge the dedication, impact, and accomplishments of young volunteers in Scotland between the ages of 12 and 25.

Our Volunteering Action Plan

Volunteering Match - Making

- Volunteers and organisations can quickly register to create their profiles
- Opportunities are listed on Borders Community Action website + Vol Scot

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- A dedicated member of our team matches volunteers to the right role for them – making it quick and easy for organisations to find suitable matches, and individuals to find the right role for them.



Our Volunteering Action Plan

Corporate Volunteering

Corporate volunteering days allow employees to participate in community action days, improving groups, organisations and community spaces for local communities to enjoy.

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It also helps with team-building in organisations:

- opportunities to boost team dynamics
- staff morale
- learn new skills
- connect with local communities
- and have fun outside of the work environment.



Our Volunteering Action Plan

Training



Borders
Community Action

Borders Community Action Training & Events Programme

September 2023 - March 2024

Our training courses and networking events are developed to respond to the needs of third sector organisations, including social enterprises, community groups and volunteers.

Our courses are delivered by trainers with in-depth knowledge of the third sector.

Our sessions are **free for members**, non-members please contact info@borderscommunityaction.org.uk



- **The Saltire Awards Scheme**
- **Managing and Supporting Volunteers**
- **Charity Treasurer Workshop**
- **Supporting Young Volunteers**
- **The Volunteer Friendly Award Information Session**

Our work in the Scottish Borders so far...

Saltire Awards: 229 young people registered since April 2023

Volunteering Match Making: 59 volunteers - 27 new volunteers registered + 32 informal volunteers X 32 new volunteering opportunities registered and 120 ongoing across the Borders

Corporate Volunteering: Discussions with SBC, SOSE, Chamber of Commerce and other businesses

Volunteer Friendly Award: 16 expressions of interest





Why Volunteering Matters





Borders

Community Action



Main Office

1 Drygrange Cottages,
Drygrange, Melrose TD6 9DJ

Contact

0300 124 7522
info@borderscommunityaction.org.uk

Website

www.borderstsi.org.uk

 www.borderstsi.org.uk/BordersCA

 @bordersTSI

Charity Information

Borders Third Sector Interface Ltd, trading as
Borders Community Action.
Scottish Charity No. SC052612



Borders
Community Action



Thank you



Outcome 4

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Fewer people experience domestic abuse in Scottish Borders



Agenda Item 7

Outcome 4 - journey

- Police Scotland and VAW Partnership Coordinator agreed a range of key messages that could encourage communities to “reach in” to enable more survivors in Scottish Borders to know about specialist services at an earlier stage
- linked to wider prevention messages, and offering communities a way of becoming part of the solution
- to speak to survivors to promote the message of their community/support networks being supportive
- To remove some of the well evidenced barriers to disclosure
- To dispel myths about asking/enquiring



Equally Safe: Scotland's Strategy

Launched 2016, refreshed 2023

- ✓ Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls.
- ✓ Women and girls thrive as equal citizens - socially, culturally, economically and politically.
- ✓ Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people.
- ✓ Men desist from all forms of violence against women and girls, and perpetrators of such violence receive a robust and effective response.

What is the problem we're trying to solve?

Violence Against Women and Girls (VAWG) damages health and wellbeing, limits freedom and potential and is a violation of human rights.

Risks, dangers and harms caused by VAWG to individuals, families, communities and societies can be complex. In some cases, long term or even lifelong levels of support from specialist or universal services are required to provide safety, security and recovery. This can only be provided through considerable public spend and investment in informed, safe and sustainable specialist and universal service responses.

There remains a lack of shared understanding that it is women's inequality in society that is a cause and consequence of VAWG. Gender inequality continues to be rooted in society and tolerated.

Progress made towards equality targets has recently been inhibited by the impacts of the covid pandemic and the cost-of-living crisis.

While all women, children and young people are at risk of experiencing harm from VAWG, people with protected characteristics face increased levels of risk or both experiencing and accessing appropriate support for VAWG.

Perpetrators of VAWG may not be held accountable for their choices and the harms they cause and may not be robustly supported to change their attitudes, values, beliefs and behaviours.

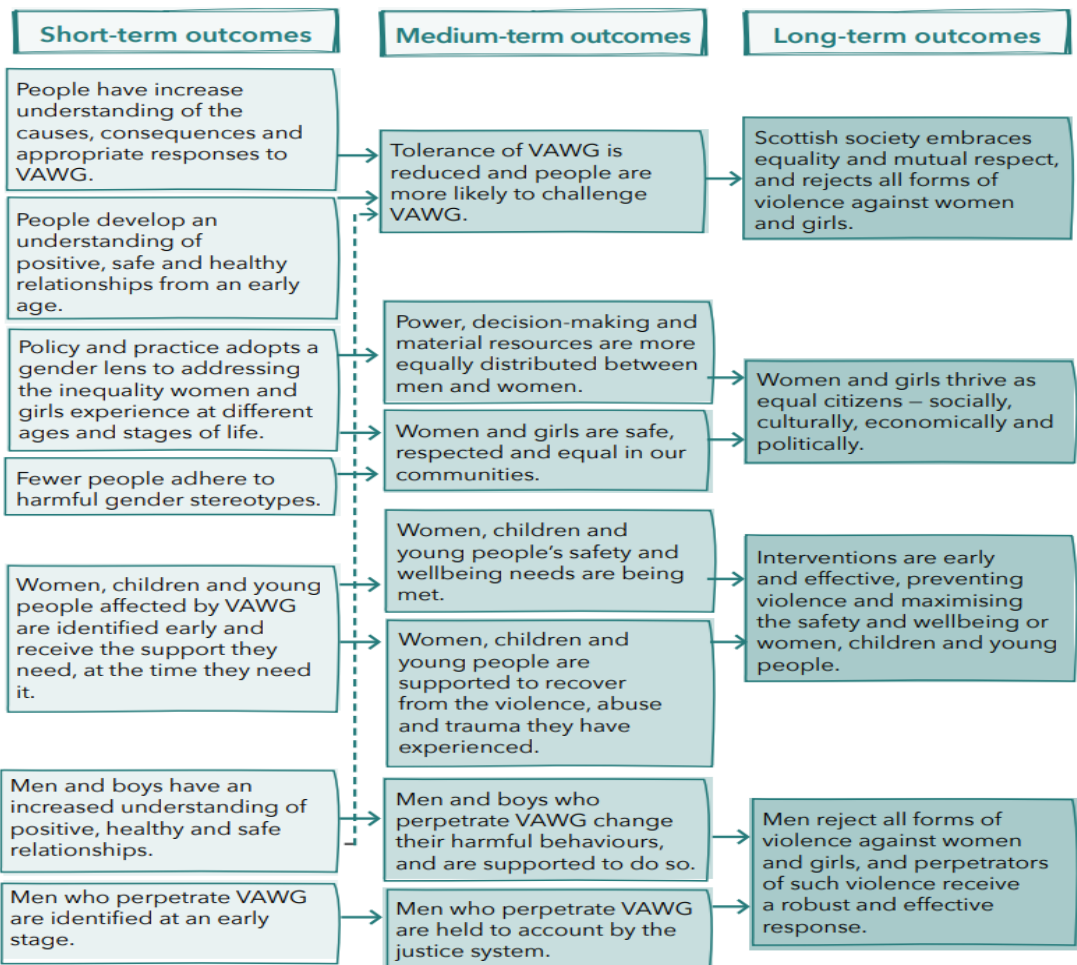
What will we do to tackle this problem?

We are committed to adopting an evidence-based approach to identifying the specific activities that will be delivered as part of this strategy.

Our review of the existing evidence on 'what works' to prevent and eradicate VAWG along with consultation and engagement with experts by experience and profession has informed our commitment to prioritise actions which will:

- Prevent VAWG before it occurs
- Support early intervention
- Build a broad and shared understanding across our society and communities of what VAWG is and how it impacts those who experience it, its impact on society more generally, the scale of the problem and what causes it
- Build political, institutional, sectoral, organisational, community and personal commitment and contribution to the prevention and tackling of VAWG
- Hold perpetrators of VAWG to account, supporting change where possible
- Deliver sustainable, informed and safe specialist and universal service responses for victims/survivors that is holistic and meets the victim's individual needs
- Promote an intersectional approach to preventing, recognising and responding to the compounding inequalities and risks some women, children and young people may experience

What outcomes do we want to achieve?



What is our overall vision?

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 – and the attitudes that help perpetrate it.

How will we do it?

Lived Experience
The voices of women, children and young people with lived experience of VAWG will be listened to and respected, and will be used to shape policy and practice.

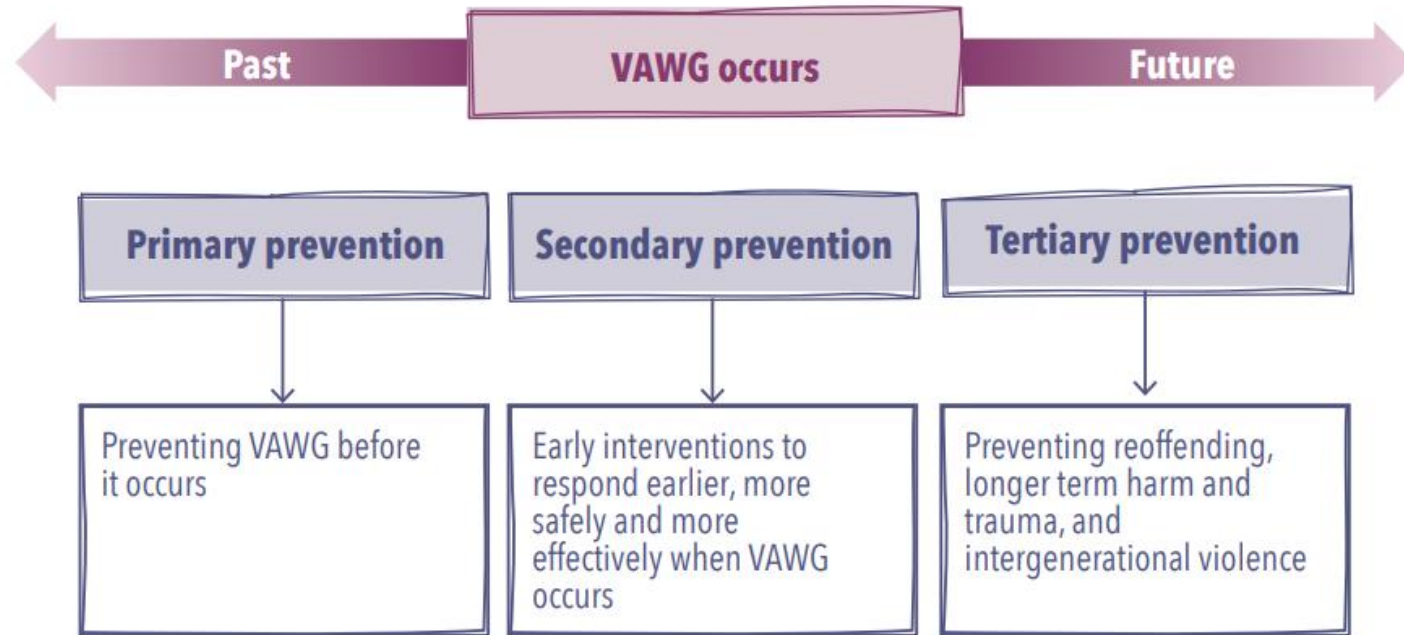
Workforce Care, Support and Development
Professionals working within universal and specialist services will have the knowledge, skills and support they need to effectively respond to victims/survivors.

Trauma-Informed and Person-Centred
The systems and services that victims/survivors come into contact with will be person-centred and trauma-informed, and will address the additional barriers some victims/survivors may face to accessing support.

Evidence and Data
We will take an evidence-based approach to investing in systems and services that will improve outcomes for women, children and young people, and will use evidence and data to measure progress and performance.

Collective Leadership
There will be strong collective leadership at a local and national level across all key policy agendas that have a role to play in improving outcomes for women, children and young people affected by VAWG.

A public health approach



Equally Safe 2023 – role of CPP's

Community planning partnerships: In line with the principles underpinning the Verity House Agreement, community planning partnerships (CPP) are recognised as a critical mechanism for the alignment of resource locally. Focused on prevention and early intervention, CPPs support the delivery of our shared priorities. Bringing together local public services and the communities they serve, offers powerful potential to address often deep-rooted causes of inequalities, and to use preventative approaches to manage future demands on crisis intervention services. The statutory duty placed upon public bodies to actively address inequalities via the Community Empowerment (Scotland) Act 2015 provides added impetus and a major focus to address one of the most significant areas of inequality in society. Some CPP activities already reflect a strong focus on improving outcomes for women, children, and young people affected by VAWG. Strengthening this will be key to the successful delivery of this strategy.

Domestic Abuse – the crime?

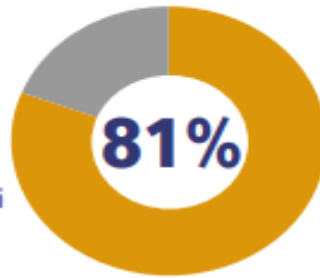
- ✓ 88% of all recorded domestic abuse incidents occurred in a home or dwelling
- ✓ Domestic incidents account for 24% of all violent crime in Scotland, and accounts for 20% of police business, with police attending a domestic incident every 9 minutes.
- ✓ It is the most often repeated and most under-reported of all violent crime
- ✓ In 2021/22 there were 1200 reported incidents of domestic abuse in Scottish Borders
- ✓ Over 1000 referrals to specialist services including Rape Crisis, Border Women's Aid, Children1st and DAAS.
- ✓ New DASA legislation (2019) makes coercive control a crime





64,807 domestic abuse incidents were recorded by Police Scotland in 2021-22.

Around **four out of five** of these incidents had a female victim and a male perpetrator.^{vii}



The 2019/20 Scottish Crime and Justice Survey found that **just under one-sixth (16%)** of those who experienced partner abuse in the 12 months prior to interview said that the police came to know about the most recent (or only) incident.^{viii}

What do we know about reporting:

- Repeated engagement with services increases safety
- Repeated engagement with service builds confidence and empowers clients to take different decisions
- Reporting “opens” a number of different doors for clients, often previously unavailable
- Technology increases opportunities to reach out safely
- Rurally isolated survivors have limited access to traditional access points
- Survivors choose the safest way for them to reach out
- Myth that survivors need to report to Police to get a service
- People are scared to ask for many reasons: survivors just want to be asked!

What do we know about reporting

Whole Lives Scotland 2020



Most survivors (87%) told someone about the abuse



Survivors in rural areas experienced abuse for nearly 2 years longer than those in cities and towns (7 years vs 5 years 3 months)

Experience of disclosure

Disabled survivors experienced abuse for one year longer before they disclosed to someone

(5 years vs 4 years)



Survivors in rural locations experienced abuse for 2.5 years longer before disclosing than survivors in cities (5 years 6 months vs 3 years)

Page 38

Average time before disclosure

4 years



Barriers varied for different groups of survivors

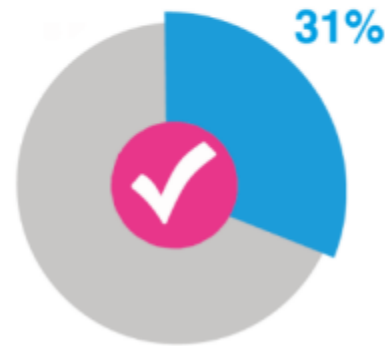
The majority of survivors had told someone about the domestic abuse. On average, survivors experienced four years of abuse before telling someone and then told four different people.

One third of survivors (31%) had disclosed to a work colleague about the abuse.



. Most frequently, survivors disclosed to family members (62%) and friends (58%). Disclosures to police (41%), counsellors (40%), GPs (38%), lawyers (36%), and colleagues (31%) were also common

One third of survivors accessed a specialist domestic abuse service.



Survivors who did not access a specialist service still told three people about the abuse, on average

Half (51%) of the survivors who did not reach a specialist service said they didn't know what support was available.

Next Steps – for consideration

- Consider draft document
- Agree target audience – “Community”/agencies?
- Consider best format
- Consider Recognise, Respond and Refer
- Key messages: “do you know someone or “are you experiencing”
- Level and extent of information: local, national
- Signposting to existing resources eg webpages would require updating
- Role of CPP stakeholders
- Budget implications

Thank you

Andrea Beavon

VAW Coordinator

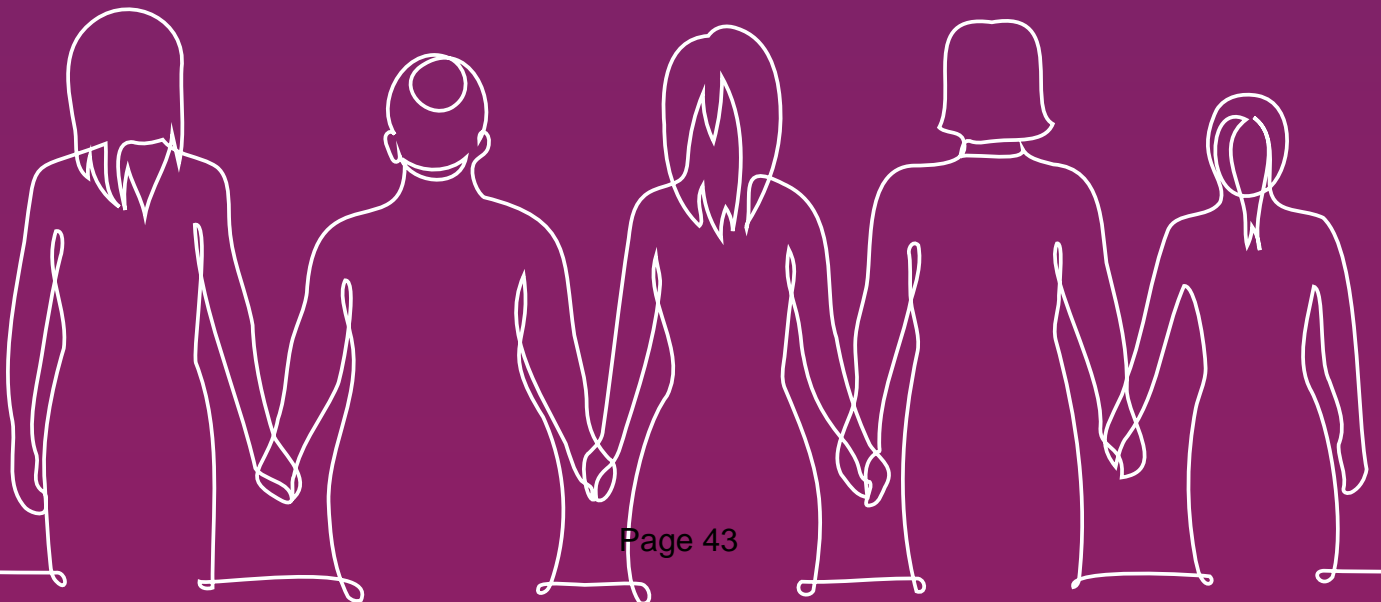
DAAS Service Manager

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Equally Safe:

Scotland's Strategy for Preventing and Eradicating Violence Against Women and Girls



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Foreword

Violence against women and girls has no place in our vision for a safe, strong, successful Scotland. The Scottish Government, COSLA, and key partners remain steadfast in their commitment to preventing and eradicating this violence and addressing the underlying attitudes and systems that perpetuate it.

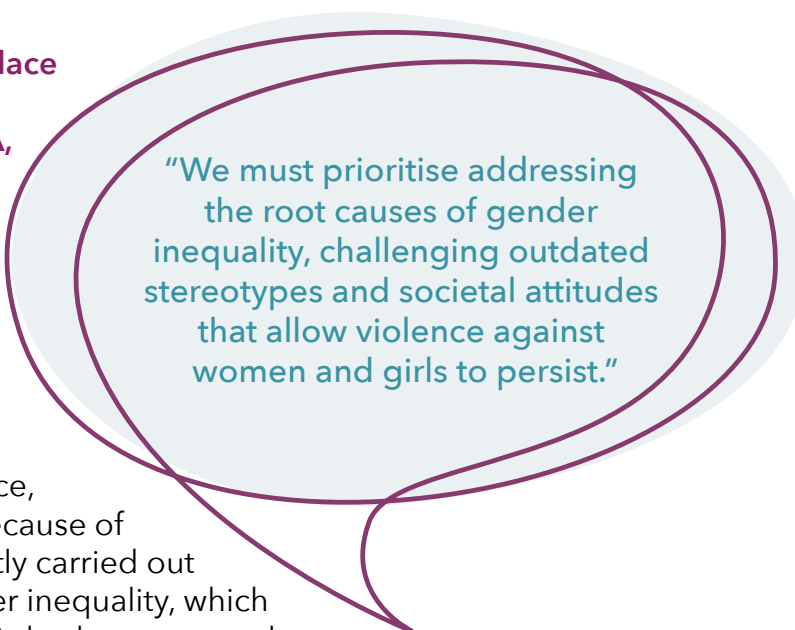
Equally Safe is our country's strategy to prevent and address all forms of violence against women and girls, specifically violence, abuse, and exploitation directed at them because of their gender. This behaviour is predominantly carried out by men and stems from deep-rooted gender inequality, which is unacceptable in modern-day Scotland. It is both a cause and consequence of women's inequality. This strategy, initially published in 2014, updated in 2016, and now refreshed, was collaboratively developed by the Scottish Government, COSLA, and various national and local partners and stakeholders from the public and third sectors.

