



The Performance indicators included in this document have been created by TST Cymru at the request of the Communities, Equalities and Local Government Committee for the Gender-Based Violence, Domestic Abuse and Sexual Violence (Wales) Bill. The Performance Indicators set out in this document have limitations. These the current absence of the strategies (as well as other key parts of the legislation) that they will need to be used to monitor. These indicators often relate specifically to Rape and Sexual Abuse i.e. Sexual Violence as this is within the expertise of TST Cymru. TST Cymru would welcome being involved in supporting the development of the National and Local Strategies and the development of more appropriate performance indicators relevant to the strategies. This would require a full mapping of current services, holistic national and local needs assessments which include baseline assessments from which performance can be measured.

What are we looking to monitor and evidence?

Behind these indicators is the Gender-Based Violence, Domestic Abuse and Sexual Violence (Wales) Bill and its aim to prevent, protect and support. With this in mind, we would be particularly looking at all parts of Welsh Society in both public services and elsewhere to prove:

1. That further and continued GBV, DA and SV in Wales is prevented and wherever possible there is early intervention to limit the harm to victims and survivors. This will include societal attitudinal changes;
2. That a victim/survivor of any experience covered by the remit of the bill will be able to access appropriate support and protection wherever(in Wales) and whenever they choose to do so;
3. That suitable and effective protective processes are in place for the victims and survivors of crimes covered by the bill and that effective processes are in places and suitably enforced for the perpetrators of the crimes.

It is essential to note that in the earlier years following the implementation of the Bill and all related activities the number of cases reported to front-line staff, teachers, and doctors and to the police should INCREASE. This will be a measure of the attitudinal changes taking place, systems (such as Ask and Act) working and victims and survivors having the confidence to come forward and seek support. This must be seen as the desired response and a positive development. In particular for Sexual Violence and Childhood Sexual Abuse there will be hundreds of thousands of adults who did not have support as children and have yet into adulthood to disclose and be appropriately supported. While we can estimate the numbers of people in Welsh society that could be in need of specialist support due to the hidden nature of rape, sexual abuse and other abuses covered by the Bill it is difficult to state factually how many people there are and how many of those people need support. Therefore for the first few years of reporting the indicators, in part, will seem to be very negative i.e. an increase in the number of rape and sexual abuse cases reported to the police/SARC/other front-line services. However, this needs to decrease over time and particularly of cases that occur within a 12 month period before reporting i.e. current cases.

The indicators and outcomes are not exhaustive and each aspect of the strategic framework underpinning the actions needed to make the prevention, support and protection of the Bill needs analysis and unpicking in order to make these more comprehensive. Many of the indicators can also be duplicated under the different aims. There also needs to be an analysis of all places that any



victims or person affected by GBV, DA and SV may be interacting with public service staff and mapping this out and the indicators and outcomes that should be expected from those interactions.

Aim 1

That further and continued rape and sexual abuse in Wales is prevented and wherever possible there is early intervention to limit the harm to victims and survivors. This will include societal attitudinal changes.

Performance Indicators

- a. All L.E.A.'s have a 'Whole School Approach' Strategy and this includes School and Governor Champions, curriculum related work, Sexual Bullying policies and other policies and approaches to developing a respectful community within schools that challenges abuse, bullying and intimidation and empowers young people who may be victims and/or witnesses to abuse.

The **outcomes indicators** that prove the effectiveness of this would include;

- Student evaluations on feeling safer, respected and protected and knowing that there are school policies to support this.
- Young people understanding their rights and responsibilities as human beings in respect to their sexuality, consent, and choices in family and intimate relationships.
- Student self- defined understanding of GBV, DA and SV.
- Teachers' confidence in dealing with issues related to GBV, DA and SV
- An increase in the number of students reporting cases of GBV, DA and SV occurring outside the school.
- An increase in the number of students reporting cases of GBV, DA and SV occurring inside the school.
- A fully embedded PSE curriculum supported by specialist agencies delivered in the schools (that is evaluated and supports the first outcome).
- That staff and students can identify who the 'Champions' are and feel that they are accessible.
- Girls feel safer and more in control of their personal choices and relationships and understand what gender stereotypes are and how they can be challenged.
- Boys feel safer and more in control of their personal choices and relationships and understand what gender stereotypes are and how they can be challenged.
- Girls and boys are more aware of how ideas of gender can be misused particularly to place power and control on girls and how this limits choices for all.

