



**Spotlight
Initiative**
*To eliminate violence
against women and girls*

Trinidad & Tobago

Annual Narrative Programme Report

01 January 2022 – 31 December 2022

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

Programme Title: Spotlight Country Programme in Trinidad and Tobago

MPTF Office Project Reference Number: 00119135

Recipient Organization(s)

UNFPA
UN Women
UNICEF
PAHO
UNDP

Programme Cost (US\$)

Total Phase I approved budget as per the Spotlight CPD/RPD: \$6,427,536 USD

Phase I and (where OSC approved) Phase II Spotlight funding: \$5,285,714 USD

Agency Contribution: 1,141,822 USD

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight Phase I (USD)	UN Agency Contributions (USD)
UNDP	\$1,498,219	\$203,664
UNFPA	\$1,257,672	\$241,306
UN Women	\$1,263,590	\$210,306
UNICEF	\$623,579	\$140,000
WHO/PAHO	\$642,653	\$346,547
TOTAL:	\$6,427,536	

Priority Regions/Areas/Localities for the Programme

Tunapuna/Piarco
Mayaro/Rio Claro
Tobago

Key Partners

Office of the Prime Minister Gender and Child Affairs Division
Tobago House of Assembly
Ministry of Health
Regional Health Authorities
Ministry of Planning and Development
Ministry of Social Development and Family Services
Ministry of Education
Ministry of National Security
Ministry of Digital Transformation
Tunapuna/Piarco Regional Corporation
Mayaro/Rio Claro Regional Corporation
Trinidad and Tobago Police Service (Gender-Based Violence Unit, Emergency Response Unit, Victim and Witness Support)
The Judiciary of Trinidad and Tobago
Children's Authority of Trinidad and Tobago
National and grassroots organisations
Women's rights organisations
Academic Institutions
Private sector
Trade Unions

Programme Start and End Dates

Start Date:
(01.01.2020)

End Date:
(31.12.2023)

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List of Acronyms and Abbreviations

CADV	Coalition Against Domestic Violence
CBO	Community-based Organisation
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CHAMP	Collaborative HIV Prevention and Adolescent Mental Health Programme
CPIMS	Child Protection Information Management System
CRC	Convention on the Rights of the Child
CS-NRG	Civil Society-National Reference Group
CSOs	Civil society organisations
CSW	Commission on the Status of Women
DV	Domestic Violence
ECA	Employers' Consultative Association
ERHA	Eastern Regional Health Authority
ESP	Essential Services Package
EUD	European Union Delegation
EVAWG	Ending Violence against Women and Girls
FPATT	Family Planning Association of Trinidad and Tobago
FV	Family Violence
GBV	Gender-Based Violence
GIS	Geographic Information System
GRP	Gender-Responsive Policing
HFLE	Health and Family Life Education
HIMS	Health Information Management System
IMC	Inter-Ministerial Committee
IP	Implementing Partner
IPV	Intimate Partner Violence
IPVSV HIS	Intimate Partner Violence and Sexual Violence Health Information System
IWD	International Women's Day
LGBT	Lesbian, Gay, Bisexual and Transgender
M&E	Monitoring & Evaluation
MoE	Ministry of Education
MoH	Ministry of Health
MSC	Multi-stakeholder Case Management Coordination Committee
MSDFS	Ministry of Social Development & Family Services

NACC	National Aids Coordinating Committee
NATUC	National Trade Union Centre
NCSS	National Child Safeguarding Strategy
NCP	National Child Policy
NCRHA	NorthCentral Regional Health Authority
NFS	National Family Services
NGO	Non-Governmental Organisation
NSAP	National Strategic Action Plan
NSC	National Steering Committee
NWRHA	NorthWest Regional Health Authority
OPM	GCA Office of the Prime Minister Gender and Child Affairs Division
OSC	Operational Steering Committee
PBS	Positive behaviour management and support
PPE	Personal Protective Equipment
PSCC	Police Station Community Councils
PSEA	Prevention of Sexual Exploitation and Abuse
PWDs	Persons Living with Disabilities
RHA	Regional Health Authority
RPYC	Roxborough Police Youth Club
RUNOs	Recipient United Nations Organisations
SDGs	Sustainable Development Goals
SIP	Perinatal Information System (acronym in Spanish)
SoPs	Standard Operating Procedures
SPMF	Spotlight Performance Monitoring Framework
SRH	Sexual and Reproductive Health
SRHR	Sexual and Reproductive Health and Rights
SV	Sexual Violence
SWRHA	SouthWest Regional Health Authority
TCU	Technical Coordination Unit
THA	Tobago House of Assembly
ToR	Terms of Reference
TRHA	Tobago Regional Health Authority
TTPS	Trinidad and Tobago Police Service
TTT	Trinidad and Tobago Television

TYC	Trinidad Youth Council
UPR	Universal Periodic Review
UWI IGDS	University of the West Indies Institute for Gender and Development Studies
VAC	Violence against Children
VAW	Violence against Women
VAWC	Violence against Women and Children
VAWG	Violence Against Women and Girls
VWSU	Victim and Witness Support Unit
WAG	Women and Girls
WHO	World Health Organization
YWIL	Young Women in Leadership

Executive Summary

The year 2022 brought many upheavals comprising political, economic and social shifts and unrests globally and Trinidad and Tobago was not an exception. While the year commenced with rigid COVID-19 restrictions, from limitations on physical gatherings to mask wearing and enforced segregation based on vaccination status, these gradually eased as the months progressed. This easing allowed for much needed in-person stakeholder reunions, more impactful community outreach, greater visibility and arguably stronger ownership of the programme. Unfortunately, the after and continued-effects of the pandemic were amplified by the outbreak of the Russian-Ukrainian war. This fueled historic inflation, notably in basic commodities such as food, in a country where the vast majority of food items are imported and the local agricultural sector is unable to provide all necessities. This is especially critical when impacted frequently by inclement weather events including major flooding which affected rural areas particularly isolating them from the rest of the country. This inflation was accompanied by growing unemployment as the economy, as with most nations, experienced a downturn exacerbated in some cases by the companies that put health regulations into effect for their workforce including vaccine mandates. It is hardly surprising although no less horrifying, that Trinidad & Tobago experienced the highest murder toll in its history with 601 persons killed, including 57 women, 35% of whom died as a result of domestic violence incidents. The country was also rocked by the 'Safeguarding Children In Community Residences And Child Support Centres In Trinidad And Tobago' report released in May 2022, which revealed decades of institutionalised physical and sexual abuse and even instances of self-harm within children's homes. In this climate, the pressure from stakeholders to see results from the Spotlight Initiative deepened, as the programme represents the largest investment in the country's history in addressing gender-based violence.

Fortunately, the team can boast some notable achievements, despite many challenges, that will lay the foundation for improved social, medical and legal services, intersectoral collaboration, grassroots engagement, women's empowerment and young persons' abilities to navigate conflict and serve as changemakers for peace. These include the following:

- Training 217 police officers in gender-responsive policing with the commitment of the Academy to embed the training into its curriculum ensuring sustainability, more effective management of GBV cases and eventually improving the experience of the survivor while making police reports.
- Launch of the child protection information management system, PRIMERO, an innovative, globally recognised case management system which will help to ensure that fewer children in need of care and protection fall through the cracks of the system.
- The development of a Family Violence Prevention and Response Strategy with the local government.

- Through the Heroes Foundation, training of 380+ adolescents including several from the refugee and migrant population, in gender-sensitivity, leadership, advocacy, communication, technology skills, and project management, in 30+ schools across the country. These students have now implemented projects to address problems experienced in their schools and communities, including bullying, school violence, child abuse, gender-based violence, sexual harassment, and anger management. To date, 9,000+ persons have been engaged in-person in youth-led education and advocacy projects, to inspire positive behaviour change, safety, and respect for children and youth.
- The Pillar 3 communication and outreach campaign delivered creative/arts-based solutions, information materials and relevant tools on family violence to 250,000+ persons in the communities and through the implementing partner ICAN, hosted 3 national events involving faith-based leaders, men and boys and young persons.
- Under Pillar 4, following an extensive national review process, the Hon. Minister of Health approved the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence, the first official national framework for action in the health sector on violence against women. These guidelines outline best practices to provide survivors with high quality health care. They include a Clinical Record form which serves as the basis for the health information management system developed under Pillar 5.
- The Economic Costs of Violence study was finalised and while results are limited in scope to application within the three communities; the data collected, and lessons learned can be incorporated into future nation-wide studies and used as an advocacy tool.
- The Spotlight Initiative maintained the innovative small grants programme providing core funding and institutional strengthening to grassroots organisations under Pillar 6. New small grantees, CreateFutureGood and The Shelter, offered heartening testimonials as to the durable effects these will have on their operations.

These triumphs occurred amidst several challenges and constraints experienced within the programme team, including the resignation of the Resident Coordinator in March 2022, a loss keenly felt, as she was a devoted advocate with strong Government relations and was intimately involved in the programme from inception. Thankfully, the RC (a.i) has expressed his commitment and support and has firmly stepped into the portfolio including serving as co-Chair on the National Steering Committee although these demands must be balanced alongside his main priorities as ILO Representative. Several departures of other communications, operations and programme staff occurred within the RUNOs as well as the Coordination Unit, impacting the flow and timeliness of key deliverables as recruitment processes were time-consuming. Compounding these HR limitations were similar changes experienced within key Government partner agencies. One additional setback was the delayed disbursement of funds to implementing partners by one RUNO that undertook a financial audit. This created considerable challenges for those civil society partners who were crunched to use their internal resources to complete projects. We were also confronted with

unforeseen weather events which either forced activity postponements or impeded full beneficiary participation. With COVID-19 restrictions still in place for the first half of the year, virtual and/or hybrid events remained the norm which made access difficult for specific vulnerable groups. Finally, major Phase I outputs remain pending such as the approval by the Ministry of Education of the revised Health and Family Life Education curriculum which serves as the basis for training of teachers and the development of an open online course as envisioned for Phase II. Additional delays were experienced for the court accompaniment programme, the RESET programme, the finalisation of the National Child Abuse Protocol, the National Child Safeguarding Strategy and the upgrading of the Central Registry of GBV. Delays have resulted from extensive stakeholder review and revision, competing or other pressing priorities of stakeholders and/or challenges with human resources to execute.

The team, however, continued to exemplify good practices in implementing joint programmes under the principles of UN Reform, through mutual development of Phase II plans and consultations with national stakeholders at the onset of the year. These plans truly reflect national priorities as gleaned from the consultations, and lessons from Phase I with emphasis on enhancing national ownership, targeting the most vulnerable and achieving sustainability of results post-Spotlight. Phase II plans were successfully approved. It is expected that the team will implement acceleration measures in 2023 although it should be clear that buy-in for specific projects by government counterparts can be time-consuming and these approvals are critical for sustainability. This is a delicate balance which the team will attempt to navigate in the upcoming year. With the recognition of the long term investment required for a reduction in family violence and the limited timeframe and resources, the focus for 2023 will be on empowering stakeholders to take national ownership of the programme, including through the adoption of a blueprint/model based on Spotlight implementation; and ensuring quality and specialised services are available for women and girls and their families with appropriate referral mechanisms, so that any person, even those typically facing multiple forms of discrimination, can access care, support services, legal protection and justice.

Contextual Shifts and Implementation Status

In 2022, Trinidad & Tobago celebrated its 60th anniversary as an independent country, and in the words of the President Paula Mae-Weekes, a “restless” nation. From the onset of 2022, the government of Trinidad and Tobago continued to lift the significant pandemic restrictions to movement, gatherings and events which had stymied the economy and social life throughout much of 2021. This included the much-anticipated phased reopening of primary and secondary schools after 2 years of virtual/distance learning which impacted much of the nation’s youth without access to reliable internet coverage and/or digital device limitations. The negative impact of these 2 years of isolation, which potentially deprived children of much needed socialisation, was noticeable as multiple stories of violence including cases of severe bullying within and out of school were widely documented throughout the year both via traditional and social media.

As with the rest of the world, the country has suffered massive inflation, specifically within the food industry, as a result of the Ukrainian-Russian war, and high unemployment affecting all sectors of society but most particularly those within the lowest socioeconomic and marginalised classes. These inflationary and labour market pressures were heightened by the COVID-19 restrictions which remained in place during the first half of the year including vaccine mandates for some sectors. Additionally, the population has been victim to a notable uptick in violent crime including cases of GBV and homicides. The highest murder rate for the country has been recorded this year with 601 people killed. The majority of these killings have been attributed to gang activity but 57 women have also been murdered, 35% of whom died as a result of domestic violence. 2022 saw the release of the report ‘Safeguarding Children In Community Residences And Child Support Centres In Trinidad And Tobago’ which outlined prolific cases of decades-long physical and sexual abuse within children’s homes including instances of self-harm. These cases were extensively documented and according to the report, repeated calls were made to the respective authorities but went unheeded. The Office of the Prime Minister Gender and Child Affairs Division in response created a task force which developed a framework to execute the recommendations of the Justice Judith Jones report. The task force implementation plan has been submitted to Cabinet and remains pending for approval as of reporting date.

Finally, Trinidad & Tobago has continued to experience a shift in weather patterns and as a small-island developing state, remains vulnerable to climatic changes and 2022 represented one of the wettest years on record. Despite the country’s geographic positioning which removes us from the typical hurricane trajectory, numerous tropical storms hit low lying and coastal areas, and the effects were made worse by ongoing deforestation and city planning limitations, which contributed to extensive flooding throughout the country and caused significant damage to property, road infrastructure and livestock. Unexpected flooding forced business and school closures as well as damaged crops, further creating price shocks in food commodities.

Spotlight Initiative implementation in Trinidad & Tobago has benefitted from the full reopening of the economy and raising of COVID-19 restrictions. For the first time, the team was able to host an in-person gathering of all major stakeholders from government, civil society, the private sector and international development partners, and cement commitment to achievement of the programme goals. Engagement with men and boys, the youth and community groups was facilitated via hybrid formats and targeted outreach in the 3 communities, increased visibility of the programme as well as the country's efforts to address GBV generally. There was a noticeable increase in media coverage and the country team was able to utilise the talents of the National Champions to boost visibility and communications.

The uptick in crime led to the team's drive to prioritise work with the justice and legal sectors including joint efforts to strengthen capacity, to use gender-responsive policing approaches and to re-engineer attitudes within the court system. The Spotlight Initiative team has strengthened its partnership with key government stakeholders including the Gender and Child Affairs Division, the Ministry of Social Development and Family services, the Children's Authority and it has established relationships with critical new partners including the Ministry of Digital Transformation. Although it commenced in 2020, the Spotlight Initiative has solidified a relationship with the private sector and allowed us to address the issue of family violence in the workplace with model workplace policies for employers to adopt. It has also allowed CSOs to put mechanisms in place to prevent and respond to sexual exploitation and abuse. It must also be acknowledged that there have been increased calls from stakeholders for greater engagement, focus and involvement of men and boys in the Spotlight programme. This included consultations during the development of Phase II plans which lead to additional resources being directed towards working with particular populations including youth, men and boys and within the prison and security systems.

Implementation Status

While phased reopening of the economy and lifting of restrictions had a positive impact on overall implementation including increased exposure and improved access to target populations for outreach and interventions, the programme continues to experience delays. As of report writing, most Phase I activities have closed and funds expended yet there remain some pending critical projects including the court accompaniment programme and the RESET batterer intervention programme with the Judiciary. Both these activities required input and buy-in from the Judiciary and Family Court which generally entails long processes for review and approval. Additionally, the National Clinical and Policy Guidelines, a major output completed in 2021 only received final approvals from the Ministry of Health in August 2022. The Health and Family Life Curriculum has not yet received approval from the Ministry of Education following extensive consultations with faith-based communities as recommended by the Ministry. These delays have knock-off effects on dependent activities. The Spotlight team emphasizes sustainability of programme results through ensuring national ownership yet attaining this can and will contribute to delays. Mitigating

these delays generally translates into programmatic revisions and provision of greater support to government counterparts. It is expected that in early 2023, the team will adopt acceleration measures with stakeholder buy-in through advocacy at the National Steering Committee level.

Sustainability

With the recognition that a reduction in violence will require extended long-term investments, the team will focus on advocacy towards the adoption of the National Strategic Action Plan on GBV, the creation of opportunities for systematic collaboration and interoperability of systems amongst the legal, health and social services sectors to bolster service provision and enhance data, continued prevention strategies working with men and young persons, and renewed strengthening of the women's movement through fostering peer networks and ongoing capacity building. With a reduced budget for Phase II and timeframe, the Spotlight team will concentrate efforts on feasible interventions within the target communities that can be sustained by national partners post-Spotlight.

All activities that are proposed for Phase II have been developed in close collaboration with national stakeholders. During the Phase II planning process and consultations, the team assessed the relevance and feasibility of projects given the limited time and resources available for this phase, with a view to focusing efforts on the most critical ones that will achieve a solid foundation upon which local stakeholders can continue to build in this fight against gender-based violence.

The National Strategic Action plan provides a national framework outlining the roles and responsibilities of State agencies and civil society as duty bearers in addressing gender-based violence, as much of the activities/projects which were envisioned in the initial plan of 2016-2020 have come to fruition under Spotlight. There is therefore a natural progression from Spotlight coming to a close at the end of 2023 and the plan taking effect to sustain momentum.

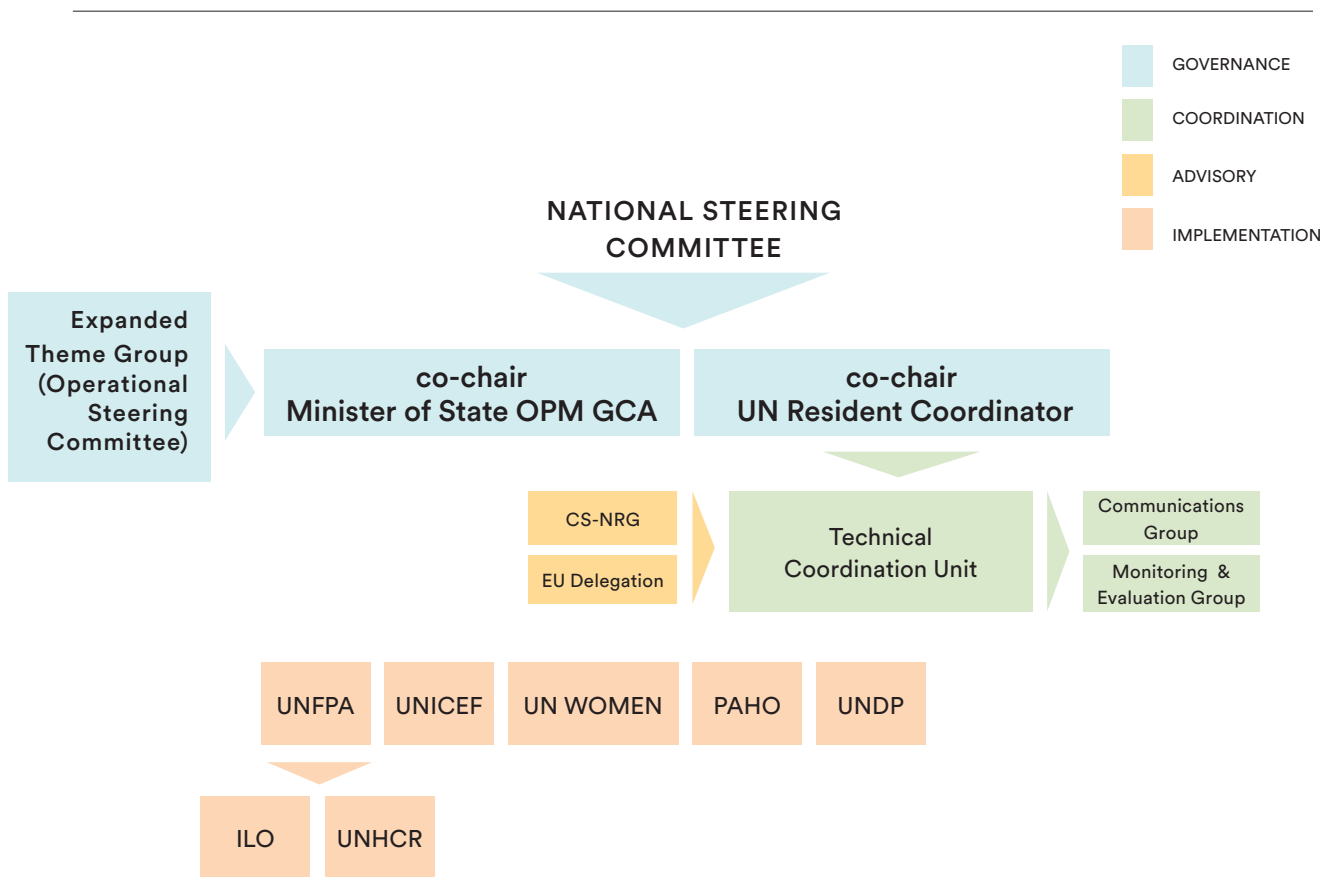
The sustainability and exit strategy of the team will also encompass engaging key representatives from civil society whose programmatic activities have been supported by Spotlight to develop resource mobilisation strategies to sustain particular projects.

