



Be the Change Toolkit

Ending Violence Against Women and Girls in Fermanagh and Omagh

Developed By Fermanagh
Women's Aid and Omagh
Women's Aid



Fermanagh & Omagh
District Council
Comhairle Ceantair
Fhear Manach agus na hÓmaí



Northern Ireland
Executive



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Northern Ireland Context

Developed by The Executive Office through co - design process, the EAWG Strategic Framework Ni defines Violence Against Women and Girls as an umbrella term used to cover a wide range of harm, abuse, and violence against women and girls because of their gender.

It showcases an interconnected continuum between the different types of violence, abuse and harm and the underlying root causes which enable the violence, abuse and harm to take place.

This does not mean that there is a hierarchy of seriousness or severity based on physical force or harm but reflects the spectrum of complex and interlinked experiences of everyday misogyny, harassment, violation, and abuse for individual women and girls which is underpinned by inequality.

Central to everything will be working better together across society and government and this will be built into delivery of the Strategic Framework. This will be key to successful outcomes. Delivery of the Strategic Framework will take a trauma informed approach, will be evidence based and data driven. It will take a public health approach to prevention, ensuring that lived experience is a central thread.

The Strategic Framework has been designed, and will be delivered, with an intersectional lens, ensuring that the needs of women and girls facing additional inequalities and barriers are embedded throughout.

It is with this in mind that Fermanagh Women's Aid and Omagh Women's Aid have developed this toolkit, rooted in community planning principles.

Fermanagh and Omagh Context

Wellbeing

Women report higher levels of loneliness and lower self efficacy than men (Wellbeing in NI report 22/23)

Women report higher levels of anxiety in NI than men

FODC report higher life satisfaction rates than the rest of NI

Population 116,994 September 2024

50.1% female with a decreasing life expectancy for women in deprived areas

Population decline projected by 2033/34

Violence Against Women and Girls

Fermanagh Women's Aid supported 476 women and children in 23/24

4% of all PSNI recorded DV Crimes where the victim was female occurred in FODC

Omagh Women's Aid supported 102 women and children in 23/24

What is Primary Prevention?

Violence Against Women and Girls is caused by the unequal power relations, patriarchal norms that damage all genders.

These manifest as unequal economic, social and political power, objectification of women and unequal distribution of caring responsibilities.

Primary prevention tackles the root cause of VAWG. It is a long-term strategy to prevent violence from ever happening by challenging the attitudes, values and structures that sustain inequality and violence.

Other ways of tackling VAWG, such as early intervention and secondary and tertiary prevention, are different to primary prevention because they aim to intervene and support women and girls once violence has already occurred.

Primary prevention must be inclusive.

It is important to recognise the different ways in which women's identities will affect the type of violence they experience. Oppression exists in various guises and many forms of violence, including those targeted at women with learning disabilities, black and minority ethnic women (BME), remain poorly understood. This leaves these women more at risk of violence. To end all VAWG we must recognise the different ways in which gender inequality will interplay with other forms of discrimination.

Prevention work should address the way inequalities compound each other, recognising that gender inequality cannot be separated from other forms of inequality. This can be achieved through partnerships and coalitions that build coordinated challenges to gender inequality, racism, ableism, ageism, classism, religious discrimination, homophobia, biphobia and transphobia, and promote social and economic justice. This Toolkit aims to provide a framework to implement primary interventions across Fermanagh and Omagh District Council for those who are committed to 'Be The Change'. Primary Intervention applies to all of us, whether as individuals, organisations, communities, professions or whole systems. Each and every one of us can 'Be The Change'.

Who is our Be The Change toolkit for?

Be The Change Toolkit will support the local community including key partners who have a role to play in promoting gender equality and preventing VAWG, whether as individuals, within their own organisations or community bases and as members of local strategic partnerships.

It will help ensure that collectively, across Fermanagh and Omagh District Council, we are working to tackle the causes of VAWG and gender inequality as set out in Ending Violence Against Women And Girls Strategy and action plan accessible via the QR Code .



**Ending Violence Against Women
and Girls Strategy NI
available via the QR code**

The toolkit will help us to begin to develop effective local strategies and activities to both embed gender equality and prevent VAWG from ever occurring.

Primary prevention should take place on many different levels, working not only with individuals and small groups, but also with whole communities around strategic planning.

Each service, space and environment at a local level operates within an unequal society that treats men and women differently. Therefore, every individual, organisation and service has the capacity and responsibility to contribute to primary prevention work. Change at a local level is central as it directly impacts the lives of individuals, families and communities.

At a local level, no single agency, organisation or community planning partner is solely responsible for delivering primary prevention work and tackling gender inequality. Embedding gender equality and eradicating VAWG requires the engagement of the full range of partners including FODC, PSNI, WHSCT, NIHE the civil and criminal justice systems, our media both regional and local, the business sector, trade unions, faith communities, third sector organisations, individuals and communities.

Who is our Be The Change toolkit for?

All community members have a key role to play in promoting and embedding primary prevention work. The start of any good practice would be to focus on collaborative working and make sure your organisation/agency/community has meaningful and effective links with your area's local women's sector. This will begin to help ensure the strategies, policy and practice of every community partner adopt a gendered lens and that there is a joined-up approach to tackling gender inequality and VAWG across FODC.

Community Partnerships as a collective have a vital role to play in embedding gender equality within their own partnerships.

