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violence
reduction
unit

Domestic Abuse Training and Development Prospectus

Northumbria

2021-22

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Contents

Section 1: Training Aimed at Workplaces in Northumbria

Section 2: Training Aimed at Front-line Professionals in Northumbria

Section 3: Training Aimed at Specific Sectors and Communities in
Northumbria

Section 4: National Training Offers

Section 5: FREE Awareness Raising Resources, Videos and Webinars

This is a working document that sets out the domestic abuse training that is available across Northumbria and includes examples of some of the training available from national providers. It includes training that is aimed at workplaces; front-line professionals; specific groups (e.g. those working with children); and communities. It also includes a section on other free training and development resources that are available on-line.



Section 1: Training Aimed at Workplaces in Northumbria

1.1. Northumbria Domestic Abuse Workplace Champions Training and Network - Private Sector

Name of course:

- Northumbria Domestic Abuse Workplace Champions

Training provider:

- Office of Police and Crime Commissioner (OPCC).

Course overview:

- To train staff in workplaces (primarily the private sector) across Northumbria to help ensure anyone affected by domestic abuse can find confidential support at work and be helped to safety.

Course aims:

- To raise awareness of domestic abuse and the impact on victims/survivors
- To raise awareness of the impact of domestic abuse on the workplace
- To explain the role of the Champion
- Provide an introduction to the Private Sector Champions Network

Learning outcomes – Champions will:

- Develop an understanding of domestic abuse and coercive control, and how prevalent it is within our communities.
- Understand the role of the champion within their workplace
- Know how to respond and signpost victims/survivors to specialist domestic abuse organisations within their local area.
- Understand how the Champions Network works, which is intended to be a dynamic and innovative way in which we can champion the role of Workplace Domestic Abuse Champion whilst giving individual champions the opportunity to communicate with each other as well as with the OPCC and the Domestic Abuse Leads responsible for service development and delivery in the 6 local authority areas.

Course duration and delivery format

- 3 hours (on-line)
- Max 20 participants per course
- Due to the ongoing pandemic the Champions training is now delivered online via Microsoft Teams. This will enable people from all areas of business to undertake the training and enrol them as part of the Champions Network.
- The trainer is Rachel Lawson (with co-trainers from the TUC), who create a learning environment that is safe and enabling to ensure everyone has an opportunity to learn, ask questions, and be confident in the role they are taking into the workplace.



Target audience:

- Private and third sector organisations

Costs for attendance:

- Free

How to book:

- Email champions@northumbria-pcc.gov.uk

Course provider contact details:

- OPCC, Balliol Business Park, Victory House, Long Benton, NE12 8EW, 01912219800

Further information:

- More than 370 businesses across the North East have engaged in the champions' network and more than 1,500 champions have been trained.
- Staff from the public sector interested in becoming workplace champions can contact their local authority domestic abuse lead to enquire about their champions training offer.
- Champions receive regular e-bulletins to help further develop knowledge and awareness raising.



1.2. Northumbria Domestic and Sexual Abuse Champions Network (Public Sector)

Name of course:

- Domestic and Sexual Abuse (D&SA) Champions Network – currently covering the **North of Tyne**

Training providers:

- Newcastle City Council, North Tyneside Council and Northumberland County Council

Course overview:

- To train staff in the public sector across the North of Tyne to help ensure anyone affected by domestic abuse can find confidential support and be helped to safety.
- Champions can act as a conduit of information sharing from the local authority domestic abuse leads which they can cascade and share within their organisation.
- Champions can be a source of support to colleagues and also provide advice to any colleagues who are supporting clients who are survivors of D&SA.
- The training helps Champions improve their organisational responses to clients

Course aims:

- To refresh and update Champions' knowledge of domestic and sexual violence and abuse
- To explain the aims of the Northumbria Domestic and Sexual Abuse Champions Network
- To outline the role and responsibilities of a Domestic and Sexual Abuse Champion
- To outline the support that will be available to Champions in their role
- To discuss the next steps for the Champions Network

Course duration and delivery format

- 3 hours (on-line)
- Max 30 participants per course (10 from each of the 3 local authority areas)
- Due to the ongoing pandemic the Champions training is now delivered online via Microsoft Teams. This will enable people from all areas of their organisation to undertake the training and enrol them as part of the Champions Network.
- The trainer for each of the 3 local authority areas are:
 - Newcastle – Joanne Douglas
 - North Tyneside – Lesley Pyle
 - Northumberland – Lesley Pyle
- The trainers create a learning environment that is safe and enabling to ensure everyone has an opportunity to learn, ask questions, and be confident in the role they are taking into the workplace.

