

Appendix 2



Cardiff and Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy 2023 – 2028 Implementation Plan 2023-2028

VISION: People who live, work, study in and visit Cardiff and the Vale of Glamorgan have the opportunity to live positive, independent lives without being affected by violence and abuse.

AIMS:



PREPARE

Improve strategic planning and commissioning of VAWDASV services through a more coordinated partnership approach across the region



PURSUE

Address perpetrators of VAWDASV by improving intelligence sharing across services and the use of legal powers to disrupt and convict



PREVENT

Proactively address negative attitudes and behaviours that have the potential to result in VAWDASV, recognising this as 'everyone's business'



PROTECT

Improve the multi-agency response and support to all victims of VAWDASV and their children, regardless of risk level or needs



SUPPORT

Ensure that innovative, flexible and evidence-based services are available to meet the needs of victims experiencing forms of VAWDASV

This document is also available in Welsh

It's In our hands

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This implementation plan has been developed with the input of survivors and partners during consultation events and one-to-one meetings. It has been influenced by current key legislative and policy drivers including the Welsh Government's Blueprint and the high-level delivery plan that accompanies it. **This implementation plan is a living document and will be updated as new Welsh Government requirements, legislation, national or local specific activities are identified.**

INTRODUCTION				
Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
We will assist the Welsh Government to implement the actions arising from the Blueprint approach and workstreams	Ensure engagement with local, regional and national networks and forums such as the VAWDASV Research Network Wales, HBA Leadership Group, Cardiff Night-time Economy Group etc.	Attendance record of meetings and contributions.	Mar 2026	Regional Team
	Ensure representation at workstreams and/or sharing of information and issues with other Regional Advisers	Attendance record of meetings and contributions	Mar 2026	Regional Team
We will ensure this strategy aligns with relevant policy and related action plans, as these are reviewed and renewed	Establish a governance structure that reflects strategic priorities and creates appropriate lines of accountability between groups and individuals	A governance structure with clear lines of accountability is available and operational with minutes being kept centrally	Sept 2023	Regional Team
	Ensure VAWDASV is reflected in other appropriate governance structures e.g. community safety, safeguarding, health and social care etc	VAWDASV is prioritised on agendas and minutes are kept	Sept 2023	Regional Team
	Work with the South Wales Collaborative Board to ensure alignment with strategic priorities across the South Wales footprint	Attendance record of meetings and contributions	Ongoing	Regional Team
We will assist with developing and implementing a CEDAW City action plan	Work with colleagues in HRPS to develop and implement an action plan	Action plan developed and shared	Oct 2023	Regional Team and HRPS
	Update Cabinet as and when requested	Reports drafted and submitted	Ongoing	Regional Team and HR Team

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PREPARE				
Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
We will work with partners across the region to continually improve data collection and analysis	Establish a Task and Finish Group to agree data types, categories and frequency of data collection with partners in the region	Data Dashboard produced (standard agenda on Executive group)	Dec 2023	Regional Team
	Map and analyse activities with schools (Spectrum, Operation Encompass, NTF) to ensure that we best target our resources	Schools prioritised for interventions depending on need	Sept 2025	Regional Team and Executive
	Analyse data on a quarterly/annual basis to identify trends, strengths, gaps, reduce duplication, clarity regarding what data is used for and how it adds to the overall VAWDASV picture. Report to the VAWDASV Executive Group (as a standard agenda item)	Consultation/literature review completed. Recommendations presented to Exec Group	Mar 2028	Regional Team
	Use available data to assess performance and inform future commissioning	Commissioning underpinned by needs analysis	Mar 2028	Regional Team
We will ensure the lived experiences of survivors informs ongoing service development and delivery	Map out survivor engagement and participation activities in the region	List of survivor engagement opportunities in the region	Mar 2025	Regional Team
	Develop a model for regional engagement to influence planning and delivery of key strategic priorities	Framework for survivor engagement developed	Mar 2025	Regional Team / Providers
	Invite survivor representative(s) to be included in the governance structure	Record of attendance in minutes	Mar 2025	Regional Team / Providers
We will continue to learn from experts	Ensure we engage with, and remain abreast of, all relevant research affecting VAWDASV and consider if suitable for the region	Relevant research documents shared with Executive and identified on minutes	Mar 2028	All partners
	Continue to invite notable researchers and speakers to talk at events and during 16 Days of Action (White Ribbon)	Invitations to attend talks/events circulated	Mar 2028	All partners
We will support the Welsh Government's Blueprint work to ensure that survivors of all ages receive the support that they need	Ensure attendance at Older People and Children and Young People Workstreams	Attendance record of meetings and contributions	Mar 2026	Regional Team
	Work with Welsh Government and partners to agree and implement any recommendations arising from the Workstream's activity	Workstream minutes, briefings and reports	Mar 2026	All partners
We will seek to understand the distinct needs and barriers to support that disabled survivors	Engage with survivors and relevant disability support groups to gather information on support needs and barriers to access	Invitations to consultation events, surveys and minutes of meetings	Dec 2026	Regional Team / Providers