Medium Term Indicators

- Estyn inspections indicate that the above indicators are easily evidenced and monitored in the school.



- Schools have demonstrable cases where they have followed procedures and acted appropriately for students and their families that are affected by GBV, DA and SV
 - Decrease in the occurrence of sexual bullying
- Long term** indicators should be:
- A decrease in the number of students reporting cases of GBV, DA and SV occurring outside the school.
 - A decrease in the number of students reporting cases of GBV, DA and SV occurring inside the school.
 - All children in Wales are able to describe, in an age appropriate way, what a healthy relationship is in a family, intimate relationship or with neighbours or known professionals.

- b. That Work-Based Policies are in place in Public, Private and Third Sector organisations and have been developed with specialist agencies so that they are informed and effective.

Outcome Indicators

- An increase in the number of staff reporting cases of GBV, DA and SV outside the work place
- An increase in the number of staff reporting cases of GBV, DA and SV inside the work place
- An identifiable 'Expert Officer or Champion' to support staff to support protection and support of victims/survivors of GBV, DA or SV in the work place.
- A strategic 'Champion' who is identifiable to the workforce as placing importance and driving forward the organisational approach to GBV, DA and SV
- Staff that are confident in accessing support if they are effected by GBV, DA and SV.
- Staff that have increased confidence in challenging GBV,DA and SV

Long Term Indicators

- A decrease in the number of staff reporting cases of GBV, DA and SV outside the work place
- A decrease in the number of staff reporting cases of GBV, DA and SV inside the work place

- c. That Welsh Society is more aware of GBV, DA and SV and the unacceptability of the abuse and are empowered to respond to it.

Outcome Indicators

- Increased reporting of GBV,DA and SV to the police, social services, third sector providers, self- referrals to SARCS and other specialist agencies such as TST Cymru member agencies
- Public have increased confidence in reporting known or suspected GBV, DA and SV.
- Public can identify what to do if they or someone else has experienced GBV, DA and SV.

Long Term Indicators

- Decreased reporting of GBV,DA and SV to the police, social services, third sector providers, self- referrals to SARCS and other specialist agencies such as TST Cymru member agencies

- An increased perception in the public view that GBV, DA and SV are responded to appropriately in Welsh Society.
 - Welsh Society changes it's understanding of social norms and openly condemns
 - The Public will be informed on how to access services for themselves or someone they know is a victim of GBV,DA and SV.
 - Media coverage is of victim recovery rather than victim exposure
- d. That victims and survivors of GBV, DA and SV are identified and supported at the earliest opportunity.
- The number of cases of Child Abuse reported to social services increase.
 - The number of serious case reviews for both children and adults decrease.
 - Information sharing protocols and MASH (or similar) are in place in all Local Authorities and have evidenced cases of early identification and prevention in GBV, DA and SV.
 - That frontline professions are better able to identify (through the National Training Framework and Ask and Act) and offer support to victims of GBV, DA and SV and that this is demonstrated by an increases disclosures and referrals on to other services.
 - Early identification and routine enquiry improves responses in disclosure among the most marginalised and vulnerable groups including people with disabilities, mental health issues, young people, and people who have offended.
 - An increase in disclosure to front-line professionals including in A&E, G.P's, Housing Staff, Teachers and calls to the police.
 - Staff at all levels of public services and third sector organisations are confident in their own knowledge of GBV, DA and SV and are able to act in a way that is appropriate to their role ensuring the best outcomes for victims.
 - Staff working with victims of GBV, DA, and SV have attended Welsh Government Training providing knowledge, skills and confidence to support victims.
 - That policies, protocols and training for staff is aimed at dealing with safeguarding in the 'night time economy'
 - Increases in early identification and management of perpetrators through recognised and well evidenced interventions
 - Increased use of Live Fear Free Helpline by victims of GBV, DA and SV.
 - Increased referrals to specialist support agencies from helpline for victims of GBV, DA and SV.
 - There is specialist provision in all local authorities for children as victims as well as witnesses to GBV, DA and SV.
- Long Term Indicators**
- A decrease in repeat incidents.
 - Welsh staff in public services are confident and knowledgeable about GBV, DA and SV and know systems of support for victims of GBV, DA and SV
 - All public services and third sector organisations are compliant with established service standards for GBV, DA and SV.