This collaborative approach is vital because all spheres of government and all sectors of society have a role to play in tackling this issue. While specialist organisations are crucial for supporting victims of violence, abuse, and exploitation, the refreshed Equally Safe strategy emphasises that violence against women and girls is everyone's concern, and that we all have a part to play.

The Scottish Government and COSLA, the voice of Local Government in Scotland, will work together across all sectors to establish a unified and collective approach to combat violence against women and girls. This will involve public and private sector systems and services, third sector organisations, trade unions, community groups, and individuals joining forces to prevent violence and to provide safety, positive outcomes, and recovery for those affected, while holding perpetrators of such violence, abuse, and exploitation accountable for harms caused.

The refresh of Equally Safe enables us to adapt to changes in the social and legislative landscape without altering the strategy's valued aims and objectives. It ensures that the digital world, diverse identities and experiences of women and girls, and children's rights are central to the strategy. Girls face particular barriers to realising their rights, and this strategy seeks to keep girls visible.

This refresh also reaffirms the joint leadership and commitment of the Scottish Government and COSLA, aligning with the Verity House Agreement, which



"We must prioritise addressing the root causes of gender inequality, challenging outdated stereotypes and societal attitudes that allow violence against women and girls to persist."

emphasises regular and meaningful engagement and respect for each other's democratic mandates, and the realisation of human rights for all.

We aim to build on the progress made to date in raising awareness of the prevalence and harmful effects of violence against women and girls in Scotland, strengthening laws in this area, and providing support and resources to public and third sector workers engaging and helping those affected. Our investment in frontline services will continue, and we will work together to further explore sustainable funding models for services supporting those affected by all forms of violence against women and girls.

While we've made progress, there is still much work to be done. We must prioritise addressing the root causes of gender inequality, challenging outdated stereotypes and societal attitudes that allow violence against women and girls to persist. We need to eliminate systemic gender inequality and focus on prevention. Simultaneously, we must optimise resources and continually improve support for women and girls at risk of or experiencing violence, abuse, and exploitation, ensuring they have the services they need.

Only by working together across all aspects of Scottish life, respecting local circumstances and priorities, can we effectively prevent and eliminate violence against women and girls. This strategy demands substantial and sustained effort and commitment from all of us to create a Scotland we can be proud of, where all our citizens can thrive and be Equally Safe.



Siobhian Brown
Minister for Victims
and Community Safety



Cllr Maureen Chalmers
COSLA Community
Wellbeing Spokesperson

Our vision and aim

This is a plan to eradicate and prevent violence against women and girls (VAWG), and it is right that we take this focus given the prevalence and harm caused by the different forms of violence experienced because of being a woman or girl.

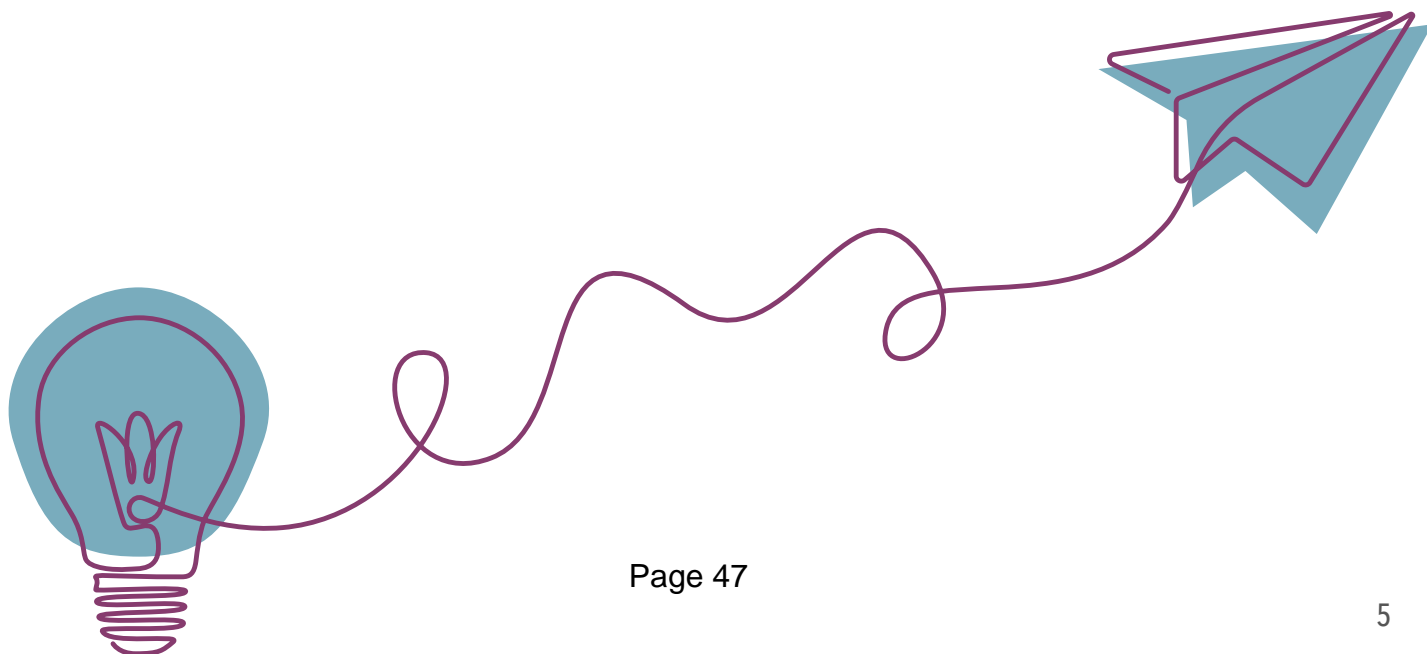
It's everyone's responsibility to create a Scotland where women and girls are safe and have the potential to live flourishing and fulfilling lives. We all need to play our part in challenging and transforming the attitudes and beliefs that perpetuate, excuse, and attempt to legitimise VAWG. Women and girls should not need to change their behaviour, and should not be blamed, shamed or further traumatised when they seek support or access to justice.

Vision

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.

Aim of Equally Safe

To work collaboratively with key partners in the public, private and third sectors to prevent and eradicate all forms of violence against women and girls.



Violence Against Women and Girls in Scotland



14,602

sexual crimes were recorded by Police Scotland in 2022-23.ⁱ

The Scottish Crime and Justice Survey 2019-2020 showed that only **22%** of victims/survivors of rape reported it to the police.ⁱⁱ



At least **37%** of the **14,602** sexual crimes recorded in 2022-23 by the police related to a victim under the age of 18.ⁱⁱⁱ

There has been a notable decrease in the extent to which people agree with rape myths since 2014. In 2019, **8%** of people in Scotland thought that 'women often lie about being raped' (down from 23% in 2014).



28% believed that 'rape results from men being unable to control their need for sex' (37% in 2014).^{iv}

However, this still equates to one in ten people in Scotland thinking that 'women often lie about being raped' and nearly one in three continuing to believe that 'rape results from men being unable to control their need for sex'.



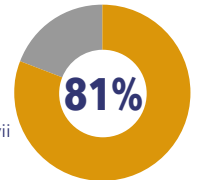
3,830 sexual crimes were cyber-crimes in 2022-23.^v That has increased from 1,100 in 2013-14.

More than **one in six** women in Scotland has experienced online violence.^{vi}



64,807 domestic abuse incidents were recorded by Police Scotland in 2021-22.

Around **four out of five** of these incidents had a female victim and a male perpetrator.^{vii}

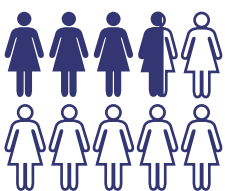


1,928

online child sexual abuse crimes were recorded in Scotland in 2022-23, a **6.6%** increase (20 more crimes) on the five-year mean.



The 2019/20 Scottish Crime and Justice Survey found that **just under one-sixth (16%)** of those who experienced partner abuse in the 12 months prior to interview said that the police came to know about the most recent (or only) incident.^{viii}



In Scotland, **37%** of girls and young women aged 16 to 21 say that "I am often stared at and receive unwanted attention when I go outside", as do **12%** of 11- to 16-year-old girls.^{ix}



A quarter (24.5%)

of women who have experienced financial abuse from a partner in the UK are **over 60 years** of age.^x

Violence Against Women and Girls in Scotland

Children and young people under 18 are responsible for at least **a third of recorded sexual offences** against children and young people in the UK.^{xi}



1 in 5

female students in higher education experiences sexual harassment, and one in four experiences sexual assault.

Over half of all students who have experienced sexual assault and/or sexual harassment experienced it on campus.^{xii}



When asked for their views on teenage girls/boys aged 14-15 watching pornography,

a quarter of adults (25%) agreed that it was **normal for teenage boys**, compared to 15% for teenage girls.^{xiii}

Disabled women in the UK are **twice as likely** to experience men's violence as non-disabled women.^{xiv}



In the UK **Black and minority ethnic (BME) and migrant women** in the UK face higher levels of domestic homicide and abuse driven suicide.^{xv}

BME women referred to MARAC typically self-report suffering abuse 1.5 times longer before getting help than people who identify as White, British or Irish. **One in four** BME victim/survivors report **needing the aid of an interpreter** to communicate effectively and **one in five** report **having no recourse to public funds**.^{xvi}

Sources

- i. [Recorded Crime in Scotland](#)
- ii. [Scottish Crime and Justice Survey 2019-2020](#)
- iii. [Recorded Crime in Scotland, 2022-23](#)
- iv. [Scottish Social Attitudes Survey 2019: Attitudes to Violence against Women in Scotland](#)
- v. [Recorded Crime in Scotland](#)
- vi. [Open University \(2023\), Societal Attitudes and Experiences of Online Violence Against Women and Girls \(OVAWG\) Research Project](#)
- vii. [Domestic abuse in Scotland statistics](#)
- viii. [Scottish Crime and Justice Survey 2019/20: main findings](#)
- ix. [GAS 2018 - QUESTION BY QUESTION TOPLINES \(girlguidingscotland.org.uk\)](#)
- x. [Surviving Economic Abuse \(2021\), Controlling Your Financial Future](#)
- xi. [Stop It Now](#)
- xii. [Empowered Campus](#)
- xiii. [Scottish Social Attitudes Survey 2019: Attitudes to Violence against Women in Scotland](#)
- xiv. [Disability and crime, UK: 2019](#)
- xv. [United Nations Human Rights Office of the High Commissioner](#)
- xvi. [SafeLives, Cases involving victims who are Black or Minority Ethnic at MARAC - Scotland](#)

What is Violence Against Women and Girls?

VAWG is a blight on Scottish society. It is a consequence of gender inequality and harms all of us. Everyone has a role to play in tackling it and it is important we have a shared understanding of the issue to do so. We need to understand what VAWG is and how it impacts those who experience it, its impact on society more generally, the scale of the problem, and what causes it.

VAWG occurs in every community across Scotland. It is often overlooked, minimised, accepted as the norm, or justified to protect the so-called honour of a family, community, or faith group. Baroness Kennedy notes that "the daily grind of sexual harassment and abuse degrades women's lives, yet it seems to be accepted as part of what it means to be a woman."²

In order to address harmful attitudes to women and girls, misogyny that permeates our society must be tackled. Misogyny has been defined as "a way of thinking that upholds the primary status of men and a sense of male entitlement, while subordinating women and limiting their power and freedom. Conduct based on this thinking can include a range of abusive and controlling behaviours including rape, sexual offences, harassment and bullying, and domestic abuse."³ This is an example of gender inequality.

By challenging misogyny, harmful assumptions and stereotypes, we pave the way for effective dismantling of gender-based discrimination starting from childhood, and continuing into adulthood, preventing, and tackling the deep harms that gender inequalities cause in the lives of girls and women and boys and men.

Numerous studies link sexualised violence in the media to increases in violence towards women, rape myth acceptance and anti-women attitudes.⁴ Furthermore,

"By breaking down the barriers that have hindered the full participation of women and girls in every aspect of society, we unleash the untapped potential that can drive progress and prosperity for all."¹

"I have experienced death/violence/rape threats online for speaking up... about my street harassment. One man tweeted that they would love to watch me getting my teeth kicked in, many others said I was too unattractive for my experiences to be true, they didn't believe it had happened."⁵

1. Maria-Francesca Spatolisano, Assistant Secretary-General for Policy Coordination and Inter-Agency Affairs of UN DESA, <https://www.un.org/sustainabledevelopment/blog/2023/09/press-release-the-world-is-failing-girls-and-women-according-to-new-un-report/>

2. Scottish Government (2022). [Misogyny - A Human Rights Issue](#)

3. ibid

4. Open University (2023). [OU research reveals shocking level of online violence experienced by women and girls across the UK](#)

5. Scottish Government (2022). [Misogyny - A Human Rights Issue](#)

the prevalence of and easy access to pornography contributes to reinforcing unequal sexualised relations between men and women. A report by the Children's Commissioner for England established that the average age at which children first view pornography, much of which depicts degrading acts and violence against women, is 13.⁶ The report highlighted that children themselves suggested direct links between pornography exposure and harmful sexual behaviour exhibited by young men. Another study of content from two major pornographic websites highlights that women's responses to physical aggression were either "positive" or "neutral" and rarely "negative".⁷ This highlights the negative impact on the understanding of both men and boys and women and girls of what positive, healthy, relationships look and feel like. All these factors contribute towards the desensitisation of society to VAWG, for this to go unchallenged, be normalised, or dismissed as unimportant.

Our Equally Safe strategy seeks to prevent VAWG from occurring in the first place, as well as ensuring effective response to those affected and to those who perpetrate it. We're committed to effective and person-centred approaches to justice in which everyone can trust.

"Porn is often the starting point for young people when it comes to sex, how to have sex and what to expect." (young woman, 20, who first saw pornography aged 10)⁸

"Since the age of 13, I had been experiencing boys looking up my skirt and lifting my kilt up... On quite a few occasions I knew that they were taking photos up my kilt too but I was too embarrassed to say anything."⁹

-
6. Children's Commissioner for England (2023). [Evidence on pornography's influence on harmful sexual behaviour among children](#)
 7. Fritz, N., Malic, V., Paul, B., Zhou, Y. (2020). A descriptive analysis of the types, targets, and relative frequency of aggression in mainstream pornography. Arch Sex Behav. 49(8): 3041-3053. DOI:10.1007/s10508-020-01773-0
 8. Children's Commissioner for England (2023). [Evidence on pornography's influence on harmful sexual behaviour among children](#)
 9. Scottish Government (2022). [Misogyny - A Human Rights Issue](#)

Definition

The phrase violence against women and girls is used to describe violent and abusive behaviour directed at women and girls because they are women and girls. It is behaviour which is carried out predominantly by men. It is an abuse of power and stems from systemic, deep-rooted women's inequality. VAWG limits women's and girls' freedom and potential and is a fundamental violation of human rights.

Our shared understanding defines VAWG as a form of gender-based violence (GBV). GBV is defined as "any form of violence used to establish, enforce or perpetuate gender inequalities and keep in place gendered orders".¹¹ While the terms VAWG and GBV are sometimes used interchangeably, VAWG is a subset of GBV specifically targeting women and girls due to their unequal status in society.

"Such violence cannot be understood in isolation from the norms, social structure and gender roles within the community which greatly influence women's risk of VAWG."¹⁰

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10. UN. General Assembly (48th sess. : 1993-1994) Declaration on the Elimination of Violence against Women : resolution / adopted by the General Assembly. [New York] : UN, 23 Feb. 1994.
 11. Lang, J. (2002) Keynote address to The International Conference on Eradicating Violence Against Women and Girls - Strengthening Human Rights (Berlin, 2002).

This strategy's definition of VAWG includes the actual and threat of:¹²

- 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 in significant numbers. That is why the Equally Safe strategy covers all children and young people.

This strategy recognises that women, children, and young people may experience multiple forms of VAWG simultaneously and across their lifetime.

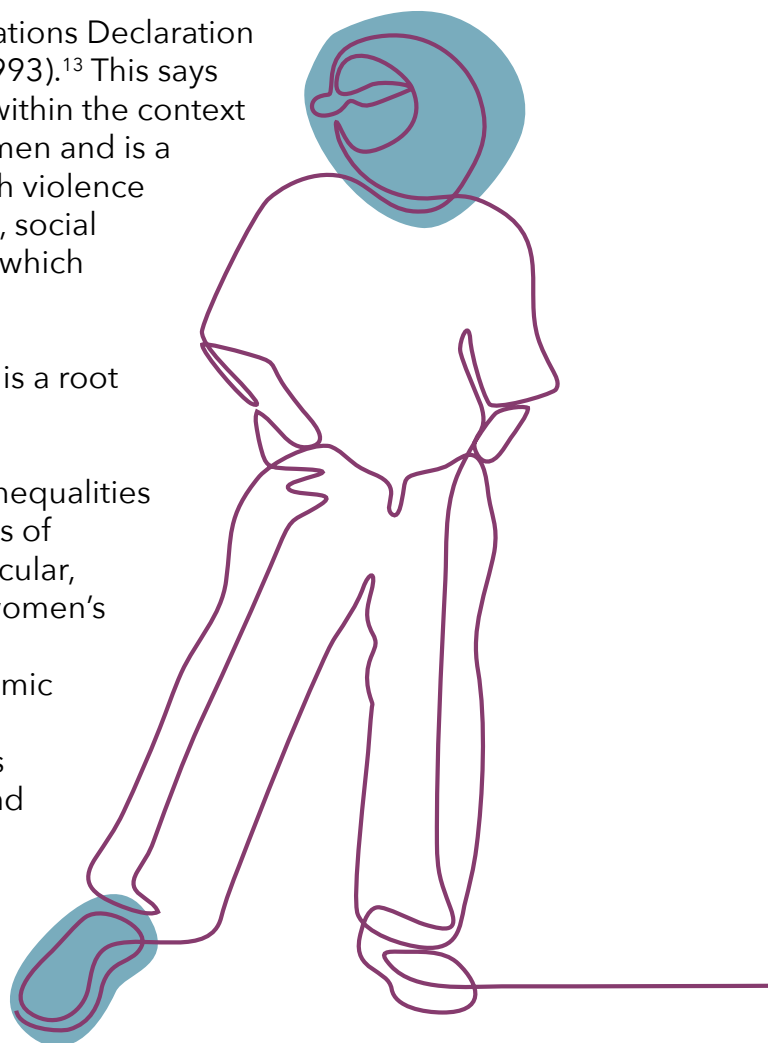


12. We have extended our definition of VAWG to recognise the UN Special Rapporteur on VAWG who issued a general statement on online violence in 2018 which includes: "The definition of online violence against women therefore extends to any act of gender-based violence against women that is committed, assisted or aggravated in part or fully by the use of ICT, such as mobile phones and smartphones, the Internet, social media platforms or email, against a woman because she is a woman or affects women disproportionately."

Our definition of VAWG is based on the United Nations Declaration on the Elimination of Violence Against Women (1993).¹³ This says that we need to understand this type of violence within the context of society's different expectations of men and women and is a result of women's unequal position in society. Such violence cannot be understood in isolation from the norms, social structure and gender roles within the community, which greatly influence women's risk of VAWG.

This means we understand that gender inequality is a root cause of VAWG.

Despite many advances, there remain persistent inequalities between men and women in Scotland across areas of social, political, economic and cultural life. In particular, gender stereotypes and norms continue to limit women's access to opportunities in the labour market and economic resources, which affects levels of economic independence. Societal expectations of men and women as parents are also gendered, and this has implications on their engagement with systems and services. For example, lower expectations of men as parents makes it harder to hold perpetrators accountable for the harm they are causing children and families. Furthermore, higher expectations for women as parents means they are more likely to be blamed for the impact of the perpetrator's behaviours on the children.



Women do not currently have the same life chances as men - there are a number of reasons for this, including institutional sexism and disproportionate levels of economic dependence. The gender pay gap in 2021 of 3.6% (calculated as the median on full-time earnings) is one example.¹⁴ The persistent gender segregation across several industries and occupations which leads to women being over-represented in lower paid sectors and insecure working conditions is another. Women still do the majority of domestic labour in the home including unpaid care, whether for children or for older dependants and others. Access to, as well as the high cost of, childcare, can present significant barriers to women accessing employability services that can support them to re-enter, or progress within, the labour market. Women over 50 can face additional barriers if they have multiple consecutive caring responsibilities for children, grandchildren, and elderly parents. Tackling these

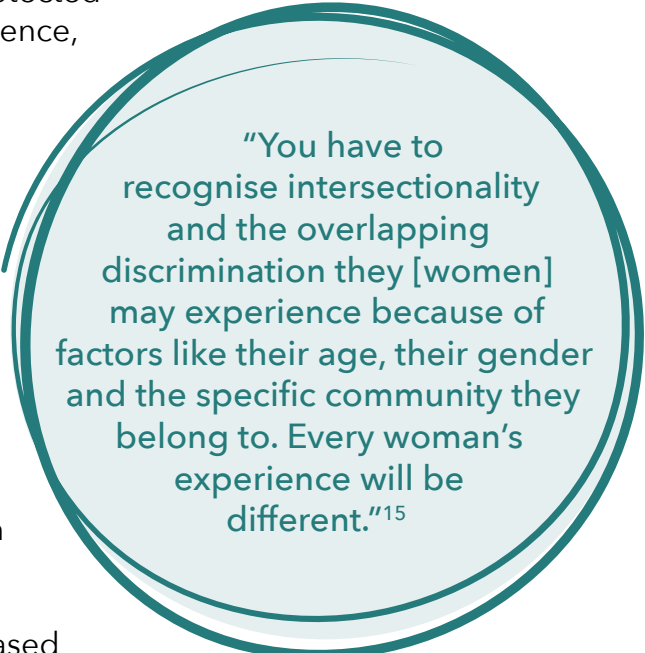
13. UN. General Assembly (48th sess. : 1993-1994) Declaration on the Elimination of Violence against Women : resolution / adopted by the General Assembly. [New York] : UN, 23 Feb. 1994.

