

FVAWP Training Framework



Introduction

Covid-19 impacted on all our lives, none more so than women and children living with domestic abuse, other forms of violence against women and those recovering from trauma. Training has never been more important to ensure staff are equipped to support women and children impacted by forms of violence against women. Fife Violence Against Women Partnership (FVAWP) has developed this framework to address this. It brings together all the current training co-ordinated or recommended by FVAWP and some areas of work that FVAWP hopes to develop in the future.

There are a range of learning opportunities, delivered through a combination of reading materials, e-learning and webinars. The courses are relevant for a range of staff across statutory and third sectors, building knowledge, confidence and skills to respond appropriately to individuals affected by gender-based violence.

The framework will be adapted to meet service needs and as training courses are developed. FVAWP Training Framework is based on Welsh model¹.

Most of the training is free, some are run by FVAWP staff and others by partners from both voluntary and statutory sectors.

Training Levels

There are 4 levels identified. Some training has prerequisite conditions and seminars will assume this knowledge. For example, to participate in Domestic Abuse and the Protection of Children you MUST have previously completed Domestic Abuse Awareness Raising Tool (DAART).

¹ [The National Training Framework on violence against women, domestic abuse and sexual violence: Statutory guidance under section 15 of the Violence against Women, Domestic Abuse and Sexual Violence \(Wales\) Act 2015 and section 60 of the Government of Wales Act 2006](https://gov.wales/sites/default/files/publications/2019-08/national-training-framework-on-violence-against-women-domestic-abuse-and-sexual-violence-statutory-guidance.pdf) Welsh Government(2019)

Context

Violence against women and girls, in any form, has no place in our vision for a safe, strong, successful Scotland. It damages health and wellbeing, limits freedom and potential, and is a violation of the most fundamental human rights.

Equally Safe

Violence against women continues to cause harm and indignity to significant numbers of women and children living in Fife including emotional, psychological, sexual & physical abuse, coercion and constraint. Fife Violence Against Women Partnership is the local mechanism to co-ordinate activity to contribute to ending violence against women and its detrimental impact.

Violence Against Women Definition

Fife adopts the definition used in *Equally Safe - Scotland's strategy for preventing and eradicating violence against women and girls* as encompassing (but not limited to):²

- physical, sexual and psychological violence occurring in the family (including children and young people), within the general community or in institutions, including domestic abuse, rape, and incest;
- sexual harassment, bullying and intimidation in any public or private space, including work;
- commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography and trafficking;
- child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse;
- so called 'honour based' violence, including dowry related violence, female genital mutilation, forced and child marriages, and 'honour' crimes.

Women and girls are at increased risk of violence and abuse because they are female. Our shared understanding recognises that violence against women has a significant impact on children and young people's lives. This includes children and young people

² *Equally Safe - Scotland's strategy for preventing and eradicating violence against women and girls (2018)* <https://www.gov.scot/policies/violence-against-women-and-girls/equally-safe-strategy>

who are directly or indirectly harmed through domestic abuse of their mother, and there is evidence of links between domestic abuse and emotional, physical and sexual abuse of children. The safety of children is closely linked to the safety of the adult victim.

Level	Audience	Purpose	Outcome
Level 1	All public service professionals	To have a basic understanding and awareness of what VAWG is, how to recognise it and what help is available.	A workforce alert and aware to VAWG
Level 2	Professionals who are likely to be in jobs where VAWG is an issue for their client group. This would include people treating or working with someone as a result of violence and abuse	Professionals who are likely to be in jobs where VAWG is an issue for their client group. This would include people treating or working with someone as a result of violence and abuse	Skilled practitioners, in the right place, proactively identifying and offering support to victims of VAWG
Level 3	Those in management roles who staff belong to Level 1-2.	To enhance professional standards and support the delivery and leadership of services which are the highest quality	Capable, specialist managers, running strong services and managing effective practitioners.
Level 4	Strategic Leaders who have a responsibility to foster a culture and infrastructure in which VAWG are acknowledged as issues which may affect the workforce, client group and friends and family.	Information which can be used to shape strategic direction, share within teams and improve knowledge	Strong leaders creating a culture which acknowledges VAWG as public service issue, requiring a quality response

To participate the Domestic Abuse focussed Level 2 training courses candidates must have completed basic Domestic Abuse Awareness Raising Tool training within the last 18-24 months.

