



Guidance for MOVE Multi-agency Collaboration Model



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Guidance for the MOVE Multi-agency Collaboration Model WP4: Fine-tuned MOVE Multi-agency Collaboration Model

Deliverable Lead: Union of Women Associations of Heraklion

Contributors: Centro di Ascolto Uomini Maltrattanti, Associació CONEXS Atenció, Formació i Investigació Psicosocials, Psytel, European Network for the Work with Perpetrators, European Network of Migrant Women, Professor Marianne Hester, and Elli Scambor
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Guidance for the MOVE Multi-agency Collaboration Model

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1. Introduction

The implementation and fine-tuned MOVE **Multi-agency Collaboration Model** is the deliverable 4.3 of the WP 4 of the MOVE project which has been coordinated by the Union of Women Association with the collaboration of the MOVE project partners. Within the framework of WP4 the development of this text acts as the guidance document which is mainly based upon the structured process of needs analysis of engaged professionals entailing interviews focus groups and round tables was carried out in partner countries (EL,ES,FR, IT,).

This document includes the guidance for front line agencies dealing with male perpetrators of migrant background so to introduce and establish a functional multiagency process. This document includes the **guidelines** of multiagency collaboration Model (**D4.2**) (see Annex 1) available to professionals, based upon the work carried out by project partners through the task 4.1 of the MOVE project (focus groups round tables and interviews). This document is not only a manual of operation, but it includes the guidelines for the professionals, the analysis in which the model would be established, guiding the flows and job description among different actors, and setting the context which would be the appropriate one for the introduction and implementation of the MOVE Multiagency Model. This document includes all the appropriate information and knowledge needed to be in place so that the model to be adjusted and evaluated. Within the 24 months project period it's impossible to test the model operability and therefore its efficacy and adaptability. However, it is guidance for setting up the appropriate actors and coordination so that the model would be in operation and testing.

According to the results from the needs analysis of frontline professionals working with potential male perpetrators with a migrant background, it was found that:

- **Specific barriers** exist mainly in identifying and managing male perpetrators with migrant background due to language and communication barriers. These barriers were related to insufficient knowledge that was attributed to struggles/barriers that come with the migration process, and are trauma, socio-economic and ethnic origin/ race - related, deficits regarding cultural sensitivity, and institutional gaps in terms of migrants' access to resources and services;

- **There is a need for training** of professionals in methods and tools to recognize and prevent violence, to familiarize professionals with the risks of traditional concepts of gender (masculinity) roles, to focus on cultural factors and personalized experience free of stereotypes and prejudices;

- A need for **structural changes** regarding Perpetrators' Programmes (PP) among migrant populations prevails; providing legal and social-focused counseling, awareness on issues related to equality between women and men and stereotypes, as well as sexuality and mental health issues, creation of common risk assessment tools, strengthening of collaborative networks, and adoption of protocols and a multidisciplinary perspective;

- There is a **lack of resources** at the institutional level, such as: adequate services for male perpetrators with migrant background, appropriate care provision, interpreters/intercultural mediators, and adequate and qualified staff to intervene in male perpetrators with migrant background;

- There are no standardized **referral procedures and pathways** because of no clear services, lack of knowledge about the existing services and expertise professionals;

- There is a **lack of cooperation and coordination** between Victim Support Services (VSSs) and PPs;

- There are **barriers regarding the cultivation of cultural competence** (Figure 1: Barriers regarding the Cultivation of Cultural Competence). Communicational obstacles (e.g., the need for translation) make the continuation and completion of any procedure challenging. Professionals' lack of awareness about cultural issues and, as a result, a culturally non-sensitive approach leads perpetrators not to trust the service providers. Additionally, professionals' lack of training in such interventions impedes the whole process. Finally, the lack of socio-economic provisions for these services makes it difficult for the professionals to complete their interventions.

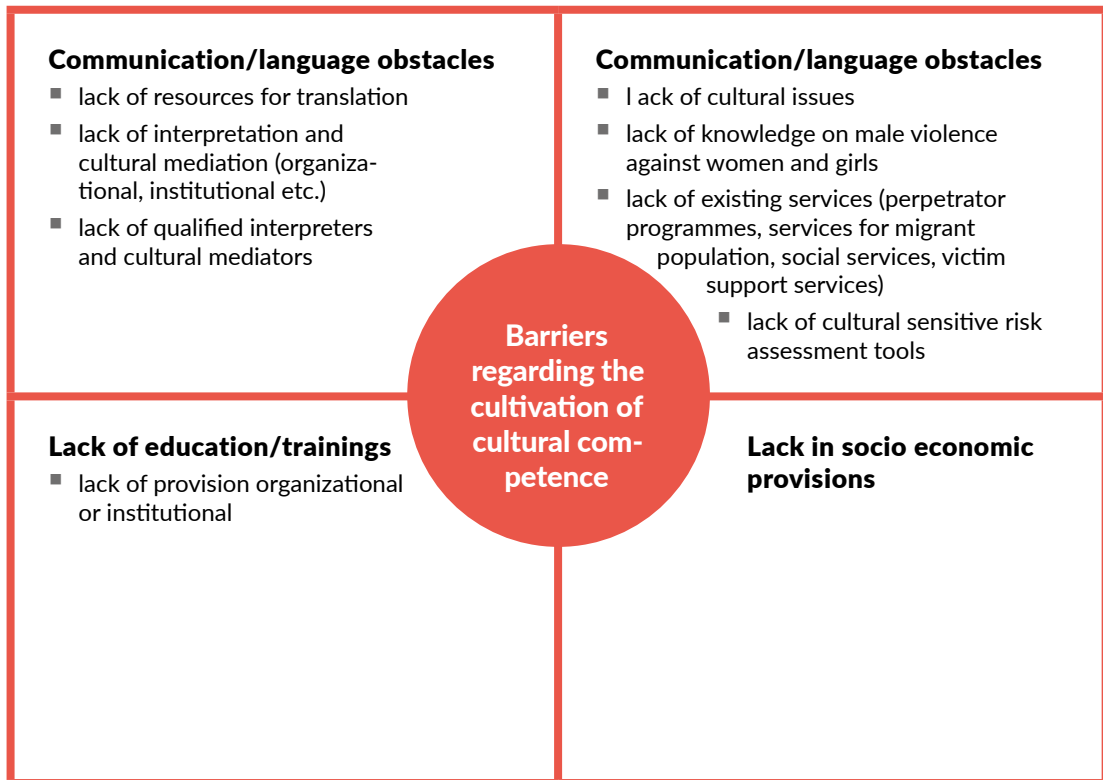


Figure 1: Barriers regarding the Cultivation of Cultural Competence

1.1. Lack of knowledge regarding power structures and mechanisms of subordination in society

The needs assessment phase was followed by roundtable discussions between professionals who are in contact with or are likely to come into contact with male perpetrators with migrant background. The main concern was the need for a structured response protocol for migrant male perpetrators and how that might differ from cases of refugee male perpetrators, due to the different legal and conceptual framework (e.g., relocation processes etc.), the time pressure, the different professionals and services involved and the different interests and needs of people being served. Thus, the protocol should incorporate a differentiated risk assessment pathway, and protocols for collaboration of different professionals, including cultural relativism and rule enforcement.

Therefore, the **MOVE Multi-agency Collaboration Model** provides a structured protocol, and its development is based upon the “bottom-up approach” in accordance with the needs of engaged professionals at the local and national level in the four EU countries.

1.2. Sources of the MOVE Multi-agency Collaboration Model

The **MOVE Multi-agency Collaboration Model** was developed from two corresponding models: the Community Coordinated Responses (CCR) to Violence Against Women and Girls (VAWG) and the Multi-Agency Collaboration to manage perpetrators of violence. These models are well-evidenced as good practices and have been proven effective in responding to violence.

The **MOVE Multi-agency Collaboration Model** adjusts the outcomes of these two models in order to fulfill the specific requirements that emerge in the management of male perpetrators of VAWG with a migrant background.

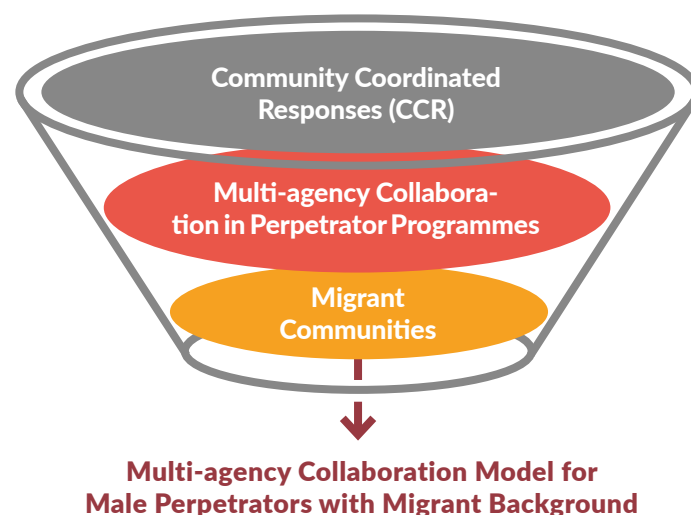


Figure 2: Sources of the MOVE Multi-agency Collaboration Model

2. Conceptual Framework

Perpetrators of VAWG need immediate attention and intervention. Identifying and managing perpetrators of violence is often a difficult task due to perpetrators generally not taking responsibility for their actions. Therefore, they are usually identified indirectly either through the criminal justice system (GJS) or through their victim's complaints or requests for support or other social services. As a result, a coordinated response from all professional stakeholders is a high priority (Figure 3: Needs of Male Perpetrators (Risk Group)).

Taking into consideration that the main aim of the **MOVE Multi-agency Collaboration Model** is to ensure a more effective management of incidents with male perpetrators with a migrant background, it is important to define what the migrant background is. In the context of this publication, migrant background is understood to be a background of a person who:

- (a) migrated to the present country of residence (first generation migrant); and / or
- (b) previously held a different nationality from their current country of residence; and / or
- (c) at least one of their parents previously entered the present country of residence as a migrant (second generation migrant).

