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STRATEGIC PLAN (2025-2029) ADAPT DOMESTIC ABUSE SERVICES

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SUMMARY OF STRATEGY (2025-2029)

THE VISION OF ADAPT: A world free of domestic abuse and coercive control

ADAPT's MISSION is to offer support and safety to women and their children affected by domestic abuse and coercive control. The service is committed to challenging domestic abuse by strengthening the capacity of individuals, communities, and organisations to respond effectively and to change society so that domestic abuse and coercive control are no longer tolerated.

ADAPT's OVERARCHING STRATEGIC AIM FOR THE PERIOD 2025-2029:

In accordance with national policy, ADAPT Domestic Abuse Services will continue to:

- innovate in providing high quality, trauma informed and impactful *support and empowerment* services to survivors of domestic abuse and coercive control; and
- promote prevention, practice and policy development to *reduce the extent of domestic abuse/coercive control and their impacts* on women, children and families

This aim will be addressed under five principal objectives, which will act as key pillars of organisational action. Between 2025-2029, ADAPT Domestic Abuse Services will:

Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Be effectively governed	Ensure highest standards in personnel management	Continue to develop and deliver responsive, high quality and impactful services to women and children impacted by domestic abuse/coercive control	Maximise collaboration with external partners	Meet operational income, facility and resource needs

INTRODUCTION

This document outlines the five-year strategy of ADAPT Domestic Abuse Services¹, covering the period 2025 – 2029 inclusive. Its function is to act as an overarching guide that will direct the work of ADAPT in the coming years. We have created this strategy as an ambitious but realistic organisational plan for the period 2025-2029. Our strategic plan is policy and evidence-informed, needs-driven and is focused on realising the best possible outcomes for women and children experiencing and/or at risk of experiencing domestic abuse/coercive control in Limerick City, Limerick County and beyond.

ADAPT DOMESTIC ABUSE SERVICES - WHO WE ARE

ADAPT Domestic Abuse Services is a support service for women survivors of domestic abuse and their children. Located in Limerick City, we provide a range of services including 24 hour helpline support; emergency refuge accommodation; outreach services, and emotional and practical support for women and children. We also work in partnership with other agencies to enhance their understanding of domestic abuse and their capacity to recognise, respond and refer appropriately.

Our vision is of a world free of domestic abuse and coercive control. Our mission, is to offer support and safety to women and their children affected by domestic abuse. Our service is committed to challenging domestic abuse and coercive control by strengthening the capacity of individuals, communities, and organisations to respond effectively and to change society so that domestic abuse is no longer tolerated. As a registered charity, ADAPT is governed by a voluntary Board of Directors which delegates operational management to the organisation's Director of Services. Our organisation is complex, with a significant number of separate though inter-related strands to our work. These are:

- **Community Outreach:** a range of supports provided on an outreach basis throughout Limerick City and County to survivors of domestic abuse;
- **Refuge:** providing safe emergency accommodation for women and children who need to leave their homes due to domestic abuse/coercive control;
- **Services for Children and Young People:** who are or have been affected by domestic abuse in their homes;

¹ Hereafter simply referred to as ADAPT. Please also note that the terms domestic, sexual and gender-based **abuse** and domestic, sexual and gender-based **violence** are used interchangeably throughout this document.

- **Property Services:** responsible for overseeing the maintenance and upkeep of ADAPT Domestic Abuse refuge and transitional houses for survivors of domestic abuse which are leased to ADAPT by Limerick City and County Council;
- **Training and Development:** providing opportunities for women who have experienced domestic abuse/coercive control to access community education, personal development courses and to build new social connections. Also offering a wide range of education and learning opportunities on domestic abuse/coercive control for students and for staff working in organisations that are supporting women and children;
- **Finance and Organisational Services:** managing all financial, I.T. and compliance related matters on behalf of the organisation;
- **Charity Shop,** a social enterprise of ADAPT, created to generate additional income for the organisation to supplement any shortfalls in funding.

Building on what we have achieved as an organisation over the last 50 years, our aim for the next five years is, in accordance with national policy, to continue to:

- innovate in providing high quality, trauma informed and impactful *support and empowerment* services to survivors of domestic abuse and coercive control; and
- promote prevention, practice and policy development to *reduce the extent of domestic abuse/coercive control and their impacts* on women, children and families.

