

Training Programme

April - September 2025



FIFE
VIOLENCE AGAINST WOMEN
Partnership

Welcome

Welcome to our Fife Violence Against Women Partnership (FVAWP) Training Programme for October 2024 – March 2025. It brings together all the training co-ordinated by FVAWP.

As part of FVAWP's Action Plan 2023-25 we recognise the importance of training and development, to ensure staff are equipped and confident in supporting women and children impacted by all forms of violence against women. Fife Violence Against Women Partnership (FVAWP) have responded to meeting the needs of staff through this training programme which brings together all the training co-ordinated or recommended by FVAWP for the next six months.

These organised learning opportunities cover a range of subjects, delivered through a variety of methods including in-person, webinars, and e-learning modules. These are offered to all partners across Fife with the aim of providing workers and volunteers with the knowledge, confidence and skills to respond appropriately when working with individuals affected by gender-based violence. Being equipped with the skills and confidence to take the right action and approach in our practice could go a long way in reducing the gender inequalities that exist and ensuring a 'no wrong door' approach within Fife.

Please check the table on each training course page for all the relevant information pertaining to that course (including booking links). Please note that some courses will have pre-requisite requirements i.e., completing another Level 1 course before proceeding to a Level 2 course.

All the training listed is free except for Safe and Together. **However, please review and adhere to our new booking guidance and cancellation policy on Page 31.**

Sessions are facilitated by FVAWP's Learning and Development Officer and/or other partners from both the voluntary and statutory sectors (both local and national). We hope that these shared connections will enable further courses and learning opportunities to develop to meet people's needs. We continue to review and develop courses to meet service, training, and developmental needs within Fife.

If you require any information about any of the courses organised by FVAWP please contact us by emailing fvawp@fife.gov.uk.

Happy learning!



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Training Calendar April – September 2025					
April	May	June	July	August	September
1 st – DSDAS 25 th – MARAC 30 th – Identifying and Working with Stalking Behaviours	15 th – How to Handle Disclosures of Sexual Violence 22 nd – Domestic Abuse and Protection of Children 28 th – CSE Overview CLiCK Bitesize	5 th – Engaging Safely with Male Perpetrators of Domestic Abuse 17 th – MARAC 20 th – DSDAS 24 th - CSE and the Law CLiCK Bitesize		20 th – CSE and Money CLiCK Bitesize 26 th - MARAC	3 rd – Under Pressure 9 th – Identifying and Working with Stalking Behaviours 11 th - Domestic Abuse and Protection of Children 23 rd – CSE and Safety CLiCK Bitesize
E-learning courses available at learners own convenience					
Safe and Together – please enquire to fvawp@fife.gov.uk					

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Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account

Feedback from participants on FVAWP courses

"This seminar was absolutely brilliant and was delivered very well. I have signed up to other FVAWP training courses as I found this one to be beneficial to my learning and development as a Social Worker"

"Helped me to understand certain behaviours in children and how best to work with children and adults impacted by domestic abuse!"

(Domestic Abuse and Protection of Children)

"I gained knowledge on the process for referring to MARAC and better understanding of the risk assessment tool used to identify high risk cases"

"I found this training to be very informative and very well presented. It encouraged reflective practice"

(MARAC)

"Meeting other professionals and sharing learning, ideas and positive approach working. The learning itself highlighted issues I had not previously considered and also to ensure the perpetrator is held accountable"

"Further understanding of the biological impact on children when subjected to domestic abuse"

(The Impact of Domestic Abuse in the Early Years)

"Really interesting training ... that I can share with my team"

"How to work with someone with stalking behaviours, motivation of stalkers, and how to work with victims more effectively"

(Identifying and Working with Stalking Behaviours)

"It's great to hear Fife workers are so forward thinking with motivational interviewing, compassion and lone worker safety. It's also great to know that women and children's safety is always put first"

"Thought provoking around issues of perpetration of violence and working with those who commit acts"

(Engaging safely with Male Perpetrators of Domestic Abuse)

"Just how CSE is hidden in plain sight in our communities."

"Confidence in dealing with survivors / women involved in CSE and knowledge of the issues affecting women involved"

(CSE in Fife Conference)

"Further knowledge on the reasons young people can fall into unhealthy and abusive relationships"

"It really helped to bring situations in to focus and challenge negatives with good discussion and some optimism"

(Under Pressure)

"I gained an insight that will inform my practice and it has given me tools to utilise"

(What is Sexual Violence?)

"Didn't realise so much was looked at for each case and the spectrum it covers"

"Understanding of how to request a disclosure and how it can be done"

(DSDAS – Disclosure Scheme for Domestic Abuse Scotland)

"Great course as always – I love the variety and calibre of courses on offer from FVAWP"

FVAWP

LEVEL 1

E-Learning



Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account



Human Trafficking (FVAWP Level 1 E-Learning)



Human trafficking is about the illegal trade of human beings for exploitation, which also encompasses the offence of slavery, servitude and forced or compulsory labour. A trafficking victim does not have to cross international boundaries. Trafficking can take place within Scotland, in our towns and cities as well as in rural locations.

Fife Council has developed an excellent e-learning awareness programme designed to provide staff from all agencies with a basic understanding of the issues relating to the human trafficking of children and adults.

The materials for this course have been adapted using the Scottish Government 'Human Trafficking: Reading the Signs' DVD along with information contained in other documents e.g. The Trafficking & Exploitation Strategy 2017.

Human Trafficking	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for " <i>Human Trafficking</i> ".	Link can be accessed HERE
Time	1 hour	
Dates	Can be accessed at any time	

Human Trafficking has become a key focus for the Scottish Government in recent years who have published the 'Trafficking & Exploitation Strategy 2017'. If you want more information about the strategy, click [HERE](#) to open the strategy document from the government website. The document will open in a new window.