Aim 2

That a victim/survivor of any experience covered by the remit of the bill will be able to access appropriate support and protection wherever (in Wales) and whenever they choose to do so;

- a. Each Local Authority has an identifiable Victim Pathway for ALL victims of GBV, DA and SV including out of area support when it is more practical i.e. in cases where local based needs assessment indicates little need.
 - An increase in reporting of ALL forms of GBV, DA and SV including current and historic cases.
 - Victim evaluation of services demonstrate confidence in support received and that it met their needs in both time and geography.
 - A decrease in repeat incidents.
 - An increase in reports of Children as victims of GBV, DA and SV
 - Pathways for isolated communities enable accessibility of services and this is supported by an increase in reports in defined 'isolated' areas.
 - Each Local Authority has a multi-agency individual forums for GBV, DA and SV that feed into the local strategy and monitoring the outcomes for each area within the strategy.
 - All victims of sexual violence offences that have reported crimes to the police or may be considering doing so have ISVA support.
 - All victims consider to be of high risk of domestic abuse are referred to MARAC and have IDVA support.
 - All victims of sexual violence are able to access therapeutic support within 2 months of referral.
 - All victims of sexual violence are able to access Special Measure, video link systems as well as ISVA support in court whenever appropriate.
 - Children and their families report confidence in court systems and related support and are aware of the specific measures and considerations made for children as victims and witnesses in court.
 - Local Service Boards and Community Safety Partnerships have representation from GBV, DA and SV specialist organisations and prepare policies and procedures that are supportive of the strategy document are drafted and implemented in this fora.

Medium term indicators

- Local Health Boards undertake reviews of the services provided for victims of GBV, DA and SV

Long Term Indicators

- An decrease in reporting of ALL forms of GBV, DA and SV including current and historic cases.
- An decrease in reports of Children as victims of GBV, DA and SV

- b. Victim Pathways for support will be available in a timely fashion (immediately for crisis within 2 months for historic) regardless of how long ago the GBV, DV or SV occurred.
 - Victims of Childhood Sexual Abuse will access counselling provided by specialist services within 2 months of referral.

- c. Commissioners are jointly involved in commissioning services developed from jointly undertaken needs assessments involving Local Authorities, Health Boards, Police, Third Sector Service Providers and Service Users.
 - Service providers are able to provide adequate services for local communities.
 - Waiting lists for services decrease significantly.
 - Evidence from needs assessment is suitably reflected in service provision.
 - Service users report services are able to meet their needs appropriately.
 - Numbers of victims/survivors in Mental Health and Substance Misuse Services decreases
 - Acute emergency/crisis admissions of victims and survivors of GBV, DA and SV decrease.

Aim 3

That suitable and effective protective processes are in place for the victims and survivors of crimes covered by the bill and that effective processes are in places and suitably enforced for the perpetrators of the crimes.

- a. Information sharing protocols are in place and all Local Authorities can evidence their effectiveness with cases of earlier intervention due to relevant information sharing.
 - Reduced cases of repeat incidents
 - Reduced MARAC cases.
 - Decrease in serious case reviews.
 - Increase in cases taken to police and social services.
 - Demonstrable effective management of identifiable perpetrators in ALL cases referred.
 - Decrease in families affected by GBV, DA and SV needing high level social services interventions i.e. children removed from families.
 - Each case where 'Ask and Act' has been used can be identified along with the outcome.
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- b. National and Local Strategies identify processes in devolved and non- devolved areas that improve protection of victims and survivors of GBV, DA and SV.
 - Increase in criminal justice outcomes for victims of GBV, DA and SV.
 - Reduced repeat incidents.



- Increased support of ISVA's for cases involved in CJS.
 - Clients in CJS report positive outcomes and experiences.
 - Demonstrable effective management of identifiable perpetrators in ALL cases referred.
 - All Sexual Offence cases that failed an evidential test for prosecution, were 'no crimed' or otherwise are routinely and regularly scrutinised.
- c. Public confidence in protective and support services in Wales increases.
- Public are able to identify how to get support.
 - Increase in reports to police, social services and other organisations
 - Increase in self-referral to specialist services.

We have attempted in the above indicators to create a comprehensive list of indicators that would demonstrate success and are appropriate to key outcomes that should be achieved by the Gender-Based Violence, Domestic Abuse and Sexual Violence (Wales) Bill, particularly for the strategies. We would welcome involvement in the further development of these once the strategies have been developed. TST Cymru is ambitious in its aim that Sexual Violence is recognised in its own right in the contribution to all aspects of the bill by the specialist sexual violence sector in Wales and consequently further support for those affected by sexual violence in Wales.

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