



Ministry
of Defence

A black and white photograph of a woman covering her face with her hands, suggesting a state of distress or abuse. The image is the background for the entire page.

No Defence for Abuse

Domestic Abuse Strategy
2018 - 2023

Advice and Support

If you, or someone you know, is experiencing domestic abuse and need help or support you can find support through your welfare service, via the Police or from specialist organisations, whose details are provided below, who exist to support anyone experiencing domestic abuse.

If you need help in an emergency, if you fear for your safety or that of someone else you should always call 999 or the relevant emergency number if overseas.

National Domestic Violence Helpline

www.nationaldomesticviolencehelpline.org.uk - 0808 2000 247

The Freephone 24 Hour National Domestic Violence Helpline, run in partnership between Women's Aid and Refuge, is a national service for women experiencing domestic violence, their family, friends, colleagues and others calling on their behalf.

For advice in Northern Ireland: 0800 917 1414, Scotland: 0800 027 1234 or Wales: 0808 80 10 800.

Refuge

www.refuge.org.uk - 0808 2000 247

No matter what your experience – domestic violence, sexual violence, 'honour' based violence, forced marriage, FGM, human trafficking or modern slavery – Refuge are there to support you. Refuge run a range of specialist services to help survivors access safety and rebuild their lives.

Women's Aid

www.womensaid.org.uk - 0808 2000 247

Women's Aid is the national charity working to end domestic abuse against women and children. They empower survivors by keeping their voices at the heart of their work, working with and for women and children by listening to them and responding to their needs.

SSAFA the Armed Forces charity

www.ssafa.org.uk – 0800 731 4880

SSAFA provides lifelong support to anyone who is currently serving, or has ever served, and their families including those experiencing domestic abuse. Their Stepping Stone Homes are a safe place to stay for women and their children experiencing domestic abuse.

Men's Advice Line

www.mensadvice.org.uk - 0808 801 0327

Men's Advice Line is a confidential helpline for men experiencing domestic violence from a partner or ex-partner or from other family members.

Mankind Initiative

www.mankind.org.uk - 01823 334244

This confidential helpline is available for all men across the UK suffering from domestic violence or domestic abuse by their current or former wife or partner (including same-sex partner).

Galop

www.galop.org.uk/domesticabuse - 0800 999 5428

Galop offers emotional and practical support for LGBT+ people experiencing domestic abuse.

Respect

www.respect.uk.net - 0808 802 4040

The Respect Phonenumber is for anyone who is concerned about their own behaviour towards their partner (male, female, in heterosexual or same-sex relationships).

Introduction

by the Rt Hon Johnny Mercer, Minister for Defence People and Veterans

Since the release of the 'No Defence for Abuse Strategy' in 2018, I wanted to outline the work that Defence has taken forward and highlight my acute awareness and determination towards the Domestic Abuse Strategy.

Our Armed Forces are selected to provide the Security of our Country both at home and abroad and although our people offer us protection, there are times when we need to be able to protect our people; our armed forces personnel and their families are not immune to domestic abuse from a partner, spouse, parent, sibling, child or other family member.

Consequences of events such as the recent Covid19 pandemic have highlighted the increased risk that our people and their families may suffer as a result of domestic abuse. This has reminded us all of the need to ensure that our organisations have robust and accessible support systems in place. The progress of the Domestic Abuse Bill in Parliament and the Home Office's recent Domestic Abuse Campaign all echo the nation's responsibility to ensure that domestic abuse guidelines are up to date and accessible. I am a member of the Violence against Women and Girls inter-ministerial group maintaining Defence's input to this wider governmental responsibility.

The MOD has continued the work outlined from launch of the MOD Domestic Abuse Strategy in 2018 and as outlined in the action plan in the Strategy, the MOD has appointed a Senior MOD Domestic Abuse Champion, we have launched our Domestic Abuse Awareness Campaign and ensured extensive sign posting to domestic abuse support organisations for Defence People across disparate locations, and the MOD Domestic Abuse Policy is being updated.