Target audience:

- Public sector organisations

Costs for attendance:

- Free



Course provider contact details and how to book:

- Newcastle – contact joanne.douglas@newcastle.gov.uk
- North Tyneside - Lesley.Pyle@northtyneside.gov.uk
- Northumberland - Lesley.pyle@northumberland.gov.uk

Further information:

- Once trained, champions are encouraged to get their organisation to set up a workplace policy on domestic abuse if they have not already got one. Examples of sample policies can be provided.
- Champions meet twice a year and receive regular e-bulletins to help further develop knowledge and awareness raising alongside ad hoc training and development events
- Gateshead, Sunderland and South Tyneside Councils are not currently running a DA Champions network and training



Section 2: Training Aimed at Front-line Professionals

2.1 Level 1 DAPS

Name of training course:

- Level 1 Northumbria Domestic Abuse Practitioners (DAPS) Training – ‘Domestic Abuse Awareness’

Training provider:

- Multiple providers across each local authority area but usually delivered by a mix of domestic abuse services; safeguarding staff; housing staff; and local authority staff.

Course overview:

- This is a basic level domestic abuse awareness course therefore no prior knowledge of domestic abuse is necessary.

Course aim

- To raise participants’ knowledge and understanding of the nature and impact of domestic abuse, including coercive control.

Learning outcomes:

- Know the Government definition of domestic abuse
- Explore the different types of abusive behaviours used by perpetrators of domestic abuse
- Understand the impact of domestic abuse on victims and survivors
- Know the prevalence of domestic abuse
- Recognise the myths relating to the causes of domestic abuse
- Explore how discrimination in society contributes to the experience and impact of domestic abuse
- Know the specialist support services and interventions available for survivors, children and perpetrators

Target audience:

- Anyone whose job means they may come into contact with victims/survivors of domestic abuse; perpetrators of abuse; and/or children living in families where domestic abuse is occurring.

Costs for attendance

- Free for any frontline staff working in Northumbria (public sector, third sector, private sector).

Course duration and delivery format:

Depending on covid restrictions, it can be delivered:

- Face-to face: one-day of interactive training **OR**



- Blended learning consists of:
 - self-guided learning (2 hours from a pack provided a week prior to the live session);
 - a live, interactive training session delivered virtually (3 hours facilitator-led); and
 - post-course reflection and evaluation (1 hour self-guided reflection using a learning pack).

How to book and course provider contact details:

Single points of contact for each local authority area / or course booking info is:

- Newcastle: joanne.douglas@newcastle.gov.uk
- Sunderland <https://www.wwin.org.uk/events>
- Gateshead: to book onto training email: wdsupport@gateshead.gov.uk or for enquiries about training email: angeladodd@gateshead.gov.uk
- Northumberland anne.lambert@northumberland.gov.uk
- South Tyneside <https://www.southtyneside.gov.uk/article/72008/Attending-a-course> and for any queries contact Russ.Saunders@southtyneside.gov.uk
- North Tyneside - All courses are accessible via their Learning Pool <https://northtyneside.learningpool.com/> and new accounts can be set up [here](#).
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Further information on DAPS level 1:

- There are 3 levels of DAPS training aimed at increasing levels of understanding and action which are expected as participants move through the different DAPS levels. Participants may take only Level 1, Level 1 and 2 or all 3 levels. To progress to take Level 2, it is a prerequisite to have completed DAPS Level 1 or a similar DVA awareness course. To take Level 3, it is a prerequisite to have completed DAPS at Level 1 or a similar DVA awareness course as well as DAPS Level 2.
- For DAPS level 1, all three elements that make up the blended learning must be completed to 'pass' the training and receive an attendance certificate. The course leader will require evidence that the pre- and post-course work has been completed before issuing a certificate, although the work will not be assessed formally.
- The course has been developed by the Office of the Police and Crime Commissioner for Northumbria and independently accredited by the Continuing Professional Development (CPD) Standards Office. Both the face-to-face course and the blended learning version **equate to 6 CPD hours/points.**
- The course slides include links to a range of additional materials (reading, research, videos etc.)



2.2 Level 2 DAPS

Name of training course:

- Level 2 Northumbria Domestic Abuse Practitioners (DAPS) Training - 'Ask and Action'

Training provider:

- Multiple providers across each local authority area but usually delivered by a mix of domestic abuse services; safeguarding staff; housing staff; and local authority staff.

Course overview:

- This course focuses on the importance of why we should ask about domestic abuse, to identify and respond quickly and effectively to reduce the harm to survivors and their families. The course covers the 4 aspects of 'Ask'; alongside action needed to identify risk followed by how to develop safety and support plans. It also covers the importance of good record keeping. A basic awareness of domestic abuse is required before attending this course (e.g. DAPS level 1 or similar).

