

HYFFORDDIANT TRAINING

Atal + Diogelu + Darparu
Prevention + Protection + Provision



Cymorth i Ferched Cymru
Welsh Women's Aid

Training Brochure

2023 - 2024

Published by: Welsh Women's Aid, Pendragon House, Caxton Place, Pentwyn, Cardiff, CF23 8XE

For more information please go to www.welshwomensaid.org.uk
Welsh Women's Aid 2023 ©

Contents

- 1 About our training
- 2 Training, learning and development team
- 2 Booking information, costs and cancellations
- 6 Training courses:
 - 6 Understanding Coercive & Controlling Behaviour
 - 6 Confidentiality & Boundaries
 - 7 Cultural Diversity - Delivered by Bawso
 - 7 Co-production of Services for Survivors
 - 8 Domestic Abuse Awareness
 - 8 Domestic Abuse Awareness - Advanced
 - 9 Data Protection & Domestic Abuse
 - 9 DASH MARAC
 - 10 Understanding Economic Abuse
 - 11 Embedding Intersectionality for Senior Leaders
 - 11 How to advocate effectively for VAWDASV survivors
 - 12 Intersectionality & Unconscious Bias
 - 13 NOCN Level 3 Certificate in Preventing and Tackling Domestic Abuse

- 14 Reflective Practice
- 15 Supporting survivors through family courts
- 16 Safety, Trust & Respect (S.T.A.R)
- 17 Understanding Stalking & Associated Risk
- 17 Working with Survivors: Trauma Informed Practice
- 18 Trusted Professional
- 19 Understanding Children and Young People's Experience of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)
- 20 Understanding Vicarious Trauma

About our training

Welsh Women's Aid is the national charity in Wales working to end domestic abuse and all forms of violence against women. We campaign for and provide advice, support and training on policy and service improvements for survivors, families, and communities. Our federation of specialist organisations provide lifesaving services to survivors of abuse and a range of preventative services. We deliver the Live Fear Free Helpline funded by Welsh Government, and a National Training Service. The voice of the survivor is central to all we do.

Welsh Women's Aid (WWA) National Training Centre provides a range of training courses for tackling and preventing all aspects of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV). Our courses are designed and run by our own expert team, as well as working collaboratively through the National Training Service; a unique national partnership of specialist services delivering Wales-based training, learning and development. Our training is survivor- focused and reflects the Welsh context of the VAWDASV sector. WWA National Training Centre provides professionals with the skills needed to recognise and respond to domestic abuse, sexual violence, and other forms of violence against women, as well as supporting those working in specialist roles.



Training, learning and development team

Head of Training: Mwenya Chimba PhD

National Training Manager: Elizabeth Stokes

Internal Quality Assurance Officer: Emma Noble

Violence Against Women, Domestic Abuse and Sexual Violence Trainers:

Maya Badham

Esther Hunt

Nia Thomas

Aisha Sterling

Louise Daniells

Natalie Looms

Natasha Roderick

Seren Evans

National Training Coordinator: Kaylee O'Shea (maternity cover)

National Training Support Officers: Alice Flynn & Emma Pratt

[Click here
to find
out more
about us.](#)

Booking information

Making a booking

For all general training enquiries, you can contact our team at training@welshwomensaid.org.uk. Where possible, links to book a space on a course will be provided to you to book via Eventbrite. Please ensure the correct name and email address of the delegate is provided.

Confirmation of a booking

Once the booking form has been received, a confirmation email with details of the booking will be sent to you.

Please note, you must confirm non-attendance at least 14 days before the training date. This allows us time to offer your place to someone else. Failure to do so may result in cancelled training.

Group costs

DIGITAL

Half Day £431.25

Full Day £862.50



E-LEARNING FREE

£20.00 per person, per course

FACE TO FACE

Half Day £517.50

Full Day £1,035.00

Please contact us to discuss the costs for the following courses:

- Safety, Trust and Respect (S.T.A.R)
- The Bystander Intervention
- Understanding Children and Young People Experience of VAWDASV
- NOCN Level 3 Award/ Certificate in Preventing and Tackling Domestic Abuse

ADDITIONAL REQUIREMENTS will be invoiced separately.

Please note, the costs cover a block booking of up to 16 participants.

On completion of the training an invoice will be sent to you via email or post. Payments are required within 30 days by Bacs or Cheque.

Cancellations

Cancellations must be made in writing and may be subject to an administration charge.