Domestic Abuse Awareness Raising Tool (FVAWP Level 1 E-Learning)



Domestic Abuse Awareness Raising Tool (DAART) is available to professionals from all sectors in Fife. It is appropriate for staff induction, refresher training and will become a prerequisite for the FVAWP training programme. The DAART builds on the Domestic Abuse Matters Scotland programme developed for Police Scotland in collaboration with partners ASSIST, the Caledonian System, Sacro and Scottish Borders Safer Communities team as part of the implementation of the Domestic Abuse (Scotland) Act.

The module includes:

- The definition and prevalence of Domestic Abuse
- The Domestic Abuse (Scotland) Act 2018
- General awareness and identification of Domestic Abuse, including coercive control
- Safe responses and referral pathways

It reflects real experiences of women, children, men, LGBT people and the BME community. It includes case studies that show tactics perpetrators use to manipulate victims and responders, as well as the impact of Domestic Abuse and coercive control on the whole family.

DAART	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for "Domestic Abuse Awareness Raising Tool"	Link can be accessed HERE
Time	40 minutes	
Dates	Can be accessed at any time	
This course is a pre-requisite for the following courses:		
<ul style="list-style-type: none">- Domestic Abuse and the Protection of Children (Virtual and In-person)- MARAC- Engaging Safely with Male Perpetrators of Domestic Abuse		

The Disclosure Scheme for Domestic Abuse Scotland (DSDAS) aims to prevent domestic abuse by giving people the right to ask about the background of their partner or giving Police Scotland the power to tell individuals that they may be at risk in their current relationship.

For more info, please click [HERE](#)



Becoming Trauma Informed



(Trauma Tier 1 Training & FVAWP level 1 E-Learning)

The term trauma can refer to a wide range of traumatic, abusive, or neglectful events or series of events (including Adverse Childhood Experiences (ACEs) and trauma in adulthood) that are experienced as being emotionally or physically harmful or life threatening. Whether an event(s) is traumatic depends not only on our individual experience of the event, but also how it negatively impacts on our emotional, social, spiritual, and physical wellbeing. We are all affected by traumatic events in different ways.

In summary, psychological trauma can be understood in terms of the 3 E's:

- the **E**vent
- how it is **E**xperienced
- and its **E**ffects

Fife Council's Becoming Trauma Informed (Psychological Trauma Level 1 Training) E-Learning Module has been developed to **meet the needs of all employees** who could potentially come into contact with individuals who have been affected by trauma in their lives. **If you have a support role you should complete Trauma Tier 2 training page 8.**

Psychological Trauma Level 1 - Becoming Trauma Informed	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for "Becoming Trauma Informed (Psychological Trauma Level 1 Training)"	Can be accessed through link HERE
Time	1 hour	
Dates	Can be accessed at any time	

The Opening Doors: Trauma Informed Practice for the Workforce animation was developed by NHS Education for Scotland, in partnership with the Scottish Government. It is designed to be relevant to all workers within the Scottish workforce. It aims to support workers to know how to adapt the way they work to make a positive difference to people affected by trauma and adversity. Click [HERE](#) to access.



Introduction to Child Sexual Exploitation (FVAWP Level 1 E-Learning)



Child sexual exploitation (CSE) is a type of sexual abuse. When a child or young person is exploited, they're given things, like gifts, drugs, money, status, and affection, in exchange for performing sexual activities.

CSE is a significant issue for children and young people in the UK and is more prevalent and widespread than you may think. This is in part due to the ever-growing use of technology in our communications. It is therefore highly relevant for anyone working with children, young people and families and will provide a comprehensive introduction to this challenging subject. CSE is not just something that 'other' communities have to deal with but could well be happening to children and young people that you know.

The course is a mixed media presentation which will guide you through key messages in a clear, straightforward, and interesting way. Video and audio are used to explain and illustrate important learning points making it an effective and time saving tool to help you understand more about CSE. You can work at your own pace and revisit the module as often as you like in order to complete your learning. On completion of the module, you will be emailed a certificate, your key course documents, as well as any notes that you took during the module, for you to keep and refer to as you wish.

Child Sexual Exploitation	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Click HERE to access. Learners must make an account to register for the course. This also allows you access to other courses. The platform instructs you to add the course to your cart.	
Time	2 hours	
Dates	Can be accessed at any time	

The vision of the National Action Plan to Prevent and Tackle Child Sexual Exploitation is that Scotland will be a place where sexual exploitation of children and young people is eliminated – a Scotland where children and young people are protected from harm and where society is a hostile place for perpetrators and facilitators of child sexual exploitation. Click [HERE](#) to access

FVAWP - ESiP

Equally Safe in Practice

LEVEL 1 E-Learning

The following ESiP modules were developed by Scottish Women's Aid and piloted across seven local authority councils in Scotland, including Fife. The three e-learning modules and the competency frameworks that underpin them have been developed collaboratively by Scottish Women's Aid with local and national partners in the violence against women and girls sector. The modules form the foundations of the ESiP Framework and are Group 1 of a workforce development framework that ranges from Group 1 through to Group 6, with targeted learning for each professional level. This means these are aimed at staff across all levels, roles, and responsibilities. The modules intend to build a basic understanding of gender, gender inequality and the dynamics and impact of violence against women and girls. Learners are supported to consider what they can do within their role to respond to those affected, and how they can contribute to making their organisations and communities safer and more equal.