THE CONTEXT IN WHICH WE WORK

The Third National Strategy on Domestic, Sexual & Gender-based Violence², drawing on the Istanbul Convention (2011) defines domestic abuse as:

“all acts of physical, Sexual, psychological or economic violence that occur within the family or Domestic unit or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence with the victim. The exertion of coercive control is a key component in this process (Government of Ireland 2022: 11).”

² Government of Ireland. (2022). *ZERO TOLERANCE: Third National Strategy on Domestic, Sexual & Gender-Based Violence*. Government Publications Office: Dublin

Domestic abuse is one of three forms of inter-related violence/abuse addressed within the national strategy, sitting alongside sexual and gender-based violence. Domestic, sexual and gender-based violence are major societal challenges that predominantly, though not exclusively, affect women and girls. The previous national strategy³ emphasised the importance of a *gendered analysis* of abuse, suggesting “that violence against women whether in the home, between friends or in dating relationships or violence perpetrated by strangers reflects and reinforces the power inequalities experienced by women with respect to men (COSC 2016:3)” in society. This emphasis on a gendered analysis is reinforced in the current national strategy.

Domestic, sexual and gender-based violence involve a serious violation of the human rights of women and girls and present a major obstacle to the achievement of equality between women and men (Council of Europe Convention on preventing and combating violence against women and Domestic violence - Istanbul Convention 2011).

Data at a national level present an alarming picture of the prevalence of domestic, sexual and gender-based violence in Ireland. For instance, an EU-wide survey of 28,000 women (European Union FRA 2014), reported that 14% of women in Ireland had experienced physical violence by a partner since the age of fifteen, while 31% of women had experienced psychological violence by a partner. The report also concluded that Ireland had the second highest number of women avoiding places or situations for fear of being assaulted out of all EU countries⁴.

More up-to-date statistics in Women’s Aid Femicide Watch Report (2025) reveal that a total of 275 women died violently in Ireland between 1996 and March 2025⁵, approximately ten women each year during that period. Of that number, 179 (63%) were killed in their own homes, while over half of femicide victims (55% of resolved cases) were killed by a current or former male intimate partner. Twenty children also died in incidents where women died violently.

³ COSC: The National Office for the Prevention of Domestic, Sexual and Gender-Based Violence & The Department of Justice and Equality (2016). *The Second National Strategy on Domestic, Sexual and Gender-based Violence (2016-2021)*. Government Publications Office: Dublin, accessible online at <https://www.cosc.ie/second-national-strategy-on-domestic-sexual-and-gender-based-violence-2016-2021/>

⁴ The survey report is accessible online at <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report>

⁵ See <https://www.womensaid.ie/app/uploads/2025/03/Womens-Aid-Femicide-Watch-1996-2025.pdf>

Data published by the Central Statistics Office on Recorded Crime Victims in 2023⁶ have reinforced findings of the Femicide Watch report highlighting, for instance, that in 2022, seven out of every ten (71%) victims of detected sexual offences knew their offender. In 2023, four in five (81%) victims of reported incidents of sexual offences were female.

The results of domestic abuse are immense, including physical symptoms and, in some cases, death as well as significant emotional trauma, feelings of worthlessness, helplessness and isolation. Such abuse not only has a damaging effect on the individual experiencing the abuse, it also impacts negatively on the wider family, particularly in relationships where children are involved⁷. The current national and international policy discourse has evolved considerably in recent years; domestic abuse is now considered a serious crime with a critical focus on *victim safety* and *perpetrator accountability*. The State's criminalisation of coercive control⁸ in 2019 has also contributed substantially to "a greater understanding within our legal system of the dynamics of domestic abuse⁹."

FIGURES FOR ADAPT

In 2024:

- a total of 834 women¹⁰ engaged with the services of ADAPT, an average of 70 individuals per month. These individuals were of varied ages, ranging from women in the early stages of adulthood to older women;
- 198 children were supported by ADAPT¹¹;

⁶ See <https://www.cso.ie/en/releasesandpublications/ep/p-rcvo/recordedcrimevictims2023andsuspectedoffenders2022/keyfindings/>

⁷ Contributing to childhood trauma and adverse childhood experiences (ACES).

