

**Barnet Domestic Violence and Violence against Women and Girls
(DV & VAWG) Delivery Board**

**Terms of Reference
2014**

1. Purpose

Barnet Domestic Violence and Violence against Women and Girls Delivery Board (BDV & VAWG DB) exists to:

- 1.1 Ensure a robust, coordinated response to domestic violence and abuse and VAWG issues across the key strategic partnership agendas and to plan the effective use of resources in Barnet.
- 1.2 Make explicit the roles, responsibilities and commitments of the key partners to ensure that domestic violence and abuse and VAWG outcomes and targets are agreed, owned and delivered and that there are clear lines of accountability.
- 1.3 Secure continuous improvement in the Barnet multi-agency response to domestic violence and abuse and VAWG and disseminate best practice and innovation across services in the borough and the London region.

2. Definition of Domestic Violence and abuse and VAWG

2.1 The Home Office 'core' definition of domestic violence and abuse is:

“Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: Psychological, physical, sexual, financial and emotional.”

“Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

“Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.” *

* This definition, which is not a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

2.2 The UN defines violence against women as “any act of gender based violence that is directed at a woman because she is a woman. Alongside domestic violence and abuse, VAWG strands include; Female Genital Mutilation (FGM), Forced Marriage, Honour Based Violence, Prostitution and Trafficking, Sexual Violence and Rape and Sexual Exploitation.

2.3 The Board recognises that there is a disproportionate impact on women and girls but that men and boys are also affected by these issues.

3. Principles

The BDV & VAWG DB is committed to the following principles:

- 3.1 The safety and well-being of victims/survivors– adults, children and young people, must be the paramount consideration in all strategic development and service delivery.
- 3.2 The experiences of survivors should be used to inform service delivery and structure.
- 3.3 Domestic violence and abuse and the VAWG strands are a crime that is unacceptable in our community. Those who commit these crimes must be held accountable for their actions.
- 3.4.1 The reduction and prevention of domestic violence and abuse and VAWG benefits the whole community.
- 3.4.2 In order to reduce and prevent further domestic violence and abuse and VAWG, existing resources need to be expended ‘up front’ and proactively, on preventative work, and on services that reduce the levels of risk and repeat victimisation, such as those provided by advocacy and support services. Continually spending money in a reactive style not only costs more, both short and long term, but also, crucially, continues to leave the vulnerable in our community at risk.
- 3.4.3 The cost of implementing co-ordinated, multi-agency approaches represents a tiny fraction of the overall costs currently associated with domestic violence and abuse and VAWG in Barnet, and enables more effective use of resources in the longer term.
- 3.4.4 It is the responsibility of the community and state institutions, not survivors, to reduce and prevent domestic violence and abuse and VAWG.
- 3.5.1 Reasonable preventative operational measures must be taken by public authorities to protect survivors, children and young people at risk from the criminal acts of abusers.

- 3.5.2 Failure to expose and address the true extent of domestic violence and abuse and VAWG strands within services workloads can result in statutory agencies neglecting their responsibilities to victims and their children.
- 3.6 Services must be responsive to the diverse needs of all Barnet's communities, including BME and faith communities; LGBT people; older people; people with mental health issues, vulnerable adults and those with disabilities; people with problematic substance use; refugees; asylum seekers, those with no recourse to public funds and men and boys.

4. Priorities

The BDV and VAWG DB priorities fully support Barnet's Safer Communities Strategy, Equality Scheme and Corporate Priorities for the Community:

- A Bright Future for Children and Young People
- Supporting Independence
- Clean, Green and Safe
- Strong and Healthy
- A Successful Suburb

- 4.1 Increase safe choices for survivors by strengthening and developing support and advocacy services
- 4.2 Understand, identify and safeguard the needs of children and young people whose lives are affected by domestic violence and abuse and VAWG issues.
- 4.3 Ensure a proactive response through co-ordinated action across agencies, based on consistent and well informed policy, systems and leadership.
- 4.4 Increase the awareness of the extent and impact of domestic violence and abuse and VAWG issues across services and in the local community and challenge inaction by individuals and organisations.
- 4.5 Ensure individual perpetrators of domestic violence and abuse are held accountable for their behaviour in such a way that maximises the safety of survivors and their children; such as the action through the criminal justice process or commissioned perpetrators service.
- 4.6. Increase the profile of Domestic Violence and abuse and VAWG issues as a Safeguarding priority for children and adults.
- 4.7 Work to address the health inequalities experienced by victims of domestic violence and abuse and VAWG.

