



NORTHUMBRIA  
POLICE & CRIME  
COMMISSIONER

violence  
reduction  
unit

# DOMESTIC ABUSE TRAINING AND DEVELOPMENT PROSPECTUS

Northumbria  
2024-25



# CONTENTS

- 3 - 4**     **WHO IS THE TRAINING AIMED AT?**
- 5 - 10**    **NORTHUMBRIA DOMESTIC ABUSE WORKPLACE CHAMPIONS TRAINING AND NETWORK**
- 11 - 17**   **TRAINING AIMED AT FRONT-LINE PROFESSIONALS IN NORTHUMBRIA**
- 18**        **ACTIVE BYSTANDER TRAINING**
- 19 - 27**   **TRAINING AIMED AT THE VOLUNTARY AND COMMUNITY SECTOR IN NORTHUMBRIA**
- 28 - 29**   **NATIONAL TRAINING OFFERS**
- 30 - 33**   **FREE AWARENESS RAISING RESOURCES, VIDEOS AND WEBINARS**



*This is a working document that sets out a range of domestic abuse training that is available across Northumbria alongside 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 awareness raising, training and development resources that are available on-line. We are not responsible for the content of these external websites which are linked from this prospectus, and do not approve or endorse websites which are not controlled by us.*

**Prospectus updated: 17th September 2024 by Northumbria Violence Reduction Unit's Domestic Abuse Specialist**

# WHO IS THE TRAINING AIMED AT?

Which of the below best describes where you work or what training you need?	Consider the training or resources below:	Pages
Work in the private or VCS sector and want to know how to help a colleague, who might be experiencing domestic abuse, access help and support.	Workplace Champions	5 - 8
Work in the public sector (Newcastle, Northumberland or North Tyneside) and want to champion the issue of tackling domestic abuse in your workplace, and also better support your clients.	Champions network (public sector)	9 - 10
Need a basic understanding of domestic abuse and its impacts.	DAPS Level 1	11 - 12
Want to know how to safely ask about domestic abuse and how to respond	DAPS Level 2	13 - 14
Are not a domestic abuse specialist but you want skills to better help the people on your caseloads who might also be experiencing domestic abuse.	DAPS Level 3 (L1 and L2 pre-requisite)	15 - 17
Want the skills, tools and confidence to speak out when you see or hear sexism and misogyny; and contribute to cultural change.	Active Bystander Training	18
You are a worried friend, family member, neighbour or colleague of someone you think might be experiencing abuse and want to better support them.	Findaway 'Be The Difference' Workshops	19
Want communities to better understand domestic abuse	Findaway 'Be The Difference' Workshops	19
	Make Change Happen Workshops	19

Which of the below best describes where you work or what training you need?	Consider the training or resources below:	Pages:
Work with families and want to make perpetrators more visible in your assessments and plans and enhance the safety of child and adult-victims.	Safe and Together Virtual Academy	20 - 21
Work with families where there is domestic abuse and want to access free resources (videos and podcasts) that aim to improve frontline practice.	Research-in-Practice – The Change Project resources	21 - 23
Work in specific sectors (e.g. policing, health, housing etc.) and want to access sector-specific domestic abuse training and other resources.	Range of paid courses and free resources.	23 - 24
Want a better understanding of sexual violence and help and support services.	Rape Crisis Tyneside and Northumberland (RCTN) workshops (costs apply)	24 - 25
Want to build the skills and confidence in how to engage people causing harm, in conversations about their behaviour.	DARE Training Recognise, Respond, Refer Training	25 - 26
Work in the family justice system and want to enhance your skills around identifying and responding to domestic abuse.	Domestic Abuse Training for Family Law Practitioners / Family Lawyers (costs apply)	27
Have wider workforce needs and want to consider national training offers.	Paid-for training from Women’s Aid, SafeLives, Respect etc.	28 - 29
Continuously build on your existing knowledge on various subjects such as: coercive control, impact on children, homicide timeline, typologies, prevention campaigns and more.	Access free learning resources, webinars, videos, research links.	30 - 33

# NORTHUMBRIA DOMESTIC ABUSE WORKPLACE CHAMPIONS TRAINING AND NETWORK

## **Northumbria Domestic Abuse Workplace Champions Training and Network:**

The economic and social costs of domestic abuse are significant. Home Office research has estimated that at least £14 billion per year is lost to businesses due to decreased productivity, time off work, lost wages and sick pay resulting from this form of abuse. And yet research undertaken by Vodafone in 2019 found just 5% of employers had introduced a policy to guide managers and staff in how to approach this important workplace issue. An effective employer response is premised upon more awareness and better understanding of domestic abuse. This includes being able to spot the signs of abuse, knowing how to respond to a disclosure from a member of staff or colleague and signpost to specialist domestic abuse and victims' organisations.

## **Basic Awareness: Understanding Domestic Abuse and Signposting**

### **Name of Course:**

- Northumbria Domestic Abuse Workplace Champions Training

### **Training Provider:**

- Office of the Police and Crime Commissioner for Northumbria (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 enhance understanding of the nature and impact of domestic abuse.
- To enhance understanding of why domestic abuse is a workplace issue.
- To explain the role of the Workplace Domestic Abuse Champion.
- To explain the aims of the Northumbria Domestic Violence Champions Network.

### **Learning Outcomes – Champions will:**

- Develop an understanding of domestic abuse and coercive control and how prevalent it is within our communities.
- Develop an understanding of how domestic abuse can impact an employee, their colleagues and the organisation for which they work.
- Develop an understanding of the role a Domestic Abuse Champion can play within their place of work.
- Develop an understanding of why the workplace domestic abuse champions network has been created and the benefits of joining the network.
- Be able to signpost a colleague who is experiencing domestic abuse to the specialist services available in their local area.