⁸ Described by Women's Aid as a "persistent pattern of controlling, coercive and threatening behaviour including all or some forms of domestic abuse (emotional, physical, financial, sexual including threats) by a current or former intimate partner." See <https://www.womensaid.ie/what-is-abuse/types-of-abuse/coercive-control>.

⁹ Women's Aid (2024:1). Insights Report: Review of Publicly Reported Enforcement of the Coercive Control Offence in Ireland, accessible online at <https://www.womensaid.ie/app/uploads/2024/06/Insights-Report-Publicly-Reported-Enforcement-of-the-Offence-of-Coercive-Control.pdf>.

¹⁰ This figure includes a number of women who were admitted to ADAPT's refuge on more than one occasion in 2024.

¹¹ As above, this figure includes a number of children who were admitted to ADAPT's refuge on more than one occasion in 2024.

- 157 women, alongside 158 children, were admitted to the ADAPT Domestic Abuse Refuge, requiring safe emergency accommodation from domestic abuse at home.

It is important to highlight that the bullet points presented above provide details of those who engaged with our services in 2024, that is the individuals who have reached out to ADAPT for support. It can be assumed that, for various reasons, there may also be a considerable number of women in the region experiencing domestic abuse/coercive control who have not contacted ADAPT for support. Among others, this may include not being aware of the services that we provide, finding it challenging to contact ADAPT (for example, if somebody is working full-time), English not being their first language or as a result of being afraid to seek out support. This fear, whether real or perceived, may include risk from the perpetrator if they do look for support, fear of becoming homeless, fear of their children being taken into care or of being judged or blamed for not seeking support earlier. Whatever the reason, we have sought to be mindful of this when looking at statistics, recognising the significance of the fear experienced by survivors when developing our new strategy.

DEVELOPING THIS STRATEGIC PLAN – WHAT WE DID

This strategy was developed over an eight month period. Working with a team of experienced social sector consultants, we selected key strategic priorities for our organisation for the next five years as a result of information gathered through a series of review and planning exercises. These were:

- conducting a review of our most recent strategic plan (2018-2023) and examining the relevance, quality, efficiency, impact and sustainability of our work during that period¹²;
- reviewing the wider policy, practice and funding landscape that informs the work of ADAPT, seeking to anchor our strategic plan in broad national policy provisions, particularly those relating specifically to domestic abuse in Ireland;
- examining the profile of women, children and families that use our services and considering their expressed needs, interests and concerns;

¹² While paying attention to the emergence of unanticipated circumstances, such as the Covid-19 pandemic and associated public health restrictions, and examining how ADAPT responded to those circumstances.

- reflecting on the identified internal strengths and challenges of ADAPT, alongside the external opportunities and threats facing the organisation, and agreeing priority objectives and actions for the organisation over the 2025-2029 period;
- fleshing out implementation plans for each of those strategic priorities;
- reviewing models of practice across comparable organisations in the area of Service-User Participation, so as to inform a key priority of this strategic plan;
- finalising this strategy in collaboration with the Board, Management and Staff of the organisation.

FINDINGS – WHAT WE LEARNED ABOUT OUR WORK AND OUR ORGANISATION

STRENGTHS, CHALLENGES, OPPORTUNITIES AND THREATS

Over the course of the strategic review and planning process, we gathered detailed information on the internal strengths and challenges of ADAPT, while also providing a detailed outline of the external opportunities and threats with the capacity to positively and/or negatively impact on the operation of the organisation. This section of the strategic planning document provides a *basic summary* of those strengths, challenges, opportunities and threats and offers a context for the strategic themes that we have prioritised for the coming five years.

The SCOT analysis summary, presented below, was endorsed by our Board, Management and Staff at a workshop in October 2024 and acts as an important informant of our strategic plan. It was observed that ADAPT was delivering extremely well on its mandate. Service-users were overwhelmingly positive about their experience of the organisation and its services and supports. The Board and staff believed wholeheartedly in the work of the organisation and ADAPT was highly respected by partner organisations and agencies.

