

Domestic Violence and Abuse, Sexual Violence and Violence against Women and Girls (VAWG) Training Prospectus

2017/18



Safe in the city

Brighton & Hove Community Safety Partnership



Brighton & Hove
City Council

Our thanks to voluntary and community sector partners, and their staff, for sharing their expertise in the development of this training prospectus and in the delivery of courses.



Introduction

Brighton & Hove has a Violence against Women and Girls (VAWG) Strategy which sets out the local approach to a range of crime types, like domestic violence and abuse, sexual violence and other forms of violence against women and girls¹. This is consistent with the approach taken in the UK Government's strategy, '[Ending violence against women and girls strategy: 2016 to 2020](#)'².

The overarching outcome of local VAWG strategy is that residents and communities are free from violence and abuse, specifically by: Increasing survivor safety; Holding perpetrators to account; Decreasing social tolerance and acceptance; and Increasing people's ability to have safe, equal, violence-free relationships.

In adopting a VAWG Strategy the city council and its partners are taking a gender specific approach. This reflects the gender differences in the scale, incidence and effects of these forms of violence and abuse. Women and girls experience these forms of violence and abuse disproportionately and cumulatively during their lifetime. Consequently, they are a significant cause and consequence of gender inequality, and impact on women's ability to fully participate in employment, education and in local communities.

However, men can and do experience violence and abuse (and boys as children are also affected). The VAWG Strategy therefore seeks to understand what these forms of violence and abuse mean for men and boys, including how the experience of being a male victim/survivor or witness can be different, the best ways to provide help and support and why the majority of those who perpetrate violence and abuse are men. Consequently the city is committed to working with men and boys and this includes:

- Supporting men where they experience violence and abuse
- Supporting boys who witness or experience violence or abuse
- Challenging the behaviour of men who use violence and abuse
- Working with men as allies in challenging violence & abuse and helping to change the attitudes and actions of their peers.

Similarly the VAWG Strategy also recognises how these forms of violence and abuse can affect other sections of the local community differently, including lesbian, gay men, bisexual (LGB) and trans* (T*) people, as well as local Black and Minority Ethnic (BME) communities.

A range of analytical reports, including the Joint Strategic Needs Assessment and Strategic Assessment of Crime & Disorder, are available on the Brighton & Hove Connected website at <http://www.bhconnected.org.uk/content/needs-assessments>.

¹ Including Harmful Practices (such Female Genital Mutilation (FGM); Forced Marriage (FM); so-called 'Honour' Based Violence (HBV)), as well as other forms of violence and abuse like Stalking; Trafficking or Sexual Exploitation (including commercially through prostitution and the sex industry) and Sexual Harassment in the workplace and public sphere.

² <https://www.gov.uk/government/publications/strategy-to-end-violence-against-women-and-girls-2016-to-2020>

Developing a Training Prospectus

A key part of the VAWG Strategy is to have “consistent care pathways delivered by a skilled workforce to ensure that there is ‘no wrong door’ and ‘no missed chance’”.

In order to ensure that professionals working in Brighton & Hove are able to access appropriate training, the Partnership Community Safety Team has developed this training prospectus with the Local Safeguarding Children Board, Safeguarding Adults Board and Brighton & Hove City Council’s Workforce Development Team.

What about child and adult safeguarding?

This prospectus describes the training available in the city relating to domestic violence and abuse, sexual violence and other forms of violence against women and girls.

While there is frequently an overlap with child and adult safeguarding there is a range of other training relating specifically to child and adult safeguarding issues. Further information is available from the Brighton & Hove Learning Gateway which can be found at <https://learning.brighton-hove.gov.uk/>.

Training Facilitation

The training included in this prospective is delivered by a range of professionals. Much of the training at level 1 is delivered by the Training and Awareness Officer working within the Partnership Community Safety Team, although where possible sessions will include a specialist member of staff working within that field from a local or national organisation. Training at level 2 and 3 is delivered by a range of professionals drawn from different local or national organisations.

Where training has been commissioned from a specific team or by a local partnership this is indicated in the session content.

Further information

For further information contact the Partnership Community Safety Team’s Training and Awareness Officer:

E-mail: Luke.Martin@brighton-hove.gov.uk

Telephone: 01273 291101

Website: <https://www.safeinthecity.info/training>

Frequently Asked Questions

Who can attend these courses?

Training is open to practitioners / volunteers who work in statutory, voluntary, private and/or independent agencies and organisations, including faith and community groups within Brighton & Hove. If you are providing a service to residents of Brighton & Hove, you can attend these courses.

These courses are typically for: local police officers, children's social workers, as well as adult social care staff, health practitioners (including GPs, dentists, health visitors, midwives, pharmacists), housing officers, substance use workers, mental health workers teachers or other staff working in a school setting, children's centre staff, and non-specialist voluntary and community sector workers.

How do I know what course it right for me?

Although training is open to practitioners/volunteers providing any service to residents of Brighton & Hove these courses will be most appropriate to those who are likely to come into contact, or work directly, with victim/survivors of domestic violence and abuse, sexual violence and other forms of violence against women and girls.

Before you choose a course you should review the course description and your own training experience to ensure that the content is right for you. Each course is offered at a level that reflects the content or the focus of the session.

Attendees are expected to complete a **Level 1** course before progressing to **Level 2** courses, and a **Level 2** course before progressing to **Level 3** courses.

Training at **Level 1** is designed for staff who provide a universal response:

- At level 1 staff learn how about the dynamics of violence and abuse and how respond to a disclosure of violence sensitively and in a way that ensures people's safety. They should also be able to direct people to specialist services.