Implementation progress by outcome area:

Spotlight Initiative - Outcome areas	Implementation progress as of 31 Dec 2022
Outcome 1: Legal and Policy Framework	63%
Outcome 2: Institutions	41%
Outcome 3: Prevention and Norm Change	62%
Outcome 4: Quality Services	49%
Outcome 5: Data	37%
Outcome 6: Women's Movement	46%
TOTAL	50%

Programme Governance and Coordination

Figure 1 - Trinidad & Tobago Governance and Coordination Structures Table



a) National Steering Committee (NSC)

The composition of both the National Steering Committee and Operational Steering Committee in Trinidad & Tobago remains quite similar as outlined in previous annual reports with the addition of the Permanent Secretary and Technical Officer, respectively from the Ministry of Digital Transformation. As much of Phase II will be focused on strengthening data systems and building interoperability across sectors, the inclusion and support from this Ministry to sustain interventions is crucial. These platforms have been instrumental in ensuring Government and civil society’s voices and priorities are reflected in Spotlight interventions. The Spotlight team

made a concerted effort in 2022 to shift the onus for reporting and updating to the committee as well as devising strategies for government counterparts for presentation; this has served to increase national ownership and boost collaboration across ministries. It may also be argued that this has bolstered the positioning of the Gender and Child Affairs Division as the entity leading the national gender machinery and Government's efforts to combat GBV. The committee has also served as an advocacy mechanism, for example, civil society partners used this forum to hold the Government accountable for taking action once the report of child abuse was released.

The committees have reviewed annual work plans as well as programmatic revisions and the members were the main parties in Phase II consultations. During 2022, the National Steering Committee met on two occasions, in April and September, and the Operational Steering Committee continued to meet on a quarterly basis.

One of the main suggestions was the creation of a virtual repository of Spotlight knowledge products and deliverables which could be made available to all key stakeholders. This has been created and is regularly updated and disseminated through Parliament to Members of Parliament and their constituents, thus enhancing access for survivors and GBV-service providers. Additionally, the platform has provided an opportunity for local government parties to share community specific concerns and adapt, or in some cases revise projects to meet the needs of each region's most vulnerable populations. Opportunities for further collaboration between civil society and state agencies were also created.

Finally, the members of the NSC play a critical role as advocates in championing Spotlight at the highest levels, particularly with respect to obtaining buy-in, resource allocation and mobilisation, communicating decisions, and as catalysts for onward action at all levels. These members are encouraged to improve their guidance to the Spotlight Initiative as well as ensure linkages with national programmes.

b) Civil Society National Reference Group (CS-NRG)

Taking into consideration a key recommendation from the mid-term assessment, in 2022, the Coordination Unit continued to support and improve the relationship with the CS-NRG through the development of a membership policy which includes the composition, criteria for inclusion, duration of memberships and termination clauses. This policy also includes a succession planning clause which would encourage commitment from members and sustainability of the group's efforts. Additionally, the group members now reduced to 8 individuals were encouraged to nominate a Chairperson and Treasurer who would be responsible for managing the compensation mechanism which has been instituted successfully in Trinidad and Tobago since August 2022. The group currently meets on a bi-monthly basis with a quorum of 4 members and consists of a cross-section of diverse individuals with representative experience from grassroots, national and academic civil society organisations as well as state agencies with proven track records in

the following thematic areas: positive masculinities, sexual and reproductive health and rights, vulnerable populations including those facing multiple intersecting forms of discrimination (LGBTQIA individuals, migrant/refugee women and girls, persons with disabilities, rural populations, etc.), gender and development, strategic communications, programme management, child protection and at-risk youth, amongst others. These individuals also boast extensive project management/ advisory or project collaboration experience.

The CS-NRG did not develop a 2022 work plan but did ensure civil society representation on the NSC and OSC and reviewed key documents. A total of USD\$20,000 has been allocated in the country programme budget to resource the CS-NRG's work plans, including the preparation of the shadow report which remains pending and compensation for members according to the compensatory mechanism which was instituted in May 2022. In 2022, just over 30% of these financial resources have been utilised.

To encourage more meaningful engagement, the Coordination Unit provides monthly email updates to the members to ensure consultation and input during implementation of the various components of the Programme and also secretariat support for the hosting of meetings and preparation of meeting minutes. During 2022, members have provided input to key documents including the National Child Safeguarding strategy, the National Strategic Action Plan on GBV and furnished guidance on engaging survivors in research studies as well as actively participated in stakeholder events including the media conference hosted by the OPM GCA, the Spotlight cocktail networking event and the Parliamentary presentation. It must be noted however that at least 3 members were unable to actively contribute to the group during 2022 due to several pressing and competing priorities and commitments. This may have placed an excess burden on others.

It is unlikely that the group will continue in its current format post-Spotlight however the programme has strengthened the connections and relations amongst the UN, civil society and Government as has been expressed on multiple platforms by the members.

c) Inter-agency coordination, technical committees and other governance mechanisms

The programme has created a mechanism for regular engagement with civil society and government with EUD involvement through the establishment of the Operational Steering Committee which meets on a quarterly basis. This coordination mechanism provides a platform to ensure accountability to and engagement of civil society at every stage of implementation as well as to jointly address bottlenecks and challenges and build upon and discover areas for collaboration and linkages.

Additionally, the Spotlight Programme Coordinator as well as focal points from specific RUNOs form part of the Theme Group on Gender Equality, HIV and Human Rights. These meetings provide

an opportunity for dialogue to address issues affecting the most marginalised groups, those facing intersecting and multiple forms of discrimination, VAWG and SRHR, and, more broadly, issues of gender inequality. The Programme Coordinator also participates in the Gender Coordination Group which comprises international development partners including the US Embassy, EU Delegation, British High Commission, Canadian High Commission, Australian High Commission, Equal Opportunity Commission, Office of the Attorney General and Legal Affairs and civil society partners. This group meets on an ad hoc basis to determine areas for collaboration on gender-themed activities. In 2022, through advocacy at this platform, the British High Commission supported the Caribbean Gender Alliance, the civil society regional group which was established in 2022 post a Caribbean Regional Spotlight-funded CSO retreat held in Jamaica and which was responsible for a mass communications campaign during 16 Days of Activism.

In the spirit of UN Reform, monthly meetings of the coordination unit with recipient and associated UN agencies have been operationalised and serve to identify and outline opportunities to reach optimal levels of collaborative action with relevant activities; to enhance synergies and harmonise actions towards the elimination of VAWG; establish linkages and effective integration across the 6 outcomes areas; generate knowledge; identify bottlenecks and determine action items for the subsequent period. Additionally, in 2022, the Resident Coordinator (a.i) and Programme Coordinator have started quarterly meetings with Agency Heads to address bottlenecks, share achievements and jointly determine acceleration measures.

The Spotlight Initiative communications focal points have benefited from the UN communications group which meets on a bi-monthly basis to discuss visibility initiatives of the UN and to develop communications materials and campaigns.

The Spotlight team developed standard operating procedures (SOPs) (revised in 2022) which clearly outline the governance and management structures, working relationships, roles and responsibilities related to the implementation of the Spotlight Initiative in Trinidad and Tobago and which serve to enhance collaboration under the UN Reform.

All Spotlight focal points share working and finalised content including annual work plans, communication strategies, materials, ToRs, knowledge products, consultancy reports within a centralised working folder as well as via a technical coherence review Smartsheet which facilitates joint working relationships. Additionally, all major Spotlight related events once planned or confirmed are shared in a joint calendar and the coordination unit ensures that all implementing partners/small grantees and Consultants receive an in-depth orientation on the Spotlight Initiative and covering communications, knowledge management and m&e guidelines.

The Spotlight Initiative Team also ensures that the EU Delegation is regularly briefed on the progress of the Initiative both at technical level and at the level of senior management through monthly meetings between the coordination unit and the Programme team as well as bi-weekly email correspondence. The EUD is represented both at the NSC and OSC levels.

Programme Partnerships

Government

The Spotlight Initiative team continues to partner with the key state agency for gender and development which is the Office of the Prime Minister Gender and Child Affairs division (OPM GCA) and associated agencies including the Children's Authority. The GCA Division is responsible for the coordination of the response to GBV, manages the Domestic Violence Hotline and the Central Registry on Domestic Violence and has been engaged in implementing or supporting activities under the Spotlight Initiative since inception. This engagement with government at the highest level is with an aim to encourage political buy-in and national ownership of the Spotlight Initiative and to eliminate violence against women and girls.

In 2022, collaboration with the Gender and Child Affairs Division remained a cornerstone of the programme despite changes in staffing, including the retirement of the Permanent Secretary who had been transferred in 2021. The Permanent Secretary of the GCA Division has been enthusiastically involved in the programme and along with the Ministry has been critical in advancing the activities of the Spotlight Initiative with equal fervour. Despite the resolve and financial commitment of the Spotlight team to provide human resource support to the Division through a Programme Coordinator position, recruiting a suitable candidate proved to be quite challenging despite several rounds of calls. The recruitment process was eventually successful in selecting a candidate in December 2022. This has delayed the work to create a blueprint from Spotlight which was expected to be finalised during the Phase 1 extension. Despite these challenges, the Spotlight team continues to work with the GCA Division on the following:

Outcome 1: Technical support for the Inter-Ministerial Committee to Coordinate Strategies to Reduce Domestic Violence; Finalisation and adoption of the National Strategic Action plan on gender-based violence; Finalisation of the Child Safeguarding Strategy as a key aspect under the National Child Policy.

Outcome 2: Establish and sustain a Multi-Stakeholder coordination committee to oversee implementation and monitoring of the Standard Operating Procedures for National Family Services and the Division of Health, Wellness & Social Protection of the Tobago House of Assembly and the development of joint protocols amongst the legal and health sectors; Sensitise and reinforce the gender focal point network within national and sub-national systems and institutions to develop policies and plan, fund and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors; Support the implementation of the Family Violence Prevention and Response Strategy within two municipalities (Tunapuna/Piarco and Mayaro/Rio Claro); Support the mapping of services of GBV and SRH first responders informing the updated referral pathway and address the Essential Services Package to address GBV.

Outcome 3: Advise through its representation on the Steering Committees prevention programming and communications campaigns which can contribute to gender equitable social norms, attitudes and behaviour change at community and individual levels to prevent violence against women and girls.

Outcome 5: Provision of technical support to maintain and integrate the child protection information management system; Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes in the assessment of systems used by GBV first responders to address family violence; equipment, training and the enhancement and inclusion of interfaces for GBV first responders for the updated Registry on GBV.

Notable other Government partners include the Ministry of Health and Regional Health Authorities that have continued to endorse and actively engage with the Initiative through the Spotlight committee of five persons appointed by the Chief Medical Officer. This committee has contributed to the approval of the National Clinical and Policy Guidelines on IPV and SV and the development of training materials for front-line health care providers. They have assisted in liaising with key stakeholders to facilitate consultations related to the IPV and SV Health Information System developing under Outcome 5 and the development of communications products to raise standards of care and support for survivors. Additionally, the Ministry of Health is represented in the National Steering and Operational Steering Committees. Under Outcome 4, health service human resource capacity strengthening activities continued in 2022 with health care workers being trained from each of the 5 Regional Health Authorities.

Other critical partners include the Ministry of Social Development and Family Services and Ministry of Education whose representatives sit on the Steering Committees. Additionally, the Spotlight team has engaged the Tobago House of Assembly and Regional Corporations of Tunapuna/Piarco and Mayaro/Rio Claro, to ensure buy-in for the implementation of prevention programming, including the CHAMP and Foundations projects, the development of referral pathways and the expansion of counselling services within communities.

Engagement with national security deepened in 2022 with the Manager of the Special Victims Unit attending the Spotlight Global Learning Symposium and using her voice to boost visibility of the Spotlight Initiative on many platforms. The team also continues to work closely with the Police Academy and Victim and Witness Support Unit of the TTPS. It is envisioned that through this relationship, the TTPS will embrace and integrate the professional competency framework and due diligence standards developed in 2022. TTPS remains committed to continuing gender-responsive police training and this is embodied in the Academy's pledge to incorporate the training into its regular curriculum for all recruits.

Civil Society

For decades, women’s rights groups, autonomous social movements and organisations have advocated and campaigned to address family violence. They have contributed to driving policy change and articulated social perspectives of all groups of women, including youth, marginalised groups and/or groups facing intersecting forms of discrimination and marginalisation.

Through its partnership with civil society, the Spotlight Initiative is providing a unique and unprecedented opportunity to demonstrate that a significant, concerted and comprehensive investment in gender equality, placing the principle of “leave no one behind” at the centre and guaranteeing the meaningful participation and leadership of civil society, can make a transformative difference in the lives of women and girls, as well as contribute to the achievement of the SDGs in the country, including by working with grassroots and women-led organisations to ensure that the work of Spotlight reaches all women and girls.

The Spotlight team has supported and strengthened the work of civil society partners including: financing the Family Planning Association’s (FPATT) bilingual hotline, which allows this longstanding sexual and reproductive health rights organisation to provide essential GBV and SRH services for the growing migrant and refugee population, the local population and persons with disabilities, as well as providing support to update and re-implement the CHAMP programme focused on addressing family violence; giving support to the Heroes Foundation in developing and executing a GBV curriculum in 30+ secondary schools across the country and empowering young persons to implement their own projects tackling abuse in their communities; partnering with Trinidad and Tobago Red Cross Society (TTRCS) in the training of local government stakeholders in family violence prevention; providing core funding to CreateFutureGood and The Shelter to strengthen their institutions with strategic plans, m&e frameworks and sustainability strategies; lending targeted support to the Arts in Action grassroots group which focuses activities on vulnerable youth through drama theatre and cybertheatre, and improving the research capacity of Network of NGOs which executed the Economic Costs of VAWG study. Additionally, this support extends through a comprehensive CSO capacity building project which encompassed individual coaching, mentoring and peer support to sustain a strengthened women’s movement post-Spotlight. In line with the above-mentioned principles of meaningful engagement of civil society, effective representation of civil society in the Operational and National Steering committees has been critical to ensure that Spotlight focal points explore existing programmes and seek areas for collaboration in lieu of duplicating efforts.

The CS-NRG continues to provide advice on current VAWG/Family violence-related issues where the Spotlight Initiative’s advocacy, leadership and support to CSO advocacy is important. It supports monitoring of implementation of the Spotlight Initiative through full membership on the National and Operational Steering Committees. The Reference Group is self-selected and represents the diversity of women and girls. In 2022, members provided critical input to key deliverables and

three members were the drivers behind the establishment of the Caribbean Gender Alliance which implemented an extensive communications campaign during 16 Days of Activism.

In 2022, implementing partner agreements continued with the Network of Rural Women Producers, the Network of NGOs and the Indigenous Creative Arts Network (ICAN) under Outcomes 3 and 5 and the Coalition Against Domestic Violence (CADV), University of West Indies Institute for Gender and Development Studies (UWI IGDS) under Outcomes 2, 3 and 4. Notwithstanding the positive contributions as outlined above from civil society to the Initiative, challenges remain. These include the competing demands of members of the CS-NRG who may also be recipients of Spotlight Initiative funding through their organisations.

Additionally, despite the adoption and implementation of the membership policy and compensation mechanism in 2022, participation in the CS-NRG has not improved meaningfully and much of the work continues to fall on a few dedicated members who have the time. The group has not contributed to the meaningful representation of other grassroots organisations not represented in the group. Despite the good will to participate as broadly as possible, the engagement of this group was constrained, including the delay related to the production of the shadow report, and the coordination unit has been unable to secure support for participatory monitoring and evaluation activities.

European Union Delegation

The Spotlight Team, under the leadership of the RC, considers the partnership with the EU Delegation as a prerequisite for the success of the Spotlight Initiative. At all levels, the UN has established formal and informal opportunities for coordination and exchange of information to ensure that both partners remain “on the same page” and develop joint strategies in their interactions with national stakeholders.

To improve information flow and communication and to manage the partnership with this critical stakeholder more successfully, the coordination unit continues monthly meetings with the EUD, specifically its programme and communications staff, to provide implementation updates as well as to seek guidance and support in addressing challenges. Additionally, the Resident Coordinator (a.i.) and EU Ambassador meet periodically on an ad-hoc basis to support as well as sensitise development partners through their Heads of Mission and technical level colleagues.

During this reporting year, the EU’s Working Party on Latin America and the Caribbean visited Trinidad and Tobago in November 2022 and the Spotlight team was able to provide a comprehensive overview of notable achievements to date which were well received.

The EUD has helped to improve activities and foster more cohesive programming by offering its institutional knowledge, technical expertise, and other resources including networks for dissemination of communication materials.

The UN-EU partnership has also proven instrumental in planning and executing activities, such as joint op-eds to boost visibility of the Initiative. Additionally, the EUD participates in the Operational Steering Committee meetings and bi-annual National Steering Committee meetings. This participation strengthens collaboration between the UN and EU and enables the EUD to support the Spotlight Initiative in engaging civil society.

Finally, the EU and UN will work closely with the Government to develop a sustainability plan that includes a feasible financing strategy with conditions to ensure that funding and services/programmes initiated under Spotlight can continue following programme closure.

Cooperation with other (non-RUNO) UN agencies (if applicable)

The ILO remains committed to the Spotlight Initiative as an associated agency, given its specialisation in labour rights and expertise in human rights in the workplace, in the prevention and awareness activities (including support services) within the workplace in support of achieving Outcome 3. It was instrumental in overseeing the implementation and finalisation of the economic cost study on the impact of family violence on the workplace in 2022 in support of achieving Outcome 5.

UNHCR also was selected as an associated agency, given its experience working with refugees and displaced populations, in the provision of psychological support to stakeholders in Tobago and to migrants and refugees through a bilingual hotline and through the development and dissemination of communication products in Spanish, in the achievement of Outcomes 3 & 4. Additionally, UNHCR supported the delivery of the Heroes Foundation-GBV curriculum to migrant and refugee youth through the provision of tablets. There are roughly over 30,000 refugees, asylum seekers and migrants from Venezuela in Trinidad and Tobago, who in addition to trafficking, often experience family violence, the relationship with UNHCR allows the Spotlight Initiative to include this vulnerable population as beneficiaries, leaving no one behind.

Similarly, the team has been working more closely with IOM including during 16 Days of Activism, a relationship which will continue as outcomes may be aligned in serving trafficked vulnerable migrants.

The UN ECLAC and RCO Economist have also given critical support and oversight in the study of the economic costs of violence against women under Outcome 5.

Both IOM and ECLAC provide advisory support to the Initiative as well as collaborate on major events through the Expanded Theme Group on Gender Equality, HIV and Human rights.

