



THE **STAR** CENTRE
RAPE CRISIS AYRSHIRE



Who We Are

The STAR Centre: Rape Crisis Ayrshire offers free and confidential support to anyone, of any ethnicity, aged 13+ who has experienced any type of sexual violence (women, girls, men, boys and those who identify as transgender or non-binary) across North, South and East Ayrshire.

We also work with local schools, colleges, universities and youth groups and local agencies educating about gender based violence.

We are part of the Rape Crisis Scotland Network and work within the National Rape Crisis Service standards. We are a Scottish Charitable Incorporated Organisation (SCIO) SC010678.



The Star Room



The Library

Centre Manager	Elaine Davis
Trustees	Marsaili Dow (Chair)
	Susan Robertson (Secretary)
	Jane Overton (Treasurer)
	Jackie McColm
	Chloe Roberston
	Aileen Scott-Nelson

Our Vision

A society where everybody is free to live without the threat of sexual violence

Our Mission and Values

Our mission is to be the centre of excellence in Ayrshire providing first class sexual violence and prevention education whilst supporting anybody who has experienced any type of sexual violence at any time.

We will do this in a way that is consistent with our core values:

Compassionate

- Empathetic and understanding: We recognise the trauma survivors have experienced and providing support without judgment.
- Patient and supportive: we provide survivors with the time and space they need to heal, and offer a safe and confidential space to share their experiences.

Inclusive

- Welcoming and supportive. We want The STAR Centre to reflect the population of Ayrshire and seek to support black and minoritised communities, people with disabilities, people of all ages, sexual orientations, gender identities, women involved with selling/exchanging sex and rural and remote communities including our island communities on Arran and Cumbrae.
- Cultural sensitivity: we recognise and respect the diverse backgrounds and experiences of survivors.
- As an organisation we are trans-inclusive, and pro-choice



Ethical

- Trauma-informed approach: All staff are trained in understanding the impact of trauma and how it can affect survivors, so they can provide appropriate support.
- Maintaining confidentiality: we maintain the highest standards of confidentiality to protect survivors' privacy and safety.
- Avoiding harmful practices: we will never engage in practices that could re-traumatise survivors
- Reflective: we recognise that learning as an organisation is an on-going process and welcome challenge and feedback from all staff and stakeholders.

Survivor-focused

- Empowering survivors: We recognise that survivors are the experts in their own lives and provide them with resources and support they need to make their own choices about their healing and recovery.
- Listening to survivors' voices: we listen to survivors' experiences and perspectives, and ensure they are involved in the development of services.
- Awareness: we are working to embed an intersectional approach, recognising the compounding inequalities and discrimination that survivors and our staff may experience and seeking to reflect this in our service provision and broader work.

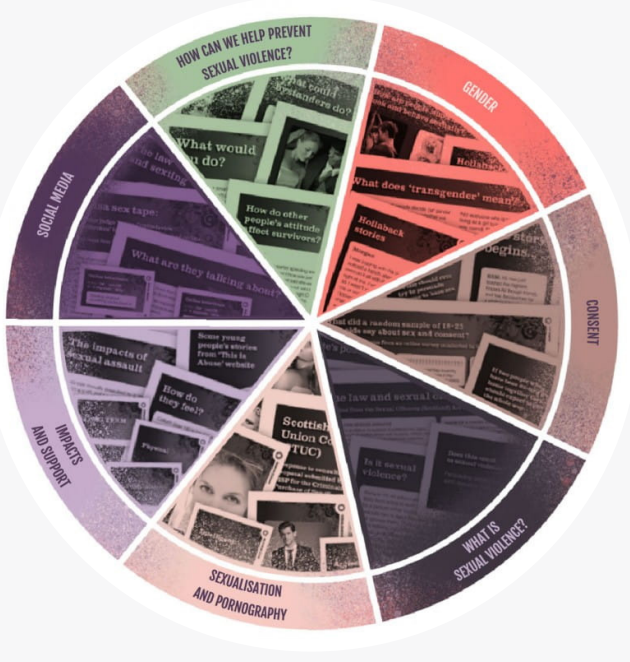

Feminist

- Challenging patriarchy: We believe that sexual violence is a cause and consequence of women's unequal status in a patriarchal society.
- Women-only spaces: We provide women-only services and space for women's voices to be heard (whilst being proud to support other gender identities).
- Challenging systems: We work to challenge attitudes, beliefs and systems that normalise and perpetuate rape culture and sexual violence.