Course aim:

- To enable participants to 'Ask' clients about the possibility that they are experiencing domestic abuse and to take 'Action' so the harms caused by violence and abuse are reduced

Learning outcomes:

- Understand what domestic violence and abuse is
- Recognise the indicators of domestic violence and abuse
- Understand the purpose of targeted enquiry and employ good practice when undertaking targeted enquiry
- Respond to disclosures safely and effectively
- Understand the purpose of risk identification, employ good practice when undertaking risk identification and follow referral pathways
- Understand responsibilities around confidentiality and information sharing

Target audience:

- Anyone whose job means they may come into contact with victims/survivors of domestic abuse; perpetrators of abuse; and/or children living in families where domestic abuse is occurring.

Costs for attendance:

- Free for any frontline staff working in Northumbria (public sector, third sector, private sector).

Course duration and delivery format:

Depending on covid restrictions, it can be delivered:

- Face-to face: one day of interactive training OR
- Blended learning:



- self-guided learning from a pack provided (2 hours using a learning pack sent out 1 week prior to the live session);
- live, interactive training session delivered virtually (3 hours facilitator-led);
- post-course reflection and evaluation (1 hour self-guided using a learning pack).

How to book and course provider contact details:

Single points of contact for each local authority area are:

- Newcastle joanne.douglas@newcastle.gov.uk
- Sunderland <https://www.wwin.org.uk/events>
- Gateshead: to book onto training email: wdsupport@gateshead.gov.uk or for enquiries about training email: angeladodd@gateshead.gov.uk
- Northumberland anne.lambert@northumberland.gov.uk
- North Tyneside - All courses are accessible via their Learning Pool <https://northtyneside.learningpool.com/> and new accounts can be set up [here](#).
- South Tyneside <https://www.southtyneside.gov.uk/article/72008/Attending-a-course> and for any queries contact Russ.Saunders@southtyneside.gov.uk

Further information:

- There are 3 levels of DAPS training aimed at increasing levels of understanding and action which are expected as participants move through the different DAPS levels. Participants may take only Level 1, Level 1 and 2 or all 3 levels. To take Level 2, it is a prerequisite to have completed DAPS Level 1 or a similar DVA awareness course. To then progress to take Level 3, it is a prerequisite to have completed DAPS at Level 1 or a similar DVA awareness course as well as DAPS Level 2.
- For DAPS level 2, its three elements that make up the blended learning must be completed to 'pass' the training and receive an attendance certificate. The course leader will require evidence that the pre- and post-course work has been completed before issuing a certificate, although the work will not be assessed formally.
- The course has been developed by the Office of the Police and Crime Commissioner for Northumbria and independently accredited by the Continuing Professional Development (CPD) Standards Office. Both the face-to-face course and the blended learning version **equate to 6 CPD hours/points**.
- The course includes an attendees Handbook with links to a range of additional materials (reading, research, videos etc.)



2.3 Level 3 DAPS

Name of training course:

- Level 3 Northumbria Domestic Abuse Practitioners (DAPS) Training - Trusted Professionals

Training provider:

- Multiple providers across each local authority area but primarily delivered by domestic abuse services; safeguarding staff; and local authority staff.

Course overview:

- DAPS level 3 is an enhanced level domestic abuse course therefore DAPS levels 1 and 2 (or equivalents) should have been completed first.
- Level 3 focuses on up-skilling frontline staff who are not domestic abuse specialists/do not work in domestic abuse agencies but whose work brings them into regular and on-going contact with either adult and child survivors, or perpetrators of domestic abuse.
- Level 3 consists of 4 modules and each module provides professionals with the opportunity to reflect on their attitudes, beliefs and practice to enable them to fulfil the role of a 'trusted professional'.
 - Module 1: Gender, Power and Domestic Abuse
 - Module 2: Focus on Perpetrators and Children Living with Domestic Abuse
 - Module 3: Becoming a Trusted Professional
 - Module 4: Reflective Practice Session

Course aims:

- To assist professionals to build trusting relationships with survivors of domestic abuse by increasing their knowledge, skills and confidence to enable them to fulfil the role of a trusted professional.
- To increase professionals' understanding of the impact of trauma on survivors of domestic abuse and their children and enable them to work with survivors in a trauma informed, strengths-based, needs-led way.
- To increase professionals' awareness and understanding of the nature and impact of domestic abuse on children.
- To increase professionals' awareness and understanding of perpetrators' behaviour and how they seek to extend their coercive and controlling behaviours over interventions by professionals and agencies.
- To provide professionals with the opportunity to reflect on their attitudes, beliefs and practice relating to domestic abuse.