Other Partners and resource mobilisation

During 2022, the Spotlight Initiative team continued the relationship with the Directorate of Women's Health, which reviewed the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence and whose support was critical in obtaining their approval by the Minister of Health. A Committee of Ministry of Health Representatives for the Spotlight Initiative continued to meet at least every two months to discuss updates on health sector capacity building activities under Spotlight and advise on measures to optimise quality and implementation. The Spotlight Initiative partnered with the University of the West Indies to develop and pilot curricula to train students in the care of survivors of IPV and SV. These curricula were developed for undergraduates and postgraduates in disciplines relating to helping professions, including nursing, medicine, social work, psychology, dentistry, midwifery and gender studies. They provide pre-service training to sensitise participants as to causes and consequences of GBV and build skills to deliver care in line with good practice documents, including the National Clinical and Policy Guidelines on IPV and SV developed under the Spotlight Initiative. The curricula were presented as an example of good practice at the Sexual Violence Research Initiative Conference in Mexico in September 2022.

As the Spotlight Initiative aims to strengthen the rule of law in Trinidad and Tobago, an independent and knowledgeable judicial system based on justice and human rights principles, efficient procedures and judicial decisions all contribute to increased public trust in its judicial systems. The Spotlight team sustained its partnership with the independent Judiciary of Trinidad and Tobago (JORTT) as well as the Office of the Director of Public Prosecutions to provide training for judges, lawyers, prosecutors and other legal professionals on international human rights and the dynamics of family violence.

In 2023, the Spotlight team will continue to engage other development partners in Trinidad & Tobago in an effort to jointly advocate for the adoption and implementation of the updated and costed National Strategic Action Plan on Gender-Based Violence as well as to mobilise resources and supplement Spotlight funding thus ensuring greater sustainability of programmatic results.

Results

Capturing Broader Transformations Across Outcomes

Broad transformations at an Outcome level for any programme typically require long-term sustained investments, national buy-in across various sectors and significant political will. In three years, the Spotlight Initiative in Trinidad and Tobago has fostered collaboration across the UN, EU, Government, civil society and the private sector, contributing to laying a critical foundation for the achievement of the SDGs most notably Goals 5 and 17. It has provided an opportunity to connect the UN and civil society in a way not previously done, and it is envisioned that this collaboration will be sustained as joint entities working toward ending violence against women and girls.

Under Pillar 4, the Spotlight team has effectively engaged the health sector in the development and approval of the country's first National Clinical and Policy Guidelines on IPV and SV. These guidelines were supported by the establishment of a Spotlight Ministry of Health committee and extensive training for front line health service providers was conducted. Health professionals also continued work in 2022 on a digitised GBV electronic health information management system, the first of its kind in the Americas, as a key output of Pillar 5. This documentation of cases of GBV, health consequences, care, support and referrals, facilitates evidence-informed care and policy decisions to the benefit of survivors. It is envisioned that this system will be linked to other sectors including the justice and legal sectors in Phase II through data sharing norms and inter-sectoral protocols. This coordination of services among different service providers such as housing, social services and the police will improve the survivor experience in accessing services.

Similarly, the Spotlight Initiative has supported a comprehensive child protection information management system with access to better quality data, by enhancing case management processes and service provision and strengthening institutions such as the Children's Authority for management of child abuse cases utilising this PRIMERO System. This translates into a coordinated national system for treating, referring and managing all cases of child abuse that are brought to the attention of authorities.

Coordination as one UN is evidenced by the joint consultations for the development of the Phase II proposal, the continued engagement and training for the Trinidad and Tobago Police Service developed by UNDP and UN Women as well as the continued joint work of UNFPA and PAHO to strengthen and enhance data systems with relevant government parties. This strategy will enable Government entities and related agencies to be effective duty bearers and to provide timely, effective and appropriate responses, in their duty of care to family violence survivors.

Reporting on the implementation of Participatory Monitoring, Evaluation and Reporting (PME)

In 2022, the Spotlight team formalised its efforts to ingrain PME in the Trinidad & Tobago programme, culminating in the completion of the PME plan that was initiated in 2021. The plan was developed collaboratively by the Spotlight team, and was accompanied by continuous sensitisation of the major stakeholder groups: the EUD, OSC members, RUNOs, CS-NRG members, IPs, small grantees and beneficiary groups targeted. The PME plan adopts two prongs to systematically promote participatory and inclusive approaches throughout implementation that will enhance actions taken to correct course, and meaningfully

engage key stakeholders. Most importantly, through activities selected for monitoring, the Spotlight team also intends to illuminate what changes have occurred (if any) as a result of programme activities, and learn from what worked and what did not.

The first part of the plan seeks to obtain beneficiary feedback about activities and their perspectives about what Spotlight is doing, accomplished through participatory monitoring of 3 activities in selected pillars – pillars 2, 3 and 6. These activities are: training of judicial officers within the Family Court to improve their handling of DV cases and the client experience; the CHAMP ambassadors programme; and small grantees: The Shelter, CreateFutureGood and Roxborough Police Youth Club. Support is also being provided to the TTPS-led evaluation of the GRP training in pillar 4, which is planned for March 2023, to ensure that participatory methods are adopted to the extent possible. IPs of these activities were partners, as they provided input to instruments and assisted with sourcing participants for data collection. Using a combination of principles from three PME approaches—Social Norms Mapping, Beneficiary Assessment and Most Significant Change—a pilot round of this prong was initiated during the reporting period. Future rounds would be determined based on the lessons learned from the pilot. Through a series of qualitative methods, data collection was initiated in late 2022 that

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Key for us, this grant allowed us to build our organisation. We applied for institutional strengthening under the grant. So we were able to formulate a strong monitoring and evaluation and learning plan, strong financial system, strong HR and volunteer system, strong business development... things one does not usually associate with CSOs but which are key for us to run in an efficient and effective way and continue to serve the communities that we do.

SMALL GRANT RECIPIENT, NADELLA OYA, FOUNDER OF
CREATEFUTUREGOOD

involved speaking directly with beneficiaries about their experience in programme activities, discussion of changes observed in their attitudes and practices, and their recommendations to improve effectiveness. Video testimonials were also created from 2 small grantees for human interest stories; data collected from this activity also fulfilled requirements under this prong. At the close of reporting, IPs had been sensitised and data collected from caregiver participants in RPYC's project on elderly abuse sensitisation; two more focus groups are planned for 2023, along with a focus group with CHAMP ambassadors. The video testimonials were also completed and the stories published to the Spotlight website.

The second part of the plan is a continuation of ad hoc measures implemented the previous year that focused on strengthening the M&E system and user capabilities, in particular IPs, small grantees and CSOs. This is accomplished through capacity-building and training on M&E principles to support these partners to develop and execute their own M&E plans; and streamlining M&E processes for improved efficiency. As mentioned, IPs or small grantees selected for PME were sensitised, and new IPs and small grantees were oriented to PME during their onboarding, thus building momentum from the start of their projects. Reporting systems introduced in 2021 were also reviewed in consultation with RUNOs and revised for greater efficiency and to enable easier reporting; and support was provided to the internal team on M&E principles, particularly M&E for communications activities.

The major challenge to PME thus far has been in the data collection phase, which was stymied

for some time due to challenges with timing and response rate of IPs (agreements and projects of selected activities had closed by the time PME was initiated), and scheduling conflicts among participants. This was mitigated in part by utilising RUNOs as key focal points and seeking support at the OSC level. Some important lessons were learned from the 2021 initiation of PME efforts that, once implemented, would mitigate some of the challenges encountered while preparing to and executing the pilot round of PME (however, necessarily, some of these lessons may not be applicable or yield results until a second round of PME is executed). These lessons complement activities in the second prong and involve: including specific clauses in agreements that IPs could be contacted to assist with PME activities, including after agreement closure where possible; updating RUNO guidelines, IP guidelines and onboarding resources to introduce participatory principles and methods; providing additional sensitisation for IPs where requested; and advocating with RUNOs for the inclusion of basic M&E concepts in ongoing or planned activities by IPs already contracted.

Despite these challenges, PME has continued, and is being integrated into existing activities and planning for Phase II. PME at the Spotlight team level has also enabled corrective actions to be taken based on observations and lessons learned, and facilitated continued consultations with key partners of the programme. Moving forward, internal advocacy for PME to be adopted early will continue, particularly as Phase II activities begin.

Capturing Change at Outcome Level

Outcome 1: Legal and Policy Framework

In 2022, the work of the Spotlight team in this Outcome area, in collaboration with key partners, contributed to ensuring that the legislation and policy on VAW and GBV not only exist or are in place, but that they are responsive to the needs of women and girls. The Inter-Ministerial Committee (IMC), established pre-Spotlight by the OPM GCA, continues to hold an important role as a group of actors who could lobby for EAWG and ensure national ownership of those efforts, especially through the National Strategic Action Plan on GBV (NSAP).

Reconvened in June 2022 after its term had ended late in 2021, the Inter-Ministerial Committee (IMC) continued meetings during the reporting period with representation from the Spotlight team, and a sub-committee was established with the mandate to update the NSAP and promote its adoption and implementation. After consultations were completed with stakeholders, members of this sub-inter-ministerial committee provided input to the action plan as well as the updated costing. The package of documents was prepared, however submission to Cabinet is still pending as at the close of the reporting period. To implement the lobbying strategy, a firm will be hired in 2023, which will also execute a communications strategy, both of which will secure greater visibility and buy-in for the NSAP. When approved, the NSAP will contribute to more effective coordination and cross-sectoral integrated responses to family violence and more collaboration and cohesiveness across integral sectors such as justice, security, social services, health, education, housing and community advocacy.

During the period, the Gap Study Report on the implementation of the Domestic Violence Act (amended in 2020) was completed and the final report, which contained feedback from consultations with 38 key stakeholders, was submitted. These stakeholders expressed a range of views on the gaps in the implementation of the DV Act, as well as the NSAP and costing. In 2023, the Spotlight team will deliberate how to move forward with the recommendations that have been proposed. Recommendations are based on the operational gaps that were identified, in particular where a lack of specificity and nuance may leave marginalised and vulnerable groups and those facing intersecting vulnerabilities behind. Moreover, they were framed in a Gender-Responsive Budgeting (GRB) approach to aid in securing the appropriate public investment the proposed interventions require.

Some of the recommendations are: make necessary investments to narrow the gaps in addressing penal effects of DV and the lack of legal provisions on compulsory assistance and re-education for violent perpetrators; address GRB and incorporate a gendered lens into financial policies and budgets; provide support for survivors' exit strategies by improving their economic situation (the NSAP has been deemed particularly critical to this recommendation); and enhance collaborative partnerships by integrating new and specifically-positioned NGOs/CSOs who work on the legal

and social aspects of the DV response. Lessons from other development interventions, especially within the environmental field, were also identified to help mitigate operational and behavioural challenges to implementation of the DV Act. With the Gap Study now completed, when an implementation strategy has been determined for the recommendations, they will enhance the operation and substantive capacity of government actors and stakeholders. In turn, these actions have important consequences across all Outcome areas of Spotlight. They will not only contribute to reducing DV in country, but also enhance the quality of services, institutions, CSO engagement and advocacy, available data, and prevention and behaviour change, and ultimately on leaving no one behind in a state of GBV. Integration of the recommendations will contribute to ensuring that this critical piece of legislation on VAWG adequately responds to the rights of all women and girls.

The National Child Safeguarding Strategy that was developed in 2021 is currently being reviewed by the OPM before finalisation. This is another important policy document that integrates gender equality and challenges inequitable gender norms, especially among children at school. When approved and implemented, this policy will therefore aid in reducing GBV in schools and support the mainstreaming of child protection as a key component of children's rights.

Outcome 2: Institutions

Activities with the justice and security sectors are key to this Outcome area, as equipping and strengthening these two sectors is crucial to build victim and survivor trust in pursuing redress and ensuring that these actors respond appropriately and with care for victim and survivor needs. The due diligence standards, developed in 2021 for the police service to promote an institutional culture based on gender equality, gender responsiveness and service delivery, are currently being reviewed by focal points within the Police Service assigned by the Commissioner of Police, for integration into the police service. These standards make reference to the Gender Equality Protocol for Judicial Officers and the assessment of the use of the police standing orders and DV manuals; the culture and attitudes it intends to build are viewed as crucial to prevention, highlighting how the work of one Spotlight Outcome influences the other. Security sector capacity-building is explained in more detail under Outcome 4 since the activity is focused primarily on the improved provision of this essential service.

The assessment of case management services for DV survivors in the National Family Services Division (NFS) at the Ministry of Social Development & Family Services (MSDFS) and the Division of Health, Wellness and Social Protection of the Tobago House of Assembly was completed in 2022. The assessment sought to understand the efficacy of current case management practices and to strengthen the national case management strategies for survivors. Subsequently, based on the findings, Standard Operating Procedures (SOPs) were developed to guide case management practices and procedures for working with DV survivors within the agencies mentioned. In August 2022, the assessment was approved by MSDFS; the SOPs pilot is currently pending implementation

by the CSO IP contracted for that purpose, the Coalition against Domestic Violence. Aligned to the Essential Services Package for Women and Girls Subject to Violence, when implemented, these SOPs will enable the agencies to provide more effective support, not only to women and girl survivors of DV, but those who experience intersecting forms of discrimination or marginalisation, such as DV survivors who are migrants, elderly, those with disabilities and those who are LGBTQIA.

Trinidad and Tobago's child protection system received a boost with the launch of an innovative, globally recognised case management system, PRIMERO, which launched in June 2022 and is currently live. Through collaboration with the Children's Authority and the Spotlight team, this intervention will allow case workers to act more effectively to safeguard children who have faced abuse and neglect. PRIMERO is a web-based platform that will streamline the processing of cases, including registration, assessments and referrals. This case management system will help ensure that fewer young people in crisis fall through the cracks of the child protection system. The Children's Authority will now be able to offer better quality support to children who need it most, eventually linking with key national systems to facilitate coordination with other partners such as the Police, Judiciary and social service agencies. Confidentiality, data protection and knowledge sharing will also improve.

Developing institutional cultures and frameworks at the national level helps establish ownership; additionally, integrating FV response at the local level is as important, since local government actors are often in closer proximity to, and may encourage stronger linkages between communities and families and community programming. In this vein, the Spotlight team embarked on developing a strategy that would integrate a FV prevention and response approach (FVPRS) into municipal corporation governance in the selected Spotlight regions. It also focused on strengthening their first responder plans and programmes so that intervention on a timely basis could prevent threatened or continued violence. As part of the process, stakeholder discussions were held, and training workshops were conducted to develop a strategy that would be easy to embed within the existing local government framework. The model for the FVPRS uses the disaster management cycle as a framework and works through the Disaster Management Units and the Community Emergency Response Teams (CERT) in the municipal corporations, as implementers. This approach builds on the existing frameworks within local government, including the presence of first responders within communities, access to a wide multi-agency network and current relationships—thus synergistically integrating the strategy deeply within local government and supporting prevention work. At the close of reporting, the strategy was piloted in Tunapuna/Piarco Regional Corporation, and the Red Cross will work with a Programme Coordinator within the Regional Corporation to lead implementation of the strategy in the Tunapuna/Piarco and Mayaro/Rio Claro regional corporations.

To institutionalise these national frameworks and systems and continue building the appropriate institutional culture to adequately respond to and prevent GBV, sustaining the work post-Spotlight is of paramount importance. Furthermore, creating sustained engagement among national stakeholders, and in particular, government agencies, is crucial to capitalising on the results

Spotlight has produced and will generate in the future. To this end, the Spotlight team is supporting the major government partner, the OPM-GCA, to strengthen their capacity and build on Spotlight to continue gains in EVAWG. A TOR was therefore issued for a Programme Coordinator; and the selection process completed in December 2022. When onboarded, the Coordinator will develop the National Model (or blueprint) for the State and its agencies, thus ensuring the transference and sustainability of Spotlight, and simultaneously supporting OPM-GCA to effectively deliver its mandate by strengthening its capacity to implement the blueprint.

Outcome 3: Prevention and Norm Change

Preventative strategies to address VAWG through awareness, sensitisation and norms change is a particularly important element of the Spotlight programme. Prevention strategies include a focus on ensuring young people are equipped with the requisite skills and knowledge to develop healthy attitudes and behaviours related to sexuality, peer and intimate relationships and resolving conflict. During the reporting period, Spotlight continued to support and implement such activities under this Outcome. Stakeholders engaged included men and boys, leaders of faith-based organisations, young people, parents/caregivers, communities, and victims/survivors.

The Collaborative HIV Prevention and Adolescent Mental Health Programme (CHAMP) initiative continued. This programme was initially developed to address HIV prevention, but proved to positively impact youth who are less likely to respond to peer pressure or become involved in adolescent sexual activity, through education and the involvement of their parents/caregivers. CHAMP therefore confronts risks by supporting and enhancing family processes and encouraging protective relationships between parents/adult caregivers and their children/youth in their care, as well as imparting information to the entire family about puberty, family violence, sexuality and HIV prevention. In short, CHAMP's model aims to increase knowledge and stimulate positive attitudes and behaviour of young people, using an inclusive approach that captures vulnerable groups to respond to and prevent FV. At the end of 2022, a fourth workshop was held in the 3 SI communities as part of the awareness behaviour change and education component. Forty-three youth and parents/caregivers (36 women, 7 men; 3 participants were children under the age of 18 years) had participated and strengthened their skills and family-level characteristics on sexual risk-taking, such as parental monitoring, discipline effectiveness, conflict resolution, parent/caregiver and youth comfort in communicating about sensitive topics, and problem-solving abilities, especially as it relates to sexual peer pressure. The parents/caregivers in particular, are more empowered and better able to talk to their children/youth in their care to prevent GBV. In the same period, the CHAMP ambassadors advanced to programme roll-out within the target communities, working with families, caregivers and residents within children's homes, virtually and in-person.

The HFLE curriculum enhancement project continued into 2022 after experiencing lengthy delays the previous year. Based on national consultations, the curricula were revised to ensure that they were culturally relevant, age-appropriate, supported by national policy frameworks and had the consensus of all stakeholders. Subsequent to revision, national consultations were held with parents, teachers and faith-based groups, and were completed in March 2022. All comments made on the curricula during the consultation and after were compiled and the responses shared with the Ministry of Education. The curricula however, are still pending formal approval from the Ministry. Although teacher training modules and a teacher training manual were developed, these cannot be implemented without approvals. As of reporting date, it is unclear whether approvals will be received representing a risk for this particular intervention. These HFLE curricula for primary and secondary schools are especially important to teaching and integrating GBV prevention nationally, using schools as the primary vehicle to do so.

The Foundations programme targets young people out of school, aiming to inculcate key GBV concepts and its prevention in a key demographic – youth aged 13-24 years. The approach for Foundations is participant-centred, and encourages “thinking through” social constructs, such as gender, gender socialisation and gender hierarchies. Implemented by IP NRWPTT starting in 2021, Foundations training continued with the police youth clubs, National Scouts Association and young people targeted through the municipal corporations in the 3 SI communities. In total, 1,122 participants benefitted, learning emotional intelligence, broadening their understanding of gender equality and equity, and developing the skills to establish and maintain emotional and physical safety to discuss gender and how it has been learned. The training proved valuable to participants – for example, 2 officers involved in training delivery were able to use their experience to complete their postgraduate practicum and have since graduated from university. NRWPTT also facilitated an adapted Foundation training for the Mayaro/Rio Claro Regional Corporation in July 2022 (one of the SI communities). Eleven officers attended the programme, including the Chair, Vice Chair and senior councillors to build capacity to treat with GBV, which is prevalent in their communities. Participants were actively engaged during these evening sessions and favourable verbal feedback was received during the online presentations and via the survey form. With the knowledge and skills in hand, it is therefore expected that participants will start engaging meaningfully in different spaces to question gender biases and support gender equality.