I am committed, along with my colleagues across Defence and the rest of Government, to taking forward this vital work on domestic abuse. We all have a role to play in reducing the numbers of domestic abuse cases and eliminating this hidden crime for our Armed Forces personnel, their families and wider society. Our Armed Forces should look to act as a leading department across Government as a role model for wider society in a way that we provide for so many other key areas. Through the pillars of Prevention, Intervention and Partnering this strategy outlines mine and Defence's promise to reduce the prevalence of Domestic Abuse and increase the safety and wellbeing of those affected by it. I commend this strategy to all our Defence people and look forward to seeing it progress.



Johnny Mercer
Minister for Defence People and Veterans



Foreword

Domestic abuse can, and does, happen to anyone. It is indiscriminate of age, gender, race, profession or social background. In the UK around one in four women and one in six men will be affected by domestic abuse in their lifetime, and the NSPCC reports that around one in five children have been exposed to domestic abuse. Defence reflects society and so, whilst we have no evidence to suggest that domestic abuse is more or less prolific within the Defence community, it is reasonable to assume that our people are affected to at least the same extent.

Whatever the number of those impacted by domestic abuse, it is too many; no one should live in fear. So we must play our part to change this. That starts by talking openly and removing the stigma sometimes associated with seeking help or calling out abuse.

This first Defence Domestic Abuse Strategy, covering the next five years, will look to coordinate efforts aimed at reducing the rate and impact of domestic abuse and increase the safety and wellbeing of all those affected. We will develop a culture of support and play our part to support the criminal justice system where appropriate, but also provide pathways that aim to rehabilitate perpetrators and put a permanent end to abusive behaviours. We will work across organisational and departmental boundaries to ensure the quality and accessibility of services that are readily available so that anyone experiencing domestic abuse has prompt access to help and support regardless of their location or position as serving person, family member or civilian employee. We will do more to break down the invisible wall that deters victims from asking for help. We must have systems in place that allow us to respond and support as soon as it is needed and to maximum effect.

Through delivering this strategy it is our aim that anyone experiencing any form of domestic abuse will reach out. There is help available. You will be supported.

There is no justification, no place amongst our community and **no defence for abuse.**



Chief of Defence Staff
General Sir Nick Carter



First Sea Lord
Admiral Sir Philip Jones



Chief of the General Staff
General Mark Carleton-Smith



Chief of the Air Staff
Air Chief Marshal Sir Stephen Hillier



Chief of Defence People
Lieutenant General Richard Nugee



Permanent Secretary
Stephen Lovegrove

Our Responsibility

As an employer, Defence has a moral and legal duty of care for our personnel. But we also recognise a responsibility that extends beyond that, as articulated in The Armed Forces Covenant, that those who serve or have served, and their families, should be treated fairly. We should create and maintain an environment that does not tolerate domestic abuse and raises awareness of Defence's domestic abuse and related policies as well as the sources of help available to those experiencing, or exposed to, domestic abuse within the Defence community. An employer that demonstrates that it is aware of domestic abuse and acknowledges that it may be an issue faced by its people, and provides support that ensures staff are aware of the help available, can help to reduce fear that often prevents the survivor to seek help and support.

The Armed Forces Families' Strategy highlights that optimal Operational Capability relies on recognising the Service Person as part of a wider family unit whose trust must be secured and maintained. It also relies on enabling a workforce that is physically, mentally and emotionally healthy.

There is no room for discretion; we must act to support our people.

This strategy, which sits alongside the Armed Forces Families' Strategy and Defence People Mental Health and Wellbeing Strategy, is written for all Defence People - Regular and Reserve Personnel, Service families, and Defence civilians - practical action and support will be provided to these groups in differing ways to reflect different employment models and demands.

What does this strategy aim to achieve?