Key activities that could begin to develop gender equality include: · addressing gender imbalance in the make-up of ANY Partnership. Ensuring that the voices and lived experience of diverse groups of women are heard and that those voices are centred in planning and decision making.

Example mechanisms might include;

Policing and Community Safety Partnership
Western Domestic and Sexual Violence Partnership
Western Area Outcomes Group and Locality Planning
Fermanagh Family Hub

Example Primary Intervention Commitment might include;

Working collectively to share training opportunities and highlight opportunities for collective responses, such as during "16 days of action"

Exploring how to take account of both women's and men's interests and concerns when developing the partnership's own strategic plan and partners' individual areas of policy and practice. This approach is called gender mainstreaming and reflects a globally accepted strategy for promoting gender equality.

What is the Purpose of the Be The Change Toolkit?

The Toolkit is designed to increase users' awareness and understanding of primary prevention and to help readers develop their vital role in tackling gender inequality and VAWG.

The Toolkit does not provide an exhaustive list of actions or approaches for embedding gender equality in any one individual or organisation's work at a local level. Rather, the guidance is designed to provide a starting point for us to tailor primary prevention work to our local context, example mechanisms and projects as well as links to resources already available that could be implemented quickly and easily.

We envision that this guidance will be updated at a later date to both reflect local and national developments in primary prevention work and highlight good practice.

On reading the toolkit, you should be able to;

Understand gender equality and the primary prevention of VAWG.

Understand your key role in delivering and embedding gender equality and the prevention of VAWG across FODC.

Understand the social and economic value of gender equality and the prevention of VAWG.

Be able to access or develop primary prevention activities and useful resources to use in promoting and embedding gender equality and the prevention of VAWG.

Take direct action locally, both within your own organisation or community and as an individual.

View each action and inaction through a gendered lens. This is gender mainstreaming and reflects a globally accepted strategy for promoting gender equality.

How Can I use the Toolkit?

Pages 3–7 provide an overview of our context here in Northern Ireland and Fermanagh and Omagh District Council area.

Primary prevention and the drivers behind tackling gender inequality and VAWG are explored and outlined throughout this section as well as an overview of the purpose and scope of the Be The Change Toolkit.

Pages 8–34 offer a summary for each key thematic area for community partners (e.g., housing, poverty, education, etc.). Each summary explains why the primary prevention of VAWG is a priority for the specific thematic area and highlights example primary prevention activities and useful resources for that area.

Our Toolkit has been ambitious in drawing on local examples as well as global ensuring we are not limited in our ideas by what we have done before.

Page 35 provides an introduction to good practice in the evaluation of primary prevention initiatives, as well as an overview of example Outcomes Based Accountability measurement.

For more support and information please contact the authors of this document in Fermanagh Women's Aid and Omagh Women's Aid.

Poverty Toolkit

Fermanagh and Omagh District Council is the 3rd most deprived council area in the UK

Factcheck NI September 2024

At a local level, stakeholders working within roles and organisations aiming to reduce poverty can play a key role in tackling gender inequality.

Poverty is gendered.

Women are more likely to live in poverty than men; this is due to the gender pay gap, occupational segregation, women's caring duties, lack of access to affordable childcare and the distribution of finances within households.

Women are almost twice as likely to be dependent on social universal credit than men and have been disproportionately impacted by welfare reform and changes to social security.

The QR code reveals Department for Communities Universal Credit Statistics. In August 2024, 77,880 men claimed Universal Credit (39%) while 119,390 women claimed (60%)

VAWG is not a standalone issue, intersectionality is a key issue.

The QR Code links to DFC stats referenced above



In line with multiple labour market barriers experienced by different groups of women, the poverty rate is higher for BME women, disabled women and refugee women.

Evidence shows that child poverty is inextricably linked with women's poverty; to reduce child poverty, research shows we must understand poverty through a gendered lens and tackle women's poverty.

Women's Budget Group found Changes in benefits such as changing the benefit cap, increasing child benefit etc. rank particularly high for parents of very young children (4 or under 4).

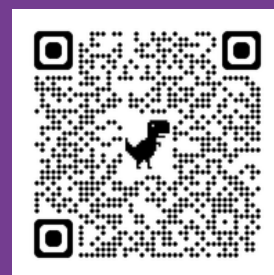
A third of women (33%) selected it as making a difference to their financial situation, compared to a quarter (26%) of all parents.

<https://www.wbg.org.uk/article/1-in-4-mothers-often-worry-about-being-able-to-afford-meeting-their-childrens-needs-finds-wbg/>

ECONOMIC ABUSE

Economic abuse is also a key tactic used by perpetrators of domestic abuse, with research showing that such abuse has an adverse impact on survivors' education and employment.

Economic abuse and employment sabotage have been shown to prevent survivors' career progression, resulting in increased poverty.
Use the QR code to find out more



Example mechanisms for change locally might include;

Local Food banks
Poverty Programmes and projects
Carers groups

Example commitments the partners above could make include

Ensure a strong relationship between WDSVP and local poverty leads who are responsible for annual local child poverty action reports to: help highlight the links between women's poverty and child poverty; ensure that Fermanagh and Omagh District Council apply a gendered lens to child poverty; and ensure action to prevent both socioeconomic and gender inequality is joined up.

Robust collaboration will also support the relevant partners/organisations/agencies to identify local priorities for women related to poverty, which can help to inform and develop appropriate system change.