14. See gender pay gap national performance framework indicator: [National Indicator Performance](#)

structural inequalities is a necessary part of tackling women's inequality, and consequently VAWG.

Shared and differing experiences

Along with their sex, women and girls with other protected characteristics may experience increased risk of violence, abuse, and exploitation due to the prejudice and structural barriers in society which cause inequality. The definition of VAWG across all protected characteristics defined by equality legislation – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation. We must also recognise the multiple and intersecting inequalities that some women face. This includes women in poverty and care experienced women. We recognise that all children and young people can also be affected by these compounding inequalities, with girls experiencing particularly high rates of inequality and violence.



“You have to recognise intersectionality and the overlapping discrimination they [women] may experience because of factors like their age, their gender and the specific community they belong to. Every woman's experience will be different.”¹⁵

Gender norms that promote ideals of masculinity based on men's superiority, authority, entitlement, and power can lead to abuse, exploitation, and sexual violence against children and young people. Furthermore, the social position of children involves not only their reliance upon adults for all of their basic material and emotional needs, but also subordination to adult authority, a relationship often reproduced in dynamics between older and younger children. Children and young people can be subjected to the harms caused by GBV both by witnessing others being harmed, and by direct experience of domestic abuse, sexual abuse, sexual exploitation, rape, trafficking, forced marriage and FGM. Girls and young women may experience abuse and coercive control in their intimate relationships outside the family home. This is often unrecognised with a resulting gap in service provision.

Evidence suggests child sexual abuse affects a significant minority of the population, but with a higher prevalence (two to three times higher) amongst girls and women. While many children who display problematic or harmful sexual behaviour have experienced abuse and maltreatment, it is important to note that not all children who are abused will go on to abuse. That is why the National Guidance for Child Protection in Scotland 2021 states that in all

15. Public Health Scotland (2023) Minority Ethnic women and violence against women and girls: Insights gathering project Available at: <https://publichealthscotland.scot/publications/minority-ethnic-women-and-violence-against-women-and-girls-insights-gathering-project>



cases “where a child or young person displays sexual behaviour that may cause significant harm, immediate consideration should be given as to whether action should be taken under child protection procedures, in order both to protect children harmed or at risk of harm by the behaviour and to address any child protection concerns that may at least in part explain why the child/young person has behaved in such a way”.

Children and young people have the right to be cared for, to be protected from abuse, harm and exploitation, and to grow up in a safe environment in which their rights and needs are respected. In all cases where it is suspected that a child or young person may be a victim of GBV, their safety is paramount. Child protection procedures must be initiated immediately as outlined in the National Guidance for Child Protection in Scotland. They are also entitled to assistance and support to recover physically and emotionally from any violence, abuse, or exploitation they have experienced. Protection of and support to victim/survivors of GBV should be child-centred and in line with the Getting it right for every child (GIRFEC) values and principles to ensure that the wellbeing of children and young people is enhanced and that they get the right help at the right time, for as long as is needed. This must be done in a sensitive way that does not deter women experiencing abuse from seeking support.

Lesbian and bisexual women and girls experience violence, abuse, and exploitation which target their sexual orientation. This includes “corrective rape”. Homophobia and biphobia can encourage VAWG (or be used by perpetrators as components of VAWG).

“They kept everything a secret ‘cause I was a child, but of course, it happened to me - nobody else. So they should have told me what was happening and what was-nae.”¹⁶

“I kissed my partner goodbye as she got off a bus and a drunk man in the next seat asked if he could join in. After my partner left and I was sitting by myself he kept talking to me about how he would “show me a better time”, and when I asked him to leave me alone he called me a slur and spat at me. In the moment this made me feel unsafe.”¹⁷

16. Scottish Commission for People with Learning Disabilities (SCLD) (2023). [Unequal, Unheard, Unjust: But Not Hidden Anymore](#)

17. LGBT Youth Scotland (2022). [Life in Scotland for LGBT young people](#)

Specific risk factors affecting transgender women and girls include high levels of transphobic street harassment and hate crime, and greater levels of social isolation. These lead to high levels of risk and increased difficulties in accessing services. Members of the trans community are often over-represented in the sex industry,¹⁸ linked to wider discrimination and reduced options.

It is widely acknowledged that BME women and girls may face more barriers to support and services than the general population. These can include language barriers, immigration status, institutional racism, and cultural insensitivity. These barriers are compounded for BME women experiencing VAWG. BME women and girls are disproportionately affected by VAWG and their experiences may be exacerbated and reinforced by patriarchal ideas and practices by religious and/or community leaders. BME women and girls are also subjected to racist, misogynist verbal harassment in public spaces.¹⁹ Harmful practices such as FGM and forced marriages can be more prevalent among faith-based or minoritised communities and often include multiple perpetrators.

Additional barriers to Gypsy/Traveller women seeking help include prejudice and ignorance among the wider public towards Gypsy/Travellers; low literacy levels; and a lack of trust in and fear of getting involved with services.

“Women from marginalised communities often experience discrimination based on their race, gender, and religion. The inherent societal bias places them at a disadvantage from the beginning. Supporting ethnic minority women facing abuse can be complex due to additional obstacles, including immigration challenges, language barriers, and entrenched patriarchal structures within their communities.”²⁰

“Because of the ways gypsy/ travellers live, they are frightened their cultures will be discriminated against so they won't tend to come forward to disclose abuse they've experienced. It's about key professionals not having an appreciation of different cultures and saying things that immediately destroy relationships that could have been key to someone seeking help.”²¹

18. Kingston, S & Smith, N 2020, 'Sex counts: an examination of sexual service advertisements in a UK online directory', *British Journal of Sociology*, vol. 71, no. 2, pp. 328-348. <https://doi.org/10.1111/1468-4446.12727>

19. Transport Scotland (2023) Women's and girls' views and experiences of personal safety when using public transport. Available at: <https://www.transport.gov.scot/media/52984/womens-and-girls-views-and-experiences-of-personal-safety-when-using-public-transport-final-report-march-2023.pdf>

20. <http://mwrc.org.uk>

21. Public Health Scotland (2023) Minority Ethnic women and violence against women and girls: Insights gathering project Available at: <https://publichealthscotland.scot/publications/minority-ethnic-women-and-violence-against-women-and-girls-insights-gathering-project>

Disabled women and girls are particularly vulnerable to exploitation and coercion. Research undertaken by the Scottish Commission for People with Learning Disabilities (SCLD) highlights that people with a learning disability may be 10 to 12 times more likely to experience sexual assault than their non-disabled peers.²³ They can also face significant barriers to accessing support due to services not meeting their needs or making assumptions about their capacity or credibility.

"A lot of times women with learning disabilities who reach for support are put through more pain after abuse, because we are not listened to or believed."²²

Older women may be either caring for, or being cared for by, their abuser. This abuse may be hidden as signs of physical and psychological abuse may be overlooked on account of a person's age. Older women also face significant barriers to support or when trying to leave an abusive partner, including isolation, long-term health consequences or disabilities, or they are reliant on their abuser for care or money. Structural gender inequality, including pension policies, reinforces older women's financial reliance on an abusive partner.

Refugee and asylum-seeking women and girls may have experienced various forms of VAWG either in their country of origin, during their journey to Scotland, or upon arrival.²⁴ We recognise conflict and displacement as key sites where VAWG exists which can create additional risks for those victim/survivors. Women seeking asylum may also be reluctant to disclose or report abuse occurring in the UK for fear of negative experiences with professionals due to institutional racism, unconscious bias and hostile Immigration policies. Women are also concerned that court cases and police reports could negatively affect their asylum claim. Complex trauma can manifest in different ways, and women and girls can find it very difficult to disclose their experiences.

"Most ethnic minority women still have a fear of speaking out. They have had no support from those who should have acted as a support system in the past so they have lost faith in ever finding help. Others fear society's judgement as sometimes the victim is blamed. They feel guilty."²⁵

Women who are in the UK on a spousal or family visa which is dependent on the status of a partner can be at risk of specific forms of abuse

22. Scottish Commission for People with Learning Disabilities (SCLD) (2023). [Unequal, Unheard, Unjust: But Not Hidden Anymore](#)

23. *ibid*

24. Sereda Briefing (2021). [The SEREDA project: highlighting the continuum of SGBV in forced migration](#)

25. Public Health Scotland (2023) Minority Ethnic women and violence against women and girls: Insights gathering project Available at: <https://publichealthscotland.scot/publications/minority-ethnic-women-and-violence-against-women-and-girls-insights-gathering-project>

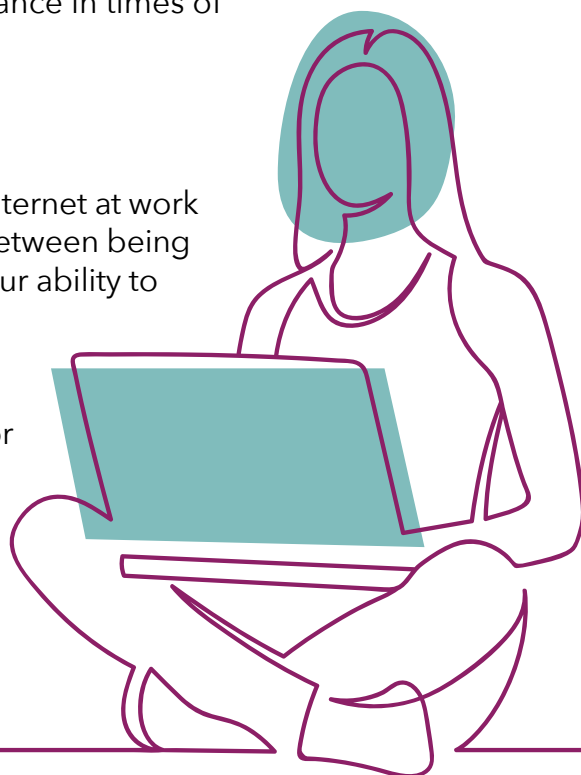
including, for example, having restricted or no access to money or their passports. This can be a barrier to leaving an abusive partner. Women with insecure immigration status, for example women who have breached a visa condition or those who have been trafficked to the UK, can also be at increased risk of exploitation. Fear of being deported can make women reluctant to report violence, abuse, or exploitation. Restricted access or no recourse to public funds constrain the ability of migrant and asylum-seeking women to leave an abusive or exploitative partner by restricting their access to support services and many social security entitlements.

"It's hard enough to 'come-out' under normal circumstances never mind if you're being abused too."²⁶

Women living in different geographical communities – rural, urban, and island – may experience different challenges. For example, the distance between houses in rural settings are often greater than in urban areas meaning that victims/survivors of abuse may be extremely (or further) isolated with abuse and its harms more hidden. Help-seeking and service interventions can be more challenging as services may be located many miles away, with distances exacerbated by limited public transport and sporadic and limited access to the internet or mobile phone signal. Women may face greater risks in small rural or island communities when seeking support, or when leaving abuse, through lack of privacy and anonymity, with limited and highly public routes to reach safety, heightening chances of surveillance and interception. In crowded urban environments, finding safe spaces can be difficult. Women may lack places where they can seek refuge or assistance in times of danger.

Online and tech-enabled VAWG

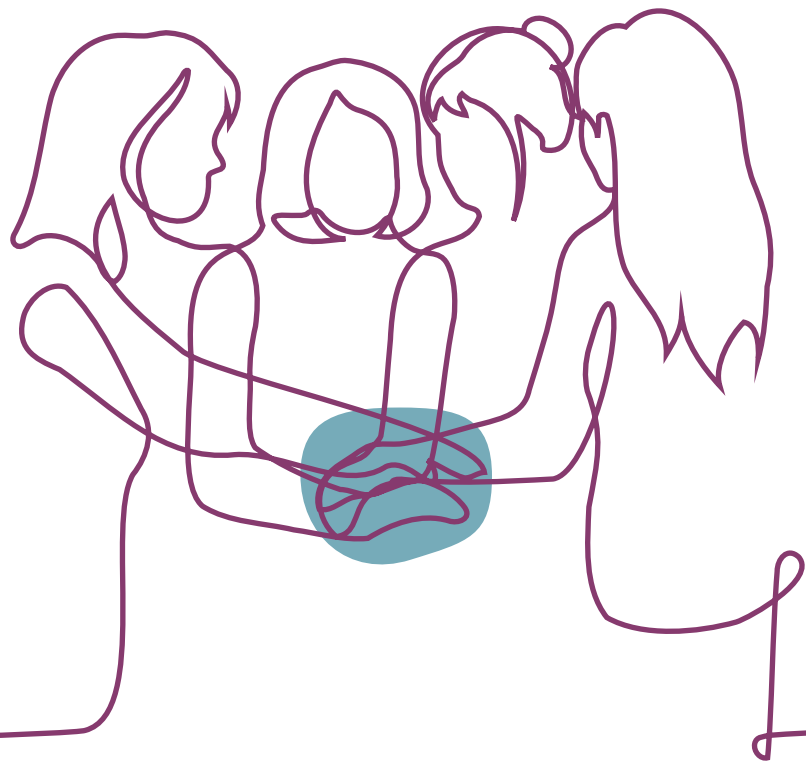
We live in a digital world. Whether it is social media, internet at work and/or for leisure, many of us now move seamlessly between being offline and online. While this has brought benefits in our ability to connect and engage with each other, the speed and complexity of technological change and the range of digital tools available provides new challenges. The technology to directly abuse, track, monitor covertly, or propagate abusive content, including with advances in Artificial Intelligence (AI) and AI generated images and videos (often known as 'deep fakes') is now widely accessible and available. VAWG is therefore experienced offline and online, and the



26. LGBT Youth Scotland (no date). [Voices Unheard: LGBT domestic abuse and gender-based violence](#)

two merge. What starts online often moves offline, and vice versa. For example, intimate images shared without consent is a growing form of VAWG.

Advances in communication technology and the emergence of new digital platforms make it more difficult to proactively tackle VAWG. Of increasing concern are the so-called "influencers" and the group of men referred to as "incels" (involuntary celibates) who now populate parts of the internet, sharing misogynistic attitudes about women, and advice on how to manipulate, coerce, exploit, abuse, and take violent action against women. As a consequence of this women and girls do not have access to their right to free speech as they are forced to change their behaviour, self-censor or remove themselves from the platform altogether because of harmful content and their concerns not being adequately addressed.



Why is Violence Against Women and Girls a problem?

VAWG damages health and wellbeing, and limits freedom and potential. The World Health Organization (WHO) recognises VAWG as a major public health issue and a fundamental violation of human rights.

The impacts of VAWG are wide-ranging and can have a long-term impact on the lives of those affected, as well as on their families and communities. Women, children, and young people who have experienced violence, abuse and exploitation in Scotland are at increased risk of experiencing inequality of outcomes throughout their lives, including physical and mental health problems, homelessness, drug and alcohol support needs, reduced education and employment opportunities, injuries and even death.



Impacts of VAWG on women

There is strong evidence highlighting the negative effects of VAWG on mental health and wellbeing. Victimization is associated with an increased risk of mental health problems, including suicidal ideation and suicide.²⁷ 53% of women who have mental health problems have experienced abuse; 36% of women who have faced extensive physical and sexual abuse in both childhood and adulthood have attempted suicide; and 22% have self-harmed.²⁸ Women engaged in selling and exchanging sex also report experiencing high levels of trauma.²⁹

VAWG is one of the most common types of psychological trauma likely to be experienced in Scotland. Although many show remarkable resilience, women, children, and young people without access to the right support at the right time, face increased risk of other types of trauma and adversity throughout all stages of their lives. As a traumatic experience, VAWG may affect women, children, and young people's relationships with others and create barriers for seeking help and engaging with services due to fears of being judged, blamed, or re-traumatized. Although efforts have been made to improve how the justice system responds

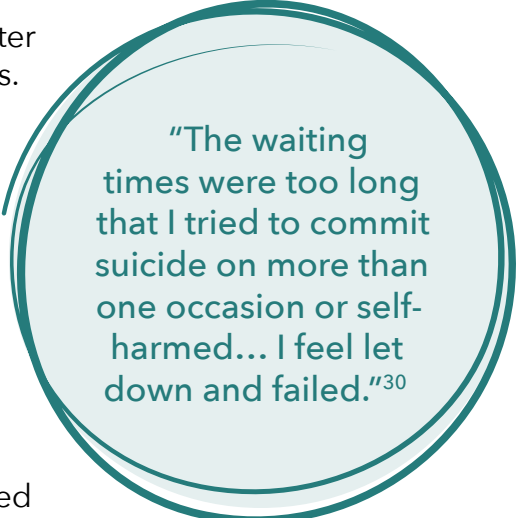
27. Oram, S., Khalifeh, H. and Howard, LM. (2017). Violence against women and mental health. *The Lancet Psychiatry* 4(2):159-170. In World Health Organization (2021) [Violence against women factsheet](#)

28. Agenda Alliance (2016). [Hidden Hurt: violence, abuse and disadvantage in the lives of women](#)

29. Scottish Government (2022). [The experiences of people who sell or exchange sex and their interaction with support services: lived experience](#)

to victim/survivors of VAWG, women and children still encounter significant challenges when navigating civil and criminal courts. Research also highlights that perpetrators are able to use these systems to continue their abuse.

Women, children, and young people who have experienced violence and abuse may develop coping strategies to address the trauma they have experienced, which may expose them to greater risk. For example, some victim/survivors report using high levels of alcohol and/or drugs as a coping mechanism for their traumatic experiences, and others report self-harming. Many of the women and girls who come into contact with the justice system have also experienced significant trauma, violence, abuse, and victimisation.³¹



“The waiting times were too long that I tried to commit suicide on more than one occasion or self-harmed... I feel let down and failed.”³⁰

Domestic abuse can begin or escalate during pregnancy, and has significant negative health implications for pregnant women and their babies. Domestic abuse doubles the risk of preterm birth and low birthweight. More than 40% of victim/survivors experience mental health issues including anxiety, depression, and emotional detachment which can affect the way a mother bonds with her child.³² Perpetrators use women's parenting and bonds with their children as a powerful tool for controlling women. The quality and effectiveness of support systems for women is directly linked to the well-being of children. When we ensure the protection and rights of children, recognising the differences in girls' and boys' experiences, it not only safeguards their wellbeing as they grow but also contributes to gender equality from birth into adulthood.

Women are more likely than men to live in poverty, and VAWG sustains this. For example, women experiencing abuse in the home will find it more difficult to leave their abuser if they are living in poverty. Poverty can be a factor in preventing women from accessing support for safety and wellbeing needs. It can also lead to some women becoming involved in CSE, including prostitution, to support themselves and their children. VAWG also creates barriers to employment and other economic resources because of its negative effects on women's health, wellbeing, earning potential, career progression and financial stability.³³ Financial abuse is used by perpetrators as a way to control women which, in turn, can raise women's risk of further violence, abuse, and exploitation.³⁴

30. Improvement Service (2021). [Understanding the mental health needs of women and girls experiencing gender-based violence](#)

31. Women's Justice Leadership Panel (2023). [The Case for Gendered and Intersectional Approaches to Justice](#)

32. Royal College of Midwives and Royal College of Obstetricians and Gynaecologists (2020): [Joint policy statement on domestic abuse](#)

33. Public Health Scotland (2022) Scotland's public health priorities and violence against women and girls Priority 5: A Scotland where we have a sustainable, inclusive economy with equality of outcomes for all

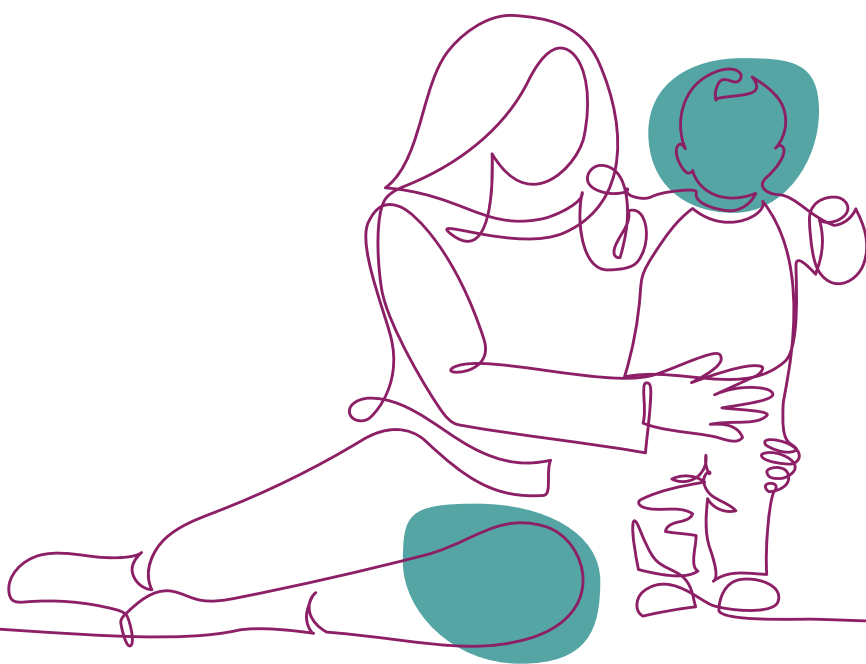
34. [What is economic abuse? - Surviving Economic Abuse](#) (2023).

