

Tackling Violence against Women & Girls in Brent – Action Plan
Key: (L) Lead Office (P) Partner

Recommendation And RAG Status	Actions	Lead and partner	Outcomes	Time-frame	Progress Milestones	Key Performance Indicators – how will progress be monitored?
1. That tackling harmful practices becomes a high partnership priority within Brent and that a clear partnership strategy is developed within the context of the wider Violence against Women and Girls Strategy.	<ul style="list-style-type: none"> Extend the scope of Safer Brent's Violence Against Women and Girls Strategy to address FGM, HBV and FM Establishing what London Councils' Ascent Ending Harmful Practices pays for in Brent. What the referral pathways look like, the service offer locally and how Community Safety can help publicise these through our planned communication products 	Ben Spinks (L) Clare Brighton & Chris Williams (P) Police (Mike West?) (P) Schools (Stephen McMullan/ Allyson Moss) (P) Fiona Kivett – H&WBB (P)	<p>Clear mapping of services & referral details</p> <p>Picture of current demand and any gaps</p> <p>Picture of how this relates to other commissioned prevention, or intervention services within the borough</p> <p>Clear mapping of services & referral details</p>	June 13th	Email response from London Councils and project lead at Asian Women's Resource Centre – 12/05/14	<p>This rec will be monitored through updates to the Scrutiny Committee and:</p> <ul style="list-style-type: none"> LSCB ASB BSP H&WBB <p>As VAWAG is a borough priority it will also be monitored through the Brent Corporate Plan</p>
1.1 Developing services to protect women and girls at risk	HESTIA HOUSING – Working in Wembley Police Station, the Council's Locality and	HESTIA HOUSING Louise Bayston – (L) Public Health - Melanie Smith (P)	Reaching more women and girls who are at risk and require protection	Ongoing	Needs further discussion - Discussion group to consider	This rec will be monitored via the community safety strategy KPI's

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	<p>Family solution teams Health – Update on new services in Brent for Women & girls (Tender) Discussions with CCG</p> <p>Working with schools to invite HESTIA HOUSING and ASCENT via, Forward & the Asian Women’s Resource centre into schools to deliver training</p> <ul style="list-style-type: none"> • Prevention • Protect • Provision <p>Include FGM, FM & HBV awareness raising and signposting to support services in specification for non-mandated sexual health services</p>	<p>Police - Mike West (P) Schools Improvements - Stephen McMullan (P) Head Teachers – Allyson Moss(P)</p>				
<p>1.2 Developing services to support women and girls subjected to harmful practices</p> <p>Please also refer to Recommendation 12</p>	<p>Hestia Housing – Update on new services in Brent for Women & girls (Tender)</p> <p>Working with schools to invite ASCENT via Forward & the Asian Women’s Resource</p>	<p>HESTIA HOUSING – Louise Bayston (L) Public Health - Melanie Smith (P) Police - Mike West (P) Schools Improvements - Stephen McMullan (P)</p>	Increased awareness of FGM, HBV & FM and signposting to support services	For procurement for 2015/2016	As procurement plan	To be confirmed during procurements. Community Safety DV & VAWAG Strategy