On the ground example actions could include;

EARLY YEARS

Work with the early years and health sectors in the area to ensure that all parents/carers are aware of and can access the funded childcare opportunities available or train to provide childcare and gain employment.

EMPLOYERS

Promote the need for fairer parental leave policies so that it is not just mothers/women carers who are likely to take extended periods of time out from the labour market.

Target employability support for groups that experience additional barriers, including addressing language barriers, lack of recognition of qualifications, accessibility and access to work.

POVERTY POLICY LEADS

Ensure that women with lived experience of poverty, including those who face additional structural barriers, are directly involved in decisions around anti-poverty work and policy.

Offer/signpost high-quality professional development/learning/training opportunities for relevant practitioners, frontline staff and policy colleagues on gender equality and VAWG issues. Such training and CPD opportunities should take into account and challenge the structural barriers and ableist, racist and xenophobic cultural attitudes that underpin the systemic labour market barriers for BME women, disabled women and refugee women. • As many of the causes of women's poverty are created by women's inequality in the labour market



The QR Code will take you to the European Charter for Equality with more ideas on Poverty reduction as an employer



Health and Social Care Toolkit

If you are involved in health and social care, you can play a key role in tackling gender inequality and VAWG.

Over their lives, women and girls have greater health and social care needs than men and various equality issues can compromise women's health and wellbeing. Mental health is a highly gendered issue, with depression twice as prevalent amongst women, and low-income women in particular.

Health inequalities affect women differently; discrimination and structural barriers can make it difficult for women from BME, LBT and migrant communities, as well as disabled women, to access and utilise health and social care services.

Gender inequality has a severe impact on health. · Any experience of gendered violence and inequality can cause trauma and impact on mental health as well as physical health.

Northern Ireland is reported to have a 25% higher overall prevalence of mental health problems compared to England. (Mental Health in Northern Ireland: Fundamental Facts 2016)

Rates of self-harm among young women have tripled since 1993
Women are more than three times as likely to experience eating disorders than men

Young women are three times more likely than young men to experience post-traumatic stress disorder

Young women are more likely to experience anxiety-related conditions than any other group

Three times as many men as women die by suicide.⁴
Men aged 40 to 49 have the highest suicide rates in the UK.

Domestic abuse is a high risk factor for depression, substance abuse and numerous physical disorders.

As far back as 2006, Justice Minister David Hanson stated that Domestic Violence cost the NI economy an estimated £ 90 million.

This includes costs associated with medical care, mental health, substance misuse and social care needs caused by VAWG, such as domestic abuse, and gender inequalities embedded across society.

Example mechanisms for change locally might include;

WDSV Partnership
community Mental Health Services
Counselling Services
Social Prescribers
Addiction services

Example commitments these partners could make might include;

Ensure meaningful and effective collaboration between Women's organisations and HSCPs to ensure that WHSCT's strategic approach to health and social care and children's services planning is gender competent.

Consider the inclusion of gender equality and VAWG policies and practices in the criteria for local funding or commissioning processes.

On the ground example actions could include;

SERVICES

Support and resource sustainable local specialist VAWG services in order to allow those services to continue to engage in primary prevention work. Ensure that lived experience plays a central role in the ongoing development of health and social care services. This could be through consultation with service users and the local community on their experience of how gender equal, respectful and inclusive they have found health and social care services. Offer/signpost high-quality professional development/learning/training on gender equality and VAWG; in particular, training that focuses on women facing multiple discrimination, including women living with income inequality, BME women and LBT women.

PARENTS

Develop direct participation programmes that address the drivers of violence, such as programmes that promote healthy, equal and respectful relationships among new parents.

CARE SETTINGS

Ensure there are clear policy and practice guidelines around gender equality and VAWG in care settings, including consent and bodily autonomy.

CHILDREN AND YOUNG PEOPLE

Ensure HSCPs/IJBs and schools in your area work together to develop programmes that improve children and young people's understanding of reproductive health and mental health services.

ADDICTION SERVICES EXAMPLE

At Jasmine Mother's Recovery Centre, a dedicated and expert team works with each mother to help her break her addiction for good and to be the best mother she can be. The results speak for themselves: 84% of women who come to Jasmine Mother's Recovery successfully detox and almost 8 out of 10 children get to stay with their mother.



The QR Code will take you there



Homelessness Toolkit

At a community level, those working within housing and homelessness can play a key role in tackling gender inequality and Violence Against Women and Girls.

Women are disproportionately affected by housing inequalities and homelessness. This is for a number of reasons. The gender pay gap means women will likely pay a larger-than-average proportion of income on housing costs meaning less financial security, while women's economically disadvantaged position in the labour market, often working in part-time, low-paid employment to manage child and other care responsibilities, means they are disproportionately dependent on the social housing sector.

This is a long recognised issue with Department for Communities Supporting People Programme directly funding Domestic Abuse Floating Support and Refuge provision across Northern Ireland for decades.

In 2024, 1/10 homelessness cases were due to Domestic Violence (9.9%) according to former Justice Minister Claire Sugden.

Other forms of VAWG can also lead to housing instability and homelessness and vice versa. LGBT people are also disproportionately affected by homelessness: 20 percent of LGBT women have experienced homelessness

What follows are initial steps that can be taken towards housing and homelessness-related primary prevention activities.