Related to this activity is the Training of Trainers in the Foundations Programme; it is a series of workshops conducted by consultants, that sought to equip potential trainers to conduct gender and GBV training in emotionally safe ways, and to develop proficiency in gender training using psycho-educational methods. At the end of the 9 modules of training, the workshops produced 13 trainers (8 women, 5 men) who were able to utilise participatory, collaborative and participant-led ways of engaging with the training materials, evidenced by their application of knowledge and skills in a short 20-minute practicum in the last module. Feedback was positive overall, with participants appreciating the range of methods employed: “Recognising the difference between facilitation and teaching is a paradigm shift that changed my perception and approach to the art

of facilitation” and “With the new things learned as a result of this process, I am more equipped to share and help others grasp these concepts as well”; and, how the material challenged or changed their views: “...I have a deeper insight of the topics. I am enlightened about how to reach out to others on the prevention of violence against women and girls” and “My understanding of GBV is more than academic, there is the added component of the psychosocial situations and ‘lived effects’ of GBV. I have a greater appreciation of why women stay in violent relationships and just how nuanced or obscure ‘consent’ still is in the minds of adults, far more for young people...”. Since participants were public servants, with their new knowledge and skills, the trainers will be able to support peers in the government service who may have questions about gender concepts and GBV and guide them as they engage in cognitive and behavioural shifts.

In addition to young people, men and boys are an important demographic group who must be targeted in prevention work aimed at EVAWG. Importantly, research has established that gender equality cannot be achieved without their involvement. The Spotlight team worked with groups of men and boys in the previous year to train them to serve as advocates for EVAWG and gender equality. Training continued in 2022, with graduates from the first two cohorts hosting sessions for their peers to apply their knowledge and skills. Fifty-three additional men and boys attended these sessions. However, despite support provided by the Spotlight team to prepare the graduate facilitators, challenges abounded. There was particular difficulty in scheduling sessions and therefore meeting the target of men and boys for the activity; and limited ability on the part of the graduate facilitators to guide discussion, particularly when thorny ideas were raised. Discussions with the IP, UWI IGDS, revealed that despite using the Foundations curriculum as the basis for this activity, training sessions and assessments illustrated that the perspectives of the graduating men and boys had not shifted drastically and they could not yet be effective advocates for EVAWG. The target for this activity was therefore not met. To counteract some of these issues, a refresher session was held for graduates of the first two cohorts, with one of the Master Trainers as facilitator; 15 men and 1 boy benefitted from the session. Verbal feedback from this session was positive and the trainer’s methods received praise for effectiveness. The challenges presented a learning opportunity for the Spotlight team, as it illustrated that these were the groups of men and boys and male faith-based leaders who needed continuous support and guidance to reorient their thinking, and indeed underscored the importance of prevention work. These challenges and the lessons learned informed Phase II plans in this Outcome area, and work with more men and boys is planned, along with faith-based leaders and youth in the prison system. Furthermore, with the success of the refresher using the Foundations Master Trainer, this method is being considered to improve effectiveness of future sessions.

Communication for social change is an important aspect of promoting violence prevention work, since effective communication contributes to greater awareness and understanding of GBV, therefore driving social change towards a future where women and girls live peaceful, secure lives. Against this backdrop, the IP Indigenous Creative Arts Network (ICAN) was contracted to plan, design and implement a series of communications activities geared towards challenging

and positively influencing harmful attitudes, beliefs, practices and social norms that contribute to and perpetuate GBV. Started in 2021, this activity came to a close in September 2022 after more than a year of sustained activities. Although national in scope, the communication campaigns also targeted the 3 SI communities and in particular, women and girls who were impoverished or in rural areas. Men and boys, as mentioned earlier, were another key demographic to promote positive masculinities. ICAN's approach emphasised culturally relevant, community-based interventions that engaged, educated and empowered communities so they would be better able to identify and address situations that led to FV; they would also be given tools to facilitate interventions; and information and engagement with appropriate services. The integration of a cross-section of tools and resources—digital, radio, print, social media, marketing assets (banners, posters, information kits and cards), videos, audio, public service announcements, workshops and pop-up events—created opportunities for wider reach across communities, and also afforded pathways to obtain feedback and generate discussion.

Specific activities and results were: a community miking campaign with messaging on emotional, physical and sexual violence that reached 266,000 people; installation of GBV messages on 8 billboards throughout the country, potentially reaching 250,000 people daily; 4 GBV survivor video interviews and 2 survivor stories featured in print, social media and on billboards; “Shine On”, a series of newspaper articles focused on eliminating GBV; 6 community pop-up events held to distribute GBV and other materials to the public; 3 national events with the Spotlight champions, focusing on GBV and youth, faith communities and GBV, and GBV and men and boys. The Spotlight champions also engaged the media, reinforcing the need for a whole-of-society response to GBV. First Lady Mrs. Clark-Rowley, in particular, called for the integration of FV prevention in the school curricula. ICAN produced the following visibility materials for dissemination: 7,500 emergency cards and 175 posters; 7 Spotlight IP video interviews; and a video highlighting Spotlight's activities. Further details of these activities are provided in the Communications section.

ICAN was also contracted to conduct an awareness campaign that sought to engage parents and caregivers on GBV. Using a theatre-in-education approach, ICAN emphasised positive and healthy social norms, attitudes and practices that would prevent and protect girls and boys from GBV. The campaign was entitled “Protector not Predator” and involved key messages and dramatisations centering on children's experiences with sexual abuse that were developed for television, radio and social media. The estimated reach of this campaign was 700,000 people (using social media metrics), who were also provided the relevant contact information to reach the Children's Authority, for assistance and support in abuse cases. As child abuse and work on promoting children's rights continue in the country, the campaign has contributed to increasing awareness of harmful social norms and encouraging rethinking behaviours that promote violence against children.

In addition to using schools as the foundation for inculcating core healthy ideas about gender, sexuality and GBV, students also need to be supported to put these ideas into practice. To do this, they would need training in leadership, advocacy and communication skills so that they are better equipped to address violence against children by supporting their peers with knowledge and skills. The Spotlight team contracted IP the Heroes Foundation to implement such training at selected secondary schools and support students to develop proposals that would be eligible for mini grants to implement projects targeting their peers to reduce violence in their schools and communities. The scope was nationwide, with focus on schools originating from the 3 SI communities. Heroes' activities ran from April to November 2022 in 2 key phases: training and workshops on leadership using learning with play and creative approaches, advocacy and communication skills; and implementation of selected youth projects. Thirty schools benefitted from the first phase, with 382 children and young people (233 girls, 149 boys) completing at least 60% of sessions, and improving their understanding of human rights and children's rights; healthy relationships, sex, gender and equality; understanding VAC and GBV; preventing violence in different settings, including school; responding to violence with advocacy and communication; and how to build an effective campaign, write a strong proposal and execute a project effectively.

Significantly, refugee and migrant children were included in the training, and were given their own session block—106 Venezuelan refugee and migrant children benefitted. Programme delivery was enhanced through collaboration with Arts in Action, who executed their "On de Block" drama series; 126 participants attended 8 online sessions. This theatre-based collaboration allowed participants to engage more deeply with the concept of gender-based violence in creative ways. For the second phase, grants for selected student projects were disbursed in September. Project implementation occurred through October and November: a total of 35 group projects were implemented that all focused on GBV, bullying and abuse, and reached 9,823 people. Projects ranged from using traditional media (videos, posters, presentations to peers) to community walks, creating a safe garden space in school, anger management workshops, art therapy, and creation of a stress relief room. Overall, participants responded favourably to these creative interventions on learnings about GBV. However, one unanticipated outcome was that, throughout the workshops, students disclosed incidents of bullying in school and abuse outside of school (some students also admitted to being bullies themselves). Heroes Foundation acted swiftly and reported relevant cases through established channels at Children's Authority and TTPS -VWSU. This occurrence was a learning opportunity for the entire team that for interventions of this nature, psychological or other support is necessary and ought to be built in from the start to help participants feel supported, as clearly there was a need for students to air their grievances. Furthermore, it pointed to the workshop facilitators' skill in creating safe spaces for participants that they could disclose such incidents. There were some additional challenges, such as the lack of technology at some schools, which hampered their participation (a hybrid model was therefore adopted); youth resistance to accessing counselling due to fear of adults in their lives knowing; and information overload. These are all pertinent issues that often crop up when working with

young people on prevention. The Spotlight team has taken these learnings under consideration for future prevention work in Phase II.

Heroes was also contracted to develop and implement a student influencer campaign to harmonise with the work done with schools. In collaboration with the Children's Authority, they conducted 10 targeted focus groups with a mix of 98 participants from the school training activity, school representatives, youth development practitioners, and the public to understand key context points around violence and abuse. Data was then used to develop key messages for the campaign. Three digital media content creators and influencers were engaged and sensitised. Additionally, 56 children received training on creating child-friendly digital and social media content based on their experiences related to violence and abuse. All content for the campaign originated from children, youth and other participants' experiences, views, and opinions shared during focus groups, programme activities, and workshops. Sixty-nine persons were engaged in the production of 27 videos which were uploaded to social media platforms, reaching potentially hundreds of thousands of people. As a result of the campaign, which worked in tandem with the campaign conducted by ICAN on the same issues, there would be increased awareness of child abuse and violence against children, , and sustained positive messages aimed at rethinking harmful social norms and violence.

Reducing harm in schools among students is as important as ensuring that teacher methods are supportive of that. Positive behaviour management and support (PBS) is therefore an important aspect to address GBV in schools, especially reducing corporal punishment and other harmful disciplinary practices such as emotional abuse. Recognising this, the Spotlight team undertook sensitisation for teachers and school personnel in primary and secondary schools on PBS, and guided them in the development of culturally-relevant content for teachers and parents to use. The consultant contracted for this activity conducted sensitisation workshops with 200 teachers and school personnel; during these sessions, 5 materials were developed in the form of posters and graphics cards, on positive disciplinary techniques for children and adolescents. Teachers and school personnel were supportive of the sensitisation and excited about the tools, citing that it would enable them to more effectively maintain discipline in their classrooms in a healthy manner without resorting to harmful methods.

Outcome 4: Quality Services

The police, judicial/legal and health sectors are a major focus in this Outcome area since they are the main first responders with whom victims and survivors interact when reporting GBV or accessing services after an incident. Strengthening the law enforcement/security response is a crucial aspect and has consistently been cited as one of the most challenging issues when responding to VAWG. Positive initial contact experience with police, trauma-informed approaches and sustained programmes of training are needed so that victim and survivor confidence in this essential service increases. Gender-responsive policing (GRP) training that started in 2021 with

police officers continued in the reporting period. Three additional cohorts were trained, resulting in a total of 217 officers (147 female, 70 male) who were equipped with knowledge and skills about gender definitions/roles and stereotypes, gender-responsive policing, human rights principles, the role of duty bearers, the justice continuum, the legislative framework, adopting a victim and survivor-centred approach, the introduction of competencies and performance indicators, GBV in Trinidad and Tobago, TTPS policies and procedures, and self-care for law enforcement officers. More training series are planned in 2023, and the Police Academy has committed to embedding the training in its core curriculum to ensure training of all the 7,000+ officers in the service so that they have the increased capacity to deliver quality service to victims of GBV. An impact assessment has also been planned for 2023 to determine what was the uptake of the training and how it has affected the way police work with victims. This activity, led by TTPS, will be conducted collaboratively with the Spotlight team using PME principles and methods to better involve officers and users of the service in the process. Over time, it is expected that the training initiative will facilitate increased victim/witness reporting and more successful outcomes for victims/survivors, and thereby improve the trust and confidence in the police service, including by WAG that face multiple and intersecting forms of discrimination.

Improving relationships between the police and communities they serve is also critical to strengthening overall service delivery in this sector. When communities have confidence in the officers who serve their areas, they are more likely to report GBV and FV incidents and seek help. Accompaniment programmes are an excellent aid here to bridge the relationship between officers/the State and victims/survivors. Given reforms to legislation in these two sectors, in particular the DV Act, integrating criminal justice measures with its affiliated services and agencies involved in the community response to GBV will increase the chances the reforms are successful. Against this backdrop, the Spotlight team has been working on a court and police accompaniment programme since 2020, with the aim of providing services to address the gaps within the criminal justice system with respect to the treatment of survivors, that is survivor-centered and to aid their involvement with the criminal justice system. Activities would include identifying the stakeholder organisations involved in the coordinated response across the 3 Spotlight areas and examining their services within the existing network. The relevant organisations and their services that would be identified would originate from the criminal justice agencies, judicial services, health care services, shelters, counsellors, legal assistance, civil society organisations. Each sector will be examined through further identification of its role and functions within the community response network as court accompaniment support, and there will be an identification of any impediments to coordination. These activities will contribute to an enhanced understanding of the role and responsibilities of CSOs as part of the wider network, and in turn, achieve the targeted provision of services that will be required to fulfill the whole-of-community response that will support victims in the accompaniment programmes. These court and police accompaniment programmes unfortunately remain pending due to lengthy processes of review and approvals by state agencies. Furthermore, due to delays in response from Judiciary, the scope may be changed to that of a police accompaniment programme only. Focus groups are planned with

relevant stakeholders in the early part of 2023 to obtain approval for the pilot of the programme. If approval is not received by the end of the first quarter, however, the adjustment to working with the TTPS solely will be made.

A programmatic revision, approved by the NSC, was necessary to the Police Station Councils (PSC) activity that began in 2020, and that is related to the accompaniment programme. The assessment completed in 2021 had revealed a limited number of active PSCs, and furthermore, there were challenges with revitalising the initiative with the support of TTPS that caused lengthy delays. The Spotlight team therefore decided on a new activity that is still community-based, and that seeks to improve the protocols for reporting at one or two selected police stations in the Spotlight regions. A mapping process at these police stations is intended to yield recommendations to improve SOPs for police, and will also complement the collaborative work on protocols across the medical, legal and social sectors in Phase II.

In the health sector, the National Clinical and Policy Guidelines, developed through a process of stakeholder consultation, review of laws and policies and UN best practice documents from 2020-2021, went through processes of final review by the Ministry of Health and Office of the Prime Minister in 2022. They were finally approved by the Hon. Minister of Health on 15th August 2022, and are a milestone in providing the first national protocol on this topic. These guidelines constitute a critical response to provision of care and support to survivors of IPV and SV throughout the country. The Spotlight team and the Directorate of Women's Health presented the Guidelines to the Ministry of Health and Regional Health Authority Senior Executive teams on November 5, 2022. The presentation included description of the training and implementation strategy to accompany them and to strengthen interoperability with other services under Phase II of Spotlight. The Guidelines are now hosted on the Directorate of Women's Health's webpage.

The Guidelines will aid in embedding training that Regional Health Authority (RHA) workers have received through Spotlight, and will continue to receive throughout 2023, on addressing VAW from a human rights and trauma-informed care perspective. The Guidelines and associated training will improve the response to victims presenting at the RHAs after GBV incidents, and will contribute to increased confidence by victims and survivors in receiving appropriate and sensitive care within the healthcare system and from referral agencies. Three of the RHAs (ERHA, NWRHA, NCRHA) completed their training in 2021; during the reporting period, a further 27 persons were trained in the NWRHA, and the SWRHA completed their training with 50 people. For those at ERHA who completed their training in 2021, a hybrid ceremony was held to distribute certificates to 52 trainees and 4 trainers to recognise the commitment of the ERHA to providing appropriate care for victims and survivors. To date, the TRHA has cited the most consistent difficulties with executing their training, particularly staff shortages. However, in December 2022, the TRHA training team collaborated with the Spotlight team to deliver training requested by the THA Division of Health, Wellness and Social Protection on the principles of care and topics covered in the RHA training. The THRA/THA/Spotlight training benefitted 30 people who worked in a

variety of caring professions and agencies in Tobago, including social work, policing and several civil society organisations.

Development of the health curricula for pre-service training on care of survivors, that began in 2021, was completed in 2022. Two curricula were developed using the Guidelines as the basis. The first, the sensitisation curriculum, targets undergraduate students in the Faculty of Medical or Social Sciences who are preparing to function within the helping professions. This curriculum orients students on core concepts of gender socialisation and GBV, provides sensitivity training and orientation on steps in appropriate health care for survivors. The second, the competency-based curriculum, targets postgraduate students and existing professionals. It builds on the sensitisation curriculum by providing further detail on care pathways, notably in clinical management of sexual assault. Overall, both curricula would therefore contribute to increased awareness and capacity of healthcare students and practitioners in the care and support of GBV survivors, while also taking into account local cultural practices and appropriateness to ensure targeted and effective care. Most importantly, a number of helping professions are targeted, such as nursing, medicine, social work, psychology, midwifery and gender studies, ensuring that a greater proportion of women and girls will be reached. Both curricula were piloted separately early in 2022. Virtual methods were used due to continuing restrictions imposed locally because of the ongoing COVID-19 pandemic. A total of 72 participants were trained in the pilot, with 30 completing the pre-assessment and 27 completing the post-assessment. Recommendations from the training and assessment were compiled, and curricula revised accordingly; strategies for successful implementation were also proposed. Assessments revealed a clear need for the curricula, especially for students, as they noted no such content offered in their studies, despite being confronted with GBV directly and indirectly.

The CSO empowerment activity started in 2021 was completed in the reporting period, specifically, the implementation of the CSO outreach and communication campaigns. Representatives from 10 CSOs were trained in communications and advocacy, and successfully implemented campaigns in the 3 selected Spotlight regions. Campaigns executed were: awareness campaign on DV and services available; a mini podcast campaign highlighting various issues related to abuse; a communication campaign on affordable housing options for underserved communities and those experiencing GBV; community outreach that taught advocacy tools to mitigate VAWG; a maxi taxi radio drama campaign that tackled harmful masculine behaviours and beliefs; mini online workshops based on mindset, attitude and purpose; a mini-training and community walk to increase basic understanding of GBV; online sessions to teach children and parents child-friendly tools to address relationship and conflict resolution; comprehensive sexuality education classes with differently-abled students; and online training sessions with members of selected police youth clubs to build GBV awareness, complemented by the painting of a mural wall in the community and virtual street theatre training. With the closure of this activity, CSOs now have the skills and tools to effectively advocate to EAWG and to conduct communications activities within their

communities to build support. The campaigns themselves aimed to improve community awareness and reporting of GBV, and those who seek care and other services due to FV.

Bilateral consultations continue on the finalisation of the National Child Abuse Protocol drafted in 2022 to ensure procedures are reflective of national laws, memoranda of understanding and best practices. The Protocol will then be submitted to Parliament for final approval and to ensure its enforcement across all key stakeholders. Once approved the Protocol will be critical in formalising and streamlining multi-agency approaches to effectively treat with reports and case management of child abuse and maltreatment in Trinidad and Tobago.

Under this Pillar, the Family Planning Association of Trinidad & Tobago also continued to receive resource support to provide various services including SRH to 31 persons with disabilities as well as psychosocial support, counselling and referral to over 1,000 persons as well as 481 who utilised the bilingual hotline established in 2021.

Outcome 5: Data

Ensuring that there is accessible and usable data on FV and related issues continues to be a complex issue for Trinidad and Tobago. Cross-sector usability is often limited due to the range of actors who collect data with different purposes, and so drawing accurate conclusions about the status of FV in the country is stymied. A series of activities are aimed to strengthen the Registry on GBV, which will not only provide data to support programming, but also serve as a GBV Case Management system, reducing the burden on the survivor to repeat their story to various service providers. During the reporting period, there were ongoing challenges to accelerate activities in this Outcome area given that the specialised IT company contracted had to cancel the contract due to unforeseen issues, which unfortunately have stymied the progress of other activities that depend on foundational processes occurring.

The baseline assessment of GBV first responders that started in 2021 continued during 2022, with 27 agencies being assessed and 10 categorised as first responders. The final report of the assessment was approved by OPM-GCA, and was also submitted and presented to stakeholders. The assessment tool determines the data collected, existing databases in use, how data is used by each agency, the potential for integration into the Registry and agency technological needs and gaps in the system.