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	centre into schools to deliver training	Head Teachers – Allyson Moss (P)				
1.3 Robust recording and better quality of data and sharing of data from all partners	<p>Agree a key set of data that will be shared by all partners, in a robust manner and on a regular basis (quarterly)</p> <p>Who will maintain and co-ordinate this data?</p> <p>Should we be collecting data for the Voluntary sector?</p> <p>HESTIA HOUSING to investigate recording FGM data</p> <p>Data Hub identified as a possible place to upload and publish data</p> <p>Performance + is another possibility</p> <p>LSCB Data Set is another possibility</p>	<p>Gloria Rowland – NWL NHSE (P)</p> <p>Police - Mike West (P)</p> <p>Schools Improvements - Stephen McMullan (P)</p> <p>Head Teachers - Kay Charles (P)</p> <p>HESTIA HOUSING- Louise Bayston (P)</p> <p>GIS - Anne Kittappa (P)</p> <p>Sue Matthews (P)</p>	<p>Brent partners along with voluntary organisation recommended by Brent CVS to collect and share data on a quarterly basis</p> <p>LSCB have agreed in principal (subject to LSCB agreeing) to report the collated data as part of their Dataset. Data will be submitted by the agreed partners</p> <p>*It has been decided that The Business Intelligence team will be best place to take responsibility for collating and analysing the data</p>	<p>Can we start from January?? Or do we begin in the new financial year. Oct/Nov 14</p>	<p>Discussed approach needs confirmation and a decision on who will lead on this</p>	<p>Quarterly reporting to Brent Hub/P+/LSCB Data Set of agreed data???</p>
1.4 Clear and consistent guidance for reporting risk, pathways for	<p>Embed FGM and VAWG into CCG Safeguarding children training</p> <p>Embed FGM multiagency</p>	<p>Multi Agency Front Door – Mike West (L)</p> <p>HESTIA HOUSING –</p>	<p>Clear and consistent guidance for all staff across the Brent health community including</p>	<p>Sept 14-Onwards</p>	<ul style="list-style-type: none"> Multiagency Risk assessment tool in place, 	<p>LSCB/Community safety KPI's</p>

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referrals and services* *Note: The following Recommendations and outcomes are linked: 1.4 and 1.5 and 1.6. Focusing on signposting clients to agreed local and national services	risk assessment tool 24 hour MAFD access, HESTIA HOUSING and NSPCC line (will promote through all relevant services)	Louise Bayston (P) Sue Matthews – LSCB (P) Mala Maru– Comm. Safety (P) Gloria Rowland - NHS (P) and Pauline Fletcher	multiagency risk assessment pathways		now signed of at LSCB P&P subgroup; LSCB to roll out across partners and imbed in practice's <ul style="list-style-type: none"> Brent CCG staff aware of tools 	
1.5 Provide clear guidance to all key staff and the public on how to report a crime against a woman affected by these issues.	Internet/intranet pages on harmful practices where to access additional support & services Update guidance using London Child Protection Procedures and make available to all services (web)	Sue Matthews – LSCB (L) Claire Solley – Adult SG (P) Mala Maru– Comm. Safety (P) HESTIA HOUSING – Louise Bayston (P)	As above - linked to 1.4 1.6	Sept 14 - Onwards	As above - linked to 1.4 1.6	As above - linked to 1.4 1.6
1.6. A single point of contact is established for those affected	24 hour MAFD access HESTIA HOUSING and NSPCC line (will promote through all relevant services)	Multi Agency Front Door – Mike West (L) Front Door/MASH for children, Adults PH? Solley – Adult SG (P) HESTIA HOUSING – Louise Bayston (P)	As above - linked to 1.4 1.5	Sept 14 - Onwards	As above - linked to 1.4 1.5	As above - linked to 1.4 1.5
1.7. The adoption of good practice from elsewhere, health service, local	Reach out to other organisations, partners and schools inside and outside of Brent, and establish best practices	Kisi Smith-Charlemagne (L)	A number of Schools have reached out to Stonebridge school (recommended in the task group report) and	On going		Approach/reach out to other organisations to review best practice in 6 month's time, to ensure they are