Training at **Level 2** and **Level 3** is designed for staff who provide targeted or more specialist responses. This training will equip staff with a more detailed understanding of violence and abuse and more specialist skills:

- **At Level 2** staff learn how to ask about violence and abuse in a way that makes it easier for people to disclose it. Staff will gain a more detailed understanding of the patterns and causes of violence and abuse, how this can affect people's lives and the role of professionals in intervening safely. Staff will learn how to respond with empathy and understanding, assess someone's immediate safety and offer referral to specialist services.
- **At Level 3** staff learn how to provide an initial response that includes risk identification and assessment, safety planning and continued liaison with specialist support services. Staff are trained to give expert advice and support to people experiencing violence and abuse.

If you are not sure if the course is right for you then contact the Training and Awareness Officer to discuss your training needs.

Where can I access e-learning?

For some courses there is an expectation that learners access an interactive or online e-learning session before attending the course. Further information on e-learning is included in the course outline.

How do I book onto a course?

Information on the training included in this prospectus, including upcoming training sessions, can be found at <http://www.safeinthecity.info/training>.

All the training offered in this prospectus can be booked on to through the Brighton & Hove Learning Gateway which can be found at <https://learning.brighton-hove.gov.uk/>.

How much will it cost me?

Most of the training is free of charge to practitioners/volunteers providing a service to residents of Brighton & Hove. However for some courses there is a fee for particular agencies and organisations. For more information go to: <https://learning.brighton-hove.gov.uk/courses/bookings/cancelpolicy.asp>.

Cancellations and Non-Attendance

Charges apply for non-attendance. If delegates fail to attend their confirmed course without giving 5 working days' notice a charge of £50 will be made to the employing agency or organisation.

How will I know my booking is confirmed?

You will receive an e-mail confirmation once your place is confirmed. If you do not receive any notification please contact the Training and Awareness Officer.

Where and when do the courses take place?

All courses are currently being delivered at Brighton & Hove City Council training venues across the city.

Lunch and refreshments are not provided.

How can I find out more about training opportunities?

If you want more information about domestic violence and abuse, sexual violence and other forms of violence against women and girls you can sign up to the local newsletter for regular updates. For more information go to: <http://bit.ly/1RQX5DW>.

The Partnership Community Safety Team also runs a network of 'Safe in the City Champions' to bring together practitioners from a range of agencies. Champions act as a point of contact and be 'in-house' specialists within their service and there is a network of domestic violence and abuse, sexual violence and violence against women & girls champions. For more information go to: <http://www.safeinthecity.info/safe-in-the-city-champions>

Local Training providers

In addition to the training courses that are available in this Training Prospectus, voluntary and community sector partners also provide a range of open and bespoke training courses:

RISE

RISE, Brighton & Hove's Sussex's lead domestic abuse service provider, offer bespoke training to organisations and businesses on Domestic Abuse and Violence, Managing Risk, Working with Children and Families after domestic abuse, and Trauma-Informed approaches to working with service users. To discuss your needs please contact information@riseuk.org.uk.

Survivors' Network

Survivors' Network, the Rape Crisis Centre for Sussex, provide a wide range of training courses on all aspects of sexual violence from The Impact of Child Sexual Abuse, to Managing Secondary Trauma to Delivering Therapy under Pre-trial Conditions. For more information on both open and bespoke courses, contact admin@survivorsnetwork.org.uk or go to www.survivorsnetwork.org.uk

Veritas-Justice

Veritas is an Independent Stalking Advice and Advocacy Service based in Sussex. Veritas combines professional expertise with personal experience to inform a range of training, which covers identifying stalking, relevant legislation, the criminal and family justice systems and the impact on victims and their families. For more detailed information please contact info@veritas-justice.co.uk

Programme

April 2017			
Date	Course title	Level	Duration
7 th	Working with LGB and T* people affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices	2	½ Day
28 th	Domestic Violence and Abuse: Risk Identification, Initial Response and the MARAC process	1	½ Day
May 2017			
TBC	Domestic Violence and Abuse: The Impact on Children and Young People	2	1 Day
TBC	Domestic Violence and Abuse: Safety Planning	2	1 Day
2 nd	Working with Men affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices	2	1 Day
8 th	Sexual Violence: Basic awareness	1	½ Day
19 th	Harmful Practices: Forced Marriage and 'Honour' based violence	2	1 Day
June 2017			
TBC	Sexual Violence: Supporting Adult Survivors of Childhood Sexual Exploitation	3	1 Day
2 nd	Domestic Violence and Abuse: Risk Identification, Initial Response and the MARAC process	1	½ Day
5 th	Sexual Violence: Responding to (first) disclosure	1	½ Day
9 th	Basic awareness: Female genital mutilation (FGM)	2	½ Day
19 th	Working with Romany, Gypsy and Traveller communities	2	½ Day
July 2017			
TBC	Sexual Violence: Impact of rape and sexual assault	2	1 Day
TBC	Domestic Violence and Abuse: Safety Planning	2	1 Day
7 th	Working with Adolescent to Parent Violence and Abuse	1	½ Day
17 th	Domestic Violence and Abuse: Risk Identification, Initial Response and the MARAC process	1	½ Day
24 th	Domestic Violence and Abuse: Civil Remedies	3	½ Day

