

Agenda – Equality and Social Justice Committee

Meeting Venue:

Committee Room 5 (Hybrid)

Meeting date: 23 October 2023

Meeting time: 13.15

For further information contact:

Rhys Morgan

Committee Clerk

0300 200 6565

SeneddEquality@senedd.wales

Pre-meeting registration (13:00 – 13:15)

1 Introductions, apologies, substitutions and declarations of interest

(13:15)

2 Papers to note

(13:15)

2.1 Correspondence with the Minister for Education and Welsh Language regarding the monitoring of gender based violence interventions in schools

(Pages 1 – 4)

2.2 Correspondence with Policing in Wales regarding Perpetrator Programmes

(Pages 5 – 15)

2.3 Correspondence with the Nursing & Midwifery Council regarding Data Justice

(Pages 16 – 22)

2.4 Correspondence with the Minister for Social Justice and Chief Whip and the Deputy Minister for Social Services regarding VAWDASV and the care system for children in Wales

(Pages 23 – 24)

3 Motion under SO17.42 (vi) and (ix) to exclude the public for the remainder of today's meeting



**4 Inquiry into the Welsh Government's Draft Child Poverty Strategy:
consideration of draft report**

(13.15 – 14.30)

(Pages 25 – 29)

Jeremy Miles AS/MS
Gweinidog y Gymraeg ac Addysg
Minister for Education and Welsh Language



Llywodraeth Cymru
Welsh Government

Our ref: MA/EM/2188/23

Jenny Rathbone MS
Chair, Equality and Social Justice Committee
Welsh Parliament
Cardiff Bay
Cardiff
CF99 1SN

12 October 2023

Dear Jenny

Thank you for your letter of 25 September requesting further evidence for your inquiry on public health approaches to preventing gender-based violence (GBV). I will elaborate on the role of Estyn in monitoring GBV interventions in schools as you have requested.

As part of the inspection process Estyn considers issues relating to bullying and harassment under inspection area 4, 'Care Support and Guidance', and includes speaking to learners on their experiences. This inspection area also includes safeguarding and inspections consider how schools implement their safeguarding policies. In addition, inspection area 5 'Professional Learning' considers the leadership of the school. As part of its remit, Estyn looks to identify and promote effective practice in all areas.

Specifically in relation to safeguarding practice in education settings, it is the ability to safeguard and promote the well-being of children in accordance with the relevant legislation and guidance that will inform the inspectorate's judgement of an education setting's overall performance. Performance in this area will not be judged solely on the existence of procedures, but also on their effectiveness in safeguarding children from neglect, abuse and other kinds of harm. Prior to inspection of schools, pupil referral units and funded non-maintained settings, Estyn seeks the views of teachers, support staff, governors, management committees, employers, learners, parents and carers through pre-inspection questionnaires.

Schools and local authorities are expected to have regard to the outcomes and recommendations in Estyn inspections. Estyn has also undertaken thematic reviews in relation to peer-on-peer sexual harassment (*We don't tell our teachers – Experiences of peer on peer sexual harassment among secondary school pupils in Wales*, December 2021); and experiences of LGBTQ+ learners (*Celebrating diversity and promoting inclusion – Good practice in supporting lesbian, gay, bisexual and transgender learners in schools and colleges*, October 2020).

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Gohebiaeth.Jeremy.Miles@llyw.cymru
Correspondence.Jeremy.Miles@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

In addition, specifically in relation to Female Genital Mutilation (FGM), from 1 July 2015, schools, PRUs and further education institutions must have 'due regard to the need to prevent people from being drawn into terrorism'. This is set out in Section 26 of the [Counter-Terrorism and Security Act 2015](#) and the accompanying [Prevent duty guidance](#) under section 29 of the Act.

Estyn play a vital role in ensuring that schools fulfil their legal obligations, including the requirement for staff to undergo mandatory safeguarding and Prevent training, which encompasses issues such as FGM. All staff in schools should be completing the mandatory [e-learning](#) in relation to Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV). [Keeping Learners Safe](#) also has a section on FGM and honour-based abuse and clearly. It identifies the mandatory reporting requirements and details the importance of staff getting to know their community to be alert to any potential risks.

Estyn evaluates whether all school staff are clear about their responsibilities and what they need to do to protect pupils. They also consider whether all staff have received relevant child protection and safeguarding training, including in relation to Prevent duties. While they do not report on individual aspects like FGM, inspections focus on assessing whether schools comply with these legal obligations.

Estyn pre-inspection questionnaires for school staff, governors, parents and pupils serve as a valuable tool for inspectors to gain insight into the training and preparedness of these stakeholders, particularly in areas such as safeguarding, Prevent training on radicalisation and the prevention of issues like FGM. These questionnaires provide valuable information that helps inspectors assess the school's commitment to fulfilling its legal obligations and ensuring the safety and welfare of pupils.

Within these questionnaires, schools are required to outline the training programs that their staff and governors have undertaken. This includes, but is not limited to, child protection and safeguarding training, which covers the various dimensions of safeguarding. For example, we ask staff and governors to comment on "*the school's arrangements to provide staff and governors with appropriate training for safeguarding and child protection including Prevent and VAWDASV training*".

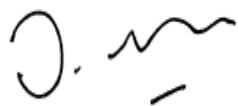
Inspectors use the responses from these questionnaires to gauge whether all school staff are clear about their responsibilities and the actions they need to take to protect pupils effectively. The context of the school will affect the extent to which inspectors consider the provider's work in this area. However, every school and PRU must comply with the duty and inspectors should satisfy themselves that the provider is aware of the duty and acting appropriately.