The aim of this strategy is to:

Reduce the prevalence and impact of domestic abuse and increase the safety and wellbeing of all those affected by:

- raising awareness of domestic abuse across the Defence community
- creating a culture where domestic abuse is not tolerated and where victims feel safe to report abuse and seek support
- educating Defence leaders to recognise and tackle domestic abuse in a robust manner.
- providing our people with the skills, knowledge and protocols to further improve our response to domestic abuse
- ensure that the voice and experience of children and adults affected by domestic abuse informs and shapes the provision of pathways of support
- providing victims of domestic abuse with access to pathways of support and appropriate interventions
- providing rehabilitation pathways for perpetrators wherever possible
- supporting the criminal justice process, especially where MOD or Service police have jurisdiction to investigate and prosecute
- proactively engaging with civilian specialist agencies to support survivors and address perpetrator behaviour to prevent future abuse
- ensuring that the safety of survivors is paramount
- providing a safe working environment

This will be achieved through a range of interventions and activity delivered across the short, medium and long term time frames identified below, under the pillars of Prevention, Intervention and Partnering.

Prevention

- **Raise awareness of domestic abuse; what it might involve, warning signs, and how to seek and offer help**
- **Communicate effectively with victims, perpetrators, managers and leaders, and service providers**
- **Encourage a culture of openness**
- **Take steps to better identify those most at risk and those who may be less likely to present as victims through traditional routes**

Intervention

- **Encouraging safe disclosure of abuse**
- **Enabling a safe and effective response through appropriate training and awareness**
- **Ensuring that MOD policies do not act as a barrier to victims seeking help**
- **Provide support and access to dedicated support services that enable consistent standards of support to be provided irrespective of location**

Partnering

- **Work across boundaries in Defence, improving the sharing of information including with OGDs and external partners**
- **Work with statutory agencies, support organisations and expert bodies to help them to understand Service life and provide suitably tailored services**
- **Learn from best practice, expert organisations, service delivery organisations and peer organisations**

Years one
& two

Short term vision:

Increased whole force awareness of domestic abuse and sources of support;
Upskilled specialist Welfare workers;
Improved information sharing across defence.

Years two
to five

Medium term vision:

Increased collaborative working with partner agencies to share and develop best practice for prevention of, and action on, domestic abuse; Acting on the experience and lessons of peer organisations.

End state &
sustained
position

Long term vision:

A culture shift across defence such that domestic abuse is consistently emedded by all as a core business issue and something that must be tackled proactively, at the first sign where possible and through peer and management support.

Understanding Domestic Abuse

Domestic abuse is defined by the Government as “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. The abuse can encompass, but is not limited to psychological, physical, sexual, financial or emotional abuse”.

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.

At least one in four women and one in six men will be affected by domestic abuse in their lifetime and those affected are from all social-economic backgrounds. The Crime Survey England and Wales stated that there were an estimated 2 million adults aged 16 to 59 who said they were a victim of domestic abuse to the year ending March 2016.

The effects of domestic abuse extend beyond the home and in to the workplace impacting on outputs through absenteeism, stress, decreased productivity and reduced ability to fully focus on tasks. The estimated total cost of domestic abuse to the UK is £5.5 billion a year.

Domestic abuse creates fear and can destroy normal family functioning, and is a serious child safeguarding issue. For children it is extremely distressing and frightening, and they don't have to see the abuse to be directly affected by it. Domestic abuse causes serious harm and can affect every aspect of a child's life. Children and young people who live with domestic abuse are more likely to display aggressive behaviour, experience anxiety, have reduced social skills, suffer symptoms

of depression and show emotional distress. The way that children can be affected depends on a wide range of factors including: age and developmental stage, gender, ethnicity, position within the family, their access to safety and existence of support networks.

It is also important to recognise that domestic abuse may also result in adult safeguarding issues, and adults who have pre-existing additional care and support needs being particularly vulnerable.



Military context

The Armed Forces comprise highly trained, highly motivated, disciplined individuals who are committed to adherence of the values and standards of their Service.