Our Core Services

Prevention and Education

National Prevention Project	ESAS
<p>We deliver Rape Crisis Scotland's prevention programme across North, South and East Ayrshire.</p> <p>Young people often tell us of sexual violence they experience in many areas of their lives – in relationships, peer groups, homes, education and work, on and offline.</p> <p>Increasingly they tell us that sexual harassment, intimate image abuse, sexual assault and other forms of sexual violence are a problem.</p> <p>These issues sit at the heart of our conversations with young people, which also create opportunities to let them know how they can access support if they need it, and that they're not alone.</p> <p>www.rapecrisisscotland.org.uk/prevention</p> 	<p>Equally Safe at School (ESAS) is a whole school intervention which aims to positively influence the school culture by fostering a shared, consistent, preventative approach to gender-based violence.</p> <p>The intervention comprises six key parts; whole school assessments, a pupil-led action group, staff training, policy development, curricular enhancement and a pupil-led school campaign.</p> <p>At The STAR Centre we support schools whilst they are implementing the ESAS programme and train the teachers on gender based violence in preparation.</p> <p>www.equallysafeatschool.org.uk</p>  <p>equally safe at school</p> <p>a whole school approach to preventing gender based violence</p>

Training

We offer training to businesses and other agencies on the following subjects:

- Understanding Sexual Violence in Society
- Responding to a disclosure of Sexual Violence
- Supporting a survivor of Sexual Violence
- Introduction to Protective Behaviours

We can also work with organisations to bespoke training to their specific needs around any issues relating to gender-based violence.

Our training is delivered by qualified educators and sexual violence experts, ensuring a top quality training experience delivered in an ethical and trauma-informed way.

Advocacy Services

Our specialist Rape Crisis Advocacy Workers help survivors to access justice. We provide support and information at every stage of the criminal justice system, from before a statement is made through to the resolution of a court case. We can help to get updates on the progress of a case, provide information about special measures, and attend court with survivors. Advocacy Workers can also provide emotional support throughout the process and after court is finished.

“ I arrived at the door of the STAR Centre very broken, ashamed, and scared. I blamed myself for almost all of that and had very little hope for the future. Upon leaving, I am full of hope for what my future holds and I have the tools and strategies to deal with the hard days when they come. I am beyond grateful for the support that the STAR centre has given me”



Support Services

<i>STAR Support Programme</i>	<i>Children and Young People Support</i>	<i>Family Support</i>
<p>The highly qualified staff at The STAR centre: Rape Crisis Ayrshire offer specialist therapeutic and emotional support and psychosocial education to survivors of any type of sexual violence in a safe, non-judgemental space.</p> <p>Whether it happened in the past or more recently, we help survivors understand what they are going through and support them in finding ways to cope and move forward.</p> <p>Survivors are initially offered nine, fortnightly sessions, each lasting up to 50 minutes. After this time, if longer-term support is needed, we will talk to the survivor about their options.</p> <p>These sessions can be online, via telephone or face to face and we will work with the survivor to tailor the content of the sessions to their specific needs.</p>	<p>We support children and young people to deal with trauma as a result of sexual violence whether that happened recently or in the past.</p> <p>The content of the sessions is adapted to be age specific. These sessions can take place at a child's school or in The STAR Centre and we will work with the young person to tailor the content of the sessions to their specific needs.</p> <p>We currently support children aged 13+ but hope to be able to extend our provision to younger children within the next two years.</p>	<p>We support family members of people who have experienced any type of sexual violence.</p> <p>We offer monthly group sessions for parents across Ayrshire supporting a child who has experienced sexual abuse.</p> <p>In North Ayrshire we offer a full family support service for young people and their families as they recover from sexual abuse.</p>

Group Support	STARbeats
We offer group peer support sessions, facilitated by a support worker, for survivors who have completed our support programme.	STARbeats is a survivor led drumming group held at The STAR Centre.