**Course Duration and Delivery Format:**

- 3 hours
- Max 20 participants per course (no more than 2 participants per organisation per course)
- The Champions training is delivered both online (via Microsoft Teams) or in-person (delivered at the OPCC offices at Balliol Business Park, NE12 8EW). This will enable people from all areas of business to undertake the training and enrol them as part of the Champions Network.
- The trainers (Rachel Lawson and Anita Lord) will 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.
- **NOTE:** Once you have attended the basic awareness course and become a Champion, you can then build on your knowledge by attending the enhanced champions training (3 hours). This is part of our ongoing commitment to the support you provide as a Workplace Domestic Abuse Champion. This will give you an opportunity to receive further information and guidance on the support that a victim of domestic abuse may need in the workplace and the role you can play in ensuring these needs are met (*see page 7*).

**Target Audience:**

- Private and voluntary and community sector organisations

**Costs for Attendance:**

- Free

**How to Book:**

- [Online or In Person Training](#)

**Course Provider's Contact Details:**

- OPCC, Victory House, Balliol Business Park, Benton Lane, Newcastle, NE12 8EW
- Telephone: 0191 221 9800
- Email: [champions@northumbria-pcc.gov.uk](mailto:champions@northumbria-pcc.gov.uk)

**Further Information:**

- There are 1278 Champion's now active in over 453 North East workplaces.
- Staff from the public sector interested in becoming workplace champions can contact their Local Authority Domestic Abuse Lead to enquire about their training offer (*see page 7*).
- Joining the network means an employee will receive a bi-annual newsletter outlining current news items, recent initiatives being promoted by other local and national employers, newly developed guidance documents and legislative developments etc. They will also be made aware of upcoming training opportunities, including online courses, webinars and other developmental opportunities.
- The OPCC will also provide Champions with links and resources to domestic abuse workplace policy templates for employers to use/adapt to meets their needs and those of their staff.

## **Enhanced Awareness: Responding to Domestic Abuse**

### **Name of Course:**

- Northumbria Domestic Abuse Workplace Champions Training (Enhanced Awareness)

### **Training Provider:**

- Office of the Police and Crime Commissioner for Northumbria (OPCC)

### **Course Overview:**

- To build on the training of 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:**

- Review what is meant by the term 'domestic abuse' and seek to explore some of the common myths that shape the way it is seen.
- Examine the barriers that victims of domestic abuse commonly face when they start to think about leaving and who they commonly turn to for help.
- Explore the various stages that a victim may go through when contemplating change.
- Explore the concept of 'Space for action' and its implications for the support offered by a workplace DA champion.
- Explore the 3 R's – Recognise, Respond and Refer, the key elements of an effective response to a colleague who may be experiencing domestic abuse.

### **Learning Outcomes – Champions will:**

- Develop further understanding of the ways in which a domestic abuser can seek to control their partner or ex-partner.
- Recognise some of the key myths that surround domestic abuse.
- Understand how personal change generally occurs and the barriers that domestic abuse victims commonly face when seeking to leave an abusive relationship.
- Understand how a victim's 'space for action' will also be restricted by their abuser.
- Understand 'the 3 R's framework' for supporting victims of domestic abuse in the workplace.
- Further understand the role that Workplace Domestic Abuse Champions can play in creating 'space for change'.

### **Course Duration and Delivery Format:**

- 3 hours
- This training is delivered online via Microsoft Teams.
- Max 20 participants per course (no more than 2 participants per organisation per course)
- The trainers (Rachel Lawson and Anita Lord) will 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 voluntary and community sector organisations

**Costs for Attendance:**

- Free

**How to Book:**

- [Online Training](#)

**Course Provider's Contact Details:**

- OPCC, Victory House, Balliol Business Park, Benton Lane, Newcastle, NE12 8EW
- Telephone: 0191 221 9800
- Email: [champions@northumbria-pcc.gov.uk](mailto:champions@northumbria-pcc.gov.uk)

**Further Information:**

- There are 1278 Champion's now active in over 453 North East workplaces.
- Staff from the public sector interested in becoming workplace champions can contact their Local Authority Domestic Abuse Lead to enquire about their training offer (*see page 9*).
- Joining the network means an employee will receive a bi-annual newsletter outlining current news items, recent initiatives being promoted by other local and national employers, newly developed guidance documents and legislative developments etc. They will also be made aware of upcoming training opportunities, including online courses, webinars and other developmental opportunities.
- The OPCC will also provide Champions with links and resources to domestic abuse workplace policy templates for employers to use/adapt to meets their needs and those of their staff.



## **Northumbria Domestic and Sexual Abuse Champions Network - Public Sector**

### **Name of Course:**

- Domestic and Sexual Abuse Champions Network
  - Currently covering the North of Tyne

### **Training Provider:**

- 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 provide advice to any colleagues who are supporting clients who are survivors of domestic and sexual abuse.
- 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 (classroom based or online).
- Max 30 participants per course (10 from each of the three local authority areas).
- The trainer for each of the three 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 Providers Contact Details and How to Book:**

- **Newcastle** – [joanne.douglas@newcastle.gov.uk](mailto:joanne.douglas@newcastle.gov.uk)
- **North Tyneside** - [Lesley.Pyle@northtyneside.gov.uk](mailto:Lesley.Pyle@northtyneside.gov.uk)
- **Northumberland** - [Lesley.pyle@northumberland.gov.uk](mailto: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 and South Tyneside Council are not currently running a multi-agency Domestic Abuse Champions Network and training.

# TRAINING AIMED AT FRONT-LINE PROFESSIONALS

## Level 1 DAPS

### **Name of 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, workforce development trainers and Local Authority staff.
- Northumberland and North Tyneside no longer deliver the full-day DAPS Level 1 course but do offer a 3-hour basic awareness course (adapted from DAPS Level 1), but please note this is NOT a CPD accredited course.

### **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 adult and child victims/survivors of domestic abuse, and perpetrators of abuse.