Learning Outcomes:

- Understand domestic abuse as a gendered, societal, global issue, framed within the Violence against Women and Girls (VAWG) agenda
- Understand how social disadvantage and discrimination impacts on the experience of DA
- Explore the concept of power in relation to working in the field of domestic abuse
- Understand how the systems in which we work can generate risk towards survivors of domestic abuse and their children



- Reflect on attitudes, beliefs and practice relating to domestic abuse
- Explore children's experiences of domestic abuse
- Explore how perpetrators present and respond to professional intervention
- Explore the potential negative effects of working in the field of domestic abuse
- Understand the role of a trusted professional
- Explore trauma and its impact on survivors of domestic abuse
- Explore a strengths-based, needs-led approach when supporting survivors

Target audience:

- Frontline professionals working in the public and voluntary sectors:
 - Who have attended both DAPS level 1 and level 2 training (or equivalent)
 - Who work closely with survivors of domestic abuse but do not specialise in this area
 - Who have caseloads which contain a significant proportion of adult and/or child domestic abuse survivors
 - Where contact with adult or child survivors is regular and ongoing
- And/or managers, team leaders, supervisors and those with responsibility for domestic abuse and / or violence against women and girls within their organisation.

Costs for attendance:

- Free for professionals working in Northumbria

Course duration and delivery format:

- Face-to face delivery of the first 3 modules delivered over 3 full days over a 3-week period. The 4th module is a shorter, 3-hour reflective practice module delivered eight weeks later.
- Depending on covid restrictions, it may be possible for the course provider to deliver an online learning version comprising of: 3.5 days of interactive training – modules 1, 2 and 3 are scheduled over a three-week period. The 4th, half day module takes place 8 weeks later.

How to book and Course provider contact details:

Single points of contact for each local authority area are:

- Newcastle joanne.douglas@newcastle.gov.uk
- Sunderland <https://www.wwin.org.uk/events>
- Gateshead: to book onto training email: wdsupport@gateshead.gov.uk or for enquiries about training email: angeladodd@gateshead.gov.uk
- Northumberland anne.lambert@northumberland.gov.uk
- North Tyneside - All courses are accessible via their Learning Pool <https://northtyneside.learningpool.com/> and new accounts can be set up [here](#).
- South Tyneside contact Russ.Saunders@southtyneside.gov.uk to enquire as to whether level 3 is currently being offered

Further information:

The course has been developed by the Office of the Police and Crime Commissioner for Northumbria and independently accredited by the CPD Standards Office. On completion of the course you receive a CPD attendance certificate. The course accrues **21 CPD credits**/hours. The course also includes an attendees Handbook with links to a range of additional materials (reading, research, videos etc.).



Section 3: Training Aimed at Specific Sectors (e.g. Children's Services) and Communities

3.1 Training for young people and for those working with children, young people and families experiencing domestic abuse

3.1.1 Domestic Abuse Peer Educators Programme- Domestic Abuse Champion Training for Young Women

The OPCC contributes funding towards West End Women and Girls' (WEWG) Domestic Abuse Peer Educators Programme. They support and **train young women as Domestic Abuse Champions** in their schools, colleges and other youth settings.

The training sessions for girls and young women covers:

- Domestic abuse such as the types of abuse, the cycle of abuse, signs of an abusive relationship, healthy and unhealthy relationship behaviours, recognising inappropriate behaviour and seeking support
- Gender equality including structural inequality, self-esteem and assertiveness
- Social media including the impact on young people's mental health, self-esteem and social media campaigning

WEWG will host a meeting with the school/youth setting prior to delivery of the course to discuss how it will best work in their setting. For schools, they have developed a flexible whole school approach model, which involves an awareness assembly to each year group. During workshops or assemblies, they recruit the young women and deliver the 3-day training course to the girls and young in order for them to become Domestic Abuse Champions within their setting. Once trained, they host monthly networking meetings, discuss any issues, and support the champions to develop campaigns that will change the world, end misogyny, and create a fairer and more just society for all.

As well as the Domestic Abuse Champion Training (in school and youth settings), WEWG also provide additional 1:1 support; and their 'Teenage Safe 4 Life' and 'Adult Safe 4 Life' interventions with survivors. Areas they cover are Newcastle, Gateshead, North Tyneside, South Tyneside, Northumberland, and Sunderland. All enquiries should go to info@westendwomenandgirls.co.uk

3.1.2 The Safe and Together™ Model on domestic abuse informed systems

The Safe and Together™ Model <https://safeandtogetherinstitute.com/> is an internationally recognised suite of tools and interventions designed to help child welfare professionals become domestic abuse informed. They offer a range of free resources and paid-for training for those who work with children and families, and this is especially relevant for those working in children's services and child safeguarding.

- The Safe and Together Institute has developed a suite of tools and interventions designed to help child welfare professionals become DA-informed.