August 2017			
NO COURSES WILL RUN DURING AUGUST			
September 2017			
Date	Course title	Level	Duration
8th	Introduction to Harmful Practices: Female Genital Mutilation , Forced Marriage and so-called 'Honour' Based Violence	1	½ Day
11 th	Sexual Violence: Responding to (first) disclosure	1	½ Day
15 th	Working with LGB and T people affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices	2	½ Day
22 nd	Adult Survivors of Childhood Sexual Abuse- Basic Awareness	2	½ Day
October 2017			
2 nd	Working with men affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices	2	1 Day
6 th	Understanding Forced Marriage and so-called 'Honour' Based Violence	2	1 Day
9 th	Domestic Violence and Abuse: Risk Identification, Initial Response and the MARAC process	1	½ Day
November 2017			
TBC	Working with Perpetrators of Domestic Violence and Abuse	3	1 Day
16 th	Domestic Violence & Abuse: The Impact on Children & Young People	2	1 Day
3 rd	Sexual Assault Referral Centre Open Day	1	2 hours
3 rd	Sexual Violence : Basic awareness	1	½ Day
6 th	Working with Adolescent to Parent Violence and Abuse	3	½ Day
10 th	Basic awareness: Female genital mutilation (FGM)	2	½ Day
December 2017			
TBC	Basic Awareness: Supporting Sex Workers	1	½ Day
4 th	Domestic Violence and Abuse: Risk Identification, Initial Response and the MARAC process	1	½ Day
8 th	Sexual Violence: Responding to (first) disclosure	1	½ Day
11 th	Stalking Awareness	1	½ Day

January 2018			
Date	Course title	Level	Duration
12 th	Introduction to Harmful Practices: Female Genital Mutilation, Forced Marriage and so-called 'Honour' Based Violence	1	½ Day
19 th	Domestic Violence and Abuse: Civil Remedies	3	½ Day
February 2018			
2 nd	Domestic Violence and Abuse: Risk Identification, Initial Response and the MARAC process	1	½ Day
2 nd	Sexual Assault Referral Open Day	1	2 hours
5 th	Sexual Violence: Basic awareness	1	½ Day
9 th	Working with people from BME communities affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices	2	½ Day
21 st	Supporting Adult Survivors of Childhood Sexual Abuse- Basic Awareness	2	½ Day
28 th	Domestic Violence & Abuse: The Impact on Children & Young People	2	1 Day
28 th	Domestic Violence and Abuse: Safety planning	2	½ Day
March 2018			
TBC	Working with Perpetrators of Domestic Violence and Abuse	3	1 Day
TBC	Basic Awareness: Supporting Sex Workers	1	½ Day
2 nd	Sexual Violence: Responding to disclosure	1	½ Day
5 th	Stalking Awareness	1	½ Day

An introduction to domestic violence and abuse, sexual violence and violence against women and girls: prevalence, impact and response

Level: 1 **Trainer:** BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This 2 hour briefing session has been designed to give an overview of domestic violence and abuse, sexual violence and violence against women and girls. The session will provide a local, national and international context to these forms of violence and abuse, describe their prevalence and impact in Brighton & Hove and review strategic and operational responses. The session will also explore the experience of victim/survivors (including what can help and hinder people when they seek help to find safety, cope and recover), as well as approaches to managing individuals who perpetrate these forms of violence and abuse.

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Be able to define domestic & sexual abuse and violence against women and girls
- Understand the socio-cultural context in which these forms of violence and abuse occur
- Be able to describe the impact of these forms of violence and abuse in Brighton & Hove
- Have an increased knowledge about the needs of victim/survivors and the services available
- Recognise how these forms of violence and abuse affect specific communities differently, including understanding the impact on men and boys as perpetrators, victim/survivors and allies
- Have an increased knowledge about responses to individuals who perpetrate these forms of violence and abuse
- Understand the framework for strategic and operational responses to these forms of violence and abuse.

Who should attend?

This course will be of particular relevance to professionals who are seeking to frame their understanding of domestic violence and abuse, sexual violence and violence against women in a wider operational and strategic context.

Duration: 120 minutes

Frequency: This session is available on request.

Domestic Violence and Abuse: Risk Identification and Initial Response

Level: 1 **Trainer:** BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This 90 minute briefing session will give an overview of why we risk assess victims of domestic violence and abuse, the history and purpose of the Domestic Abuse Stalking Harassment and Honour Based Violence (DASH) risk identification checklist (RIC), how to use the DASH RIC and what to do with the information once a DASH RIC has been completed.

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Understand the common risks that are posed to victims of domestic abuse
- Know how to identify someone's level of risk using the SafeLives Domestic Abuse Stalking and Honour-based Violence (DASH) Risk Identification Checklist
- Be able to describe the steps to take to safeguard someone at immediate risk
- Be able to describe other steps to help victim/survivors access the right help and support
- Understand when and how frontline professionals should refer to the local Multi-Agency Risk Assessment Conference (MARAC)

Who should attend?

This course will be of particular relevance to staff working in a universal setting who need to be able to respond to a disclosure sensitively and in a way that ensures people's safety, as well as directing people to specialist services.

Please note: this work shop is designed to provide information specifically on the DASH RIC. Attendees who have not previously attended DVA training should ensure they have, as a minimum, completed the local e-learning course 'Safeguarding Children: Domestic Abuse and Violence' (or an equivalent). This e-learning will familiarise you with the definitions, signs and indicators.

Duration: 90 minutes

Frequency: This session is available on request.

Domestic Violence and Abuse: An introduction to the Multi Agency Risk Assessment Conference (MARAC)

Level: 1 **Trainer:** BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This 90 minute briefing session has been designed to give an overview of the MARAC process, including an awareness of the tools used locally to identify risk. The session will include an overview of MARAC, how to make a referral, as well as describing how practitioners should complete research for the MARAC, information sharing protocols, and what happens at the meeting itself.