“My support worker educated me and gave me an understanding of how trauma affects a person, how the brain works and then how to use this understanding to regain some power and control in my life. She taught me coping strategies; helping me explore what worked for me, and giving me the tools and confidence to help myself”



Our Key Aims for 2024-2027

Activities	Output	When	How we will evaluate
<i>Aim 1: To deliver education on sexual violence</i>			
1.1 Deliver the Rape Crisis Scotland National Prevention Programme	Programme successfully delivered to 1000 students across a minimum of 4 schools In North Ayrshire	By end of March 2025	Positive qualitative feedback on delivery of sessions Number of sessions delivered meets target set by Rape Crisis Scotland
	Programme successfully delivered to 1000 students across a minimum of 4 schools In South Ayrshire	By end of March 2025	Positive qualitative feedback on delivery of sessions Number of sessions delivered meets target set by Rape Crisis Scotland
	Programme successfully delivered to 1000 students across a minimum of 4 schools In East Ayrshire	By end of March 2025	Positive qualitative feedback on delivery of sessions Number of sessions delivered meets target set by Rape Crisis Scotland
1.2 Deliver the Rape Crisis Scotland Equally Safe at School training	Programme successfully delivered to 2 schools In Ayrshire	By end of March 2025	Positive qualitative feedback on delivery of sessions
1.3 Deliver the Rape Crisis Scotland Equally Safe at College training	Programme successfully delivered to 1 college In Ayrshire	By end of March 2025	Positive qualitative feedback on delivery of sessions

Activities	Output	When	How we will evaluate
1.4 Deliver professionals training	Programme of Core Training Courses Developed	By end of June 2024	Standard course session plans, slide packs and handouts completed
	Available training advertised to local agencies and on social media	July - Dec 2024	Increase in enquiries about available training Successful training courses bookings
	Training Delivery	2025 - 2027	Target to deliver min. 3 training courses per annum
1.5 Increase educational content on social media	Youth Participation Group created to co-create content	By Jan 2025	Co-creation of content Positive feedback from youth participation group Increase in on-line traffic to resources (target 5% increase in 2025, and further 5% increase in 2026)
	6 monthly calendar of social media posts planned to coincide with major events/days.	By Dec and June each year	Increase in engagement with posts Increased number of followers on all social media platforms Increased number of shares of posts.

Activities	Output	When	How we will evaluate
<i>Aim 2: To deliver range of support services to survivors of sexual violence</i>			
2.1 Deliver individual support sessions to survivors of sexual violence	<p>One to one support for adults</p> <p>One to one support for children and young people age 13+</p>	Ongoing	<p>100% of referrals receive initial assessment call within 5 working days</p> <p>90% of adult support sessions start within 6 months of referral</p> <p>90% of child support services start within 3 months of referral</p> <p>Positive quantitative and qualitative data from survivor evaluation for at end of support.</p>
2.2 Deliver individual support sessions to survivors of sexual violence aged 8-12.	One to one support for children aged 8-12	By Jan 2025	<p>Funding secured for new children's worker</p> <p>Positive quantitative and qualitative data from survivor evaluation for at end of support.</p> <p>Positive quantitative and qualitative data from survivor's parent/carer evaluation for at end of support.</p> <p>Number of referrals from other agencies</p>