There are stressors associated with Service life that impact on family life and potentially make victims more vulnerable to abuse, but may also create additional barriers to seeking support. These include frequent separation, high levels of family mobility, and on occasions social isolation. There are also several unique factors that can place further pressures on Service families and may contribute to an individual's unwillingness to either report domestic abuse as a victim or disclose their behaviour as a perpetrator, despite the Services commitment to offer practical support to those experiencing domestic abuse and their children. These unique inhibitors include, but are not limited to:

- Economic dependence on the Serving person and associated benefits such as Service Family Accommodation (SFA) and concerns regarding potential loss of livelihood;
- Long periods of separation placing additional strain on families and relationships;
- Assignments to new locations, potentially leaving victims isolated from wider family support, which is likely to be exacerbated if a posting is overseas;
- Concerns that the perpetrator's career may be affected and a misplaced belief that the Service Chain of Command will not support the survivor and side with the perpetrator;
- Possible perceptions around matters of rank when raising concerns to medical staff and welfare support workers;
- Non-British spouses or civil partners of Armed Forces personnel may be dependent on their partner for their immigration status;
- Possible perception that the skills and training associated with Service could be misused, resulting in the possibility of increased risk of harm to a victim.



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Statutory Obligation

The Equality & Human Rights Commission recommends that employers adopt an effective workplace domestic abuse policy to demonstrate commitment to supporting victims and taking action against perpetrators.

Section 120 of the Adoption and Children Act 2002, which came into force in January 2005, extended the legal definition of harming children in the Children Act 1989 to include harm suffered by seeing or hearing ill treatment of others, especially in the home.

Some people within the Service community who need safeguarding are likely to do so due to experiencing domestic abuse. The Care Act 2014, and its accompanying guidance outlines that the aims of adult safeguarding are to:

- Stop abuse and neglect wherever possible
- Prevent harm and reduce the risk of abuse
- Safeguard adults in a way that supports them to make choices and have control
- Promote an approach that concentrates on improving life
- Raise public awareness so that communities can challenge abuse
- Provide information so that people can understand different types of abuse

Violence Against Women and Girls (VAWG)

In March 2016, the Home Office published its five year strategy to end Violence Against Women and Girls (VAWG). This included a dedicated fund of £80 million to provide core support for refuges and other accommodation-based services, rape support centres and national helplines¹. In the Spring Budget 2017 a £15 million new Violence Against Women and Girls Service Transformation Fund to support local domestic abuse service provision was announced.

Domestic Violence and Abuse Bill

On 17 February 2017, the Prime Minister announced “a major programme of work leading towards bringing forward a Domestic Violence and Abuse Act” which was subsequently confirmed in the Queen’s Speech in June 2017. Our policies and activities to tackle domestic abuse must comply with the requirements of the law and broader best practice and we will fulfil, through implementation of this strategy, the onus placed on Government departments by the Home Secretary to support both implementation of the Bill and a reduction in domestic abuse in the UK through non-legislative initiatives and activity.

Employers Initiative on Domestic Abuse (EIDA)

EIDA is a network of more than 150 companies and public sector organisations who have come together, to exchange information about best practice, and to encourage, promote and develop action to help staff who are experiencing domestic abuse, or who are perpetrators. EIDA hold Network meetings once a quarter at a central London venue on topics suggested by member employers. The MOD and each of the single Services are active members of this network and are able to offer the unique perspective of an employer whose welfare provision extends beyond its salaried staff out to families (which can include children, step-children, parents, and siblings as well as spouses and partners as appropriate).