If during the inspection process, inspectors identify that schools are not adequately ensuring that staff and governors receive sufficient training, they will consider the impact of this shortfall. In such cases, inspectors may decide to make specific recommendations to the school, emphasising the urgent need to enhance training programs and ensure that all staff and governors are well-prepared to fulfil their safeguarding responsibilities effectively. These recommendations are intended to guide the school towards addressing the identified shortcomings and improving its safeguarding practices.

When this is the case, inspectors will issue a wellbeing letter to the local authority, drawing their attention to the training deficiencies. This communication serves as a formal notice, prompting the local authority to engage with the school and support them in addressing the training gaps promptly. It emphasises the importance of taking corrective actions to safeguard the well-being of pupils.

I hope this information is helpful.

Yours sincerely

A handwritten signature in black ink, consisting of a large 'J' followed by a series of loops and a horizontal line.

Jeremy Miles AS/MS

Gweinidog y Gymraeg ac Addysg
Minister for Education and Welsh Language

Jeremy Miles MS
Minister for Education and Welsh Language

25 September 2023

Dear Jeremy

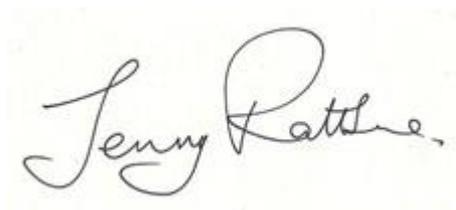
The public health approach to preventing gender-based violence

Thank you for giving evidence as part of our inquiry into the public health approach to gender-based violence (GBV).

Further to our session, we would be grateful if you could elaborate on the role of Estyn in monitoring GBV interventions in schools, including training for governors and staff.

As we are now at the end of our evidence gathering, we would be grateful to receive a response by 9 October if possible.

Yours sincerely



Jenny Rathbone MS
Chair, Equality and Social Justice Committee

Agenda Item 2.2



Plismona
yng Nghymru
Policing in Wales



Jenny Rathbone MS
Chair, Equality and Social Justice
Committee
Senedd Cymru/Welsh
Parliament

Emma Wools
Deputy Police and Crime
Commissioner for South Wales

13th October 2023

Dear Jenny,

Re: Equality and Social Justice Committee Inquiry

Public Health Approach to Preventing Gender Based Violence (Policing in Wales Submission) – Perpetrator Programmes

Please find attached a supplementary report prepared on our behalf by Chief Superintendent Ian Roberts. This provides the additional information you requested about PCC and Police engagement with perpetrator programmes across Wales, in your letter dated 25th September 2023.

If you require any further information or assistance, please do not hesitate to get in touch.

Yours sincerely,

Emma Wools - Deputy Police and Crime Commissioner for South Wales

For, and on behalf of Policing in Wales Executive Group

Ty Morgannwg, Pencadlys yr Heddlu
Pen-y-Bont ar Ogwr, CF31 3SU
f: 01656 869366
e: comisiynydd@heddlu-de-cymru.pnn.police.uk
g: southwalescommissioner.org.uk

Ty Morgannwg, Police Headquarters,
Bridgend, CF31 3SU
t: 01656 869366
e: commissioner@south-wales.pnn.police.uk
w: southwalescommissioner.org.uk

Mae'r Comisiynydd a'i dîm yn croesawu gohebiaeth yn Gymraeg neu Saesneg
The Commissioner and his team welcomes correspondence in Welsh or English



Plismona
yng Nghymru
Policing in Wales



COMISIYNYDD
HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER



COMISIYNYDD YR
HEDDLU A THROSEDDU
GWENT
POLICE AND CRIME
COMMISSIONER



SWYDDFA COMISIYNYDD HEDDLU
A THROSEDDU Gogledd Cymru
OFFICE OF THE POLICE & CRIME
COMMISSIONER NORTH WALES



South Wales
Police and Crime Commissioner
Comisiynydd yr Heddlu a Throseddau
De Cymru



Senedd Cymru/Welsh Parliament

Equality and Social Justice Committee Inquiry

Public Health Approach to Preventing Gender-based Violence

Perpetrator Programmes

**Submission on behalf of
Policing in Wales**

Author	Chief Superintendent Ian Roberts
Role	VAWDASV/VAWG and Anti-Racism Lead, Policing in Wales
Contact	ian.w.roberts@gwent.police.uk
Date	13 th October 2023

Introduction

On 10th July 2023 senior representatives of the Policing Wales group gave oral evidence to the inquiry. On 25th September, further evidence was requested by the committee in relation to PCC and police engagement with perpetrator programmes across Wales.

This report sets out the information provided to me about programmes in each police force area and some of the issues surrounding this.

It is apparent within this report that programmes are not consistently available across Wales and there are many issues causing this, beyond the control of PCC's and Chief Constables. I would respectfully submit that the top three reasons are:

1. Availability of suitable programmes.
2. Limited funding and difficult choices about whether to commission victim support services or perpetrator programmes.
3. The voluntary nature of non-statutory programmes and evidence of low completion rates.

The introduction of the new two-tier model for pre-court diversion and the approval of the CARA model for roll-out across policing in Wales and England provides an opportunity for consistency of approach, with levers to compel perpetrators to complete the course.

Officers are made aware of pre-court diversion options primarily through domestic abuse training and directions given by staff in custody suites.