- 14 days or more prior to the training: we will issue you 100% refund.
- 8 to 14 days before the date: we will issue you 50% refund.
- Less than 7 days before: non-refundable.
- Non-attendance: non-refundable.

If you book onto a free training course, and you are unable to attend you can:

- Let us know in writing at least two weeks prior to the training or your organisation will be charged to cover administration costs of £30.00.
- You could send someone else from your organisation, however notification of this needs to be sent to Welsh Women's Aid at least 1 week prior.

Training times

Training is either a full day 9:30am to 4:30pm or half day AM/PM, unless otherwise stated. A full day training course, delivered digitally is split over 2 consecutive dates. Participants should ensure that they are able to attend all dates before booking training, in order to avoid disrupting the session for other participants.

Spaces available on training events

There is a maximum of 16 spaces available on training sessions, unless otherwise stated. The minimum attendance for a session to run and not be cancelled is 8.

If you missed out on a space for a training session, you can contact us to request to be added to a waiting list or to be notified of cancellations.

Tailor made training

If you would like training tailored to your organisation then we have an expert and qualified team at Welsh Women's Aid to meet your needs. We conduct a needs analysis and develop a course in collaboration with you. Please contact us directly to discuss your individual requirements.

Accreditation

Welsh Women's Aid is an Agored Cymru accredited centre. Several of our courses are accredited via The CPD Certification Service and we also offer a level 3 accreditation in some courses via Agored Cymru or NOCN.

Accreditation will be provided following attendance to all training dates or successful assessment of a workbook.

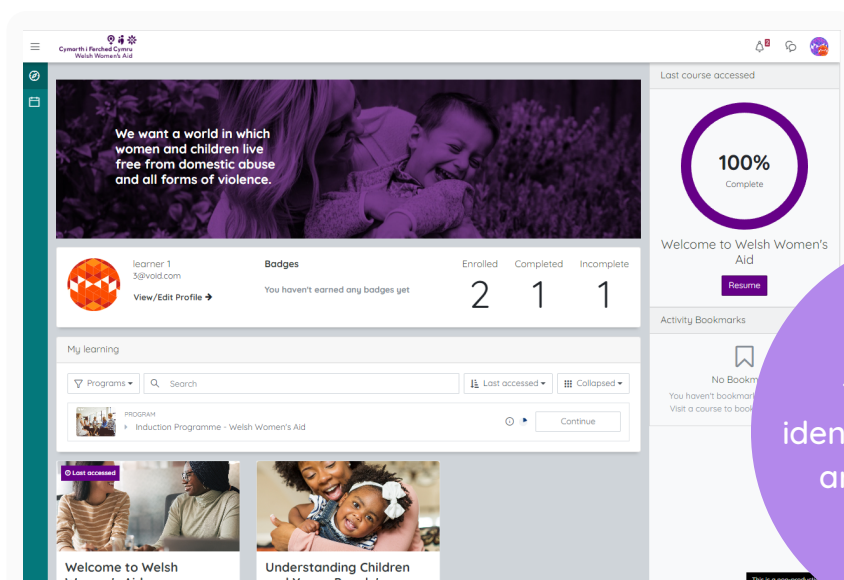
Travel

Please do not book your travel until you have received confirmation of the booking.

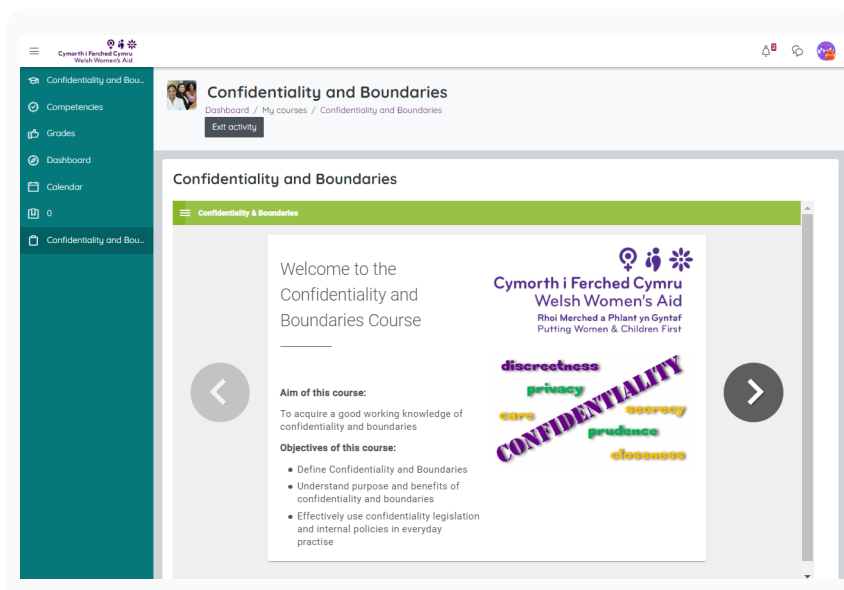
If you are unsure how to get to a venue, please contact the training team at training@welshwomensaid.org.uk and we will assist you.