### **Costs for Attendance:**

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

### **Course Duration and Delivery Format:**

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

- Blended learning consists of:
- Self-guided learning from a learning pack provided (2 hours using a learning pack sent out 1 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).

### Course Providers Contact Details and How to Book:

Single points of contact for each local authority area or course booking information:

- **Gateshead** - to book onto training email [wdsupport@gateshead.gov.uk](mailto:wdsupport@gateshead.gov.uk) or for enquiries about training email [angeladodd@gateshead.gov.uk](mailto:angeladodd@gateshead.gov.uk)
- **Newcastle** - [joanne.douglas@newcastle.gov.uk](mailto:joanne.douglas@newcastle.gov.uk)
- **North Tyneside** do not offer an accredited DAPS Level 1 but they do offer a 3-hour blended course. All courses are accessible via their [learning.pool](#) (under their adult safeguarding tab) and new accounts can be set up [here](#).
- **Northumberland** do not offer an accredited DAPS Level 1 but they do offer a 3-hour blended course, both face to face and virtually. Please contact [lucy.smith@northumberland.gov.uk](mailto:lucy.smith@northumberland.gov.uk)
- **South Tyneside** - [julie.sloanes@southtyneside.gov.uk](mailto:julie.sloanes@southtyneside.gov.uk)
- **Sunderland** - [www.safeguardingchildrensunderland.com/events](http://www.safeguardingchildrensunderland.com/events)

### Further Information on DAPS Level 1:

- There are three levels of accredited DAPS training aimed at increasing levels of understanding and action which are expected as participants move through the different DAPS levels. Participants may take Level 1, or 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 the DAPS level 1 blended learning option, all three elements 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 full day face-to-face course and the blended learning version **equates to 6 CPD hours/points**.
- The course slides include links to a range of additional materials (reading, research, videos etc.)

## **Level 2 DAPS**

### **Name of Course:**

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

### **Training Provider:**

- Multiple providers across the region which is usually delivered by a mix of trainers from domestic abuse services; safeguarding; housing, and local authorities.

### **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 victims-survivors and their families. The course covers the four 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 adult and child victims/survivors of domestic abuse, and perpetrators of abuse.

### **Costs for Attendance:**

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

### **Course Duration and Delivery Format:**

- Face-to face: one-day of interactive training **OR**
- Blended learning consists of:
  - Self-guided learning from a learning pack provided (2 hours using a learning pack sent out 1 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).

### Course Providers Contact Details and How to Book:

Single points of contact for each local authority area or course booking information:

- **Gateshead** - to book onto training email [wdsupport@gateshead.gov.uk](mailto:wdsupport@gateshead.gov.uk) or for enquiries about training email [angeladodd@gateshead.gov.uk](mailto:angeladodd@gateshead.gov.uk)
- **Newcastle** - [joanne.douglas@newcastle.gov.uk](mailto:joanne.douglas@newcastle.gov.uk)
- **North Tyneside** - All courses are accessible via their [learning.pool](#) and new accounts can be set up [here](#).
- **Northumberland** - [lucy.smith@northumberland.gov.uk](mailto:lucy.smith@northumberland.gov.uk) or visit [Learning Together](#) for more information or to book onto this course.
- **South Tyneside** - [julie.sloanes@southtyneside.gov.uk](mailto:julie.sloanes@southtyneside.gov.uk)
- **Sunderland** - [www.safeguardingchildrensunderland.com/events](http://www.safeguardingchildrensunderland.com/events)

### Further Information on DAPS Level 2:

- There are three 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 Level 1, or 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 the DAPS level 2 blended learning, all three elements 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 full day 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.)

## **Level 3 DAPS**

### **Name of Course:**

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

### **Training Provider:**

- Multiple providers across the region deliver the accredited DAPS Level 3 which is co-ordinated by the local authorities. The trainers comes from a mix of domestic abuse services; safeguarding staff; workforce development trainers and local authority staff with a specialist knowledge around domestic abuse.
- South Tyneside plan to deliver DAPS Level 3 in the future.
- Northumberland, North Tyneside and Sunderland no longer offer DAPS Level 3 but they do offer a non-accredited 2-day course.

### **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 victims-survivors, or perpetrators of domestic abuse.
- Level 3 consists of four modules and each module provides professionals with the opportunity to reflect on their attitudes, beliefs, and practice to enables them to fulfil the role of a 'trusted professional'.
  - Module 1: Gender, Power, and Domestic Abuse
  - Module 2: Focus on Perpetrators and Child Victims of Domestic Abuse
  - Module 3: Becoming a Trusted Professional
  - Module 4: Reflective Practice Session

### **Course Aims:**

- To assist professionals to build trusting relationships with victims-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 adult and child victims/survivors of domestic abuse and enable them to work with victims-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 victims-survivors of domestic abuse but don't specialise in this area.
  - Who have caseloads which contain a considerable proportion of adult and/or child domestic abuse victims-survivors.
  - Where contact with adult or child victims-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 three modules are delivered over three full days over a 3- week period. The fourth module is a shorter, 3-hour reflective practice module delivered 8 weeks later.

### **Course Providers Contact Details and How to Book:**

Single points of contact for each local authority area or course booking information:

- **Gateshead** - to book onto training email [wdsupport@gateshead.gov.uk](mailto:wdsupport@gateshead.gov.uk) or for enquiries about training email [angeladodd@gateshead.gov.uk](mailto:angeladodd@gateshead.gov.uk)
- **Newcastle** - [joanne.douglas@newcastle.gov.uk](mailto:joanne.douglas@newcastle.gov.uk)
- **North Tyneside** do not offer DAPS Level 3 but they do offer a non-accredited 2-day course (this covers some but not all of the DAPS Level 3). All courses are accessible via their [learning.pool](#) and new accounts can be set up [here](#).