All victims/survivors of VAWG are at greater risk of experiencing negative outcomes as a result of the violence, abuse, exploitation, and trauma they have experienced.

Impact of VAWG on children and young people

Violence against women and girls can have a significant impact on children and young people's lives, including their health, education, wellbeing and future life chances. This is especially the case for girls and young women. The United Nations Convention on the Rights of the Child affirms that every child has the right to be protected from all forms of violence and abuse, including physical, emotional, or sexual abuse, neglect, and exploitation. It is crucial not to misinterpret children's rights as over-riding women's rights. Women should be acknowledged as individuals with full human rights rather than merely conduits for children's rights. Likewise, girls must not be seen as 'future-women,' with their right to gender equality being withheld until they are adults. Girls must be protected by the overlap of women's and children's rights legislation. Protecting women's rights not only stands on its own merit but also yields positive outcomes for children. Children and young people are entitled to access services, have their voices heard and to receive the care and assistance to support them to recover physically and emotionally.³⁵

Being a victim of physical, sexual, and/or emotional abuse, and growing up in a household where abuse takes place are recognised as adverse childhood

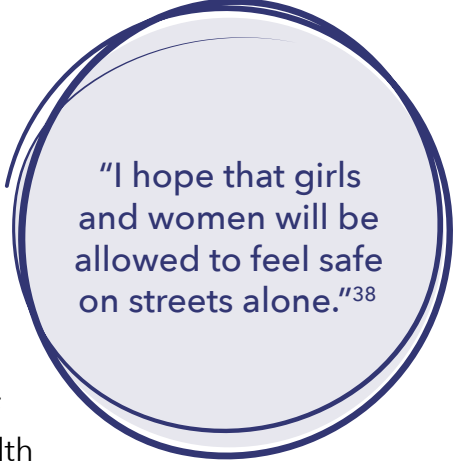


35. SCCJR (2023). [Executive summary: domestic abuse and child contact](#)

experiences (ACEs) that can increase a child's likelihood of experiencing poor health and other negative outcomes in adulthood.

For example, domestic abuse can have a significant physical, social, and emotional impact on children and young people. Children may exhibit physical symptoms associated with trauma and stress, sustain injuries when defending a parent or sibling if there is physical violence or, at the most extreme, be injured or killed by a perpetrator. They may also experience intense feelings of fear and anxiety, low self-esteem, and depression, and face behavioural and developmental challenges. In Scotland, domestic abuse continues to be one of the most common concerns identified at child protection case conferences of children registered on the child protection register. In 2021–2022 domestic abuse accounted for 16% of the total number of concerns recorded at case conferences, and for 46% of all registrations during the year.³⁶

While all children and young people can be negatively impacted by VAWG, the gendered nature of VAWG means that girls and young women are particularly affected. For example, several Multi-Agency Risk Assessment Conferences (MARACs) across Scotland are seeing an increase in the number of young women being referred because of high risk of harm within their intimate relationships. A report from Girl Guiding UK found that girls often don't feel safe outside, at school, nor online. Girls reported hearing toxic comments from boys that made them feel uncomfortable or scared, and that they had experienced threatening or upsetting behaviour online.³⁷ Girls' experiences of sexual violence can have a significant impact on their mental health and prevent them from accessing education and other opportunities.



"I hope that girls and women will be allowed to feel safe on streets alone."³⁸

Research shows that girls are particularly vulnerable to FGM between birth and 15. In 2022, 29% of cases of forced marriage involved a young person under 17; 78% of cases involved girls/women, while 19% of cases involved people with capacity concerns.³⁹

Ensuring that early identification and trauma-informed support are in place to respond to children and young people affected by VAWG is key to ensuring they flourish and are supported to achieve their full potential. This must be done in co-operation and collaboration with relevant partner agencies.

36. Scottish Government (2023) Children's Social Work Statistics Scotland: 2021 to 2022. <https://www.gov.scot/publications/childrens-social-work-statistics-scotland-2021-22/>

37. Girlguiding (2023). [Girls' attitudes survey](#)

38. Girl aged 7 to 10. Girlguiding (2023). [Girls' attitudes survey](#)

39. Official Statistics. [Forced Marriage Unit statistics](#)

Impact of VAWG on men and boys

VAWG harms everyone in society, including men and boys. While men and boys may benefit from some of the gendered norms and inequalities that give rise to VAWG, they are also harmed by them.⁴⁰

Gender norms place expectations on men and boys to meet unhealthy and impossible standards of masculinity, and these expectations are linked to their experiences of mental health problems, and in particular men's disproportionate suicide rates, drug-related deaths, and violence from other men. They can lead to men and boys becoming consumers of Commercial Sexual Exploitation (CSE), impacting on their sexual wellbeing, perceptions of relationships, fostering a culture of entitlement, and perpetuating harmful power dynamics as this becomes a normalised part of masculinity.

While men are at lower risk of experiencing domestic abuse and other forms of GBV than women, and are far more likely to perpetrate it, there are men across Scotland who have experienced domestic abuse, sexual abuse, and exploitation. Gender stereotypes around "masculinity" may prevent these men from recognising that they have experienced such abuse, and stop them from seeking support for the harm that this abuse has caused.

A gendered approach is therefore required to ensure systems understand the differing needs of men and boys as victims, as they may experience abuse in different ways to women and girls, and report different long-term impacts. For example, when men and boys experience domestic abuse, sexual violence, and exploitation, it is primarily at the hands of other men. Gay, bisexual, and trans men and boys may require tailored support services. Research suggests that gay, bisexual, and trans men face significant risk of physical violence, sexual violence, and coercive control within their intimate relationships. It is, therefore, key that their



40. Improvement Service (2021). [Elected Member Briefing Note. Tackling violence against women and girls: what about the men?](#)

specific needs are considered when designing systems and services for victim/survivors of domestic abuse and sexual violence.

The cost of VAWG to society

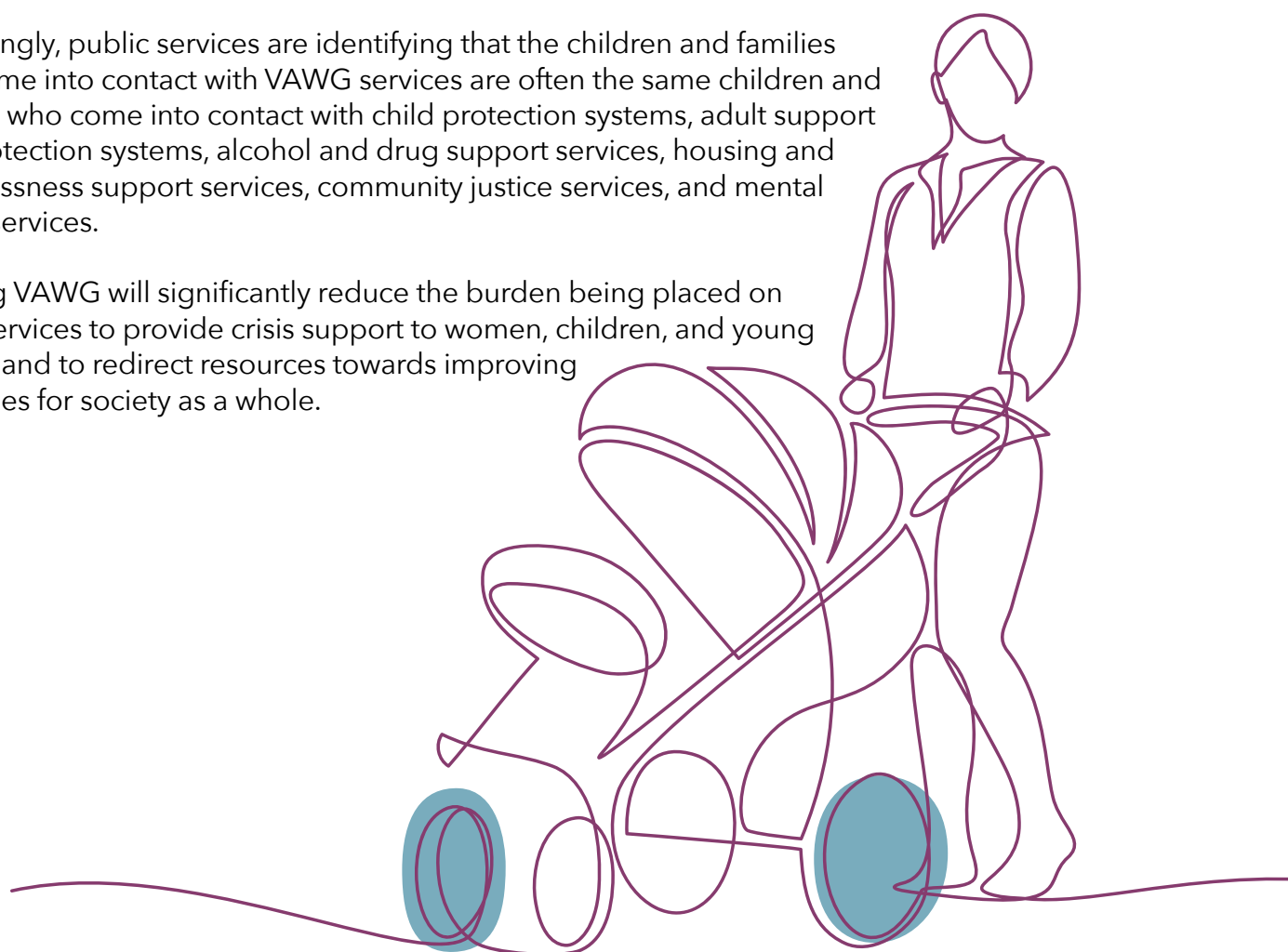
In addition to the devastating impact that VAWG has on the lives of families and communities across Scotland, it negatively impacts on society as a whole, including placing a significant pressure on public services.

As well as the human costs of failing to tackle VAWG, the financial costs are significant. This includes direct costs relating to women, children, and young people accessing healthcare, criminal justice proceedings, refuge accommodation, and other housing and social care services, and indirect costs related to support with mental health and trauma, drug and alcohol use, welfare support, and loss of economic productivity.

Dealing with the consequences of VAWG places a significant pressure on public services. For example, Police Scotland reports that dealing with incidences of domestic abuse is the greatest single demand on its time, with an average of one incident being reported to it every nine minutes.

Increasingly, public services are identifying that the children and families who come into contact with VAWG services are often the same children and families who come into contact with child protection systems, adult support and protection systems, alcohol and drug support services, housing and homelessness support services, community justice services, and mental health services.

Tackling VAWG will significantly reduce the burden being placed on these services to provide crisis support to women, children, and young people and to redirect resources towards improving outcomes for society as a whole.




Our focus

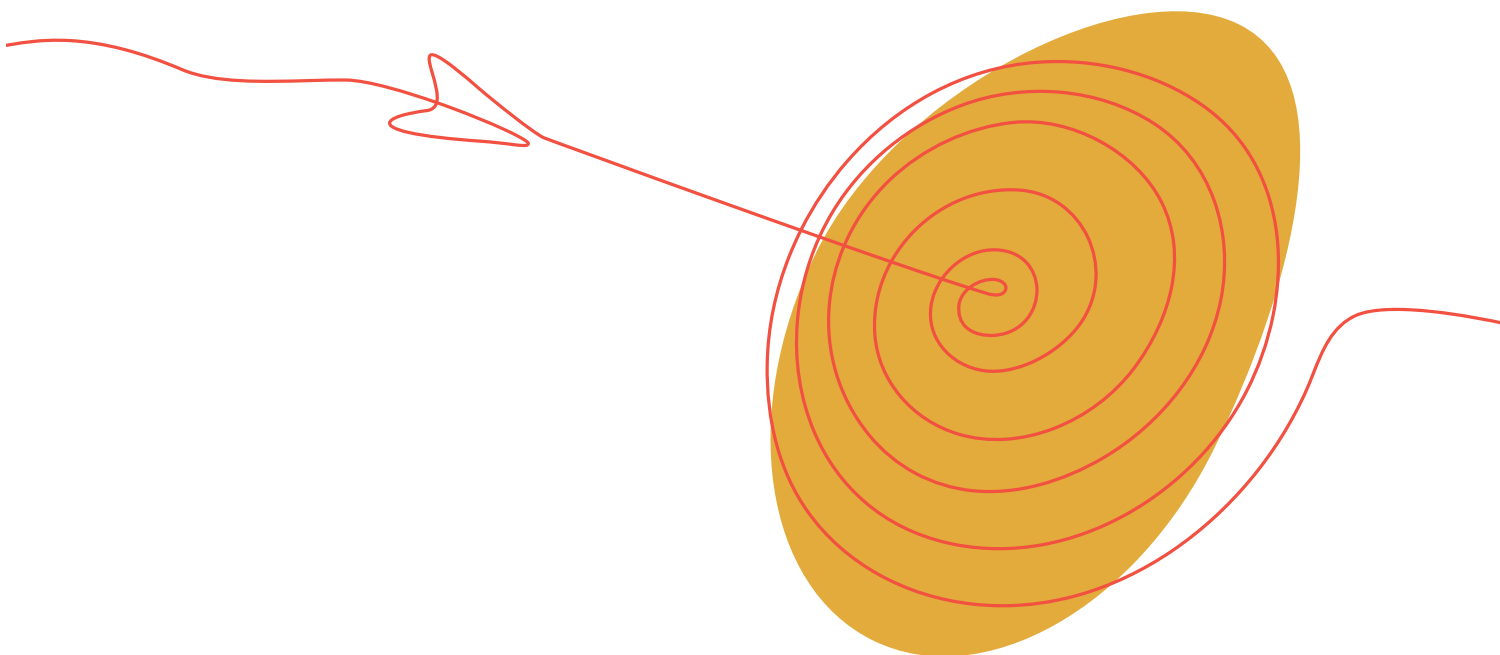
We don't live our lives in isolation. The people, places, services, and institutions we come into contact with can have a lasting impact on us and be forces of positive change.

Given the prevalence and impact of VAWG across society, its presence in our lives, and the impact of the trauma it creates, this strategy aims to ensure that VAWG is considered in all aspects of our lives. We are committed to preventing VAWG from occurring in the first place. But, until such harm is eradicated, we must ensure that the responses people and communities receive are trauma-informed, compassionate and impactful.

Universal, mainstream services are at the heart of this transformation. By designing and embedding VAWG-awareness and trauma-informed practice in universal public services, we can ensure that early engagement and interventions can help to prevent further harm that requires later complex and specialist interventions. In doing so, this will reduce the significant pressure on our public services and improve outcomes for people using them.



"When I receive support I feel less alone, weird, terrified, worried, powerless and worthless."⁴¹



41. Improvement Service (2021). [Understanding the mental health needs of women and girls experiencing gender-based violence](#)

We commit, through the implementation of this strategy, to prioritise actions which will:

- prevent VAWG before it occurs
- support early intervention
- build a broad and shared understanding across our society and communities of what VAWG is, how it affects those who experience it, its impact on society more generally, the scale of the problem, and what causes it - so that we can reduce the harm together
- build political, institutional, sectoral, organisational, community, and personal commitment and contribution to preventing and tackling VAWG
- hold perpetrators of VAWG to account, supporting change where possible
- deliver sustainable, informed and safe specialist and universal service responses for victim/survivors that are holistic and meet victim/survivors' individual needs
- promote an intersectional approach to preventing, recognising, 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

To fulfil these commitments and the aims of Equally Safe, we will work closely with the structures and organisations across our communities ensuring that violence against women partnership (VAWP) actions are integrated with and integral to community planning, and health and social care priorities.

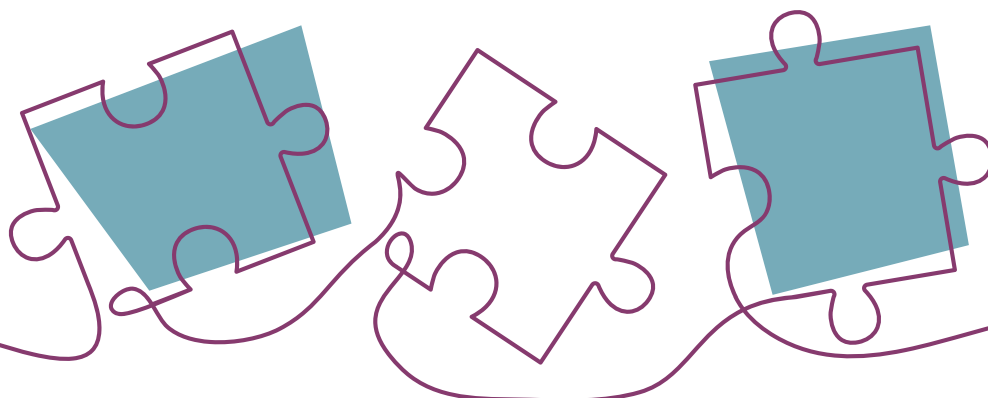
Community planning partnerships: In line with the principles underpinning the Verity House Agreement, community planning partnerships (CPP) are recognised as a critical mechanism for the alignment of resource locally. Focused on prevention and early intervention, CPPs support the delivery of our shared priorities. Bringing together local public services and the communities they serve, offers powerful potential to address often deep-rooted causes of inequalities, and to use preventative approaches to manage future demands on crisis intervention services. The statutory duty placed upon public bodies to actively address inequalities via the Community Empowerment (Scotland) Act 2015 provides added impetus and a major focus to address one of the most significant areas of inequality in society. Some CPP activities already reflect a strong focus on improving outcomes for women, children, and young people affected by VAWG. Strengthening this will be key to the successful delivery of this strategy.

Public protection arrangements: Local public protection structures are critical for ensuring that we prevent harm, and that we protect, respond to, and support the recovery of women and girls experiencing harm. A public protection approach involving collaborative inter-agency working, for example between VAWG partnerships, MARACs, Multi-Agency Tasking and Coordination (MATAC), Multi-Agency Public Protection Arrangements (MAPPA), community justice partnerships, alcohol and drug partnerships, child protection committees, and adult support and protection committees, can ensure an integrated and consistent approach to planning and service delivery to reduce risk of harm to women, children and young people.

Health and social care: Our NHS and health and social care partnerships are critical in intervening early to identify those at risk of VAWG, and in providing care and treatment that is trauma-informed. Health and social care services are accessed by all of us at some point in our lives, giving them a pivotal role in tackling VAWG. The NHS in Scotland has long led the way in routine enquiry of abuse. However, this could be strengthened and developed to include forms of abuse other than child abuse and domestic abuse, such as rape or sexual assault. A renewed commitment to the role of our NHS and health and social care services is critical.

"The appropriate adults have been good in the past. The one I had recently, she's been involved in a few of the things I've been through. She has a good understanding of what's happened, so when I am telling the story, it's the right way of telling it. But you're no guaranteed to get someone to help you."⁴²

Poverty/financial assistance: As women are more likely to live in precarious financial and economic situations than men and to feel the disproportionate impact of the increases to the cost of living, ensuring opportunities to maximise women's economic resources is key.



42. Scottish Commission for People with Learning Disabilities (SCLD) (2023). [Unequal, Unheard, Unjust: But Not Hidden Anymore](#)

Childcare and education: Children and young people have a right to be nurtured and supported to grow in safe and secure environments that model and promote gender equality. Where this doesn't happen, we seek to mitigate the impact of trauma and harm by realising child survivors' rights to safety, healing and justice. We recognise that many of our existing interventions with children and young people take place within traditional settings, whereas some of our most vulnerable children and young people are not in school nor education. Supporting children and young people to learn from an early age what healthy, respectful relationships look and feel like, can prevent violence, abuse, and exploitation from occurring.

"I've been through the homeless services a few times and my longest time spent homeless was about 2 and a half years and I met a lot of other women who got involved in [selling or exchanging sex], whilst homeless."⁴³

Homes and housing: Women's experiences of housing are different from those of men. This includes women's pathways into and out of homelessness, interactions with housing services, and access to affordable and adequate housing standards, including the private market. Within this, certain groups of women are more likely to experience housing instability, poor housing, homelessness, or negative treatment by housing services.⁴⁵ Although domestic abuse is one of the most common reasons for women to make a homelessness application in Scotland, other forms of violence, abuse, and exploitation may make women unsafe in their homes. For example, sex for rent is not only harmful but can be a pivotal factor in pushing women into CSE. This highlights how housing can be interlinked with CSE. A safe, secure, and affordable home is a major protective factor for women experiencing all forms of VAWG. Only by addressing the links between housing and the range of ways in which VAWG may be experienced, can we truly respond to the housing needs of all women.

"On one of the [Children's Hearing] panels they made my mum sit in with my dad even though she didn't want to. The panel members did not care that he was violent to my mum. She was traumatised."⁴⁴

Justice: The Vision for Justice in Scotland⁴⁶ can only be fully realised when VAWG is eradicated. Until then, the commitment remains that women and girls are served appropriately. Understanding the inequalities experienced is crucial in providing justice for victim/survivors, and holding perpetrators to account.

43. Scottish Government (2022). [The experiences of people who sell or exchange sex and their interaction with support services: lived experience engagement](#)

44. [Everyday Heroes Justice Report](#)

45. Engender (2020). [A Woman's Place: gender, housing and homelessness in Scotland](#)

46. Scottish Government (2022) Vision for Justice <https://www.gov.scot/publications/vision-justice-scotland/>

To achieve this, we remain committed to working with stakeholders and justice partners at national and local levels to make improvements to the justice system that will benefit and recognise the trauma experienced by women and children, and firmly place the responsibility for VAWG on the perpetrators of such violence. This includes promoting accountability and changed behaviour for boys and young men who perpetrate VAWG. We will ensure children who have been victims or witnesses of abuse or violence receive a better coordinated and trauma-informed response through our phased approach to implementation of Bairns' Hoose.