- It is a child-centred and perpetrator behaviour focussed model that derives its name from the concept that children are best served when we work toward keeping them safe and together with the non-abusing parent (the adult domestic abuse survivor).
- The Safe & Together™ Model provides a framework for partnering with domestic abuse survivors and intervening with domestic abuse perpetrators in order to enhance the safety and wellbeing of children.
- The Safe & Together™ approach can easily be imposed on our existing processes and systems – it simply requires us to think differently about what we already do. It fits well with other models currently in use (e.g. Signs of Safety) and encourages us to move away from looking at individual incidents of abuse, to identifying patterns of behaviour, and exploring their impact on the family.
- As well as its paid training, their website provides access to a huge selection of free training and awareness raising resources for anyone working with families experiencing domestic abuse.
- They have also developed a virtual academy <https://academy.safeandtogetherinstitute.com/> that offers training webinars aimed at professionals working with domestic abuse perpetrators.

A perpetrator pattern-based approach is applied regardless of whether the perpetrator is engaged or not. It has the following characteristics:

1. the perpetrator's pattern of behaviour and choices are identified as the sole source of the harm to children caused by domestic abuse
2. the perpetrator is exclusively responsible for their own behaviours and choices
3. it applies high standards for men as parents, and
4. it understands the foundation of good child-centred domestic abuse practice rests on the ability to describe the specific behaviours of the domestic abuse perpetrator and their impact on child and family functioning.

It aims to get staff to hold a perpetrator pattern-based approach at case conferences; at core groups; in case notes and reports; in conversations with other professionals; and in conversations with family members.

The Safe & Together Institute is dedicated to:

- Advancing inquiry, knowledge, practice and collaboration related to a perpetrator pattern based approach within the intersection of domestic abuse and children
- Developing a network of professionals, organisations and communities that work together to create domestic abuse informed child welfare and related systems.

For more information about The Safe & Together Model visit: www.safeandtogetherinstitute.com

For online learning and resources visit: <https://academy.safeandtogetherinstitute.com>

For Safe & Together Events in the UK visit: <https://safeandtogetherinstitute.com/events-main/Europe>

Or contact Anna Mitchell, Safe & Together Institute UK Lead
annamitchell@safeandtogetherinstitute.com



3.2 Training for communities

'Ask Me' Ambassador Training for Communities (North of Tyne & Sunderland) in 2021-22

The 'Ask Me' Ambassador project was developed by Women's Aid following research with survivors of domestic abuse, who said they wanted a better response from their local community around domestic abuse. Local research identified that around two thirds of survivors of domestic abuse are likely to confide first in people they know and trust, such as friends, family or someone in their local community. But if the people they confide in have a lack of confidence and understanding about domestic abuse then it can make them unsure of how to respond when a victim/survivor finds the courage to speak out. Survivors' say they can feel judged, isolated or silenced by the people around them. In worst case scenarios it can feel like other people side with the abuser.

Having listened to survivors' voices, Women's Aid developed the Ask Me scheme as a preventative and early intervention initiative which trains community members to give them the skills and confidence to become active bystanders so that they can:

- help to raise awareness of domestic abuse;
- share their knowledge amongst their networks;
- identify domestic abuse and coercive control;
- signpost victims; and
- have conversations and challenge views, myths and behaviours in a range of contexts (e.g. with friends, family, in the workplace and/or in the wider community)

An overview of the training scheme is provided in this short animation

<https://biteable.com/watch/3149025/b073ef56865bb8c117e80a39415dd944>

Ask Me is a free course for anyone who wants to help create a world where abuse is no longer tolerated and to ensure that survivors get the support they deserve. It has been running across the UK for several years and to date, the scheme has trained over 1000 Community Ambassadors. During the Ask Me training, the trainers will work with participants to create a safe and supportive space where you can learn how to break the silence and raise awareness about domestic abuse and how to help provide a supportive response to survivors in your communities.

Who is the training aimed at?

The training is open to anyone who lives, works, studies, volunteers, or spends their time in Newcastle, Northumberland and North Tyneside (North of Tyne).

There is also a separate Ask Me scheme that operates in Sunderland.

What can you expect from the training?

Overall, the course is estimated to take around fifteen hours to complete. It is delivered online and the course is made up of 6 modules. Each module will have some work for you to do on your own to prepare, and then a follow up group workshop on Zoom.

- Preparation for each workshop should take you no more than 1 hour and 15 minutes. Any reading times indicated were calculated based on reading speeds of 100 words per minute - you may take more or less time depending on your individual pace.



- The six online workshops on Zoom will usually be 1 hour 15 minutes each. The trainers may also offer the Zoom sessions as three slightly longer session instead of 6 shorter sessions.

For each module you will receive a variety of resources for you to read/watch/listen to before joining that module's Zoom workshop. You will also be asked to do some quick activities and exercises. The trainers try and make these easy, engaging and fun to do. When learning about domestic abuse it is really important to spend time reflecting on what has been learnt and how this may be impacting the trainees. For this reason the trainers will also provide you with some questions to reflect on as well.