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Be able to describe the MARAC process, including the use of the SafeLives Domestic Abuse Stalking and Honour-based Violence (DASH) Risk Identification Checklist, and know how to make MARAC referral
- Be able to describe what happens at a MARAC meeting
- Understand how to research a MARAC case
- Know how to contribute to the development of a MARAC action plan
- Be able identify any actions that their agency could take as part of a MARAC action plan

Who should attend?

This course will be of particular relevance to staff working in a universal setting who need to be able to respond to a disclosure sensitively and in a way that ensures people's safety, as well as directing people to specialist services.

Please note: this work shop is designed to provide information specifically on the MARAC. Attendees who have not previously attended DVA training should ensure they, as a minimum, know how to identify someone's level of risk using the DASH RIC and have completed the local e-learning course 'Safeguarding Children: Domestic Abuse and Violence' (or an equivalent). This e-learning will familiarise you with the definitions, signs and indicators.

Duration: 90 minutes

Frequency: This session is available on request.

Domestic Violence and Abuse: Initial response, risk identification and the MARAC process

Level: 1 **Trainer:** BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This half day workshop will give an overview of why we risk assess victims of domestic violence and abuse, the history, purpose and use of the Domestic Abuse Stalking Harassment and Honour Based Violence (DASH) risk identification checklist (RIC). This will include reviewing how professionals can respond to a disclosure, including the referral of high risk cases to a Multi-Agency Risk Assessment Conference (MARAC) process.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Understand the common risks that are posed to victims of domestic abuse
- Know how to identify someone's level of risk using the SafeLives Domestic Abuse Stalking and Honour-based Violence (DASH) Risk Identification Checklist
- Be able to describe the steps to take to safeguard someone at immediate risk, as well as other steps to help victim/survivors access the right help and support
- Be able to describe the MARAC process, including the use of the SafeLives Domestic Abuse Stalking and Honour-based Violence (DASH) Risk Identification Checklist, and know how to make MARAC referral
- Be able to describe what happens at a MARAC meeting
- Understand how to research a MARAC case
- Know how to contribute to the development of a MARAC action plan
- Be able identify any actions that their agency could take as part of a MARAC action plan

Who should attend?

This course will be of particular relevance to staff working in a universal setting who need to be able to respond to a disclosure sensitively and in a way that ensures people's safety, as well as directing people to specialist services.

Please note: Attendees who have not previously attended DVA training should ensure they have, as a minimum, completed the local e-learning course 'Safeguarding Children: Domestic Abuse and Violence' (or an equivalent). This e-learning will familiarise you with the definitions, signs and indicators.

Duration: Half day
Frequency: Bi-monthly

Domestic Violence and Abuse: Safety planning

Level: 2 **Trainer:** RISE
Provider: BHCC Workforce Development

Overview

This workshop will explore how domestic violence and abuse can affect people's lives and the role of professionals in intervening safely. Attendees will consider how to respond to disclosure of domestic abuse with empathy and understanding and the role of professionals in intervening safely. The session will also consider how to assess someone's immediate safety, build a coherent safety plan and referral to, and continued liaison with specialist services.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Understand the common risks that are posed to victims of domestic violence and abuse and safety measures that may be encouraged to reduce this risk
- Know how to identify someone's level of risk using the SafeLives Domestic Abuse Stalking and Honour-based Violence (DASH) Risk Identification Checklist
- Understand how and why frontline professionals should build individual safety and support plans for clients experiencing DVA
- Explain how to assess risk and formulate a safety plan
- Explain your responsibilities with domestic violence and abuse and working with relevant safeguarding procedures

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 1 course 'Domestic Violence and Abuse: Initial response, risk identification and the MARAC process' or an equivalent.

Duration: 1 day
Frequency: Bi-annually

Domestic Violence and Abuse: The impact on children and young people

Level: 2 **Trainer:** RISE
Provider: Local Safeguarding Children Board

Overview

This workshop deals with the aspects of emotional harm, physical risk and neglect often associated with domestic violence and abuse. It will help you to develop an understanding of the issues faced by families in this situation, the impact of this kind of abuse, and will also signpost you to local multi-agency support available to intervene and thus reduce the risk to those impacted

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Increase the knowledge base regarding the impact of domestic violence/abuse on children and young people.
- Gain a greater understanding of the specific issues families face where domestic abuse is occurring.
- Widen knowledge and understanding of the role that interagency developments and interventions can have in reducing the risks.
- Increase opportunities to access and work effectively with other agency partners.

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 1 course 'Domestic Violence and Abuse: Initial response, risk identification and the MARAC process' or an equivalent.

Please note: Some professionals may be subject to a fee if booking onto this course.

Duration: 1 day

Frequency: Bi-annually

Domestic Violence and Abuse: Working with perpetrators of intimate partner violence

Level: 3 **Trainer:** BHCC Children Services
Provider: Local Safeguarding Children Board

Overview

This course will focus on the necessity and challenges of working with perpetrators of domestic abuse, particularly men. This will be an opportunity to learn about domestic abuse and reflect on your own practice.

Benefits and learning outcomes to you and the organisation

At the end of the course, participants will:

- Demonstrate understanding of domestic violence and abuse
- Examine how to engage the men in work and barriers to this
- Describe theories of perpetrator 'types'
- Recognise risk indicators and how risk can be managed
- Review the Living without Violence group programme
- Review different interventions for men who abuse their partners and outcomes of programmes

Who should attend?