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authorities, voluntary sector organisations and educational institutions.	HESTIA HOUSING – Building closer partnership working with Health services, based on a successful model working in the LB Hammersmith& Fulham	HESTIA HOUSING – Louise Bayston (P)	<p>have used their safeguarding policy to update their own and are following the steps used to approach the topics in their own schools.</p> <p>The policy team have been working with LB Islington on a number of items:</p> <ul style="list-style-type: none"> • Developing mapping and data • Partnership working • Implementing changes into policy 			<p>learning from each other</p> <p>Best practices organisation approached: Bristol (FGM), Birmingham (FM, HBV)</p>
2. That work in relation to the implementation of the Harmful Practices Strategy is the responsibility of: <ul style="list-style-type: none"> • Local Safeguarding Children Board (LSCB) 	The Action Plan is being developed by a multiagency group, with the Assistant Chief Executive's Department co-ordinating all actions across the three main groups	Ben Spinks (L) Chris Williams (P) Sue Matthews (P) Fiona Kivett (P)	Action Plan 40% Completed	July/August	This has been agreed. Need a new representative from the Health and Wellbeing Board in the discussion group	The Assistant Chief Executive's Department will review all progress 6 months after the finalisation of the action plan

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<ul style="list-style-type: none"> • The Health and Wellbeing Board • Safer Brent Partnership • The Assistant Chief Executive Department will take the overall lead responsibility						
3. That mapping of practising communities is undertaken to establish the number of women and girls at risk and should be undertaken as part of the Safer Brent strategic assessment process. This work should be completed using tested methodologies, such as those used by Forward and in coordination with Brent's partners and specialist charities such as Forward, the Asian Women's Resource Centre, the Jan Trust and the Iranian and Kurdish Women's Rights Organisation (IKWRO).	<ul style="list-style-type: none"> • Establish what demographics are at risk of being harmed by FGM, HBV and FM. • Using schools data and 2011 Census data, identify the number of women and girls at risk, and geographically map them across the Borough. • Ward Mapping FGM is also being completed • New member of staff to start with the GIS Team who comes from Public Health, Will develop the FM and HBV mapping 	Alisdair Maclean – GIS (L) Anne Kittappa– GIS (P)	<p>The Council and relevant stakeholders would have a greater idea of the number at risk of harmful practices, and also the areas where they may be most prevalent, allowing awareness raising to be targeted for greater effectiveness.</p> <p>Current drafts for FGM mapping sent to discussion group, partners and rep form Brent Head Teachers Partnership</p> <p>Working with Islington Council to enhance mapping and use of data</p>	FGM mapping to be completed by June 2014, HBV and FM mapping to follow in Mid-Sept/Oct	Draft Maps presented - Brent Head Teachers Conference and has been very successful in raising awareness of risk for FGM	Production of map – may require annual updates
4.	<ul style="list-style-type: none"> • Use partnership 	Carol Allen – Comm.	<ul style="list-style-type: none"> • Better informed 	Ongoing,	<ul style="list-style-type: none"> • July WoA 	Evaluation forms from:

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<p>That a programme of community engagement about violence against women focussing on harmful practices is developed which ensures that members of affected communities play a lead role. Awareness raising events should be aimed at all sections of the local community, partners, relevant staff and Council Members.</p>	<p>‘Weeks of Action’ events to promote and engage with communities about Violence Against Women agenda</p> <ul style="list-style-type: none"> • Work with community partners to identify opportunities for partner agencies to get involved • Raise awareness about referral routes for safeguarding and protection issues at Brent Connects meeting and community events • Facilitate the showing of a theatre production on the subject of FGM called ‘Little Stitches’ in Wembley Library • FGM Community Awareness Sessions • HESTIA HOUSING - Prevention work with Women. • Adult SG basic awareness training now includes FGM, FM and HBV. 	<p>Engagement (L) Sarah Kaiser-Equalities (P)</p> <ul style="list-style-type: none"> • FORWARD UK (P) • By Us For Us. FGM Eliminated (P) • Mike West – Police • HESTIA HOUSING – Louise Bayston 	<p>community regarding Violence Against Women agenda</p> <ul style="list-style-type: none"> • Increase of partner agencies working with community organisations to deliver initiatives • Better informed community regarding Violence against Women agenda. Increase of referrals received. • Young people are aware that FGM is harmful and illegal • Young people are aware of where they can get support around FGM if they or someone they know is affected or at risk • Young people feel more confident talking about FGM with their peers • We run 20 awareness workshops amongst mothers in Brent about the illegal 	<p>though the play is scheduled to take place around October 2014</p> <p>Once a week for 15-20 women engaged, seeking support and information.</p>	<ul style="list-style-type: none"> • September WoA • Quarterly Overview and Scrutiny meetings • Quarterly Brent Connects meetings • Trained 8 women into NVQ Certificate in Community Volunteering Qualification 	<p>-Young people -Coordinators at SIYD</p> <p>Questions will be asked regarding: -Awareness of FGM -Awareness of support services -Actions you can take after the session (ex – talking to a friend) -Confidence speaking to peers about FGM</p> <p>Number of participants attendance and feedback evaluation questionnaire</p>