5. Specific functions and responsibilities

The BDV & VAWG DB will:

- 5.1 Align domestic violence and abuse and VAWG work across the partnership agendas to avoid duplication and manage resources effectively.

- 5.2 Share information, work to co-ordinate services, and ensure agency policies are not working at counter purposes.
- 5.3 Work to facilitate collaborative working processes across service areas.
- 5.4 Receive regular reports from partner agencies on their service area's delivery of objectives and targets within the DV & VAWG Strategy and Action Plan.
- 5.5 Monitor key performance indicators and targets.
- 5.6 Lead on the effective monitoring and scrutiny of partner agencies' domestic violence and abuse and VAWG service delivery and establish methods for organisational improvement and learning.
- 5.7 Support the development and implementation of policy and effective codes of practice for dealing with domestic violence and abuse and VAWG across agencies and link to Safeguarding children and adults.
- 5.8 Identify and highlight needs and gaps in provision and make appropriate recommendations to ensure these are raised with the relevant service(s), boards, committees and forums.
- 5.9 Develop and performance manage the delivery of a three yearly Multi-Agency DV and VAWG Strategy and Action plan.
- 5.10 Develop and deliver practical innovative projects and contribute to the piloting of new projects.
- 5.11 Consult partners and service users and evaluate projects so that the coordinated response is further developed, improved and embedded into local agencies' response to domestic violence and abuse and VAWG.
- 5.12 Monitor the progress of domestic homicide review recommendations.
- 5.13 Establish effective links with the broader aspects of community safety and safeguarding children and adult partnerships in Barnet, and link to other pan-London and/or national domestic violence and abuse and VAWG related bodies.
- 5.14 Formulate the Barnet response to national policy developments to ensure that these are implemented in a way, which meets local community, needs.

6. Structure, governance and accountability

- 6.1 The BDV & VAWG DB is a sub-group of the Safer Communities Partnership Board (SCPB) and works on its behalf to lead on the effective monitoring, scrutiny and governance of the multi-agency responses to domestic violence. The SCPB is the direct link between the DV & VAWG DB and the Local Strategic Partnership.

6.2 The SCPB is the inter-agency mechanism in Barnet to reduce crime and anti-social behaviour and promote social cohesion. It acts as the Crime and Disorder Reduction Partnership as defined (and required) by the 1998 Crime and Disorder Act and subsequent amendments.

6.3.0 The DV & VAWG DB will report to the SCPB via written and verbal updates from the Chair on any aspect of its response to domestic violence and abuse and VAWG. Any issues, which the DV & VAWG DB cannot resolve, will be referred to the Safer Communities Board for decision.

6.3.1 The Domestic Violence & VAWG Forum and the MARAC Steering Board report to the DV & VAWG DB.

7. Partner membership profile

Board members are expected to:

7.1 Act as a bridge between her/his organisation and the Barnet Domestic Violence and Violence against Women and Girls Delivery Board.

7.2 Actively participate in the work of the Board, by responding and contributing to the work both in and between meetings.

7.3 Submit papers to Board meetings as and when requested.

7.4 Represent the views and interests of her/his organisation at the Board meetings and keep her/his organisation informed and up to date with the work of the Board.

7.5 Work towards influencing the development in their work place of policy and practice in relation to domestic violence and abuse and VAWG areas.

7.6 Work to develop a Domestic Violence and VAWG Strategy and Action Plan for the board and its partner agencies.

7.7 Work to ensure that the actions and objectives are achieved and delivered.

8. Membership

8.1 Partner agencies will nominate a senior management level representative from their respective agencies to attend the Board.

8.2 Each partner agency will have a named deputy who can attend meetings on behalf of the named representative, when the need arises and by agreement of the Chair.