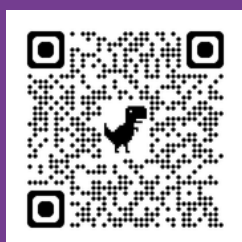
Example mechanisms for change locally might include;

Homeless Providers Forum

NIHE

Private Landlords

Emergency accommodation - air bnb, hotels



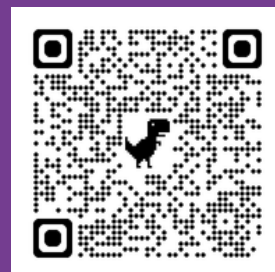
In 2023/24, 527 women and 291 children stayed in emergency refuges throughout NI.

The QR code will bring you to WAFNI's Annual Report

Example Minimum commitments the partners referenced could make include;

Ensure Gender equality is central to the implementation of NIHE's Housing Strategy through gender mainstreaming and implementation of NIHE's Domestic Abuse action Plan

**NIHE'Domestic Abuse Action Plan can be found
by accessing the QR code**



Example on the ground actions could include;

NIHE

Ensure that housing representatives are active members of Western Domestic and Sexual Violence Partnership

Offer/signpost high-quality professional development/learning/training on gender inequality and VAWG issues to local housing and homelessness officers, housing policy colleagues, etc.

Ensure that women with lived experience of housing instability and homelessness, including those who face additional structural barriers, are directly involved in decisions around housing and homelessness practice.

Raise awareness of sanctuary schemes

LANDLORDS

Rent arrears leniency or bespoke programmes for victims/survivors who may be more likely to fall behind with rent payments due to economic abuse.

The table below highlights the household types of those households presenting due to domestic abuse. The most prominent household group is Families accounting for 46.12% of all presentations in 2023/24 while Single Females aged 26 to 59 years accounted for 20.10% of all presentations.

Year		2019-20	2020-21	2021-22	2022-23	2023-24
Presentation Reason	Domestic Abuse	1153	1221	1111	1128	1199
Household Type	Single Female 16-17 yrs.	4	7	3	3	5
	Single Female 18-25 yrs.	109	134	109	116	125
	Single Female 26-59 yrs.	239	253	226	243	241
	Single Male 16-17 yrs.	3	0	3	6	0
	Single Male 18-25 yrs.	26	33	30	35	43
	Single Male 26-59 yrs.	77	85	108	86	100
	Couples	42	42	22	36	39
	Families	586	588	531	517	553
	Pensioners	64	78	75	81	85
	Undefined	3	1	4	5	8
Grand Total		1,153	1,221	1,111	1,128	1,199

Workplace and Employment Toolkit

Anyone working within managerial, HR and organisational development roles can play a key role in tackling gender inequality and VAWG.

A number of key issues include occupational segregation, lack of quality part-time and flexible working, underemployment and discrimination in pay systems and practice.

The gender pay gap is also impacted by factors such as race and disability. Workplace culture and employment practices including pregnancy and maternity discrimination, and recruitment, promotion and progression bias, also have a major impact on women's ability to participate in the workplace. Gender norms and stereotyping about women's capabilities and skills results in women being clustered in predominantly female occupations that are associated with low pay. A lack of quality part-time and flexible jobs, coupled with women's disproportionate responsibility for caring, finds women under-represented in management and senior roles.

Employers across the public, private and third sectors have a vital role to play in the primary prevention of VAWG and the promotion of gender equality through making changes to policy and practice related to workplace environment and employment.



Safe Leave event delivered through the Policing and Community Safety Partnership is one recent example of on the ground primary intervention by employers

Example mechanisms for implementing change might include;

- Chamber of Commerce
- Business Improvement District
- Small/ medium and large scale employers
- Volunteering organisations

Example minimum commitments from the partners above might include;

Promote the need for your organisation to undertake an equal pay review or audit given that research completed called 'Mind the Gap' estimated that closing the gender gap in employment could have generated as much as 12 percent of UK GDP by 2025.

Example on the ground actions could include;

EMPLOYERS

Promote the benefits of flexible working for women to businesses and organisations in your area and, where possible, offer flexible and part-time working at all levels of your organisation or business

Offer/signpost high-quality training for managers and HR personnel in your organisation on VAWG and gender equality issues so that they are able to support staff appropriately. Offer/signpost high-quality awareness-raising sessions and bystander training on VAWG and gender inequality for all staff within your organisation's workplace. You can also ensure equalities training is delivered to all staff and included in inductions in your organisation.

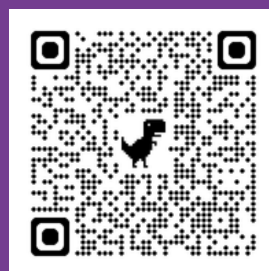
Ensure your workplace has developed a specific VAWG policy.

Review your organisation's workplace policies to ensure they are gender- and VAWG- sensitive. This could include reviewing your absence management policy or flexible working policy.

Promote and develop routes back to work for groups as diverse as those returning after a break for caring responsibilities or for those who have migrated or sought asylum.

**Guidance is readily available,
Use the QR Code to access
Labour Relations Agency sample policies**

$$\text{GPG} = \frac{\text{average MALE hourly earnings} - \text{average FEMALE hourly earnings}}{\text{average MALE hourly earnings}} \times 100$$



Early Years Toolkit

At a community level, anyone working within early years can play a key role in tackling gender inequality.