Equally Safe in Practice (ESiP) Together for Gender Equality (FVAWP Level 1 E-Learning)



Working towards gender equality, safety and wellbeing is everyone’s business and a national priority. No matter who you are, it is your job to make our organisation and community safer and fairer for everyone regardless of gender, sexuality, age, ethnicity, or disability. By the end of this training workers can make a difference by:

- Understanding concepts of gender; definitions and terminology
- Recognising manifestations and impacts of gender inequality
- Understanding VAWG exists on a continuum, and is both a cause and consequence of women’s inequality
- Understanding that organisational culture can be an obstacle or resource for tackling gender inequality
- Understanding how attitudes and actions can contribute to upholding or dismantling gender inequality and VAWG

ESiP – Together for Gender Equality	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – ESiP – Together for Gender Equality	Booking link can be found HERE
Time	1 hour	
Dates	Can be accessed at any time	
<p>**This course is a prerequisite for ALL other ESiP courses including Understanding Domestic Abuse and Understanding Sexual Violence **</p>		

Gender can be understood as the characteristics, roles, attributes, behaviours, values, and responsibilities of men, women, boys and girls. These are socially constructed and ideas about gender begin from birth, follow us through childhood and throughout our lives, and are reinforced in the media and advertising. To find out more about ESiP please click [HERE](#)



Equally Safe in Practice (ESiP) Understanding Domestic Abuse (FVAWP Level 1 E-Learning)



This module will support a deeper understanding of what domestic abuse is; increase confidence in identifying controlling and abusive behaviours; consider how it impacts adult and child survivors; and how you can effectively respond to survivors and signpost them to the best support. You can make a difference by:

- Demonstrating a basic understanding of the dynamics of domestic abuse as a pattern of behaviour,
- Understanding the consequences and impact on women and children
- Being aware of barriers survivors face in accessing support
- Understanding how addressing gender inequality is key to ending domestic abuse
- Applying best practice in responding to experiences of domestic abuse

ESiP – Understanding Domestic Abuse	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – ESiP– Understanding Domestic Abuse	Booking link can be found HERE
Time	1 hour	
Dates	Can be accessed at any time	
**Please complete the ESiP – Together for Gender Equality course before progressing to this one **		

Have you or someone you know been affected by domestic abuse? There are a range of specialist support agencies in Fife who may also be able to support. Please visit FVAWP’s webpages for more information. They can be accessed [HERE](#)



Equally Safe in Practice (ESiP) Understanding Sexual Violence (FVAWP Level 1 E-Learning)



This course will support and prepare anyone who may encounter a disclosure of sexual violence from a client, a colleague, or if they see or hear something that worries them. You don't need to be an expert but through this learning we hope participants will be more confident to be able to recognise sexual violence and comfortable in responding to this. By the end of the training it is hoped learners will be able to:

- Define sexual violence and recognise the prevalence of this as a form of VAWG and how this links to women's inequality
- Recognise the impact of social attitudes on how individuals, services, and society deal with sexual violence
- Understand the relationship between trauma and sexual violence
- Recognise barriers survivors face in accessing support
- Apply best practice sensitively and appropriately to experiences of sexual violence

ESiP – Understanding Sexual Violence	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – ESiP – Understanding Sexual Violence	Booking link can be found HERE
Time	1 hour	
Dates	Can be accessed at any time	
**Please complete the ESiP – Together for Gender Equality course before progressing to this one **		

Have you or someone you know been affected by rape or sexual assault? There are a range of specialist support agencies in Fife who may also be able to support. Please visit FVAWP's webpages for more information. They can be accessed [HERE](#)

FVAWP

LEVEL 2

E-Learning



Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account



Awareness of Forced Marriage (FVAWP Level 2 E-Learning)



A forced marriage is where one or both spouses do not (or, in the case of children / young people / adults at risk, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual, and emotional pressure, threatening conduct, harassment, threat of blackmail, use of deception and other means. It is also ‘force’ to knowingly take advantage of a person’s incapacity to consent to, or understand the nature of, the marriage. Duress may be from parents, other family members and the wider Community.

The Home Office offers free training on “Awareness of Forced Marriage”. The course covers what forced marriage is; who is at risk; implications; and acting upon concerns. The course is interactive throughout, and participants can select their occupation for a personalised guide on how to deal with situations in your work. Recommended for frontline workers that would like an overview of Forced Marriage. Although this relates to UK (English and Welsh specific) legislations there are links to how we would respond to this in Scotland according to Scottish specific legislation which can be accessed [HERE](#)

Forced Marriage	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Click HERE to access Learners must make an account to register for the course. Please note this also allows you access to other courses.	
Time	1.5-2 hours	
Dates	Can be accessed at any time	

Are you supporting somebody who has been or is at risk of becoming a victim of Forced Marriage?

Scotland’s Domestic Abuse and Forced Marriage helpline is available 24 hours a day, 7 days a week on 0800 0271234

The Scottish Government have developed a resource: Multi-Agency Practice Guidelines: Preventing and Responding to Forced Marriage. Click [HERE](#) to access.



Recognising and Preventing FGM (FVAWP Level 2 E-Learning)



Female Genital Mutilation (FGM) includes all procedures involving the partial or total removal of the external female genitalia or other injury to the female genital organs for non-therapeutic reasons.

It is estimated that 60,000 girls under the age of 15 are at risk of FGM in the UK and that 137,000 girls and women are living with the consequences of FGM in the UK. The number of individuals from FGM practicing communities is increasing in Scotland. Tackling FGM in Scotland.

The Home Office offers training on female genital mutilation “Recognising and Preventing FGM”. The course covers what FGM is; who is most at risk; health implications; taking action and finishes with case studies to work through. Recommended for frontline workers that would like an overview of FGM, although it is targeted at England and Wales it is still very much appropriate for Scottish Staff.

Recognising and Preventing FGM	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Click HERE to access. Learners must make an account to register for the course. Please note this also allows you access to other courses.	
Time	1.5-2 hours	
Dates:	Can be accessed at any time	

Are you supporting somebody who has been a victim of FGM?

The Scottish Government has developed a resource which may be of use.

Responding to Female Genital Mutilation: Multi-agency Guidance. Click [HERE](#) to access



Developing Your Trauma Skilled Practice

(Trauma Tier 2 Training & FVAWP Level 2 E-learning)



Being 'Trauma Informed' means being able to recognise when someone may be affected by trauma, collaboratively adjusting how we work to take this into account and responding in a way that supports recovery, does no harm, and recognises and supports people's resilience.