¹ A further £20 million was announced in the 2017 Spring Budget

Our Commitments

- We will work to remove any stigma, real and perceived barriers to reporting domestic abuse to foster a culture that gives survivors confidence that they will be listened to and offered appropriate and professional support.
- Anyone disclosing domestic abuse as either a victim, perpetrator or concerned third party will be supported and provided with appropriate professional specialist interventions and advice. Individuals will be treated in a professional and caring manner.
- The Chain of Command will act upon reports of domestic abuse treating survivors of abuse with sensitive and timely support, which will include engaging with relevant service and civilian specialist organisations including Single Service Specialist Welfare providers, Service Police and when appropriate primary health, irrespective of location in the UK or overseas.
- We will seek to increase provision of support and advice for our civilian staff in the UK and bolster efforts in this area to ensure our civilian employee wellbeing services and support structures are able to support civilian staff who may be experiencing domestic abuse, for instance by extending the JSP to include civilian staff. UK Civil Servants posted overseas will receive support and services as their military colleagues.
- We will enhance awareness of domestic abuse across both our military and civilian line managers so they are better able to identify the indicators of domestic abuse and be empowered to provide the right support to their staff.
- Where necessary we will collaborate with local authorities and other bodies to provide safe refuge for victims of domestic abuse.
- In seeking solutions to domestic abuse we will prioritise the needs of survivors and their children. This could include proactively finding alternative accommodation for Service perpetrators to reduce disruption to family life.
- We will ensure, through the Armed Forces People Programme, that development of a future accommodation solution considers the needs of those experiencing domestic abuse and allows, wherever possible, for emergency placing of survivors of domestic abuse to ensure the safeguarding of them and their children.
- We will work with civilian specialist organisations and service providers to help them to understand the unique aspects of Service life to enable support services to meet the needs of those from the service community
- We will introduce a means to collate whole force data for identifying the prevalence of domestic abuse, risk factors and evaluate the effectiveness of prevention measures and interventions to refine and improve policy and practice.
- We will work across central and local government, with the Devolved Administrations and with other employers to share mutual learning to reduce the frequency and impact of domestic abuse across the UK. Developing joint working policies and practice where possible.
- We will engage with the Service Justice Review to ensure high standards and improve consistency of approach across the Service Police.
- We will engage with survivors enabling them, where possible, to influence how Defence responds to Domestic Abuse.
- We will continue to be an active member of the Employers Initiative on Domestic Abuse and build relationships with expert organisations to ensure the practical support we offer to survivors, perpetrators and their children is based on evidence and best practice.
- A common framework of understanding and managing domestic abuse will be developed across Defence.
- Domestic abuse will not be tolerated.



Delivering the Strategy

Tackling domestic abuse requires a collaborative approach across Defence including the chain of command, welfare, medical services, Service police, Chaplains and policy makers. In addition partnering with statutory agencies and local support services is vital. A key priority for this strategy is identifying means to improve **partnership working** both internal and external to defence.

Governance

The **Domestic Abuse Working Group**, chaired by the MOD Families Welfare lead, brings together representatives of policy and specialist welfare delivery from each of the single Services, the civilian workforce, the Directorate of Children and Young People, and Defence Medical Services. This group meets quarterly and will actively ensure implementation and review of this strategy, reporting to the Service Welfare Steering Group and other senior boards as appropriate. The single Services will each manage their own sub-working groups to support and implement this strategy.

Priority activity for the first two years of this strategy is captured on pages 13-15

The single Services and MOD Head Office will continue to **develop and implement interventions** designed to deliver the overarching aim of the strategy and respond in a professional and appropriate manner to those experiencing domestic abuse and seek to proactively tackle perpetrator behaviour.

Data

Domestic abuse is not currently a crime but contextualises the impact of a range of crimes such as assault and coercive and controlling behaviour. Whilst civilian police forces are able to flag crimes which are 'domestic' and identify the number of 'domestic' incident and crimes, the police databases are not currently able to subsequently search for employment types and therefore identify the number of domestic incidents and crimes which relate to Service families. Consequently, there is a lack of reliable historical data to identify the scale of domestic abuse across Defence and confidently evaluate the pattern of instances in order to accurately measure the efficacy of our interventions.

Incidents which are reported provide evidence that domestic abuse affects Defence people; collating data in a consistent manner across the Services and **creating a dataset of quad-service and front line command experience** will prove invaluable for identifying risk factors, some of which may be unique to or exacerbated by Service life. Moreover, it should be possible to track and evaluate the effectiveness of prevention measures and interventions in order to refine and improve policy and practice. This is a priority for this strategy.

Communication and stakeholder engagement

A communications and stakeholder engagement plan to support delivery of the strategy will be produced.

Reviewing the strategy

Implementation of the strategy will be overseen at the quarterly Domestic Abuse Working Group meetings. An evaluation of progress will be taken in autumn 2019 with revised/new priorities identified for 2020 – 2022 and a report of progress published.