E-learning

Several of our training courses are now available via e-learning. The benefit of e-learning is that it is completely self-paced which can be beneficial if you are time restricted. You can find links to access our e-learning courses throughout this brochure.



Look out for this symbol to identify which courses are available via e-learning.



Images: An example of our e-learning platform including our e-learning course "Confidentiality & Boundaries."

Training courses

Understanding Coercive & Controlling Behaviour



Accredited
by The CPD
Certification
Service



Description:

Violence against women, domestic abuse and sexual violence permeates the lives of thousands of people each day with destructive results. Underpinning this abuse are coercive and controlling behaviours and tactics of the abuser.



Learning objectives:

- Recognise coercive control tactics, and understand their impact on survivors including children.
- Understand the relevant legislation.
- Apply knowledge and skills to provide appropriate support to meet individual needs of survivors.



Course length:

1x full day

Confidentiality & Boundaries



Description:

A discussion based course, designed for specialist support workers, looking at what is meant by confidentiality, its purpose and benefits, relative legislation, and how to best monitor and manage, as individuals and as an organisation.

The course analyses in detail the concept of consent when sharing information, circumstances that require breaking confidentiality, and how best to share information as required by law. It also explores the concept of keeping professional boundaries, how best to set them, their benefits to service users, individual support workers and their organisation, and how best to manage breaches of boundaries.



Learning objectives:

- Acquire a good working knowledge of confidentiality and boundaries.
- Understand the purpose and benefits of confidentiality and boundaries.
- Effectively use confidentiality legislation and internal policies in everyday practices.



Course length:

1x half day

Cultural Diversity



Description:

As the UK becomes more culturally diverse each year, so too do workplaces. This course will provide you with the necessary awareness, know-how and practical skills needed to become more effective at intercultural interactions.

You will draw on various models to analyse your own experiences to develop a personal development plan to address effective interactions at work in the face of significant challenges. The training will also cover harmful practices which are mostly prevalent in BME communities, namely Female Genital Mutilation and forced marriage.



Learning objectives:

- Understand the Equality Act 2010 and learn about protected characteristics.
- Explain the effects of cultural differences on interactions
- Identify individual and cultural preferences for working practices and demonstrate the use of empathy when evaluating others
- Apply inclusive teamwork and/or leadership skills to successfully promote multicultural workplaces
- Develop personal development plan



Course length:
1x half day



Co-production of Services for Survivors



Description:

Effective co-production of services, which places survivors at the heart of service development and delivery, should be the goal of all VAWDASV-focused organisations. This one-day training course explores the theory of Co-production, the benefits of Co-producing services with survivors of VAWDASV and how to implement Co-production within your organisation.



Learning objectives:

- The knowledge and skills required to undertake a truly meaningful and effective approach to survivor engagement, including methods of engagement, quality assurance, and ethics.
- The development of a framework for delivering co-produced services with survivors.



Course length:
1 x full day or 1 x half day

Domestic Abuse Awareness



Description:

The aim of this training is to build a solid understanding of the nature and scope of domestic abuse and its impact on those who experience it, providing the delegates with the confidence and knowledge to deal with the issues in their work setting.

The training is particularly helpful to workers who are new to the role. It would also benefit those workers who have not undertaken this training previously or require a refresher.



Learning objectives:

- Ability to define domestic abuse as sexual, physical, mental/emotional abuse and list of examples of each.
- Appreciation and understanding of the impact of domestic abuse on those who experience it and how it affects their behaviour and choices.
- Understanding of the main issues of providing a sensitive and appropriate service to women, children and young people experiencing domestic abuse.



Course length:

1 x half day



This course is also available via E-learning at £20.00 per person. To enrol on this course please click [here](#).

Domestic Abuse Awareness - Advanced



Description:

An in-depth analysis of the dynamics of Domestic Abuse, looking at the processes of entrapment, leaving an abusive person, types of domestic abuse, effects of victim blaming, how gender differs the experience of domestic abuse.