Being 'Trauma Informed' is underpinned by the 5 Rs:

Realising how common the experience of trauma and adversity is

Recognising the different ways that trauma can affect people

Responding by taking account of the ways that people can be affected by trauma to support recovery

Opportunities to **Resist re-traumatisation** and offer a greater sense of choice and control, empowerment, collaboration, and safety with everyone that you have contact with

Recognising the central importance of **Relationships**.

NHS Education for Scotland have a Developing Your Trauma Skilled Practice (Trauma Tier 2 Training) Module on TURAS that's a broad introduction to trauma and has lots of links to other resources. For all disciplines/staff groups (although refers to health workers at some points).

Developing Your Trauma Skilled Practice	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Click HERE to access Learners must make an account to register for the course. Please note this also allows you access to other courses.	
Time	1.5-2 hours	
Dates	Can be accessed at any time	

Sowing the Seeds animation was developed by NHS Education for Scotland, in partnership with the Scottish Government. It is designed to be relevant to all workers within the Scottish workforce who work with children and young people. It aims to support staff to understand the impact of trauma and to know how to adapt the way they work to make a positive difference to the lives of children and young people affected by trauma. Click [HERE](#) to access.

FVAWP

LEVEL 2

Virtual Workshop



Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account



Identifying and Working with Stalking Behaviours FVAWP (Level 2 Virtual Workshop)



According to the self-completion elements of the 2019-20 Scottish Crime and Justice Survey (SCJS), almost one-in eight adults (11.8%) experienced at least one type of stalking and harassment. The Office for National Statistics stated that 1 in 6 women and 1 in 12 men experienced stalking in their lifetime, however, it is thought to be grossly underestimated.

Join Social Work's Justice Services colleagues for a discussion on how to improve knowledge and practice in working with those who display stalking behaviours and their victims.

Every Stalking case is different, however, very often perpetrators use similar tactics driven by comparable motives. The seminar aims to explore tactics, techniques and motives employed by many stalking perpetrators.

This course is suitable for anyone who might provide support to a client who is experiencing Stalking.

Identifying & Working with Stalking Behaviours	Fife Council Employee	Non-Council Employees
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Identifying and Working with Stalking Behaviours	Booking link can be found HERE
Time	1.5 hours	
Seminars planned	Wednesday 30 th April 2025 (10:00-11:30) Limited Spaces Tuesday 9 th September 2025 (10:00-11:30) Limited Spaces	

Operated by the Suzy Lamplugh Trust, the National Stalking Helpline gives practical information, support, and advice on risk, safety planning and legislation to victims of stalking, their friends, family, and professionals working with victims.

For more information click [HERE](#)

Action Against Stalking is a Scottish registered charity who provide a unique throughcare support service for victims of stalking.



MARAC

(Multi-Agency Risk Assessment Conference) FVAWP (Level 2 Virtual Workshop)



A Multi Agency Risk Assessment Conference (or MARAC) is a meeting that is held to discuss the most high-risk cases of domestic abuse and sexual violence, to share information and to safety plan to safeguard a victim. The MARAC will specifically address the safeguarding needs of the adult victim but will also take into consideration any children or unborn babies. It brings together agencies who may be working with an individual but by sharing information between them, a much more informed risk assessment and safeguarding action plan can be put in place (a Risk Management Plan or RMP)

Professionals who attend may include those from police, social work, health, housing, and Women’s Aid. Other organisations may also be invited to attend where relevant.

Whatever service/ organisation you work in, you will be in contact with victims of domestic abuse. This webinar will provide key information about the MARAC process and received excellent feedback when it began in 2021.

MARAC	Fife Council Employee	Non-Council Employees
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – MARAC	Booking link can be found HERE
Time	2 hours	
Seminars planned	Friday 25 th April 2025 (10:00-12:00) Limited Spaces Tuesday 17 th June 2025 (10:00-12:00) Limited Spaces Tuesday 26 th August 2025 (10:00-12:00) Limited Spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 8) – Domestic Abuse Awareness Raising Tool***	

To refer an individual into MARAC a DASH Risk Checklist should be completed. If an individual scores 14 or above, they should automatically be referred into MARAC. An individual scoring less than 14 may also be referred if, in the professional’s judgement, there are serious concerns that should be considered. Consent does not necessarily need to be obtained for a referral to be made.

More information on MARAC can be found [HERE](#)



Engaging Safely with Male Perpetrators of Domestic Abuse

FVAWP (Level 2 Virtual Workshop)



****This course is the first of its kind in Scotland****

The aim is to *“Ensure that safety of women and children is the primary goal of all work with male perpetrators”* – ‘Respect’ Statement of Principles and Minimum Standards of Practice (2004)

Often, practitioners support families where Domestic Abuse is a central dynamic in the family home. While many receive comprehensive training on how to support survivors and their children impacted by Domestic Abuse, they are limited learning opportunities in working directly with the perpetrators. Understandably practitioners worry about increasing risk to women and children.

This training provides participants with an introduction and overview to engaging safely with male perpetrators of Domestic Abuse.

It also looks at tactics commonly used by perpetrators of domestic abuse and effective communication methods that could be used to engage with them.

It provides a safe space for practitioners to consider and discuss concerns, challenges, and solution for working with families experiencing domestic abuse.

Engaging Safely with Male Perpetrators of DA	Fife Council Employee	Non-Council Employees
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Engaging Safely with Male Perpetrators of Domestic Abuse	Booking link can be found HERE
Time	2.5 hours	
Seminars planned	Thursday 5 th June 2025 (10:00-12:30) Limited Spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 8) - Domestic Abuse Awareness Raising Tool***	

In this podcast episode David & Ruth Mandel discuss how domestic abuse perpetrators target practitioners in different systems, and why those systems are so vulnerable to these tactics. They highlight the vulnerabilities of family court, criminal justice, and child welfare. They discuss how to recognise when a perpetrator is manipulating your system to harm a victim, and how to resist. Click [HERE](#) to access



Under Pressure (Zero Tolerance)

FVAWP (Level 2 Virtual Workshop)



Young People are under more pressure than ever before. Contributing factors such as social media, porn, sex, relationship, and gender roles put a worrying amount of weight on adolescents. Did you know?

