



West Mercia Women's Aid
TRAINING BROCHURE

2008 – 2009

Supporting and empowering women and
children affected by domestic abuse and
other forms of violence

In Herefordshire, Worcestershire, Shropshire & Telford & Wrekin

Registered Charity No 1078496



Contents

Introduction	3
About West Mercia Women's Aid (WMWA)	3
Principles of WMWA training	4
Training Pathway	5
Quality Assurance and Evaluation process	6
Charging Policy	7
Domestic Abuse & the Effects on Women & Children (Level 1)	9
Supporting & Empowering Women in Abusive Relationships (Level 2)	9
Understanding "The Freedom Programme"© (Level 1)	9
Gender Awareness (Level 1)	9
Feminist Awareness (Level 2)	9
Domestic Abuse & Mental Health (Level 2)	10
Domestic Abuse & Young Women (Level 2)	10
Domestic Abuse & Older Women (Level 2)	10
Domestic Abuse & Substance Use (Level 2)	10
Domestic Abuse & Disability (Level 2)	10

Introduction

Welcome to West Mercia Women's Aid's training programme, which has been developed to meet the growing need for high quality training on and around the issue of domestic violence and abuse.

The programme has been developed using the knowledge and experience we have gained over 25 years of service delivery and campaigning, and is tailored to meet the training needs of agencies and professionals working with a wide of range of client groups.

We believe that single agency training can greatly enhance the services offered to women and children experiencing domestic abuse – while multi-agency training helps forge links and builds trust between agencies, which is the basis for good partnership working.

West Mercia Women's Aid delivers training programmes both independently and in conjunction with local Domestic Abuse Forums.

If you have any queries about the content of this brochure, or would like to discuss your organisation's training requirements, you are very welcome to contact us.

Katie Carver (Worcester)
01905 616411
Email: katie@westmerciawomensaid.org

Dee Mellish (Hereford)
01432 356146
Email: dee@westmerciawomensaid.org

WMWA Training Facilitators

About West Mercia Women's Aid

WMWA is a specialist service provider, managed by women, and working primarily with women and children affected by domestic violence, utilising the knowledge and experience gained from over 25 years of service delivery and campaigning.

We challenge gender bullying, the erosion of women's rights and societal tolerance of oppression of women and girls, regardless of their religion or culture.

Our services operate across Herefordshire, Worcestershire, Shropshire and Telford & Wrekin, offering 24hr helpline, refuge or other safe accommodation, outreach, floating support, and group programmes. We provide emotional and

practical support to empower women and children to take control of their lives and come to terms with their experiences, from initial assessment of need and risk, through to long-term recovery.

We support women from all backgrounds and with a variety of issues, such as mental health problems, learning difficulties, substance use, self-harm, disability and no recourse to public funds – as long as we can safely meet their needs.

In addition, we provide specialist services to women from the BMER (Black & Minority Ethnic & Refugee communities) including Asian women's service and Eastern European women's service.

West Mercia Women's Aid is committed to a co-ordinated multi-agency response to the problem of domestic and sexual violence and abuse. We seek to work with other professionals within local, regional and national partnerships to improve service provision and promote the protection of women and children.

WMWA also undertakes consultancy and research and offers comprehensive training to agencies, other professionals and volunteers.

WMWA Training Principles

Key principles that underpin our training programme and the approach we believe all agencies and organisations should take when supporting women and children experiencing domestic violence and abuse:

WMWA uses the following definitions of domestic violence and abuse:

- *Physical, sexual, psychological or financial violence that takes place within an intimate or family type relationship and that forms a pattern of coercive and controlling behaviour. This can include forced marriage and so called "honour crimes". Domestic Violence may include a range of abusive behaviours not all of which are in themselves inherently "violent"*

Women's Aid Federation England 2007

- *Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality. This includes issues of concern to black and minority ethnic (BME) communities such as so called "honour killings"*

Inter-ministerial Group on Domestic Violence 2007

The above definitions should be reflected in practice in the following ways:

- The immediate safety of a woman or child seeking assistance should be established and prioritised.
- The experiences of women and children should not be minimised or disbelieved and their own definition of abuse should be accepted without the need to provide evidence of abuse.
- Women and children should not be blamed for their experiences of abuse and, while accepting that there may be related issues (such as substance use), these do not excuse the perpetrator's violent behaviour.
- Appropriate support and assistance should be offered to every woman and child seeking assistance, regardless of their age, ethnicity, language, religion, disability or sexuality.
- Women and children should be made aware of the options and support available to them.
- Personal information about victims of domestic abuse should be safeguarded within the boundaries of individual organisational policy and information sharing agreements.
- WMWA believes that domestic abuse against women stems from the societal oppression of women and their unequal position in society. However, we acknowledge that men also experience domestic abuse, and appropriate services should be available and accessible to male victims.

Training Pathway

Level 1 – Basic Awareness

Level 1 courses are designed to meet the needs of delegates who have little or no knowledge of domestic violence and abuse or those who would like to refresh their knowledge in this area.

This course must be completed prior to the Level 2 courses unless prior learning has been undertaken. We are happy to discuss this with you.

Level 2 – Advanced

Level 2 courses are designed for those who have already completed a Level 1 training course with WMWA or who have undertaken prior learning. This is particularly relevant for staff who regularly come into contact with women and children experiencing domestic violence. Level 2 courses can be tailored to suit the requirements of an organisation, client group or delegate group.

Quality Assurance and Evaluation Process

Quality Assurance

WMWA Training team consists of experienced, qualified trainers who meet the requirements of the new training qualification – (C&G 7303 - Preparing to Teach in the Lifelong Learning Sector [PTLLS]) that came into effect in September 2007. All of our trainers have had long prior experience of working directly with women and children affected by domestic violence and abuse within our refuge or outreach teams and this experience is reflected in the quality of the training they deliver.

Pre-Training Questionnaire

Prior to your training event, we will ask you to complete a Pre-Training Questionnaire, in order to ascertain the level of knowledge and experience of the group or individual around issues of domestic abuse, any prior training undertaken and the desired outcomes of the delegates. This will help us tailor the event to your specific requirements and set clear aims and objectives.

Individual Evaluations

At the end of each training event, delegates will be required to complete an evaluation form which asks them to assess the style, content and usefulness of the training and how this will impact on their work.

Evaluation Report

The person responsible for arranging and booking the training will receive a detailed evaluation report that collates the information from the individual evaluation forms and provides an overview of the value of the training as perceived by delegates.

Charging Policy

Course Fees

Training events may be booked as a group of individuals (single or multi-agency) as long as a named person agrees to be responsible for co-ordinating this, or per half-day or full-day sessions.

Charge per Delegate

£50 per delegate (voluntary sector)
£95 per delegate (public & private sector)

These charges include:

- All administration related to venue and delegate bookings, confirmation and information, including directions to the venue
- Pre-training questionnaire
- Cost of Trainer(s)
- Delegate training packs
- Cost of venue and refreshments (*lunch is not included for full-day events but can be arranged and charged separately if required*)
- Delegate certificates
- Evaluation report

Group Charge per Half-Day or Full-Day Event

£200 per half-day event
£400 per full-day event

These charges include:

- Pre-training questionnaire
- Cost of Trainer(s)
- Delegate training packs
- Delegate certificates
- Evaluation report

Payment Method

Payment must be made in full within 14 days from date of invoice. WMWA will issue an invoice to the responsible person or organisation after the course event.

Cancellation Fee

- Failure of individuals to inform us of a cancellation **at least 14 working days prior** to the training event will result in a cancellation fee of £50 per delegate (voluntary sector) or £95 per delegate (public and private sector.)
- If half or full-day events have been booked cancellation must be made at **least 14 days prior to the training event** or the full event charge will be payable.

We will be happy to discuss your training requirements with you and help you establish the most appropriate content and length of training to meet your needs.

Other

- All delegates will receive a training pack which will include copies of presentations, handouts and other relevant information at the commencement of each course.
- Delegates who attend for the whole training event will receive a course certificate.
- Training events commence promptly, so please check directions and parking details and arrive on time.