Requirements for the course

We want to make the training as inclusive and accessible as possible. However, unfortunately, Ask Me Online won't be right for everyone as participation requires the following:

- Access to a computer/laptop/mobile phone with internet, a camera & a microphone
- An email address
- Basic computer literacy – being able to open emails, click on hyperlinks and participate in video calls

How to book and course providers

This FREE Ask Me training is currently being offered until March 2022 across the North of Tyne

- In Newcastle and Northumberland it is being delivered by WWiN
- In North Tyneside it is being delivered by Harbour Support Services

Anyone interested in being trained to become an Ask Me ambassador can sign up by either emailing WWiN who coordinate the training at askme@wwin.org.uk or they can sign up direct by clicking on this link [here](#) or visit the website <https://www.wwin.org.uk/askme>

In Sunderland, there is also an Ask Me scheme (delivered by WWiN) and enquiries around training can be made via the contact details above.

What happens at the end of the training?

Our hope is that after taking part in the training you become a Community Ambassador. However, sometimes the trainers may decide that it is not the right time for someone to be an Ambassador, for example, if they haven't attended all of the sessions, or if they don't share the values and qualities they believe are necessary to do the role safely and effectively. Should this happen and they decide that it's not the right time for you they will always explain why. Where they can, they will also work with you to overcome any barriers or direct you to a more suitable opportunities.

Other people may complete the Ask Me training and then decide that becoming a Community Ambassador is not right for them. That's absolutely fine, and you are welcome to get in contact in the future. Completing the training does not oblige anyone to become an Ambassador.

At the end of the training course those who complete the course will have the skills and knowledge to help build a community that plays an active role in ending domestic abuse.



3.3 Sexual Violence Awareness Training

Rape Crisis Tyneside and Northumberland (RCTN) offer PAID training for professionals around Sexual Violence Awareness. They are able to tailor their training to the needs of the organisation or to deliver one of their standard workshops.

Their standard workshops includes subject such as:

- Adult Survivors of Childhood Sexual Abuse
- Working with Adult Survivors of Rape & Sexual Assault
- Working with young people who have experienced sexual violence
- Sexual Violence and Older People
- Sexual Violence & Trauma – Introductory Training
- Understanding secondary trauma and the impact on practice

For further information visit <https://rctn.org.uk/training/>

They have also developed new online training opportunities aimed at increasing knowledge and confidence about sexual violence and those who have experienced it. The online training can be accessed at a time that is convenient for the trainee as it is flexible, and learners can complete the training in short chunks. They have developed 2 online workshops:

- Sexual Violence and Older Women Awareness and
- Adult Rape and Sexual Assault Awareness.

For information contact enquiries@rctn.org.uk

From time to time, RCTN hold learning events including seminars, workshops and conference. They are open to individuals to attend. To be kept informed about their learning opportunities you can sign up to their e-bulletin team: <http://eepurl.com/dvBNw5>



Section 4: National Training Offers

This list is not exhaustive and those included are not endorsed by the OPCC but are included as examples of some of the types of training available from national providers / charities on the subject of domestic abuse.

4.1 Women's Aid National Training Centre

Women's Aid Federation England (WAFE) are a leading training provider for tackling and preventing domestic abuse. They train staff whether they work with survivors, deliver a domestic abuse service, are an employer wanting to support their staff, or work for a police force.

They offer a wide range of paid-for courses <https://www.womensaid.org.uk/what-we-do/training/> and their training provides staff with the tools to understand and respond effectively to domestic abuse. They offer CPD courses, bespoke training and facilitator training.

WAFE also offer their **Certificate in Tackling and Preventing Domestic Abuse**

- 'The Certificate in Tackling and Preventing Domestic Abuse' is a national recognised qualification and has been endorsed by the Home Office as suitable for the Independent Domestic Violence Advocate (IDVA) role. The training duration is 10 days. It is aimed at staff in specialist domestic abuse services, or those working regularly with caseloads that include high risk domestic abuse victims <https://www.womensaid.org.uk/what-we-do/training/qualifications/tackling-preventing-domestic-abuse-certificate/>
- The Certificate comprises four units:
 - Understanding domestic and sexual abuse/violence within a social and historical context
 - Understanding child protection in the context of domestic and sexual abuse/violence
 - The role of the domestic and sexual abuse/violence practitioner
 - Domestic and sexual abuse/violence partnerships and a coordinated community response
- The Certificate course is adaptable and accommodates for differences in service provision or legislation in different localities
- To undertake the Certificate, you are required to be in a paid role with at least 6 months of experience working with survivors in the domestic and sexual abuse/violence sector.
- Units 1 and 2 also require a workplace observation to be carried out.
- It is suitable for:
 - Refuge workers (including managers)
 - Independent Domestic Violence Advocates (IDVAs)
 - Family workers
 - Children workers
 - Outreach workers.
- Cost: Women's Aid members: £1,800 or Non- members: £2,100. This includes free DAPA registration for 1 year, which is usually £65 per year.
- Contact: WAFE's National Training Centre on 0117 9447190 or training@womensaid.org.uk for more information

Women's Aid Federation England (WAFE) offer a range of paid-for training to frontline professionals.