Activities	Output	When	How we will evaluate
2.3 Deliver Group support sessions for survivors of sexual violence	<ul style="list-style-type: none"> Facilitated group support sessions for those who have completed their individual support sessions Suitable resources for group sessions 	By October 2024	<p>Quality of group programme evaluated using peer feedback</p> <p>Positive quantitative and qualitative data from participants</p> <p>Engagement levels in groups</p>
2.4 Develop and deliver group healing workshop	Quarterly session open to any survivor who has completed their individual support.	1 session quarterly from 2025	<p>Engagement levels in groups</p> <p>Positive qualitative feedback from participants.</p>
2.5 Deliver monthly family support sessions	On-line and in-person workshops for parents/carers supporting a child you has experiences sexual abuse	Monthly from March 2024	<p>Positive qualitative feedback from participants.</p> <p>Numbers attending sessions.</p>
2.6 Develop a family support unit.	<p>Dedicated family support worker</p> <ul style="list-style-type: none"> Creation of resources for parents/carers 	From Jan 2025	<p>Funding secured for new family worker</p> <p>Positive quantitative and qualitative data from service-user evaluation for at end of support.</p> <p>Number of referrals for support.</p>

Activities	Output	When	How we will evaluate
2.7 Develop a counselling unit	Support placement counsellors within centre Offer longer-term support for those who need it following completion of the support programme.	From June 2025	Funding secured, and successful recruitment of a counselling supervisor Recruitment of placement counsellors Reduction in referrals onto other agencies Positive quantitative and qualitative data from service-user evaluation
<i>Aim 3: To provide outstanding criminal justice advocacy support for sexual crimes</i>			
3.1 Deliver advocacy support to all survivors of sexual violence through their criminal justice journey	Emotional Support sessions • In-court support • Support providing statement to the police	On-going	100% of referrals from Rape Crisis Scotland or Police Scotland for a recent attack responded to within one working day. Positive quantitative and qualitative data from service-user evaluation for at end criminal justice process
3.2 Develop and deliver peer group support sessions for survivors of sexual violence going through the criminal justice process	Facilitated group support sessions for those who have completed their individual support sessions Suitable resources for group		Quality of group programme evaluated using peer feedback Positive quantitative and qualitative data from participants Engagement levels in groups

Activities	Output	When	How we will evaluate
<i>Aim 4: Develop organisation to ensure effectiveness and sustainability of service provision</i>			
4.1 Secure new premises for The STAR Centre	<ul style="list-style-type: none"> Working group set up to define requirements of new location and premises <p>New Premises found and occupied</p>	By September 2024 for 28th April 2026 entry date	<p>New premises meets business needs</p> <ul style="list-style-type: none"> Feedback from service users
4.2 To find outreach locations for survivor sessions across North, South and East Ayrshire	Survivors have a choice of venues to access support.	By December 2025	<p>Outreach venues meet our requirements</p> <p>Level of uptake for more local venues</p> <p>Positive feedback from service users</p>
4.3 Ensure compliance with National Rape Crisis Service Standards	Internal Audit conducted of compliance.	By June 2024	Outcomes of Audit
4.4 Diversify funding streams	<p>Increased range of funders</p> <ul style="list-style-type: none"> Quality funding bids supported by data Increased philanthropic donations 	On-going	<p>Success rate of bid applications</p> <p>Value of philanthropic donations</p> <p>Value of additional funding streams</p>
4.5 Create and utilise a survivor group to be involved in shaping the centre	<p>Terms of reference for survivor group</p> <ul style="list-style-type: none"> 6monthly survivor group meeting 	By August 2024	Survivor group involved in co-creation of resources

4.6 Develop capacity of Centre Board	Additional board members appointed <ul style="list-style-type: none">• New treasurer and secretary appointed	By August 2024	Trustee training programme Regular board meetings
Activities	Output	When	How we will evaluate
4.7 To build strong relationships with partner agencies	Attendance at all local VAWG partnership meetings <ul style="list-style-type: none">• Take lead role in organising the 16 days of activism across East Ayrshire		Increased collaborative working Increased referrals across agencies.
4.8 Be an employer of choice locally	Opportunities for development of staff <ul style="list-style-type: none">• Supportive and flexible working environment• High level of staff well-being• Review of recruitment processes and workplace practices to ensure accessibility	On-going	Low staff turnover Annual staff survey Management supervision Induction programme created Recruitment handbook created and operationalised. Recruitment equal opportunities data regularly reviewed.



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