Policing in Wales representatives are engaged with all the VAWDASV Blueprint workstreams, including the 'Tackling Perpetrators' strand. Through this work, there is an intention to develop a clearer understanding of services at all three levels of prevention activity, and a more consistent and sustainable approach to commissioning.

The following sections outline engagement with programmes by police force area in Wales.

Dyfed-Powys Police Area

Programme	Attendance	Referral route	Eligibility	Funding	Longevity
Choices	Voluntary	Can take referrals from any agency	Open – community based	Funded jointly by strategic VAWDASV partners	Annual funding, moving towards multi-year arrangement
Stalking intervention	Voluntary	Police only	Identified based on risk	Funded jointly by strategic VAWDASV partners	Annual funding, moving towards multi-year arrangement
Intervention Hub	Voluntary	Can take referrals from any agency	Open – community based	Funded jointly by strategic VAWDASV partners	Annual funding, moving towards multi-year arrangement

Integrated Family Support Service	Voluntary	Can take referrals from any agency	Open – community based	Funded by Home Office DA Perpetrator Funding originally, now funded by PCC	Yearly funding approval
-----------------------------------	-----------	------------------------------------	------------------------	--	-------------------------

All the above have been developed through work with experts such as Jayne Monkton-Smith and looking at local demand within Dyfed Powys and demographics/intelligence regarding the risk and type of DA being perpetrated. The work is overseen at the Regional Strategic VAWDASV Board by partners, with joint accountability for the funding and outcomes achieved by the programmes.

There is a DA and Stalking Coordinator post within Dyfed Powys Police who works closely with the Regional VAWDASV Advisor to ensure that police officers and frontline officers within partner agencies are aware of the referral routes, criteria and eligibility of each of the programmes. This post identifies risk within the perpetrator cohort and ensure referrals are made appropriately.

South Wales Police Area

The PCC continues to support the development of Domestic Abuse Perpetrator Programmes, ensuring all funded interventions are currently or actively working towards Respect accreditation and in line with the Welsh Government VAWDASV Perpetrator Standards. This provides the reassurance that services are delivered with integrity, in a safe and victim-focussed way.

To pull together the learning and development across the force area, South Wales OPCC leads a multi-agency group called the ‘Whole System Approach to Domestic Abuse Perpetrators Oversight Group’. The purpose of this group is to ensure that consideration is given across all risk levels, including Primary Prevention, Community-based behaviour change work, statutory programmes, high risk high harm interventions and in a prison setting.

It is supported by a governance framework, with clear and robust reporting and escalation processes. The members share learning and advise on strategic planning in relation to DA perpetrator work across South Wales, as well as contribute to gap analysis, identifying trends and overcoming barriers in service delivery and supporting and driving the implementation of a Whole System Approach.

Colleagues attend from statutory organisations including South Wales Police and HMPPS, as well as partners from non-government organisations (NGO’s), where they can share and access information on referral pathways and new services and disseminate wider throughout their organisations.

Funded Programmes

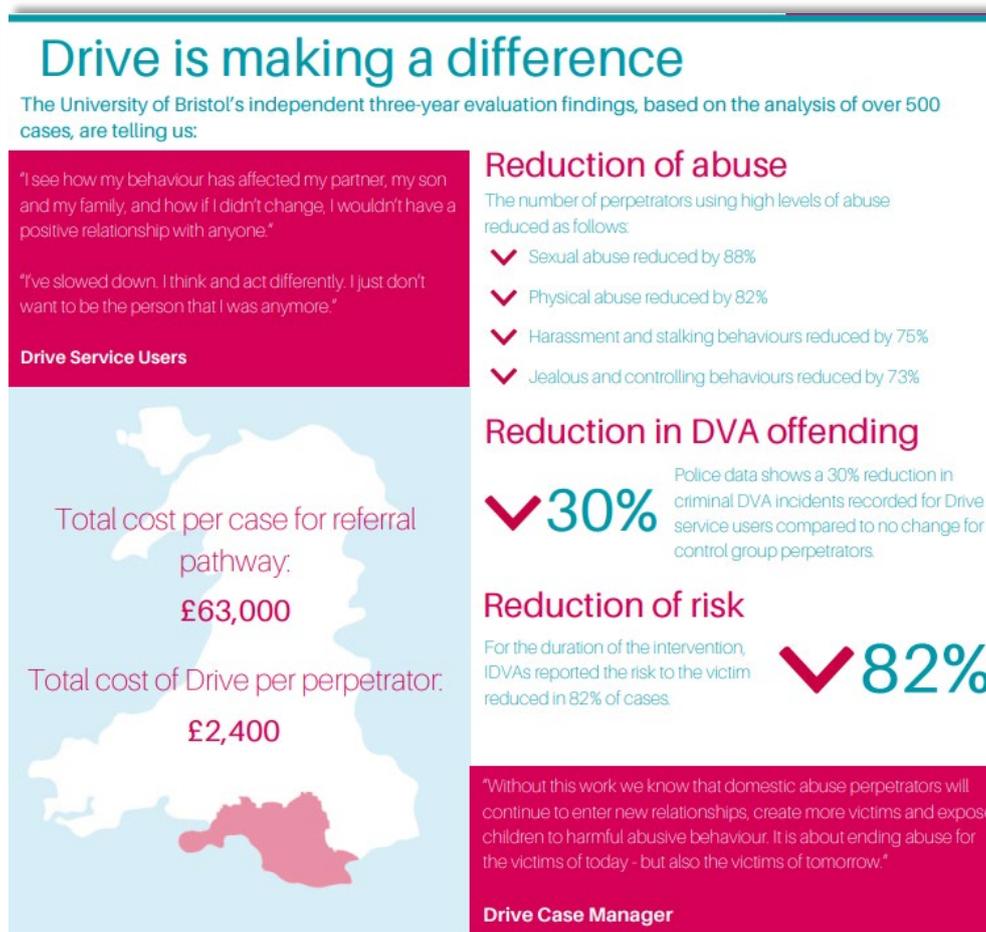
DRIVE Programme- Safer Merthyr Tydfil

This is a one-to-one approach for high-risk high harm perpetrators of domestic abuse. Drive case workers coordinate a multi-agency intervention that challenges and disrupts domestic abuse perpetrators, while identifying and addressing wider support needs that in turn reduce risk e.g., housing, substance misuse.