Work on the Health Information System (HIS) on IPV & SV continued in 2022. A Clinical Record Form was included in the National Clinical and Policy Guidelines on IPV and SV (see Outcome 4). The Clinical Record Form is based on the recommended pathway of care shown in the Guidelines, and on months of national consultation and research to identify critical variables appropriate to ensuring quality of care and referral. The form can be used in paper or electronic format. In 2022, the Clinical Record Form was programmed into the Perinatal Information System (SIP), to enable

electronic data entry and analysis in an existing electronic health information platform used by the Regional Health Authorities and the Ministry of Health. SIP is an electronic platform used in many countries of the Americas to improve the quality of women's health care. Trinidad and Tobago is the first country in the Americas to have a SIP module dedicated to violence against women - the SIP-VAW module – which serves as a model for other countries in the region. Quality of care indicators have been programmed into the system, a manual and video/virtual instructional tool have been completed, and a demo of the system was conducted with the Ministry of Health. The HIS was approved by the Ministry of Health and is now available for use. The Directorate of Women's Health and the Spotlight team presented the HIS to Chief Executive Officers of Regional Health Authorities on November 5, 2022, and began plans for training and roll-out in each RHA. These plans will be rolled out in 2023 alongside work to build interoperability with the Registry and data collection systems of other first-line service providers.

In March 2022, equipment that was purchased to supplement the existing inventory of the OPM and VWSU, was handed over to the two agencies. This equipment will contribute to the provision of enhanced services to victims and survivors, in addition to improved data collection capacity of both agencies. It is expected that it will also contribute to strengthening their collection and storage of FV and GBV data.

Data collection for the Multiple Indicator Cluster Survey (MICS), a household survey conducted in many countries that produces internationally comparable, statistically rigorous data about women and children, was completed in 2022. A pilot of the survey was conducted in various parts of Trinidad in August 2022, which allowed field staff to get comfortable with every element of survey work, map reading and location, interviewing and sending completed data to supervisors in preparation for the actual fieldwork related to the MICS. A total of 8,962 families participated, representing an overall household response rate of 91.8%; and real-time data was collected with Computer-Assisted Personal Interviewing technology. Responses from the survey will be analysed and the report released in the next 6 months. The MICS is the largest source of household survey data of its kind covering a wide range of topics on women and children including: demographic characteristics, literacy and education; clean water access, sanitation and hygiene; water quality; energy use; reproductive health; child mortality; nutrition; child health; child development; child protection; child functioning; victimisation; social transfers; subjective well-being; tobacco and alcohol use as well as HIV/AIDS and sexual behaviour. In Trinidad and Tobago, the initiative has historically provided some of the most comprehensive data on the status of women and children; the last such surveys were conducted in 2000, 2006 and most recently 2011. With this iteration moving towards completion, it will supplement existing datasets on variables applicable to women and children's status and quality of life, and thereby contribute to evidence-based planning and interventions.

In 2022, the study on the economic costs of family violence on the Trinidad and Tobago economy was completed. The purpose of this study was to estimate the direct and indirect economic costs of FV in the employment sector, and to produce data that would support the evidence-based design of programmes, policies and strategies to address FV in the workplace. Using a mix of approaches grounded in a conceptual framework that is based on the socio-ecological model of the economic impact of FV, the study helps form a more complete picture of the impact of FV. After lengthy delays in 2021 to obtain the ethical approval for the study, data collection through key informant interviews and a survey occurred in mid-2022. Four hundred women were targeted through the survey, of which 98 responded, with 57 of those indicating they were victims of FV. The costing analysis was based on the survey results, with two types of costs considered: survivor and perpetrator; costs related to other actors such as government, CBOs and business were also considered.

Some of the key findings related to survivor costs were: private health care costs for a full range of services for one incident ranged between TT \$5,850 and TT\$7,775. Legal services, when accessed, cost TT\$1,300. Potential lost income was estimated to be between TT\$500 and TT\$3,250 per survivor per year. Replacement/repair of damaged items was a cost borne by the victim/survivor and averaged \$TT1,800; Direct non-health related costs were reported to be on average TT\$5,000. Together with private health care costs, the total direct cost per survivor per incident is between TT\$10,850 and TT\$12,775. The direct cost to perpetrators of family violence per incident was found to be TT\$650 based on respondents' data. In terms of indirect cost, respondents indicated that family violence did not result in the perpetrators' absence from work, but in the main resulted in tardiness to work and a fall in productivity. For each day absent, the cost in terms of lost income to the perpetrator was found to range between TT\$350 and TT\$650 per day. For the business community, the potential lost productivity due to forced absence from work was estimated based on average daily income per survivor. Using data from the literature, which estimates presenteeism to range between 8 and 20 days of lost work per year, productivity losses associated with presenteeism for one survivor annually ranged between TT\$2,120 and TT\$5,300. Public/government health care costs were also considered. Estimated total average yearly government health expenditure on survivors for three health cost categories (i.e. emergency department visits, outpatient hospital visits, inpatient hospital days) ranged between TT\$7,890.54 and TT\$29,954.73 per survivor per year.

Overall, the data from survey respondents indicated that the costs borne by survivors were larger than costs borne by any of the other actors. However, when secondary data was utilised to arrive at cost estimates, the cost to the government is the largest followed by survivor costs. Furthermore, the total annual cost per unit (incident) of family violence, excluding estimated loss of income due to forced absence from work, ranges from TT\$22,917 to TT\$49,495. Finally, data from service providers indicated 2 major findings: 1) service providers were unable to share costs incurred to their organisations or that of survivors and 2) the majority of the service providers did not think about measuring such costs before. Based on these findings, recommendations were

also proposed to offer a basis for further work on measuring the cost of FV and to address some of the gaps encountered in the study.

It is important to note that the study was constrained by a few important factors: data was collected for the study only in the 3 Spotlight regions, thus limiting the generalisability of results; one of the data collection instruments was constrained by time (due to delays obtaining ethical approval), thus influencing its design. The design chosen was a self-administered survey, which is known to have a low response rate, further compounded by the subject matter of GBV; and, since an additional ethical approval application was required for Tobago and was also delayed, this caused time constraints for data collection there and limited responses. Overall, survey responses stood at 25%, which is quite low. Another major issue is that the economic costing only dealt with accounting for direct costs related to IPV. In addition, the econometric method was not presented, and the relation between specific costs per victim of IPV and total estimated cost of IPV in the surveyed areas was not discussed. Other issues included: the survey and questionnaire design was not user-friendly and was lengthy, increasing respondent fatigue; and the survey targeted respondents in the lower income bracket, which could raise questions on the representation and credibility of the sample/survey. These are pertinent issues which impact how the results could be used, particularly to inform programming, and so the findings must be interpreted carefully with that in mind.

Outcome 6: Women's Movement

The women's movement continued to be a key focus for Spotlight during 2022. As key agents of change, advisors to the programme, women's rights organisations and CSOs play varied roles – key agents of change, advisors through the CS-NRG, implementers, and advocates who will continue to lobby to EVAWG when Spotlight transitions and keep the momentum going. Through the small grants modality, 5 new small grantee projects were supported. The focus of these grants was building the technical and substantive capacity of CSOs. The Shelter and CreateFutureGood proposed projects that sought to develop their institutional capacity and internal systems, while projects from Roxborough Police Youth Club (RPYC), Arts in Action and the Cleopatra Borel Foundation sought to continue prevention and behaviour change work with key populations.

RPYC started implementation on a new project entitled "Project TOMORROW (Training Our Men On Renewed Respect for Our Women)", which aims to address the issue of DV among families in East Tobago, one of the Spotlight communities. Building on similar initiatives that RPYC has executed in the past, including the 2020 Project POWER focused on elderly abuse, Project TOMORROW focuses on men as a key population crucial to ending DV. Through two tiers of project execution, the output will be a cadre of 50 men and boys who have the requisite skills to be effective advocates against VAWG and who will engage in healthier relationships with the women in their own lives. In tier 1, which commenced during the reporting period after project launch on 20th November, data is being collected on DV in Tobago in collaboration with

several partners, including government and community organisations. The aim is to understand the scope of the DV issue and publish the data through several media channels. In tier 2, which is expected to commence in 2023, men and boys in selected communities in East Tobago will be engaged on strategies such as: safe and healthy relationship skills, disrupting developmental pathways toward partner violence, creating protective environments, and supporting survivors to increase their safety and lessen harm.

The NiNa Young Women’s Leadership Programme, executed through the Cleopatra Borel Foundation, was supported once again by Spotlight in 2022 to continue assisting young women in transition from the St. Jude’s Home for Girls and other schools. The programme provides financial literacy, entrepreneurial skills, and tools to build self-value in this especially vulnerable group of young women. The 2022 phase of the programme is entitled “Transition Tools for the Journey to Enoughness” and serves young women in State care from all over the country. Main project activities include: increasing the tools available to girls to help them transition to function effectively in mainstream society; and improving awareness of the needs of girls in transition among GBV organisations that support survivors. Particularly through the second activity, NiNa’s project will contribute to building capacity to integrate the needs of girls in transition into other programmes that focus on GBV and women’s empowerment—this is especially critical as there are few services for this group. Project activities were delayed in 2022 due to late disbursement of funds in December 2022; however, activities will proceed early in 2023 with this key population of girls.

Arts in Action is implementing “ROLE”, a six-month cybertheatre-in-education project that the Spotlight Initiative is supporting. Recognised as the leading applied creative arts company in the Caribbean region, Arts in Action’s project is based on the idea that the arts have an indispensable role to play in changing attitudes and society, and in development overall. On this basis, the 3 phases of the ROLE project are: engage and sensitise youth across the country through a series of workshops (a mix of in-person and virtual) with the purpose of bringing to focus and collecting youth perspectives and stories on issues of youth violence and GBV/VAWG—executed through selected police youth clubs and 8 other communities; present the “Role Studies” to the same groups, engage in recharacterisation processes with the aim of changing attitudes and youth empowerment, identify 15 Role Models/youth advocates; together with Heroes Foundation, train role models on arts-based tools to engage in youth advocacy, and launch a YouTube channel, ROLE, to serve as a sustainable youth cybertheatre and youth engagement platform. Refugee, migrant and Spanish-speaking youth were also engaged, again in partnership with the Heroes Foundation (through Heroes’ Outcome 3 activity), given their vulnerable status and barriers that would inhibit them seeking help. At the close of 2022, phase 1 activities had concluded, and 66 youth (36 girls, 30 boys) used applied arts to examine social constructions around masculinity and violence. Arts in Action’s project supports not only the aims of Outcome 6, but is also supporting the prevention and behaviour change work undertaken in Outcome 3, especially as ROLE supports the design and implementation of viable, educational vehicles for public education and social change.

The two CSOs approved for small grants to build their institutional capacity in 2022 were The Trinidad Shelter for Battered Women and Children (“The Shelter”) and CreateFutureGood. The Shelter provides a safe haven for women and children who are victims of all forms of DV, and supports them in the transition from victim to survivor and success story. Although the organisation has a long history of providing services to DV survivors, their challenges include lack of updated and relevant operational management procedures, ineffective governance structure and accountability and limited communication and coordination between operational staff and the executive committee. This meant that efficient and effective operations of the Shelter were therefore threatened, which could impact those they served. As such, the grant funds were utilised to execute “Project Reset”, which aimed to create sustainable organisational effectiveness, with the appropriate operational, good governance, transparency and accountability procedures in place. At the end of the reporting period: a standard operating procedures document had been created, along with an organisational chart, job descriptions, case file documents, process templates, and an employee and resident handbook, to improve efficiency and effectiveness; a training workshop on documentation and reporting for social service agencies was conducted with 6 staff members; and a customised database developed to improve decision-making, analysis of cases and provision of services to clients. With their institutional capacity now strengthened through these outputs, the Shelter’s quality of service delivery for survivors would improve, which would contribute to their healing and empowerment.

CreateFutureGood helps children to enjoy their rights through creative interventions to shape conscious adults who will make a better world. Specifically, they create social impact through positive behaviour change initiatives. However, despite their success and work across several agencies, including internationally, they identified some critical areas of operations that needed improvement. As such, grant funds were used to develop and strengthen a series of management capacities: CSO strategic planning, financial management, monitoring, evaluation and learning, human resources, communications/marketing, and general operations. To date, CreateFutureGood’s project is well underway, with progress made in a number of project areas. Strategic planning had commenced, and included activities such as a strategic analysis questionnaire, planning sessions with youth members, conduct of a visioning workshop and strategic priorities workshops, and completion of a stakeholder analysis. Financial statements for 2018-2021 had been prepared and those for 2022 were ongoing. Foundational workshops were held on monitoring, evaluation and learning. Finally, a desk review assessment of existing practices and procedures commenced before preparation of an operations manual. With these foundational processes occurring, when the project ends and outputs are met, the organisation will be positioned to scale up and expand its work across the region by ensuring the identified areas are addressed. Strengthened in this way, the CSO will then be better able to continue its work building awareness and advocating for children’s rights and self-expression through creative media—thus also supporting the work being done by the Spotlight team in Outcome 3.

The Shelter and CreateFutureGood were the subject of two human interest stories on the difference small grants can make to CSOs, especially in terms of institutional strengthening. Video testimonials were created from one-on-one interviews conducted with each CSO's executive; the qualitative data captured also informed a part of the PME plan to capture direct beneficiary feedback and the difference Spotlight is making. Testimonials revealed immediate positive effects for the grantees and their organisations, pointing to the importance of continuing to support the institutional strengthening of CSOs so that they have greater agency, functionality and in turn, influence to EVAWG.

In addition, the Spotlight team also supported Women of Substance, an NGO working in the area of EVAWG, by providing capacity building to support their applications for additional grants and their internal capacity to monitor and evaluate their projects.

The CSO capacity building programme that launched late in 2021 continued in 2022. Designed to instigate progress on civil society engagement in all 3 Spotlight communities, the topics were Behaviour Change Communications; Advocacy & Lobbying; and Monitoring and Evaluation of Communication Strategies. The activity also included the development of capacity development plans for each CSO based on their needs. Using the adage "people learn by doing and they become most interested in learning when the content reflects who they are and is responsive to their needs" as a guiding principle, the consultant used innovative training delivery modalities and course materials, including: facilitator and coach-encouraged experience sharing from participants; demonstration of tools and resources; plenary discussion and review; small group discussion, brainstorming and application of learning; slideshows; video-based case study review video aids; and toolkits and pocket guides as in-session workshop material and out-of-session support and resources. These methods created a highly experiential and engaging workshop environment that supported participants' ability to extract the most value from the material and apply it immediately to their organisations. Spot checks conducted throughout the workshops revealed a high degree of participation and consistently positive feedback on the method and information. The workshop design also facilitated opportunities to identify and address the root causes and barriers to organisations' success, which the consultant addressed in part throughout the modules. Individual coaching and mentoring were also successful in allowing participants to obtain in-depth insights and perspectives that supported their learning experience.

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Having all of these physical things is only beneficial when they are managed and operate well. Our project Reset, funded by the UN Spotlight Initiative, will help us strengthen how we deliver our services to everyone in an organised, transparent and accountable way.

SMALL GRANT RECIPIENT, COLIN MITCHELL, CHAIRMAN OF THE SHELTER

Nine organisations from the Spotlight regions participated in this programme: Fire Circle TT, Trinidad & Tobago Federation for Women's Institutes (Mayaro/Rio Claro), Junior Chamber International-Tobago, Women of Substance, Roxborough Police Youth Club (Tobago), Trincity Lions Club, Quays Foundation and the Hindu Women's Organization (Tunapuna/Piarco). Some challenges were noted that present a learning opportunity for the second phase of this capacity building, such as inconsistent attendance at times and low turnout for one module in particular—social and behaviour change communication. Furthermore, participants noted that the sheer volume of content was overwhelming at times, in addition to the number of workshops, which may have also contributed to low turnout. Based on this direct feedback, the consultant has committed to reworking the workshop schedule and material so that participants obtain the maximum benefit from the programme. This programme in its entirety is truly a source of deep support for CSOs who have needed institutional strengthening to be more effective in their work on EVAWG. Complemented by the organisations who benefitted from small grants, the work in this pillar has contributed to a strengthened women's movement and civil society sector that will be able to successfully continue the work of Spotlight and its own efforts to EVAWG.

Rights Holders (“Beneficiaries”)

Indicative numbers	Direct for 2022	Indirect for 2022	Comments/Explanations
Women (18 yrs. and above)	285		Gender-responsive training for TTPS; Director of Public Prosecutor’s Office gender protocol training; CHAMP caregivers; Govt gender focal point Train the Trainers; Health sector training; CSO community outreach; CSO capacity building programme. Indirect numbers could not be disaggregated.
Girls (5-17 yrs.)	269		In-school Heroes Foundations student recipients; Arts-in-Action training. Indirect numbers could not be disaggregated.
Men (18 yrs. and above)	203		Gender-responsive training for TTPS; Director of Public Prosecutor’s Office gender protocol training; CHAMP caregivers; Govt gender focal point Train the Trainers; Health sector training; men and boys training refresher; CSO community outreach; CSO capacity building. Indirect numbers could not be disaggregated.
Boys (5-17 yrs.)	17	24,549	In-school Heroes Foundations student recipients; men and boys training refresher; Arts in Action training. Indirect numbers could not be disaggregated.
TOTAL	940 + 2,130 (non-disaggregated) = 3,070	1,486,475 (Likely with duplications)	Non-Disaggregated numbers: Direct: 290 from Foundations 200 -Positive Behavioural discipline training for teachers 50 - Health sector trainees 117 - CSO community outreach 31 - PWDs accessing services 27 - Facilitators for Foundations 415 - persons accessing hotline 1,000 - persons accessing psychosocial services Indirect (NB - unable to identify unique beneficiaries): 785,760 from student influencer projects 389,772 social norms campaign 271,181 comms community outreach 39,762 - social media

Challenges and Mitigating Measures

The team encountered significant challenges during this reporting period including the resignation of the Resident Coordinator who was a firm and passionate steward of the programme and whose advocacy in conjunction with the EU Ambassador was duly missed at a high strategic level. For a period, the team has worked to mitigate this challenge through the generous support of other Agency Heads and the current Acting RC has been committed to supporting Spotlight including through his representation at the Steering Committees. It must be noted however that this representation must be balanced alongside his other competing and main priorities as ILO Representative.

Efforts to firmly integrate participatory Monitoring & Evaluation into the programme encountered several roadblocks. Given that this participatory strategy was introduced mid-way through implementation, several implementing partners would not have included these activities within work plans and attempts to include post-activity closure presented difficulties including ethical challenges for beneficiaries being viewed as additional tasks. This has stymied efforts and delayed this M&E plan. As of the close of the reporting period, data collection from the organisations that have agreed to participate is still pending including from the Judiciary of the Republic of Trinidad & Tobago, although the coordination unit has sought to mitigate the additional burden on agencies and partners by contracting a Research Assistant to support data collection and analysis.

Though most Phase I activities were closed by the end of 2022, notable delays remain as a result of bureaucratic processes within Government counterparts. For example, the yearlong process to obtain approval from the Ministry of Health on the National Clinical and Policy Guidelines. These Guidelines serve as the foundation for other dependent projects including the finalisation of the health information management system and training of health care workers in the system. These types of delays were further evidenced in interactions with the Judiciary and Ministry of Education, that have resulted in major activities such as the court accompaniment programme, RESET intervention project and teacher training on the Health and Family Life Education programme still not having been launched or received approvals up to reporting time. All these interventions were designed to commence or finalise in Phase I and to date have not occurred. The Spotlight team has made concerted efforts to address these challenges using the Steering Committee platforms and requesting support from the Office of the Prime Minister Gender and Child Affairs Division. Yet there is a recognition that as the programme winds down heading into 2023, difficult decisions to re-program resources may be needed, which may stymie efforts to lay foundations that can take long periods of time but that ensure national ownership and lasting impact.