4.2 SafeLives

SafeLives are a national charity whose training helps professionals recognise the signs of domestic abuse, understand the issues and respond quickly and effectively when a victim needs help.

They offer continuing professional development paid-for courses. Their training offer includes:

- The IDVA qualification.
- For Maracs to help make it a more effective focal point for the work of protecting families.
- For police: Domestic Abuse Matters
- For frontline domestic abuse practitioners to gain the knowledge, confidence and skills to help survivors of domestic abuse.
- For domestic abuse service managers
- Domestic Abuse Family Lawyers Training Programme – a culture change training programme designed to improve understanding of coercive control amongst family legal professionals, who are advising survivors of domestic abuse.
- Domestic abuse training for employers
- Bespoke packages

For more information see <https://safelives.org.uk/training>

4.3 Respect

Respect are the leading charity in the UK on work with perpetrators of domestic abuse and they also provide support to male victims.

Respect's paid-for training is aimed at frontline workers, service managers, commissioners, funders, policy workers and researchers. Their programme is aligned with the core strands of work:

- Perpetrators of domestic abuse - they train frontline professionals to be able to facilitate perpetrator group work and also 1:1 work with perpetrators
- Male victims – a self-paced training course helps frontline workers to support male victims of domestic abuse.
- Young people's violence in close relationship (e.g. teen relationship abuse and child to parent violence and abuse - CPVA). They offer training in the delivery of their Respect Young People's Programme and their 'Ask and Act' training around child to parent violence and abuse.
- They work alongside SafeLives to deliver the Drive case manager training staff delivering the Drive programme for high risk, high harm serial perpetrators.

For more information see <https://www.respect.uk.net/pages/111-training>

4.4 Against Violence and Abuse (AVA)

AVA offer paid-for training on gender based violence and abuse, with particular expertise in children and young people and multiple disadvantage.

They offer classroom-based learning; online blended learning, e-learning and seminars and webinars. They offer courses for organisations: domestic abuse awareness; covering coercive



control; drugs and alcohol; how to ask and respond to disclosures; meeting the mental health needs of survivors; trauma-informed practice; counselling skills; safeguarding vulnerable adults; working with children and young people who have experienced abuse etc.

Their e-learning includes:

- Child to Parent Violence/Abuse. Funded by the Home Office, this course supports professionals in enhancing their knowledge of CPVA, exploring approaches to supporting families and developing an understanding of service provision.
- Supporting Survivors During Covid-19:
- Complicated Matters: Domestic and Sexual Violence, Substance Use and Mental Distress (CPD Accredited): Domestic and sexual violence, problematic substance use and mental distress are three issues which often co-exist. And when they do, things can become complicated. This course is designed to 'uncomplicate' matters by raising awareness about how the three issues interlink and reflecting on the most effective ways to engage with individuals and families. This course is aimed at health and social care practitioners and has been developed alongside a toolkit.
- Understanding Domestic Violence and Abuse Levels 1 and 2 (CPD Accredited). This training was developed following the February 2014, National Institute for Health and Clinical Excellence (NICE) guidance on domestic violence making recommendations for how health and social professionals could improve how they respond to domestic violence. This e-learning programme enables health and social care staff meet levels 1 and 2 of the NICE guidance.

Click here for more information or <https://avaproject.org.uk/ava-training/> or email training@avaproject.org.uk



Section 5: FREE Awareness Raising Resources, Videos and Webinars.

Below is a selection of **FREE resources for staff to build on and enhance their existing knowledge of domestic abuse and other forms of violence and abuse.**

The child's perspective of domestic abuse:

Timekeeper is a 20 minute film about the child's perspective of domestic abuse. It tells the story of Ben, an 11-year-old boy who is desperate to protect his mother from the physical and psychological abuse dished out by his father. Instead of being able to save his Mum, he is drawn into his father's coercive control, through a game involving timing his Mum's trips to the local corner shop. Traumatized by fear and guilt, he withdraws into himself. His only salvation comes in the form of a school learning mentor. The film was commissioned by Lewisham Council and funded by the Home Office. Based on real experience of residents of Lewisham, the film tackles very sensitive issues and could be triggering

The Centre for Research into Violence and Abuse (CRiVA)

CRiVA is based at Durham University and is dedicated to improving knowledge about interpersonal violence and abuse, and professional and societal responses to it. They offer a series of free webinars (currently via Zoom) on all aspects of violence and abuse. For details please see <https://www.durham.ac.uk/research/institutes-and-centres/research-violence-abuse/> and to be added to the CRiVA email list to be alerted to future free webinars contact durham.criba@durham.ac.uk