- **Northumberland** deliver a non-accredited 2-day Level 3 course (this covers some but not all of the DAPS Level 3). Please contact [Lucy.smith@northumberland.gov.uk](mailto:Lucy.smith@northumberland.gov.uk) or visit [Learning Together](#) for more information or to book onto this course.
- **South Tyneside** - contact [julie.sloanes@southtyneside.gov.uk](mailto:julie.sloanes@southtyneside.gov.uk) to enquire as to whether level 3 is currently being offered.
- **Sunderland** deliver a non-accredited 2-day Level 3 course. Read more [here](#).

#### **Further Information on DAPS Level 3:**

- 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.).

# ACTIVE BYSTANDER TRAINING

Active Bystander Training gives you a range of tools to safely respond to potentially harmful situations such as sexual harassment in public places. When we intervene skilfully, we encourage others to do so too, sparking positive culture change and preventing violence against women and girls, making everyone feel safer.

## Who can attend?

The training is available to anyone aged 18+ and living, working or studying in Northumberland, Tyne and Wear.

## Benefits of taking part:

This training will help you gain the skills, confidence and knowledge you need to safely intervene in order to challenge sexism and sexual harassment, either in the moment or afterwards.

## How to sign up?

By signing up to this training course, you are committing to attending two half day (3.5 hour) sessions held at the Office of the Police and Crime Commissioner for Northumbria.

You can check upcoming dates and book your place on the training [here](#).

**Capacity:** 20 people

**Address:** Victory House, Balliol Business Park, Benton Lane, Newcastle, NE12 8EW

For more information, please email [enquiries@northumbria-pcc.gov.uk](mailto:enquiries@northumbria-pcc.gov.uk)

There are a number of partner organisations across Northumbria now offering our active bystander training course (developed by Kindling Interventions and licensed for use from the Northumbria OPCC). If Northumbria OPCC courses are fully booked then you can try contacting any of the following local authorities to check their current course dates if you live or work in any of the areas below:

- Sunderland Safeguarding Children's Partnership (SSCP) deliver the Active Bystander training. Please visit their [website](#) for information on their courses and sign up to their subscriptions.
- Newcastle City Council offers the Active Bystander training. Register for their course dates [here](#).
- Northumberland and North Tyneside Councils are jointly delivering the Active Bystander training throughout 2024. For information on course dates and availability please email:
  - [lucy.smith@northumberland.gov.uk](mailto:lucy.smith@northumberland.gov.uk),
  - [amy.crammond@northtyneside.gov.uk](mailto:amy.crammond@northtyneside.gov.uk), or
  - [emma.adamson@northtyneside.gov.uk](mailto:emma.adamson@northtyneside.gov.uk)
- Findaway and WWIN offers the Active Bystander training into communities. To enquire about their course dates, please email them at [hello@wefindaway.org.uk](mailto:hello@wefindaway.org.uk).

# TRAINING AIMED AT THE VOLUNTARY AND COMMUNITY SECTOR IN NORTHUMBRIA

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 specific sectors. Some of the links are for free resources for specific sectors about domestic abuse.

## TRAINING FOR COMMUNITIES

### Be The Difference Workshops:

- The Findaway Service (Northumbria-wide) has begun delivery of their free introductory domestic abuse workshop for communities called “Be the Difference”.
- The purpose of this training is to raise awareness of domestic abuse within communities alongside what people can safely do if they know someone who they suspect might be in an abusive relationship.
- The training is aimed at anyone who is a worried friend, family member, neighbour or colleague of someone you think might be experiencing abuse. The knowledge and skills gained from the workshop will help you to safely support them.
- Workshop group sizes are no less than 6 people per session. 16 is an ideal number (20 cap max). It is a 3-hour in-person workshop and can be delivered in community spaces across Northumbria, or at WWIN office in Sunderland.
- For upcoming dates and how to book, visit: [Be the Difference: Domestic Abuse Workshop Tickets, Multiple Dates | Eventbrite](#).
- For more information visit the [website](#), call 0300 140 0061 or email [hello@wefindaway.org.uk](mailto:hello@wefindaway.org.uk)
- This is NOT aimed at frontline professionals or the public sector – as they can access accredited DA training e.g. the DAPs training in this prospectus.

### Make Change Happen:

- In Sunderland and Newcastle, the free Make Change Happen workshops are for people who are concerned that someone they know is using harmful behaviour towards a partner or ex-partner, as well as for people who want to learn more about unhealthy behaviour in relationships. (Please note that these workshops are not suitable for people concerned about their own behaviour or their partner or ex-partner’s behaviour.). This is part of Sunderland and Newcastle’s approach to creating a community-wide, early response to people using harmful behaviour in relationships.
- Friends, family members, neighbours and colleagues are often the first to know when things are going wrong in a relationship, but it can be hard to know what to say or do. The Make Change Happen workshop aims to help people consider how to start a safe conversation with someone using harmful behaviour, without causing further harm to the person experiencing abuse. By helping people identify when others are using harmful behaviour and empowering them to be part of the solution, we can encourage people to think about the harm they’re causing and get support as early as possible.
- Find out more on the Make Change Happen [webpage](#).

- If you're worried about someone else's relationship, you can also get in touch with local service, Findaway (Northumbria-wide), on 0300 140 0061.

## **TRAINING FOR PROFESSIONALS WHO WORK WITH CHILDREN AND FAMILIES EXPERIENCING DOMESTIC ABUSE**

### **The Safe and Together™ Model on Domestic Abuse Informed Practice and Systems**

The Safe and Together™ Model 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 suite of tools and interventions take 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 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 the impact on the family.
- As well as its paid training, their website provides access to a wide selection of free training and awareness raising resources for anyone working with families experiencing domestic abuse.
- They have also developed a virtual academy that offers training webinars aimed at professionals working with domestic abuse perpetrators.