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			<p>practice of FGM and its negative</p> <ul style="list-style-type: none"> • Implications. We started female group at St Raphael's Estate as hub point of information sharing. • Understanding of FGM and the current laws was key outcomes. • We have created partnerships with other Somali organizations and build women confident to speak about FGM. • We work with local Masjid in Church Road and Friday speech delivered in Somali to influential religious leaders. • Empowering women against DV including harmful practices, in conjunction with Help Somalia Foundation and Freedom. • Basic adults S.G awareness training 	<p>Ongoing</p> <p>Sept 14</p>	<ul style="list-style-type: none"> • Women who have undergone the training are now training other women form within their communities 	

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			programme to be rolled out from Sept 14			
5. That awareness raising resources, leaflets and posters are clearly displayed in medical and educational establishments particularly GP surgeries, clinics. Hospitals, schools and colleges. These should include a single point of contact for those affected by harmful practices.	<ul style="list-style-type: none"> Existing materials on FGM, HBV and FM are to be updated to include a single point of contact. These materials will be distributed most heavily among establishments in areas where those are most at risk of harmful practices Increased awareness raising across the health economy Increased awareness raising in CCG & GP member practices Awareness raising in Youth Centre IRIS – Develop partnership working with Health (HESTIA HOUSING) Adult SG basic awareness training now includes FGM, FM and HBV. GP DV training to be rolled out across Brent starts Sept 14 	Sarah Mansuralli – CCG (L) Pauline Fletcher – NHS (P) Carol Allen – Comm. Engagement (P) Mala Maru Comm. Safety (P) Mike West (P) Louise Bayston – HESTIA HOUSING (P)	<p>FGM resources leaflets and posters are clearly displayed in CCG buildings and GP member practices, clinics, hospitals and police stations.</p> <p>Self defences classes being offered to young women</p> <p>Basic adults SG awareness training programme to be rolled out from Sept 14</p> <p>Sept & Oct 14</p>	<p>June 2014</p> <p>Autumn 2014</p> <p>Sept 14</p> <p>Ongoing</p>	Tackling VAWG in Brent presentation delivered at Brent GP member practice forum- done 30/4/2014	<ul style="list-style-type: none"> CCG/Public health Lead to be confirmed VAWG on Brent CCG and Council Maternity and child health partnership working group-Bi monthly work plan Partners to monitors training content and numbers via feedback forms