The Police and Crime Commissioner invested in an initial pilot of Drive in the Cwm Taf Morgannwg region. Following a successful evaluation of the pilot a decision made to roll-out wider, initially into Cardiff and the Vale, with Swansea Neath Port Talbot to follow. It is now embedded across the region. A collaboration with HMPPS has also led to a pilot of Drive in the custodial setting at HMP Swansea.

A three-year independent evaluation of the Drive Project pilot, undertaken from 2016 to 2019, is one of the largest evaluations of a perpetrator service and comprises a strong evidence base for its impact (findings shown in figure 1). A second phase of evaluation has been agreed to further build on the existing evidence base.

Figure 1. – Findings of the Drive Programme Evaluation



Drive caseworkers work closely with police colleagues with some office co-location, and daily contact to share information and manage risk. The referral pathway is via MARAC (Multi Agency Risk Assessment centre), and the victims liaison element is provided by specialist Drive IDVAs (Independent Domestic Violence Advocates).

Family Intervention Programme- Safer Merthyr Tydfil- Cwm Taf Delivery

The Family Intervention Programme provides specialist support for families experiencing domestic abuse who wish to remain together safely or be supported to separate amicably and positively co-parent. It adopts a holistic family centred approach so that services not only meet individuals' needs, but also contribute to the overarching whole family outcomes and enhance existing VAWDASV services including perpetrator interventions.

The service aims to:

- Bring the whole family closer together.
- Strengthen and improve family safety, well-being, and positive relationships.
- Ensure the family is seen through the child/young person's eyes with their wellbeing paramount.
- Ensure the responsibility for the abuse lies with the abusive parent.
- Ensure safety and risk always remain central to the model.

In 2021 the Programme was evaluated with positive findings, including increased skills, knowledge, and resilience to live together safely and reduction of the risk of children experiencing ACE's.

Referrals are mostly received from Children's Services due to the engagement with both parents, but self-referrals and those from other agencies are also accepted.

CLEAR- Safer Merthyr Tydfil, Cardiff and Cwm Taf Delivery

This preventative course is part of the wider 'Change that Lasts' Approach developed by Welsh Women's Aid in partnership with Respect. The course is part of a 'self-help' approach which facilitates men to identify their abusive tactics, take responsibility for them and learn new tools and strategies that can be used to promote a healthier relationship. 6 Sessions are run weekly on a one-to-one basis and are tailored to meet the needs of everyone. Each session lasts for approximately 1 hour – 1 1/2 hours.

The course focuses on:

- Raising awareness of violence against women and girls
- Identifying the impact of abusive behaviour on others
- Gendered inequalities
- Abusive tactics – identifying these behaviours within their own relationships
- Tools to promote healthier relationships – e.g., Time out
- Goal setting – to promote wellbeing and healthier relationships

Referrals are predominantly from Children's Services due to an established referral pathway, but self-referrals are encouraged as well as those from other agencies.

Programmes Not Funded by South Wales PCC

Driving Change- Safer Merthyr Tydfil- Delivered in Cardiff and Cwm Taf

A therapeutic treatment programme for men who have been violent towards an intimate partner. The core aim of the programme is to support and maintain the safety and wellbeing of all women and children, whilst holding perpetrators of domestic violence and abuse to account for their behaviour.

Driving Change provides challenge and also support to enable individuals to cease their violent and abusive behaviour with a view to them developing respectful, loving and responsible attitudes towards not only those around them but also towards themselves. Driving Change combines both one-to-one and group-based work, adopting a cognitive-behavioural and feminist approach within an explicit emotional and feeling framework rooted in psychotherapeutic and spiritual practice.

As in DRIVE, Driving Change will work very closely with partner support services, and works with those identified as medium/standard risk, with an option to refer up to Drive should further risks emerge. Victims and survivors are offered support either from within Safer Merthyr Tydfil or from specialist support services depending on local area.

Equilibrium- Swansea Council- Swansea Delivery

A community-based programme, that sits within Children's services, for fathers who use abusive behaviours towards their partners or ex-partners. Available in group work or one-to-one for those with additional needs, female perpetrators any other barriers which prevent them from participating in group setting. The core programme consists of 12 weekly sessions that challenge abusive cognitions and behaviours and provide positive coping strategies and alternative techniques to avoid escalation, reduce risk and enhance the safety and freedom of victims and their children. The associated victims are offered one to one or group support and can opt-in to an alternative course for victims to assist them in understanding their experiences and rebuilding self-esteem.

Referrals are received from involved workers, predominantly Children's Services, or through self-referral.