Katie Carver (Worcester)
01905 616411
Email: katie@westmerciawomensaid.org

Dee Mellish (Hereford)
01432 356146
Email: dee@westmerciawomensaid.org

WMWA Training Facilitators

Training Courses

Our training courses can be tailored to suit your requirements and we would be happy to discuss this with you. The courses below may be used in their entirety, or alternatively, used as a platform to discuss the needs of your individual group or team.

Domestic Abuse & the Effects on Women & Children (Level 1)

A half-day basic awareness course that puts domestic abuse into national and local context, and answers the following questions:

- What is domestic violence & abuse?
- Who does it happen to?
- What are the effects on women and children?
- Why do women sometimes stay / go back / retract statements?
- How do you effectively support / signpost your client?

Supporting & Empowering Women in Abusive Relationships (Level 2)

This half-day course builds on the knowledge that candidates have gained through completion of Level 1 above, or by significant experience of working with women and children experiencing domestic abuse and focuses on case studies and discussion groups. Although this is a half-day course, it can follow on directly from the Level 1 course, to create a full-day training event.

Understanding “The Freedom Programme”© (Level 1)

West Mercia Women’s Aid delivers Pat Craven’s Freedom Programme© to women across the region, in groups or individually. We believe the Freedom Programme is an excellent tool to enable women to understand the dynamics of abusive relationships and a useful introduction to the role of women in society.

The content of the Programme lends itself to delivery by specialist and experienced staff in conjunction with a risk assessment, safety plan and support plan. This course enables practitioners from outside the DV sector to understand the content of the Freedom Programme, how and when to refer and how to effectively support their clients through the course.

Gender Awareness (Level 1)

This half-day course looks at the differences between genders and how gender stereotypes and gender bullying is rooted in society, history, the media and popular culture. This course is suitable for any worker who wishes to improve their understanding of the subject matter, or who wish to undertake the course below on Feminist Awareness.

Feminist Awareness (Level 2)

This is a half-day course that examines the perceived role of women in society and the history of the feminist movement. This course is suitable for all workers who wish to improve their knowledge of the subject matter and to understand some of the root causes of domestic abuse towards women and children. Although this is a half-day course, it can follow on directly from the Level 1 Gender Awareness course, to create a full-day training event.

Level 2 Specialist Courses

All the courses below are Level 2 courses and are designed to build on the knowledge candidates have gained through completion of the Level 1 Basic Awareness courses above, or through prior knowledge and experience. All of the below courses run for half a day, but can follow on directly from the Level 1 course to create a full-day training event.

Domestic Abuse & Mental Health (Level 2)

People with mental health problems may be more vulnerable to abuse, or mental health problems may develop as a direct result of living with domestic violence. This course focuses on case studies and discussion particularly relevant to workers from within the mental health sector and outlines the services that people with mental health problems may expect from specialist domestic abuse refuge and outreach services.

Domestic Abuse & Young Women (Level 2)

Young women are accessing Women's Aid services more frequently and may have different needs and require a different level of support and understanding. This course focuses on case studies and discussion relevant to those working with young people, particularly young women and outlines the services that young women may expect from specialist domestic abuse refuge and outreach services.

Domestic Abuse & Older Women (Level 2)

Older women may find it more difficult to access support and talk about their experiences of abuse, particularly if they rely on their abuser for basic care. They may also find it more problematic to live successfully in a refuge environment. This course focuses on case studies and discussion relevant to older women and outlines the services that such women may expect from specialist domestic abuse refuge and outreach services.

Domestic Abuse & Substance Use (Level 2)

People experiencing domestic abuse may use substances as a coping mechanism or be more vulnerable to abuse as a direct result of their substance use. This course focuses on case studies and discussion relevant to workers who regularly come into contact with substance users and outlines the services that substance users may expect from specialist domestic abuse refuge and outreach services.

Domestic Abuse & Disability (Level 2)

Coping with or fleeing domestic abuse when you have a disability or a disabled child can be very difficult. This course focuses on case studies and discussion relevant to those working within disability support services and outlines the services that disabled people may expect from specialist domestic abuse refuge and outreach services.