A consistent theme of consultations to inform this strategy was our need to reinforce and consolidate what we already do very well. The call to action within this strategy is that we should use the next five years to put in place – and apply - the internal systems and supports required to enable that reinforcement and consolidation to take place.

STRENGTHS	CHALLENGES
• Service-user experience: Survivors and their children experience excellent care, support and service • External relationships and interagency working: ADAPT is highly valued and respected by partner organisations in Limerick city and county • Management and staff: Recognised as professional, adaptable and empathic • Improved systems: Particularly effective IT systems, offering greater opportunity to monitor the effectiveness of the organisation against survivor-need • A strong advocate: ADAPT is a strong, respectful and collaborative advocate in favour of the needs of survivors of domestic abuse and their children • Value of consistent Trauma-informed care across the organisation • The range of services and supports provided by ADAPT, with particular reference to the increased efforts of ADAPT to reach out and include a wider cohort of survivors	• Service-user experience: Challenges for some service-users associated with refuge living; perceptions that, for varied reasons, some survivors of domestic abuse were unaware of services; the importance of service-users informing the development and delivery of services • Balance: The need to balance ADAPT's response to survivor needs with organisational capacity. Expansion in recent years has been rapid and a period of consolidation is needed • Internal coordination and staff support: continued need to invest in ADAPT's personnel • Challenges around ADAPT's upcoming building programme¹³: With particular mention of the need to support organisational management and to ensure strong governance systems • Measuring outcome: The need to increase clarity on outcome-measurement • Advocacy & communications: The importance of maintaining ADAPT'S advocacy role, allied to increasing focus on communications to share the strengths of ADAPT • External relationships: Though extremely positive, suggestions were made around formalising protocols with certain external partner organisations to build more effective services for survivors of domestic abuse.

¹³ ADAPT has secured initial funding for an additional building alongside its current premises. Further funding is required however to enable full delivery.

OPPORTUNITIES	THREATS
• External perception of ADAPT: Local agencies respect the organisation and are keen to work closely with ADAPT • Opportunities for expansion: Survivor needs indicate opportunities for service-expansion, while taking note of earlier cautions around consolidation • Models of practice: potential new ways of working in respect of, for instance, remote court services; Medical Social Work Team aligning with ADAPT and the Gardaí under Operation Sabháilte¹⁴; strengthened relationships between ADAPT, the Gardaí and Courts Services to support survivors pursue prosecution • Advocacy: The opportunity exists for ADAPT to use its expertise to advocate for policy change • ADAPT and Prevention: Further develop ADAPT's work in prevention as well as responding to the needs of survivors	• Complexity: ADAPT works in a complex environment, especially because of intersectionality of domestic abuse with other complex issues • National operational environment: The working relationship with Cuan is evolving; the importance of sustaining relationships with Tusla Social Work; the current State funding model is annual, with delays in confirming funding each year • Staff quality: The ongoing challenge of attracting high quality social care staff into the domestic abuse sector • Housing crisis: Impact of the housing crisis has resulted in families staying in refuge for longer than required, causing bed-blocking. Move-on options for families leaving refuge into the homeless services usually results in a hotel placement. This is extremely challenging for families and may also place families at further risk. • New Building: The proposed new building project, while presenting opportunities to the organisation, has dragged on. Concerns exist around the risk of non-completion.

¹⁴ Operation Sabáilte is a programme unique to Limerick. It involves a close working relationship between the Garda Victim Liaison Office and ADAPT and is designed to increase the levels of support to survivors of domestic abuse and coercive control.