Domestic abuse is often considered to be an adult-to-adult issue. However, all coercive controlling behaviours can impact on the child through: Trauma impact; the impact on the other partner's parenting; and the impact on family ecology. These behaviours are a parenting choice, and they ALL have impacts on the child.

The perpetrator's behaviours and actions create 'Multiple Pathways to Harm': This refers to the idea that domestic abuse-informed practice reflects the reality that perpetrators' behaviour harms children through multiple pathways. The old incident-based, exposure model of intersectionality of domestic abuse with child safety and wellbeing is seriously incomplete. The "Multiple Pathways to Harm" approach builds upon the foundational focus on physical safety and trauma associated with incidents of physical abuse. It expands the understanding of intersectionality to include the impact of the perpetrator's behaviour pattern on the family ecology and functioning and the functioning of the other parent.

This approach embeds higher standards for the male caregiver as a parent into children's services practice by creating a method for tying the perpetrator to the degradation of family functioning over time. This flips on its head the historic practice of holding mothers more accountable for problems

in the functioning of the family and the wellbeing of the children (failure to protect approach). The result is more responsibility for the perpetrator for the impact of their behaviour on child and family functioning. This sets the stage for more effective case planning including behaviour change expectations for the perpetrator and better partnerships with the adult survivor (who is likely to feel blamed by professionals).

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

- The perpetrator's pattern of behaviour and choices are identified as the sole source of the harm to children caused by domestic abuse.
- The perpetrator is exclusively responsible for their own behaviours and choices.
- It applies high standards for men as parents, and
- 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](#).

For online learning and resources [visit](#).

For Safe & Together Events in the UK [visit](#).

For free podcasts [visit](#).

For enquiries about training contact Anna Mitchell, Safe & Together Institute UK Lead, [annamitchell@safeandtogetherinstitute.com](mailto:annamitchell@safeandtogetherinstitute.com)

**Research in Practice – The Change Project: Domestic Abuse and Child Protection: Changing the Conversation, Making a Difference for Children and Families (aimed at child protection, domestic abuse services and allied professions)**

Domestic Violence or Abuse (DVA) is, over many years, the most common factor identified at the end of assessments of children in need under Section 17 of the Children Act 1989. The [resources](#) available are the outputs of a 2020-21 Change Project focused on building conceptual and practice developments when responding to families where DVA occurs. Drawing from international research, practice initiatives and family expertise, the project and these resources aim to support re-thinking responses to DVA in children's social care to develop approaches that are humane and socially transformative.

These resources are suitable for use across child protection, domestic abuse services and allied

professions, the aim is that these resources are utilised to embed change and improve practice to enable better outcomes for mothers, fathers and children experiencing DVA.

The resources include short films; podcasts; and data analysis from case file audits:

- **Domestic abuse and child protection research digest film series.** In this [six-part series of short films](#), Professor Brid Featherstone presents research evidence on key themes in relation to domestic abuse and child protection. The films are designed to be used to develop practice and strategic understanding of key areas of research evidence in relation to DAV and child protection. Suitable for learning and development across child protection, domestic abuse services and allied professions. Topics covered include: Intersectionality and domestic abuse; typologies of intimate partner violence and risk; working with mothers; working with men and fathers; restorative and whole family interventions; policing and domestic abuse; the Domestic Abuse Act 2021.
- **Practice leaders reflect on working with domestic abuse and violence:** In this [five-part podcast series](#), representatives from 30 local authorities and voluntary sector partners took part in the 2020-21 Change Project and discuss innovative practice and system change in working with

DAV and child protection. Five of these speak on this podcast series. In each of the episodes, the speakers discuss the impact the project has had on informing local practice and system development, and the challenges and opportunities they foresee as they continue to develop and challenge practice in this complex field. Their insights will help other localities and practitioners to expand their thinking, locate opportunities for new learning, and to imagine what a different approach might look like when it comes to domestic abuse and child protection work.

- **Rethinking children's social care responses to domestic abuse and violence:** In these podcasts, Dr Jessica Wild speaks to Ali about parenting her children while experiencing domestic abuse from her then partner, and her involvement with children's social care. This [co-produced three-part podcast series](#) provides unique insights into complexities of child protection work in the context of domestic abuse, and the challenges with holding perpetrators of domestic abuse to account as part of a children's social care response. In speaking openly about her own experiences, Ali offers valuable reflections to inform improved working practices and ways of thinking on how children's social care work with families where there is a perpetrator of domestic abuse. Some of Ali's reflections regarding how some mothers experience the social care system may be hard for professionals to hear, but these messages are echoed in the wider research literature and need to be heard. They reflect the extent of the challenges facing children's social care and the need for systems and culture change in this complex area of practice. This podcast series addresses painful and traumatic topics which may be upsetting for some listeners.
- **DVA and child protection - case file analysis:** Report by Professors Kate Morris and Brid Featherstone which [analyses data from a case file audit](#) conducted by Change Project participants. Providing an insight into the current picture regarding child protection work with families where DAV is an issue of concern.
- More information about the Change Project is available [here](#).

## **Research in Practice: Responding to Perpetrators of Domestic Abuse in Children's Social Care Settings**

Research in Practice and the Drive Partnership have launched a series of new, free training and awareness raising resources for children's social care which focus on working with families in which there is a perpetrator of domestic abuse. Together they have produced resources including:

- [Podcast discussing the evidence base around domestic violence and abuse](#), perpetration, and the interface with children's social care.
- [Rapid literature review summary report of research in approaches to working with perpetrators of domestic abuse within families](#).
- [Strategic briefing for strategic leaders and managers in children's social care looking to improve the response to perpetrators of DVA](#).
- [Launch event presentation slides](#) on Responding to perpetrators of domestic violence & abuse in children's social care settings.