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Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
experience in order to improve access	Work with all partners to consider how to overcome identified barriers to ensure equality of access to services for disabled victims	Summary of victim engagement identifying issues; meeting minutes	Sept 2027	All partners
We will continue to pilot the Cedar Project for male victims to inform formal procurement of a bespoke service	Undertake a comprehensive review of the pilot's delivery and seek feedback from service users	Report produced and new service specification developed	Sept 2024	Housing Support Grant Teams
	Prepare for formal commissioning and implement the new service	Formal documentation included with invitation to tender on Sell2Wales	Dec 2024	Housing Support Grant Teams
We will support the regional implementation of the Relationships and Sexuality Education (RSE) curriculum to promote children and young people's understanding of consent, healthy and respectful relationships	Ensure that messaging to schools is as consistent and accurate as possible through seeking feedback from the Regional	Activity reports; feedback from pupils, teachers, schools and parents	Mar 2028	Regional Team

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PURSUE				
Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
We will improve our understanding of sexual violence to develop and enhance our response	Capture all available data both UK-wide, Wales-wide and regionally to ascertain demand, trends and outcomes	Data capture; analysis; reports circulated; meeting minutes	Mar 2025	Regional Team, SWP/PCC
We will support partners to implement the new powers originating from legislative changes	Assist partners in the Criminal Justice System to widen awareness of new powers and how to implement them	Engagement/training events; publicity materials; reports on usage of new powers	Mar 2028	Regional Team, SWP/PCC
We will raise awareness of legislative changes to encourage appropriate reporting, signposting and support	Produce publicity materials and hold public-facing events and campaigns to highlight changes whenever possible	Materials produced and circulated; number of events and campaigns held	Mar 2028	SWP/PCC / Regional Team
	Share relevant information with partners including publicity materials to share with staff and service users	Materials produced and circulated; number of events and campaigns held	Mar 2028	SWP/PCC / Regional Team
We will continue to place accountability for abuse on those who cause harm	Assist Welsh Government to implement a whole system approach for tackling perpetration	Increased percentage of convictions, use of orders and other policing powers.	Mar 2026	Welsh Government
	Work with Welsh Government to identify, develop and implement effective interventions that enable everyone in society to challenge misogynistic attitudes, beliefs and behaviours	Engagement events; analysis; reports circulated; implementation plan of any interventions;	Mar 2026	Welsh Government
We will tackle perpetration by supporting the Welsh Government's relevant Blueprint workstream	Assist with mapping provision and identifying best practice	Meeting minutes and map of provision	Mar 2026	Welsh Government
	Working with Welsh Government and other partners, consider how to fill gaps in delivery	Meeting minutes; briefings and reports	Mar 2026	Welsh Government
We will explore accredited and evidence-based programmes that address harmful behaviours related to all forms of VAWDASV and support efforts to secure interventions	Provide a range of educational and support opportunities for those at risk of carrying out abuse and violence, ensuring that any commissioned programmes are psychologically informed, evidence based and have access to an integrated support service for victims	Invitations to tender; grant agreements, contracts; meeting minutes	Mar 2028	SWP/PCC / Regional Team
	Ensure commissioned programmes are quality assured and have received relevant accreditations	Copies of accreditation certificates	Mar 2028	SWP/PCC / Regional Team