This course will be of particular relevance to staff who need additional knowledge about a specialist subject area, building on their existing skills to respond to a disclosures sensitive, ask about violence and abuse, asses someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 2 course 'Domestic Violence and Abuse: The impact on children and young people' or an equivalent.

Please note: Some professionals may be subject to a fee if booking onto this course.

Duration: 1 day

Frequency: Bi-annually

Working with Romany, Gypsy and Traveller communities affected by Domestic Violence and Abuse

Level: 3 **Trainer:** BHCC Training & Awareness Officer and Friends, Family and Travellers (FFT) Caseworker
Provider: BHCC Partnership Community Safety Team and Friends, Family and Travellers (FFT)

Overview

This workshop has been designed to raise awareness of the prevalence of domestic abuse within the Romany, Gypsy and Traveller communities. The session will contain an overview of risk, including heightened risks for members of these communities, as well as additional barriers that community members may face when engaging with mainstream services and ultimately the impact this may have on escalation of risk.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Be able to describe the unique risks and needs relating to Gypsy and Travellers who are experiencing domestic violence and abuse
- Understand the lifestyle of members of the Romany, Gypsy or Traveller communities and the challenges this might bring to everyday working
- Understand what can help and hinder members of the Romany, Gypsy or Traveller communities in accessing help and support
- Gain skills in responding appropriately to members of the Romany, Gypsy or Traveller communities specific experiences and difficulties faced by specific groups such as LGB and T people
- Understand the current legislation around domestic abuse and discrimination

Who should attend?

This course will be of particular relevance to staff who need additional knowledge about a specialist subject area, building on their existing skills to respond to a disclosures sensitive, ask about violence and abuse, asses someone's immediate safety, take action and offer referral to specialist services.

Please note: this work shop is designed to provide information specifically on additional risks for members of the Romany, Gypsy and Traveller communities. Attendees should have completed a Level 2 course on domestic violence and abuse (or an equivalent) as the minimum standard to access this training.

Duration: ½ day

Frequency: Bi-annually

Domestic Violence and Abuse: Civil Remedies

Level: 3 **Trainer:** BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This course has been designed to give an overview of the civil remedies available to victims of domestic violence and abuse. The course focuses on remedies available for those that do not wish to follow a criminal justice route. The session will focus predominantly on Non-Molestation Orders, Occupation Orders, Prohibited Steps Orders and Domestic Violence Prevention Orders.

Benefits and learning outcomes to you and the organisation

At the end of the course, participants will:

- Recognise when it is appropriate to apply for civil injunctions
- Understand the process in applying for a civil injunction, including ex-parte injunctions
- Gain skills in completing the paperwork for a Non-Molestation Order and Occupation Order
- Understand the barriers in implementing civil Orders and the limitation of such Orders

Who should attend?

This course will be of particular relevance to staff who regularly work with high risk victims of domestic abuse and have an in depth knowledge of domestic abuse and its impact. It will be particularly useful for those that might work with clients who may not be eligible for Legal Aid but are unable to afford to seek legal advice.

Please note: Attendees should have completed a Level 2 course on domestic violence and abuse (or an equivalent) as the minimum standard to access this training.

Duration: Half day

Frequency: Bi-annually

Sexual Violence: Basic Awareness

Level: 1 **Trainer:** BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This workshop will build an overview of how to initially identify sexual violence, explore the additional risks and highlight local support. The session will include responding to disclosure, risk assessment if abuse is current and roles of local services such as the Independent Sexual Violence Advisors (ISVAs) as well as the Sexual Assault Referral Centre (SARC).

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Understand how rape, sexual assault and childhood sexual abuse is defined in law
- Compare the realities and myths of rape and sexual abuse
- Understand the impacts of rape and sexual abuse
- Demonstrate an awareness and understanding of the strategies used to help cope with the impacts of rape and sexual abuse
- Be aware of support available for themselves and ways of ensuring their own self care

Who should attend?

This course will be of particular relevance to staff working in a universal setting who need to be able to respond to a disclosure sensitively and in a way that ensures people's safety, as well as directing people to specialist services.

Duration: Half day

Frequency: Quarterly

Sexual Violence: Responding to (first) disclosure

Level: 2 **Trainer:** BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This workshop will build an overview of how to initially respond to a disclosure of rape and sexual assault, explore the additional legal requirements and highlight local support in relation to adults. The session will include responding to disclosure, risk assessment if abuse is current and roles of local services such as the Independent Sexual Violence Advisors (ISVAs) as well as the Sexual Assault Referral Centre (SARC). The session will also include information on historical rape and sexual abuse.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- To gain an understanding of individual and organisational responsibilities
- To build an overview of legal framework and requirements
- Understand the links to child and adult safeguarding
- Creating a safe working environment and understand self care
- Understand how to offer support

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 1 course 'Sexual Violence: Basic Awareness' or an equivalent.

Duration: Half day

Frequency: Quarterly

Sexual Violence: Impact of rape and sexual assault

Level: 2 **Trainer:** Survivors' Network
Provider: BHCC Workforce Development

Overview

This course will build on the Level 1 course and will increase knowledge understanding the physical, emotional and psychological responses to rape and sexual abuse. The session will include understanding ways to support a person who has experienced rape or sexual assault. The session will also include information on historic rape and sexual abuse.

Benefits and learning outcomes to you and the organisation

At the end of the course, participants will:

- Identify support measures for survivor
- Implement support measures
- Recognise your own limits as a worker
- Explain what services and support are available in the city
- Describe the main reactions to trauma
- Develop an understanding of everyday dissociation
- Describe the impact of sexual violence and abuse on relationships and the impact on emotional health

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 1 course 'Sexual Violence: Basic Awareness' or an equivalent.