Associated policy and links

JSP 913: Tri-Service Policy on Domestic Abuse and Sexual Violence

JSP 834: Safeguarding Service Children and Young People

Website: Domestic abuse: guidance and support for the armed forces community

www.gov.uk/government/collections/domestic-abuse-guidance-and-support-for-the-armed-forces-community

Domestic abuse handbook for civilian support services

www.gov.uk/government/publications/armed-forces-domestic-abuse-a-handbook-for-civilian-support-services Guide for service providers (link from internet)

Strategy to end violence against women and girls: 2016 to 2020

www.gov.uk/government/publications/strategy-to-end-violence-against-women-and-girls-2016-to-2020

	Raising Awareness and understanding	Lead	Measure of effect	Resource Requirement
Prevention Intervention	<p>General awareness raising</p> <ul style="list-style-type: none"> - segmented communications plan - ensure those who may not be given any 'formal' training are better able to recognise signs of domestic abuse and respond to a disclosure - talk more openly about domestic abuse and be clear that it is not acceptable for anyone to live in fear - clear leadership from seniors - increase visibility of our domestic abuse policy - undertake a whole-force awareness campaign through the design and production of downloadable posters, literature and resources - explore options for an ambassador/ champions scheme (mil and civ) 	AHd Families DAWG DDC Single Service M&C	<p>Increase in referrals via Service welfare or employee wellbeing service</p> <p>Increase in internal and external comms activity</p> <p>Increased engagement via blogs, internal and external questions</p> <p>Increase in website visits</p>	Met from within existing resources (eg DDC, BFBS, exploiting opportunities to cover domestic abuse on existing training events) and partnering with stakeholders to communicate in particular HIVEs, Welfare staffs, charities and Families Federations
Prevention Intervention	<p>Review JSP 913 Domestic Abuse Policy</p> <ul style="list-style-type: none"> - needs to be more visible and should go beyond the tactical elements of 'what to do' if a disclosure of DA is made - ensure the civilian workforce is included - more clearly, articulate the differences between UK and overseas in terms of the legal implications and support option - an audit of current practice, levels of awareness and understanding and attitudinal beliefs would be beneficial 	AHd Families DAWG SSWG MODLA	<p>Increased referrals via Service welfare/ employee wellbeing service</p> <p>Policy is viewed as reflecting best practice by leading DA organisations</p>	<p>Met from within existing resources</p> <p>DAWG will conduct review of the JSP</p>
Prevention Intervention	<p>A mapping exercise of available sources of statutory, volunteer and expert support</p> <ul style="list-style-type: none"> - this would be particularly beneficial for families who may be posted to other parts of the country whilst still in need of support 	AHd Families DAWG	Increase in referrals/ faster referrals to external pathways for support	Met from within existing resources, with support from external stakeholders and learning from the Bristol University research project
Prevention Intervention Partnering	<p>Formalise the requirement through policy for key areas in Defence (such as medical services, chaplains, etc) to consider whether individuals presenting with certain issues may also show risk of domestic abuse (either as victims or perpetrators).</p>	AHd Families DAWG SSWG/ SWDG	Relevant policies reference domestic abuse and offer guidance or refer to relevant sources of guidance and activity	Met from within existing resources – the DAWG will take this forward