- That teenagers are the most likely group to suffer from domestic abuse. The NSPCC found that a staggering 25% of girls and 18% of boys reported some form of physical partner abuse ([Source](#)).
- More people own a smartphone than a toothbrush. The youth market is the most saturated when it comes to smartphones: 85% of 18-24-year-olds have one making social media more accessible than ever before.
- 90% of 8-16 years have seen online pornography
- 15-year-olds in the UK were among the saddest and least satisfied with their lives in Europe ([Source](#)).

Under Pressure is a national training programme developed by Zero Tolerance with support from partners in YouthLink Scotland and Celcis.

The programme aims to support professionals working with young people to open discussions with them about some of the challenges and pressures they may be facing including: potential risks of grooming and sexual exploitation, negotiating online safety, engaging in healthy consent-based relationships, and dealing with the pressures to conform to idealised models of 'how to be' men and women. It also takes participants through an introduction to gender and gender-based abuse.

Trainees will receive access to Under Pressure training resources for use with young people.

Under Pressure	Fife Council Employee	Non-Council Employees
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Under Pressure	Booking link can be found HERE
Time	3 hours	
Seminars planned	Wednesday 3 rd September 2025 (09:30-12:30) Limited spaces	

The Good Childhood Report 2024 is the thirteenth annual report on the well-being of children in the UK. The report looks at the latest trends affecting children and young people's wellbeing and seeks to understand how young people feel about different aspects of their lives. The report further explores children's feelings about the future and their sense of safety. Click [HERE](#) to access



Disclosure Scheme for Domestic Abuse Scotland (DSDAS)

FVAWP – Virtual Workshop (Level 2)



The Fife Violence Against Women Partnership are holding an information/training session about the Disclosure Scheme for Domestic Abuse Scotland (DSDAS) which Police Scotland introduced in October 2015.

The Disclosure Scheme for Domestic Abuse Scotland (DSDAS) gives people the right to ask about the background of their partner. It also allows concerned relatives, friends, and practitioners the right to ask about someone’s partner. They can ask if the partner has been abusive in the past.

DSDAS also gives Police Scotland the power to tell people that they may be at risk of domestic abuse. This information can be given even if it is not asked for, therefore enabling the person potentially at risk to make informed choices about whether they remain in their current/new relationship or not.

It is never disclosed to the potential victim about who made the application for disclosure so there is no repercussions to your relationship with that person.

Please join us at one of our short sessions to find out more about the scheme including the process of making an application, and the steps that Police Scotland take in partnership with others. **This is a preventative and protective measure that could help save lives.**

DSDAS – Disclosure Scheme for Domestic Abuse Scotland	Fife Council Employee	Non-Council Employees
Platform	Microsoft Teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – DSDAS	Booking link can be found HERE
Time	1 hour	
Seminars planned	Friday 20 th June 2025 (10:00-11:00) Limited spaces	

In Fife in 2023/24 Police Scotland (Fife division) recorded 4543 incidents of domestic abuse. However, we know that this is a massively under-reported issue and that on average a woman will be assaulted approx. 35 times before reporting it to the police.

More information about DSDAS can be found [HERE](#)

COMMERCIAL SEXUAL EXPLOITATION

The Fife Violence Against Women Partnership have teamed up with the Women's Support Project as part of a pilot programme to deliver training around Commercial Sexual Exploitation (CSE) in Fife.

The Women's Support Project is part of the Encompass Network, which is a Scottish network of specialist agencies working with people at risk of becoming involved in, who are currently involved in, or who have exited selling or exchanging sexual activity/commercial sexual exploitation (CSE). Their mission is to share and develop good practice in preventing commercial sexual exploitation, in supporting those involved in selling or exchanging sexual activity and in supporting those planning to exit/exiting. All organisations who are part of Encompass work within the Scottish Government's definition of commercial sexual exploitation as a form of violence against women and see this as a cause and consequence of gender inequality.

CLiCK Bitesize Webinars

To support understanding and practice within non-specialist services, both statutory and non-statutory, Encompass and CSE Aware have developed 8 short introductory level sessions (the first four will be included in this 6-month training programme and the remaining four will be included in the Oct 25- March 26 training programme).

These sessions cover the following themes:

Commercial Sexual Exploitation –

- Overview
- The Law
- Money
- Safety
- Housing
- Mental Health
- Sexual Health
- Exiting



Participants can choose to access as many sessions as they wish or just attend one or two that they feel are relevant to them. These are not consecutive courses and can be accessed individually.



Commercial Sexual Exploitation - Overview (CLiCK Bitesize Webinar)



During this overview session we will:

- Look at what Commercial Sexual Exploitation is
- Ask you to think about how you may come into contact with women who are involved in Commercial Sexual Exploitation
- Reflect on your practice
- Address some of the myths around this issue

CSE Aware - Overview (CLiCK Bitesize)	Fife Council Employee	Non-Council Employees
Platform	Microsoft Teams	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for “Commercial Sexual Exploitation Overview – CLiCK Bitesize”.	Link can be accessed HERE
Time	1.5 hours	
Dates	Wednesday 28 th May 2025 10:00-11:30	



Commercial Sexual Exploitation – The Law (CLiCK Bitesize Webinar)



This session helps us to understand the realities and the consequences for those involved in CSE, so that we are not colluding and exacerbating the harm done through our responses.

By the end of this session, you will have an understanding about the laws around selling and exchanging sex in Scotland and how these are implemented.