"Everyone is so worried about my relationship with my father, but no one cares about my relationship with my mother."⁴⁷

The priorities in Equally Safe directly contribute to the outcomes and vision set out in the Scottish Government's National Strategy for Community Justice,⁴⁸ which is principally focused on preventing offending before it occurs by working with people who are at risk of offending and supporting those who have been through the justice system. Both strategies promote prevention and early intervention.

Place-making, community safety and transport: The places and communities we live in, and the way we move around them have a significant impact on our lives.⁴⁹ If we design, plan and develop our built and natural environment with an understanding of women's and girls' needs, we can help to create the conditions in which violence, abuse, and exploitation are less likely to occur. This means, for example, safe, open, well-lit spaces that design out crime and other risks; providing community facilities such as shared sporting activities for all ages and groups; and community support hubs where women and girls are able to move around in their communities and live fulfilling and equal lives with men and boys.

Employers: Creating supportive and healthy workplace environments can help to mitigate and prevent violence against women in the workplace. Given the harmful consequences, not only for women experiencing this but also for workplaces and the broader economy, there is a compelling argument for action.

"As a council, we're the biggest employer locally so we need to have a better domestic abuse informed strategy for our staff who may be experiencing domestic abuse or perpetrating it... the people that we work with aren't 'the other', they are 'us'. I think that's a really positive thing to have come out of this work."⁵⁰

Digital spaces and places: Being online is now integral to so much of our everyday lives and this is only

47. Anonymous, YELLO!, the young expert group in the Improving Justice (IJCC) in Child Contact, January 2021.

48. Scottish Government (2022) [National Strategy for Community Justice](#)

49. Transport Scotland (2023). [Women and girls' safety on public transport](#)

50. Implementing Safe & Together in Scotland: year 1 reporting report

going to increase with technological advances. Just as VAWG takes place in all communities and places, the same applies to all online spaces. Action is required across all policy areas to respond to the added risks this may pose to women, children, and young people. Services must be competent to support women, children, and young people experiencing VAWG in online settings, and understand digital and online VAWG.

A just transition: Promoting gender equality within the framework of a just transition is a vital undertaking. The climate crisis and gender inequality are central concerns within the UN Sustainable Development Goals, embodying some of the most pressing global challenges of the 21st century. The simultaneous pursuit of gender equality and a just transition to a net-zero economy are inextricably linked goals. Addressing these two objectives together is mutually reinforcing and will prevent further marginalisation and de-stabilisation in the lives of women and girls. This will mitigate against unintended discrimination and harm that might undermine progress towards a just transition and our goal of gender equality and safety for all in our communities.



Our approach

Our approach recognises VAWG as a major public health issue. We are committed to adopting a public health approach to tackling VAWG, which focuses on preventing VAWG before it occurs.

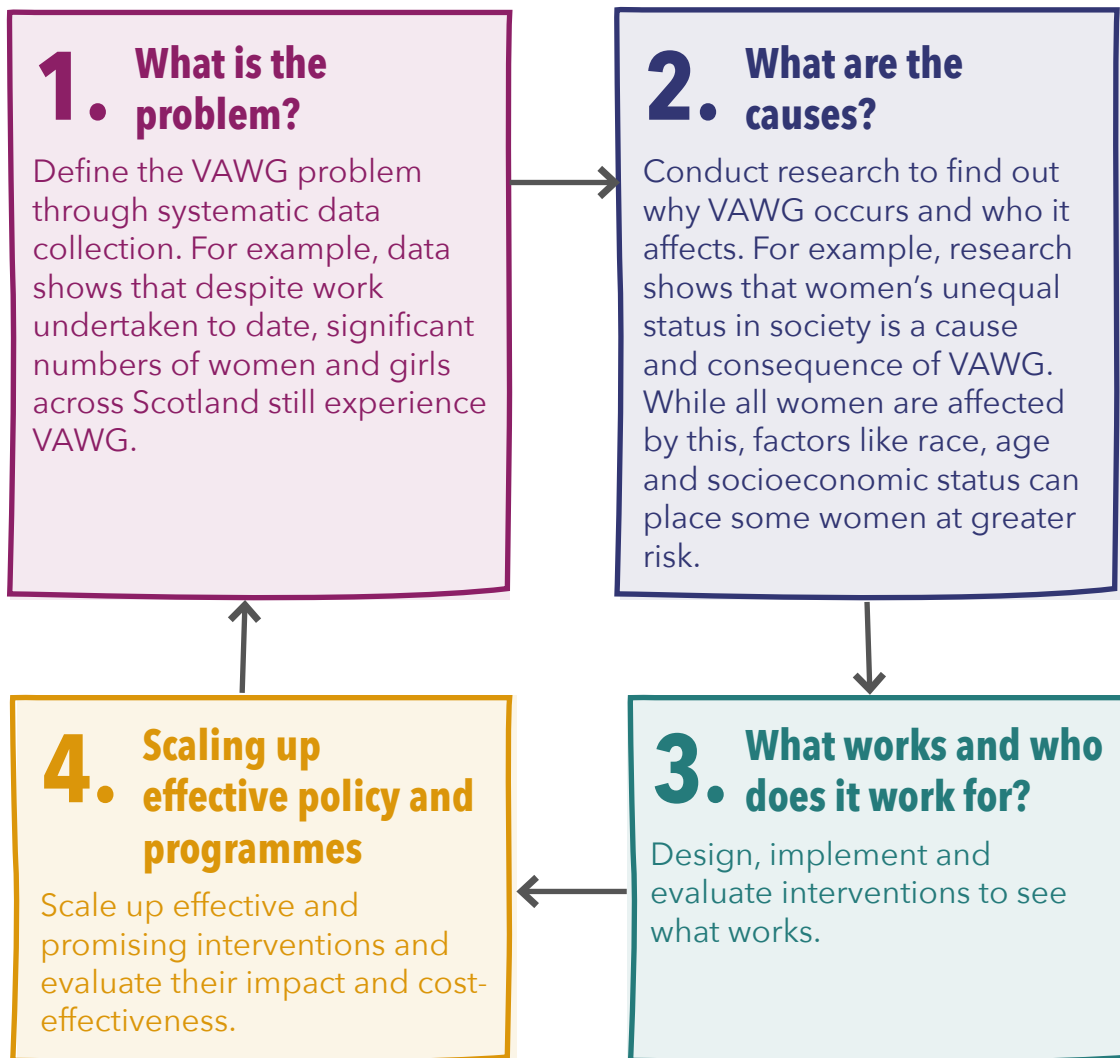
Recognising the impact of societal, community and relationship factors on women and girls' lives is key to preventing and addressing VAWG. Gender inequalities at every level of society have a profound influence on VAWG. These factors are connected and can influence and impact on each other, reinforcing the need for a comprehensive approach to prevention across all levels.



In recent years, and reflected in the engagement to refresh Equally Safe, we have heard from people that they wanted to see a commitment to taking a public health approach to preventing and eradicating VAWG. A public health approach uses evidence to prevent or to reduce VAWG, and emphasises the importance of collaborative effort from diverse sectors including health, education, social services, justice, policy, and the private sector. This will improve the safety of everyone.

To apply that approach, we've drawn on WHO's public health approach to violence reduction. The four steps of this approach have been used successfully to implement violence prevention activities across the globe. We will adopt a gendered approach to applying a public health approach to preventing and eradicating VAWG, including implementing strategies to hold to account, and change the behaviours, of men who perpetrate and condone VAWG. This approach recognises that preventing VAWG is not the responsibility of victim/survivors, but requires a broader societal effort.

The four steps are:



This whole-society, preventative approach also provides a chance to strengthen the connections between tackling VAWG and tackling women's inequality. Without this understanding, interventions tend to focus on these separately and miss the opportunity to address the root cause. We commit to delivering this strategy in a way that is underpinned by this approach to achieve the greatest impact.

Prevention

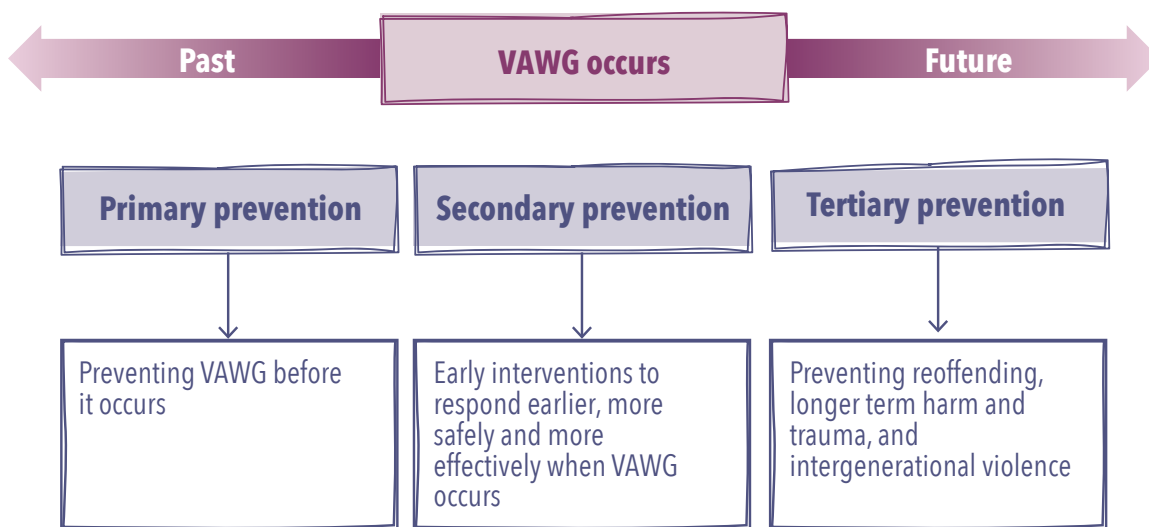
To create a Scotland where women and children are safe from the harm of VAWG, we need to prevent it from happening in the first place. VAWG is avoidable. Prioritising primary prevention challenges the notion that VAWG is inevitable or acceptable.

To achieve this, we need a fundamental change in the societal attitudes, values, and structures that give rise to and sustain VAWG. This strategy reaffirms our

commitment to this and aims to achieve the collective challenge of ensuring that the prevention of VAWG is given prominence. This does not mean that support for victim/survivors will be reduced. It means expanding the focus to minimise the chance of women and girls experiencing violence in the first place.

Our approach in this strategy is to consider how we promote protective factors and address the underlying causes of VAWG. This includes exploring how we tackle the systemic societal and economic disadvantages and circumstances that can foster all forms of VAWG. With an understanding of underlying causes, risk factors, and protective factors, we will then design and implement actions to prevent VAWG across three key stages. Applying this framework to VAWG has shown that it's an effective tool for supporting change.⁵¹

Primary prevention aims to prevent violence before it occurs; secondary prevention aims to provide an early response to violence; and tertiary prevention focuses on preventing further violence, harm, and trauma.



Top level policy framework

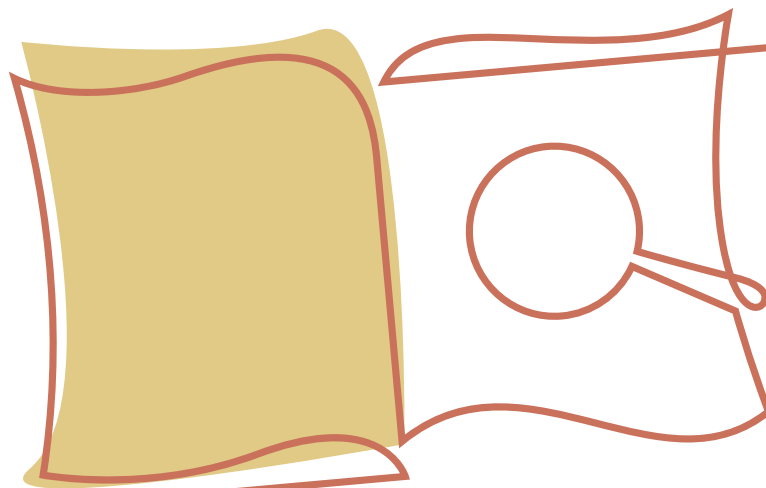
The changes we want to see through the implementation of this strategy are wide-ranging and cross into multiple policy areas throughout national and local government.

We want considerations of VAWG and the wider impact of women's inequality incorporated into all policies. Throughout the lifetime of this strategy we will work across spheres of government to prioritise actions that will improve outcomes for women, children, and young people.

51. WALDEN, I. & WALL, L. 2014. Reflecting on primary prevention of violence against women: the public health approach, Australian Centre for the Study of Sexual Assault.

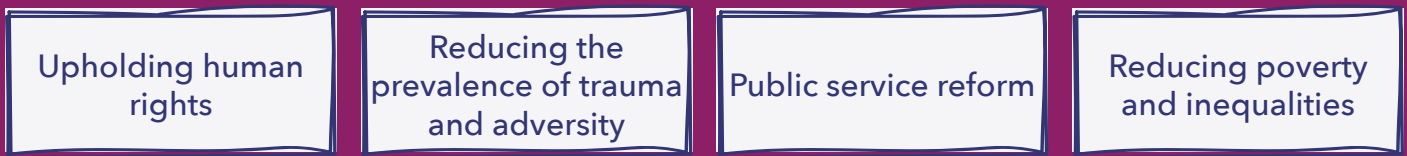
This, alongside the broader commitment to incorporate additional international human rights treaties into Scots law within the limits of devolved competence, will help to achieve the vision of Equally Safe. The proposed Human Rights Bill will incorporate the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the International Covenant on Economic, Social and Cultural Rights (ICESCR), among other treaties. This will help to ensure that, when duty bearers are giving effect to the economic, social, cultural, and environmental rights in the Bill, they carefully consider specific protections for women, children and young people in delivering these rights.

As well as ensuring there is coherence across national policy and practice, the local implementation of this strategy is reliant on the work of VAWPs and wider community planning structures and processes. We continue our commitment to local planning and implementation.



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 these.

The vision is framed within the context of:



It is underpinned by our six public health priorities:



It is reinforced by current and forthcoming legislation and treaties, including:



It is supported by Scottish Government and COSLA strategies and action plans to help tackle inequalities and improve outcomes for all including (but not limited to):

Best start, bright futures: tackling child poverty delivery plan	The Promise	Mental health and wellbeing strategy	The Vision for Justice in Scotland	National Strategy for Community Justice
Getting it right for every child (GIRFEC)	Housing to 2040	Ending Homelessness Together	Scotland's National Strategy for Economic Transformation	Violence prevention framework
Creating Hope Together: suicide prevention strategy	Rights, respect and recovery: alcohol and drug treatment strategy	New Scots: refugee integration strategy	Challenging men's demand for prostitution: policy principles	Ending destitution together: strategy
Fair Work action plan	Human Trafficking and Exploitation Strategy	Gender Equality Taskforce on Education and Learning	Domestic Homicide Review Taskforce	Rural and Islands Housing Action Plan
Women's Health Plan	First Minister's National Advisory Council on Women and Girls (NACWG)	Adult Support Protection guidance	Incorporation of the UN Convention on the Rights of the Child (UNCRC)	Feminist approach to International Relations
Whole family approach	A Culture Strategy for Scotland (2020) and Culture Strategy Action Plan refresh (forthcoming)	National guidance for child protection in Scotland 2021 - updated 2023	Adult Support and Protection (Scotland) Act 2007 Code of Practice 2022	Victims, Witnesses and Criminal Justice Reform (Scotland) Bill
Improving the lives of Gypsy/ Travellers: 2019-2021	Family Justice Modernisation Strategy	No One Left Behind: delivery plan	Anti-Racism Observatory for Scotland	Non-Binary Equality Action Plan
Self-Harm Strategy and Action Plan				

The impact on outcomes will be measured in line with our National Performance Framework, in particular:

 We grow up loved, safe and respected so that we realise our full potential	 We live in communities that are inclusive, empowered, resilient and safe
 We are healthy and active	 We tackle poverty by sharing opportunities, wealth and power more equally
 We respect, protect and fulfil human rights and live free from discrimination	 We have a globally competitive, entrepreneurial, inclusive and sustainable economy

How will we get there?

Leadership and Governance

The central aim of Equally Safe is to work collaboratively with partners across all sectors. Having a clear governance structure that underpins delivery is essential.

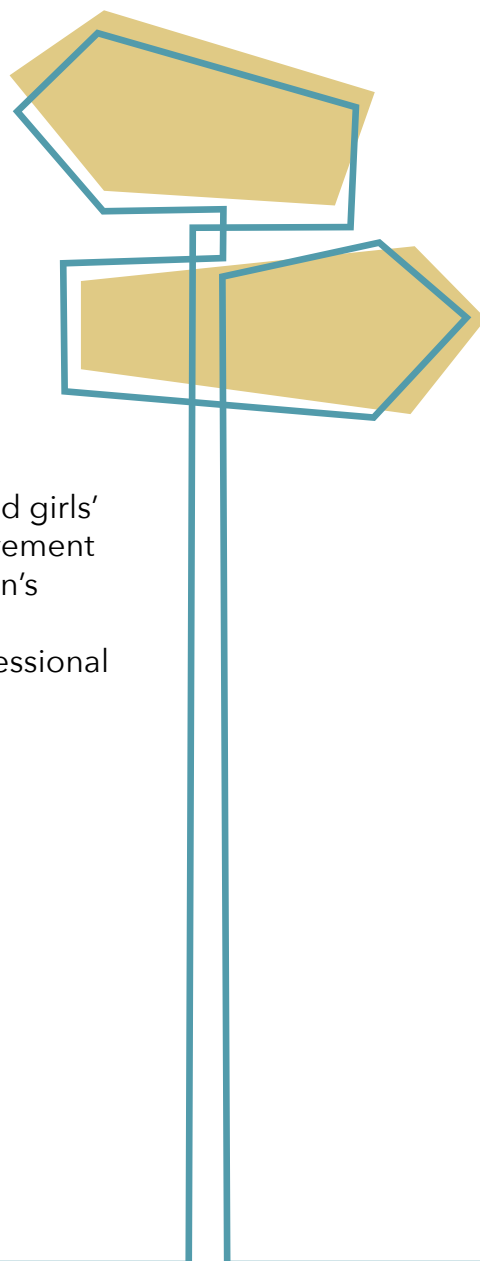
Key delivery partners will have a strong and effective voice in how progress is made, particularly over process, risk management and tackling challenges.

Our governance arrangements draw on existing structures that work well. They continue to place delivery partners at the centre.

Our high-level Joint Strategic Board, chaired by the Scottish Government and COSLA, ensures accountability and aligns strategic focus. The Verity House Agreement informs our working arrangements.

A Scottish Government ministerial group has been established to demonstrate and enable collective leadership across portfolios, and to ensure that the Scottish Government is using all the tools of national government so that the aims of Equally Safe are achieved as work progresses.

COSLA is committed to ongoing collaboration and partnership with the Scottish Government. It will work with its members to consider VAWG across all areas of policy that affect women's and girls' lives. Close working with Public Health Scotland and the Improvement Service through our joint framework agreement to tackle women's inequality and VAWG, along with guidance and advice from the experience and expertise of the local VAWPs, our advisory professional bodies and specialist services, will underpin local government's ongoing focus on preventing and eradicating VAWG.



LEADERSHIP

Scottish Government/COSLA partnership in line with Verity House Agreement

PROGRESS AND ASSURANCE

Scottish Government:

The Scottish Government has a key role in co-ordinating the implementation of Equally Safe across at a national level by demonstrating leadership, commitment, and co-operation.

COSLA:

COSLA has the key role in co-ordinating the implementation of Equally Safe across all local partnerships and stakeholders by demonstrating local leadership, commitment and co-operation.

Strategic assurance:

The Scottish Government and COSLA are committed to working collaboratively with partners through the Equally Safe Joint Strategic Board and other key mechanisms to achieve change.

COLLABORATION

Delivery partners: We will work to strengthen ties with our wider networks across the policy landscape to ensure stakeholders remain at the core of delivery.

INFORMED BY

Victims/survivors

Governance principles

The governance arrangements for Equally Safe are based on the following principles.

- We are clear, delivery focused and streamlined.
- We organise around a central pillar of collaboration that uses the specialist knowledge and experience in national and local government, the third sector, and public sector organisations.
- We will ensure policy is informed by those on the front line and those with lived experience.
- We will ensure that roles are clear and supported in taking forward Equally Safe priorities.

Collaborative effort

No one sector, organisation, or service can tackle the prevention and eradication of VAWG alone.

Specialist services remain key. However, it is only by working together nationally and locally through collective leadership, that we can make the system changes needed to realise the human rights of women, children and young people. Equally Safe is predicated on the strength of a whole-system, gendered response to preventing and tackling all forms of VAWG. There is a wealth of knowledge and experience across Scotland and beyond for us to tap into and build upon. Much of this has been developed by our partners in the third sector from decades of working directly with women, children and young people who have experienced violence, abuse, and exploitation. Much has been learned through the projects and initiatives that have been funded over the years locally and significantly by the Scottish Executive and Scottish Government.

At every step, we'll collaborate with women, children, and young people, learning from their direct experiences of VAWG. Participation should be meaningful, effective, and sustainable. It should recognise the barriers for particular groups to be involved. It should ensure that those participating understand their rights; have a chance to be involved; engage on the basis that it is their choice to do so; are valued and supported; that everyone works together; and that there is regular communication and feedback.


