Providing refuge, support and advice for women and children experiencing domestic violence at home.



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women's aid
Belfast and Lisburn

Belfast & Lisburn Women's Aid

STRATEGIC PLAN

2016 - 2018



Celebrating 40 Years

women's aid
Belfast and Lisburn

working to end domestic violence

Vision, Mission, Ethos & Beliefs, Core Aims

VISION

Our vision is to end domestic violence in society and establish a future where domestic violence is unacceptable and women and children are safe in their homes.

MISSION STATEMENT

To provide safety and support for women and children who experience domestic violence.
To work for and with women and children to ensure their voices are heard and their needs are met.
To challenge attitudes and beliefs that perpetuate domestic violence as a form of violence against women.

ETHOS AND BELIEFS

Our work is underpinned by an ethos of self- help and mutual support, for women, with women, by women.
We believe that:

- With support, women can survive domestic violence and make positive changes in their lives.
- With support, children can survive domestic violence and move positively into adulthood.
- The most effective method of safeguarding children is to protect their mothers.
- Domestic violence is complex and can be best tackled by inter-agency partnership working.
- Domestic violence is a violation of the human rights principle, that we are born free and equal in dignity and rights.
- Domestic violence is a direct consequence of the unequal position of women in society and if discrimination is left unchallenged, violence against women will continue.
- By actively promoting equality and diversity, we can build a society where domestic violence is unacceptable.

CORE AIMS

- To provide temporary refuge for women and their children suffering physical, mental, financial or sexual abuse in the home.
- To offer support and provide information to any women who asks for it whether or not she is living in a refuge and offer supportive aftercare to women leaving refuge.
- To encourage the woman to take control of her own future, whether this involves returning home or beginning an independent life.
- To meet the needs of children and young people affected by domestic violence.
- To educate and inform the public, the media, the courts and statutory and voluntary agencies always mindful of the fact that abused women are a direct result of the general position of women in our society.

WHAT IS DOMESTIC VIOLENCE?

Domestic violence is the intentional and persistent physical, emotional or sexual abuse of a woman, and her children, in a way that causes pain, distress or injury and can lead to loss of life.

Domestic violence disproportionately affects women and children and is usually perpetrated by intimate partners and/or ex-partners. It is one of the most common and pervasive forms of gendered violence against women.

Strategic Objectives 2016-2018

STRATEGIC FOCUS

BLWA 3 year plan will provide strategic direction and governance to ensure that the organisation achieves its objectives and remains effective and sustainable and able to manage change into the future.

STRATEGIC OBJECTIVES 2016-18

- To promote self-help and assist in meeting the needs of women, children and young people for safety, support and advocacy who experience, or who are at risk of domestic violence.
- To raise awareness about the root causes of gendered violence against women including domestic violence, and challenge the attitudes that tolerate it.
- To monitor the threats and opportunities in a challenging funding environment and take proactive measures to maintain and develop services to women and children affected by domestic violence.
- To maintain high standards of delivery across all service areas and ensure that effective resources, governance systems and management structures operate.
- To ensure the organisation is effective, fit for purpose, remains sustainable and meets or exceeds all internal and external legal and compliance requirements.

OPERATIONAL OBJECTIVES 2016-18

- **Service Provision**

  All services to women and children - Refuges, Floating Support, Gateway, and children and young people. Monitor service demand and standards, highlighting emerging trends and patterns that impact on women and children.

- **Awareness Raising and Influencing Change**

  External training, networking, developing partnerships, lobbying, advocacy, highlighting emerging issues and trends, maintaining the organisational value base and self–help ethos.

- **Maximising Staff and Volunteer Resources**

  Staff and volunteers, recruitment, training and development.

- **Finance and Fundraising**

  Future planning, securing funding, managing buildings and assets.

- **Governance and Management**

  Sustainability, maintaining high standards, management and governance systems and processes in place, meeting all internal and external requirements, policies, procedures and quality assurance compliance and requirements.