It must be noted that some elements in the **MOVE Multi-agency Collaboration Model** will be applicable to all groups of men with migrant background, whereas others (such as concerning interpretation) would be more relevant to the first-generation migrants. However, regarding the second-generation migrants, culturally sensitive approaches could be useful to resolve the conflict of the cultural elements and differentiates between the country of origin (that they have never lived in) and the country of residence (that they have been born and live).

The work with male perpetrators with a migrant background demands a specialized approach due to the different levels of abstraction (Figure 4: Levels of Abstraction). A structured and differentiated approach is needed to both male perpetrators of violence against women, and the structural violence and/ racism in the country of residence.

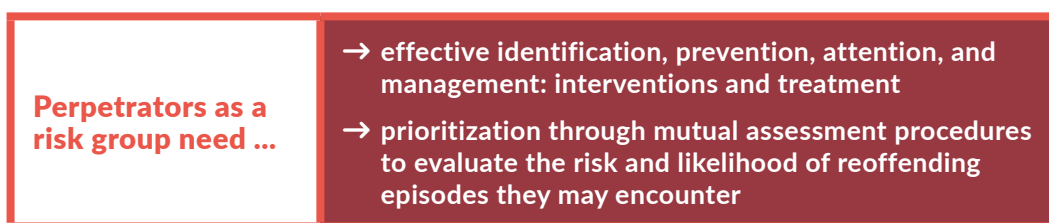


Figure 3: Needs of Male Perpetrators (Risk Group)

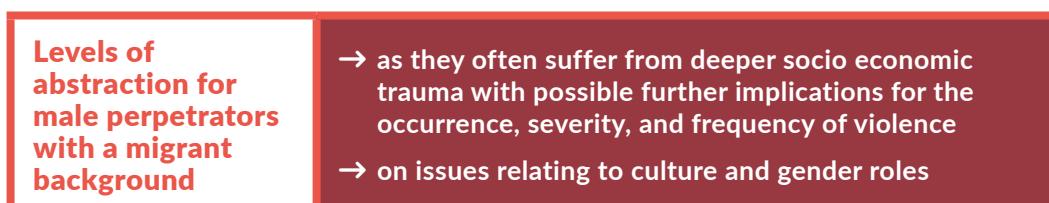


Figure 4: Levels of Abstraction - Vess, J., Barker, G., Naraghi-Anderlini, S., & Hassink, A. (2013)

→ Therefore, the **MOVE Multi-agency Collaboration Model** establishes a precise and structured method of identification, an effective referral pathway (also offering alternative solutions in cases where there are no services to refer to), and an efficient management plan including cultural sensitivity and individualized interventions.

3. Mutual understanding

There are specific topics in which all the involved professionals need to adopt a common (shared) understanding with a view to ensuring an efficient intervention regarding male perpetrators with a migrant background.

3.1. Violence against women and girls

- Violence against women and girls is, amongst other root causes, based on stereotypes resulting from traditional perceptions of “gender roles” based on power inequality, men representing the dominant class in society and women/girls being the recipient of systemic violence and inequality. Although there aren’t causal factors leading to VAWG, traumatic experiences and stress factors linked with the perpetrator’s migration history are to take into consideration when addressing the situation; to determine and tailor the best and most effective response to deal with them, after ensuring the victim’s safety, since they can hinder the counselling process and outcome. Priority should be given to the victim’s protection in any situation.
- VAWG is a pervasive and deeply rooted social phenomenon that affects all women and girls in society. Work with perpetrators, with or without migrant background, is based on the understanding that violence is rooted in culture (normalization of violent behaviors, justification of sexual violence, anticivilization of women, valorization of ‘dominant’ and ‘violent’ traits in men, etc.). The common conception of masculinity involving invulnerability, strength, fearlessness and courage can amount to men reproducing violent/aggressive behaviors to prove their manhood/dominance to themselves and others. These behaviors can negatively impact women, children, other men and perpetrators themselves. All cultures carry sexist stereotypes that are harmful to women and girls, as well as society as a whole.
- The focus of perpetrators programs should be on perpetrators’ accountability.

VAWG/Abuse should never be tolerated, and culture should not be an excuse for violence. When working with male perpetrators with migrant background, one should NOT minimize and actively provide tools and resources to deconstruct any justification for cultural relativism that could be used to avoid taking accountability for one's views or actions.

3.2. Indicators of a culturally sensitive care system

- Engage and deliver a subject-oriented approach, namely individualized care to people with different values, beliefs, and behaviors;
- Provide organizational skills to staff and develop procedures adapted to the socio-cultural-linguistic needs of individuals so to monitor compliance with cultural competence and reduce disparities in service delivery;
- Assess intercultural relationships, be vigilant to the dynamics arising from cultural differences, expand cultural knowledge, and adapt services to meet culturally specific needs;
- Understand the integration and cultural meaning of violence, impact, and treatment outcomes;
- Working towards a common culturally sensitive understanding of violence and the deconstruction of sexist stereotypes;
- Recognize the inherent challenges in attempting to separate "social" (e.g., socioeconomic status, supports/stressors, environmental risks) from "cultural" factors;
- Understand the differences between cultural, ethnic, and racial groups (APA, 2020) without essentializing them;
- Create an environment where individuals could be free to express themselves.

Cultural competence is the interdisciplinary capacity of a care system to engage and deliver high quality care to beneficiaries with different values, beliefs, and behaviours.

4. Description of the MOVE Multi-agency Collaboration Model

Below we will describe the consolidated **MOVE Multi-agency Collaboration Model**. It aims to assure coordinated access to services, effective cooperation between services and professionals holding the perpetrator accountable. A significant element to this process is to ensure constant and continuous communication and exchange of information between the services involved. The dissemination and involvement of Perpetrator Programmes in this model of cooperation and communication channel are considered of paramount importance.

Note! Due to the local dynamics of each ecosystem in different countries, the **MOVE Multi-agency Collaboration Model** provides **flexibility to adapt**.

4.1. Key principles of the model

The structure of the **MOVE Multi-agency Collaboration Model** is based on the principles underlying the Community Coordinated Responses (CCR) model. These principles have been adapted to the migrant population and reflect the thematic framework of multi-agency cooperation when dealing with a case of perpetration of VAWG by male migrants.

4.1.1. Common understanding

The adoption of evidence-based, legally accurate and up-to-date definitions and concepts is of great importance to assure a common approach by every stakeholder and professional. They need to share knowledge, use common tools, and be focused on specific topics regarding the area of their activity.

Issues related to violence	Issues related to gender stereotypes	Issues related to culture
<p>Sharing a common definition of VAWG: professionals need to be aware, familiarize and, at last, deeply understand what VAWG is in terms of giving meaning and experiencing it; while a co-construction of a common “understanding” would foster multi-agency communication and collaboration. This definition should be based on national and international legal frameworks</p> <p>Overall knowledge of the laws related to VAWG is also needed.</p>	<p>Awareness of the different socialization and expectations for girls and boys / women and men: Being familiar with this perspective enables professionals understand the barriers and violence women and girls may have face</p>	<p>Adoption of intersectionality and anti-racist perspective, while ensuring the universality of women’s human rights is a common basis of understanding: Through such approaches professionals can combat discriminations against migrants and more specifically migrant victims and/or perpetrators, tackle the stigmatization of perpetrators not because of having perpetrated VAWG but of the fact that they are migrants, acknowledge by that heal traumatization and secure integration procedure.</p>

Issues related to violence	Issues related to gender stereotypes	Issues related to culture
<p>Awareness of risk factors for prevention: In terms of a comprehensive risk assessment, deep knowledge and familiarization of the risk factors of VAWG is of great importance in terms of prevention of violence per se, but also of prevention of further violence, escalation, recidivism and femicides</p>	<p>Impact of gender on cooperation: Understand how gender may affect every aspect of collaboration, including, professional cooperation, and encompass this aspect in everyday working</p>	<p>Knowledge of immigration law and procedures: This kind of knowledge gives professionals the opportunity to consider the related immigration issues and experiences this specific population may face. In this way, they can assist people with migrant background to overcome the corresponding challenges and barriers, by protecting their rights, preventing and/ or treating their violation, and informing them about, preparing, and accompanying them, whenever possible, during the corresponding processes.</p>
<p>Use common risk assessment tools: enable communication and collaboration among professional and services and foster the maximization of victims' safety</p>	<p>Knowledge of the human rights framework: no effective work can be achieved if there is insufficient understanding of the human rights framework. All professionals involved should be highly aware of the human rights and the specific rights of the people being served, as well as the possible violations of these rights during the procedure.</p>	<p>The different aspects of migration: While refugees are migrants, professionals should be aware of the different needs and challenges, as well as of the different laws and procedures that refer to migrants and refugees, in order to assist them in a more effective and sufficient way,</p>
<p>Institutional, political and cultural violence: it is important to broaden professional knowledge about institutional, political and cultural violence, that women and girls often face, since in many cases they are not given due attention with regard to people with migrant background. In addition, professionals should be trained to be able to respond if necessary to such needs and situations.</p>		<p>Impact of cultural diversity on cooperation: Know about cultural diversity and understand how it can impact professional cooperation so as to avoid malpractices and neglect of important factors</p>

Issues related to violence	Issues related to gender stereotypes	Issues related to culture
Focus on victim protection and perpetrator accountability (e.g., information events, workshops): both aspects are necessary in terms of providing coordinated and holistic approaches and interventions		Understand the structural and systemic violence faced by all women and girls in society, and the specific impact on women with migrant backgrounds. This includes inequality and discrimination in the public and private spheres, the employment sector, etc.)

4.1.2. Guidelines & Policies of Work

Guidelines and policies in the collaborative management of victims and perpetrators of VAWG are considered a prerequisite for effective work to make intervention steps clear and reduce the possibility of risk. The adoption of standardized protocols (**Standardized Cooperation Protocols**) and policies/methods (**Standardized Policies/Methods**) leads to more comprehensive and effective interventions, while in combination with the improvement of working conditions (**Working conditions**), sustainability to the operation of a multi-agency collaboration is provided.