Making the best use of resources

COSLA and the Scottish Government agree that it is vital that we remain focused on addressing VAWG.

We acknowledge the scale and importance of the task before us. We recognise that we must work collaboratively and with partners and expert stakeholders from across the public and third sectors to ensure that investment in tackling VAWG is equal to the task before us.

Scottish Government funding dedicated to tackling VAWG is at an all-time high in Scotland. We have invested £19 million a year in specialist services and projects through the Delivering Equally Safe Fund and £18.5m for specialist advocacy support for victim/ survivors of GBV from the Victim Centred Approach Fund.

We also recognise the investments, made by local authorities, health boards, and justice partners among others, in local systems and services to prevent and



We acknowledge the scale and importance of the task before us. We recognise we must work collaboratively and with partners and expert stakeholders from across the public and third sectors to ensure that investment in tackling VAWG is equal to the task before us.

tackle VAWG and to support victim/survivors. We are committed, through even greater partnership working, to build a focus on prevention and to ensure that women, children and young people are supported to recover from VAWG.

It is vital now more than ever that we make the best use of the resources, including the people and finances that we have, to tackle VAWG by effectively using the collective resources of the public and third sectors.

We remain committed to developing a more consistent, coherent, collective, and stable funding model that will ensure both a focus on prevention and high-quality, accessible, specialist services across Scotland for women, children, and young people experiencing any form of VAWG.

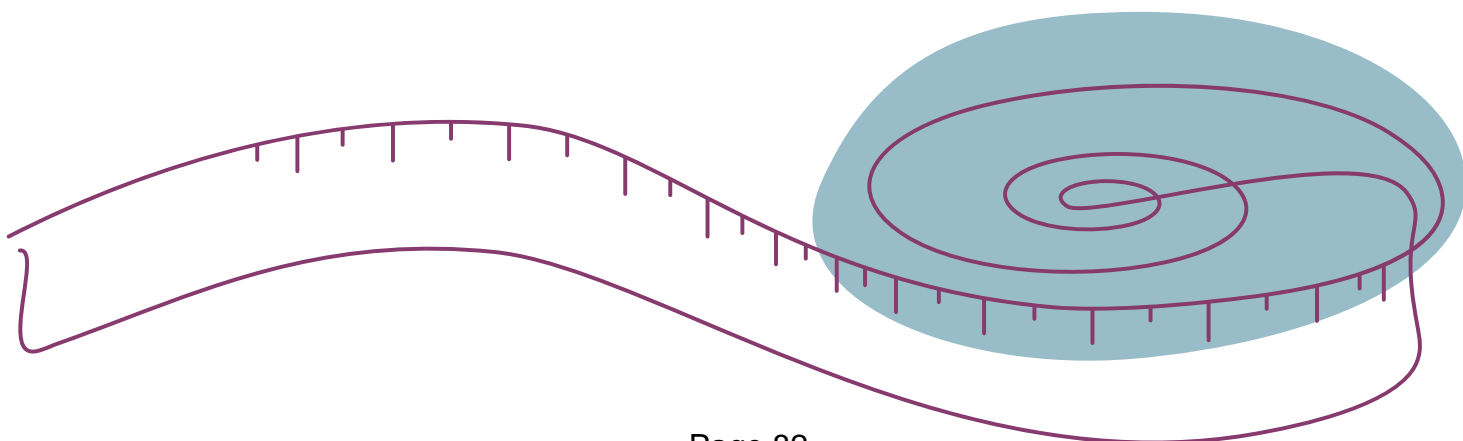
We will consider the delivery approach of current dedicated funding for tackling VAWG, and how this funding can be further aligned to meet the ambitions of Equally Safe.

Accountability and measuring progress

We've updated our outcomes framework, which sets out a high-level vision for Equally Safe.

We are committed to publishing an updated Equally Safe delivery plan and performance framework with SMART indicators to help monitor progress against our agreed activities and outcomes, and to identify areas for future improvement.

We'll continuously assess our progress, aiming to reduce all forms of VAWG. We'll use evidence and data to understand how our joint efforts are effecting change.





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What is the problem we're trying to solve?

Violence Against Women and Girls (VAWG) damages health and wellbeing, limits freedom and potential and is a violation of human rights.

Risks, dangers and harms caused by VAWG to individuals, families, communities and societies can be complex. In some cases, long term or even lifelong levels of support from specialist or universal services are required to provide safety, security and recovery. This can only be provided through considerable public spend and investment in informed, safe and sustainable specialist and universal service responses.

There remains a lack of shared understanding that it is women's inequality in society that is a cause and consequence of VAWG. Gender inequality continues to be rooted in society and tolerated.

Progress made towards equality targets has recently been inhibited by the impacts of the covid pandemic and the cost-of-living crisis.

While all women, children and young people are at risk of experiencing harm from VAWG, people with protected characteristics face increased levels of risk or both experiencing and accessing appropriate support for VAWG.

Perpetrators of VAWG may not be held accountable for their choices and the harms they cause and may not be robustly supported to change their attitudes, values, beliefs and behaviours.

What will we do to tackle this problem?

We are committed to adopting an evidence-based approach to identifying the specific activities that will be delivered as part of this strategy.

Our review of the existing evidence on 'what works' to prevent and eradicate VAWG along with consultation and engagement with experts by experience and profession has informed our commitment to prioritise actions which will:

- Prevent VAWG before it occurs
- Support early intervention
- Build a broad and shared understanding across our society and communities of what VAWG is and how it impacts those who experience it, its impact on society more generally, the scale of the problem and what causes it
- Build political, institutional, sectoral, organisational, community and personal commitment and contribution to the prevention and tackling of VAWG
- Hold perpetrators of VAWG to account, supporting change where possible
- Deliver sustainable, informed and safe specialist and universal service responses for victims/survivors that is holistic and meets the victim's individual needs
- Promote an intersectional approach to preventing, recognising and responding to the compounding inequalities and risks some women, children and young people may experience

What outcomes do we want to achieve?

Short-term outcomes

People have increase understanding of the causes, consequences and appropriate responses to VAWG.

People develop an understanding of positive, safe and healthy relationships from an early age.

Policy and practice adopts a gender lens to addressing the inequality women and girls experience at different ages and stages of life.

Fewer people adhere to harmful gender stereotypes.

Women, children and young people affected by VAWG are identified early and receive the support they need, at the time they need it.

Men and boys have an increased understanding of positive, healthy and safe relationships.

Men who perpetrate VAWG are identified at an early stage.

Medium-term outcomes

Tolerance of VAWG is reduced and people are more likely to challenge VAWG.

Power, decision-making and material resources are more equally distributed between men and women.

Women and girls are safe, respected and equal in our communities.

Women, children and young people's safety and wellbeing needs are being met.

Women, children and young people are supported to recover from the violence, abuse and trauma they have experienced.

Men and boys who perpetrate VAWG change their harmful behaviours, and are supported to do so.

Men who perpetrate VAWG are held to account by the justice system.

Long-term outcomes

Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls.

Women and girls thrive as equal citizens – socially, culturally, economically and politically.

Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people.

Men reject all forms of violence against women and girls, and perpetrators of such violence receive a robust and effective response.

What is our overall vision?

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 – and the attitudes that help perpetrate it.

How will we do it?

Lived Experience

The voices of women, children and young people with lived experience of VAWG will be listened to and respected, and will be used to shape policy and practice.

Workforce Care, Support and Development

Professionals working within universal and specialist services will have the knowledge, skills and support they need to effectively respond to victims/survivors.

Trauma-Informed and Person-Centred

The systems and services that victims/survivors come into contact with will be person-centred and trauma-informed, and will address the additional barriers some victims/survivors may face to accessing support.

Evidence and Data

We will take an evidence-based approach to investing in systems and services that will improve outcomes for women, children and young people, and will use evidence and data to measure progress and performance.

Collective Leadership

There will be strong collective leadership at a local and national level across all key policy agendas that have a role to play in improving outcomes for women, children and young people affected by VAWG.

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THEME: A GOOD PLACE TO GROW UP, LIVE IN AND ENJOY A FULL LIFE

Theme lead: Police Scotland

Group members: Police Scotland, SBC, Scottish Fire & Rescue Service

Outcomes	Actions	Time frame	Progress	RAG
<p>The Borders has a clear and planned pathway to Net Zero.</p>	<p>The Partnership will establish a definitive baseline of Area-Wide Greenhouse Gas Emissions, and develop a regional approach to delivering emissions mitigation and a climate-ready region.</p>	<p>12 months</p>	<p>All Community Planning Partners are working on their own organisational greenhouse gas emissions. All partners also have a critical role in providing collective leadership in driving forward regional emissions reduction. SOSE, in collaboration with SBC and Dumfries & Galloway Council, commissioned baselining work for the South of Scotland (providing baseline evidence for each local authority area). This establishes the following as the key sectors for action: agriculture, transport and heat and it is anticipated that the focus for individual and collaborative projects between partners will be on heat in buildings and transport.</p> <p>A CPP Practitioners' Group has been established and Terms of Reference agreed. The Practitioners Group will be responsible for identifying, scoping and agreeing the commitment of required resources to take forward a set of priority actions to be pursued jointly/collaboratively across appropriate partners with the aim of reducing emissions. Meetings of the Group took place on 13 September and 6 December, with a further meeting scheduled for 6 March.</p> <p>Identification of emission reduction activities will be done using baseline emissions work undertaken by partners (where available) and using area wide annual data produced nationally</p>	<p></p>

			<p>by the Department for Energy Security and Net Zero and the South of Scotland area-wide baseline held by SoSE. Any gaps in data which are identified will require to be addressed to allow projects with greatest emissions reduction impact to be pursued. Activities to identify collaborative climate resilience activities will also be identified by partners.</p> <p>As the CPP transitions to a new Community Plan, with Net Zero operating as a cross-cutting theme, efforts have also been made to consider how the cross-cutting Net Zero theme reports into the Delivery Board and Delivery Plan Groups for each of the new Community Plan's themes. It is proposed that there should be representation on each of the Delivery Groups from the Practitioners' Group to ensure strong linkages between the 4 themes and Net Zero cross-cutting theme. This will be the subject of discussion at the Practitioners Group's next meeting on 6 March, which will also continue the effort to collate partners plans and to identify Net Zero and resilience activities on which partners will collaborate.</p>	
<p>Cleaner greener travel, less emissions and increased choice for communities within the Scottish Borders.</p>	<p>Increase the range and availability of sustainable transport.</p>	<p>Some steps within 12 months; further steps beyond 12 months</p>	<p>On the meeting agenda for discussion</p>	

<p>Communities at the heart of decisions shaping the future and making decisions that affect their towns and villages.</p>	<p>Community Planning Partners to recognise and support Place Making (with the development of place plans in at least 15 communities across the five localities of the Borders) by being active in the governance of Place Making.</p>	<p>12 months</p>	<p>Place Making activity continues across the Scottish Borders with 58 out of 69 community council areas have expressed an interest or are actively developing a Local Place Plan for their area. These communities are progressing at varying pace, with updates and further information are being captured in Scottish Borders Councils Place Programme pages.</p> <p>Place Programme</p> <p>Notable progress is being made in the Borderlands Towns, with Hawick aiming for a draft place plan in the spring, with the others to follow in the summer. Peebles is also advanced in their activity with others such as Duns, Denholm, Selkirk and Coldstream meeting regularly to advance engagement with their areas.</p> <p>Governance of the ongoing progress and management of projects that emerge from the plans is being reviewed and developed to reflect the community led planning activity. This will include the CPP's pivotal role in supporting community led planning initiatives, and how partners can most effectively work together and collaborate with the communities they serve.</p> <p>The Place Making work is being actively supported by Borders Community Action and there are ongoing discussions with NHS</p>	

			colleagues around the alignment of community engagement activity.	
Fewer people experience domestic abuse in Scottish Borders	Recognition-Respond-Refer: Empower communities to identify and take action to address domestic abuse through delivering increased awareness of 'coercive control' in the Scottish Borders and an understanding of what to do and who to contact	12 months	On the meeting agenda for discussion	

CHANGE OF COMMUNITY PLANNING STRATEGIC BOARD TO BECOME AN UNINCORPORATED ASSOCIATION

Report by Director- Resilient Communities

7 March 2024

1 PURPOSE AND SUMMARY

- 1.1 The purpose of this report is to present how the Community Planning Partnership (CPP) will change if the Strategic Board moves away from the Council's committee structure and becomes an unincorporated association.**
- 1.2 The Community Planning family in the Scottish Borders is represented by the Strategic Board, which is a formal committee of Scottish Borders Council, and a Joint Programme Board which is not. Although the Strategic Board is a formal committee of the Council that is not a requirement of the legislation.
- 1.3 Community Planning sits outwith the formal committee structure of the local authority in Dumfries & Galloway, Aberdeenshire, Orkney, Shetland, East Lothian and Stirling, all part of the same Local Government Benchmarking Framework family groups as Scottish Borders. This is the case for at least 50% of CPPs across the country.
- 1.4 Scottish Borders Council agreed in August 2022 that the Community Planning Strategic Board could remove itself from the Council committee structure should it wish to become independent of SBC.
- 1.5 The Joint Programme Board held workshops on 6 November 2023 and 23 January 2024 prior to discussing the governance arrangements of the CPP at their meeting on 14 February 2024. These discussions included establishing the CPP as an unincorporated body. Any potential risks of doing so are explored in this report.

2 RECOMMENDATIONS

- 2.1 I recommend that the Strategic Board agrees that:**

- a) the Community Planning Strategic Board is removed as a formal committee of Council,**
- b) the Community Planning Strategic Board becomes an unincorporated association,**
- c) Integrated Impact Assessments continue to be undertaken for all reports submitted to the Strategic Board, and**
- d) that an Operating Framework for the CPP is put in place.**

3 BACKGROUND

- 3.1 Community Planning Partnerships were established under the Local Government (Scotland) Act 2003 with the responsibility for delivering community planning sitting with local authorities. This responsibility changed with the enactment of the Community Empowerment (Scotland) Act 2015 (the Act) which conferred joint responsibility to five organisations: local authority (Scottish Borders Council), health board (NHS Borders), Police Scotland, Scottish Fire & Rescue Service and Scottish Enterprise (South of Scotland Enterprise). The Act sets out additional membership and confers community planning partnerships the authority to invite other appropriate organisations/groups to join the Partnership.
- 3.2 The Act does not prescribe the organisational structure or governance arrangements that Community Planning Partnerships must adhere, it is very much what best suits the local situation. Although the Act changed the responsibility for delivering community planning, there were no changes made to the governance arrangements and the CPP Strategic Board remained a committee of the Council covered by the Council's Scheme of Administration.
- 3.3 At workshops held on 6 November 2023 and 23 January 2024 the Programme Board discussed the pros, cons and risks of the CPP (Strategic Board) becoming an unincorporated association, agreeing a that a report be brought to the meeting on 14 February in order for a way forward to be agreed, for consideration by the Strategic Board.

4 CURRENT POSITION

- 4.1 The Community Planning family in the Scottish Borders is represented by the Strategic Board, which is a formal committee of Scottish Borders Council, and a Joint Programme Board which is not. As a formal committee of Scottish Borders Council, the Chair of the Strategic Board must be an Elected Member of Scottish Borders Council, this is currently the Elected Member for Community Engagement. The Board's functions are covered in Scottish Borders Council's Scheme of Administration and are set out in Appendix B.
- 4.2 Currently, decisions of the Strategic Board are reached on a consensual basis. Should consensus not be reached on a decision, then the matter must be raised within the appropriate governance arrangements of each individual partner organisation and then reverted back to the Strategic Board for a final decision. Any budgets being disbursed are done so by the individual partner organisation.
- 4.3 Although the Strategic Board is a formal committee of the Council that is not a requirement of the legislation. Indeed, with the responsibility for delivering community planning now shared among five statutory partners, it could be viewed that the partnership should be an independent body. The status of the Board being a formal Council Committee confers no special

rights on the Council at meetings, has no legal or other implications for other partners and is simply a convenient mechanism for the Council to ensure that the decisions of the Strategic Board are in fact formal decisions of the Council. This means that in areas where Community Planning Partnerships are unincorporated bodies, they have no separate legal existence but remain as a group of people/organisations who have decided to work together to accomplish a common agreed non-commercial purpose. In reality, this means that any decisions of those Partnerships need to be finally agreed within the parameters of each partner's own formal decision-making processes. This is by either ensuring any representatives have full delegated decision-making powers on behalf of their individual organisations when attending a Partnership meeting, or by representatives making recommendations for agreement to their own organisation.

- 4.4 Were the Board not to be a formal committee of the Council then some decisions, made by the Board, may require to be considered by the Council's Executive Committee or full Council in order to be made formal decisions of the Council. Such decisions are not formal decisions of any other members of the partnership unless they are progressed through the governance arrangements of each individual partner organisation as previously highlighted.
- 4.5 In Dumfries & Galloway, Aberdeenshire, the Orkney and Shetland Islands, East Lothian and Stirling, all part of the same LGBF family groups as Scottish Borders, community planning sits outwith the formal committee structure of the local authority. This is the case for at least 50% of CPPs across the country.
- 4.6 Scottish Borders Council agreed in August 2022 that the Community Planning Strategic Board could remove itself from the Council committee structure should it wish to become independent of SBC.

5 UNINCORPORATED ASSOCIATIONS

- 5.1 An 'unincorporated association' is a membership organisation set up through an agreement between a group of people who come together for a reason other than to make a profit. It can be whatever its members want it to be and carry out whatever activity the members choose. Members of an unincorporated association are personally liable for the group's actions. Unincorporated associations cannot enter into contracts in their own right. Instead, a member organisation must enter the contract in their own name and members are personally liable for the group's actions.
- 5.2 An unincorporated structure is most appropriate for bodies that have low/no incomes, do not employ staff and do not intend to acquire property. Although it has done so in the past the CPP does not have a budget. Should this change arrangements should be made for one of the five partners, responsible for delivering community planning, to hold and administer the budget on behalf of the CPP. Similarly, the CPP does not employ staff, the

support role is provided by staff of partner organisations; nor does the CPP enter into contracts or own property.

- 5.3 Unincorporated associations are common in Scots Law and frequently historically held charitable status. However, with the introduction of Scottish Charitable Incorporated Organisations (SCIOs) in 2011 unincorporated charitable associations have become less common.

6 RISKS OF BECOMING AN UNINCORPORATED ASSOCIATION

- 6.1 An unincorporated association will often have a constitution but not a legally recognised structure such as a Limited Liability Partnership, Company, Trust or SCIO. This means that these bodies do not have “legal personality” separate from their members.
- 6.2 As previously stated, with not having a legally recognised structure the body could not be sued but instead, it would be its office holders who would be sued. However, it is pertinent to ask the question ‘what activity is the CPP going to undertake that it would be likely to be sued for?’ While it can not be ruled out as impossible, it is difficult to envisage a scenario where the CPP (or its office holders) is likely to find itself being sued.
- 6.3 As an unincorporated association the CPP could not hold property, employ staff or enter into any contracts. Again any such contracts or property would require to be owned or entered into by its office holders. In practice, however, all work carried out on behalf of the Partnership, to improve outcomes and reduced inequality, would be done by partner organisations and their employees. This very fact means that lack of ability to own property or enter into contracts is not a matter of great significance to how the CPP would operate.
- 6.4 Therefore, while becoming an unincorporated association would result in some legal incapacity and a level of risk for office holders, it is considered that the risk is small and the impact of that legal incapacity is of little practical significance.

7 BENEFITS OF BECOMING AN UNINCORPORATED ASSOCIATION

- 7.1 The CPP could realise the following benefits if it were to remove itself from the Council’s committee structure:
- a) Under the current arrangements the Chair of the Board must be an Elected Member of Scottish Borders Council, currently the Elected Member for Community Engagement. This would change and could be shared among partners on a rotational basis. D&G CPP has two co-Chairs – Leader of D&G Council and Chair of NHS D&G.
 - b) Decisions relating to the operating rules, including membership and quorum (to better reflect the membership), would be decided by the Partnership without requiring approval from Council.

8 WHAT WOULD CHANGE?

8.1 The following key changes would take place as a result of the CPP becoming an unincorporated association, in addition to those covered in 7.1

- a) Members of the CPP are representing their organisation and acting on its behalf when making decisions. Decisions taken by the CPP must therefore be followed through by reports being submitted to the relevant partner organisations. Should the CPP decide to remove itself from the Council's committee structure the only organisation impacted in this respect would be SBC which would need to put in place appropriate reporting mechanisms. All other partners currently need to do this.
- b) Strategic Board papers may no longer be published in the 'Meetings' section of the SBC website. Instead reports could be published in the CPP section of the Council's website or on a standalone site if this is progressed.
- c) Integrated Impact Assessments would no longer be a requirement for reports being submitted to the Strategic Board. However, this is good practice that the CPP could adopt should it wish to do so.
- d) Should the Partnership become an unincorporated association it is recommended that an operating framework be put in place that clearly sets out what is expected of partners. Such a framework would include a facility for the Partnership to change its legal structure should it be felt that what was in place was no longer acceptable, and something else was required. For example, this could be for the Partnership to become part of a partner organisation's operating structure. Included with this report, for reference, is the Governance and Operating Framework developed by Dumfries & Galloway CPP.