Inspiring Families- Calan DVS- Neath/ Port Talbot delivery

A trauma informed approach to supporting families where domestic abuse is a known component but they are choosing to stay together. Inspiring Families provides a 10-week assessment of all components of the family to highlight the current level of risk within the home, the dynamics and typology of abuse, and the potential for change. Inspiring Families works with any children and young people in the family aged four and above in order to ensure the voice of the child is captured in the final assessment. In order to be eligible for Inspiring Families support, there must be domestic violence identified as a concern/risk factor in the relationship and the service users must either be continuing or looking to continue their relationship in the future. There also must either be children living in, children looking to be returned to the family home or a pregnancy.

Adult family members are able to self-refer to Inspiring Families with no current safeguarding local authority's involvement, however, must be open and consenting to a voluntary referral to safeguarding if necessary. It is favourable that there is a local authority point of contact for safeguarding purposes, however this is not mandatory. Likewise, any agency working with an eligible family is also able to make a referral.

Re-provide- Calan DVS- SNPT and Bridgend Delivery

Trial intervention: 26-week group-based domestic violence perpetrator programme. It is suitable for men who are or have been using violence/abuse in their relationships with women partner(s) or ex-partners, are concerned about their behaviour, aged 21 and over and who live in the Neath Port Talbot, Swansea or Bridgend area. Men who take part in the trial will either join a 26-week group programme or be allocated to usual care. Those in the group programme will attend weekly group meetings covering topics including Building empathy; Domestic abuse and the impact on children; Rebuilding trust and respect.

Re-provide service users must be self-referred and outside agencies are able to sign-post to the programme. It is crucial that the referrals are self-referrals to address the behaviour during sessions. Both current and past partners of the service user are offered a Women's Safety Officer exclusive to the Re-Provide team as a result of a successful referral. Support is offered up to 6 months after having completed the sessions for the partners and ex-partners to support with and DVA concerns.

North Wales Police Area

Since 2018/19 North Wales have commissioned Relate Cymru to deliver the Choose2Change programme to male perpetrators of domestic abuse. Choose2Change delivers a Respect Accredited intervention to address domestic abuse. Since the Covid pandemic, the programme has been delivered online and has not returned to an in-person provision, due to the difficulties of accessing group programmes within rural North Wales. The programme is currently available in two cohorts, with a maximum of 5 men on each cohort. The programme offers men who have been abusive in intimate relationship/s an opportunity to change and a support service for the (ex) partners of the men engaging with the service. Both elements of the service work together to gain a full understanding of risk in each case and put in place a robust risk management plan. The service plays an active part on the multi-agency response to domestic abuse providing information about perpetrator risk and engagement at MARAC and Safeguarding arenas.

The group program consists of two assessment sessions to determine suitability and acknowledgement of responsibility of actions from the perpetrator. The group program is then delivered across 24 sessions consisting of 11 modules. The modules include Violence, Power & Control, Emotional Intimacy & the Effects of DVA, Jealousy, Parenting and Sexual Respect. It is a rolling programme for the group with various entry points across the program to allow for new starters to start looking and working on their behaviour as soon as possible, rather than lengthy delays in starting. The benefits of the rolling programme also

enable peer support and challenge by group members, which is often much more powerful than from professionals. Relate also offer an integrated partner support element within the programme, with a dedicated worker allocated to support the current/historic partner, where appropriate.

Since 2018/19, 108 men have been referred to the programme, 62 have had an assessment and started to attend sessions, but only around 20 have completed. The average completion rate from the assessment stage is 23%.

To try to address this high attrition rate and increase the numbers of men accessing behaviour change support, between 2020 and 2022 we also commissioned the Intervention Hub, an online project with Red Snapper Management Services. The Probation teams across North Wales utilised this and we had much better completion rates, but we were forced to stop commissioning the service in 2023/24 due to the lack of integrated partner support. (Without this, the provision did not meet Welsh Government Perpetrator Intervention Standards).

At an early intervention level, we are currently waiting for the roll out of CARA in North Wales and the OPCC are in talks with Gwent and South Wales Police, to look at how we can introduce the programme through the diversionary caution system. We would also like to introduce an early identification programme such as CLEAR, for those who are not identified through the criminal justice process, but we need to have a functioning DVPP in place before we can move forwards with this.

For the highest risk/highest harm cohort, NWP operate the ADAPT model, working with a small cohort identified through the RFGH algorithm. This is based around intensive work looking to pursue (divert where possible) and disrupt. The integrated services model involves Housing, Social Services, Community Mental Health, Drug and Alcohol services etc.

ADAPT was piloted through a successful application by NWP to the MOJ Perpetrator fund but has been adopted as a business as usual model now. Choose2Change is funded through the Welsh Government Regional VAWDASV Grant and CARA will be funded by the OPCC via the funding made available by the MOJ for this project.

The OPCC does not currently joint fund the community-based provision, due to questions around the value for money. The VAWDASV Joint Commissioning group (with the OPCC and Regional Advisor leading on the project) are currently looking at new ways to commission perpetrator interventions, especially how we encourage other providers to bring their services into North Wales, but this is seriously hindered by the relatively small amount of resource dedicated to this work and the year-on-year funding model. Recruitment and retention is such a difficult area at present and it means any new organisations/projects are effectively unable to apply for funding, as 12 months is not enough time to prove effectiveness.

Gwent Police Area

Currently, the force does not have access to any perpetrator programmes. Previously, the OPCC did commission Phoenix Domestic Abuse Service to provide a perpetrator programme, however, referrals into the service were particularly low as they required the consent of the alleged perpetrator to be referred. It wasn't an option as an out of court disposal, so there was no incentive for the alleged perpetrator to consent.