Standardized cooperation protocols	Standardized policies/ methods	Working conditions
Established referrals of victims to VSS	Approaches focused on the migratory experience	Offer decent working conditions and permanent employment
Established referrals of perpetrators to judicial authorities	Legal aspects on information, rights & support	Existence of sufficient staff
	Provision of supporting resources/networks	Spaces, mechanisms and resources for the staff in contact with the perpetrators and situations of violence to deal with the psychological impact of this work

4.1.3. Networking: Information sharing, inter-agency communication, and decision-making procedures

As far as networking is concerned, a coordinated structure needs to be created to enable all stakeholders to respond to the maximum according to their capacities and responsibilities.

Who?	How?	What?
Involvement of all stakeholders (No exception of lawyers & police)	Demanding resources for migration (e.g., budgets, staff, security) in order to be able to build policies and thus networking for an adequate response to violence among the migrant population.	Minimal structure in informational sharing
	Confidentiality issues <ul style="list-style-type: none"> Respect on each part of cooperation 	Careful sharing of information from medical services in case of diagnosed serious illnesses and the need for joint action and response to better serve the specific needs of these cases from all agencies
	Different contact & cooperation with each service	Sharing less information by psychosocial services to maintain the security of personal data, unless there is a need to assess the level of risk, episodes of possible recidivism of violence, further mental health assessment and informing the relevant services in case of a high escalation of violence
	<ul style="list-style-type: none"> Flexibility in communication & decision making Regular Meetings Clear roles & responsibilities Formal paths of cooperation Stable structure & Supervision 	Objectify risk indicators
		Establish clear methodology

4.1.4. Tracking & monitoring procedures

A strong monitoring mechanism helps eliminate mistakes by services and professionals and contributes to female victims' protection and children's best interest, while making the intervention with male perpetrators more efficient. This mechanism is important to gather qualitative data, check the effectiveness of tools and services, receive feedback from participants, and increase knowledge of VAWG and intersectionality (**Utility**). Through the monitoring procedures, better networking, regular meetings, and the development of procedures, methods, and tools are provided (**Efficiency**). Given the migrant population, there are particular challenges, which reinforces the need for a clear framework that includes knowledge of the migrant context, needs and barriers arising from different cultural elements and intersectionality.

Methodology	Usefulness	Efficiency
Essential knowledge of the VAWG & migration context	Gathering qualitative data	Generation of better networking
Breaking down cultural relativism of violence (Culture should not be seen as a causal factor of VAWG!)	Using of intersectionality as an analytic tool	Regular meetings
Database & annual care reports	Checking the effectiveness of tools & services provided	Development of procedures, methods & tools
	Receiving feedback from beneficiaries	

4.1.5. Development of an optimized victim support system

Although the target group is male perpetrators with migrant background, the focus of multi-agency interventions should remain on the safety of victims by evolving the services provided. Therefore, the already existing services need to be optimized (**Optimization of services**), while professionals from different services need to adopt mutual risk assessment tools, be aware of the procedures and what steps to follow (**Methods of Intervention**).

Methods of Intervention	Optimization of services
Provision of common risk assessment tools to victims and migrant male perpetrators of VAWG	Provision of trained interpreters & cultural mediators
Standard risk assessments for migrant perpetrators	Cultivation trust relationship between professionals
Awareness of intervention procedures and steps by professionals	Information desks for migrant population

Methods of Intervention	Optimization of services
Empowerment & protection by professionals when entering a service	Provision of resources & budgets
Referral to specialized services	Employability counseling
	Better networking between services
	Establishment of cooperation protocols

4.1.6. Dealing with (migrant) male perpetrators

Perpetrators need to be dealt with in line with human rights and cultural sensitivity either in the case of a criminal offense that may affect the course of the criminal proceedings (**Legal Proceedings & Penalties**) or in the process for Dealing with (migrant) Male Perpetrators.

Dealing with (migrant) male perpetrators	Legal Proceedings & Penalties
Awareness & dissemination of services dealing with perpetrators	Provision of trained interpreters & cultural mediators
Awareness & dissemination of services dealing with perpetrators	Migrants are often treated as criminals/perpetrators and punished due to prejudice and cultural relativization of violence
Deconstruction of gender stereotypes including toxic models of masculinity	Male migrant perpetrators may be more easily accused of VAWG, due to their migration identity and not based on accurate criteria (e.g. the violence perpetrated) but do not attend trials
Destigmatizing migrants regarding their migrant background in conjunction with the violence and crime	Removal of children from perpetrators after complaints against them
Professionals need to enhance their awareness of Intersectionality issues	
Professionals need to recognize the equal (between migrant and non-migrant male perpetrators) right for handling and resources	

4.1.7. Addressing the harm that violence against women causes to children

The impact of violence on children should never be neglected in a coordinated multi-agency collaboration. Protecting them through (**Child Protection Interventions**) is a priority and parental awareness is required at every level, while parents need to be considered (**Parental issues**).

Child Protection Interventions	Parental issues
Legal measures to ensure overall safety & reduce secondary victimization risk	Assessment of parenting skills (without assumption that all cultures behave and raise their children in same way) and with the understanding that a violent husband cannot be considered a good father as the violence's impact on the child cannot be ignored
Flexibility in child protection law when need fathers' consent	Imposition of security measures towards the perpetrator - parent who has used violence against the woman and/or, or not on the child, depending on the level of violence and risk
Coordination with the local associations	Raising awareness among mothers to recognize violence perpetrated against them and their children is crucial.
Interventions in the school context	
Involving children in Risk Assessment process	
Not using children as interpreters or cultural mediators	
Applying a gender-differentiated approach to girl and boy children and taking into account that girls are significantly more likely to be victims of sexual assaults within families with the presence of violent male offender, and the gendered dynamic between an offending father and daughter and between an offending father and son, can produce different impact on girl and boy children	

4.1.8. The dual action/objective of the Model

The aim of the MOVE Multi-agency Collaboration Model is twofold: it seeks to ensure the protection of women and child victims/survivors of violence (**Victim Protection**) and to hold male perpetrators with migrant background accountable (**Migrant Perpetrator Management**). Professionals from both Victim Support Services and Perpetrator Programs require additional training in specific topics to effectively achieve this dual objective (**Content of Training**).

Victim's Protection	Content of training	Management of Migrant Perpatrators
Competence in procedures & methodology	Create a space of collective thinking that will enable the participants to deconstruct stereotypes and grasp a common understanding of violence, based on universality of human rights and encompassing the wide spectrum of the violence on a continuous basis (coercive control, symbolic violence, physical violence, sexual violence, administrative violence, structural violence, etc.)	Information on specialized services & referral
Access to primary care services	Increase knowledge about victims' safety & perpetrators accountability and programs that enable it	Need for training the staff to study and set up procedures
Thorough communication, interaction & coordination among primary and secondary care services	Knowledge and understanding of migration-related policies and laws. Learning immigration law	Provision of resources & accessibility to social assets (e.g., health, employment, education, other social assets)
Provision of resources & accessibility to social assets (e.g., safe shelters, health, employment, education, other social assets)	Learning in multicultural multi-agency cooperation	Adopting an anthropological/ non stereotypical perspective and action, treating them as people who have committed violence but also cultivating the perception of the possibility of changing attitudes & behaviour
	Promote women's rights-centered approach – break up racialization and patriarchy	Use of specific tools & methods, such as mutual/ common risk assessment, motivational interviewing, behavioral change and accountability raising, trauma-informed care, child-centered approaches etc.

5. Interaction Flows

According to the analysis conducted, the following functional – **circular and complementary** – interaction between the stakeholders emerged (Figure 6). At the same time, the flow of their interaction should be considered bi-directional.

5.1. The MOVE Multiagency Collaboration Model

Following the MOVE Multi-agency Collaboration Model, when agencies are asked to manage a case of a male perpetrator of VAWG with a migrant background it would be useful and effective to consult the following suggested interaction flow.

If a male migrant perpetrator is arrested by the police and referred to the Criminal Justice System, it is preferable to conduct a thorough investigation before referring him to a Perpetrator Programme, in accordance with the terms of reference of these services.

When the Perpetrator Programme takes over its management, it undertakes an initial assessment and makes referrals to relevant social services for migrant population or not if it does not exist, specialist mental health services, and hospitals to meet reported or diagnosed psychosocial and health needs. If the need for legal assistance or concerns about the possibility of child abuse arise, referrals are made to services specialized in the migrant community or migrant legal consulting in the first situation and to child protection services in the second case.

A migrant male perpetrator may also be detected indirectly by accompanying his wife and/or child and witnessing his behavior towards them, or directly by identifying indicators of violence in direct contact with him when he attends social services separately. If psychosocial and health issues occur or need for legal aid and a threat to the children's safety, the flow of interactions adheres to the previously defined structure. Referrals are made to Perpetrator Programmes, however, to develop a therapeutic plan.

In addition, a male migrant perpetrator of VAWG is identified indirectly through Victim Support Services, and after reporting to prosecution authorities, can be linked, and referred either to frontline social services for the migrant population or directly to Perpetrator Programmes by order of the prosecution.

Throughout interactions, the various stakeholders could **maintain contact and communication** by exchanging the updated information they receive.