Please note: Some professionals may be subject to a fee if booking onto this course.

Duration: 1 day

Frequency: Bi-annually

Adult Survivors of Childhood Sexual Abuse: Basic Awareness

Level: 2 **Trainer:** Survivors' Network
Provider: BHCC Workforce Development

Overview

This workshop will build on the Level 1 course and will increase knowledge understanding the additional barriers to adult survivors of childhood sexual abuse and appropriate ways to encourage safe disclosure. The session will include support pathways as well as understanding the impact of CSA on healthy relationships.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Understand what is Childhood Sexual Abuse (CSA)
- Develop understanding around the short-term and long-term impact of CSA
- Identify barriers to disclosure and barriers to hearing survivors, the empowerment model, effective signposting
- Identify the impact on self as supporter and self-care
- Be able to describe what services and support are available to adult survivors of CSA

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 1 course 'Sexual Violence: Basic Awareness' or an equivalent.

Please note: Some professionals may be subject to a fee if booking onto this course.

Duration: Half day

Frequency: Bi-annually

Domestic Violence and Abuse and Sexual Violence: Working with complex cases (mental health / substance use)

Level: 3 **Trainer: RISE and Fulfilling Lives Caseworker**
Provider: RISE and Fulfilling Lives

Overview

This half day session will give an overview of the complexity of supporting clients who have experienced domestic violence and abuse, as sexual violence, who also have mental health and/or substance use issues. The session will focus on barriers in engaging with services, additional risk factors for this client group and referral pathways to additional support services.

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Have developed an understanding of the links between domestic violence and abuse, sexual violence, and complex need cases (substance use, mental health and homelessness)
- Understand what can help and hinder people with complex needs in accessing help and support
- Gain skills in responding appropriately to people with complex needs' specific experiences and difficulties faced by specific groups such as LGB and T people.
- Show confidence in responding to safeguarding of complex needs cases who have or are experiencing domestic violence and abuse, sexual violence
- Have gained knowledge of local and national service referral pathways clients with complex needs

Who should attend?

This course will be of particular relevance to staff who need additional knowledge about a specialist subject area, building on their existing skills to respond to a disclosures sensitive, ask about violence and abuse, asses someone's immediate safety, take action and offer referral to specialist services.

Please note: this work shop is designed to provide information specifically on additional risks for people with complex needs. Attendees should have completed a Level 2 course on domestic violence and abuse and sexual violence (or an equivalent) as the minimum standard to access this training.

Duration: Half day

Frequency: Bi-annually

Sexual Assault Referral Centre Open Day

Provider: The Saturn Centre

Overview

The Saturn Centre (The Sexual Assault Referral Centre for Sussex) offers free support and practical help to anyone in Sussex who has experienced sexual rape or sexual violence. A 2 hour tour of the Centre will build an overview of the process undergone at the SARC, explore risks and highlight local support for victims. The tour will include forensic examination rooms, interview rooms and will highlight the roles of specialist trained staff and roles of local services such as the Independent Sexual Violence Advisors (ISVAs) who are provided by Survivors' Network as part of The Portal.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Understand how to access the Saturn Centre
- Understand the process that takes place at the Saturn Centre
- Demonstrate an awareness of forensic examination for evidence gathering
- Be aware of options available for victims of rape and sexual assault who do not want to report incidents to the Police
- Understand local referral pathways

Who should attend?

The open day will be of particular relevance to staff working in a universal setting who may respond to a disclosure and wish to direct people to specialist services.

Duration: 2 hours

Frequency: Quarterly

Basic Awareness: Supporting Sex Workers

Level: 1

Trainer: MeBrighton Oasis Project & Terrence Higgins Trust

Provider: Partnership Community Safety Team, Oasis Project and Terrence Higgins Trust

Overview

The course will examine sex work and delegates will learn more about the national and local landscape and consider the diversity of experience of sex workers, as well as learning how to effectively provide support. Delegates will additionally consider the links between sex work and violence and abuse. The course will provide an overview of the work undertaken in the city, and how to refer to specialist services.

Benefits and learning outcomes to you and the organisation

At the end of the course, participants will:

- Understand how sex working is defined in law
- Understand core concepts such as what sex work means, and why the term is used, policies and positions on sex work, and what rights and safety mean for sex workers
- Be able to describe the changing profile of sex work in Brighton & Hove, including looking at the issues affecting people engaged in sex work regardless of their sex, gender identity and / or sexual orientation
- Be able to discuss the realities and myths of sex work
- Be able to identify the issues and needs for people involved in sex work including identifying barriers to disclosure, seeking help and accessing support
- Demonstrate an awareness risk associated with, and barriers to exiting, sex work
- Have knowledge of Brighton & Hove's approach, services and be able to refer appropriately
- Consider what this means for their service or team, including managing disclosure and providing support

Who should attend?

The course is suitable for practitioners from all sectors, who are working with sex workers regardless of their sex, gender identity and / or sexual orientation and want to know how to respond appropriately.