	Raising Awareness and understanding	Lead	Measure of effect	Resource Requirement
Intervention Partnering	<p>Conduct an independent review of the Service Police approach to domestic abuse, through the Service Justice Review</p>	<p>AHd Families</p> <p>CDP DCL</p> <p>Ind. Review team</p>	<p>Implementation of review recommendation</p> <p>Lived experience of individuals engaging with the Service Police as a result of domestic abuse</p> <p>Service police case data</p>	<p>CDP to allocate ring fenced funding to enable an independent review in financial year 2018/19</p>
Intervention Partnering	<p>Engage with the Armed Forces People Programme</p> <p>- accommodation policy</p>		<p>Future accommodation solution allows, where possible, for emergency, temporary placing of victims of domestic abuse</p>	<p>Met from within existing resources – Families Team, single Services and family representatives will continue to engage to represent welfare needs with AFPP</p>
Intervention Partnering	<p>Engage with the review of the Service Justice System</p>	<p>AHd Families</p>	<p>Service Justice System continues to support effective prosecutorial decisions, as appropriate</p> <p>Opportunities to enhance training/awareness are exploited</p>	<p>Met from within existing resources – Families Team will engage with DS Sec</p>
Prevention Intervention	<p>Do more to address some cultural barriers in reporting domestic abuse</p> <ul style="list-style-type: none"> - considering how we overcome matters of rank - explore improved/alternative options for support for dispersed families and for those who do not want to seek help via the normal welfare route and communicate this appropriately - increase awareness of the additional cultural and language issues faced by Foreign and Commonwealth families 	<p>DAWG</p>	<p>Increased referrals via Service welfare/employee wellbeing service</p> <p>Increased engagement of communication activity</p>	<p>Met from within existing resources</p> <p>In addition £10K LIBOR funding to provide further training for 'Safe & Together' in Army Welfare Service</p>
Prevention Intervention	<p>Explore means to identify less obvious victims who may not readily present through other routes (such as childless couples, unmarried partners, same-sex couples and Defence civilians)</p> <ul style="list-style-type: none"> - Ensure our policies and support pathways are fully inclusive 	<p>DAWG</p>	<p>Increased referrals via Service welfare/employee wellbeing service</p>	<p>Met from within existing resources and in particular through partnering with external stakeholders</p> <p>In addition £100k LIBOR funding to provide further training for 'Safe & Together' in Army Welfare Service</p> <p>Covenant Funding for DA projects led by Mankind, Hampton Trust Perpetrator Training and SDAS /Up2U Unhealthy Relationship training</p>

	Raising Awareness and understanding	Lead	Measure of effect	Resource Requirement
Intervention Partnering	<p>Identify means to achieve greater consistency in how support is accessed and explore means for regional best practice to have national impact</p> <p>Develop clear domestic abuse referral pathways, to include bespoke pathways for families posted outside the UK</p>	DAWG	Outcomes of MARACs do not identify geographical weakness in provision	Not yet identified. To be costed as policy options are developed
Intervention Partnering	<p>Help agencies better understand the characteristics of service life</p> <ul style="list-style-type: none"> - work with Bristol University to develop definition of domestic violence and abuse military specialism Promote the Practitioners Handbook - on the armed forces domestic abuse website - ongoing engagement with service providers, charities and organisations supporting those affected by domestic abuse 	DAWG	<p>Service providers are able to provide data on users from Service community</p> <p>Service users feedback to agencies improves</p>	Met from within existing resources and maximising opportunities to engage with other employers and support organisations through Employers Initiative to End Domestic Abuse and Bristol University project to identify 'service friendly' agencies
Prevention Intervention Partnering	<p>Proactively engage with the development of the Domestic Violence and Abuse Bill</p> <ul style="list-style-type: none"> - There is an opportunity for Defence to pioneer best practice as the Bill develops 	AHd Families Min DPV	<p>Bill successfully receives Royal Assent</p> <p>Non-statutory measures related to the Bill are incorporated in Defence policy where appropriate</p>	Met within existing resources – Min DPV represented at Inter-ministerial group on Violence Against Women and Girls and Families Team represented at VAWG working group
Prevention Intervention	<p>Explore better ways to log data and gather evidence through a tri-Service dataset</p> <ul style="list-style-type: none"> - to support policy initiatives - to identify risk factors - to evaluate the efficacy of interventions 	DAWG	Reliable/consistent data set is established that enables policy decisions to be based on evidence and is quoted in policy literature	Met from within existing resources. DAWG will produce a template dataset
Intervention Partnering	<p>Expand the scope of the DAWG to allow for an annual/biannual workshop</p> <ul style="list-style-type: none"> - to bring together internal and external practitioners to discuss key challenges - to share best practice - to identify means to scale up pilot projects/regional best practice 	DAWG	<p>Increased regular attendance</p> <p>Broadening range of activities on action plan</p>	Met from within existing resources and external stakeholder costs (such as T&S) lay where they fall



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