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6. That Brent Council and its partners work with local and national media, including community radio and television stations, to raise awareness and educate the public on harmful practices and the negative effect it has on women and girls in our society.	The launch of the report generated significant coverage in local, regional and national print, digital and broadcast media. This culminated in an approach by ITV national Daybreak to discuss the issue and undertake a piece to camera and a double page spread in the Evening Standard. The Communications Department will continue to watch for proactive and reactive opportunities to promote the work of the council and partners in educating and informing residents of these harmful practices.	New Head of Communications (L) Mike West (P)	Somali TV (June) scheduled to go back in 6 months time Police – Live web chats Tweets, via Azure	Ongoing	The coverage on Brent tackling VAWAG has been received well ad as a result we have been receiving request to come and speak at national conferences	
7. That a programme of training is developed for all key staff from all relevant agencies who are likely to have contact with affected women and girls that will ensure a better understanding of the issues, identification of those at risk and referral pathways. Funding is available to	<ul style="list-style-type: none"> • Embed FGM, HBV and FM into multiagency safeguarding training • Continue to provide a rolling programme of half-day FGM meetings available for anyone. • Identify any training that has been developed already within in single 	Sandy Youngson - LSCB (L) Katherine Bryans-LSCB (P) Claire Solley – Comm. Engagement (P) Mala Maru Comm. Engagement (P) HESTIA HOUSING – Louise Bayston (P)	<ul style="list-style-type: none"> • That every member of staff who comes into contact by those affected by harmful practices would be better equipped to respond to cases of FGM, HBV or FM. • Increased awareness of FGM in health professionals 	Training for FGM is already available; HBV and FM training can realistically piloted in Summer 2014 and rolled out in Autumn. The FGM	<ul style="list-style-type: none"> • FGM training sessions and communication s for primary care health professionals • Increased request for advice and support by GP member practices from DPs and 	<ul style="list-style-type: none"> • Numbers of training sessions delivered, and the number of staff attending them. • Cases flagged in GP notes and maternity referrals

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the voluntary sector to assist Brent in delivering this training programme.	<p>agencies that can be adapted for Brent multi-agency training</p> <ul style="list-style-type: none"> • Develop a specific FGM e-learning course for Brent. • Ensure training is mandatory for all staff who are likely to have contact with victims of harmful practices • CFAB/Freedom FGM app is to be installed on all staff iPhones or iPads? • Commission as part of non mandated sexual health services local third sector organisations to deliver training to GPs on FGM • Embed FGM and VAWG into CCG Safeguarding children training • HESTIA HOUSING internal staff delivering MARAC training to Council teams and DV training in schools 		<ul style="list-style-type: none"> • Stronger partnerships with CCG designated safeguarding lead to support their program on FGM training of health professionals for 2014 -15 • Increased accessibility to health staff of the online multiagency FGM Training host via brentlscb.learningportal.com • FGM case studies are included in the level 3 training pack for GPs (done Feb 2014) • Brent Police have agreed to take training provided by LSCB 	e-learning course will be developed over Summer 2014.	<p>increased referrals in the MASH</p> <ul style="list-style-type: none"> • All CCG staff have a better understanding of the VAWG issues around identification, recording and reporting 	
8. That all awareness	<ul style="list-style-type: none"> • Update current safeguarding training 	Sandy Youngson (L) Mala Maru (P)		The Jan Trust		Number of FGM & harmful practices

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raising and training activities highlight the changes in the law which make these harmful practices criminal offences.	<p>so that it includes not only FGM, but also HBV and FM, ensuring that changes in the law are highlighted.</p> <ul style="list-style-type: none"> The Jan Trust Charity will be delivering 1 days training for Adult Social Care Department 			Training will take place on 06/08/14		training sessions by 2015.
9. That joint working is undertaken with schools to ensure that all head teachers, school governors and those responsible for safeguarding receive training and that all year seven children receive information as part of Personal Social and Health Education (PSHE).	<ul style="list-style-type: none"> Link with all Designated Professionals in Schools to raise awareness of FGM, HBV and FM Commission as part of non mandated sexual health services local third sector organisations to deliver training to school governors and parents on FGM Schools work in partnership to share best practice Attending Brent Head Teachers Conference to raise awareness and promote best practice Attending Brent 	<p>Sandy Youngson – LSCB (L) Katherine Bryans – LSCB (P) Mala Maru (P) Allyson Moss (P) Kay Johnson – Head Teachers (P) Ann John- School Governor's (P) Helen Tulloch- School Improvement (P) Mike West (P) HESTIA HOUSING – Louise Bayston (P)</p>	<p>Increased awareness of FGM in school governors and parents</p> <p>Increased accessibility to school personnel of the online multiagency FGM Training host via brentlscb.learningpool.com</p> <p>Police agreed to send Safer School Officers on LSCB training</p> <p>Presentations given at :</p> <ul style="list-style-type: none"> Woodfield School Brentfield school Village School Row Green 	During 2014/2015	<p>FGM specific briefings for School personnel via the commissioned provider</p> <p>Successful presentation at the Brent Head Teachers Conference</p>	Number of FGM & harmful practices training sessions by 2015.