A great deal of messaging was circulated to make staff aware of the programme and the central Domestic Abuse Safeguarding Team (DAST) also checked custody each morning to identify any domestic abuse related detainees and to consider their eligibility for the programme. If it was felt that they would be eligible, the officer in the case was tasked with seeking their consent to refer them in. In nearly all instances, consent was declined. It was therefore felt that the service was not providing value for money, so the funding was withdrawn by the OPCC.

All student officers receive an initial input on domestic abuse as part of their basic training. A further input is then provided by a member of the DAST during their tier 2 course. DAST staff also provide DA inputs to Police Staff Investigators.

The most substantial investment the force has made in relation to domestic abuse training is DA Matters. This has been delivered to over 600 officers and staff to date and a full training schedule is in place for the next 18 months. This training focuses heavily on what the high-risk indicators are. Following this training, all staff are given the opportunity to become DA Champions. The aim is to train 100 DA champions by the end of the DA Matters training schedule. Currently there are thirty-six, but this will increase as the DA Matters course is delivered.

As it stands, GWP is due to be a pilot force for the new Domestic Abuse Protection Orders (DAPO) which allows positive requirements to be placed on an individual as well as restriction. One of the positive requirements can include attendance at a perpetrator programme. It is still unclear whether the Home Office will have funding available to make this provision available.

Stalking Protection Orders (SPO's) also allow us to mandate attendance at a perpetrator programme but as it stands this will not be an option until this provision is available.

Ends

Dafydd Llywelyn
Police and Crime Commissioner for Dyfed-Powys
Policing in Wales Executive Board

25 September 2023

Dear Dafydd

Inquiry into the public health approach to preventing gender-based violence

Thank you to you and your colleagues for providing additional information following our evidence session in July in respect of the above.

As we are nearing the end of our evidence gathering, it has become apparent that perpetrator programmes across Wales vary in their format and availability, as well as how they are monitored and evaluated. While we spoke about police referrals to perpetrator programmes briefly during our evidence session, we would be grateful if you could provide an outline of the programmes you are aware of across Wales, and your level of engagement with them. Please could you include details of any perpetrator programmes you fund; why you have chosen to fund these particular perpetrator programmes; and how you make frontline police officers aware of such programmes so they can make appropriate referrals to intervene early to prevent gender based violence escalating or re-occurring.

As we are now at the end of our evidence gathering, we would be grateful to receive a response by 9 October if possible.

Yours sincerely



Jenny Rathbone MS
Chair, Equality and Social Justice Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg.
We welcome correspondence in Welsh or English.

Agenda Item 2.3



Jenny Rathbone MS
Chair, Equality and Social Justice Committee

By email: SeneddEquality@senedd.wales

13 October 2023

Dear Ms Rathbone,

Re: Inquiry into data justice

Thank you for your letter regarding the Equality and Social Justice Committee's recent inquiry into data justice.

As the independent regulator of nurses and midwives we recognise the importance of professionals handling personal information in a sensitive and secure way that respects the rights and privacy of the public. Our Code and Standards require nursing and midwifery professionals to respect, uphold and advocate for people's human rights, including rights to privacy, confidentiality and sensitive data governance.

Our Code and Standards embed the need for safe, person-centred care in nursing and midwifery practice, this includes listening to patients and considering and respecting their preferences and personal decisions regarding their care. Listening to people receiving care and respecting their rights is vital to ensuring that care is delivered not only with the highest standards of safety but with trust and confidence from patients, families and the public.

Please find attached a briefing outlining the NMC's full response to your letter. This briefing highlights the aspects of our Code and Standards that relate to data protection and the rights of the public as well as setting out the responsibility of employers and educational institutions.

I hope we have provided clarity and reassurance that our Code and Standards seek to ensure that patients' rights are respected and protected with regard to data governance and ethics. The specific training given will vary by institution, but our Code and Standards upholds people's rights, ensuring their data and personal information is respected by all professionals on the register.

If you have any questions, please do contact our Public Affairs team (public.affairs@nmc-uk.org) who will be happy to offer their support to make sure you have all the answers you and the Committee needs.

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'S Foster', written over a light blue circular stamp.

Sam Foster
Executive Director of Professional Practice and Lead Director for Wales

23 Portland Place, London W1B 1PZ
020 7637 7181
www.nmc.org.uk

We're the independent regulator for nurses and midwives in the UK, and nursing associates in England. Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing.

Registered charity in England and Wales (1091434) and in Scotland (SC038362)

NMC Briefing – October 2023

Nursing and Midwifery Council response to the Senedd Equalities and Social Justice Committee letter, 28 July 2023

23 Portland Place, London W1B 1PZ
020 7637 7181
www.nmc.org.uk

We're the independent regulator for nurses and midwives in the UK, and nursing associates in England.
Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing.

Registered charity in England and Wales (1091434) and in Scotland (SC038362)

About Us

- 1 The Nursing and Midwifery Council (NMC) is the independent regulator of nursing and midwifery professionals in the UK.
- 2 Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. As the independent regulator of more than 788,000 nursing and midwifery professionals, we have an important role to play in making this a reality.
- 3 Our core role is to regulate. First, we promote high education and professional standards for nurses and midwives across the UK, and nursing associates in England. Second, we maintain the register of professionals eligible to practise. Third, we investigate concerns about nurses, midwives and nursing associates – something that affects less than one percent of professionals each year. We believe in giving professionals the chance to address concerns, but we'll always take action when needed.
- 4 To regulate well, we support our professions and the public. We create resources and guidance that are useful throughout people's careers, helping them to deliver our standards in practice and address new challenges. We also support people involved in our investigations, and we're increasing our visibility so people feel engaged and empowered to shape our work.
- 5 Regulating and supporting our professions allows us to influence health and social care. We share intelligence from our regulatory activities and work with our partners to support workforce planning and sector-wide decision making. We use our voice to speak up for a healthy and inclusive working environment for our professions.