9. Meetings

- 9.1 Meeting will be held quarterly, at dates set in advance for a year at an agreed venue and time.
- 9.2 Board members, and invited practitioners will discuss the Action Plans, targets and objectives at each meeting.
- 9.3 Members can raise items for discussion or information through the Domestic Violence Coordinator, who manages the meetings.
- 9.4 The meetings will be serviced by the Domestic Violence Coordinator, within the London Borough of Barnet.
- 9.5 Board papers and agenda will be sent out a week in advance of the meeting.
- 9.6 The minutes of the meeting will be distributed within 4 weeks of the meeting.

10. Code of conduct

All Board members are expected to abide by this Code, whether in their dealings at Board meetings and/or between Board meetings. Failure to do so can result in disqualification from the Board.

10.1 Rights

- 10.1.1 To be treated with fairness, dignity and respect.
- 10.1.2 To work in a climate free from intimidating, humiliating or hostile treatment.
- 10.1.3 To expect that concerns raised at the Board will be treated and, if necessary, investigated fairly, confidentially and within a reasonable timescale.
- 10.1.4 Not to be treated unfairly or victimised for raising an issue.

10.2 Responsibilities

- 10.2.1 To not discriminate on grounds of colour, race, ethnic origin, gender; age, religion, political or other opinion, disability or sexual orientation.
- 10.2.2 To listen to other's views, whilst also being able to constructively challenge. (Whilst it may be appropriate for attendees to criticise the contents of reports, this must not amount to a personal attack on the author.)

11. Role of the Chair

Provide leadership to the Board

- 11.1 To facilitate effective and efficient meetings and ensure they keep to time.

- 11.2 To assist in leading discussions, debates and encourage active participation by partner agencies.
- 11.3 Ensure that urgent decisions are made, in between Board meetings, in consultation with relevant members.
- 11.4 To broker and mediate in disputes.
- 11.5 To champion the domestic violence and abuse and VAWG agenda across the key strategic partnerships.

12. Annual review

- 12.1 The terms of reference and membership will be the subject of annual review to take account of local learning and changes and national developments.
- 12.2 The Chairperson will be the Local Authority Director with the responsibility for Domestic Violence and VAWG. The Vice Chairperson will be elected annually and should preferably be from another agency.

Membership list (last updated in May 2014)

| DOMESTIC VIOLENCE and VAWG DELIVERY BOARD MEMBERSHIP | DIRECTORATE/PARTNERSHIP |
|---|--|
| Ms Jo Pymont (Chair) | Interim Deputy Director of Children's Service (CS) |
| Simon Corkill (Deputy Chair) | Metropolitan Police |
| Jo Moses | Assistant Director of Social Care, (CS), LBB |
| Kiran Vagarwal | Head of Community Safety Team, LBB |
| Pam Wharfe | Strategic Director for Growth and Environment, LBB |
| Julie Pal | CEO of CommUNITY Barnet |
| Dawn Wakeling | Deputy Director of Adult Social Services |
| Gill Robinson | Mental Health Team |
| Caroline Birkett (Annette Miles) | Victim Support |
| Grant Graves (Sheila Darr) | North West London Bench, Courts |
| Vivienne Stimpson (Heather Wilson) | Barnet CCG |
| Douglas Charlton and Marcia Whyte (David Williams) | Probation Service |
| Kate Laffan (Laura Davison) | Barnet Homes |
| Manju Lukhman | Domestic Violence Co-ordinator, LBB |
| Bridget O'Dywer (Stephen Murphy) | Interim Senior Commissioning Manager (Substance Misuse), Public Health |
| Dr Laura Fabunmi | Public Health |
| Liz Royle (Kate Bushell) | CLCH |
| Caroline Collier (Lesley Williams) | Chair of the DV and VAWG Forum |
| Carolyn Greenaway | Children's Social Care, LBB |
| Monica Tuohy | Solace Women's Aid |

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| Craig Middleton | Westminster Drugs Project |
| Donna Thornley | Family Nurse Partnership |
| Hannah Lethbridge | Educational Psychologist, LBB |