Learning objectives:

- Understand the dynamics, causes and impact of domestic abuse.
- Have more confidence in recognising domestic abuse, and managing disclosures.
- Be able to signpost survivors for appropriate support.



Course length:

1 x day and a half

Data Protection & Domestic Abuse



Description:

Holding perpetrator information or child information when a perpetrator is the parent can create challenges for member services. There are significant concerns that the perpetrator has the right to access information held via a data subject access request, and members are unsure of how to address this issue. The training is developed alongside external experts.



Learning objectives:

- Understand the legal requirements of any data subject access request.
- Understand good practice around record-keeping e.g., when, and how data should be recorded and what sort of data should/can be held about children or perpetrators to assure the safety of women and children.



Course length:

1 x full day or 1 x half day

DASH MARAC



Description:

During this interactive day of training, learners will have the opportunity to familiarise themselves and use the DASH (Domestic Abuse, Stalking and Harassment risk assessment checklist) tool to assess risk of serious harm. Learners will gain skills and knowledge to be able to refer to, and participate in, the MARAC process. Relevant legislation, case recording, and information sharing responsibilities will also be covered.



Learning objectives:

- Understand Multi-agency Risk Assessment Conference (MARAC) and risk.
- Understand confidentiality and information sharing in relation to a MARAC.
- Understand the purpose of a risk identification checklist.



Course length:

2 x half days or 1 x full day

Understanding Economic Abuse



Description:

This course looks at the historical and social context of economic inequality and abuse within the wider discourse of VAWDASV.

Economic abuse disproportionately impacts women and girls during and long after an abusive relationship has ended. It affects their ability to work, to access education, legal services, has potential long-term implications on credit worthiness and ultimately impacts on their ability to be autonomous in exercising their rights within our society.



Learning objectives:

- Understand the historical, social and cultural context of economic abuse and the importance of promoting economic empowerment for women and girls.
- Recognise and describe the dynamics, causes and impact of economic abuse.
- Apply practical and appropriate support to survivors of economic abuse.



Course length:

1 x half day



Embedding Intersectionality for Senior Leaders



Description:

Intersectionality is an approach to diversity that acknowledges how someone's race, gender, class, age and other characteristics all interconnect to form a personal experience - of life and of work – bringing both disadvantages and privileges. It impacts how safe individuals feel bringing their full selves to work and how as employers you can support employees to fully utilise their strengths in a supportive environment.

The purpose of this course is to enhance leaders' knowledge of intersectionality as well as build skills to embed it throughout organisational strategy, project development, and service delivery. This interactive course will examine practical ways leaders can create systems to better cultivate diversity, equity, and inclusion of all individuals in the organisation and improve experiences for service users.



Learning objectives:

- Understand importance of intersectionality in the workforce and why engaging with diverse staff matters.
- Describe experiences of marginalised people in the workforce.
- Develop skills to effectively support marginalised staff.
- Create processes for practically embedding intersectionality into projects and service development



Course length:

1 x half day

How to advocate effectively for VAWDASV survivors



Description:

This course will enable professionals who work with survivors of VAWDASV to understand advocacy and develop an understanding of effective advocacy skills, processes and principles which they can put into practice.



Learning objectives:

- Understand various roles carried out by an advocate supporting survivors of VAWDASV and where they sit within the wider advocacy context.
- Explain the key skills required to work as a practitioner providing advocacy to survivors of VAWDASV.
- Explore the key issues faced by an advocate when engaging and supporting survivors of VAWDASV and ways of overcoming these.



Course length:

1 x half day

Intersectionality & Unconscious Bias



Description:

Intersectionality is a theory that aims to explain people's life experiences based on the many intersecting characteristics of their identity. By understanding and applying intersectionality our working practice can become more equality based.

One of the difficulties of intersectional modern working practice is managing unconscious bias. In this course we explore and reflect on our unconscious biases and think practically about ways we can challenge them to help us promote equality and diversity, challenge discrimination and make our services inclusive. Learners will understand the concepts of intersectionality and unconscious bias and will be able to critically reflect on their working practice to promote an equal and diverse workplace.



Learning objectives:

- Be able to describe the theory of intersectionality.
- Be able to apply intersectionality to their working practice.
- Be able to describe unconscious bias and the different ways in which bias can occur.
- Be able to reflect critically on their own working practice to challenge unconscious bias.
- Understand how unconscious bias can negatively affect organisations and service user experiences and be able to create a practical action plan to challenge it.