## **TRAINING FOR POLICE OFFICERS AND POLICE STAFF**

### **Domestic Abuse Matters**

'Domestic Abuse Matters' is a bespoke cultural change programme for police officers and staff in England and Wales. It has been designed to transform the response to domestic abuse, ensuring the voice of the victim is placed at the centre, and controlling and coercive behaviour is better understood. The programme is designed to have long-term impact: changing and challenging the attitudes, culture and behaviour of the police when responding to domestic abuse.

Domestic Abuse Matters was developed in conjunction with the College of Policing and is delivered by [SafeLives](#) and also by [Women's Aid](#). It is paid-for training.

Northumbria Police has now rolled out Domestic Abuse Matters Training across its workforce.

### **Knowledge Hub (Domestic Abuse) and The Police Library Guide on Domestic Abuse**

There are free resources available on the Knowledge Hub's national domestic abuse pages [Home - National Domestic Abuse - Knowledge Hub](#). This requires users to create an account.

There are also many free domestic abuse resources on the [Police Library](#). This is available to police officers and staff and requires completion of a registration form to be sent to [library@college.pnn.police.uk](mailto:library@college.pnn.police.uk).

## **TRAINING FOR HEALTH PROFESSIONALS**

Most health professionals receive basic awareness training on domestic abuse as part of their mandatory safeguarding training.

However, there are a number of paid-for training and free resources available including:

### **IRISi and Pathfinder Pilot**

[IRISi](#) is a social enterprise established to improve the healthcare responses to gender-based violence.

There are also free resources on the Health Pathfinder pilot which aim to improve healthcare responses to domestic abuse [Pathfinder](#) built on existing good practice in our 8 pilot sites by joining

up the efforts of local health partners from acute health, mental health and primary care with local domestic abuse specialist services. It helped to embed governance and policies, coordination, data collection, specialist interventions and training to build the capacity of the local health systems to respond to survivors of domestic abuse.

## **TRAINING FOR HOUSING PROFESSIONALS**

### **Domestic Abuse Housing Alliance**

The Domestic Abuse Housing Alliance (DAHA) is a national partnership between three agencies: housing associations Peabody (London) and Gentoo (Sunderland), and London-based charity Standing Together Against Domestic Violence.

DAHA's mission is to improve the housing sector's response to domestic abuse through the introduction and adoption of an established set of standards and an accreditation process.

Launched in September of 2014, DAHA embeds the best practice learned and implemented by its three founding partners and has established the first accreditation for housing providers.

Housing providers can seek DAHA accreditation (cost attached).

DAHA has designed a set of new, paid-for virtual courses using interactive technology called 'Mentimeter' that allows learners to see their comments appear anonymously in real-time in the presentation.

Their new training offer gives housing practitioners a choice of two levels of learning to better meet their needs:

- **Early Identification: for all housing practitioners** (*housing management, lettings & rehousing, customer services, housing solutions/options etc*). This course is aimed at all housing practitioners who may come into contact with a potential victim/survivor and has an opportunity to identify and offer a validating response.
- **Upskilling: for housing practitioners with a domestic abuse focus in their role** - DAHA is creating a menu of half-day skills courses that are aimed at teams who have a domestic abuse focus in their role. These courses will upskill housing teams who hold a caseload and take internal domestic abuse referrals. The new training covers:
  - Understanding of coercive control: a theoretical understanding of the dynamics of domestic abuse (*half day*)
  - Writing case notes & flagging DA (*half day*)
  - Information sharing (*half day*)
  - Creating safe spaces to engage survivor/victims (*half day*)
  - Recognising and responding to risk within the CCR (*half day*)
  - Plus more in development...
- Their new range of training courses will be available from 2023 [here](#).

## **SEXUAL VIOLENCE AWARENESS TRAINING**

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



Their standard workshops include subjects 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](#).

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 two online workshops:

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

For information contact [enquiries@rctn.org.uk](mailto: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](#).

## **TRAINING TO HELP STAFF BETTER ENGAGE WITH PERPETRATORS**

There is paid training available that aims to address the issue of perpetrators accessing a range of services and slipping through the net, especially when frontline staff do not have the skills or confidence to know how to engage them in conversations about their behaviour.

### **Domestic Abuse Routine Enquiry (DARE) toolkit training – how to engage with those causing harm**

#### ***Background - Why should you become DARE aware?***

There is a clear identified need for perpetrators to be identified much sooner and before their behaviour escalates into most serious harms. Many frontline staff tell us that they don't have the skills, tools, or confidence to start a conversation with someone they suspect may be harming a partner or ex-partner. If staff working in a variety of multi-agency settings are given the right training, they can start to play a role in helping make perpetrators more visible and supporting them to access the right help and support at the right time.

Northumbria OPCC is funding Hampton Trust to deliver DARE training in Northumbria. Hampton Trust has been working with domestic abuse perpetrators for over 26 years. As an organisation, they have been advocating for early perpetrator interventions for many years. They are providing their Domestic Abuse Routine Enquiry (DARE) toolkit training to frontline professionals across Northumberland, North Tyneside, Newcastle, Gateshead, South Tyneside, and Sunderland.

#### ***What is DARE?***

The Domestic Abuse Routine Enquiry (DARE) toolkit training has a perpetrator focus and aims to provide a wide range of multi-agency professionals with the tools they need to identify, explore and

engage domestic abuse perpetrators so they can be successfully referred on to specialist local services.

The DARE toolkit training is CPD accredited and consists of three compulsory half-day workshops over a three-week period. The core modules include:

- Week 1 – How to identify domestic abuse perpetrators.
- Week 2 – How to explore risks & context associated with domestic abuse perpetrators.
- Week 3 – How to engage domestic abuse perpetrators and nudge them into specialist services.

The DARE Toolkit training does not require professionals to deliver in-depth specialist work with domestic abuse perpetrators, rather it encourages a wider community response in which all agencies share responsibility for identifying those who harm within their client groups, safely opening up conversations about their abusive behaviours and creating opportunities to refer these clients to the right intervention.