The meaningful engagement of civil society remained a top priority during 2022 with new implementing partners and grassroots small grantees. The team worked in collaboration to implement a comprehensive capacity building programme inclusive of mentors, paired organisations and coaches yet there remained challenges. Given the in-depth and extensive duration of the

programme, beneficiaries expressed information overload and fatigue leading to drop-off. In some cases, organisations struggled to motivate members who are in many cases volunteers with competing demands, to give their time to improve the organisation, by attending workshops, through the programme. Asynchronous work was offered to make the programme more flexible with respect to scheduling and overall, more accessible to participating organisations' teams. However, it was only embraced in part by most of the participating CSOs.

Implementing partners expressed challenges implementing evidence-based projects as they were initially designed, given the curtailed schedules and in some cases, rigid completion dates. This may have contributed to slow uptake by participants and extensions were not always feasible given the strict timelines of the overall programme. Additionally, unforeseen weather conditions resulted in the rescheduling of workshops and outreach events or poor turnout as the country suffered from severe thunderstorms and flooding in the latter half of the year.

One RUNO underwent an extensive financial audit in the first part of the year which resulted in several CSO implementing partners not receiving financial resources till April 2022. This delayed the first quarter activities by 3 months+. Implementing partners sought to mitigate these challenges by utilising limited internal resources and requesting credit terms from suppliers, however this was not always feasible. This placed civil society organisations, including from within the women's movement, in difficult positions with their vendors, contractors and other partners and contributed to substantial delays in the overall programme.

Although there was a significant easing of COVID-19 restrictions, these took place very gradually throughout the year and many in-person events were only accessible to vaccinated persons for much of the year. Hybrid and online events remained the norm and this may have diminished the interactive nature of some CSOs such as ICAN which utilises drama with expression to impact audiences. Projects were redesigned to improve interactivity and engagement virtually, however access to digital devices, reliable data, and private spaces for participants to engage with the programme posed challenges to digital delivery in some cases.

Lessons Learned and New Opportunities

a) Lessons Learned

Implementation of programmes such as Foundations, CHAMP and the Heroes Foundation-GBV curriculum creates spaces where participants that were initially skeptical of engaging with facilitators eventually opened up and, in some cases, disclosed traumatic incidents of abuse and bullying and exposure to violence in their communities. Some young persons even exhibited anti-social behaviours. Where required, such as with children or requested, reports were made through the appropriate channels such as the Children's Authority of Trinidad & Tobago and the Police

Service. However, it should be noted that in some cases, facilitators did not feel fully equipped to deal with the emotional breakdown of participants, including some trainers who were survivors of violence, themselves. Psychological support was available, however it is recommended that additional and more extensive psychological first aid training for Trainers is available and ongoing even post-programme. Students' experiences in the school workshops suggest that they need a support group to help process their challenges at school.

Another key lesson is how critical it is to ensure that small grantees are aware that a core component of the grants should be dedicated to institutional strengthening and that their project proposals are realistic/feasible within the timeframe and resources rather than aiming for a large scope to increase the attractiveness of the proposal to donors. The team is working with CSO and grassroots organisations to set expectations and provide orientation meetings as well as share lessons from previous grantees.

The data collection tools used in the economic costs study were unfortunately viewed as superficial and not user friendly by the technical coherence review committee and the survey yielded a lower-than-expected outcome while not reflecting a national study as the focus was on 3 communities only. The methodology employed was determined to be solely accounting for the direct costs associated with IPV rather than a full econometric study/costing. However, the study can serve as a baseline study that can be improved in future. With additional time provided, the team could have ensured that the IP used a similar methodology as was employed for the regional study. Further, it was noted by the responsible RUNO that the IP was not fully forthcoming with the challenges in securing higher response rates thereby limiting time available for a Spotlight team intervention.

In Phase I, the team initiated training to produce male leaders in each of the target communities, specifically focused on leaders of faith-based organisations. While discussions were productive, the sessions were not successful in fully transforming beliefs, behaviours and practices. Structured and ongoing opportunities for men and boys to critically reflect on stereotypical male gender roles and patriarchal expressions of manhood are imperative to move towards non-violent, equitable and inclusive notions of manhood that fully understand and support women's autonomy, agency and rights, as well as those of people of all sexual orientations and gender identities. It was generally agreed that further sensitization and engagement is needed to build male advocates.

Delays in implementation were exacerbated or directly resulted from lengthy bureaucratic processes within Government/state agencies to review/approve the design of specific interventions or to approve key documents (strategies/frameworks etc) prior to implementation. It is therefore critical to undertake high level advocacy to acquire timely commitments and ownership of interventions from important stakeholders ideally during the design phase of the programme.

Innovative, Promising or Good Practices

Please Refer to Annex D

Communications and Visibility

Overview

Building on the Communications and Visibility efforts of year two, the Spotlight team sought to sustain communications momentum in 2022 with a range of outputs. These included television and radio interviews, published opinion editorials, newspaper articles and publications, video productions and Social Media campaigns. Activities for key observances such as International Women’s Day and 16 Days of Activism comprised messaging campaigns, survivor testimonials and online dialogues to engage a range of stakeholders with an emphasis on women and girls. Communications campaigns also encompassed a focus on improving child abuse identification and prevention, promotion of healthy relationships and conflict resolution and challenging social norms.

- i. The engagement of two local icons - Mrs. Sharon Clark-Rowley, First Lady of Trinidad and Tobago and Muhammad Muwakil, artist and musician, founder of the socially conscious movement Freetown Collective - as Spotlight Initiative National Champions and spokespersons brought greater visibility to the issues of violence against women in all its forms and raised public awareness. Given both Champions’ high visibility, national recognition, reputation for social good and proven interest in defending and promoting human rights, they prove an inspiration to achieving the goal of ending violence and achieving gender equality. Specifically, each Champion was invited to donate their time, skills and services to support the Initiative’s campaigns, events and outreach activities.
- ii. ICAN, as the main Communications implementing partner for Spotlight, organised a series of 6 community outreach events across Spotlight’s 3 target communities of Tunapuna/Piarco, Mayaro/Rio Claro and the island of Tobago.
- iii. 15 articles were published in the main daily newspaper, on TV and radio as part of a [UNRCO partnership with Guardian Media Limited](#) highlighting Spotlight programme activities during the 16 days of activism from Nov 25 - Dec 10.
- iv. 9 pre-edited news stories were placed in the CNC3 7pm newscast (each 2 minutes long for a total of 18 minutes over two weeks).
- v. [Joint op ed with the EU and the RC](#) (a.i) on Dec 6.

- vi. Various articles throughout the year highlighting Spotlight activities with implementing partners in the communities.
- vii. LIVES methodology for first-line support of survivors. Spotlight training was provided and communications products (notebooks, water bottles, tote bags and posters) for health-care providers featured evidence-based recommendations for first-line support, based on the LIVES model. This was developed globally by WHO and included in the National Clinical and Policy Guidelines on IPV and SV. The LIVES acronym stands for Listen, Inquire, Validate, Enhance safety and Support; these are among the first steps in the optimal care pathway for survivors.

Messages

Type of communication	Total
Press articles	42
Social media posts	132
TV	16
Radio	10
Events	15
Videos	37

Media and visibility events

- i. International Women’s Day dialogue called “Let’s Talk TT” on Twitter Spaces and national television about “Breaking the Bias”, organised by the European Union and the British High Commission and co-hosted by the University of the West Indies’ Student Guild and COSTAATT School of Journalism.
- ii. Launch of the Essential Services Package Community of Practice (ESP CoP) from May 24-25.
- iii. Series of outreach events in the 3 target communities of Tunapuna/Piarco, Mayaro/Rio Claro and Tobago from May to October 2022. A mobile community outreach caravan also crossed the island of Tobago.
- iv. “GBV and Me” webinar and in-person conference on May 14th at the Prime Minister’s residence with youth groups and activists
- v. “A Conversation about Faith and GBV” webinar and in-person conference, on May 26th brought together seven major faith-based Organisation leaders, Spotlight Initiative National Champions and CSOs across Trinidad and Tobago.

- vi. Live media conference on national television and Facebook with the Office of the Prime Minister-Gender and Child Affairs on the Spotlight Initiative on April 20th
- vii. Stakeholder cocktail event convening, for the first time, nearly 150 key partners of the Spotlight Initiative in Trinidad and Tobago on September 29th to cement progress towards ending family violence, strengthen networks, identify opportunities for collaboration and ensure programme sustainability at a national level.
- viii. Handover of ICT equipment to TTPS on April 22nd
- ix. Graduation of TTPS cohorts after Gender-Responsive Policing Training on November 17th
- x. New version of the “Woman to Woman” video, which featured women survivors of DV discussing their experience with abuse, published during the 16 days of activism.

Campaigns

- i. Designed and delivered by the Heroes Foundation in support of the Spotlight Initiative, the Spotlight Heroes Programme started in April 2022 to educate and empower children and youth to lead and demand lives free from violence and abuse. [Heroes Foundation and the Children’s Authority of Trinidad and Tobago](#) partnered to roll out projects in 30 Secondary Schools and in various communities to address issues important to students, including bullying, school violence, child abuse, gender-based violence, sexual harassment, and anger management. Participants received training in gender-sensitivity, leadership, advocacy, communication, technology skills, and project management, and developed project plans to address problems experienced in their schools and communities. 9,000 students have been engaged and the campaign has reached over 775, 000 persons thanks to social media.
- ii. Child Zone [Partnership with Office of the Prime Minister, Gender and Child Affairs](#)
- iii. [ICAN Social Norms campaign](#) - The Spotlight team executed a Child Abuse Prevention Campaign which was developed to address the increasing incidences of VAWG during the pandemic and to put a spotlight on meaningful ways communities can protect children from harm and danger. This was a digital campaign on television and social media with messaging that addressed existing social norms and shared information on how to recognise, prevent and respond to child abuse.

Human interest stories:

- i. [Createfuturegood](#)
- ii. [The Shelter](#)
- iii. [Heroes Foundation](#) energises youth to end violence
- iv. [CHAMP](#) offers safe spaces for youth and parents to talk about gender issues
- v. [Building a strong foundation for Trinidad and Tobago young people to escape from Gender-Based Violence](#)

Testimonials:

“

There are so many women and girls who suffer daily at the hands of violent men, and they are unable to speak out. So if we can get persons to speak out on their behalf, to champion the cause, then we are on the right path.

MRS. SHARON CLARK-ROWLEY, SPOTLIGHT INITIATIVE NATIONAL CHAMPION

“

Before the programme, I did not know much about GBV, but I knew about bullying as I experienced it in primary school. I also didn't have much knowledge on Cyberbullying either. Because of the Spotlight Programme, I have a better understanding of abuse now. I did not realise how pervasive these issues are and how much of an effect they can have on others. Learning how many people are impacted by GBV and bullying it was eye opening but also resonated with me. Being able to end these issues in school and knowing something was being done to decrease it was impactful.

FEMALE STUDENT, 17 YEARS, PARTICIPANT IN THE HEROES FOUNDATION GBV CURRICULUM

“

Young women [leaving state care] have dreams, ambitions, and visions for themselves. Our role is to be an incubator for that, to shine a light on the possibilities with love and in service.

AKOSUA DARDAINE EDWARDS, FOUNDER AND NATIONAL COORDINATOR, NINA YOUNG WOMEN'S LEADERSHIP PROGRAMME (SMALL GRANT RECIPIENT UNDER PILLAR 6)

“

I aspire to be a youth Sexual and Reproductive Health and Rights (SRHR) advocate and instructor as I think it is important to close the gap in youth SRHR information and access to services in Trinidad and Tobago. I liked how the trainers held nothing back and how they were able to break down gender norms and sexuality. I am inspired by the CHAMP programme and motivated to share information with my friends. I hope very soon I can be a facilitator of the programme to increase knowledge on SRHR and give back to my community.

TYRELL* (NAME CHANGED), PARTICIPANT IN THE COLLABORATIVE HIV AND AIDS ADOLESCENT MENTAL HEALTH PROGRAMME (CHAMP), IMPLEMENTED BY THE FAMILY PLANNING ASSOCIATION OF TRINIDAD AND TOBAGO (FPATT)



Spotlight Initiative media conference hosted by the Office of the Prime Minister, Gender and Child Affairs. The EU and various UN agencies (PAHO, UNDP, UNFPA and UNHCR) were part of the panel.



Spotlight Community outreach in Tobago with ICAN.



Student campaigns against abuse and gender-based violence alongside the Heroes Foundation.



Spotlight Community Outreach in Mayaro/Rio Claro with ICAN

Videos:

- i. [Women Voices 16 days 2022 version](#)
- ii. [PSA EU Ambassador Peter Cavendish](#)
- iii. [PSA Spotlight National Champion Sharon Clark-Rowley](#)
- iv. [PSA Spotlight National Champion Muhammad Muwakil](#)
- v. [PSA CEO Heroes Foundation Lawrence Arjoon](#)
- vi. [ECA video for employers](#)
- vii. [NATUC](#)
- viii. Freetown Collective Full Circle videos - to be released in 2023

Spotlight Communications activities for the reporting period were closely aligned with the Communications and Visibility Action Plan beginning with a key visibility product for International Women’s Day, followed by the roll out of several communications campaigns and series of media appearances throughout the year, closing out with another key visibility product for 16 days of Activism and dialogues across social media platforms. All communications activities were supported by and executed in collaboration with RUNOs and Implementing Partners via meetings and technical guidance, by the CS-NRG who contributed via ideation and suggestions and with feedback from the EU Delegation focal points with whom concepts and collateral were shared .

Sustainability

The programme will be developing a sustainability strategy in 2023. During the Phase II planning process and consultations, the team assessed the relevance and feasibility of projects given the limited time and resources available for this phase, with a view to focusing efforts on the most critical ones that will achieve a solid foundation upon which local stakeholders can continue to build in this fight against gender-based violence. The Programme Coordinator within the Gender and Child Affairs Division is intended to support in clearly determining the role of each Government agency in Spotlight rollout in the communities. With this information, the Coordinator will support the development of a blueprint or model built on the lessons and successes from Spotlight implementation in the three communities, that meets the needs of the entire nation. Spotlight focal points within the Steering Committees will be tasked with examining their agencies’ work plans and identifying those intersecting with Spotlight projects. This Coordinator is also tasked with strengthening the national gender machinery to ensure its primacy in Parliamentary and Cabinet agendas.

The Coordinator's work will be supported by the advocacy strategy to adopt the National Strategic Action Plan. This plan provides a national framework outlining the roles and responsibilities of State agencies and civil society as duty bearers in addressing gender-based violence, as much of the activities/projects which were envisioned in the initial plan of 2016-2020 have come to fruition under Spotlight. There is therefore a natural progression from Spotlight coming to a close at the end of 2023 and the plan taking effect to sustain momentum.

In the health sector, throughout Phase II the Committee of Ministry of Health Representatives for the Spotlight Initiative appointed by the Chief Medical Officer will continue to meet regularly with the technical team to provide support to implementation. They will also develop strategies to embed the protocols and structures developed under Spotlight into the work of the Ministry of Health and Regional Health Authorities, along with the collaborative mechanisms, procedures and referral systems developed with other sectors. The Committee has representation from key divisions of the Ministry of Health who will help develop specific plans in their own areas, including County Medical Officers of Health who are responsible for Medico-Legal services for sexual assault, the Directorate of Women's Health, Health Education, Information Technology and Corporate Communications. The Directorate of Women's Health will continue its work to roll out the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence (the Guidelines) developed under Spotlight Pillar 4, and the SIP-VAW electronic health information system on violence against women developed under Pillar 5. During Phase II, training of trainers is underway in partnership with the Directorate of Women's Health and each of the Regional Health Authorities to achieve full implementation of the Guidelines and SIP-VAW. This builds on the training of trainers and curriculum development completed on health care of survivors in Phase I. Multi-sectoral meetings and training workshops are also planned during Phase II to ensure understanding of the Guidelines and SIP-VAW and to build on the Phase II work to strengthen interoperability between health, police, judiciary and social services.

Continuing to work closely with government stakeholders across sectors will assist considerably in achieving government agreement on protocols and SOPs which will be important outputs of the project, especially under Pillars 4 and 5.

The engagement with the Government towards national ownership was encouraged in 2022 through a joint presentation of the UN Spotlight Initiative team and the EU Delegation to the Parliament of Trinidad & Tobago. This presentation included heartening testimonials from civil society (implementing partners, small grantees) and state agencies (health sector and Trinidad & Tobago police service) that have benefitted from the programme via institutional strengthening interventions, funding or policies.

The Gender Responsive Policing Virtual Training Initiative is an example of programme sustainability in action facilitated through institutionalisation of results. The Spotlight GBV Training Toolkit, which was informed by a study on the assessment of the implementation of Police Standing Orders and other DV legislation, has been integrated into existing Police Training Programme schedules and

now features a 5 Day Training course that is tied to the Police Academy's performance recognition/appraisal system. Moreover, it is the intention of the Police Academy to have the course, which is titled, "Gender Responsive Policing", achieve national accreditation. Phase I of the GRP Training met its target of training 200 First Responders and the TTPS Police Academy has committed to training all 7,000 Police Officers and incoming recruits going forward.

The National Child Policy, National Inter-Agency Protocol and Child Protection Information Management systems (CPIMS) were government led initiatives which were cabinet approved for implementation and sustainability. While start up support was provided through the development of the protocol and the implementation CPIMS, funds to support implementation and upkeep were already identified under national budgets.

The sustainability and exit strategy of the team will also encompass engaging key representatives from civil society whose programmatic activities have been supported by Spotlight to develop resource mobilisation strategies to sustain particular projects. For example, the Family Planning Association has committed to continuing implementation of CHAMP within its regular programmes and can continue to provide SRH services to persons with disabilities at subsidised costs indefinitely.

Strategies and protocols which have been developed in Phase I, including the integration of family violence policies and plans into local government, the court accompaniment programme, the national case management SoPs, the IPVSV HIS, etc. will be piloted, monitored and operationalised within State Agencies to promote institutionalisation and, with support from Civil Society, promote collaboration and build trust between sectors. All implementing partners and Consultants will be tasked with providing recommendations to identify roles and responsibilities as well as to resource and sustain efforts. The EU Delegation will continue to play a critical advocacy and supportive role in Phase II specifically through the Steering Committees specifically lobbying for the adoption of the National Strategic Action Plan and for Government ownership of key processes and results.

Next Steps

In 2023, the Spotlight team will build on the foundation of strengthened operational systems, institutions and service provision fostered during Phase I of the programme, aligning with activities that are underway and ensuring adherence to the theory of change. Notably, Phase II will respond to a significant shift in context following implementation during a pandemic, increased reports of GBV, and increased calls for action from the women's movement and the society at large. With the recognition that a reduction in violence will require extended long-term investments, the team will focus on advocacy towards the adoption of the National Strategic Action Plan on GBV which was submitted to Cabinet for approval in December 2022.

This provides the framework for government, civil society and private sector action to combat GBV and is a critical projected outcome of the programme which is to develop an advocacy and lobbying strategy which will include development partners, major stakeholders in Government including local government (Regional Corporations and Tobago House of Assembly) and the women's movement, to ensure that all are aware of the importance of having this plan in place for addressing GBV and lobby the Cabinet of Trinidad & Tobago to finally approve the Plan. The lobbying strategy, which will be developed with the collaboration of a consultancy company, is integral to the NSAP's approval. Therefore, existing high-level platforms will be leveraged to execute the strategy, particularly the Inter-Ministerial Committee to coordinate strategies to reduce Domestic Violence. Development partners, including the British High Commission, US Embassy and Canadian High Commission, will be engaged and encouraged to support this exercise through demarches and diplomatic notes to the Government. These partners have already been engaged as stakeholders during Phase I and have offered support to specific activities, notably under Pillar 4 with the Trinidad and Tobago Police Service and the Judiciary. Additionally, the general public, especially adolescents and youth, will be made aware of the importance of the plan by maximising social media information campaigns through memes and other tools. Such creative and popular strategies will be critical to share the NSAP's goals.