Overview

- 6 As the independent regulator of nurses and midwives we recognise the importance of professionals handling personal information in a sensitive and secure way.
- 7 Our Code and our Standards of Proficiency are central to the practice of safe, kind and effective care. Together, they embed the need for safe and person-centred care in nursing and midwifery practice, this includes listening to people receiving care and considering and respecting their preferences and personal decisions regarding their care.
- 8 Listening to people and respecting their rights is vital to ensuring that care is delivered not only with the highest standards of safety but with trust and confidence from patients, families and the public.

The Code

- 9 [The Code](#) is central and integral to the ethical practice of all nurses and midwives and applies to all NMC registrants. Sub-section 1.5 of The Code requires professionals to ‘respect and uphold people’s human rights’. In particular relation to rights and information governance, sections 5 and 10 apply.
- 10 The Code makes clear that registrants must respect people’s right to privacy and confidentiality (Section 5). This includes the right to privacy and confidentiality after they have died (5.1; 5.3), and a requirement to share necessary information with other health and care professionals and agencies only when the interests of patient safety and public protection override the need for confidentiality (5.4).
- 11 Section 10 requires professionals to keep clear and accurate records of practice. This includes the need for professionals to make sure that information they record is accurate, dated and attributed to themselves (10.4), take all steps to make sure that all records are kept securely (10.5) and collect, treat and store all data and research findings appropriately (10.6).
- 12 While in practice, it is the responsibility of employers to ensure that nurses and midwives undertake mandatory training on GDPR, data collection, use and rationale for sharing or accessing data which include patient consent and confidentiality.

Standards of Proficiency

- 13 In relation to nursing students, they are required to meet the [Standards for proficiency for registered nurses](#) in order to join the NMC register and begin practice. These standards include the following:
 - 13.1 Demonstrate an understanding of research methods, ethics and governance in order to critically analyse, safely use, share and apply research findings to promote and inform best nursing practice.
 - 13.2 Provide and promote non-discriminatory, person centred and sensitive care at all times, reflecting on people’s values and beliefs, diverse backgrounds, cultural characteristics, language requirements, needs and preferences, taking account of any need for adjustments.
 - 13.3 Demonstrate the ability to keep complete, clear, accurate and timely records.
 - 13.4 Effectively and responsibly use a range of digital technologies to access, input, share and apply information and data within teams and between agencies.

- 13.5 Annex A.1.10 of the Standards expects recent nursing students joining the register to be able to analyse and clearly record and share digital information and data.
- 14 Midwifery students must meet the [Standards of proficiency for midwives](#) in order to join the register and practice as a midwife. These Standards include:
- 14.1 Understand and act in accordance with relevant legal, regulatory, and governance requirements, policies, and ethical frameworks including any mandatory reporting duties, differentiating where appropriate between the devolved legislatures of the United Kingdom.
 - 14.2 Effectively and responsibly use a range of digital and other technologies to access, record, share and apply data within teams and between agencies.
 - 14.3 Keep, and securely store, effective records for all aspects of the continuum of care for the woman, newborn infant, partner and family.
 - 14.4 Present and share verbal, digital and written reports with individuals and/or groups, respecting confidentiality.
 - 14.5 Clearly document the woman's understanding, input, and decisions about her care.
 - 14.6 Analyse, clearly record and share digital information and data.
- 15 In addition, the Standards for midwives sets out three key themes to enable safe midwifery practice where the mother and family trust the care of the midwife. In order to enable the best care, midwives must communicate clearly and openly working in partnership with women to build a strong and trusting relationship. Midwives must also enable and advocate for the human rights of women and children as well as ensuring that for the views, preferences, and decisions of women, partners and families are respected, understood, and reflected in the care they receive.

Training and education

- 16 The training of nursing and midwifery students to meet these Standards will vary depending on the educational institution. Individual curricula at approved educational institutions (AEIs) are developed to meet the NMC's outcome focussed Standards of proficiency. This means that how programmes are delivered; what specific training is given on data, privacy, and rights; and where in the curriculum these aspects are covered will vary between AEIs.
- 17 As part of the approval process for a nursing or midwifery programme, an AEI is required to demonstrate that their curricula meet these Standards and our

Code, including the sections set out above relating to human rights and digital information.

- 18 In addition to taught learning within the AEI, learning around data governance and protection of data, ethics and human rights will also take place in the practice learning environment, again meeting the expectations of our Code and Standards as set out above.

Resources and public information

- 19 To support the implementation of the Code and Standards, in July we launched our [‘The best midwifery care happens in partnership’](#) resource for midwives.
- 19.1 These resources demonstrate to midwives how listening, and partnership are essential to support safe, kind and effective midwifery care.
- 19.2 Through real stories told by women, we showcase the impact of active listening on the experience and outcome of care. It also includes a set of questions to help midwives to reflect on how they listen to people and act on what they hear, in order to deliver the best possible care.
- 20 We have also launched our public information campaign: [‘People receiving care - For every pregnancy’](#).
- 20.1 This public information campaign focuses on the partnership between women and their midwives in the antenatal period.
- 20.2 The Code specifically states: “They (midwives) must recognise and respect the contribution that people can make to their own health and wellbeing and encourage and empower people to share decisions about their treatment and care.”
- 20.3 This work aims to increase the public’s understanding of what they can expect from their midwives and how they can make informed decisions about their care alongside them.
- 21 Although currently focused on midwifery taken together, these resources will support midwives to listen, respect and advocate for the rights of women and families in their care. This will extend to all aspects of the Code and Standards including data protection and privacy.