STRATEGIC PRIORITIES (2025-2029)

Building on what we have learned about our work and our organisation, we recognise our need to address a number of important challenges over the lifetime of this strategic plan. Specifically, we need to ensure:

In the context of organisational governance, that ADAPT has:	• Fit for purpose policies aligned to its organisational aim and function • Fully functioning sub-groups within its Board, operating to agreed Terms of Reference • Capacity to oversee the provision of third-party services, especially in the context of a proposed new building project • Engaged in ongoing succession planning for Board members • Processes in place to assess the effectiveness of its governance structure and how the Board operates • Structured processes in place to assess organisational risk.
In the context of personnel management, that ADAPT operates to highest standards, especially to address strategic organisational challenges in:	• Staff induction • Staff support • Staff training • Staff coordination and management • Senior and Middle Management Succession Planning
In the context of services and programmes for women and children accessing our services, that ADAPT:	• Consolidates our existing services and programmes for women and children, with a particular focus on strengthening and integrating outreach services • Is inclusive of all women and children impacted by domestic abuse/coercive control and that our services respond to the intersection of domestic abuse with other complex issues (e.g. mental health, substance misuse, etc.) affecting service-users • Enables the voice of service-users in informing service-development and delivery • Operates a robust monitoring and evaluation system, and gathers and analyses relevant data accordingly.

In the context of optimal
**collaboration with external
partners**, that ADAPT prioritises:

- Raising awareness of domestic abuse and coercive control and their impact, challenging societal attitudes towards domestic abuse and survivors of domestic abuse
- Increasing our reach to potential service-users
- Advocating for the needs of survivors
- Advocating for practice and policy change, with a particular emphasis on the prevention of domestic abuse
- Working, in an evidenced preventative manner, with males.

In the context of meeting
**organisational operational income,
facility and resource needs**, that
ADAPT

- Accesses multiple income sources
- Completes the planned new building
- Establishes new spaces and formalised outreach locations
- Meets all legal requirements and regulation compliances
- Strengthens our public profile to increase inward investment.

Against that backdrop, our **strategic or organisational aim** for the next five years is, in accordance with national policy, to continue:

- Innovating in the provision of high quality, trauma-informed and impactful *support and empowerment* services to survivors of domestic abuse and coercive control
- Promoting prevention, practice and policy development to *reduce the extent of domestic abuse/coercive control and its impacts* on women, children and families.

We will work towards the realisation of this aim by addressing all aspects of the organisation and all of the strategic challenges listed above. Our strategic aim *will be addressed under five principal objectives, which will act as key pillars of organisational action. Between 2025-2029, ADAPT Domestic Abuse Services will:*

Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Be effectively governed	Ensure highest standards in personnel management	Continue to develop and deliver responsive, high quality and impactful services to women and children impacted by domestic abuse	Maximise collaboration with external partners	Meet operational income, facility and resource needs

STRATEGIC ACTIONS – HOW WE WILL DELIVER OUR STRATEGY

Our strategy is presented as a five-year organisational journey. It recognises that five-year strategies are marathons, not sprints. What matters is that the objectives highlighted above are realised over the course of this five-year journey. The actions proposed to deliver on the organisation’s strategic priorities are sequenced in a manner that will be realistic, manageable and achievable. We are proposing to focus initial attention on the delivery of actions over the first three years of the plan (2025-2027) and plan for a mid-term review of delivery to be undertaken by the organisation at a suitable point in 2027. This will facilitate reflection on the extent to which delivery of our strategic plan is on track, while also facilitating modifications, as necessary, to ensure ongoing relevance, appropriateness, quality, efficiency, impact and sustainability of ADAPT Domestic Abuse Services.

We propose actions for the delivery of our five strategic objectives below. These are presented in broad terms in this document. A full implementation plan, outlining how these broad actions will be implemented, by whom and by when is appended to this strategic plan.

STRATEGIC OBJECTIVE 1: GOVERNANCE

OVER THE PERIOD 2025-2029, ADAPT WILL BE EFFECTIVELY GOVERNED

We will ensure:

<i>Strategic Priorities</i>		<i>Actions</i>
Fit for purpose policies aligned to its organisational aim and function	by	- Engaging in ongoing cyclical review of all organisational policies - Setting out a five-year plan for policy-review in the organisation and implementing over the lifetime of the strategy - Prioritising review and completion of ADAPT's Health and Safety Policies, and Child and Youth policies
Fully functioning sub-groups within our Board, operating to agreed Terms of Reference	by	- Recruiting new members to the Human Resources Sub-Group of the Board of Directors - Finalising a Terms of Reference for a newly formed Buildings Sub-Group - Rejuvenating the Governance Sub-Group - Continuing to operate the Audit and Finance Sub-Group in accordance with its existing Terms of Reference
Capacity to oversee the provision of third party services, especially in the context of a proposed new building project	by	- Concluding funding arrangements for full delivery of the building project - Recruiting a paid Project Manager to manage this project on behalf ADAPT, reporting to the Buildings Sub-Group