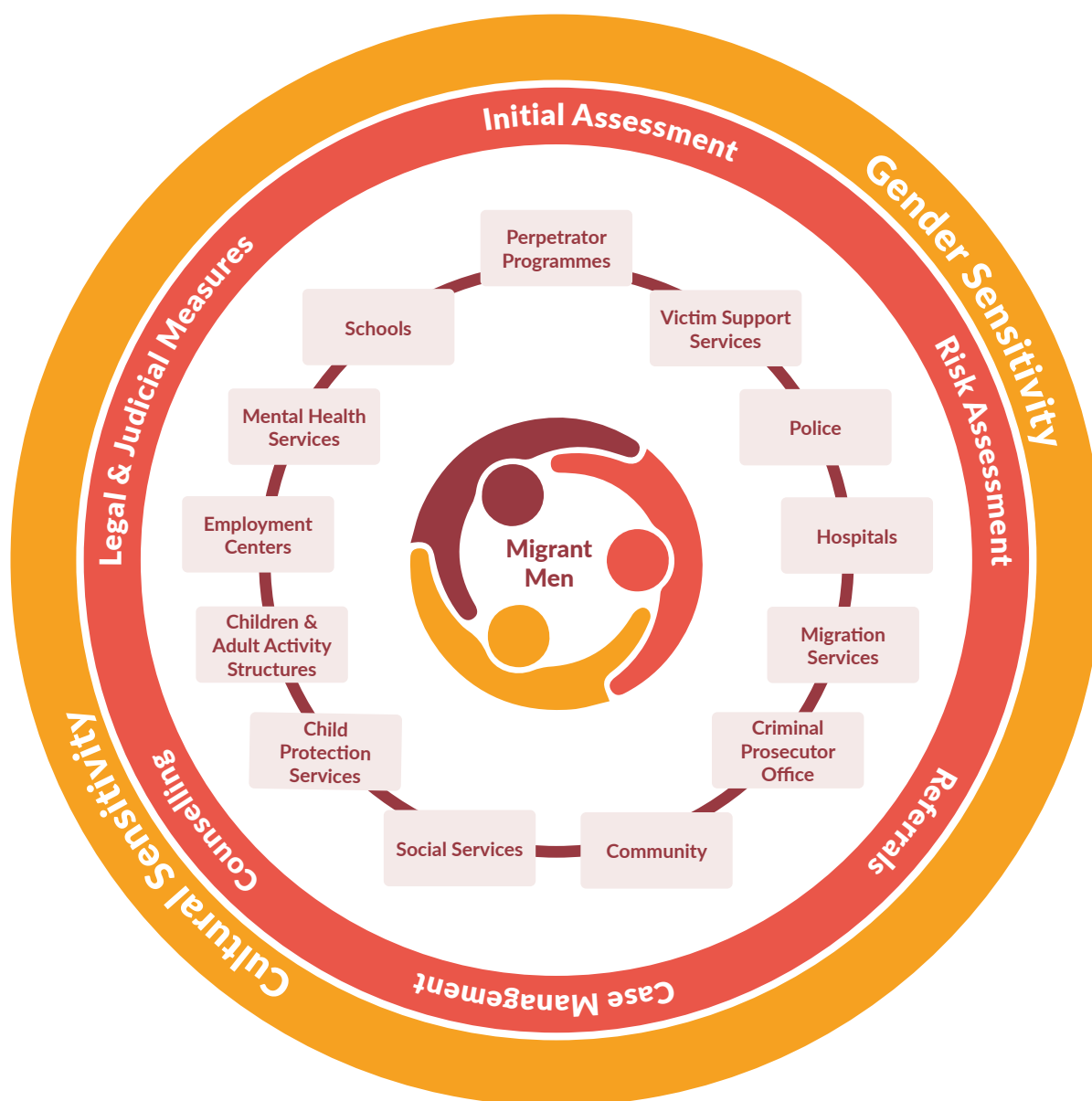


Figure 6: MOVE Multi-agency Collaboration Model

The **MOVE Multi-agency Collaboration Model** is divided into **three phases** (figure 7) of intervention in terms of scope and cooperation:

→ **First Phase:** There are the frontline services that provide “primary” interventions. These appear to be responsible for both screening and initial assessment of the needs – legal, health, psycho-social, employment, educational - and challenges that beneficiaries may face. This category includes Police, Criminal Justice System - prosecution, or other judicial authorities - and social services, such as migration services, health services, parent support centres, childcare and education services. All the professionals of the afore-mentioned frontline services need to be trained in identifying and recognizing both victims and perpetrators of violence, knowing and administering risk assessment tools.

Note! This category also includes all the services that are located in territorial regional units and lack the necessary measures and tools to provide specialized services.

They, therefore, need to have defined cooperation networks and referral pathways to refer the perpetrators of violence with a migrant background that they identify to the relevant and specialized services.

→ **Second Phase:** There are all the other and additional services that provide "secondary" interventions, but not specialized work with perpetrators. The role of these services is to meet the needs that emerged from the initial assessment in case they cannot be met during the first phase. They may be either the same services or other services with more focused provisions where perpetrators can be referred to. They include social services such as afternoon recreational spaces, social housing, employment centers, mental health care, child protection services, schools, legal services, and health care facilities.

→ **Third Phase:** There are services that provide more focused and specialized psychosocial interventions for perpetrators. The Perpetrator Programmes and Victim Support Services are included in this category. They provide psychological support, counselling, and treatment following the development of a case management plan in collaboration with all the services involved. Taking into consideration that services in this phase may cooperate with services of phase two, a referral is possible to be made immediately from phase 1 to phase 3.

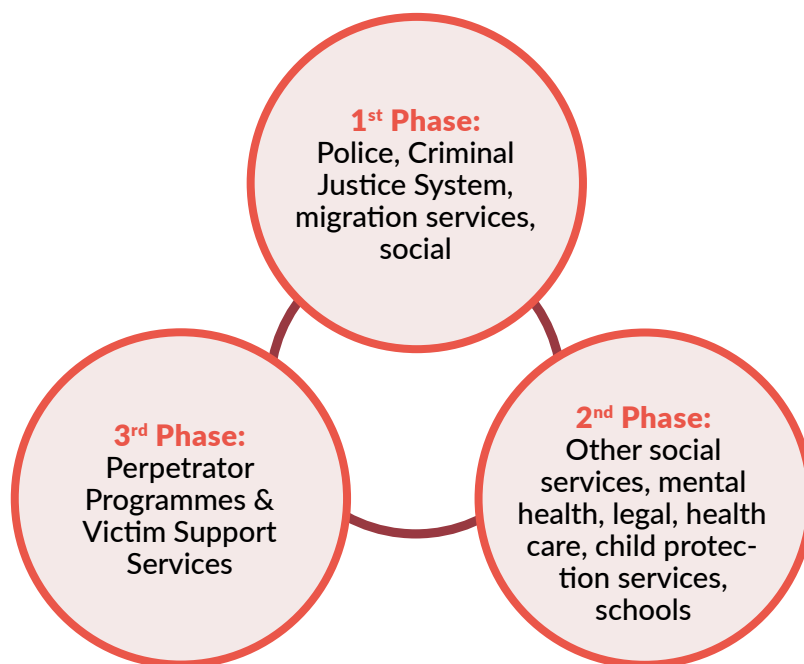


Figure 7: Circular & complementary interaction flows between the stakeholders

However, it is undeniable that interactions are important between all services and professionals involved (Figure 7: Circular and complementary flows of interaction between stakeholders). They need to cooperate and have open channels of communication with each other. Referrals of incidents of violence, whether perpetrators or victims/survivors, can be made between any of the above-mentioned phases of interventions or services. Therefore, every professional and service must be prepared and able to interact with all other stakeholders.

6. Factors

In order to ensure the operation of **MOVE Multi-agency Collaboration Model** for male perpetrators with migrant backgrounds, there are three principal factors to be considered:

- Stakeholders and services involved in the procedures.
- Professionals that are in contact with male perpetrators or are likely to be in contact with them.
- The benefits that are produced by the processes and the interactions of the **MOVE Multi-agency Collaboration Model**.

6.1. Stakeholders and services

The possible stakeholders and services from the public and private sectors in coordinated **MOVE Multi-agency Collaboration Model** are categorized as:

Agencies and professionals directly involved in the management of incidents of violence:

- **Victim Support Services** and
- **Perpetrator Programmes**

Frontline agencies and professionals involved both directly and indirectly in the management of cases of violence, such as:

- **police,**
- **criminal justice system: prosecution or other judicial bodies,**
- **social services,**
- **migration services,**
- **child protection services,**
- **schools & early childcare and education centres**
- **parents and family support centres**
- **health care facilities,** and
- **the community in general.**

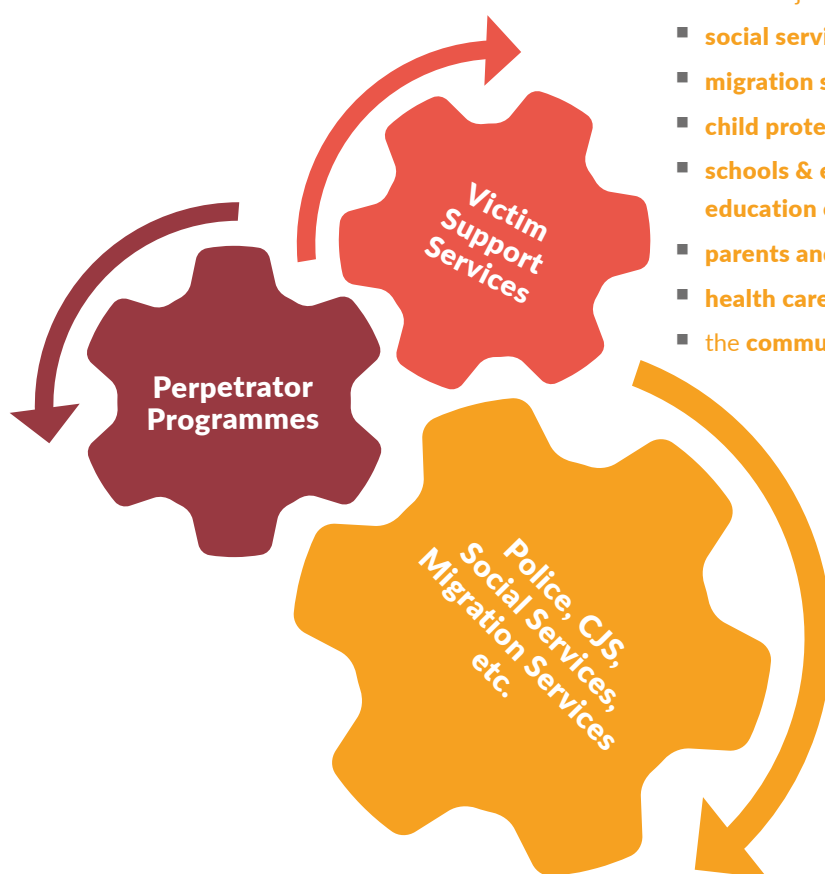


Figure 8: Stakeholders and services in the coordinated MOVE Multi-agency Collaboration Model

6.2. Professionals

The professionals potentially involved in the **MOVE Multi-agency Collaboration Model** are legal practitioners, prosecutors, police officers, medical and nursing staff, mental health specialists such as psychologists, ethnopsychologists, psychotherapists and psychiatrists, teachers and social pedagogues, social workers, administrators, intercultural mediators, interpreters/ translators, and humanities specialists - social science professionals such as social workers, sociologist and anthropologists.