Coercive Control of Children

This resource is 13 minutes film is an interview with Professor Evan Stark, a global expert of coercive control. <https://www.youtube.com/watch?v=kvHbVzTzpXO>

Hester's 'Three Planets Model'

This 5 minute film is sees Evan Stark and Professor Marianne Hester explaining Marianne's theory on the difficulties for survivors and professionals working within the criminal justice, domestic abuse, child protection and family courts. It is an excerpt from a feature documentary "What doesn't kill me" directed by Rachel Meyrick. It covers the contradictory and conflicting messages that the family courts, child welfare courts, and domestic violence and criminal courts send to survivors of domestic abuse <https://www.youtube.com/watch?v=NFCG3mKZkgc>

Trauma Impacts from domestic and sexual abuse

This 10 minute film is by Zoe Lodrick who is an independent Psychotherapist specialising in domestic and sexual violence and sexual exploitation. Zoe has specialist knowledge and expertise regarding human behaviour and response when faced with a perceived threat (especially sexual threat). Zoe has worked with Northumbria Police and Newcastle City Council during the Operation Sanctuary investigations and prosecutions. The film was made in relation to the Operation Sanctuary sexual exploitation cases but is also relevant to domestic abuse, particularly in situations where the survivor experienced abuse or neglect in their childhood. Zoe explains her 'Evian' analogy so that



professionals can understand how survivors' basic needs are being met in abusive situations so we can support them to get their needs met in non-abusive relationship

<https://youtu.be/UxSJsCneHL4?list=PLBKQgmAn7FnjTv5F5pf0zDluqsFfTlm3R>

Adverse Childhood Experiences (ACEs):

This video explains the impact of trauma on the brain, body and behaviour (6:02 mins)

<https://youtu.be/W-8jTTIsJ7Q>

Coronavirus: Impact of DA on children in lockdown

This is a short film aired on BBC Newsnight, (9.6.20)

<https://www.youtube.com/watch?v=UcsHJovLIMs> (6:50mins)

Domestic abuse perpetration is a parenting choice

This 11-minute film 'Violent Parenting Choices' aims to raise awareness of frontline professionals that domestic abuse perpetration is a parenting choice

<https://www.youtube.com/watch?v=hNS9RYAB5TY>

It is part of the Safe & Together Institutes 'perpetrator pattern-based approach' and is also available on the S&T website: <https://safeandtogetherinstitute.com/videos/>

How a perpetrator pattern based approach changes our language in domestic violence cases

This 18-minute film explains how language reflects our practice. It highlights how changing language can change frontline practice, making it more domestic abuse-informed.

<https://www.youtube.com/watch?v=KFx4tGNHs8s>

The Domestic Homicide Timeline

This short film is by Dr Jane Monckton Smith who describes a series of common key stages a perpetrator is likely to go through before committing a domestic homicide and how being aware of these triggers and risks can prevent serious harm or death

https://www.youtube.com/watch?v=IPF_p3ZwLh8 (3:26 mins)

Domestic Abuse Typologies

A film on different typologies of domestic abuse by Prof Michael Johnson

<https://www.youtube.com/watch?v=QEVsfkO0F-g>

Primary Prevention Awareness Raising and Videos on Bystander Approaches

- Laura Bates Ted Talk: 'Everyday Sexism' <https://www.youtube.com/watch?v=LhjsRjC6B8U>
- Jackson Katz Ted Talk: 'Violence against Women - It's a Men's Issue' https://www.ted.com/talks/jackson_katz_violence_against_women_it_s_a_men_s_issue?language=en
- "Why does VAWG happen?" (Ecological model). A short Australian film that tells the 'story' of gender inequality and how such factors can contribute to the perpetration of VAWG <https://www.youtube.com/watch?v=fLUVVZvVZXw>



- **Our Watch** is an independent, not for profit Australian organisation established to raise awareness and engage the community in action to prevent VAWG. Their YouTube channel has a number of short films, including **challenging gender stereotypes and encouraging people to speak up against harmful attitudes and behaviour**:
https://www.youtube.com/channel/UCe8Cl5vsMrCBT128OkzZhEQ/featured?disable_polymer=1
- Gillette short film **'We Believe: The Best Men Can Be'** encourages men to speak up when they see bullying and harassment <https://www.youtube.com/watch?v=koPmuEyP3a0>
- **'#DearDaddy'** by Care Norway <https://www.youtube.com/watch?v=dP7OXDWof30>

Domestic Abuse Practice Guidance for Children and Family Social Workers

This guidance is really useful for work with victim-survivors from marginalised communities, including Black and minoritized, LGBT+, d/Deaf, disabled, and those experiencing multiple disadvantages

https://www.basw.co.uk/system/files/resources/181181_basw_england_domestic_abuse_guidance_v5.pdf