9 WHAT WOULDN'T CHANGE?

9.1 The key aspects wouldn't change because of the CPP becoming an unincorporated association are:

- a) As a statutory partner, with responsibility for delivering community planning, administration support will continue to be delivered by SBC although will be reviewed at a later date. The provision of admin support for any new groups that may be established, as part of the CPP structure going forward, will need to be considered by the Partnership.
- b) SBC will also continue to provide officer support to assist the CPP in delivering its duty as set out in Part 2 of the Community Empowerment (Scotland) Act 2015.

10 IMPLICATIONS

10.1 Financial

There are no costs attached to any of the recommendations contained in this report.

10.2 Risk and Mitigations

The risks to the Community Planning Strategic Board of becoming an unincorporated association are set out in section six of this report.

10.3 Integrated Impact Assessment

A full impact assessment is not required at this stage as it is anticipated that the Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board to ensure that the work of the Board will continue to be assessed for potential impact on demographics set out in the Equality Act 2010 and Fairer Scotland Duty.

10.4 Sustainable Development Goals

It is not anticipated that the proposals contained in this report will have an impact of the UNSDG.

10.5 Climate Change

It is not anticipated that the proposals contained in this report will have an impact on Climate Change.

10.6 Rural Proofing

N/a

10.7 Data Protection Impact Statement

There are no personal data implications arising from the proposals contained in this report.

10.8 Changes to Scheme of Administration or Scheme of Delegation

The Community Planning Strategic Board should be removed from the Scheme of Administration if it agrees to remove itself as a Council committee. No changes to the Scheme of Delegation would be required as a result of the recommendations contained in this report.

11 CONSULTATION

The Director (Finance & Procurement), the Director (Corporate Governance), the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted and any comments received have been incorporated into the report.

Approved by

Name: Jenni Craig

Title: Director – Resilient Communities

Author(s)

Name	Designation and Contact Number
Clare Malster	Participation Officer, 01835 826626

Background Papers: None

Previous Minute Reference: Improvement Plan Update, Strategic Board 7 September 2023; Initial amendments to the Interim Scheme of Administration and changes to Standing Orders, Scottish Borders Council 25 August 2022.

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Clare Malster can also give information on other language translations as well as providing additional copies.

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**COMMUNITY PLANNING GOVERNANCE
AND OPERATING FRAMEWORK
(as at 2 June 2023)**

1.0 NATIONAL CONTEXT

Community Planning

1.1 Community planning is about how public bodies work together, and with local communities, to design and deliver better services that make a real difference to people's lives.

1.2 It drives public service reform by bringing together local public services with the communities they serve, and provides a focus for partnership working that target specific local circumstances. Partners work together to improve local services and to ensure that they meet the needs of local people, especially those who need the services most.

1.3 Full background detail is available as part of the Community Empowerment (Scotland) Act through the following link:

[Community Empowerment \(Scotland\) Act 2015 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2015/12)

Community Planning Partnerships

1.4 A Community Planning Partnership (or CPP) is the name given to all those services that come together to take part in community planning. There are 32 CPPs across Scotland, one for each council area. Each CPP focuses on where partners' collective efforts and resources can add the most value to their local communities, with particular emphasis on reducing inequality.

Local Outcomes Improvement Plan and Locality Plan

1.5 CPPs are responsible for producing two types of plan to describe their local priorities and planned improvements:

- Local Outcomes Improvement Plans, which cover the whole council area.
- Locality Plans, which cover smaller areas within the CPP area, usually focusing on areas that will benefit most from improvement. Each CPP will produce at least one Locality Plan and some CPPs will produce many – there is no fixed number.

Community participation

1.6 Community participation lies at the heart of community planning, and applies in the development, design and delivery of plans as well as in their review, revision and reporting. Consultation is no longer enough - CPPs and community planning partners must act to secure the participation of communities throughout.

1.7 CPPs should organise themselves in whatever way they think will help them to work well. As part of this, they should make sure that everyone involved is clear about what they have agreed to do and who is responsible for doing what.

2.0 Membership and Governance arrangements

Community Planning Partnership Board (CPPB)	
Community Representative	Community Councillor (currently vacant) (1)
Dumfries & Galloway Council	Five Elected Members (Leader and the four largest Political Group Leaders) (5)
NHS Dumfries & Galloway	One representative (Currently Chair of NHS Board)
Integration Joint Board	One representative (Currently Chair)
Regional Transport Partnership	One representative (Currently Chair)
South of Scotland Enterprise	One representative (Currently Chair)
Third Sector	Two representatives (Currently Chair and Vice Chair of Third Sector, Dumfries and Galloway)
Dumfries & Galloway Housing Sector	One representative
Dumfries & Galloway Private Sector	One representative
Observer Scottish Government	Location Director
Advisor from the Community Planning Senior Leadership Team	One representative
Dumfries & Galloway Council	Chief Executive
NHS Dumfries & Galloway	Chief Executive
South of Scotland Enterprise	Chief Executive
Third Sector Dumfries & Galloway	Chief Executive
Police Scotland	Local Commander
Scottish Fire & Rescue Service	Local Senior Officer
Skills Development Scotland	Head of Operations
Dumfries & Galloway College	Principal

Board Remit

- Develop a joint vision and focused outcomes for Dumfries & Galloway informed through community engagement and developed in partnership with our communities.
- Provide collective strategic leadership, oversight, direction and governance in relation to all Community Planning activities.
- Encourage a culture where relationships are built on mutual trust; that there is a shared commitment to continuous improvement and partners accept challenge and hold each other to account.
- Ensure partners are working together effectively and making a positive difference within our communities through a Place Planning approach.
- Seeking opportunities to work collaboratively and strategically on areas of mutual interest such as additional external funding, national consultations on major developments and invitations from government to test or pilot ideas.

- Ensuring that every opportunity is taken to join up the work of the strategic partnerships to maximise the added value that could be provided by the CPPB in delivering the LOIP.
- Ensure partners align their collective resources in ways which support its local priorities effectively and efficiently.
- Approve partnership strategies and action plans within the context of the LOIP, as appropriate.
- Provide oversight and scrutiny of progress against agreed Strategic Plans ensuring connections are being made against cross-cutting themes and priorities identified within the LOIP.
- Lobby at national level with a collective voice on the key issues affecting our local communities.
- Respond to key emerging issues impacting on our communities and those being experienced by thematic and strategic partnerships as identified through Community Planning Senior Leadership Team (CPSLT).
- Scrutinise and approve the Performance Management Framework for Community Planning and monitor Risk.

Criteria for Membership

- Appointed representatives as having a duty of Community Planning in legislation.
- DGC Elected Members.
- Representatives from a range of Strategic Community Planning Partners.
- The organisations represented must have a strategic role in setting the agenda for the region and actively contributing to the identified LOIP priorities and addressing inequality across our region.
- The representatives must be able to commit time, funding and/or other resources to Community Planning.
- Members may nominate a substitute.

Chair/Vice Chair

- The Partnership will be Co-Chaired by the Leader of the Council and the Chair of the NHS Board on a rotational basis.
- In the event that the Co-Chair's are not at the meeting, a Chair will be chosen by those present at the meeting.

Meetings

- The CPPB will meet four times per year.
- The quorum for the meeting will be seven members, representing at least four different member organisations/forums.
- The Head of Community Services (DGC) will ensure executive and administrative support.
- All members of the Board can request items for future reports.
- Agendas will only include items of a strategic nature and which contribute to our agreed Community Planning priorities.
- All meetings are open to the public.

- Decisions taken by the CPPB must be followed through by reports being submitted to the relevant partner agencies' decision-making system e.g. for the Council, the relevant Council Committee.

Decisions taken outwith meetings

- There may be occasions where decisions are required to be taken between meetings. In such instances, the decision making will be delegated to the CPSLT in consultation with the Chair and Vice Chair and actioned by the Head of Community Services. The matter will be reported at the next CPPB meeting for homologation.

Voting

- Consensus should be reached wherever possible. However, in the event that the Partnership is unable to reach consensus in any matter a vote may be required.
- All members of the Partnership have equal status and where issues are to be voted upon, each member has one vote.
- In the event of an even number of votes 'for' and against', the **Chair** will have the casting vote.
- Votes will be made by roll call and recorded in the minutes.

Communication Channels

- Copies of agendas and reports will be available on the Community Planning website www.dumgal.gov.uk/communityplanning or through the Community Planning lead Officer.
- Agendas and reports will be circulated to the Partnership one week prior to the meeting.

Community Planning Senior Leadership Team (CPSLT)	
Head of Education	Dumfries & Galloway Council
Director Public Health or Nominated Senior Officer	NHS Public Health
Chief Officer Health & Social Care or nominated Senior Officer	NHS Health & Social Care
Chief Executive TSDG or nominated Senior Officer	Third Sector Dumfries & Galloway
Senior Officer	South of Scotland Enterprise
Superintendent	Police Scotland
Group Commander Protection and Prevention	Scottish Fire & Rescue
Principal or nominated Senior Officer	Dumfries & Galloway College
Head of Operations or Area Manager	Skills Development Scotland

Remit

- To provide advice and guidance to the Board on key matters relating to Community Planning.
- To advise the Board on issues linked to strategic partnerships not contained within community planning but relevant to delivery of community planning partnership board's goals.
- Develop, implement and progress work programmes which contribute to the priorities identified within the LOIP and Locality Plans and as agreed through the CPPB.
- Encourage a culture where relationships are built on mutual trust; there is a shared commitment to continuous improvement and partners accept challenge and hold each other to account.
- Drive forward key actions at pace within agreed timescales.
- Develop proposals, options and recommendations for consideration by the Board and which will support the achievement of LOIP outcomes.
- Champion place based approaches and support Locality Planning across CP Partners.
- Receive Partnerships' work programmes/strategic plans and advise the CPPB of significant issues such as changes in policy direction and/or budget challenges.
- Utilise and analyse local intelligence/data to help support a bottom up - evidenced based approach to Community Planning and to help target and prioritise resources.
- Ensure alignment between strategic and local priorities and shared monitoring of performance.
- Receive regular updates from Locality Hubs on issues affecting our communities and agree partner resources to deliver on improvement actions as required.
- Respond to national and local matters affecting our communities and that impact on Partners' resources.
- Identify successes and areas of best practice for sharing.
- Identify where training and/or development is required across the partnership in order to deliver improvement.
- Oversee the development of the Community Planning Performance Framework and Risk Register.

Criteria for membership

Nominated Senior Officers from:

- Dumfries and Galloway Council
- South of Scotland Enterprise
- NHS Dumfries and Galloway

- Dumfries & Galloway Health and Social Care Partnership
- D&G College
- Skills Development Scotland
- Scottish Fire & Rescue Service
- Police Scotland
- Third Sector D&G
- Other Senior representatives from CP Partners may also be invited, as appropriate, to provide key updates updates/discuss a specific subject matter.
- Representatives must be able to contribute at a strategic level and be able speak on behalf of their respective organisation.
- Partner decisions on the allocation of budgets/resources to community planning priorities should be taken back through each respective CP Partners' decision-making processes with any joint proposals being taken to the CPPB Board for agreement as appropriate.
- Representatives may nominate a substitute.

Chair/Vice Chair

- A Chair and Vice Chair will be appointed from the organisations represented on a rotating arrangement across the various Partners.

Meetings

- The Group will normally meet on a bi-monthly basis.
- The Head of Community Services will ensure executive and administrative support for the meetings.

Decisions taken outwith meetings

- Should any matter arise in between scheduled meetings and which requires an urgent decision then the Chair/Vice Chair shall make a decision in consultation with the wider membership of the group and will be reported to the next Group Meeting for homologation.

Communication Channels

Agendas, reports and minutes will be circulated by the Council to Group members' respective and Personal Assistants where requested.

The views made and decisions taken by the CPSLT will be incorporated into reports to the Board.

Community Planning Locality Hubs	
Third Sector D&G	Community Engagement Managers
DGC	Ward Officers and Managers
DGC	Economic Development Team
NHS Health & Social Care	Health and Social Care Partnership Health and Wellbeing team
SoSE	Community Development Advisers
Other representatives, including community representatives and young people, will be invited to participate in meetings, as required, in relation to specific pieces of work and key projects.	

Support arrangements

Annandale and Eskdale

Secretariat Support (excluding minute taking)/ Chair: Third Sector Dumfries and Galloway (TSDG) Engagement Manager (East).

Nithsdale

Secretariat Support (excluding minute taking)/ Chair: TSDG Engagement Manager (East).

Stewartry

Secretariat Support (excluding minute taking)/ Chair: TSDG Engagement Manager (West).

Wigtown

Secretariat Support (excluding minute taking)/ Chair: TSDG Engagement Manager (West).

Minute taking duties will be undertaken on a rotational basis.

In the absence of a TSDG representative, a Chair shall be appointed from other CP Partners along with a minute taker.

Remit

Locality hubs offer a multiagency platform to enable coordinated delivery of services to address communities' needs in each area. The purpose of the locality hubs is to sustain a culture of collaboration and partnership working in order to maximise the contribution of communities to Dumfries and Galloway. The locality hubs exist to ensure communities are at the heart of place/locality planning. They are the 'keepers' of the place planning principle and process in localities.

The objectives of the hubs are:

- To adopt the place planning principles and process in localities.
- Be a co-ordination point for partners around place/locality planning and the involvement of communities.
- Report to CPSLT/CPPB on progress and key issues affecting our communities.

- Identify priority issues facing our communities and agreeing collective action.
- Agree partner resources to help tackle issues affecting our communities and supporting identified key local projects.
- Support the Place Planning Partnership to develop an operational approach to place/locality planning based on the hubs' collective understanding of the needs of communities.
- Implement guidance and assurance to communities and partners in the planning and delivery of place/locality plans.
- Contribute to the development of locality hub action plans.
- Maintain an up-to-date knowledge of the funding and resources available for communities in each area, influencing decision making wherever appropriate.
- Maintain an up-to-date overview of the number and nature of partnerships and community organisations in localities.
- Proactively ensure that the joint working within each area is maximised for added value.
- Identify collaborative opportunities for communities in their Covid recovery and renewal.
- Identify training and development needs.
- Commit to a journey of self-improvement/reflective practice.

Criteria for membership

- Locality based officers representing Community Planning Partners.
- Other representatives, including community representatives and young people, will be invited to participate in meetings, as required, in relation to specific pieces of work and key projects.

Meetings

- The locality hubs will have a Chair, who will facilitate the locality hub meetings. The Chair will reside from TSDG and be the Community Engagement Manager West/East dependent upon the geographical location of the locality hub.
- Each locality hub will have a representative from the group that will take a record of the meeting so that key decisions and actions can be recorded and circulated. This will be separate from the Chair and can be on a rotational basis.
- The locality hubs will be a safe space for partners to meet and discuss collaborative working practice, projects and issues and share intelligence regarding the aims and purposes of the locality hubs knowing that locality hub views are shared only if agreed.
- The locality hub meetings will have an agenda and agenda items will be agreed between its members. At the meetings a written record will be taken and actions from the meeting will be recorded and circulated.

Frequency

- The locality hubs will meet either online, in person, or both. There will be at least 12 meetings per year.
- Subgroup meetings may be convened to meet a particular need and will meet at a frequency agreed by the members.

Communications

- Outwith the locality hub meetings, information will be sent from members as per the terms of reference.
- The locality hub will be responsible for contributing to an annual performance report to the CPPB with more regular updates to the CPSLT/ CPPB as required/requested.

Community Planning Stakeholder Group

Support arrangements

- Through the D&G Community Planning Office

Remit

- To act as a reference group and consultee on key matters in relation to Community Planning and including:
 - Changes in National/Local policy/strategy which may affect our region.
 - Contributing to the development and implementation of priorities identified within our LOIP/Locality Plans.
 - Providing intelligence and evidence to support a bottom up-evidenced based approach.
 - Provide information, data and intelligence to support annual reporting against the LOIP.
 - Promote Community Planning principles, objectives and practices in the respective partner organisations.
 - Celebrate success and achieve consensus.

Criteria for membership

- Lead Officers/representatives from groups/organisations who contribute to Community Planning.
- The representatives must be able to speak on behalf of their organisation and ensure a communications flow within their organisation.

Meetings

- The Community Planning Lead Officer will ensure executive and administrative support as required.
- Meetings will be virtual in the majority of cases.

3. FINANCIAL FRAMEWORK

(a) Existing Resources

The CPPB shall ultimately be accountable for scrutinising that services operate in line with Best Value; are shifting towards prevention; and are directed towards the Priorities identified within the Local Outcomes Improvement Plan (LOIP).

(b) Future Strategic Developments

The CPPB is responsible for setting the strategic direction for partnership developments and projects across the community planning partners. The CPSLT and the CPPB respectively shall be utilised to help identify and agree the joint collective resource required to tackle inequalities in our region and to support Locality Planning. As such, this means that where the CPPB agrees, Board members will be expected to recommend to their individual parent organisations how resources should be utilised in order to deliver on the shared strategic activity.

Whilst the CPPB has a role in making recommendations about how one organisation might look to deploy its resources, it has no authority to make decisions about how one organisation will spend its money.

(c) Monitoring and Reporting

Information on aligned and joint budgets, together with a performance and activity report from the managers of the services, will be presented to the CPSLT and then the CPPB on an annual basis. Information on joint resourcing and planning will feature as part of the Partnership's annual update on the Improvement Plan.

4. THEMATIC STRATEGIC PARTNERSHIPS CONTRIBUTING TO THE LOCAL OUTCOMES IMPROVEMENT PLAN

Children's Services Strategy and Planning Partnership (CSSaPP)

Chair: Head of Quality and Curriculum and Chief Education Officer, DGC

Support: Children's Services Officer, DGC

Community Learning and Development Partnership

Chair: Lifelong Learning Manager, DGC

Support: Team Leader, Lifelong Learning, DGC

South of Scotland Regional Economic Partnership

Chair: DGC or SBC Senior Elected Member (Rotation)

Support: Director Strategy, Partnership and Engagement (SOSE) and Director Economy and Resources (DGC)

Poverty and Inequalities Partnership

Chair: Independent Chair

Support: Service Manager, Youth Work (includes Poverty and Inequalities) DGC

Employability and Skills Partnership

Chair: Senior DGC Elected Member

Support: Service Manager, Economic Development: Employability and Skills, DGC

Integration Joint Board

(Health and Social Care Partnership)

Chair: Board Member

Support: Chief Officer Health and Social Care

Safer Communities Partnership

Chair: Vacant

Support: Resilience and Community Safety Manager, DGC

Strategic Housing Forum

Chair: Senior DCC Elected Member

Support: Strategic Housing and Regeneration Investment Team Leader, Economy & Resources Directorate

Dumfries & Galloway Cultural Partnership

Chair: Vacant

Support: Leisure, Culture and Wellbeing Manager DGC

Alcohol & Drugs Partnership

Chair: Independent Chair

Support: ADP Lead Officer

5. COMMUNITY PLANNING THEMATIC WORKING GROUPS

Equality and Diversity

Chair: (rotating)

Support: Community Planning and Engagement

Participation and Engagement

Chair: Stuart Hamilton, Ward Manager, DGC

Support: Community Planning and Engagement

Place Planning Partnership

Chair: Jamie Ferguson, Community Development and Empowerment Manager

Support: Community Planning and Engagement

Resettlement Project

Chair: Liz Manson, Community Planning & Engagement Manager

Support: Community Planning and Engagement

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Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1 Details of the Proposal

A. Title of Proposal:	Risks to CPP of becoming an unincorporated association
B. What is it?	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate))	The proposal is for the CPP Strategic Board to remove itself as a formal committee of Council to become an unincorporated association.
D. Service Area: Department:	Communities & Partnerships Resilient Communities
E. Lead Officer: (Name and job title)	Clare Malster Participation Officer
F. Other Officers/Partners involved: (List names, job titles and organisations)	
G. Date(s) IIA completed:	15/02/24

Section 2 Will there be any impacts as a result of the relationship between this proposal and other policies?

No <i>(please delete as applicable)</i>
If yes, - please state here:

Section 3 Legislative Requirements

3.1 Relevance to the Equality Duty:	
<p>Do you believe your proposal has any relevance under the Equality Act 2010? <i>(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)</i></p>	
No	
Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	
B. Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	
C. Foster good relations? <i>(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)</i>	

**3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal?
(You should consider employees, clients, customers / service users, and any other relevant groups)**

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Marriage or Civil Partnership people who are married or in a civil partnership	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed

context, protection against maternity discrimination is for 26 weeks after giving birth),				that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Sex women and men (girls and boys)	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	X			It is anticipated that there will be no impact on this equality group because of the Community Planning Strategic Board becoming an unincorporated association. It is proposed that Integrated Impact Assessments continue to be completed for reports submitted to the Board.

3.3 Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

<p>Is the proposal strategic? Yes <i>(please delete as applicable)</i> If No go to Section 4</p>				
<p>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</p>				
	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.
Socio-economic Background – social class i.e. parents' education, employment and income	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.

Looked after and accommodated children and young people	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.
Carers paid and unpaid including family members	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.
Homelessness	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.
Addictions and substance use	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.
Those involved within the criminal justice system	X			The Community Planning Strategic Board becoming an unincorporated association would affect the legal status of the association only and would not change its purpose, aims, vision or outcomes contained within the Community Plan.

3.4 Armed Forces Covenant Duty (*Education and Housing/ Homelessness proposals only*)

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters.

This relates to current and former armed forces personnel (regular or reserve) and their families.

Is the Armed Forces Covenant Duty applicable?

No

If “Yes”, please complete below

Covenant Duty	How this has been considered and any specific provision made:
The unique obligations of, and sacrifices made by, the armed forces;	
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

Section 4 Full Integrated Impact Assessment Required

Select No if you have answered “No” to all of Sections 3.1 – 3.3.