### ***Eligibility Requirements***

To be eligible for this fully funded training, you will need to have:

- Previously attended a Domestic Abuse Basic Awareness course of at least 3 hours duration.
- Experience of working in/delivering frontline services in the statutory or voluntary sector.
- The permission of your line manager to attend the training.

### ***How to Book / express an interest***

To see the training dates and to express an interest in the training, click [here](#).

Please note, dates and training numbers need to be confirmed by Hampton Trust before your place is accepted. You may have to wait up to two weeks before you receive an email confirmation so please hold the dates in your diary until this happens. By filling in a booking form you are also consenting to your details being shared with your line manager, the funder (Northumbria OPCC) and the Local Authority training lead to ensure that places are allocated fairly.

### ***What to expect***

Once your place has been confirmed, you will be sent instructions on how to join the training. The training will be delivered online via Zoom.

After completing a short post training survey, you will be posted a DARE Toolkit, this provides a recap of the training and effective tools to identify and understand perpetrators of domestic abuse, and how to motivate them to get help.

For additional information, full details about the training, the evaluation, the DARE webinar, and the toolkit are available [here](#).

## **Respect**

Respect also deliver workforce development training around work with perpetrators – see below under the 'National Training Offers.

## **Domestic Abuse Training for Family Law Practitioners / Family Lawyers**

In 2020, the Ministry of Justice Family Harms Panel report recommended a wide range of training *“for all participants in the family justice system, including: a cultural change programme to introduce and embed reforms to private law children’s proceedings and help to ensure consistent implementation”*.

SafeLives have been commissioned by the Legal Education Foundation (LEF) to develop and deliver a series of training courses for family law practitioners.

Family Courts can be a traumatising place for many survivors of domestic abuse, who often describe their experience as being worse than the abuse they have experienced to date or see it as forming part of an ongoing pattern of abuse.

This free training is designed to enhance family lawyers' skills in:

- Identifying and evidencing domestic abuse and coercive control, including the legal framework, definitions and terminology around DA and the different forms that abuse may take with a focus on diversity and inclusion.
- Understanding the impact of new case law and statute on how the court understands and responds to coercive and controlling behaviour.
- Practicing appropriate multi-agency working to manage risk and support clients safely.
- Identifying the impacts of abuse on victims and their children, and on survivor’s mental health and coping mechanisms.
- Using a practical approach to responding to trauma to achieve best evidence and effectively engage clients.

Training times are 9.30am to 5pm.

SafeLives have successfully delivered Pilot 1 and Pilot 2, and we will be delivering Pilot 3 starting Autumn 2022. To register an interest in future courses, click [here](#).

For more information on this programme for family lawyers, please email:

[trainingcommissions@safelives.org.uk](mailto:trainingcommissions@safelives.org.uk)

# NATIONAL TRAINING OFFERS

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

## **Women's Aid National Training Centre**

Women's Aid Federation England (WAFE) is 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 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 - click [here](#) for more information.
- 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:
  - Refugee workers (including managers)
  - Independent Domestic Violence Advocates (IDVAs)
  - Family workers
  - Children workers
  - Outreach workers
- Contact: WAFE's National Training Centre on 0117 944 7190 or [training@womensaid.org.uk](mailto:training@womensaid.org.uk) for more information.
- Women's Aid Federation England (WAFE) offer a range of paid-for training to frontline professionals. The Women's Aid Training Course catalogue for current courses and prices can be accessed [here](#).

## **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 those staff engaging with perpetrators.

For more information [visit](#).

## **Respect**

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

Respect training (paid) is aimed at frontline workers, service managers, commissioners, funders, policy workers and researchers. This programme is aligned with the core strands of work: perpetrators of domestic abuse, male victims, and young people's violence in close relationship; and support our ethos of high quality and safe service provision.

Their current courses are varied and can be accessed [here](#), including:

- Working with perpetrators towards change.
- Dealing with dual allegations.
- Delivering the Respect 1:1 programme for individual work with perpetrators.
- Facilitating groupwork for perpetrators of domestic abuse.
- PDD for ISS Workers and Facilitators - Dual allegations and assessment.
- PDD for ISS Workers, Facilitators and Service Managers - Multiagency advocacy & information sharing.
- PDD for ISS Workers - Suicide: hidden homicide, risk and practice.
- Risk Management in Domestic Violence Perpetrator Programmes.
- PDD for Facilitators - Post-separation harassment and letting go.

# FREE AWARENESS RAISING RESOURCES

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.

## **Decoding Coercive Control with Dr Emma Katz**

Dr Emma Katz is a leading academic specialising in the impact of domestic abuse and coercive control on children. She has a large series of [blogs and articles](#) available, which are added to regularly and which cover many issues such as the family courts, coercive control, abusive behaviours, impact on adult and child victims etc.

## **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 experience of residents of Lewisham, the film tackles 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 click [here](#) and to be added to the CRiVA mailing list, email [durham.criVA@durham.ac.uk](mailto:durham.criVA@durham.ac.uk).

## **Coercive Control of Children:**

This resource is a [13 minute interview with Professor Evan Stark](#), a global expert of coercive control.

Podcast by Dr Emma Katz and the Safe & Together Institute is available [here](#). This is relevant for any staff providing direct support to child victims of domestic abuse. The topics of conversation include:

- How perpetrators of coercive control create danger and harm for their children within relationships and post-separation.
- How professionals and systems are failing to assess the parenting of the perpetrator and how that increases the danger for child and adult survivors.
- How the language of “child exposed to domestic violence” obscures the multiple ways perpetrators harm children and hides the choices of the perpetrator as a parent.
- How coercive control impacts child safety, wellbeing and family functioning in the absence of physical violence.

## **Hester's 'Three Planets Model':**

This [5-minute film](#) 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.

### **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.

### **Adverse Childhood Experiences (ACEs):**

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

### **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.

It is part of the Safe & Together Institutes 'perpetrator pattern-based approach' and is also available on the S&T [website](#).