		• Senior Management agreeing a service continuity plan with the Board of Directors and subsequent implementation when adequate funding commitment is in place
Ongoing succession planning for Board members	<i>by</i>	• The Governance Sub-Group ensuring that the succession planning requirements of ADAPT's Constitution are fulfilled • Reviewing upcoming Board changes up to six months in advance of changes taking place, identifying skills required on the Board and planning proactively for replacement
The Board of ADAPT assesses the effectiveness of its governance structure and process	<i>by</i>	• The Board conducting annual self-evaluation of its effectiveness in delivering its governance function
Structured processes are in place to assess organisational risk	<i>by</i>	• The Board conducting Risk Assessment Reviews half-yearly as a standing item on Board Agendas

STRATEGIC OBJECTIVE 2: PERSONNEL MANAGEMENT

BETWEEN 2025-2029, ADAPT WILL ENSURE THE HIGHEST STANDARDS IN PERSONNEL MANAGEMENT

We will ensure:

<i>Strategic Priorities</i>		<i>Actions</i>
A comprehensive staff induction is further developed	by	• Reviewing and updating existing induction training for new recruits
Excellence in staff support	by	• Consistently implementing structured senior management and service management meetings throughout the lifetime of the strategy • Reviewing current staff supports • Identifying a realistic set of gaps/needs/requests to be addressed • Implementing a highly visible communications process on staff supports
Excellence in staff training	by	• Completing the development of all modules in ADAPT's Domestic Abuse and Child Safeguarding staff training programme and implementing training for all staff • Fully implementing structured eSafe Training for staff • Seeking out ongoing CPD opportunities appropriate to individual staff roles

Excellence in staff coordination and management

By

- Consistently implementing structured senior management and service management meetings throughout the lifetime of the strategy
- Phasing in CORU Registration, beginning with relevant line managers, followed by support workers and refuge team

Excellence in senior and middle management succession planning

By

- Senior Management engaging in ongoing discussion with the Board regarding long-term management and staff changes in the organisation
- Mentoring of potential and interested internal candidates, especially for senior management positions
- Phased recruitment processes for senior positions
- Delivering a 3-month lead-in time for any newly recruited senior management position

STRATEGIC OBJECTIVE 3: SERVICES AND PROGRAMMES FOR WOMEN AND CHILDREN

BETWEEN 2025-2029, ADAPT WILL DEVELOP AND DELIVER RESPONSIVE, HIGH QUALITY AND IMPACTFUL SERVICES TO WOMEN AND CHILDREN IMPACTED BY DOMESTIC ABUSE

We will ensure:

<i>Strategic Priorities</i>		<i>Actions</i>
Consolidation of our existing services and programmes for women and children, with a particular focus on strengthening and integrating outreach services	by	• Strengthening existing services and programmes and avoiding the initiation of new programmes or services unless there is considerable evidence to justify an evolving response to a specific need • Establishing and implementing a booking system for outreach activities, aligned to eSafe • Setting up designated satellite clinics outside of Limerick City particularly in the context of migrant support in other centres of the county • Conducting public awareness activities with local service providers (e.g. GPs, health centres and Gardaí) in communities of newly established satellite centres • Continuing to develop support groups in various centres of County Limerick • Lobbying for a new courthouse in Newcastle West
Our services are inclusive of all women and children impacted by domestic abuse/coercive control and that our services respond to the intersection of domestic abuse with other complex issues affecting service-users	by	• Undertaking an inclusivity audit across the organisation to define an organisational strategy to address inclusion needs

The voice of service-users is enabled in informing service-development and delivery

by

- Increasing staff capacity to work with diverse survivors of domestic abuse including, among others, migrant women, Traveller women, older women, working women, women with disabilities, women in addiction and LGBTQI+
- Developing social media messaging to build connection with women from diverse backgrounds and increasing information on the availability of our services
- Strengthening service-user input into service development to build greater inclusivity of service.