If you belong to a higher level than the course audience, you can attend any courses at a lower level if you wish.

If you're unsure which trauma training would suit your needs Fife Council have detailed a short explanation. Click [here](#) to access.

Level 1 Training					
Training	Format	Outcomes	Training Body	Time	Link
Domestic Abuse Awareness Raising Tool (DAART)	E-learning	<ul style="list-style-type: none"> • General awareness and identification of domestic abuse and understanding of The Domestic Abuse Scotland Act (2018) • Comprehend the definition and prevalence of domestic abuse • Knowledge of safe responses and referral pathways 	Safe Lives	45-60 mins	<p>Fife Council employees' access through Oracle Cloud –Search “Domestic Abuse Awareness Raising Tool (DAART)”.</p> <p>Non-Fife Council Employee link here</p>
Child Sexual Exploitation	E-learning	<ul style="list-style-type: none"> • Identify and describe the key vulnerability factors, risk indicators and spectrum of experiences of children and young people in relation to CSE • Recognise the importance of information sharing and multi-agency partnership in responding to children and young people • Develop strategies to increase confidence in direct work with children and young people regarding CSE • Explain the key terminology and definitions in relation to CSE 	Fife Council	1.5 hours	<p>Fife Council employees' access through Oracle Cloud –Search “Child Sexual Exploitation”</p> <p>Non-Fife Council Employee link here</p>
Becoming Trauma Informed (Tier 1)	E-learning	<ul style="list-style-type: none"> • Know what trauma is and how to identify different types of trauma • Appreciate how common trauma and adversity is • Gain a basic understanding of ACES and the potential impact on these on individuals' lives 	Fife Council	40-60 mins	<p>Fife Council employees' access through Oracle Cloud –Search “Becoming Trauma Informed (Tier 1)”.</p> <p>Non-Fife Council Employee link here</p>

Level 1 Training					
Training	Format	Outcomes	Training Body	Time	Link
Sexual Violence Basic Awareness Training	E-learning	<ul style="list-style-type: none"> • Knowledge of facts and figures • Comprehend different feelings and attitudes towards rape • Know the effects and reactions of rape • Feel confident in supporting, best practice and recovery 	Independent Domestic Abuse Service	60mins	Access using this link here
Human Trafficking	E-learning	<ul style="list-style-type: none"> • General awareness and identification of human trafficking • Understand the definition and prevalence of human trafficking • Knowledge of safe responses and referral pathways 	Fife Council	45-60mins	<p>Fife Council employees access through Oracle Cloud –Search “Human Trafficking”.</p> <p>Non-Fife Council Employee link here</p>

Level 2 Training

Training	Format	Outcomes	Body	Time	Prerequisite
Domestic Abuse and the Protection of Children	Webinar and self-guided online content	<ul style="list-style-type: none"> Understand the dynamics and impact of domestic abuse on mothers and children. Demonstrate an awareness of the links between domestic abuse, child welfare and protection Have a basic understanding of the safe & together approach to domestic abuse 	FVAWP	6 hours (over 2 days)	Level 1: Domestic Abuse Awareness Raising Tool (DAART Training)
Domestic Abuse Housing Refresher Course	Webinar and self-guided content	<ul style="list-style-type: none"> Understand domestic abuse as a complex pattern of abusive behaviours Understand the difficulties faced by victims leaving an abusive relationship Know how to give appropriate and effective support 	FVAWP	3 hours	Introduction to Domestic Abuse seminar (delivered to all housing staff in 2018) or Level 1: Domestic Abuse Awareness Raising Tool (DAART Training)
Engaging Safely with Male Perpetrators of Domestic Abuse	Webinar and self-guided content	<ul style="list-style-type: none"> Improved confidence in engaging with perpetrators of domestic abuse Be able identify the range of tactics used by perpetrators and avoid service generated risks Use effective methods of communication in order to hold perpetrators to account and assist them to change 	FVAWP	3 hours	Level 1: Domestic Abuse Awareness Raising Tool (DAART Training)
Multi- Agency Risk Assessment (MARAC)	Webinar and self-guided content	<ul style="list-style-type: none"> Comprehend the MARAC process in Fife Increased awareness of risks associated with very high-risk cases of domestic abuse and the value of a robust risk assessment tool Understand how the MARAC process can enhance the protection of victims including children living with domestic abuse 	FVAWP	1.5 hours	Level 1: Domestic Abuse Awareness Raising Tool (DAART Training)