Primary prevention of VAWG begins in the early years as children begin to learn about gender roles and expectations and pick up messages from their surrounding environment about what is perceived as 'normal' for boys and girls.

Young children learn from everything they see, hear and do. This shapes how they see themselves and others as they grow up. It is never too early to question what is seen as 'normal' or what is traditionally expected of boys and girls in our society.

In fact, doing so from a very young age helps to protect children from the negative consequences of inequality and discrimination as they grow into adults. Outdated gender stereotypes remain common in our society and the lack of awareness about how to challenge these harmful patterns is a fundamental obstacle to providing children with an equal start in life.

Any work should ensure it recognises how gendered messaging impacts specific groups differently. For example, harmful stereotypes such as "white princess culture" are particularly harmful to BME girls and heteronormative gender roles are particularly harmful to children within non-traditional families.

Example Mechanisms for change locally include;

Early Years Partnerships
Creche, daycare and childminders
Nursery settings
Homestart
Lifestart
Surestart

Example minimum commitments by those partners might include;

Work across the early years sector in your area to promote a whole setting approach to challenging gender stereotypes.

On the ground actions might include;

POLICY

Develop a gender equality policy for the setting, ensuring practitioners use neutral language, promoting activities, play and storytelling that break gender stereotypes, involving parents in conversations and activities about gender equality.

EMPLOYERS

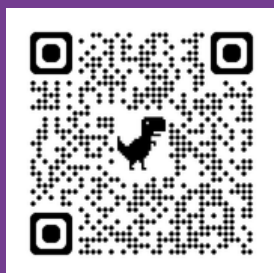
Work with the early years sector to develop initiatives and opportunities to increase the number of male practitioners in your area.

Offer/signpost professional development/learning/training opportunities for nursery staff, practitioners and policy colleagues around gender equality and VAWG.

EDUCATION

Work with local colleges in your area to incorporate professional development opportunities for ELC students around gender equality and VAWG.

An understanding of developmental trauma is vital when working with children who have experienced trauma. Developmental trauma can be described as fear-inducing incidents that are repeated in a child's life, rather than it being a one-off significant event. When the traumatic stressors are interpersonal – premeditated and perpetrated in relationships of care – it's more damaging and constitutes complex trauma (Kezelman, 2012).



Follow the QR code to
Women's Aid Federation
Northern Ireland's 'See, Hear, Act'
10 Year Strategy

Education and Youth Services Toolkit

At a community level, stakeholders working within education can play a key role in tackling gender inequality.

As in the early years context, children at school continue to learn about gender roles, expectations and stereotypes. This shapes how children and young people see themselves and others at a critical moment in their development and shapes their career and life choices well beyond their time at school.

It is equally important to teach children and young people about healthy relationships, consent and gender-based violence to reduce and ultimately prevent VAWG and gender inequality from occurring in schools and further and higher education.

Example mechanisms for implementing change might include;

Education Authority
Schools
12 - 18 yr old programmes
Colleges

Example minimum commitments by those partners might include;

Schools in FODC adopt a whole school approach to promoting gender equality and preventing VAWG.

On the ground actions might include;

PRIMARY SCHOOLS

Social Guardian refresher for Primary Schools delivering Helping Hands meeting the PDMU element of the school curriculum.

POST PRIMARY SCHOOL

Healthy Relationships programmes rolled out across Post Primary Schools addressing issues of gender, consent, sexualisation, pornography and social media.

Participate in the Lighthouse Project delivered by OWA and FWA.



Fermanagh Women's Aid's
Heading for Healthy Relationships Programme
is readily available through the QR code

The Heading for Healthy Relationships schools programme explores the dynamics of healthy relationships, and will strengthen young people's understanding about domestic abuse, challenge harmful attitudes and behaviours, enable young people to recognise when a relationship has the potential to become abusive and empower young people to make informed choices and be safe

DON'T FORGET WOMEN'S AID FEDERATION NORTHERN IRELAND'S SAY
PROJECT



<https://www.sayni.org.uk/>

Community Justice Toolkit

At a community level, anyone working within community justice can play a key role in tackling gender inequality.

Community justice is principally focused on preventing offending before it occurs by working with people who are at risk of offending and supporting those who have been through the justice system.

Research shows that women in the criminal justice system are likely to have complex needs and have higher lifetime incidences of trauma than either male prisoners or women in the general population, including severe and repeated physical, sexual and emotional abuse and victimisation.

Consequently, an effective approach to community justice will recognise the connections between VAWG and offending. It will ensure effective interventions are in place that address the risks of women and children affected by VAWG becoming involved in the criminal justice system.

Example local mechanisms might include;

Youth Justice
Probation
WDSVP
PCSP

Example minimum commitments by those partners named above might include;

Strong partnership working between PCSP and VAWG Services at a local level to improve outcomes for women and children. This includes exploring opportunities to pool collective resources (e.g., budgets, staff, training).

There may also be other benefits in working collaboratively such as opportunities to share knowledge and good practice about effective interventions, and jointly undertake consultation, needs assessment or progress reporting activity to satisfy requirements for both planning systems.

On the ground actions might include;

PROBATION

Support community justice approaches to use a gendered lens that understands the connections between women's offending and their experiences of VAWG.

Services should take account of women's previous histories of abuse and neglect, and encourage confidence, responsibility and self-esteem through trust and respect.