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	<p>School Governors Annual Conference and delivering workshop.</p> <ul style="list-style-type: none"> • HESTIA HOUSING attending College of NWL Welcome Week, where they will be training staff and holding workshops for young people 					
<p>10. That Brent Council in conjunction with its partners, particularly Council for Voluntary Services (CVS) Brent, pursue all avenues for available funding and support specialist charities and local voluntary organisations to bid for money from government agencies such as the Forced Marriage unit and the European Union fund.</p>	<p>CVS Brent will support this recommendation as well as assist specialist organisations with accessing relevant training. CVS Brent will also advertise any events via their newsletter and website</p> <p>CVS Brent will pursue all avenues for available funding and support specialist charities and local voluntary organisations to bid for money from government agencies such as the Forced Marriage unit and the European Union fund.</p> <p>To signpost any organisations that require assistance in this area.</p>	Tessa Awe (L)		Now - Ongoing		No. of organisations engaged/supported

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	<p>CVS Brent will assist organisations to work in consortium or partnership to be able to secure funding.</p> <p>Support and Encourage the Voluntary Sector to take part in Zero Tolerance Day</p> <p>To contact all CVs organisations (Approx. 15) to discuss sharing data and how they can support</p>					
<p>11. That Brent Council along with its partners annually take part in the International UN sponsored awareness day that takes place 6th February each year. Zero Tolerance of Female Genital Mutilation day is set up to make the world aware of Female Genital Mutilation and to promote its eradication.</p>	<p>2015 day has been agreed on, though no actions to implement it have been confirmed</p> <p>Support local activities taking place on the 6th February via CVS Brent, offer non financial support:</p> <ul style="list-style-type: none"> • Event Management • Reduced Rates for Space • Advertising <p>The council will fund other Harmful Practices Events throughout 2014/15 such</p>	<p>Sarah Kaiser (L) Mala Maru (P) Mike West (P) Maria Aden (P) HESTIA HOUSING – Louise Bayston (P)</p>	<p>Brent Police have agreed to be part of this event</p> <p>FORWARD have agreed to be part of this event</p>	<p>Oct 2014-Mar 2015</p>	<p>Responses from voluntary organisations</p>	<p>Number of Attendees</p>

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	as: <ul style="list-style-type: none"> • White Ribbon Day • Little Stitched – Play • International Women's Day HESTIA HOUSING will support with planned activities					
12. That Brent Clinical Commissioning Group (CCG) should commission services for women and girls affected by the harmful practices of Female Genital Mutilation, Honour Based Violence and Forced Marriages.	<p>Review the planning and commissioning services for women and girls who have been affected by harmful practices of FGM and require counselling services</p> <p>Some time ago there were discussions between LBB public health/CCG at looking at targeted services for this area of specialism. I am not aware if this has been agreed!!!</p> <p>We will investigate this further and look into identifying any gaps in services and adding to our list of commission intentions</p> <p>The discussion group has</p>	Raj Pandya (L) Melanie Smith (P)	<p>Clear referral pathways to access service provision</p> <p>Identify service gap and support with a range of services</p>	Ongoing-discussion		<p>Still in discussion with CCG, Notes from CCG - don't think we commission specific services However we would use our existing commissioned services to support this group of people including children and young people If there was a need we would spot purchase Our safeguarding teams provide training and support to all staff including GP's to raise awareness</p> <p>The CCG have published these issues and the impact at GP forums and other health promotion event</p>

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	asked the CCG to focus on two areas: <ul style="list-style-type: none"> • IRIS GP referral system and • Counselling and empowerment services for survivor's 					this is a part of the work they integrate in their service to ensure our safeguarding duties