Professionals involved in the case management of a perpetrator with a migrant background must be aware of their own obligations and responsibilities, as well as the obligations and responsibilities of the other organizations involved. Depending on their position, they are responsible for carrying out the necessary actions, interventions, managing tools and communication to provide the best possible benefits. They must also be aware of the limits of their role and refer to the relevant services and professionals when their capacities are exhausted. They are also responsible for scheduling multi-agency collaboration meetings and determining the topics to be discussed.

6.3. Benefits

At a first level, in terms of the population served, the implementation of the **MOVE Multi-agency Collaboration Model** for the management of male perpetrators of VAWG with a migrant background increases the likelihood of meeting their needs in a multifaceted and holistic manner. Regular meetings between professionals update their knowledge of the cases, and depending on the broader context, collectively decide on their course.

Moreover, joint psychosocial and risk assessments, risk management and the provision of proper psychosocial care by each service prove more feasible to ensure successful long-term interventions. Developing some intersectional collaborative practices, such as frequent inter-agency and multi-agency meetings, round tables, and focus groups, which usually have a positive impact and where feedback and cooperation mechanisms become stronger. Thus, they may bring significant benefits in terms of accountability and motivation for change for male perpetrators of VAWG with a migrant background, reducing the risk of these behaviors continuing.

Simultaneously, it protects professionals on a psychological and practical level, underlining the importance of collective responsibility in dealing with a male migrant perpetrator of VAWG, which necessitates the collaboration of multiple agencies. As a result, professionals and, by extension, the organizations they represent gain by respecting their individual/personal and professional boundaries, allowing them to develop and enhance their potential through mutual support. Finally, multi-agency collaboration allows professionals to be more confident in their intervention tactics while reducing the likelihood of harm and error.

The professionals are thus not only confronted with the perspective of male perpetrators solely in counselling or therapeutic individual settings. In consultation with other professionals involved in the case, they can get an overall picture of the case and thus better understand the statements of male perpetrators in counselling and therapeutic work.

7. Parameters

The **MOVE Multi-agency Collaboration Model** is operative through the specific parameters:

- Institutional Framework
- Skills of Professionals
- Tools
- Processes
- Monitoring – Evaluation

7.1. Institutional Framework

The engagement of both public and private actors strengthens the holistic perspective sought by the **MOVE Multi-agency Collaboration Model**. Reconciling these two disparate institutional stances is a critical problem for a more effective response to perpetrators of VAWG with migrant background. The identification of joint interests with socio-political implications from institutionalizing their cooperation must be recognized as an important feature.

Public actors will benefit from the introduction of innovations in methodology, tools, and ideas derived from their collaboration with the private sector. This will have a favorable impact on their functioning. Additionally, the private sector will assist the public stakeholders in overcoming barriers by leveraging its extensive experience and know-how. Furthermore, the intrinsic power of the public sector and the potential for change should not be underestimated. As a result, operating and cooperating in terms of an institutional framework leads to the improvement of the efficacy of these sectors' activity and addresses the phenomenon of violence in a more effective way.

7.2. Skills of professionals

The existing skills of professionals need to be strengthened with additional knowledge. This requires quality standards and good practice through expertise in the specific field, continuous professional development, and specific training on relevant topics. Stakeholders and professionals involved need to be further trained in relation to the identification and management of male perpetrators with a migrant background through a coordinated response with a culturally competent multi-agency partnership.

7.3. Intervention methods

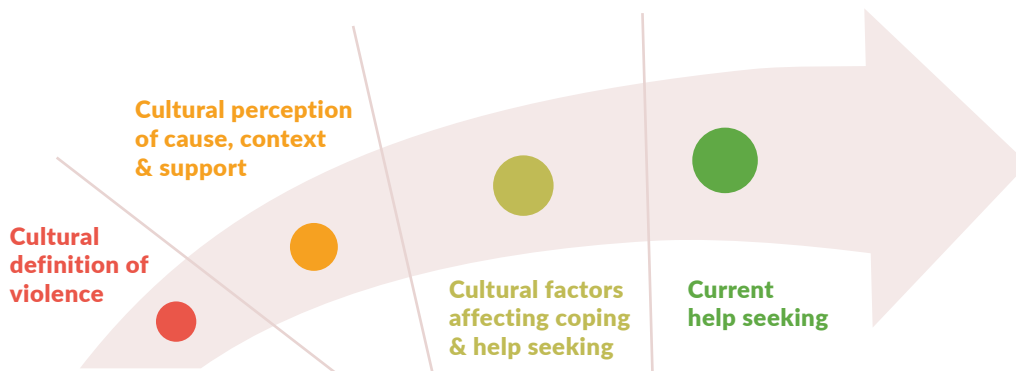


Figure 9: Steps for Cultural Competence (APA 2013)

Methods and therapeutic approaches that have been proven effective in terms of psychosocial counseling male perpetrators and other tools related to both risk assessment and evaluation of recidivism episodes of violence are considered of paramount importance.

On the one hand, when dealing with male perpetrators with a migrant background, cultural issues must be considered, as well as cultural sensitivity, to ensure the best possible communication, understanding of the cultural interpretation of violence, and the most appropriate individualized help or psychosocial intervention. By cultural interpretation of violence, it is implied that, violence should not be seen, linked to and thus, justified by the cultural background of migrants; cultural issues could not be an excuse for the violence perpetrated either for the perpetrators or for the professionals dealing with the phenomenon. In thin way, it could lead in obtaining the assistance that is most likely to be beneficial for the problem at hand.

On the other hand, risk management mitigation needs to be considered to ensure effective multi-agency collaboration (Albuquerque, et al., 2013) through:

- **Monitoring:** continuous risk assessment enables risk and safety management techniques to be modified as necessary over time to address evolving violent experiences and circumstances. Individual agencies may carry out this monitoring, but it is best if several agencies collaborate on a case management procedure.
- **Support services:** provision of health and social services to empower victims-survivors. This could involve giving people access to legal counsel, employment, housing, educational opportunities, in addition to attending to their overall health and well-being requirements.
- **Supervision:** through coordinated risk management procedures and suitable Perpetrators' Programmes, regulating and monitoring the behavior of perpetrators. This involves making sure that perpetrators follow the conditions of intervention orders and promoting the safety of victim-survivors.
- **Safety planning:** entails mobilizing resources to actively protect against future violence and the severity of its consequences. The aim is to anticipate and prevent violence in order to minimize the damage it causes if it continues. Safety planning should be directed or established in conjunction with the victim and can be carried out by a variety of cooperating entities.

7.4. Processes of coordinated response

The coordinated response process of the **MOVE Multi-agency Collaboration Model** requires a sequence of specific steps. These processes ensure a stable structure regarding the way in which services and professionals should work and interact according to their role in each stage of the intervention and collaboration.

Professionals must follow a procedure that incorporates a culturally sensitive approach, common risk assessment, and generally common methods and tools to accomplish the desired objective of holding perpetrators of VAWG with a migrant background accountable and maximizing the protection of victims/survivors. The following process should be culturally aware and gender-sensitive, as both are key points for understanding and communicating with male perpetrators with migrant background.

In all the following procedures it is useful to take into consideration the protection order. Its goal is to remove the perpetrator, by legal means if necessary and possible, and to take every possible step to ensure that all resources for the victim's recovery and long-term safety, are activated. Priority should be given to ensuring that physical and psychological distance is maintained between the perpetrator and the victim as it is a prerequisite for a victim's initial recovery and her capacity to make informed decisions.