CSE Aware – The Law (CLiCK Bitesize)	Fife Council Employee	Non-Council Employees
Platform	Microsoft Teams	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for “Commercial Sexual Exploitation – The Law CLiCK Bitesize”.	Link can be accessed HERE
Time	1.5 hours	
Dates	Tuesday 24 th June 2025 10:00-11:30	



Commercial Sexual Exploitation - Money (CLiCK Bitesize Webinar)



By the end of this session, you will:

- Have developed an understanding of money and poverty as a driver into CSE
- Have an awareness of the economic realities for women involved in selling or exchanging sex or images
- Be aware of the impact CSE has on women's relationship with money
- Be aware how money and lack of alternatives can act as a barrier to exiting

CSE Aware – Money (CLiCK Bitesize)	Fife Council Employee	Non-Council Employees
Platform	Microsoft Teams	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for “Commercial Sexual Exploitation – Money CLiCK Bitesize”.	Link can be accessed HERE
Time	1.5 hours	
Dates	Wednesday 20 th June 2025 10:00-11:30	



Commercial Sexual Exploitation – Safety (CLiCK Bitesize Webinar)



In this session we will:

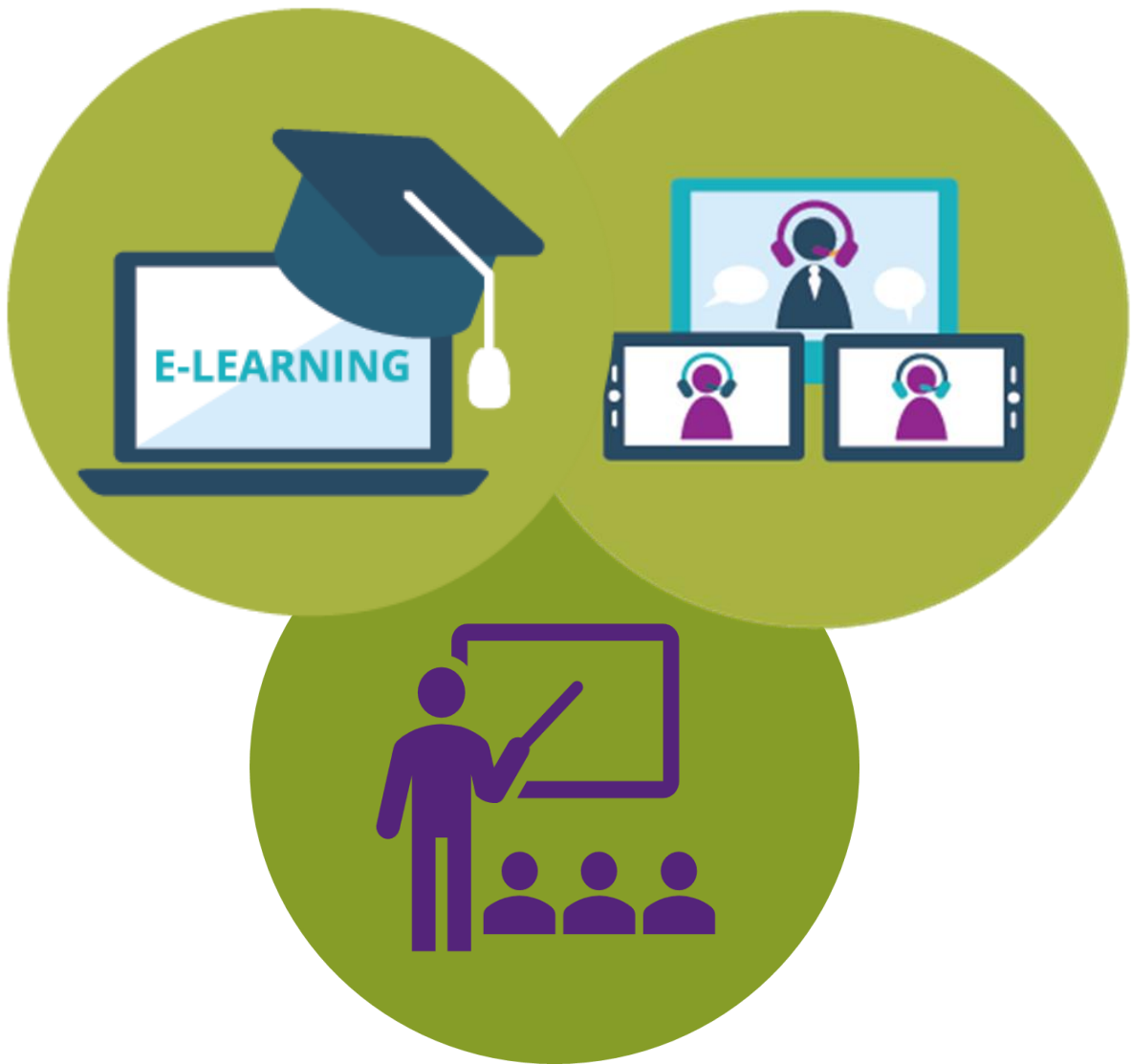
- Develop an understanding about the risk of harm women involved in selling or exchanging sex and images face
- Develop confidence in how to help reduce the harm women may experience

CSE Aware – Safety (CLiCK Bitesize)	Fife Council Employee	Non-Council Employees
Platform	Microsoft Teams	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for “Commercial Sexual Exploitation – Safety CLiCK Bitesize”.	Link can be accessed HERE
Time	1.5 hours	
Dates	Tuesday 23 rd September 2025 10:00-11:30	

FVAWP

LEVEL 2

Blended Learning





Safe and Together Core Training

Safe and Together CORE Training In-Person or Blended Learning Versions



SAFE & TOGETHER INSTITUTE
Concrete strategies.
Meaningful tools.
Real change.

Safe and Together is an evidence-based model which focuses on harm to children and supports the non-abusing parent in cases of domestic abuse. This child centred model identifies harm to children, as well as protective and resilience factors. It looks at the facts of the case including behavioural patterns of the perpetrator, protective efforts of the non-abusing parent and how these interrelate and looks specifically at the adverse impact on the children. It is designed to support and enhance practice and will be used alongside existing child protection guidelines and GIRFEC obligations. The aim of this course is for participants to develop a greater awareness and understanding of the nature and scope of domestic abuse, its impact and consequences and its intersections with child safety, wellbeing, and protection through the Safe and Together approach.