Course length:

1 x half day



NOCN Level 3 Certificate in Preventing and Tackling Domestic Abuse.



Accredited
by The CPD
Certification
Service



Description:

The NOCN qualifications in Preventing and Tackling Domestic Abuse are an opportunity for the many excellent specialists working within the Violence Against Women sector, to upskill and professionalise their role. It is also an excellent opportunity for those outside the sector, whose work brings them into contact with victims of domestic abuse and violence, to develop professionally, and upskill their knowledge.



Some of the topics explored include:

- The historical roots of VAWG and domestic abuse – this module considers the dynamics and effects of domestic abuse and sexual violence, gender roles, intersectionality and process of recovery.
- Child protection within the context of domestic abuse and VAWG – this module explores the various forms of child abuse within the context of domestic abuse and sexual violence, handling disclosures, current legislation, multi agency responses, skills need to support children and young people experiencing domestic abuse and sexual violence.
- The role of the domestic abuse and sexual violence practitioner – this module investigates the principles of advocacy, risk and risk assessment, first responses and crisis intervention, safety planning, legislation, and legal interventions.
- Domestic abuse and sexual violence partnerships, locally and nationally – this module looks at coordinated community responses, developing partnership working and best practice, and multi agency responses.



Course length:

Each unit is 5 mornings in the training room, and students will be required to submit a portfolio of work for each unit, to gain the full accreditation.



The NOCN Level 3 Certificate in Preventing and Tackling Domestic Abuse training is now recognised as a suitable qualification to qualify as an IDVA. To find out more, click [here](#).



"This training provided "detailed knowledge on working within the DV sector, as I am new to this field as an IDVA this course has taught me how to effectively do my job".

- Learner

"It has given me confidence in understanding all the different factors involved in an abusive relationship. The trauma and the coping mechanisms".

- Learner

Reflective Practice



Description:

This course aims to expand your knowledge of reflective practice, enabling you to feel confident in using it proactively in your working role. By the end of the course, you will be able to define what is meant by reflective practice and describe the different models available for reflection. You will also be given the opportunity to personally evaluate the range of reflection models and demonstrate how reflective practice can be used for any given situation.



Learning objectives:

- Define Reflective Practice.
- Describe the different models of reflection.
- Personally evaluate the range of reflection models and adopt one for personal use.
- Demonstrate the reflective practice in a given situation.



Course length:

1 x half day



Supporting survivors through family courts



Description:

Attending the Family Court causes worry and anxiety for survivors, from giving evidence to meeting the perpetrator who frequently use the family court process as a further opportunity to abuse the non-abusive parent and the children. There is also the very real risk of system generated trauma facilitated by the current structure of the court and children and family court advisory and support service (CAFCASS).

This course explains the remit of the family court, the court support available for survivors of domestic abuse and the processes available to support the survivor feel safe whilst they are engaging with the court system.

The course also considers the experiences of survivors and the lessons to be learnt in supporting survivors through the family court. The course also looks at choosing a family solicitor and financial support through Legal aid.



Learning objectives:

- Understand the main issues and barriers within the family court, how it works and the different professional roles in order to be able to confidently explain the process to survivors, enabling them to participate fully in court proceedings.
- Be able to identify and request the right support to assist survivors in the court process, understand the special measures available in court and the role of the Dedicated Court Support (e.g., Court IDVA, ISVA, McKenzie Friend)
- An appreciation and understanding of the role of
- Legal Aid, the Code of Practice for Victims of Crime in England and Wales (Victims' Code) and other
- Government initiatives to support survivors in court proceedings.



Course length:

1 x half day or 4 hours

Safety, Trust & Respect (S.T.A.R)



Description:

A suite of early intervention and prevention services and group programmes for all ages up to 25 years, advice, information and guidance to enable professionals training for practitioners working with children and young people. The STAR Prevention Programme is designed to be young person led and promote group discussions over the course of eight one-hour sessions.

The topics covered will enable young people to recognise early warning signs and dangers of unhealthy relationships and provide the opportunity to discuss how consent, social media and society inform our relationships. The Programme encourages and empowers young people to make informed choices and know where to go for help and support.

The STAR Prevention facilitator training course is aimed at practitioners who work with Children and Young People. On completing the facilitator training, learners will be able to confidently deliver Prevention sessions directly to children and young people and engage in discussions around the topics included. Resource packs are also available in English and Welsh to help facilitate the sessions and include videos, posers, and group activities to reinforce the core messages for each session.