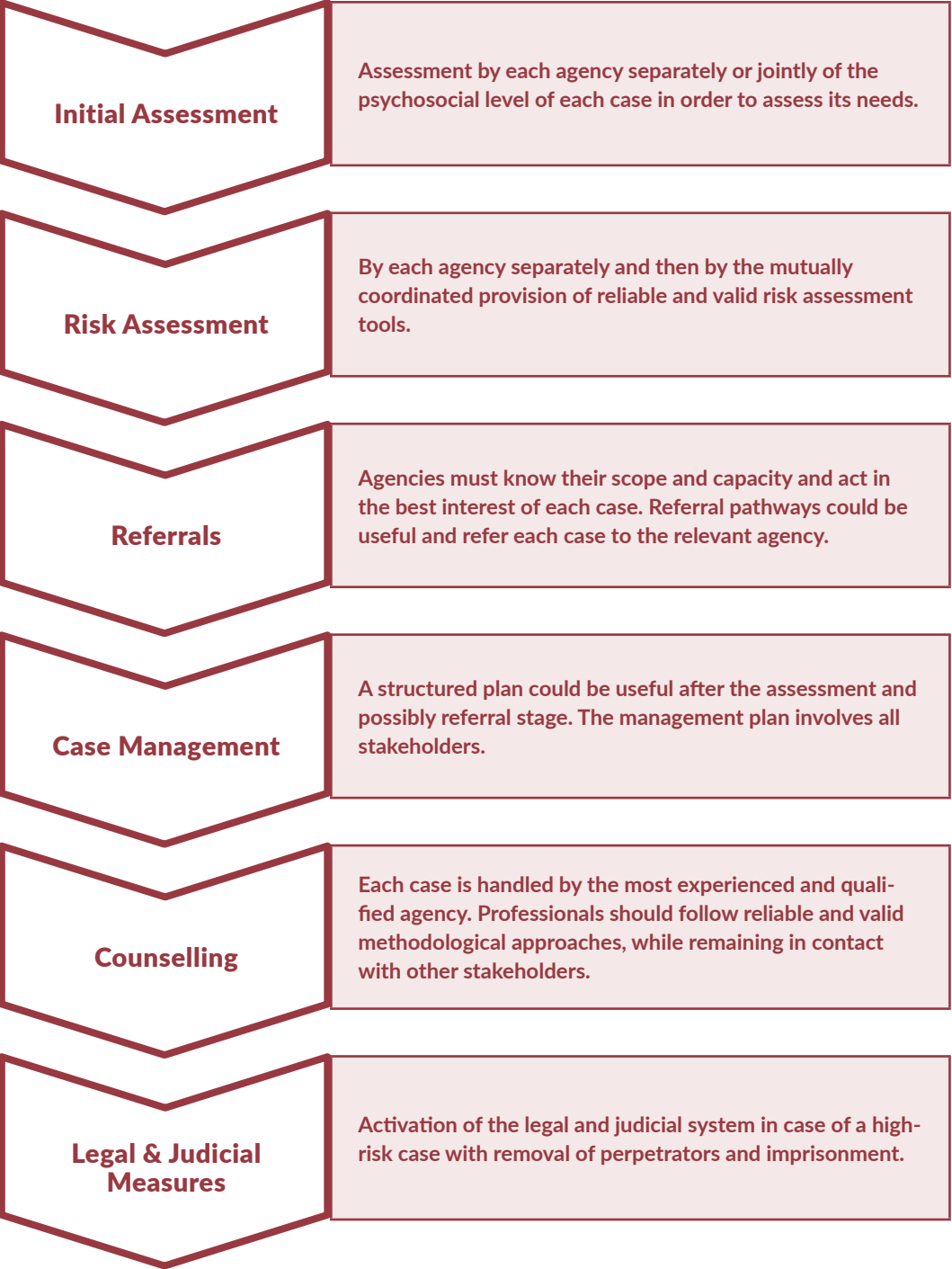


Figure 10: Coordinated response process of the MOVE Multi-agency Collaboration Model

Regarding information sharing, professionals should have in their mind the four basic principles: the necessity of exchange of information, their accuracy, how timely it is, and how secure the whole process is. In addition, they must consider whether the information sharing is internal or external. Every decision that is being made should also have ethical considerations. The data that are usually being shared include among others: personal data; information about the case; risk assessment and other tools' results, personal record etc.

In addition, the processes related to information sharing, such as who is responsible for the protection and transmission of the personal information, to which professionals, within which period of time etc., should also be defined. The sharing of information must be conditioned to the knowledge and informed consent of the concerned person, unless in the cases planned by the law (to ensure the safety of children for example). The sharing of data/information must comply with international, European and national frameworks, including GDPR principles.

7.5. Monitoring – Evaluation

The **MOVE Multi-agency Collaboration Model** follows a monitoring-evaluation process guided by an inclusive multi-disciplinary perspective. A network of a system that continually increases accountability for male perpetrators of VAWG includes accepting active referrals and giving feedback to the referrer after gaining consent to disseminate information.

One of the variables considered when evaluating the success of practice in MOVE Multi-agency Collaboration is information-sharing procedures. Stakeholders and agencies are specifically questioned regarding statistics and input from civil and criminal justice systems, as well as health, educational, migration, and psycho-social services from the public and private sectors. Each agency is responsible for ensuring that processes are followed, but multi-agency collaboration meetings should preferably be handled by an external agent. If this is not practicable, the monitoring-evaluation-coordination process is carried out internally by the same actor each time.

All stakeholders should recognize and have a common understanding of the indicators of the monitoring-evaluation process. Only in this manner can the required coordination be realized with the greatest potential value.

8. Operation of the MOVE Multi-agency Collaboration Model

Below the interactions between the stakeholders involved are described in detail. According to the **MOVE Multi-agency Collaboration Model**, each actor should follow specific processes and collaborate with each other.

Considering the first phase of the assessment by the frontline services, police officers should provide a detailed investigation of the context of the abuse. In particular, the investigation must include the people involved, the place and time, as well as the tools and types of violence committed. It is recommended that risk assessment tools be used to manage the incident more appropriately, with respect and sensitivity to the cultural background and considering how gender mainstreaming affects the perspective. However, priority should always be given to the safety of the victim.

All professionals involved in the MOVE Multi-Agency Collaborative Model should not underestimate the issues related to secondary victimization and victim blaming, stigmatization of perpetrators with prejudice, and methods of raising awareness about trauma and institutional and political violence.

Moreover, the **criminal justice system** and the **prosecution** need to be aware of the above parameters when making any decision on sentencing or participation in a Perpetrator Programme. After referring to a Perpetrator Programme, they need to have oversight of cases to make decisions according to the progression of cases. Both the police and the Prosecutor's Office should be involved in coordinated meetings to respond and contribute to improving the response to each incident of violence.

All professionals involved in the MOVE Multi-Agency Collaborative Model should not underestimate the issues related to secondary victimization and victim blaming, stigmatization of perpetrators with prejudice, and methods of raising awareness about trauma and institutional and political violence.

In the case of social services, **social workers** first examine the needs of possible migrant male perpetrators or female victims/survivors of violence who come to or are referred to their services. If the need arises for the extraction of social goods and privileges, they refer to the relevant services in any of the intervention phases. If they detect indicators of violence either to woman accompanied by her husband or with the migrant man's behaviour, they should collaborate with other disciplines, both internal or/and external of the agency, such as **mental health specialists, medical and nursing personnel, lawyers, police, and prosecutors** as needed. The goal of the partnership is to undertake a more comprehensive collaborative assessment, provide risk assessment tools, and develop a shared strategic case management plan.

It should be highlighted that none of the above experts can execute their tasks if there is no interpreter or intercultural mediator while working with a male perpetrator of migrant background who does not speak the local language. A skilled interpreter or intercultural mediator improves communication and the effectiveness of interventions.
→

In addition to participating in in-depth risk factor and recidivism episode assessments, **mental health specialists** diagnose, prevent, psychoeducate, counsel, and treat mental health problems related to the issue of abuse. Issues pertaining to the migrant experience, such as migrant trauma and bereavement, potential discrimination and stigmatization owing to culture,

and others pertaining to sex-based discrimination, fall within their scope of engagement and intervention. If the cases they have to deal with go beyond the scope of their duties, abilities, expertise, and experience, it is their responsibility to refer them to more specialized professionals or services.

If a male with a migrant background visits a health facility, he must be treated in a non-discriminatory and respectful manner, without being stigmatized by his potential status as a perpetrator of VAWG. Furthermore, if a victim/survivor is accompanied by her spouse/partner/male family member – the perpetrator, when visiting or being referred to a healthcare facility, **medical** and **nursing staff** should be aware of the signs/indicators of violence and should be able to investigate further and refer to the appropriate services.

For the information and legal management of male perpetrators with a migrant background, **lawyers** familiar with migration law take care of the necessary actions. As far as their support on the issue of abuse is concerned, they also need to be trained and experienced in the subject matter and in immigration procedures.

Professionals in administrative positions, teachers and professionals in the **humanities** and other social sciences must be also aware of the signs of an incident of violence by a male perpetrator with a migrant background and be aware of the procedures to inform, communicate and refer to the relevant services.

→ **Their participation in multi-agency collaboration is critical and useful in developing a trusting relationship between the professional and the population served. They should be certified interpreters and should also be familiar with issues related to violence and its cultural significance/meaning, VAWG women's rights and equality between women and men issues, and issues related to the counseling process. Importantly, cultural mediators should never be sources from the community to which the victim or perpetrator belongs as this creates an immediate risk for the victim and may create a bias toward a perpetrator.**

9. Conditions for Implementation

The implementation of the **MOVE Multi-agency Collaboration Model** requires that all the following conditions are considered:

- All the services and professionals, regardless of the level or stage of intervention, should understand, respect and honor each other's distinctive professional work.
- The services and professionals involved should have mutual understanding, share common values, and reflect on their prejudices, stereotypes, and approaches.
- All actors should prioritize collaboration to properly respond to any case of VAWG by male perpetrators with a migrant background.

ALL stakeholders need to:

- Put in place a formal, stable, and clear method of **networking, cooperation, and coordination**
- Use an operational mutually (or multilaterally) **accepted referral pathway**
- Use cultural and women's rights **sensitive** communication strategies/ techniques
- Use (mutual) **risk assessment** tools and risk management elements
- Follow an **intersectional perspective**

9.1. The Criminal Justice System & the Community

In terms of a holistic system and responses, legal texts represent the written law, while customs, practices, and stereotypes within society, institutions and communities represent the unwritten norms. These two parts determine the response to an incident of VAWG committed by a male perpetrator with a migrant background.

When the community is motivated to comply with what the criminal justice system provides together with the services and professionals that provide scientific coverage of the phenomenon of violence perpetrated by men with a migrant background, then communication and multi-agency collaboration are more effective. On the other hand, in case of lack of this synergy from an intersectional perspective, then collaboration is weakened, gaps and distortions in law enforcement are created, there is no broader stakeholder engagement, and poor practices, prejudices, and stereotypes about violence and the migrant population are perpetuated.

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11. Project Team

The MOVE project will be applied throughout Europe thanks to the collaboration of an international and interdisciplinary project team:

- **CAM**, Centro di Ascolto Uomini Maltrattanti Onlus, NGO and Perpetrator Programme focusing on the intervention in violence against women and children by promoting the work with men who act violently in emotional relationships, Italy



- **Conexus**, Associació CONEXS Atenció, Formació i Investigació Psicosocials, no-profit NGO with GBV its main fields of expertise and activity, offering intervention programmes for women and children, and for male perpetrators, Spain



- **Psytel**, a cooperative of independent experts working in the field of information systems in health and prevention of violence against children, adolescents and women, France



- **UWAH**, NGO active in the promotion and protection of women's and children's rights; while also engaging with raising awareness and advocating for human rights at local, national, and European levels, Greece



- **WWP EN**, the European Network for the Work with Perpetrators of Domestic Violence undertaking research on and development and promotion of accountable & effective work perpetrator work.



- **ENoMW**, secular, non-partisan platform that advocates for the rights, freedoms, and dignity of migrant, refugee and ethnic minority women and girls in Europe. The European Network of Migrant Women is a platform gathering over 50 member organizations working on the ground with migrant women in 23 European countries. ENoMW focuses on migrant women's access to fundamental rights and the fight against male violence against women and girls, including the commodification of women's bodies.