### **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.

Failure to Protect video and the harm this approach takes see [Child Welfare & Protection Tools | Safe & Together Institute](#).

### **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 (3:26 mins).

There is also a new TEDTalk on the homicide timeline [Dr Jane Monckton-Smith: The Homicide Timeline | TED Talk](#) (16 mins).

### **Domestic Abuse Typologies:**

A [film](#) on different typologies of domestic abuse by Prof Michael Johnson.

### **Primary Prevention Awareness Raising Websites and Videos on Active Bystander Approaches:**

- [That-Guy](#) website and also see campaign video for Don't Be That Guy – by Police Scotland.
- [#IsThisOK video](#) (on Vimeo) and campaign (Greater Manchester).
- Laura Bates Ted Talk: [‘Everyday Sexism’](#).
- Jackson Katz Ted Talk: [‘Violence against Women - It’s a Men’s Issue’](#).
- #ItAllAddsUp – 4 short films developed by Rape Crisis Tyneside & Northumberland (RCTN) and the Northumbria Police and Crime Commissioners Office. The campaign has been routed in research and is a response to the needs of women and girls who have experienced sexual harassment in public spaces and professionals working in the Violence Against Women & Girls space. View the films [here](#).
- ‘Say Maaate to a Mate’ Campaign. The Mayor of London’s campaign which aims to tackle misogyny. View the interactive film [here](#).
- #JustDont Campaign films developed by the West Yorks Combined Authority urging people to be an ally, step up, call it out and help stop it when they see behaviour and attitudes that impact on the safety of women and girls. View more information on the campaign and films [here](#).
- [‘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.
- 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.
- Gillette short film [‘We Believe: The Best Men Can Be’](#) encourages men to speak up when they see bullying and harassment.
- [‘#DearDaddy’](#) by Care Norway (*Warning: this film contains strong language*).
- Rape Crisis 3-minute animation aimed at men [“How to pull... without inadvertently being a creep or sex offender”](#).
- A Call to Men - 11 minute Ted Talk video where Tony Porter makes a call to men everywhere, telling powerful stories from his own life, he shows how this mentality to ‘act like a man’, drummed into so many men and boys, can lead men to disrespect, mistreat and abuse women and each other. His solution: [Break Free of the “Man Box”](#)

### **Research in Practice: Working with families harmed by domestic abuse:**

Research in Practice, in partnership with the University of Huddersfield and the University of Sheffield, has launched a suite of resources to help practitioners working with families being harmed by a perpetrator of domestic abuse. Resources are available [here](#) and include:

- a series of films setting out research evidence on key themes related to domestic abuse,
- a podcast series looking at a mother subjected to domestic abuse and the child protection system,
- a podcast series looking at innovative practice and system change in working with domestic abuse, and
- analysis of data around child protection work with families where domestic abuse is a concern.



### **Awareness Raising Films aimed at families and friends of those experiencing domestic abuse:**

A series of short awareness raising videos as part of New Zealand's "It's Not OK" campaign.

- [Danger Signs – David White](#). This awareness raising video (6mins) is of David White talking about his daughter Helen Meads, who was killed by her husband Greg.
- [Danger Signs - Friends of Helen Meads](#). This 5min video is of three of Helen Meads' friends who reflect on the signs of abuse and control after her murder.
- [Danger Signs](#) – 7 min film of Karen Edwards who is the mother of Ashlee Edwards, who is speaking about the murder of her daughter by her boyfriend called Akuhata.
- [Danger Signs](#) – 6 min video of Mark Longley, the father of Emily Longley speaking about how she was murdered by her boyfriend, Elliot Turner, when Emily was just 17 years old. He talks about how Turner isolated Emily, access her phone and social media etc. This is a British family living in New Zealand, but Emily was murdered whilst living in the UK while studying. It also covers what peers of perpetrators could and should do.
- [Danger Signs](#) – a 2min video of Craig Chaplow – a Police detective in New Zealand talking about the danger signs and the control and about the need to strike up meaningful conversations with friends about how they are doing (i.e. really doing).
- [Danger Signs](#) – 3min video of John McGrath talking about the murder of his sister (Wowo)

### **Research in Practice: Responding to Perpetrators of Domestic Abuse in Children's Social Care Settings:**

Research in Practice and the Drive Partnership have launched a series of new, free resources for children's social care which focus on working with families in which there is a perpetrator of domestic abuse. See [Responding to perpetrators of domestic abuse in children's social care settings – Drive Project](#) for more information on the resources (films, podcasts, briefings, research etc.).

### **Additional resources on understanding coercive control:**

- ['Coercive Control - Where is the line?'](#) - a short animation by Ards and North Down Borough Council.
- [Coercive Control explained](#) - 5 minute animation by the Safe and Together Institute and narrated by Luke and Ryan Hart, whose father murdered their mother and sister after years of coercive control.



NORTHUMBRIA  
POLICE & CRIME  
COMMISSIONER

violence  
reduction  
unit

---

DOMESTIC ABUSE  
TRAINING AND DEVELOPMENT  
PROSPECTUS 2024-25



[VRU@NORTHUMBRIA-PCC.GOV.UK](mailto:VRU@NORTHUMBRIA-PCC.GOV.UK)



[WWW.NORTHUMBRIA-PCC.GOV.UK](http://WWW.NORTHUMBRIA-PCC.GOV.UK)



[@NORTHUMBRIAVRU](https://www.facebook.com/NORTHUMBRIAVRU)  
[@NORTHUMBRIAOPCC](https://www.facebook.com/NORTHUMBRIAOPCC)



[@NORTHUMBRIAOPCC](https://twitter.com/NORTHUMBRIAOPCC)



[@NORTHUMBRIAOPCC](https://www.instagram.com/NORTHUMBRIAOPCC)