COMMUNITY

Coordinate events addressing VAWG reaching into communities. Use of Community based organisations' facilities and expertise for Special Measures - Remote Evidence Pilot in Enniskillen.

**Strong community support for vigils is
one example of pre existing community
commitment to EVAWG**



Infrastructure, Planning and the Built Environment

At a community level, stakeholders working within infrastructure, planning and the built environment can play a key role in tackling gender inequality.

The provision, design and maintenance of infrastructure, facilities and public spaces have a significant impact on the way people access and enjoy these spaces. Planning policies and processes can unintentionally exclude or discriminate against groups in our community and can ignore the fact that women and men often use, perceive and enjoy public spaces differently (for example, insufficient lighting on streets is a key safety issue for women and public transport is often considered by women to be a likely place to experience sexual harassment).

At the local level, policy and practice need to take into account women's differing needs in terms of the built environment and transport in relation to their employment, caring roles and safety concerns. For example, if public transport is structured around traditional employment patterns, this can make it difficult for women who are more likely to be working flexibly, on a part-time basis or undertaking unpaid care work to access transport outside these times.

Women's and girls' real and perceived safety in and enjoyment of public spaces can be increased by ensuring the design and planning of infrastructure and transport is gender sensitive.

Supporting women's safety and security in, and use of, public spaces improves their independence and wellbeing in public and private life.

Example mechanisms for implementing change might include;

FODC
Architects
Private and Public Transport Providers
Planning Offices

Example minimum commitments from those partners might include;

Strengthen links between VAWPs and lead planning and infrastructure officers to ensure planning policies and processes are gender competent.

On the ground actions might include;

IMPACT ASSESSMENTS

Completing high-quality, robust equality impact assessments (EIAs) during planning and ensuring genuine consultation and engagement with a diverse range of women from all sectors of the community during the planning and development of public spaces, infrastructure and facilities.

POLICY

Develop policy that includes and considers gender in relation to transport routes, safety, service standards and pricing.



Gender Sensitive planning in Austria Good practise can be accessed via the QR code



Free travel on bus or rail is available if you have refuge or emergency accommodation through Women's Aid or the NI Housing Executive.

Empowered Communities Toolkit

At a community level, anyone working within community and voluntary services can play a key role in tackling gender inequality.

Communities represent a key setting for primary prevention at a local level.

Communities can challenge gender inequality or compound it. It is therefore crucial that work with communities is supported. By inclusive we mean the removal of barriers and taking positive action related to gender, age, disability, race, religion or belief.

Community and voluntary services can address reinforcing factors of VAWG. They can mobilise attention and resources to ensure their work to address these factors also considers the drivers of violence.

Faith-based initiatives and spaces can have a powerful influence as faiths represent population groups across all life stages and from a variety of cultural backgrounds, and these shared beliefs and values can be a powerful motivator for justice, social change and common purpose.

Sport and leisure spaces bring people together across communities and have the opportunity to involve a diverse range of individuals and groups. They are important spaces for socialising and have a powerful influence on gender norms and relations.

Example mechanisms for community based change include;

Voluntary and Community Sector
Sports
Social clubs
Faith groups
Physical, Online or interest based communities
Rural communities

Example minimum commitments across our communities might include;

Work with third sector organisations to support their work in communities to prevent VAWG.

On the ground actions might include;

COMMUNITY SERVICES

Community services, including disabled people's support services and care for older people, can be supported to prevent violence against women that takes place in care and institutional settings.

Programmes examining the differences and overlaps of elder abuse and domestic violence grown old.

Public spaces utilised to showcase messaging around EVAWG.

Increased use of community spaces and buildings to host women's events or groups in rural areas.

SPORT

Train and support sports club leaders, at both the local level and elite level, to create club environments and structures that are inclusive, respectful and welcoming of women and girls.

Ensure female teams have the same access to facilities as their male counterparts.

Take action on uniform policies which perpetuate gender stereotypes.

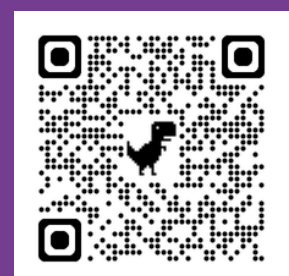
Gender imbalances addressed at all levels of sport including targeted campaigns to increase women's participation.

INDIVIDUALS

Direct participation initiatives in bystander intervention, which give participants the skills to address sexist and harmful behaviour they witness.

Utilise Power to Change tools available via PSNI to empower individuals not to tolerate everyday misogyny.

**Women in Sport and
Physical Activity NI
QR code for more
practical ideas**



FAITH GROUPS

Support faith communities to address the drivers of violence against women by drawing on existing beliefs and practices within their faith community that support respectful, healthy relationships, while challenging harmful practices. Harness community and faith leaders to spearhead campaigns among their community members.

THE ARTS

Promote and publicise art exhibitions raising women's voices. Art is a positive avenue to showcase women's lived experiences. Theatre groups embedding positive messages to end violence against women and girls through plays, film and the spoken word. Showcase our musicians, they have a crucial voice on women's safety particularly at night and on licensed premises.

HOSPITALITY

Embed and embrace 'Ask for Angela' across our hospitality sector.

INDIVIDUALS

Direct participation initiatives in bystander intervention, which give participants the skills to address sexist and harmful behaviour they witness.