An external Advisory Board supervises and supports the project team:

- **Marianne Hester**, Affiliated Professor at the University of Gothenburg, and Professor Emeritus at School for Policy Studies at the University of Bristol, supervises overall quality and methodology as a major expert in addressing GBV
- **Elli Scambor** from the Institute for Masculinity Studies and Gender Research (VMG, Austria) supports the quality and methodological development in working with male refugees and migrants based on the EU project FOMEN – Focus on Men.

Annex 1.

D4.2. Guidelines recommendations based on interviews and roundtables

1. Introduction

The MOVE project aims to develop a multi-agency collaboration model between front-line professionals and agencies engaged with male perpetrators with a migrant background.

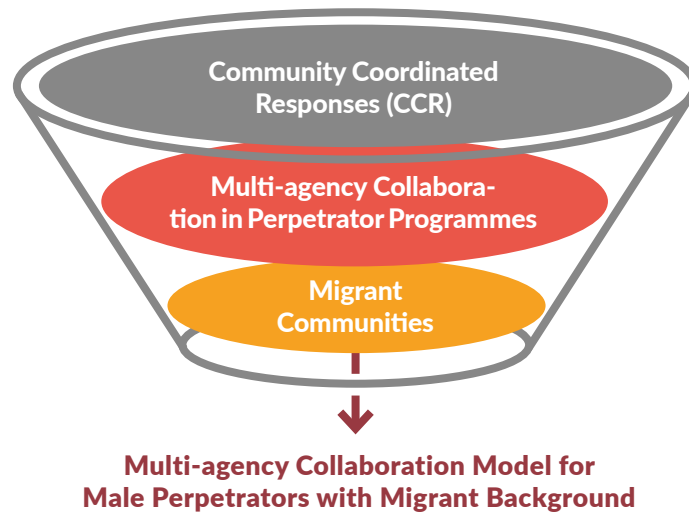
The main objectives of the MOVE project are:

1. increase the readiness and skills of frontline professionals to effectively identify and refer potential male perpetrators of violence against women and girls (VAWG) with a migration background using an inclusive, and culturally sensitive approach,
2. increase the capacity of EU perpetrators program professionals to effectively work with male perpetrators with a migrant background and support capacity building on specific COVID-19-related issues and
3. boost the engagement of key public institutions and stakeholders with regard to preventing and addressing VAWG perpetration within the migration context, with an all-embracing and multi-agency approach including approaches that deal with specific issues linked to pandemics.

The development of the model is mainly based upon a structured process that needs analysis of engaged professionals (which entailed interviews, focus groups, and roundtables) carried out in piloting countries. The properties of the model prioritize the activities to be carried out by professionals dealing with perpetrators with a migrant background introducing a staged process of multi-agency collaboration.

The aim is to develop and test a multi-agency model which would be applicable to the 4 piloting countries adapted to the local institutional dynamics. The application of the model to the partner countries will provide feedback for fine-tuning to the extent of cross-country applicability. A parallel aim is to raise awareness and train professionals concerned with male perpetrators of VAWG.

The development of this model was based on prior knowledge derived from two models, one of Community Coordinated Responses to VAWG and the other of multi-agency collaboration to manage perpetrators of violence, that have been proven effective in responding to violence. In light of these, the MOVE model adjusts the outcomes of the beforementioned models to the cooperative requirements that emerge in the management of male perpetrators of VAWG with a migrant background.



- The adaptation of the MOVE multi-agency collaboration model is based on the preceding:
I. Best practices, II. Quality standard & III. Cultural approach

2. Analysis of the Model

Perpetrator's programs agencies, Victim Support Services, and other engaged stakeholders (i.e., Criminal Justice System (CJS) - prosecutor's office or other judicial institutions - police, child protection services, migrant community service centers, schools, hospitals, social services, and community) are proposed to work together at a coordinated context alongside the institutional framework so to address male perpetrators from migrant communities in all EU partner countries. The main goal is to facilitate a continuous and effective cooperation between these agencies under a structured multi-agency approach within the framework of a "social ecosystem" at the local level (ANNEX 1).

The formation of the interactions within a social ecosystem needs to follow effective practices, and over time, this informal multi-agency collaboration would be formalized in terms of the elaboration of the model.

Considering the "operation" of the multi-agency collaboration for male perpetrators with migrant background, three main factors are analyzed (ANNEX 2).

- Initially, the stakeholders and services that are involved in the partnership, including both the public and private sector, depending on each nation's capacity.

- Secondly, the professionals of each service who are involved and carry out the partnerships, actions, and interventions.

- Thirdly, the results produced by piloting this collaboration at a local level.

In order to cover the gap between the private and public sector, it is explicitly intended for each partner country to mobilize both of these groups of stakeholders - services. To boost the possibility of more successful interventions, it is crucial to explain the need for complementary work in relation to male perpetrators with migrant backgrounds. The professionals involved are responsible for pursuing a consensual course of action.

Existing competencies of professionals need to be enhanced with additional knowledge. This requires quality standards and good practices through expertise in the specific field, continuing professional development, and specified trainings in related topics. Stakeholders and professionals involved need to be further trained in relation to the identification and management of male perpetrators with a migrant background through a coordinated response with a culturally competent multi-agency collaboration.

For the purpose of achieving the best possible outcome and protecting victims/survivors, professionals should use specific tools. Methods and therapeutic approaches that have been proven effective in terms of counseling male perpetrators and other tools related to both risk assessment and recidivism episodes of violence are considered of paramount importance. However, cultural competence and sensitivity need to infuse into the abovementioned tools so as to ensure the best attainable outcomes for male perpetrators with migrant background.

Through the sequencing and interaction during the above steps and the results that will emerge from the piloting of the model, specific processes will emerge that will highlight the practical elaboration of the model. However, it is undeniable that the professionals and the stakeholders - services would be wise to make sure they can carry out institutionalized decisions. Building a structured institutional framework through the implementation of the collaboration model is a compelling priority. Depending on national capacities and the results of the pilot implementation process, stakeholders - services and professionals in each country should adhere to similar in substance if not in law policies and guidelines to establish a consistent way of operating the multi-agency collaboration model.

3. Addressing specific groups of male perpetrators

Perpetrators of VAWG with or without a migrant background need immediate attention and intervention. Identifying and managing perpetrators of violence is often a difficult task due to their lack of taking responsibility for their actions. Therefore, they are usually identified indirectly either through the criminal justice system or through their spouses' complaints to support or other social services. As a result, a coordinated response from all stakeholders prevails as a high priority.

An effective and coordinated response is considered a major issue in order to identify and assess the perpetrators of VAWG who cause or are likely to cause the greatest danger and thus pose the greatest threat. The exchange of information and provision of feedback between involved services is deemed crucial to accurately identify the "priority perpetrators", namely perpetrators indicated as the most important and/or urgent to intervene in according to the specific aspects of the risk assessment. In this term, professionals and services involved need to write down a formal report on engagement, note any kind of breach of the intervention process or its rules, possible recidivism episodes, or any other change concerning the risk assessment.

Specifically, regarding the migrant men, more specialized responses should be given. On the one hand, their cultural background needs to be taken into consideration when defining violence and gender roles. On the other hand, they often suffer from deeper socioeconomic wounds that could lead to an impact on the severity, frequency, and occurrence of violence. In many cases, the condition of migration creates turbulence at all levels of the individual's life, as they are forced to face a different reality from what they are used to and to adapt to the new social conditions/realities.

Being an ethnic minority group deprives them of the privileges of the host country, which means that immigration can transform the socioeconomic class in a downward direction. The inability to find housing, communication issues, forced separations, lack of job opportunities or poor employment opportunities

in the host country, absence of a social support system, and lack of sense of control are some examples of these deprivations. Due to their frequent feelings of impotence and helplessness, people with migrant background may resort to violence in an effort to reclaim the authority, control, and power they consider they have lost.

The methodical multi-agency response to VAWG perpetrated by men with migrant background aims to establish an accurate, unambiguous, and culturally sensitive approach to identification/screening, an efficient management and treatment action plan that includes culturally aware and individualized interventions, and an effective referral pathway. The paradigm intends to develop a holistic system of prevention and integration incorporating professionals, migrant populations, and the community into the target groups for increasing awareness, mobilizing, and participating in group meetings and decision-making processes.

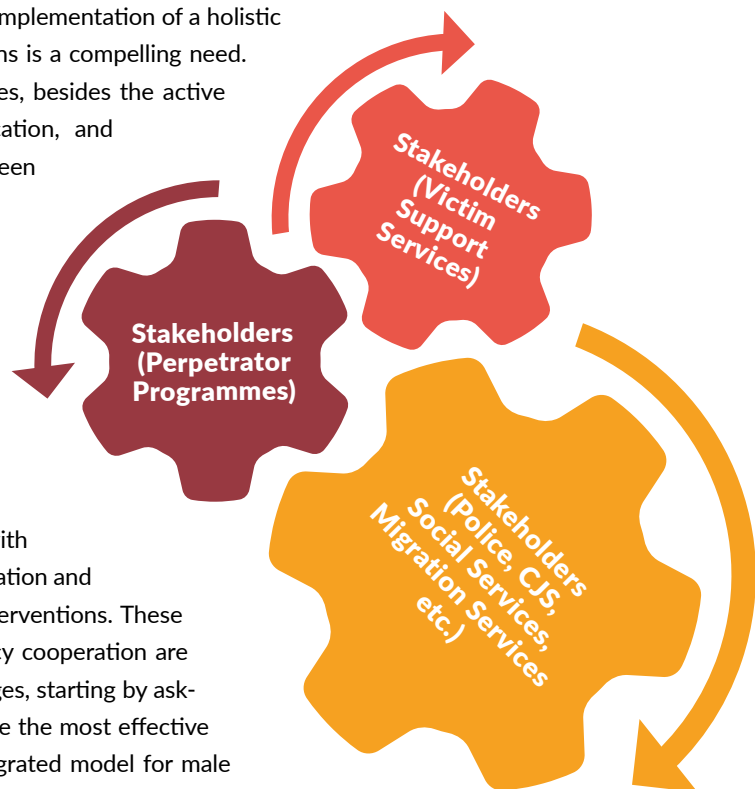
4. Objectives of a multi-agency collaboration model

The multi-agency cooperation between engaged professionals at a coordinated response to any form of VAWG prevails as the utmost priority in the effective reaction at local – regional – national level. This approach is viewed as a key issue, especially considering the necessity of the involvement of different agencies for both perpetrators and victims/survivors with a migrant background due to the challenges and deficiencies they face.