Domestic Abuse informed practice requires competencies in assessment, interviewing, documentation, and case planning. Safe and Together Institute’s CORE Training offers 4 modules of training covering each of these foundational skills.

The training will be delivered either using a blended approach of webinars and e-learning content, or as a 4-day in person course. Please note the certification of completion will be given after participants pass the online assessment.

The course is suitable for professionals working directly with families affected by Domestic abuse including practitioners from Health, Education, Social Work and Third Sector Organisations.

Safe & Together CORE	Fife Council Employee	Non-Council Employees
Platform	In-person – Dates and times to be confirmed Blended learning - Microsoft Teams and e-learning modules	
Cost	£132 per applicant	
Access	To register your interest please contact fvawp@fife.gov.uk Your name will be added to the waiting list, and you will then be notified of the next intake.	
Time	Either; 4-day in-person training course (dates to be confirmed) 4 online sessions and 4 self-paced modules, including an assessment	
Dates	TBC	

The Safe and Together Institute have released podcasts. These are reflection of Ruth & David’s on-going conversations which are both intimate and professional and touch on complex topics like how systems fail victims and children, how victims experience those systems, and how children are impacted by those failures. To listen Click [HERE](#) .

FVAWP LEVEL 2 – In-person Training



Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account



Impact of Domestic Abuse in the Early Years

FVAWP – In-person training (Level 2)



Children’s experience of domestic abuse can cause both short and long term cognitive, behavioural, and emotional effects, and impact on attachment. Each child will respond differently to the trauma of witnessing domestic abuse depending on a range of factors including, but not limited to, sex, race, culture, age, and stage of development.

Domestic abuse is also often seen as an attack on the mother-child relationship, and therefore affects attachment and impacts on positive parenting strategies.

Join the FVAWP and CEDAR (Family Support Service) to explore the impact that domestic abuse can have in the early years.

This training aims to provide participants with:

- an understanding of the dynamics and impact of domestic abuse on mothers, babies and toddlers
- the ability to identify indicators of domestic abuse
- an understanding of the links between domestic abuse and attachment
- the knowledge to make explicit links between domestic abuse and the GIRFEC Framework

Impact of Domestic Abuse in the Early Years	Fife Council Employee	Non-Council Employees
Platform	In-person	
Venue	Cupar County Buildings (Fife Council) Room CCB01.003	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Impact of Domestic Abuse in the Early Years	Booking link can be found by clicking HERE
Time	6 hours	
Seminars planned	Wednesday 24 th September 2025 (10:00 – 16:00) Limited Spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 8) – Domestic Abuse Awareness Raising Tool***	

1 in 7 children will have lived with domestic abuse at some point in their childhood. Fife CEDAR Plus have developed a ‘Parenting through Domestic Abuse’ leaflet which can be accessed [HERE](#)

FVAWP’S Good Practice Guide was developed to support and develop practitioners understanding of the impact of domestic abuse on children and non-abusing parents/ carers. Click [HERE](#) to access



Domestic Abuse and the Protection of Children FVAWP – In-person training (Level 2)



In the 2023-24 time period 16.5% of children referred to Children’s Reporter in Scotland had domestic abuse as the primary concern. In Fife this was 7% Just as every child’s experience of domestic abuse is different, every child will be affected differently. Factors like age, stage, personality, and how they’re seen by the abusing and non-abusing parent will all impact on this. The impact of domestic abuse on a child should be understood as a consequence of the perpetrator choosing to abuse rather than the non-abusing parent’s/carer’s failure to protect.

Participants explore the complexities of domestic abuse and steps involved in keeping children and young people safe from harm and recognising the impact of perpetrators coercive behaviour on adult and child victims. Participants are briefly introduced to the Safe & Together approach, which focuses on harm to children, supporting the non-abusing parent and holding the perpetrator to account. It is designed to support and enhance practice alongside existing child protection guidelines and GIRFEC (getting it right for every child) obligations.

Domestic Abuse & the Protection of Children	Fife Council Employee	Non-Council Employees
Platform	In-person	
Venue	22/05/25: Cupar County Buildings – Room CCB01.003 11/09/25: Kirkcaldy Town House - Room KTH01.004	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Domestic Abuse and the Protection of Children	Booking link can be found HERE
Time	6 hours	
Seminars planned	Thursday 22 nd May 2025 (10:00-16:30) - Cupar Thursday 11 th September 2025 (10:00-16:30) - Kirkcaldy	
Pre-requisites	***Complete FVAWP E-learning (on Page 8) – Domestic Abuse Awareness Raising Tool***	

FVAWP’S Good Practice Guide was developed to support and develop practitioners understanding of the impact of domestic abuse on children and non-abusing parents/ carers when carrying out an assessment to determine risk. Illustrating how risk should be managed to keep the child and the non-abusing parent/carer safe. Click [HERE](#) to access



How to Handle Disclosures of Sexual Violence



FVAWP – In-person training (Level 2)

Join our colleagues at FRASAC for this redesigned workshop which aims to increase participant's knowledge and understanding of what sexual violence, the impact of this on victims, and how to respond to disclosures in a trauma-informed way. During the session you will also gain an insight into the Rape Crisis Advocacy Project and how this is delivered within FRASAC, as well as a full overview of the services offered by FRASAC (Fife Rape and Sexual Assault Centre).