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PREVENT				
Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
We will encourage more schools to embrace the whole school approach to VAWDASV	Promote the whole school approach at every opportunity	Record of engagement	Mar 2028	Regional Team / Education colleagues
	Consider ways to support schools through campaigns, training and pathways to specialist services	Record of meetings and contributions; publicity materials provided	Mar 2028	Regional Team / Education colleagues
We will continue to work with universities and colleges to strengthen their response to students experiencing VAWDASV	Continue to hold regular meetings to share good practice and identify issues	Meeting minutes and records of attendance	Mar 2028	Regional Team
	Consider ways to support students through campaigns, training and pathways to specialist services	Record of meetings and contributions; publicity materials provided	Mar 2028	Regional Team
We will use every opportunity to challenge victim-blaming attitudes and raise awareness of support services	Support the Welsh Government's delivery of Bystander Intervention Programmes	Promotion of the availability of training	Mar 2026	All partners
	Ensure that through delivery of training and events, a culture where the challenge of victim-blaming is accepted and recommended	Training records; feedback and bespoke surveys	Mar 2028	All partners
We will continue to ensure the workforce is skilled to identify, refer and support victims and perpetrators	Deliver training to relevant groups in line with the National Training Framework (NTF)	Records of attendance and training records	Mar 2028	Regional Team / Health / Velindre NHS Trust
	Undertake a workforce training needs assessment	Training assessment document	Sep 2023	Regional Team
	Develop and deliver additional (bolt-on) training for practitioners as part of the National Training Framework as identified by the training needs assessment	Training plans	Mar 2028	Regional Team / Health / Velindre NHS Trust
	Ensure that delivery of training includes a module on responding to perpetrators	Training plans	Mar 2028	Regional Team / Respect / Health / Velindre NHS Trust
	Work with the Welsh Government to develop training for professionals that focuses upon the specific issue of the abuse of older people, and which enables practitioners to understand the	Training plans	Mar 2028	Welsh Government, Regional Team / Health /

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PREVENT				
Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
	limitations of conceptualising the abuse of older people as 'elder abuse', for example, coercive behaviour.			Velindre NHS Trust
We will support partners to continue to reapply for the White Ribbon status	Continue to develop an annual calendar of public events around the 16 days of action to tackle violence against women and girls	Calendar published and circulated widely	Mar 2028	Regional Team
	Work with partners to submit applications and undertake ongoing activities and monitoring	Accreditations achieved	Mar 2028	Regional Team / partners