FREE! FREE DOMESTIC ABUSE TRAINING FOR CHURCH AND RELIGIOUS LEADERS
Open to leaders, staff & volunteers who work in central roles and safeguarding in religious organisations

Learn about the reality of domestic abuse:

- Recognising the signs of domestic abuse and the cycle of violence
- Challenges in escaping domestic abuse relationships
- Improving your confidence and communication responding to disclosures
- Who are Women's Aid, The role of the PSNI and dispelling the myths
- Routes to support for women and children

24th November
10am - 1pm

8th December
10am - 1pm

LOCATION IN ENNISKILLEN (TBC)

REFRESHMENTS AVAILABLE

Contact Michelle to book your space:
training@fermanaghwomenaid.com

Women's Aid Fermanagh

This project is funded by Fermanagh and Omagh PCSP

PCSP Policing & Community Safety Partnership

FODC PCSP has already harnessed faith communities to raise awareness through their leadership

PSNI Power To Change Campaign

I WAS JUST HAVING A BIT OF BANTER

INSULTING

ARE YOU GOING TOO FAR?

POWER TO CHANGE
Changing attitudes, behaviours & beliefs

PowerToChange.info

Media Toolkit

At a community level, stakeholders working within/with local media can play a key role in tackling gender inequality and VAWG.

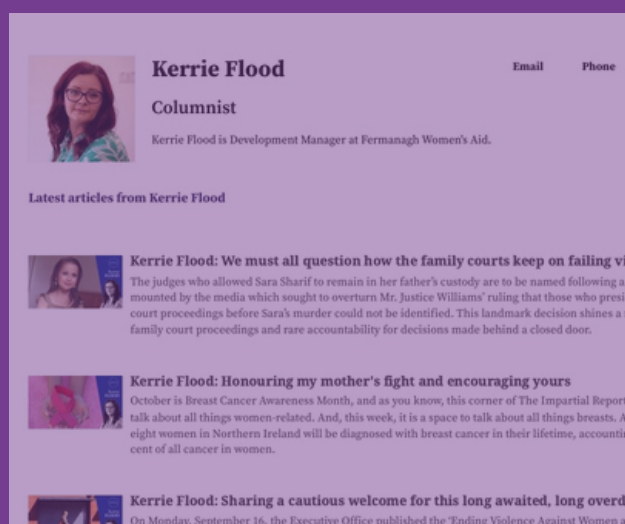
Local media has a vital role to play in the primary prevention of VAWG. Local media should ensure they avoid the use of gender stereotypes when discussing women (sexualisation, objectification, being described according to their relationship status, comments about appearance), as such stereotypes contribute to gender inequality.

Further, local newspapers cover local crime stories and therefore stories about VAWG. Reporting on VAWG often fails to capture the nuance of the story and the media often sensationalises, misrepresents and excludes stories about VAWG and specific demographics of women.

This can tend to perpetuate harmful narratives on blame (for instance, blaming a mother for not protecting her children from domestic abuse, when we should actually be holding the perpetrator to account for his choices and behaviour). This is a problem as the ways these stories are reported inform how readers think about VAWG.

Example local mechanisms for change might include;

Local Papers
Social Media
Radio and Television
Press Officers



Example minimum commitments from those partners might include;

Positive engagement with the local media industry to encourage reflection on the impact of their reporting on violence and how they can play an important role in prevention work. Women's Aid Federation have developed Media Responsible Reporting Matters Guidelines which all press can implement at a baseline.

On the ground actions might include;

PRESS

Women's Aid Federation have developed Media Responsible Reporting Matters Guidelines which all press can implement
Training and resources on responsible reporting of violence against women and incentives for responsible reporting.

Reward responsible reporting through awards like The Write to End Violence Against Women Awards.

Work with relevant colleagues and organisations to encourage local papers to report responsibly on VAWG. ·

Offer/signpost training for journalism classes at local schools, colleges and universities, and your organisation's communications officers, on gender equality, VAWG and the media.

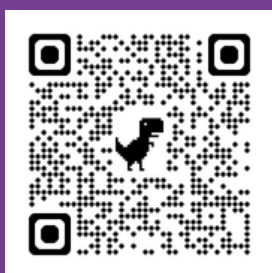
Use your area's local "16 days" campaign to highlight responsible journalism on VAWG issues.

For example;

On 28th November, The End Violence
Against Women Coalition
and Zero Tolerance held the 2024

Write to End Violence Against Women Awards, recognising
responsible

and accurate journalism on
men's violence against women.



**Scan the QR Code for WAFNI'S
Responsible Reporting Matters 2025**

Political Representation Toolkit

At a community level, stakeholders working with/within local governance can play a key role in tackling gender inequality.

Northern Ireland historically has had the lowest proportion of female representation in the UK devolved administrations. However, following the restoration of devolution in 2020, female elected representatives made up 33% of the 90 seats of the Northern Ireland Assembly

It is estimated that unless radical change is pursued, it would take another 50 years for us to reach an equal parliament.

Despite some progress, governance at a local level is still dominated by men.

Ensuring political representation of all women, particularly women with intersecting identities such as BME women, LGBT women, disabled women and migrant women, will help ensure that policies and strategies reflect gender equality that is inclusive of all women.

Example mechanisms for change include;

FODC
MLAs
MPs
Political Parties
Youth Parliament

Example minimum commitments could include;

Support the review of policy and practice related to elected representatives to ensure they support the inclusion of diverse women. • Promote positive messages to women about the benefits of being involved in local government and the contribution they can make to their communities.