Further information

Jake Poulton
Senior Public Affairs Officer
public.affairs@nmc-uk.org

Andrea Sutcliffe
Nursing and Midwifery Council

28 July 2023

Dear Andrea Sutcliffe,

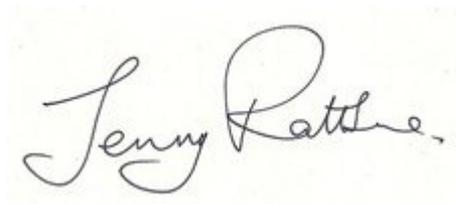
Inquiry into data justice

The Equality and Social Justice Committee has recently undertaken a short inquiry into data justice, with a focus on the use of personal data in the Welsh NHS. Further details, including the terms of reference, are available on our [website](#).

One of the issues raised during our evidence gathering was the importance of data security and effective information governance, as well as patient access to and control over their data and medical records. Given the role that nurses and midwives play in the handling of patient data, we would be grateful if you could outline what training is given in terms of ethics and human rights, to ensure that patients' rights are respected and protected.

We look forward to receiving your response.

Yours sincerely



Jenny Rathbone MS
Chair, Equality and Social Justice Committee



Jane Hutt AS/MS
Gweinidog Cyfiawnder Cymdeithasol a'r Prif Chwip
Minister for Social Justice and Chief Whip

Julie Morgan AS/MS
Y Dirprwy Weinidog Gwasanaethau Cymdeithasol
Deputy Minister for Social Services

Jenny Rathbone MS
Equality and Social Justice Committee
Welsh Parliament
Cardiff Bay
Cardiff
CF99 1SN

18 October 2023

Dear Jenny,

We are writing to you in response to the recent questions posed to us at our committee evidence sessions regarding our confidence in the care system for children in Wales.

We are in no doubt that professionals across the health, social care, and specialist VAWDASV sector in Wales do their utmost to support those in need. It takes a whole-system approach to ensure that vulnerable children and young people are safeguarded and supported effectively after they have experienced harm, and here in Wales, we are improving our cross-agency engagement and delivery.

Through the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Blueprint and the National Partnership Board, we are working towards a better unified approach to policy development and delivery between VAWDASV and Safeguarding. The VAWDASV Blueprint has a workstream specifically designed to focus on the needs of children and young people. Membership of the workstream spans the public sector, including education, social services, health and policing in Wales alongside specialist and third sector organisations, thus reinforcing the whole system approach to tackling VAWDASV.

With this partnership approach, the work will ensure clarity and consistency in terms of supporting children and young people. The workstream is also supporting the implementation of the relationships and sexuality education (RSE) to promote healthy relationships at all ages, as well as addressing peer on peer sexual harassment and abuse.

The National Training Framework's Ask and Act training is aimed at professionals who are in jobs where VAWDASV may be an issue for those they engage with. The training ensures that

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Gohebiaeth.Jane.Hutt@llyw.cymru /
Correspondence.Jane.Hutt@gov.wales

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Gohebiaeth.Julie.Morgan@llyw.cymru
Correspondence.Julie.Morgan@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

professionals can recognise the signs that someone is being abused, talk to them about it in a safe and sensitive way where appropriate, and offer options regarding services and support, quickly and efficiently. The Ask and Act framework was evaluated last year, and further evaluation around the Ask and Act programme will be discussed within the Blueprint workstreams to ensure the programme remains fit for purpose.

You also ask about our confidence in the systems to support and protect our children. This is informed through a range of evidence and activities. We have been able to discuss these in great depth and breadth as part of the work of the Children, Young People and Education Committee into the “*Radical Reform of Services for Care Experienced Children*”. During the most recent scrutiny session on 14 September, I was pleased to re-affirm our ambition to transform services for children, young people and their families. The Committee’s aspirations align with the work we are taking forward through our Transformation Programme of Children’s Services.

Alongside that Programme, I have previously shared with the Committee how the Single Unified Safeguarding Framework will provide a single consistent safeguarding umbrella and will enable swifter identification of learning outcomes and the wider dissemination and implementation of all learning on a pan-Wales basis.

Work is firmly underway to develop and deliver a National Practice Framework that will secure consistent practice and experience for children and families. We will be delivering up to 5 new standards of practice by the end of 2023 with further standards being co-produced by the end of 2024. The Framework will be the first set of national standards for children’s services in Wales, and sit alongside other all-Wales assurance mechanisms like the All-Wales Safeguarding Procedures and the associated Practice Guides.

Additionally, I have recently met the Members of the National independent Safeguarding Board to receive an update on some critical activities they will shortly bring forward as part of their responsibilities to report on the adequacy and effectiveness of arrangements to safeguard children and adults in Wales and to make recommendations to the Welsh Ministers as to how those arrangements could be improved.

We trust that this letter provides you with the assurance that you required, and welcome any further correspondence from the Committee with regards to this matter

Kind regards



Jane Hutt AS/MS
Gweinidog Cyfiawnder Cymdeithasol a'r
Prif Chwip
Minister for Social Justice and Chief Whip



Julie Morgan AS/MS
Y Dirprwy Weinidog Gwasanaethau
Cymdeithasol
Deputy Minister for Social Services

Document is Restricted