Level 2 Training

Training	Format	Outcomes	Body	Time	Prerequisite
Safe and Together Core Training	Webinar and self-guided online content	<ul style="list-style-type: none"> • Confident in using practice tools, such as Mapping Perpetrators' Patterns, Multiple Pathways to Harm and Pivoting that can be implemented right away to improve assessment of risk, impact on children, survivor protective efforts and essential case decisions. • Improved competence in using domestic abuse-informed documentation through individual and group exercises. • Reflect on own current or past cases and explore how the Safe & Together Model could be implemented 	Safe and Together Institute / FVAWP accredited trainers Safe and Together Institute / FVAWP accredited trainers	4 days	Level 1: Domestic Abuse Awareness Raising Tool (DAART Training) Cost £120
Handling Disclosures (Rape and Sexual Assault)	Webinar	<ul style="list-style-type: none"> • Increased confidence in dealing with disclosures. • Distinguish the differences between male and female survivors. • Appreciate how Covid-19 have impacted survivors and how presently you offer support. 	FVAWP/FRASAC	1.5 hours	Sexual Violence Basic Awareness Training
Supporting to Report (Rape and Sexual Assault)	Webinar	<ul style="list-style-type: none"> • Comprehend the process of reporting • Knowledge in what a survivor can expect from the point of reporting and the journey through the Criminal Justice Process. 	FVAWP/FRASAC	1.5 hours	Sexual Violence Basic Awareness Training

Level 2 Training

Training	Format	Outcomes	Body	Time	Prerequisite
Level 2 (Skilled) Developing Your Trauma Skilled Practice	E-learning	<ul style="list-style-type: none"> Identify the ways that people respond to traumatic events in order to survive. Recognise how trauma and adversity may affect people Ability to promote trauma informed relationships that incorporate trust, safety, choice, collaboration, control and empowerment Recognise when specialist interventions are needed 	NES	1.5 hours	If you're unsure which trauma training would suit your needs Fife Council have detailed a short explanation. Click here to access.
Under Pressure (Zero Tolerance)	Webinar/ self-study	<ul style="list-style-type: none"> Increased understanding of abuse within young people's intimate relationships More confidence in addressing relationship abuse with young people 	FVAWP / Zero Tolerance	2 hours	N/A
Forced Marriage Awareness	E-learning	<ul style="list-style-type: none"> Recognise the signs of forced marriage Be aware of how to protect the victim Know how to co-operate effectively with other agencies 	Home Office	1.5 hours	Access using this link here
Female Genital Mutilation (FGM)	E-learning	<ul style="list-style-type: none"> Understand what FGM is and distinguish the types. Identify key health risk and consequences of FGM. State the legal position of the UK in regard to FGM. Understand how and when FGM is carried out. Identify who is at risk and key indicators. List some of the common justifications of FGM. Be aware of your role in preventing FGM and supporting those who have undergone FGM. 	Home Office	60 mins	Access using this link here

Level 2 Training

Training	Format	Outcomes	Body	Time	Prerequisite
Identifying and Working with Stalking Behaviours	Webinar	<ul style="list-style-type: none"> • Recognise the different types of Stalking and identify the links with violence against women • Improved understanding of the nature and impact of Stalking • Identify the range of tactics used by perpetrators of Stalking and respond appropriately 	FVAWP	1.5 hours	N/A
Supporting Adult Survivors of Childhood Sexual Abuse: an opportunity to explore the Myths, ask questions, and discuss practice issues relating to disclosure	Webinar	<ul style="list-style-type: none"> • Understand the effects of CSA on survivors • Knowledge of the myths often associated with CSA • Increased skills and understanding in responding to individual disclosure. • Increased knowledge and understanding of good practice 	FVAWP	1.5 hours	Sexual Violence Basic Awareness Training