The main goal of the proposed model is to **enhance the safety of women and girls experiencing violence by perpetrators with a migrant background**. The main issues of the abovementioned coordinated response are the coordinated access to services, the effective cooperation of services, and the perpetrator's accountability.

Regarding Perpetrator Programs, the implementation of a holistic system of interconnected interventions is a compelling need. In terms of comprehensive approaches, besides the active intervention of PPs, the communication, and the exchange of information between the stakeholders dealing with VAWG cases attach great importance to ensuring further and more effective multi-agency cooperation in VAWG incidents.

Therefore, each stakeholder needs to act both autonomously, respecting good practices and policies, and in a complementary and common line with the others in order to achieve coordination and maximize the effectiveness of the interventions. These guidelines for a model of multi-agency cooperation are intended to respond to these challenges, starting by asking the questions that would maximize the most effective response in order to develop an integrated model for male perpetrators with a migrant background.



Flows & job descriptions

1. Establish a common understanding

Questions

What constitutes violence



- What is violence against women and girls? (Please give a definition, different forms of violence, red flags, indicators of violence etc.)
- How could we raise community and professionals' awareness on the issue of identification and treatment:
 - a) perpetrators of VAWG; and
 - b) victims/survivors of VAWG?

Victims/survivors safety & Perpetrators' accountability



- What could we do or not do to provide safety for victims/ survivors of violence?
- How could we encourage perpetrators to accept their accountability?

Update on new survey data



- How do we respond to the need for collection systematic data?
- How do we adapt new survey data on gender, violence and migrant population to our work?

Resolving conflicts and enhancing open and continuous dialogue among professionals



- How can the disparity/gap between various scientific perspectives on violence and the challenges arising from the different objectives of different stakeholders and experts be bridged?
- How do we manage conflicts? Which of them is the most common and hard to handle?
- How do we foster and maintain an open and ongoing dialogue?

Examining the presumptions and philosophical underpinnings of present practice



- What do you think about the current practice and philosophy of both the organization you work for and the wider system of violence intervention?
- What do you think about migrant communities and about the perpetration of violence within these communities? (e.g., culturalization of violence & racism)
- How could we avoid repeating practices that have proved ineffective?

Attempt to understand the complex dynamics of an abusive relationship



- What are the actions and responsibilities – or lack thereof of each party (victim/survivor & perpetrator) in an abusive relationship, in your opinion/point of view?

Resolving cases without placing blame on or victimizing the victim



- What factors do you think contribute to victim/survivor blaming?
- How could we avoid victim blaming?

2. Guidelines & Policies of work

Questions

Professionals' actions impact on victims



- How could professionals support the protection of victims/survivors of violence?
- What should they do or not do to safeguard them?
- What are the effects of an inadequate professional intervention on victims/survivors?
- What are the benefits of an adequate professional intervention for victims/survivors?

List the responsibilities, potential course of action, and protocols for each intervening stakeholder



- What responsibilities/actions/protocols could each stakeholder assume for a coordinated response?

Ensuring the coordinated operation of the policies of the different agencies



- Are there mechanisms to ensure that the policies of the different agencies are coordinated?
 - If so, what are they and how do they work?
 - If not, how would you suggest they operate?

Process for notifying administrators when professionals disregard established rules for information interchange and data collecting



- Do you use supervisory mechanisms in case the rules are not followed in the exchange and collection of information?
 - If so, what are they and how do they work?
 - If not, how would you suggest they operate?

Analysis and modification of new procedures that can improve the protection of victims



- What changes would you propose to improve the protection of victims?

3. Networking: Information sharing, interagency communication and decision- making procedures

Questions

Enable information sharing between organizations and share all relevant case information with the professionals working on it



- How could the process of exchanging case-related information be carried out?
- What information do you think might be helpful to share and with whom? And what information do you think might not?
- Would you suggest different procedures depending on the severity of violence?

Everyone should be aware of how one another's initiatives support policies



- What do you think about the sharing among stakeholders of the initiatives support policies used by each of them?

Disseminate data- generated information, reports and summarized statistics/trends



- Do you think it would be useful to disseminate the information generated by the data collected by each organization's practice? And how?

Arrangement of inter- agency meetings to discuss relevant issues and resolve concerns about specific cases



- How many meetings (and how often) are needed to adequately discuss and handle VAWG cases?
- How many cases should be discussed?
- Which information has to be provided case by case?
- In which cases is a continuous and close exchange necessary?

Encouragement input from all stakeholders who may be impacted by a change or development in policy



- What would be the best practice to involve all stakeholders in the meetings?

4. Tracking and monitoring procedures

Questions

Preserving a database and statistics on how the cooperation acts



- How could a database and statistics on how cooperation works be compiled?
- What information/data should it include?

Examining the actions of professionals to ensure conformity with rules, guidelines, and practices



- How could the monitoring of professionals' actions ensure good practice be implemented and operated?

Find out what knowledge is vital to acquire and how to approach it



- What knowledge would you assess as vital to access and acquire focused on VAWG perpetration & migration issues?
- How would this knowledge prove useful in practice?
- How could this knowledge contribute to further raising awareness of the issue of violence in society?

Monitoring cases of system failures



- Is there monitoring of cases of system failures in the institutions where you work?
 - If so, how is it done?
 - If no, how could it be done?
- How would it affect the system?
- What would be the consequences?

Creating policies with each organisation to collect data and to alert managers when practitioners do not follow the rules



- How could the monitoring of organizations' actions ensure good practice be implemented and operated?
- What terms could an operating policy contain to protect the rules?
- What control can be exercised over the use of culturally sensitive methods?
- What are the possible challenges and barriers and ways to overcome them?

Conclusion: What do you consider to be the quality standards for monitoring and control procedures with a culturally sensitive approach?

5. Development of superior victim assistance system

Questions

All agencies should provide information and referrals to victims/survivors support services or programmes



- What are the potential barriers to providing information and referrals to victim/survivor support services or programs?
- What would be the potential benefits of providing information and referrals to victim/survivor support services or programs?
- What information would be good and useful to share and what information should not be shared?
- What are the selection or exclusion criteria for this decision?
- How would referrals work best?
- Which could be a functional formal way?
- What should be the referral pathways and the means of achieving them?

All victims/survivors should have access to emergency safe housing, legal representation, resources, and support services



- Do you think it would be helpful for all victims/survivors to have access to safe emergency housing, legal representation, resources and support services? How could this be done?
- Do you think there are differences between migrant and native women with migrant men in accessing support services? If so, which are they?
- Do you think that they are specific barriers that migrant women with migrant husbands who perpetrate violence face in accessing support services?
 - If so, how these barriers could be combated?
- Do you think there is a need for a separation of cases in terms of risk level for the provision of these services? Are you already using any reliable risk assessment tools?
 - If so, how would the risk assessment be done? (Especially for migrant communities)?
 - If not, how could all these needs be met?
- Are there sufficient resources available?
 - If so, how do you use them?
 - If not, what do you propose to provide?

6. Perpetrators' penalties and opportunities for treatment

Questions

Process for arrests by law enforcement



- What can we do to improve law enforcement?
- Are the arrests of male migrant perpetrators in themselves a measure to eradicate violence?
- In what way, if arrests were made, could they bring about the desired effect of change?

Judicial and prosecutorial guidelines to avoid arbitrary categorization of cases



- How could the judicial and prosecutorial system avoid arbitrary categorization of cases?
- If we were to suggest some guidelines in their decisions, what would they be?

Increasing holistic and coordinated intervention



- How could we increase holistic and coordinated interventions in the field of male migrant perpetrators management and treatment?
- What should we do and what should we not do based on your knowledge, experience, and your own observation in the field?

Judicial policy requiring alternative means of compliance, such as counselling, no-contact clauses, compensation, community service and other restrictions



- What alternative judicial/prosecutorial sentences would you propose aimed at compliance and treating male perpetrators with a migrant background?

Working on motivational to change and to hold perpetrator accountable



- What methods and tools do you use when interacting with male perpetrators with a migrant background?
- How do you mobilize change among male migrant perpetrators?
- How would you seek admission and acceptance of accountability for their actions?

Preserving perpetrators' right to a fair trial



- How could we support the male migrant perpetrators' right to a fair trial?

7. Ending the harm that violence against women causes to children

Questions

Raising awareness of the impact of violence on children



- How does violence affect children who witness it?
- What actions and interventions would help raise awareness of the impact of violence on children?
- How could the effects of violence on children be more widely and narrowly disseminated?

Involvement of child protection policies



- How do we implement child protection policies?
- Are qualified staff used in child protection?
- Is there adequate investigation for the safety and healthy psychosocial development of children?
- How do we involve children in the risk assessment process?

Involvement of mothers in child protection advocacy



- What is mothers' role in child protection advocacy?
- What are they probably doing and not taking it into account?
- What should they do to achieve it?

8. Review the ensure victim protection and perpetrators' accountability

Questions

Educating all participants about multiagency cooperation objectives, fresh regulations, and industry advancements



- To what extent are professionals trained in culturally sensitive multi-agency collaboration?
- What should a training in culturally sensitive multi-agency collaboration contain?
- How well do professionals keep up to date with new regulations, protocols, and advancements in their industry?

Taking part in studies to ascertain how well regulations and procedures shield women from further abuse



- Do you think that professionals and organizations with experience in the field of abuse and migration could contribute by participating in studies to ensure regulations and procedures that protect (migrant) women from further abuse?
 - If yes, in what way exactly?
 - If not, how else could they contribute to the eradication of the phenomenon in migrant communities?

Monitoring the reduction in abusive behaviour and the extent to which women are free to behave without the control or restraints of the perpetrator to measure the degree of change in court-ordered perpetrators



- How could the reduction in abusive behavior and the extent to which women are free to behave without the control or restraints of the perpetrator be monitored?
- How do you imagine monitoring the maintenance of the changes made by migrant male perpetrators over time?



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