On the ground actions could include;

WOMEN IN LEADERSHIP

Provide training for women political candidates to help build their capacities and establish mentoring and buddying schemes to provide peer support.

FODC

Ensure that your council's governance arrangements actively promote gender equality and identify opportunities to promote and embed inclusivity.

This may include simple steps like exploring opportunities for offering video conferencing and childcare opportunities for meetings where possible.

PERSONAL SAFETY IN THE PUBLIC EYE

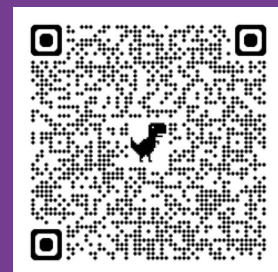
considerations should be given to developing robust personal safety procedures and support for elected members to enable them to safely carry out their work with constituents.

CIVIC SOCIETY

Offer/signpost voter and civic education and sensitisation campaigns and events on intersectional gender equality.



Women Breaking Barriers project is accessible through the QR code engaging women in training and skills development



**QR code to Elect Her
a multi-partisan organisation working
to motivate, support and equip women in all their diversity to stand for
political office in England and Wales and thrive once there.**

Evaluating Effectiveness

All community partners should think about their own priorities and how promoting gender equality and preventing VAWG helps them improve outcomes for individuals, families and communities.

We have outlined several best practice evaluation steps below to incorporate into existing evaluation structures.

Ensure clear outcome indicators for primary prevention are built into your organisation/agency/ partnership.

Create a clear logic model for the project/programme/approach including inputs, activities, outputs and outcomes.

Ensure there is a method of evaluation to be completed by service users/participants/ practitioners/colleagues to help assess the effectiveness of the primary prevention activity, as well as to allow those groups to reflect on their own learning as a result of the primary prevention activity.

This could include baselining, self-evaluation and self-assessment.

Consider how your organisation/agency/partnership will use this evaluation to measure and demonstrate impact and explore areas for improvement for future activities, as well as how you will disseminate the findings.

Outcomes Based Accountability

How much did we do? (N) How well did we do it? (%)

- Number of new prevention and response programmes started / developed / implemented
 - Number of events delivered
 - Number of workshops delivered
 - Number of activities delivered
 - Number of programmes delivered
- Number of participants at: events, training courses, workshops, etc
- Number of social media engagements (campaigns, e-zines) · % of participants indicating satisfaction with the session
 - % of participants who complete programme
 - % of participants reporting being treated well
- % of participants reporting they have benefited from their contact with the project

Is anyone better off? (N) Is anyone better off? (%)

- Number of participants who report an increased knowledge of what violence against women and girls is.
- Number of participants who report a better understanding of the underlying causes of violence against women and girls.
- Number of participants who report a better understanding of what a healthy relationship.
- Number of participants who report increased confidence in challenging inappropriate behaviour
- Number of participants who report increased confidence about what they can do to help end violence against women and girls.
 - Number of participants felt improved wellbeing
 - Number of participants felt in greater control of the events that affect their lives
- Number of participants felt increased confidence in their ability to succeed in life · % of participants who report an increased knowledge of what violence against women and girls is.
- % of participants who report a better understanding of the underlying causes of violence against women and girls.
 - % of participants who report a better understanding of what a healthy relationship.
 - % of participants who report increased confidence in challenging inappropriate behaviour
- % of participants who report increased confidence about what they can do to help end violence against women and girls.
 - % of participants felt improved wellbeing
 - % of participants felt in greater control of the events that affect their lives
 - % of participants felt increased confidence in their ability to succeed in life

Women's Aid

Local Groups



1 Antrim, Ballymena,
Carrickfergus, Larne
& Newtownabbey
Women's Aid

T: 028 2563 2136

2 Armagh Down
Women's Aid

T: 028 3025 0765

3 Belfast & Lisburn
Women's Aid

T: 028 9066 6049

4 Causeway & Mid
Ulster Women's Aid
T: 0300 373 1055

5 Fermanagh
Women's Aid
T: 028 6632 8898

6 Foyle
Women's Aid
T: 028 7141 6800

7 North Down & Ards
Women's Aid
T: 028 9127 3196

8 Omagh
Women's Aid
T: 028 8224 1414

9 Women's Aid
Federation
T: 028 9024 9041

Further Information and final acknowledgements

Fermanagh Women's Aid and Omagh Women's Aid wish to thank Zero Tolerance Scotland for their support in developing this toolkit.

We have rooted the toolkit in community planning principles, designed for implementation across Fermanagh and Omagh District Council.

The Toolkit should not be regarded as a prescriptive manual or an exhaustive list of how to End Violence Against Women and Girls, nor should the mechanisms, commitments or actions be considered the only way to deliver primary interventions.

Rather, it is important to acknowledge the collective community expertise we all hold, the well documented commitment from our community to tackle these issues and the momentum our community already possesses.

Fermanagh Women's Aid and Omagh Women's Aid are ready, willing and able to support you to Be The Change!

For more information and support on the toolkit or any of the issues raised:

In Fermanagh please contact Fermanagh Women's Aid on 02866328898 / admin@fermanaghwomensaid.com

or in Omagh, contact Omagh Women's Aid on 02882241414 / info@omaghwomensaid.org