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PROTECT				
Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
We will implement the agreed recommendations from the review of Multi-Agency Risk Assessment Conferences (MARACs)	Implement an over-arching MARAC Steering Group for the region	Meeting minutes and records of attendance	Sept 2023	Regional Team
	Work to ensure cross-boundary MARAC Coordinator support and absence cover for roles	Job descriptions, service level agreement	Dec 2023	VoG Community Safety / Cardiff Council Adults Services
	Develop clear protocol for integration and operation of daily discussions with MARAC meetings and management	Operational guidance and instructions circulated to all partners	Mar 2024	Regional Team and all partners
	Improve MARAC data monitoring and production of regular reports to regional MARAC Steering Group	Quarterly reports produced and circulated; submissions to Safe Lives	Mar 2024	MARAC Coordinators
We will strengthen our safeguarding response to honour-based abuse and female genital mutilation by developing clear pathways of support	Develop pathway of support for all cases of identified and suspected FGM	Development and circulation of clear pathways; referrals received; provider feedback	Mar 2025	MASH partners
	Develop pathways of support for all cases of identified and suspected honour-based abuse	Development and circulation of clear pathways; referrals received; provider feedback	Mar 2025	MASH partners
We will continue to ensure that children subject to safeguarding are given specialist support to recover from the abuse and trauma they have suffered	Continue to roll-out the Safe & Together model to relevant health and social care staff	Records of staff training; staff feedback	Mar 2028	Children's Services
	Ensure there are robust pathways to specialist support from Early Help services	Development and circulation of clear pathways; referrals received; provider feedback	Dec 2025	Regional Team / Children's Services
We will work with the Regional Safeguarding Board to implement recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA) report	Assist as required with any activity identified by the Regional Safeguarding Board	Meeting minutes	Mar 2024	All partners
We will assist partners to update workplace policies to include workplace sexual harassment	Assist Welsh Government to understand the scale of workplace harassment and to support the effective prevention and response	Summary of engagement identifying issues; meeting minutes; reports submitted	Mar 2026	All partners
	Ensure all partner workplace policies are updated	Record of workplace policies,	Mar 2026	All partners

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	to include workplace harassment	versions and renewal dates		
We will work with the Welsh Government to implement actions arising from the workplace harassment Blueprint workstream	Work with the Welsh Government to identify relevant legislation in relation to sexual harassment in public spaces and develop a common approach for the police and other agencies to enforce it	Invites to consultation; surveys; analysis; reports circulated	Mar 2026	Welsh Government
	Support the Welsh Government in the development of public campaigns, specifically focusing on the prevention of sexual harassment in public spaces	Campaign material; social media posts and reach	Mar 2026	Welsh Government
	Support the Welsh Government and regional partners to understand what “safety” in public spaces means for different groups by undertaking intersectional consultation with survivors and the public	Invites to consultation; surveys; analysis; reports circulated	Mar 2026	Welsh Government
We will ensure there are more safe spaces throughout Cardiff, involving women and girls in their creation	Work with colleagues in Education to engage women and girls in reviewing availability	Summary of engagement identifying issues; meeting minutes; proposals	Dec 2023	Regional Team / Education
	Increase provision of Safe Spaces including Council Hubs and Libraries	Inclusion on Safe Spaces scheme map and app	Mar 2024	Regional Team

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SUPPORT				
Commitment	Milestones/Actions	Evidence of Achievement	Timescale	Lead
We will ensure children and young people continue to have access to age-appropriate specialist support	Ensure equivalent provision is built into any future service recommissioning	Invitations to tender; grant agreements, contracts; meeting minutes	Sep 2025	Regional Team / HSG leads
We will gather data and experiences of BME communities to better understand their needs	Engage with survivors and relevant BME groups to gather information on support needs and barriers to access	Invitations to consultation events, surveys and minutes of meetings	Sep 2025	Regional Team / HSG leads
	Work with all partners to consider how to overcome identified barriers to ensure equality of access to services for BME victims	Summary of victim engagement identifying issues; meeting minutes	Sep 2025	Regional team / HSG leads
We will implement recommendations from the Complex Needs Task and Finish Group	Review all available data on current demand, journeys, barriers and both provider and survivor input to design a new approach to supporting this cohort	Engagement activity; analysis and reports circulated	Sep 2025	Regional Team / HSG leads
	Taking into account any best practice identified, implement a bespoke model of support for women identified as having complex needs	Service specification, monitoring reports	Sep 2025	Regional Team / HSG leads
We will review all refuge accommodation to ensure that it continues to meet need	Review all available data on current demand, journeys, barriers and both provider and survivor input	Engagement activity; analysis and reports circulated	Sep 2025	Regional Team / HSG leads
	Develop a proposal for future use of refuge provision including agreed pathway through support	Invitations to tender; grant agreements, contracts; meeting minutes	Sep 2025	Regional Team / HSG leads