Yes / No *(please delete as applicable)*

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

Whilst the proposal can be viewed as strategic, i.e., it concerns the legal status of the CPP, it is believed that the recommendation to become an unincorporated association would have no impact of the groups set out in the IIA.

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Signed by Lead Officer:	Clare Malster
Designation:	Participation Officer
Date:	16/02/24
Counter Signature Director:	
Date:	

REVIEW OF COMMUNITY PLANNING GOVERNANCE ARRANGEMENTS

Report by Director – Resilient Communities

7 March 2024

1 PURPOSE AND SUMMARY

- 1.1 The purpose of this report is to present recommendations for change to the Community Planning Partnerships current governance arrangements.**
- 1.2 The CPP last reviewed its governance arrangements in 2016 following the introduction of the Community Empowerment (Scotland) Act 2015. Following a piece of work undertaken with the Improvement Service in 2021 an improvement plan, which included a review of governance arrangements, was agreed.
- 1.3 Following research into good practice elsewhere, the Joint Programme Board held two workshops to agree recommendations to be made to the Strategic Board.
- 1.4 A series of recommendations have been developed that include making changes to the committee structure, meeting format and establishing the CPP as an unincorporated body (*if agreed at PB on 14/02/23*).

2 RECOMMENDATIONS

- 2.1 I recommend that the Strategic Board agrees that:-**
- a) the Joint Programme Board is renamed the Delivery Board,**
 - b) meetings revert back to being in person utilising a theme-based workshop format for part of each meeting,**
 - c) a Delivery Team is established for each theme set out in the Community Plan,**

- d) THIS Borders (Tackling Health Inequalities in the Scottish Borders) takes on role of Theme 3 Delivery Team,**
- e) the Local Employability Partnership takes on role of Theme 3 Delivery Team**
- f) written reports from Theme Teams and key partnerships to be submitted on a quarterly basis.**

3 BACKGROUND

- 3.1 Community Planning Partnerships were established under the Local Government (Scotland) Act 2003 with the responsibility for delivering community planning sitting with local authorities. This responsibility changed with the enactment of the Community Empowerment (Scotland) Act 2015 (the Act) which conferred joint responsibility on five organisations: local authority (Scottish Borders Council), health board (NHS Borders), Police Scotland, Scottish Fire & Rescue Service and Scottish Enterprise (South of Scotland Enterprise). The Act sets out additional membership and gives community planning partnerships the authority to invite other appropriate organisations/groups to join the Partnership.
- 3.2 In June 2016 the Scottish Borders CPP Board agreed that a review of community planning arrangements be undertaken to ensure the CPP structure was fit for purpose in light of the requirements of the Community Empowerment (Scotland) Act 2015.
- 3.3 In September 2016, the Board agreed the recommendations of this review and requested that the following changes be implemented:
- a) a core decision making group that ensure the strategic direction is being followed (Strategic Board),
 - b) a larger consultative group that sets the strategic direction (this group has met once since it was established), and
 - c) that these governance arrangements be reviewed in approximately 18 months.
- 3.4 These arrangements were reviewed in 2018 and agreed as working in June of that year.
- 3.5 In 2021 Scottish Borders Community Planning Partnership (CPP) undertook a piece of work with the Improvement Service to review current arrangements. The resulting Improvement Plan set out actions to:
- a) Review Community Plan (Local Outcomes Improvement Plan)
 - b) Review governance/structure of the Partnership
 - c) Develop a Performance Management Framework
- 3.6 Actions a) and b) above have been completed, extra time to complete the review of governance arrangements was approved by the Strategic Board at their meeting on 7 September 2023

4 COMMUNITY PLANNING GOVERNANCE REVIEW 2023

- 4.1 In undertaking a review of the current community planning governance arrangements desktop research and conversations with other local authority staff, supporting community planning partnerships, have taken place over the past 15 months. For the most part these focussed on those in the same Local Government Benchmarking Framework family groups as the Scottish Borders. In particular, conversations with colleagues in Dumfries & Galloway have been particularly helpful not just due to the similarity in our areas but also because of the amount of work that is carried out on a South of Scotland basis.
- 4.2 Workshops took place with the Joint Programme Board and other officers from across the partnership, in November 2023 and January 2024, to discuss the learning that had been gathered and agree recommendations made to the Strategic Board in this report.

5 COMMITTEE STRUCTURE

- 5.1 Across Scotland community planning committee structures are similar to that which exists in the Scottish Borders. These being a community planning board (Strategic Board) that provides strategic leadership and scrutinises the work against the Community Plan; a management/delivery group (Joint Programme Board) that co-ordinates community planning across the Borders ensuring that actions to deliver the agreed priorities are taken forward; and theme groups responsible for delivering and reporting on progress of the actions set out in the Community Plan.
- 5.2 The relationship between the Strategic Board and Joint Programme Board continues to be a productive one with the Strategic Board entrusting operational delivery to the Joint Programme Board and it is not proposed that any changes be made to this other than change the name of the Joint Programme Board to Delivery Board to better reflect its role and responsibilities.
- 5.3 Previously the Community Plan was delivered through delivery teams that reflected the strategic themes of the CPP. Each delivery team was led by senior officers from the CPP's membership. These arrangements changed slightly with the delivery of the Interim Work Plan that was in place while the new Community Plan was being developed. During the interim period identified lead officers reported on work that was taking place to achieve the identified outcomes rather than establishing new, short term delivery teams with a focus on identifying and delivering actions.
- 5.4 Looking across Scotland many CPPs have theme focused teams in order to progress work to reduce inequality. For example, in Highland there are five delivery groups, these cover poverty, community participation, mental health & wellbeing, community safety & resilience and infrastructure.

- 5.5 There is clear value in having four theme focussed groups, to identify and deliver actions to achieve the outcomes set out in the Community Plan. It is anticipated that membership of these groups will be fluid as the work being undertaken changes throughout the lifetime of the Plan.
- 5.6 Whilst the importance of having focussed theme led delivery teams is clear it is equally important to look at the resources that are available to us in the Borders, avoid duplication and add value to work that is currently being undertaken. To address this the Programme Board has considered the landscape of multi-agency partnerships and is recommending steps to utilise what is already in place.
- 5.7 Led by Public Health Tackling Health Inequalities in the Scottish Borders (THIS Borders) is in the process of being established as a multiagency group to tackle the wider factors affecting health. It is anticipated that the work of this group will very much reflect that which a Theme 3, Good Health & Wellbeing group, would be undertaking and is therefore best placed to take on the role of the Theme 3 Delivery Team. Similarly for Theme 2, Learning, Skills & Economy, the Local Employability Partnership which has a focus on delivering employability and skills pathways under the five themes of transitions, barriers, skills, employer engagement and leadership is best placed to deliver on the Partnership's outcomes.
- 5.8 It is recognised that there will be a degree of working across themes due to the interconnectivity that exists for example, an improvement in the ways in which people can progress through jobs, learning and training opportunities is likely to influence the general health and wellbeing as well as taking steps to mitigate against the financial challenges people face. It is therefore important that there is a degree of fluidity to work undertaken rather than rigidly fixed within a silo structure.
- 5.9 There are challenges when making sure that the cross-cutting issue of a resilient and net zero by 2045 is reflected across the four themes. Work is currently being undertaken to identify an effective way to do this through conversations with the Borders Climate Change Practitioner Group and other CPPs who also have issues that cut across all themes.

6 BOARD MEETINGS - FORMAT

- 6.1 It is recognised that while the Strategic Board's role is one of leadership and scrutiny there is merit in structuring the meetings in a way that would engender greater discussion and involvement of Board members. Taking on board learning from other multi-agency partnerships, it is felt that utilising a theme-based workshop format for part of each meeting would support improved participation. This would be strengthened further by a shift back to in person meetings which would facilitate greater opportunities for the Board to grow relationships, and develop a greater sense of partnership, through the benefit of informal discussion that would take place but isn't supported by the online meeting format.

7 REPORTING FROM THEME TEAMS AND KEY PARTNERSHIPS

- 7.1 While it is essential that effective actions are identified and delivered to contribute to improving the outcomes identified in the Community Plan, it would not be possible for the Strategic Board to monitor, scrutinise and evaluate progress on the Community Plan without effective reporting mechanisms in place. A good reporting structure will contribute to the process set out in the CPP's Performance Management Framework, agreed by the Board in September 2023. This applies not just to the work undertaken by theme led delivery teams but also those partnerships that are part of the CPP's governance structure, these being the Children and Young People's Planning Partnership, Scottish Borders Community Justice Partnership and the Scottish Borders Community Learning & Learning and Development Strategic Partnership.
- 7.2 In order for the CPP to be kept abreast of the work being carried out by the Theme Teams and key partnerships, and how that work contributes to the outcomes identified in the Community Plan, it is recommended that written reports are submitted on a quarterly basis. Templates may vary to take account of what may already in place and reduce the reporting burden.

8 IMPLICATIONS

8.1 Financial

There are no costs attached to any of the recommendations contained in this report.

8.2 Risk and Mitigations

The requirements of community planning are set out in legislation (Community Empowerment (Scotland) Act 2015). For community planning to work it is imperative that the right governance arrangements are in place. Not to do so could impact on the ability of the Community Planning Partnership to effectively deliver the duty set out in the Act.

8.3 Integrated Impact Assessment

A full impact assessment is not required at this stage as the recommendation contained in the report pertain to the operation of the Community Planning Partnership and do not impact on any service delivery, resource allocation or commissioning arrangements that affect individuals or a wider demographic.

8.4 Sustainable Development Goals

It is not anticipated that the proposals contained in this report will have an impact of the UNSDG although work undertaken by the CPP is likely to have an impact.

8.5 Climate Change

The proposals contained in this report will have an impact on Climate change should the CPP move from online to in person meetings i.e., requiring everyone to travel to an identified location for a meeting. To

reduce the impact people will be encouraged to car share and/or use methods, with a reduced level of emissions, wherever possible.

8.6 **Rural Proofing**

N/a

8.7 **Data Protection Impact Statement**

There are no personal data implications arising from the proposals contained in this report.

8.8 **Changes to Scheme of Administration or Scheme of Delegation**

A change to the Scheme of Administration will be required to reflect the name change of the Joint Programme Board to Delivery Board. No changes are required to the Scheme of Delegation as a result of the recommendations contained in this report.

9 **CONSULTATION**

9.1 The Director (Finance & Procurement), the Director (Corporate Governance), the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted and any comments received have been incorporated into the report

Approved by

Name: Jenni Craig

Title: Director – Resilient Communities

Author(s)

Name	Designation and Contact Number
Clare Malster	Participation Officer, 01835 826626

Background Papers: None

Previous Minute Reference: Improvement Plan Update, Strategic Board 7
September 2023

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Clare Malster can also give information on other language translations as well as providing additional copies.

Contact us at Clare Malster, 01835 826626, cmalster@scotborders.gov.uk

Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1 Details of the Proposal

A. Title of Proposal:	Review of CPP governance arrangements
B. What is it?	A new Policy/Strategy/Practice <input checked="" type="checkbox"/> A revised Policy/Strategy/Practice <input type="checkbox"/>
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)	The report proposes revised arrangements for the governance of the CPP including establishment of new teams to deliver the outcomes set out in the community plan.
D. Service Area: Department:	Communities & Partnerships Resilient Communities
E. Lead Officer: (Name and job title)	Clare Malster, Participation Officer
F. Other Officers/Partners involved: (List names, job titles and organisations)	
G. Date(s) IIA completed:	30/01/24

Section 2 Will there be any impacts as a result of the relationship between this proposal and other policies?

No <i>(please delete as applicable)</i>
If yes, - please state here:

Section 3 Legislative Requirements

3.1 Relevance to the Equality Duty:	
<p>Do you believe your proposal has any relevance under the Equality Act 2010? <i>(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)</i></p>	
Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	No, it is anticipated that any impacts will come from the work being undertaken by the CPP
B. Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	No, it is anticipated that any impacts will come from the work being undertaken by the CPP
C. Foster good relations? <i>(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)</i>	No, it is anticipated that any impacts will come from the work being undertaken by the CPP

**3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal?
(You should consider employees, clients, customers / service users, and any other relevant groups)**

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Marriage or Civil Partnership people who are married or in a civil partnership	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth),	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP

Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Sex women and men (girls and boys)	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
<p>3.3 Fairer Scotland Duty</p> <p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.</p> <p>The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.</p>				
<p>Is the proposal strategic?</p> <p>No <i>(please delete as applicable)</i></p> <p>If No go to Section 4</p>				
<p>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</p>				
	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP

savings to deal with any unexpected spends and no provision for the future.				
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Socio-economic Background – social class i.e. parents' education, employment and income	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Looked after and accommodated children and young people	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Carers paid and unpaid including family members	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Homelessness	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Addictions and substance use	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP
Those involved within the criminal justice system	X			No, it is anticipated that any impacts will come from the work being undertaken by the CPP

3.4 Armed Forces Covenant Duty (*Education and Housing/ Homelessness proposals only*)

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters.

This relates to current and former armed forces personnel (regular or reserve) and their families.

Is the Armed Forces Covenant Duty applicable?

No

If "Yes", please complete below

Covenant Duty	How this has been considered and any specific provision made:
The unique obligations of, and sacrifices made by, the armed forces;	
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

Section 4 Full Integrated Impact Assessment Required

Select No if you have answered “No” to all of Sections 3.1 – 3.3.

No (please delete as applicable)

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

A full impact assessment is not required at this stage as the recommendation contained in the report pertain to the operation of the Community Planning Partnership and do not impact on any service delivery, resource allocation or commissioning arrangements that affect individuals or a wider demographic.

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Signed by Lead Officer:	Clare Malster
Designation:	Participation Officer
Date:	30/01/24
Counter Signature Director:	
Date:	

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THEME: ENOUGH MONEY TO LIVE ON				
Theme lead: Scottish Borders Council		Group members: CPP Partners, DWP & CAB		
Outcomes	Actions	Timeframe	Progress/current position	RAG
Communities are supported with advice and financial assistance in relation to income maximisation, debt, food, warmth and fuel throughout autumn/winter	Short life multi-agency Partnership Group (including Community Planning Partners) continues to meet to address the current cost of living crisis and provide support and assistance across the Borders to those in need throughout autumn/winter 2022.	Autumn/Winter 2022	<p>Communities are supported with advice and financial assistance in relation to income maximisation, debt, food, warmth and fuel throughout autumn/winter:</p> <ul style="list-style-type: none"> • Cost of Living funding provided to CAB to run a fuel support fund for winter 23/24 to help households in energy crisis • Provisional agreement to provide additional funding to CAB and Scottish Borders Housing Network to extend their energy advisor posts in 24/25 (awaiting updated proposal from the two services which will be circulated around the strategic group for agreement) <p>SBC's Financial Inclusion Team have continued to provide financial assistance through the Scottish Welfare Fund and Inclusion Fund.</p> <p>Borders Community Action is distributing £20k of Lottery funding to support warm hubs across the Borders.</p>	
The Borders is a more equitable and fair place to work	CPP to work collaboratively to identify barriers and work towards developing a plan to remove them in order to support parents into employment i.e.,		SBC's Economic Development Team, providing support for parents to access transport and childcare, enabling them to access training and employment opportunities.	

	childcare barrier, transport etc.			
	Partnership to develop plans for paying the living wage – and encouraging contractors and sub-contractors to also do so.			There are 55 employers in the Borders registered as paying the Living Wage. These are a mix of public, private and third sector organisations. In addition to partners previously reported Borders College and NHS Borders are also Living Wage employers.
Build, redirect and retain wealth in the Scottish Borders local economy, and place wealth back into the hands of local people	Explore a partnership approach to Community Wealth Building - CPP partners to work collaboratively to develop community wealth building plans.			<p>Final figures for the Scottish Government's CWB consultation show a total of 185 responses. 63% of respondents were in favour of the introduction of a CWB duty which combined:</p> <ul style="list-style-type: none"> • A duty requiring Scottish Ministers and prescribed public sector bodies to embed the CWB model of economic development into their corporate plans and wider strategies; with • A duty requiring those public sector bodies statutorily obliged to be involved in community planning to produce a collective CWB place based strategy and action plan which contains specific actions across the five CWB pillars to advance the CWB model of economic development in their local authority area. <p>86% of respondents felt that a duty should be accompanied by guidance (statutory or non-statutory).</p> <p>The Economic Development Association Scotland is hosting an event focussed on CWB at which Tom Arthur MSP, Minister for Community Wealth & Public Finance, will speak.</p> <p>Work is continuing to explore the opportunity for communities from onshore wind community benefits. Link to news release that was too late to include in the last update: New estimates highlight potential for communities in South of Scotland from onshore wind (southofscotlandenterprise.com)</p>

			Five local organisations have received community benefits through the Edinburgh and South East Scotland Community benefits Portal. A further 10 requests are open.	
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CMALSTERTHEME: ACCESS TO WORK, LEARNING & TRAINING

Theme lead: Skills Development Scotland		Group members: Shona Mitchell, Andrea Hall, DWP		
Outcomes	Actions	Time frame	Progress	RAG
<p>More people entering positive, sustained destinations who continue to participate in employment, training or education</p> <p>We will have a particular focus on equality groups i.e., care experienced young people, those with disabilities, those living with poverty, those who are refugees or asylum seekers or those with any other equality characteristics</p>	<p>CPP partners to share destination and participation data and work collaboratively to offer support to those not participating or with an unconfirmed status.</p>	<p>May 2023</p>	<p>February 2024 – closed.</p>	<p>Action complete</p>
	<p>CPP and LEP to work together to identify gaps in education, employment and training in order to procure or develop provision to meet the needs of the people of the Scottish Borders from the start of the next financial year.</p>	<p>July 2023</p>	<p>February 2024 – work is always on-going to review provision.</p>	<p>Action complete</p>
	<p>CPP to work together to identify communities (geographic or characteristic based) that require targeted interventions. This could include exploring co-design and co-location of services.</p>	<p>May 2023</p>	<p>February 2024 – agreement at recent meeting that theme 2 will be taken forward by the LEP in the next planning cycle. Services and delivery are constantly being reviewed to see where best to deliver from.</p>	<p>Action complete</p>

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THEME: ENJOYING GOOD HEALTH AND WELLBEING					
Theme lead: Public Health		Group members: Public Health, Borders Community Action			
Outcomes	Actions	Timeframe	Progress	RAG	
<p>Increased health life expectancy</p> <p>More people enjoying good mental health and well being</p> <p>Increasing the number of well-paid and fair jobs for local people</p>	<p>CPP to commit to addressing health and socio-economic inequalities by:</p> <ul style="list-style-type: none"> Developing and completion of a template for baselining position for paying due regard to the Fairer Scotland Duty Developing guidance for promoting good health and wellbeing 	Ongoing	<p>NHS Borders has developed a draft strategy for its role as an anchor strategy and will share learning with this group to support further work within and between members of the CPP.</p> <p>The anchors work is a key component of the Health Inequalities agenda and will support organisations to consider the wider social and health impacts that we collectively have on our staff, communities and the environment.</p>		
	<p>Partners proactively engage in the Health and Wellbeing Area Partnerships/Locality Working Groups to develop local plans in each of the 5 localities and influence the direction of resource.</p>			<p>Work ongoing to develop the local action plans and to consider how best the locality plans are supported with community development initiatives.</p>	
	<p>The Partnership to effect change by advocating for reducing health inequalities aligning to the overarching purpose of the CPP to reduce inequalities.</p>	<p>To publish strategy and establish the delivery group in the spring.</p>		<p>In collaboration with partners, NHS Borders will produce a health inequalities strategy in the spring, which will:</p> <ul style="list-style-type: none"> Outline the data we have on the impact and outcomes of health inequalities in the Borders; Highlight what people have told us with 	

			<p>regards to the causes and consequences of health inequalities locally; and</p> <ul style="list-style-type: none"> - Make recommendations for future work to tackle health inequalities in the Scottish Borders. <p>The strategy will build on the clear importance of prevention as outlined in the DPH annual report 2023.</p> <p>It was agreed that the CPP Delivery Group for Theme 3 will have a specific focus on what we can all achieve across the CPP to tackle health inequalities. This group will help us to drive forward interventions that will promote better population health to improve lives and support more sustainable services across the Borders, including in the NHS. We are ambitious as to what can be achieved within the partnership.</p>	
Increased volunteering numbers throughout the Borders which will provide additional support to those in need, and increased levels of wellbeing both for volunteers and those who are being supported	Current volunteering landscape to be considered & opportunities to be promoted and maximised.		NHS Borders Public Health Team and Third Sector Interface lead will meet this month to discuss progress made on this item and a fuller update can be made available as soon as possible thereafter.	

CPP Forward Planner

Meeting dates

Programme Board	Strategic Board
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15/05/24	06/06/24
14/08/24	05/09/24
23/10/24	14/11/24
12/02/25	06/03/25
14/05/25	05/06/25

Meeting cycle	Subject	Org	Officer	Joint Programme Board	Strategic Board
Spring 2024 Page 145 Theme 4: A good place to live, grow up, and flourish	Theme 4: Volunteering Action Plan update	BCA	J Amaral	14/02/24	07/03/24
	Improvement Plan update – Governance	SBC	J Craig	14/02/24	07/03/24

Meeting cycle	Subject	Org	Officer	Joint Programme Board	Strategic Board
Forthcoming	Theme 4: Equally Safe including the Independent Strategic Review of Funding and Commissioning of Violence Against Women and Girls Services	SBC	Andrea Beavon	15/05/24	06/06/24
	CPP website and branding	SBC	A Drummond/ J Craig	15/05/24	

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