Duration: TBC

Frequency: Bi-annually

Introduction to Harmful Practices: Female Genital Mutilation, Forced Marriage and so-called 'Honour' Based Violence

Level: 1 **Trainer:** BHCC Training & Awareness Officer with RISE / The Portal Specialist BME Caseworker
Provider: Local Safeguarding Children Board

Overview

This workshop will explore the definitions and practices associated with female genital mutilation (FGM), forced marriage and 'so called' honour based violence, placing these within a wider context of Violence against Women and Girls (VAWG). The session will focus on communities these commonly take place within and the procedures if a disclosure of, or a risk is presented of a harmful practice taking place.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Demonstrate a clear understanding of different harmful practices
- Identify the risk factors that can render women and girls vulnerable to harmful practices
- Identify the signs that a woman or girl is at risk of, or experiencing, harmful practice/s
- Describe the legislative and policy frameworks that exist for the prevention of harmful practices, the safeguarding of women and girls and the prosecution of perpetrators
- Understand that while harmful practices can have a disproportionate impact on some groups, they are a form of VAWG, are interconnected with other forms of domestic and sexual violence and abuse and are likely to co-exist within the same family environment.

Who should attend?

This course will be of particular relevance to staff working in a universal setting who need to be able to respond to a disclosure sensitively and in a way that ensures people's safety, as well as directing people to specialist services.

Attendees should ensure they have, as a minimum, completed the Home Office course 'FGM e-learning' which can be accessed here: <https://www.fgmelearning.co.uk/>.

Duration: Half day

Frequency: 3 times per year

Harmful Practices: Basic awareness working with victims of female genital mutilation

Level: 2 **Trainer:** BHCC Training & Awareness Officer with RISE / The Portal Specialist BME Caseworker
Provider: Local Safeguarding Children Board

Overview

This half day session will explore the definitions and practices associated with female genital mutilation (FGM), including the various forms and the cultural background to the practice. It will explore the physical and psychological impact FGM will have on a woman's wellbeing as a historic victim of FGM as well as the impact it will have on a young girl who has recently or soon to experience FGM. These forms of violence and abuse will also be contextualised within a wider context of Violence against Women and Girls (VAWG).

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Know what constitutes FGM
- Understand reasons given for performing FGM and the impacts it has on individuals
- Be able to recognise indicators that a women/girl has had/is at risk of FGM
- Understand current legislation around FGM
- Be able to respond appropriately to cases including referring to the appropriate agencies.

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 1 course 'Introduction to Harmful Practices' or an equivalent.

Please note: Some professionals may be subject to a fee if booking onto this course.

Duration: Half day

Frequency: Three times per year

Harmful Practices: Forced Marriage and so called 'Honour' Based Violence

Level: 2 **Trainer:** BHCC Training & Awareness Officer with RISE / The Portal Specialist BME Caseworker
Provider: Local Safeguarding Children Board

Overview

This full day session will explore the definitions of forced marriage and so called 'honour' based violence, increase awareness of how to respond to cases of forced marriage and the key procedures that should be followed if risk is identified. Attendees will also explore recommendations and guidelines produced for practitioners by the Forced Marriage Unit (FMU) and how to implement them in their practice. The session will increase knowledge of Brighton & Hove's approach towards harmful practices, highlight local and national services and how to refer to these services appropriately. These forms of violence and abuse will also be contextualised within a wider context of Violence against Women and Girls (VAWG).

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Understand the difference between forced marriages (FM) and arranged marriages
- Be able to explain the different types of actions that constitute 'honour' based violence (HBV)
- Examine the perceived cultural aspects behind forced marriages and the key motives for perpetration of FM and HBV
- Know about the law surrounding FM, specifically the Forced Marriage (Civil Protection) Act 2007 and the new criminal offence
- Be able to recognise indicators and effects of FM and HBV on victims

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Please note: Attendees should have completed the Level 1 course 'Introduction to Harmful Practices' or an equivalent.

Please note: Some professionals may be subject to a fee if booking onto this course.

Duration: 1 day

Frequency: Three per year

Introduction to Human Trafficking and Modern Slavery

Level: 2 **Trainer:** BHCC Community Safety Manager – Refugees and Migrants with BHCC Training & Awareness Officer
Provider: BHCC Partnership Community Safety Team

Overview

This workshop has been designed to give an overview of human trafficking and modern slavery, exploring the context in which it takes place on a local level. Participants will build a knowledge base to understand the practice implications of the human trafficking and modern slavery and apply it in their work. Attendees will also build a greater understanding of services and support available both locally and nationally.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Understand how trafficking and modern slavery is defined and what it involves
- Learn about its prevalence in the UK
- Explore indicators that someone has been trafficked or is at risk of being trafficked
- Know how to respond if they encounter someone who has been trafficked or is at risk of being trafficked
- Understand the National Referral Mechanism and the role of First Responders

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosures sensitive, but who are also likely to ask about human trafficking and modern slavery, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Duration: Half day

Frequency: Bi-annually

Stalking Awareness

Level: 1 **Trainer:** BHCC Training & Awareness Officer with Veritas Justice
Provider: BHCC Partnership Community Safety Team

Overview

This workshop will explore how to identify stalking behaviours, the impact of stalking and harassment on victims, and best practice around recording and reporting instances of stalking. The session will also explore the legal protection available for victims of stalking.

Benefits and learning outcomes to you and the organisation

At the end of the workshop, participants will:

- Define what stalking is, and describe typical stalking behaviours;
- Be able to describe at least 3 ways to report and record stalking;
- Understand police powers and legislation when it comes to stalking;
- Better equip frontline services to supporting victims of stalking.

Who should attend?

This course will be of particular relevance to staff who will need to respond to a disclosure sensitive, but who are also likely to ask about violence and abuse, as well as be able to assess someone's immediate safety, take action and offer referral to specialist services.