In Phase I, technical assistance was provided to strengthen sectoral responses, and there is now a call for further strengthening of intersectoral collaborative mechanisms. A key lesson is the recognition that the institutional transformations required to eradicate violence will be sustainable only to the extent that the institutions responsible for providing care, protection and access to justice and other services, take ownership of the process and work collaboratively with one another.

Strategies and processes that are developed by the Spotlight team through CSO engagement or technical consultancies must be accompanied by resourced strategies to institutionalise and operationalise them, and thus ensure they produce concrete results. This requires buy-in and the active engagement of stakeholders, particularly within the technical, political and communications spheres. An assessment of protocols which exist amongst the social services, legal and health sectors will be conducted which will form the basis for the creation of opportunities for systematic inter-sectoral collaboration and interoperability of systems to bolster service provision, streamline

case management and enhance data. Additionally, based on the SoPs which were developed in Phase I, following the assessment of GBV case management services by National Family Services and the Division of Health, Wellness and Social Protection, the team will allocate resources to ensure the SOPs are tested and disseminated largely among all first responders.

To encourage buy-in and sustainability of results beyond Spotlight, a working forum for stakeholders will be established. This group is expected to drive the change in policy, and to work in tandem on the development of data sharing norms amongst agencies. Stakeholders here include TTPS, Judiciary, Ministry of Health, Regional Health Authorities and GBV Case Managers. Final outputs will include joint protocols to identify, treat and refer survivors of family violence; sensitisation and skills-building of service providers through communications and training; and improved processes and tools to enhance operational efficiency across sectors including the updated case management SoPs which will be piloted.

With significant resources in Pillar 3, the team will seek to continue prevention efforts working with particular vulnerable populations in the continued implementation of the Foundations and CHAMP programmes, the GBV Hotline and services to persons with disabilities. Based on national consultations, it was agreed that priority for executing these interventions would be placed on targetting marginalised populations including in the prison system, organisations that serve persons with disabilities and men and boys. The social norms campaign which launched in Phase I and utilises the qualitative data gathered from the study, will continue into Phase II focused on parents and caregivers and using creative and drama-based approaches to spark changes in knowledge and attitudes that fuel violence against children. It is envisioned that the work with the justice sector will deepen as the gender-responsive police training will continue and the court accompaniment and RESET programmes with the Judiciary will finally launch. Local government will be supported to integrate family violence policies and plans into strategic plans using existing structures, i.e. the disaster response units, to ensure sustainability. Finally, continued emphasis will be placed on strengthening the women's movement through core funding provided by small grants and the fostering of peer networks and mentorship opportunities. With a reduced budget and timeframe, yet with guidance and advisory support from the EU Delegation, the Spotlight team will concentrate efforts on feasible interventions within the target communities that can be sustained by national partners post-Spotlight. These efforts will be clearly delineated in the sustainability strategy to be developed with stakeholders in the upcoming months.

The innovative compensation mechanism for CS-NRG members will continue to close off the programme providing remuneration for meeting key deliverables as will be outlined in the group's 2023 workplan.

Critical to the success of implementing Spotlight in alignment with UN Reform, is ensuring mechanisms for interagency collaboration remain in place. These include building on standard operating procedures which were developed in Phase I, streamlined and joint procurement processes, a joint stakeholder engagement strategy, and the presence of the coordination unit.

Annex A

Results Framework

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes	
	Legal age of Marriage						
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	0.00	0.00	0.00	0.00	0.00		
	Parental Authority in Marriage						
	0.00	0.00	0.00	0.00	0.00		
	Parental Authority in Divorce						
	0.0	0.00	0.00	0.00	0.00		
	Inheritance rights of Widows						
	0.0	0.00	0.00	0.00	0.00		
	Inheritance rights of Daughters						
	0.0	0.00	0.00	0.00	0.00		
	Laws on Domestic Violence						
	0.25	0.00	0.25	0.25	0.00		
	Laws on Rape						
0.25	0.25	0.25	0.25	0.25			
Laws on Sexual Harrassment							
0.50	0.50	0.50	0.50	0.50			
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	National level						
	Evidence-based Costed Participatory Development	Evidence-based, Costed, Participatory Development	Evidence-based Costed, M&E framework, Rights of women & girls, Participatory Development	Evidence-based Costed, M&E framework, Rights of women & girls, Participatory Development	Evidence-based Costed Participatory Development	The National Strategic Action Plan (NSAP) on Gender Based Violence (GBV) and Sexual Violence was originally developed for the period 2016-2020, before Spotlight but was never approved. However, Spotlight support was provided to update and cost the plan, in addition to creating an M&E framework. The plan, now dated from 2023-2027, is pending submission to the Cabinet of Trinidad & Tobago.	
	Sub-National Level						
Does not apply/ there is no plan	Does not apply/ there is no plan	Does not apply/ there is no plan		Does not apply/ there is no plan			

Output Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.	Developed or Strengthened					
	0	1	2	6	3	
Indicator 1.1.6 Number of assessments completed on pending topics and strategic litigation implemented by women's rights advocates, within the last year.	0	0	1	2	1	The activity that originally fulfilled this indicator was a restorative justice study, but was revised to a national media campaign about legal services available to those experiencing GBV. However, another activity, the Gap Analysis Report of the Domestic Violence (DV) Act of Trinidad and Tobago fulfills this indicator and is being reported here.
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.	National level					
	Evidence-based Programs & activities costed	Evidence-based Programs & activities costed	1	2	Evidence-based Programs & activities costed	The National Strategic Action Plan (NSAP) on Gender Based Violence (GBV) and Sexual Violence was originally developed for the period 2016-2020, before Spotlight but never approved. However, Spotlight support was provided to update and cost the plan, in addition to creating an M&E framework. The plan, now dated from 2023-2027, is currently pending submission to the Cabinet of Trinidad & Tobago.

Outcome 2 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Cumulative	Target	Reporting Notes
	Coordination Mechanism?					
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	Yes	Yes	Yes	Yes	Yes	The Inter-Ministerial Committee (IMC) was supported by Spotlight in 2021 through the purchase of a Zoom license to host these meetings up to the period when its term expired. It was renewed in 2022 and continues to exist, but is not supported by Spotlight. The Spotlight team is invited to meetings, but is not on the committee membership. The IMC on the National Strategic Action Plan (NSAP) on ending GBV and SV is a separate committee, established solely for the purpose of updating the NSAP and submitting it to Cabinet. Although not financially supported, Spotlight is represented on the membership. The term of this committee ended in December 2022.
Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.	Medium	High	High	High	High	The Gender Responsive Policing Training Initiative has been in progress, and verbal commitment was given by the Trinidad & Tobago Police Academy that the training curriculum will be integrated into their educational programme for all new officers. Furthermore, they have committed to training all 7,000+ officers in the police service.
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	0	3	27	11	

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Cumulative	Target	Reporting Notes
	Government Officials					
Indicator 2.1.6 Number of key government officials trained on human rights and gender-equitable norms, attitudes and behaviours towards women and girls, including for those groups facing intersecting and multiple forms of discrimination, within the last year.	0	0	323	1171	550	Of the total result of 323 people who were trained, no disaggregation is available for 50 of them. Of the remaining 273, 198 were women and 75 were men.
	Women Government Officials					
	0	0	196	885	255	
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	There is no coordination mechanism	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure, With annual work plans	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure	Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure	Established at the highest level, With a clear mandate and governance structure, Composed of relevant stakeholders, With annual work plans	The Inter-Ministerial Committee (IMC) was supported by Spotlight in 2021 through the purchase of a zoom license to host meetings, up to the period when its term expired. It was renewed in 2022 and continues to exist, but is not supported by Spotlight. The Spotlight team is invited to meetings, but is not on the committee membership. The IMC on the National Strategic Action Plan (NSAP) on ending GBV and SV is a separate committee, established solely for the purpose of updating the NSAP and submitting it to Cabinet. Although not financially supported, Spotlight is represented on the membership. The term of this committee ended in December 2022.

Outcome 3 Summary Table

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	0.12	0.12	0.12	0.12	0.12	The data provided by the Women's Health Survey is considered as valid for the next 5-10 years based on international standards. At the end of the Spotlight Initiative, it is unlikely that there would be measurable change at the impact and outcome levels. However, the indicators of improvement under Spotlight would be captured at the output level. The survey was designed exclusively for women.
Indicator 3.3 Existence of with at least 3 evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized and are developed in a participatory manner.	7	0	4	9	7	Some of the programmes already existed before Spotlight and were piloted nationally; however implementation was not consistent. Under Spotlight, those programmes were relaunched.
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in - and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights, within the last year.	In-School Programmes					Of the 2022 out-of-school total of 360, disaggregation is not available for 293 of the participants. Of the remaining 66, 36 were girls and 31 were boys. In 2021, 902 young people benefitted from one of the out-of-school programmes (no disaggregation available); but the number was not aggregated into overall results. It is therefore being reported retroactively.
	0	0	382	382	150	
	In-School Programmes Girls					
	0	0	233	233	75	
	In-School Programmes Boys					
	0	0	149	149	75	
	Out-of-School Programmes					
	0	0	1262	1532	122	
	Out-of-School Programmes Girls					
	0	0	36	221	75	
Out-of-School Programmes Boys						
0	0	31	116	47		
National or Sub-National						

Outcome Indicator	Baseline	Milestone 2022	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
Indicator 3.1.3 Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year.	No	No	0	1	Yes	Due to delays in obtaining feedback from the Ministry of Education, and subsequent revisions, in addition to consultations with relevant sectors, the Health and Family Life Education curriculum was not approved in 2022.
Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping, within the last year.	0	0	10,248	323,943	20,250	The numbers reported for this indicator represent only direct beneficiaries of campaigns conducted during 2022. The indirect numbers are difficult to determine, as a variety of media (TV, radio, social media, etc.) were used, where only estimates are produced on reach. Disaggregation is therefore also not possible. A media partnership of the Resident Coordinator's Office and a major media house during the 16 Days of Activism also yielded visibility for Spotlight, as many of the articles featured work being done by the programme. Reach could not be determined accurately, however, the partnership produced: 15 newspaper articles in a major newspaper; 9 pre-edited news stories in a major 7pm newscast (each 2 minutes long for a total of 18 minutes over two weeks); 3 live major TV morning show interviews (each 15 minutes long for a total of 45 minutes over two weeks); and 10 live radio conversations on an associated radio station (each 40 minutes long for a total of 6.6 hours over two weeks).
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	0	0	1	6	7	Actual result here for 2022 was 1 however in 2021, an inaccurate figure of 8 was reported.
Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year.	0	3	0	3	3	Three communities of men and boys were reported in 2021. However, there were concerns about the quality of their leadership ability as male advocates against GBV. Although the activity was completed in 2021, to mitigate some of the quality issues, a refresher session was held with graduates of the training - 15 men and 1 boy benefitted. This session was positively received - particularly the use of a Foundations Master Trainer to facilitate the session (who was trained through the UN Women activity under Spotlight). Additional and expanded work with men and boys and faith-based leaders is planned for Phase II, including in more sectors, such as security/prisons.
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	EVAWG Policies					
	0	0	0	2	2	
	EVAWG Policies including LNOB					
0	0	0	2	2		

Outcome 4 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2021)w		Target	Reporting Notes
	Women					
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	389	389	2,283	4,227	389	At the end of the Spotlight Initiative, it is unlikely that there would be measurable change at the impact and outcome levels. However, the indicators of improvement under Spotlight would be captured at the output level.
	Girls					
	1,121	1,121	1,290	3,770	1,121	
Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year.	Government Service Providers					
	0	0	323	1093	620	Of the total result of 323 people who were trained, no disaggregation is available for 50 of them.
	Women Government Service Providers					
	0	0	198	482	395	
Indicator 4.2.3 Existence of strategies for increasing the knowledge and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination.	Strategies Designed					
	No	Yes	5	5	Yes	
	Strategies Designed that include LNOB					
	No	Yes	3	9	Yes	

Outcome 5 Summary Table

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2022)	Cumulative	Target	Reporting Notes
	Prevalence					
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	Yes	Yes	Yes	Yes	Yes	The survey data used for this indicator is not attributable to Spotlight. The data and collection system has been strengthened for reporting GBV via the work on the Central Registry on Domestic Violence and the Intimate Partner and Sexual Violence Health Information System. However, reporting data cannot be used to measure prevalence or incidence.
	Incidence					
	Yes	Yes	Yes	Yes	Yes	
Indicator 5.1.1 National Statistical Offices has developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG	Yes	Yes	No	No	Yes	The National Statistical Office in this case is the Central Registry on Domestic Violence (CRDV), managed by the Office of the Prime Minister (Gender & Child Affairs). The CRDV is being strengthened for reporting GBV but has experienced lengthy delays, particularly as a result of the consultant hired for that purpose. The contract was ended early due to the consultant's personal challenges. A new procurement process was started.
Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year	National Statistics Officers					
	0	0	6	13	150	
	Women National Statistics Officers					
	0	0	4	10	114	
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG	0	0	0	0	10	
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months.	Knowledge products					
	0	0	3	9	6	The Catalogue of Services was completed in 2020, but not disseminated until 2021.

Outcome 6 Summary Table

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Cumulative	Target	Reporting Notes
Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG	0	0	0	19	6	
Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG	0	10	0	0	10	The modality for this activity was revised mid-2021 due to challenges in garnering a response to the initial calls for implementing partners. As revised at the time, results were reported under outcome indicator 6.3. Activities fulfilling this indicator were initiated in 2022, with foundational work having started; however, no funds have been granted or tools developed yet. Therefore, results will be reported in 2023.
Indicator 6.3 Number of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG.	0	10	27	27	43	
Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year.	0	12	3	1724	31	The Inter-Ministerial Committee (IMC) was supported by Spotlight in 2021 through the purchase of a Zoom license to host meetings up to the period when its term expired. It was renewed in 2022 and continues to exist, but is not supported by Spotlight. The Spotlight team is invited to meetings, but is not on the committee membership. The IMC on the National Strategic Action Plan (NSAP) on ending GBV and SV is a separate committee, established solely for the purpose of updating the NSAP and submitting it to Cabinet. Although not financially supported, Spotlight is represented on the membership. The term of this committee ended in December 2022.
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year.	0	0	13	30	6	
Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	0	10	0	0	10	The modality for this activity was revised mid-2021 due to challenges in garnering a response to the initial calls for implementing partners. As revised at the time, results were reported under output indicator 6.3.1. Activities fulfilling this indicator were initiated in 2022, with foundational work having started; however, no funds have been granted or tools developed yet. Therefore, results will be reported in 2023.
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.	0	10	27	52	43	

Annex B

Risk Management Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: 01 January 2022 - 31 December 2022

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk			Periodicity	Source for monitoring		
Contextual risks						
Deeply entrenched harmful and inequitable social norms resistant to change	Extreme (5)	Major (4)	Quarterly	M&E Spot checks on Sensitization sessions, Meetings with IPs, workshops and trainings for CSOs	Data informed social norms campaign against violence against children continued into 2022 with use of youth influencers and student-led community outreach initiatives. Decision to continue work with men and boys and faith-based leaders through Foundations and Partnerships for Peace adapted programmes in Phase II.	RUNOs
Some institutional actors are resistant to change in capability	Likely (4)	Moderate (3)	Monthly	Operational Steering Committee meetings; RUNO monthly reports	Close partnership with Office of the Prime Minister Gender and Child Affairs Division; presentation to key Government partners on Spotlight and Government buy-in with Permanent Secretaries of Ministries; continuation of Spotlight Ministry of Health appointed Committee; focused assessments with institutional partners to modify programmes to address identified needs including Judiciary and TTPS	RUNOs, Coordination unit
High turnover of trained staff within institutions and service providers	Likely (4)	Major (4)	Monthly	Consultations with civil society and Government	Prioritizing the sensitization and engagement of staff with long-term commitment to institutions. Seeking commitment from institutions to operationalise and embed training into strategic plans such as with local government and TTPS.	RUNOs, Associated/ Implementing Agencies. Coordination unit
Natural disasters, insecurity and hostilities in designated municipalities slow down implementation	Possible (3)	Moderate (3)	Quarterly	Meeting	Strategy to integrate family violence policies into local government plans using disaster management units. GBV response will therefore be incorporated into disaster responses.	Local government, Red Cross Society, Coordination Unit, UNICEF
Global pandemic lockdown measures are reinstated following another wave of COVID-19 cases	Possible (3)	Major (4)	Monthly	Continuous engagement with RUNOs	Majority of activities were hosted in hybrid formats and where feasible such as with the CSO capacity building programme and gender-responsive police training, digital devices were provided.	Coordination Unit, RUNOs, CS-NRG. Associated/ Implementing Agencies

Annex B

Risk Matrix

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
Risk			Periodicity	Source for monitoring		
Programmatic risks						
Inadequate access to data likely to reduce the impact of interventions on project beneficiaries.	Possible (3)	Moderate (3)	Monthly	Sharing of all Spotlight products/ deliverables	Ensure the integration of a 'learning culture' through the development and implementation of a knowledge management work plan; Spotlight products/ deliverables shared by RUNOs with Technical Coherence Lead and Coordination unit for review and in joint working shared folder; RUNOs prioritised the development of knowledge products and key outputs captured and published by Comms team for public consumption.	RUNOs, Coordination Unit
Bureaucratic bottlenecks slow down attainment of project milestones	Certain (5)	Extreme (5)	Monthly	Technical coordination meetings; Quarterly OSC meetings and bi-annual NSC meetings	Recruitment of Programme Coordinator to support national Gender machinery. Quarterly and adhoc Meetings of National and Operational Steering committees with Government representation and Spotlight focal points in relevant Ministries and the Tobago House of Assembly to monitor progress holding agencies accountable for deliverables within assigned timeframes; development of acceleration plans and joint engagement with key stakeholders.	Coordination Unit, RUNOs, Associated Agencies, Government partners
Lack of strong leadership and commitment from government, the private sector and civil society to sustain programmatic activities	Likely (4)	Moderate (3)	Quarterly	NSC and OSC meetings; Monthly RUNO/ Coordination meetings; RUNO monthly reports	Development of a sustainability strategy in Phase II in partnership with Government and civil society stakeholders. Strategy will focus on activities which partners can sustain and which the CS-NRG will advocate to support. Recruitment of the OPM GCA Programme Coordinator who will be charged with the development of a blueprint/model from Spotlight Initiative which will guide nationwide implementation. Institutional strengthening of CSOs and continuation of the coaching/mentorship programme to create peer networks. Development of GBV policies and strategies as well as impactful training sessions for key actors within the private sector. Commitment by the TTPS Police Academy to include gender-responsive policing in its curriculum for all officers.	Government partners, Coordination Unit, RUNOs, CS-NRG. Associated/ Implementing Agencies
Limited access to data from Government partners and key Government Officials due to perceived victimization or reprimanding associated with the sharing of sensitive data on processes and systems within respective institutions.	Likely (4)	Extreme (5)	Quarterly	Meetings with Government	Assessment of data systems and support to build stronger platforms with interoperability across sectors. Position UN as a key ally and technical experts in development of these systems.	RUNOs, Government partners
Lack of government inter-agency alliance and information sharing can impede the implementation process and deter complete analysis on various laws, policies and procedures.	Likely (4)	Moderate (3)	Quarterly	Consultation with Government official, Implementing Partners and RUNOs	Through engagement at both the National and Operational Steering Committee meetings bottlenecks can be alleviated for a smooth information sharing by the inter-agency department with the implementing partners.	Coordination Unit, RUNOs, Associated/ Implementing Agencies