By the end of this course, participants will have:

- Explored what sexual violence is and how it affects survivors including the challenges faced by survivors
- Explored their own values and attitudes towards common myths held within society in relation to sexual violence
- An increased knowledge of consent
- Considered how they would respond to disclosure and having a trauma-informed focus when supporting survivors
- Knowledge of local services relevant to clients with a focus on FRASAC

How to Handle Disclosures of Sexual Violence	Fife Council Employee	Non-Council Employees
Platform	In-person	
Venue	Room KTH01.004, Kirkcaldy Town House (Fife Council)	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – How to Handle Disclosures of Sexual Violence	Booking link can be found HERE
Time	4.5 hours	
Seminars planned	Thursday 15 th May 2025 (10:00 – 14:30) Limited spaces	

SARCS (Sexual Assault Referral Coordination Service) is a dedicated NHS service which can offer healthcare and support in the days after an assault if a victim is not ready or unsure whether to go to the police. SARCS will confidentially gather and store evidence for up to 26 months allowing victims the space to consider their options. Referrals for ongoing support can be considered for NHS Fife Gender Based Violence Nursing Team or FRASAC. More information regarding SARCS can be found [HERE](#)



Booking guidance:

- All employees and partners applying to attend a course must agree protected time off from the workplace for the whole duration of the session with their manager prior to booking.
- Once you have submitted your application, please manually add this training session to your working calendar (Fife Council employees please note, that there is a function on Oracle to add to your calendar, but this may not automatically add to the outlook version of the calendar you are currently using – please check this and add yourself if need be). Learners are responsible for managing this.
- Learners should be able to commit to completing any pre-requisite learning listed in the course details prior to attending the training session.
- Learners should be able to commit to attending the course they have booked on and it is their responsibility to advise of any cancellations within the timescales advised below.
- Managers will be notified of any non-attenders for any of the courses booked on.

Cancellation policy

We aim to reduce non-attendance through the above measures and will continue to monitor this going forward. Training partners donate their time and expertise to supporting the delivery of this programme and we are mindful and appreciative of this. We also want to respect the time and commitment of other learners and do not want to disappoint them by taking the decision to cancel courses on the day of training due to low numbers.

Please advise us if you are unable to attend the course at least 5 working days prior to the date of training by notifying learningadminbusinesssupport@fife.gov.uk or keri.duffy@fife.gov.uk

In return we will monitor all course bookings. If the number of delegates on a course is low we will:

- make a decision at least 3 days before the start of the course if it is necessary to cancel due to low numbers,
- contact all participants who have booked on the course to give them as much notice as possible,
- suggest an alternative course or date that they can attend.



Virtual Workshop Participant Guidance

(For Webinar courses only)

What to expect when accessing your chosen Virtual Workshop/Webinar.

Joining the Webinar:

You will receive a link within 48 hours of acceptance onto the course. This link will give you access to the session. ****PLEASE SAVE THIS EMAIL ****

On the training day and time just click on the link and follow the joining instructions. If you do not already have Microsoft Teams, you can access through your browser.

If you do not receive a link in the time stated – please notify

learningadminbusinesssupport@fife.gov.uk as soon as possible.

Start time:

The Workshop will start at the time stated i.e., if it is scheduled for 2pm then it will start on or as close to this time as possible. Participants joining after the start time may not be able to join the Workshop; this will be at the discretion of the trainer(s).

Trainers will open the Workshop at 5 minutes prior to the start of the session to give participants plenty of time to join and sort out any access issues they may encounter.

During the Workshop:

The trainer(s) will begin the Workshop by guiding you through some 'Virtual Housekeeping' rules such as how and when to use the buttons on the control panel. Each Workshop requires participants to use different functions. The trainer(s) will guide you through what is required.

Please do not use offensive language
Mute your microphone unless speaking
Please follow the guidance of the trainer(s)
Please raise your hand if you wish to speak
Keep any discussions of casework anonymous

Menti.com:

We will use mentimeter activities for active participation on some of our webinar courses. A code to access the relevant section will be provided during the training. You can log on to menti.com in another browser screen prior to the training so you are prepared for the session should you wish.

Case Studies:

In some instances, case studies (or other resources) may be emailed to you prior to the seminar. Please take some time to read through these materials to familiarise yourself with them prior to the workshop.

After the Workshop:

Participants will have been emailed the link to the MS Forms evaluation (FC employees must access this on Oracle to complete their learning accreditation).

You will be asked to complete this asap after the Workshop is complete.

Feedback is important to us to ensure we are meeting learning needs and expectations of learners, and to help inform future courses. Please take the time to complete the evaluations – all feedback will be greatly appreciated.



In-Person Training Participant Guidance:

What to expect when attending live 'in-person' training events.

- A confirmation email will be sent to you prior to the course/workshop taking place to confirm your place. If you are unable to attend for any reason, can you please notify learningadminbusinesssupport@fife.gov.uk as soon as possible.
- All information, including venue and times, and pre-course reading will also be sent via email prior to the event
- Not all training venues have a café or tea/coffee making facilities so please come prepared
- You will not be asked to complete a written evaluation during the event but feedback is important to us so participants will be emailed the link to the MS Forms evaluation (FC employees must access this on Oracle to complete their learning accreditation). You will be asked to complete this a.s.a.p. after the Workshop is complete.

Useful Links and Publications

FVAWP has a **designated page within Fife Council website** this includes a list of key resources, publications, campaign materials and relevant links. All of which, can be accessed [HERE](#).

The Fife Violence Against Women Partnership co-ordinates **public awareness campaigns** with partners. Graphics for a select few can be accessed [HERE](#)

Please see information boxes on each training course page for further links to useful resources and publications.

National Training Available

Fife Child Protection Committee offers a range of training courses which can be accessed [HERE](#)

Fife Adult Support and Protection Committee offer a range of virtual training courses which can be accessed [HERE](#)

Scottish Women's Aid offer a wide range of training opportunities, drawing nearly 40 years' experience of working with women, children and young people affected by domestic abuse. Click [HERE](#) to access programme.

Shakti Women's Aid offer practice-based training on issues affecting BME women experiencing domestic abuse. Click [HERE](#) to access programme.

The Health Promotion Team (Fife Health and Social Care Partnership) offer training courses across a variety of health and wellbeing topic areas. For more information click [HERE](#)

The Scottish Child Law Centre offers training from experienced solicitors on a range of topics relating to children and young people and the law. Click [HERE](#) to access programme.

TURAS Training - Please click [HERE](#) to create an account and access other TURAS NHS Education for Scotland courses