Duration: Half day

Frequency: Quarterly

Working with Adolescent to Parent Violence and Abuse

Level: 1 **Trainer:** RISE, Senior Practitioner with BHCC Training & Awareness Officer
Provider: RISE and BHCC Partnership Community Safety Team

Overview

This session has been designed to give an overview of Adolescent to Parent Violence (APV), designed to raise awareness of the topic and provide participants with an opportunity to explore the dynamics of the issue as a profile of domestic abuse. Information will be provided on definitions, background theories, prevalence, risk factors, case studies and behaviour patterns. Consideration will be given of the problems of engaging with families around this issue and an overview of current service provision (models of work) will be provided.

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Demonstrate an understanding of the dynamics and contexts of APV
- Identify patterns of abusive behaviour and family case studies
- Gain an overview of background theory, prevalence and risk factors
- Learn about the barriers and approaches to engage with young people and parents in relation to this issue
- Increase knowledge about current service provision and developing practice

Who should attend?

This course will be of particular relevance to staff who need additional knowledge about a specialist subject area, building on their existing skills to respond to a disclosures sensitive, ask about violence and abuse, asses someone's immediate safety, take action and offer referral to specialist services.

Duration: Half day

Frequency: Bi-annually

Working with people from BME communities affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices

Level: 3 **Trainer:** BHCC Training & Awareness Officer with RISE / The Portal Specialist BME Caseworker
Provider: BHCC Partnership Community Safety Team

Overview

This session has been designed to give an overview of supporting BME victims of domestic and sexual violence and abuse, sexual violence and harmful practices. The course focuses on the additional barriers faced by BME communities, including the perceived challenges to faith, culture and religion. Information will be provided on definitions, background theories, prevalence, risk factors, case studies and behaviour patterns.

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Gain a greater understanding of the additional issues face where DVA, SVA and HP is occurring in diverse communities
- Gain a greater understanding of inter-agency developments around DVA, SVA and HP within diverse communities
- Understand what can help and hinder people from BME communities in accessing help and support
- Gain skills in responding appropriately to people from BME communities specific experiences and difficulties faced by specific groups such as LGB and T people.
- Develop knowledge of specialist services, pathways and tools appropriate for diverse communities

Who should attend?

This course will be of particular relevance to staff who need additional knowledge about a specialist subject area, building on their existing skills to respond to a disclosures sensitive, ask about violence and abuse, asses someone's immediate safety, take action and offer referral to specialist services.

Please note: this workshop is designed to provide information specifically on additional risks for people from BME communities. Attendees should have completed a Level 2 course on domestic violence and abuse, sexual violence or harmful practices (or an equivalent) as the minimum standard to access this training.

Duration: Half day

Frequency: Bi-annually

Working with LGB and T* people affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices

Level: 3 **Trainer:** BHCC Training & Awareness Officer with RISE / The Portal LGBT Senior Practitioner
Provider: Partnership Community Safety Team

Overview

This course has been designed to give an overview of additional risks and barriers faced by LGB and T* communities who experience domestic and sexual violence and abuse, sexual violence and harmful practices. The session will draw on barriers LGB and T* might face when accessing services and support. The session will also explore the complexities of intersectionality and the additional barriers this may create.

Benefits and learning outcomes to you and the organisation

At the end of the briefing session, participants will:

- Understand the common risks that are posed to LGB and T* people as part of domestic and sexual abuse
- Understand the additional barriers for LGB and T* who have experienced sexual violence or abuse
- Understand the link between forced marriage and the additional risk for somebody who identifies with LGB and T*
- Understand what can help and hinder LGB and T people in accessing help and support
- Gain skills in responding appropriately to LGB and T victims specific experiences and difficulties faced by specific groups such as people from specific ethnic backgrounds.

Who should attend?

This course will be of particular relevance to staff who need additional knowledge about a specialist subject area, building on their existing skills to respond to a disclosures sensitive, ask about violence and abuse, asses someone's immediate safety, take action and offer referral to specialist services.

Please note: this workshop is designed to provide information specifically on additional risks for members of the LGB and T community. Attendees should have completed a Level 2 course on domestic violence and abuse, sexual violence or harmful practices (or an equivalent) as the minimum standard to access this training.

Duration: 1 day

Frequency: Bi-annually

Working with Men affected by Domestic Violence and Abuse, Sexual Violence and Harmful Practices

Level: 3 **Trainer:** BHCC Training & Awareness Officer with CGL / The Portal Specialist Male Caseworker
Provider: BHCC Partnership Community Safety Team

Overview

This course has been designed to give an overview of supporting male victims of domestic violence and abuse, sexual violence and harmful practices. The course focuses on the additional barriers faced by men, including the perceived challenges to masculinity. The session will also focus on men's experiences of harmful practices and the reasons this may take place in a patriarchal setting. Information will be provided on definitions, background theories, prevalence, risk factors, case studies and behaviour patterns.

Benefits and learning outcomes to you and the organisation

At the end of the course, participants will:

- Be able to describe the nature, scale and incidence of violence and abuse against men
- Recognise the experiences of male victims of violence and abuse and how these might differ from the support needs of women
- Understand the forms of support men might request that differ from women
- Understand what can help and hinder men in accessing help and support
- Gain skills in responding appropriately to male victims' specific experiences and difficulties faced by specific groups of male victims such as gay men or men from specific ethnic backgrounds.

Who should attend?

This course will be of particular relevance to staff who need additional knowledge about a specialist subject area, building on their existing skills to respond to a disclosures sensitive, ask about violence and abuse, asses someone's immediate safety, take action and offer referral to specialist services.

Please note: this work shop is designed to provide information specifically on additional risks for men. Attendees should have completed a Level 2 course on domestic violence and abuse, sexual violence or harmful practices (or an equivalent) as the minimum standard to access this training.

Duration: 1 day

Frequency: Bi-annually