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
Risk			Periodicity	Source for monitoring		
Health and Safety risks at face to face activities due to COVID-19 (NEW)	Possible (3)	Moderate (3)	per event	attendance register and via data collected on contact tracing forms	Contact tracing forms to collect data at all events; provision of PPE to IPs for their use and dissemination at events; provision of hand sanitizer, electronic thermometers and communication/agreement to adhere to strict event protocols.	
Institutional risks						
National stakeholders are not willing to support CSOs	Possible (3)	Major (4)	Monthly	Consultations with civil society and Government; Quarterly meetings.	Regular convening of the National and Operational Steering Committees with space provided for CS-NRG members to advocate and sensitize members as well as represent the women's movement. Provision of innovative small grants towards CSO institutional strengthening, placing priority of giving civil society representatives a voice and space at key events lending additional credence to the movement. Additionally, emphasized comprehensive CSO capacity building activities to strengthen these organisations and promote confidence in their capabilities.	Coordination Unit, RUNOs, Associated/ Implementing Agencies
Political statements are not translated into action, or there is a lack of political will	Possible (3)	Major (4)	Ongoing	Quarterly Meetings	Ongoing dialogue with various sectors and contacts within the government through both the National and Operational Steering Committees, ensuring that family violence features in political agendas at the national and local levels, and there are multiple entry points and allies within government.	RUNOs, Coordination Unit, RCO
Spotlight results are not sustained due to lack of budget allocations at the end of the programme	Likely (4)	Moderate (3)	Ongoing	Bi-annual NSC meetings	Updating and costing of National Strategic Action 2023-2027 in 2022 and emphasis on an advocacy and communications strategy to boost support for its adoption included in Phase II plans. This Plan clearly aligns with and is even broader in scope than the Spotlight programme and so its adoption will provide the overarching framework to address GBV in the nation. Development of advocacy tools such as the study on the economic costs of violence in the workplace completed in 2022 and the social accountability scorecard. Resource mobilisation efforts to develop additional partnerships within the private sector as well as including development partners such as mission organisations ensuring national ownership.	RCO, Coordination Unit, RUNOs
Weak institutional and governance structures inhibit data collection on Family Violence	Possible (3)	Moderate (3)	Bi-Weekly	Meetings/Site Visits, Monthly reports, Steering committee meetings	Development of health information management system and child protection system; support to OPM GCA to strengthen the GBV registry and focus in Phase II on supporting partners to develop data sharing norms and protocols as well interoperable systems.	RUNOs, Government
Lack of authority by key government institutions to make decisions on project implementation	Possible (3)	Moderate (3)	Once	Guidance note	Established clear guidance for project steering committee to facilitate quick decision-making.	RCO
NEW - Internal operational and procurement processes within the UN delay implementation forcing return of funds at close of programme	Certain (5)	Major (4)	Monthly	Meetings with Programme Team, HoA, M&E Logframes, workplan monitoring	Work plan created using Smartsheet with automated workflows notifying Programme officers of delays and spillover effects to activities; meetings with HoA and RC to advocate for acceleration measures; programmatic revisions where needed.	Coordination unit, RUNOs, Associated Agencies/Implementing partners

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
Risk			Periodicity	Source for monitoring		
Gender bias against men and boys are not addressed because the program is focused on VAWG. Gender bias toward men and boys may have societal repercussions that are difficult to overcome.	Likely (4)	Major (4)	Ongoing	Consultations with civil society and Government; Media representations, Monthly RUNO reports	Engagement with national stakeholders and CSOs from the outset in the process of addressing VAWG with an understanding of Gender equality and the empowerment of women and girls are central to the 2030 Agenda for Sustainable Development, while the focus is on Family Violence against women and girls, this will highlight the general issues of family violence and improvement in the policies which will benefit men and boys in the community. Continued engagement of men and boys in various prevention programming including Foundations, CHAMP, Partnerships for Peace and within the private sector and faith-based organisations.	Coordination Unit, CS-NRG, RUNOs, Associated/ Implementing Agencies
Fiduciary risks						
Disbursement of resources to small stakeholders (CSOs) and national IPs have the potential to lead to leakages and incurring of ineligible costs.	Possible (3)	Major (4)	Quarterly	Site visits and requests for documentation, CSO capacity building Consultant updates	Drafting of ToRs in consultation with civil society for capacity building for beneficiary CSOs/ National Institutions on project management and financial management which is tailored to EU requirements shall be undertaken. Follow-through support from the Technical coherence lead and coordination unit is available to all beneficiaries in managing their procurement and other related activities. Open and transparent processes have been utilised to channel funds to CSOs. Development of CSO institutional strengthening programmes specifically targetting grassroots organisations and incorporating training modules related financial accountability measures.	Coordination Unit, CS-NRG, RUNOs, Associated/ Implementing Agencies
NEW - Delayed disbursement of funds to implementing partners due to auditing requirements of RUNOs	Likely (4)	Major (4)	Monthly, IP meetings	Agency logframes, meetings with finance and operational teams	Contracts were extended through 2022 and support to IPs to use bridge funding to avoid further delaying projects.	RUNOS
Insufficient funding to continue in-depth assessment on the impact of the policies amended.	Possible (3)	Major (4)	Monthly progress meeting updates and Quarterly meetings with the Operational Steering Committee	Agency logframes and Performance matrix were developed with activities indicators and targets to monitor progress.	The outcome and output indicators show whether implementing budgets were adequately allocated for activities and will measure impact based on amendments to the legislative framework that supports the elimination of VAWG.	RUNOs / AA

Assumptions:

- ✓ There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts.
- ✓ Government and CSO partners will collaborate closely to ensure the programme is implemented as planned and do so beyond the project's lifespan for the purpose of continuity
- ✓ CSOs have the capacity to implement programmes developed for the Spotlight Initiative.
- ✓ The workshops, training sessions and Peer to Peer networking will successfully build capacity of grassroots organisations to be able to continue working on the elimination of VAWG.

Annex C

CSO Engagement Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: This is a Cumulative Report since the start of the Spotlight Programme until 31 December 2022

Annex D

Promising or Good Practices Report

Country Programme / Regional Programme: Trinidad and Tobago
Reporting Period: 01 January 2022 - 31 December 2022

Title of the Innovative, Promising or Good Practice	Good Practices in Grant-Making to build capacity of Civil Society Organisations
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	Through a 3-tiered approach of capacity strengthening, process re-engineering, and stakeholder consultations, the programme has developed better practices in grant-making for civil society organisations across Trinidad and Tobago, under Pillar 6 - The Women's Movement and Civil Society.
Objective of the practice	The goals of the activity were to create space for networking, alliance building and movement strategizing, to support resource mobilisation, and to support enhanced capacities including institutional/operational and technical capacities for long-term and sustainable work on EVAWG.
Stakeholders involved	<p>The Civil Society National Reference Group was first consulted and dialogues were held on the initial funding opportunities and requirements issued by the Programme. Feedback included; the timeframe for responding to advertisements was too limited/short, the requirements were not contextually appropriate and too stringent, the language was not easy to understand, and the structure of the advertisements was unclear.</p> <p>Additional consultations were held with CSOs during townhall meetings, field visits to the 3 Spotlight communities, and through regional Spotlight events and meetings.</p> <p>This included CSOs at all levels of maturity, within rural communities, and those representing LNOB/marginalised groups.</p>
What makes this an innovative, promising, or good practice?	<p>Taking on the feedback that UN processes can be complicated, a series of field and virtual missions were conducted where CSOs were engaged, including open forums for questions, feedback and concerns.</p> <p>Following this, simplified, SMART, and easy-to-understand advertisements and templates were crafted, building on lessons learned. These also included 'Top Tips' and guidelines for completing sections, within the submission templates.</p> <p>Pre-scheduled townhalls were created and attached to each ad, complete with a tailored and detailed walk-through of the submission and proposal requirements.</p> <p>The timeframe for submission was changed, and rotating advertisements were posted with no submission deadline.</p> <p>Requirements also centred less around technically advanced proposals, and more on the requirement for capacity building of the CSO community and Women's Movement, along with a focus on prioritising the inclusion of grassroots CSOs and CSOs representing LNOB/marginalised and vulnerable groups.</p> <p>A Master Coach and Agitator-in-Chief was recruited to develop a comprehensive capacity building programme for CSOs including support for resource mobilisation, which was pioneered in Trinidad and Tobago under the Spotlight Initiative and is being rolled out across the region. The Coach will be joined by Business Coaches who will be paired with CSOs to support them once they are engaged and managing a project.</p>
What challenges were encountered and how were they overcome?	Many grassroots organisations want to access funding but the organisation may not be officially registered, which is a minimum requirement or they operate with a skeleton structure. More mature organisations tend to be repeat applicants because they have a good grasp of the processes and how to mobilise resources. Additionally, internal processes and requirements may not always match the context. E.g. requiring financial statements, or extensive reporting from grassroots organisations. Challenges were navigated within the context with sensitivity, using existing CSO assessments and relying on the guidance of Reference Groups and feedback from consultations. Requirements were also adapted, and extensive guidance was provided in proposal writing and development, partnerships and consortiums, and budgeting for the resources required to successfully manage the project and small grant agreement.
Outputs and Impact	Between 2020 to 2022, 15 new organisations have received approval and accessed grant funding, through this mechanism. All of these organisations are new to the UN system, and it was the first time they have received funding to support internal capacity building and strengthening of their programmes, services, systems and expertise. Organisations which previously provided feedback on how difficult it was to access funding from the UN, submitted successful proposals following townhalls and learning sessions, and the updated requirements. During the course of their project, one particularly vocal grantee supported the Spotlight Initiative and this grant funding mechanism through a featured video story explaining how the grant has made a difference in their organisation, what it would allow them to accomplish, and why they would recommend that other organisations apply. Another grantee supported the grant programme on live radio and television interviews during the 16 days of Activism Against GBV in 2022.
Adaptable (Optional)	
Replicable/Scale-Up (Optional)	

Title of the Innovative, Promising or Good Practice	Good Practices in Grant-Making to build capacity of Civil Society Organisations
Sustainable	Proper documentation of the model including the use of evaluations and data collection, would support applicability to other programmes and initiatives across thematic areas.
Validated (for a good practice only)	The practice has been validated through stakeholder feedback from multiple grantees, video interviews with two recent grantees (Create Future Good, the Shelter), and repeat applications from grantees who have benefitted under the programme.
Additional details and contact information	Je'nille Maraj - Planning and Coordination Specialist UN Women MCO - Caribbean jenille.maraj@unwomen.org
Provide a description of the innovative, promising, or good practice.	The National Women's Health Survey (2018) showed that health care workers are the professionals that survivors of intimate partner violence (IPV) and sexual violence (SV) most often turn to for care and support, indicating the importance of building the capacity of the health sector to respond. Under Pillar 4 of the Spotlight Initiative, National Clinical and Policy Guidelines were developed to provide a framework for the health sector response. They were approved by the Minister of Health on 15 August, 2022.
Objective of the practice: What were the goals of the activity?	The Guidelines are intended to improve the capacity of health care providers to respond holistically to the physical, mental and social needs of survivors to ensure appropriate follow-up care.
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	The ultimate beneficiaries are adult survivors of IPV and SV. Intermediate beneficiaries are health care workers who now have an official government framework to support good practice. Focus group discussions and individual interviews were conducted online (during the COVID-19 lockdown) with the Ministry of Health, Regional Health Authorities and selected non-governmental organisations to consult them as to how to strengthen quality of care. A Committee of Ministry of Health Representatives for the Spotlight Initiative was appointed by the Chief Medical Officer, met with technical officers bi-monthly and provided technical and organisational guidance. National laws and policies and United Nations good practice guides were reviewed. Following approval of the Guidelines, they were presented at a meeting with Senior Executive Teams of the Ministry of Health and Regional Health Authorities on 5 November 2022. They are available on the Directorate of Women's Health webpage.
What makes this an innovative, promising, or good practice?	These are Trinidad and Tobago's first National Clinical and Policy Guidelines on IPV and SV. Features of the Guidelines include: <ul style="list-style-type: none"> • National statistics on IPV and SV in global context • Review of relevant national policies, legislation, procedures and facilities • Human rights principles for quality of care • Pathways of care for survivors of IPV and SV • Documentation and health information systems • Roles of health institutions in prevention • Responding to IPV and SV in emergencies, including COVID-19. They also include a Clinical Record Form for health care workers to record information about the survivor, her health status, the violence experienced and the care and referrals provided. This has been programmed in electronic format to strengthen data under Pillar 5 of the Spotlight Initiative.
What challenges were encountered and how were they overcome?	The Guidelines were developed and drafted via the Spotlight Initiative in 2020-'21 but not approved until August 2022. The process of acceptance and eventual approval was achieved by engaging government agencies - principally the Ministry of Health and the Office of the Prime Minister - in reviewing the guidelines and providing detailed comments. The comments were discussed by Spotlight RUNOs, including the head office of PAHO/ WHO, with regard to best practice. Each of the concerns of the government, some of which appeared to be political, were carefully discussed so that an optimal solution could be reached in favour of high quality health care for survivors.
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	The work to develop the Guidelines contributed to the content of training of trainers and pre-service training curricula for health care workers and other caring professionals also developed under the Spotlight Initiative. The training of trainers conducted in 2021 has resulted in training of over 200 persons to date. The training of trainers will be expanded in 2023 to ensure greater capacity-building in each of the Regional Health Authorities. In Phase 2 of Spotlight, the work to strengthen health sector capacity is being supplemented by work to strengthen interoperability between health, police, judicial and social services.
Adaptable (Optional)	The Guidelines should be periodically reviewed to ensure they are up-to-date with respect to the latest developments in good practice with respect to care of survivors.
Replicable/Scale-Up (Optional)	They can be used as a template for the development of similar Guidelines in other countries.
What is needed to make the practice sustainable?	During Phase 2 of Spotlight, we are working on human resource capacity building and embedding the Guidelines in the health care system. This includes meeting and corresponding with Chief Executive Officers of Regional Health Authorities so that training using the Guidelines will be embedded in the regular training of staff. The training of trainers and the development of online training tools during phase 2 of Spotlight will assist in this. A public launch of the Guidelines and acceleration of media engagement are planned for 2023. In 2022, a newspaper article, a radio and a TV interview involving the Ministry of Health and a Spotlight Initiative Project Manager were used to present the Guidelines during the 16 Days of Activism Against Gender-Based Violence.

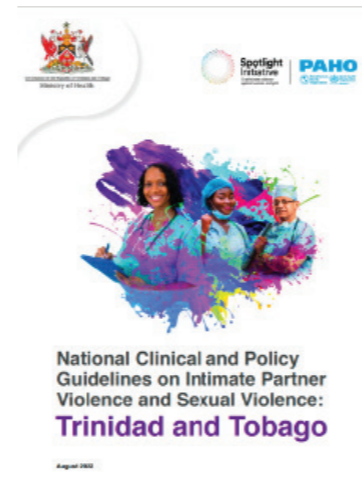
Title of the Innovative, Promising or Good Practice
Good Practices in Grant-Making to build capacity of Civil Society Organisations

**Validated (for a good practice only):
Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?**

Expert validation of the Guidelines was provided by senior technical officers at the headquarters of PAHO/ WHO. They were featured as an example of good practice in the online launch by PAHO/ WHO of the Regional Status Report on Addressing Violence Against Women in Health Policies and Protocols in the Americas on 29 November 2022. Preliminary indications of benefits to users can be found in the post-training assessments of persons trained in health care for survivors of IPV and SV under the Spotlight Initiative. It is likely that widespread impact on quality of care for survivors will only be measurable after the implementation of upscaled human resource capacity building based on the Guidelines.

**Additional details and contact information:
Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.**

Focal person: Dr Caroline Allen, Spotlight Initiative Project Manager, PAHO/ WHO. Email: allencar2@paho.org; drcarolineallen@gmail.com. Ministry of Health focal person: Dr Adesh Sirjusingh, Director of Women's Health. Email: adesh.sirjusingh@health.gov.tt. The Guidelines can be accessed via QR code:



Section B: Knowledge Production

A Knowledge Product converts uncaptured knowledge, experience, lessons learned and cutting-edge expertise on a specific topic or derived from implementation into a learner-oriented product.

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed/ published or expected to be	Link to Knowledge Product (if available)
Catalogue of Services for the Economic Empowerment of Women	Mapping	A resource guide for victims and survivors of gender-based violence who seek support services to enhance their economic empowerment and increase their autonomy, making them less dependent on their abusive partners. It can also be used by support organisations to respond to violence against women and girls, including family violence.	March 2021	Catalogue of Services
Gender-Responsive Policing Report	Assessment	A gap analysis on the utilization of police standing orders; departmental orders; Domestic Violence Investigative and procedural Manual for Police Officers and propose recommendations to improve implementation including the development of training manuals and toolkits.	April 2021	GRP Report
Social Norms Survey on Violence Against Children in Trinidad & Tobago	Research Paper	To conduct a survey among the general public in Trinidad and Tobago to determine 1) The social and cultural norms and other factors that perpetuate gender-based violence in Trinidad and Tobago 2) The social, religious and cultural norms and other factors that prevent persons from reporting gender-based violence in Trinidad and Tobago July 2021 Social Norms study	July 2021	Social Norms study
Gap Analysis Report of the Trinidad and Tobago Domestic Violence Act	Assessment	The focus in the context of the DV Act is to conduct an implementation gap study, make recommendations for further reform, propose an implementation strategy and present the Draft Study for review and feedback.	February 2022	Gap Analysis Report
Assessment of Case Management Services for Gender-Based Violence Survivors in Trinidad and Tobago	Assessment	This study reviews and assesses the current case management strategies of the National Family Services Division of the Ministry of Social Development and Family Services and the Division of Health, Wellness and Social Development of the Tobago House of Assembly, alongside the Essential Services Package (ESP) of the United Nations Global Programme on Essential Services for Women and Girls Subject to Violence published by UNFPA and UN Women in 2015. This framework provides comprehensive guidelines for the provision of quality services for GBV survivors across health, policing and judiciary and social service sectors. This report offers recommendations based on the current case management practices to facilitate the development of a coordinated approach to domestic violence case management that aligns with the ESP and promotes quality services for women and girls who experience domestic violence.	February 2022	Final GBV Case Mgmt Assessment
National Clinical and Policy Guidelines on Intimate Partner and Sexual Violence: Trinidad and Tobago	Guidance Note	The Guidelines provide actions and recommendations for the clinical care of women subjected to IPV and SV. The specific goals include: 1. To strengthen the capacity of health-care providers to deliver a minimum package of clinical services for women subjected to violence. 2. To develop standards of care and assist health-care providers to better identify and respond to the needs of women subjected to violence. 3. To strengthen the health systems response and the delivery of high-quality care for women subjected to violence.	August 2022	National Clinical and Policy Guidelines

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed/ published or expected to be	Link to Knowledge Product (if available)
Gender Protocol Knowledge Product	Tool	1)To detail the purpose, role and aim of the Justice Through a Gender Lens Gender Equality Protocol for Judicial Officers in Trinidad and Tobago ('the Gender Protocol') 2)To disseminate, share and exchange impactful knowledge regarding the role of judicial officers in Trinidad and Tobago 3)To share judicial best practice in delivering gender-responsive institutional change to achieve sustainable change in ending family violence 4)To enable justice continuum actors (Prosecutors, Police, Defence representatives, Probation and Rehabilitation Services, Court Staff), civil society organisations and victims/survivors to gain an insight into the decision-making process of judicial officers relating to gender equality and decision making in court 5)To increase victim/survivor confidence in the justice system regarding the handling of cases involving family violence	February 2022	Gender Protocol Knowledge Product
Study on the Economic Impact of Family Violence	Research Paper	Study to assess the economic cost of family violence with special focus on violence against women and children, and its impact in the workplace.	April 2022	Economic Impact of Violence study
CSO Capacity Building Programme		Toolkits/modules to address the needs of the CSOs identified in the assessment report, and build their capacity to adequately apply for, develop, implement, manage and report on small grant programmes and implement communications and advocacy activities within the Spotlight Initiative,		CSO Capacity Building Programme
Spotlight Heroes Programme Online Course	Online course	An easily accessible online course designed to provide children and youth with the tools to self-protect and prevent gender-based violence and abuse.	April 2022	
Spotlight T&T Newsletter		Quarterly newsletter disseminated to all stakeholders featuring updates on the implementation status of Spotlight initiative, success stories, introductions to team members and highlighting the work of partners in the field.		Newsletters



Spotlight Initiative