Operation of a robust monitoring and evaluation system that gathers and analyses relevant data accordingly

by

- Developing, disseminating and using appropriate service-user consultation forms in outreach services and in services for children and young people
- Exploring and developing ways of incorporating service users' voices into informing service delivery.
- Further developing our data management capacity to provide evidence and analysis of trends, needs and gaps
- Communicating on an ongoing basis with Cuan regarding data requirements
- Sourcing additional funding to resource ADAPT's data gathering, analysis and use.

STRATEGIC OBJECTIVE 4: COLLABORATION WITH EXTERNAL PARTNERS

BETWEEN 2025-2029, ADAPT WILL MAXIMISE COLLABORATION WITH EXTERNAL PARTNERS

We will ensure:

<i>Strategic Priorities</i>		<i>Actions</i>
Awareness-raising of domestic abuse	<i>by</i>	Continuing and expanding our training and development work within community, education and organisational settings.
Increased organisational reach to potential service-users	<i>by</i>	Developing social media messaging to build connection with women from diverse backgrounds and increasing information on the availability of our services.
Advocacy for the needs of survivors of domestic abuse	<i>by</i>	Continuing our engagements with partner organisations and agencies at local, regional and national levels.
Advocacy for practice and policy change, with a particular emphasis on the prevention of domestic abuse	<i>by</i>	Continuing our engagements with partner organisations and agencies at local, regional and national levels.
That we work, in an evidenced preventative manner, with males	<i>by</i>	Developing collaborative partnerships with organisations where the gender balance may be disproportionate e.g. Defence Forces, sporting organisations, educational establishments

STRATEGIC OBJECTIVE 5: OPERATIONAL INCOME, FACILITY AND RESOURCE NEEDS

BETWEEN 2025-2029, ADAPT WILL MEET ITS OPERATIONAL INCOME, FACILITY AND RESOURCE NEEDS

We will ensure:

<i>Strategic Priorities</i>		<i>Actions</i>
Access to operational income from multiple sources	<i>by</i>	- Increasing the use of data to promote the work of ADAPT and to secure public and private finance - Increasing organisational income from social enterprise activities. We will - Review our fee schedule for delivering training, - Renew the lease on ADAPT's Charity shop / identify new premises if necessary.
Completion of our planned new building	<i>by</i>	- The Board and Senior Management continuing to source outstanding finance - Recruiting of a paid Project Manager to manage this project on behalf ADAPT, reporting to the Buildings Sub-Group and the Director of Service.
Establishment and formalisation of new spaces in County Limerick for outreach services	<i>by</i>	Senior Management and ADAPT's Outreach Manager liaising with and agreeing schedules with partner organisations in County Limerick.
All legal requirements and regulation compliances are adhered to and met	<i>by</i>	The Director of Service and Finance and Compliance Manager continuing to access adequate resources to

Strengthening of our public profile to increase inward investment

by

enable full compliance and ensure effective protections – company law, employment law, H&S, GDPR, IT licencing, Insurances.

- Communicating our successes as an organisation and increasing organisational visibility towards enhanced external supports. We will:
 - Develop and implement a social media strategy
 - Establish a Communications /Marketing / Fundraising role on the ADAPT staff team (from Q3, 2026).

CONCLUSION

ADAPT Domestic Abuse Services is a dynamic organisation, committed to our vision of a world free of domestic abuse and coercive control. We are passionate about the work we do in supporting women and children and are ambitious for our organisation and those with whom we work. We are heartened by the increased policy focus on Domestic, Sexual & Gender-based Violence in Ireland in recent years and wish to make an active contribution to the delivery of policy provisions as set out in Zero Tolerance: the 3rd National Strategy on Domestic, Sexual and Gender Based Violence.

Our strategy for the next five years sets out to build on – and reinforce – the passion, commitment and ambition referenced above. A consistent theme of consultations to inform this strategy was our need to consolidate what we already do very well. As illustrated above, the five objectives of this strategy demonstrate how we will use the next five years to put in place internal systems and supports that will facilitate that emphasis on consolidation. ADAPT has a roadmap for the period 2025-2029 and we go forward with confidence.