Two prevention packs for ages 11-13 and 14-25.

Welsh Women's Aid will train professionals to deliver the programme and we encourage partnership working with local member groups.



Learning objectives:

- Confidently facilitate 8 one-hour sessions to children and young people on topics such as healthy relationships, domestic abuse, consent, and grooming for both the 11-13 and 14-25 demographic.
- Foster discussions with young people on how this impacts their daily lives including stereotyping, the role of social media, pornography and sharing images.
- Have access to packs and resources (online) and a facilitator guide to create an interactive and engaging programme.



Course length:

4 x half days for combined 11-13 and 14-25 facilitator training.



Understanding Stalking & Associated Risk



Description:

This course aims to raise your knowledge of stalking, enabling you to feel confident in supporting survivors experiencing or who have experienced stalking by ex-partners. By examining real-life case-studies through the 'stalking lens' you will learn how to identify risks, empower victims to gather compelling evidence and help make sure they get the best chance of protection.



Learning objectives:

- Understand the behaviours, tactics and motivations of stalkers and the impact on their victim survivors.
- Understand legislation relating to stalking.
- Understand the risks to victims of stalking, and the current formal risk assessment tool.
- Understand how to effectively support a stalking victim.



Course length:

1 x full day.

Working With Survivors: Trauma Informed Practice



Accredited
by The CPD
Certification
Service



Description:

To increase awareness of trauma, trauma informed approaches and how to work in a trauma-informed way with survivors of VAWDASV.



Learning objectives:

- Understand what trauma is and the causes of trauma.
- Understand how experiences of trauma affect individuals.
- Understand what a trauma informed approach is and why it is good to use with survivors of VAWDASV.
- Reflect on current practice.
- Take away practical tools that will help you work with survivors of trauma



Course length:

1 x full day.



"Trauma sticks with you, even after the terrible moment has passed. Without support, it can become a life sentence for a crime you didn't commit."

- Survivor

Trusted Professionals



Description:

Welsh Women's Aid and Respect have developed a fully integrated, two-day training course for professionals working in Cardiff, The Vale, Swansea, Neath and Port Talbot who would like to increase their knowledge and skills to better recognise the signs of violence against women, domestic abuse and sexual violence, respond appropriately to disclosures, and refer survivors and perpetrators to specialist support services.



Learning objectives:

- Recognise the early signs of VAWDASV.
- Respond appropriately and know what to do.
- Refer to specialist services.



Course length:

2 x full day.

Respect



Understanding Children and Young People's Experience of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)



Description:

This course has been developed to raise awareness of the issues faced by children and young people experiencing VAWDASV related issues. Practitioners will explore the behavioural, emotional and cognitive effects for children experiencing VAWDASV and how to tailor support to ensure that children and young people ways receive tailored support . The course also explores theoretical support models for supporting children and how practitioners can create environments to foster disclosure and respond appropriately.

Accredited
by The CPD
Certification
Service

Further
accreditation
available at
Level 3 through
Agored Cymru.



Learning objectives:

- Understand the how violence against women, domestic abuse and sexual violence (VAWDASV) can be experienced by children and young people.
- Understand how to support children and young people in relation to disclosure.
- Understand how services support the needs of children and young people affected by domestic abuse and sexual violence.



Course length:

Pre course e-learning & 1 x half day

Understanding Vicarious Trauma



Accredited
by The CPD
Certification
Service



Description:

Vicarious Trauma affects a large number of professionals who are immersed in work with vulnerable or traumatised individuals in the UK. It often involves hearing or reading accounts from individuals about something very bad happening in their life.

Overtime, hearing accounts of violence and abuse can have a potentially detrimental impact on the psychological well-being of professionals. This training is aimed at helping professionals understand the impact of vicarious trauma so that they can care for themselves and other staff.



Learning objectives:

- Understanding Vicarious Trauma.
- Understanding Psychological Trauma.
- Post-Traumatic Stress Disorder.
- Secondary Trauma, Compassion Fatigue & Burnout.
- The role of empathy & compassion.
- Empathy work & emotional reactions to other people's trauma.
- Effects of Vicarious Trauma.
- Preventing Vicarious Trauma and responding to symptoms.
- Practising professional boundaries.
- Nurturing Resilience.
- Self-Care, peer & organisational support subheading.



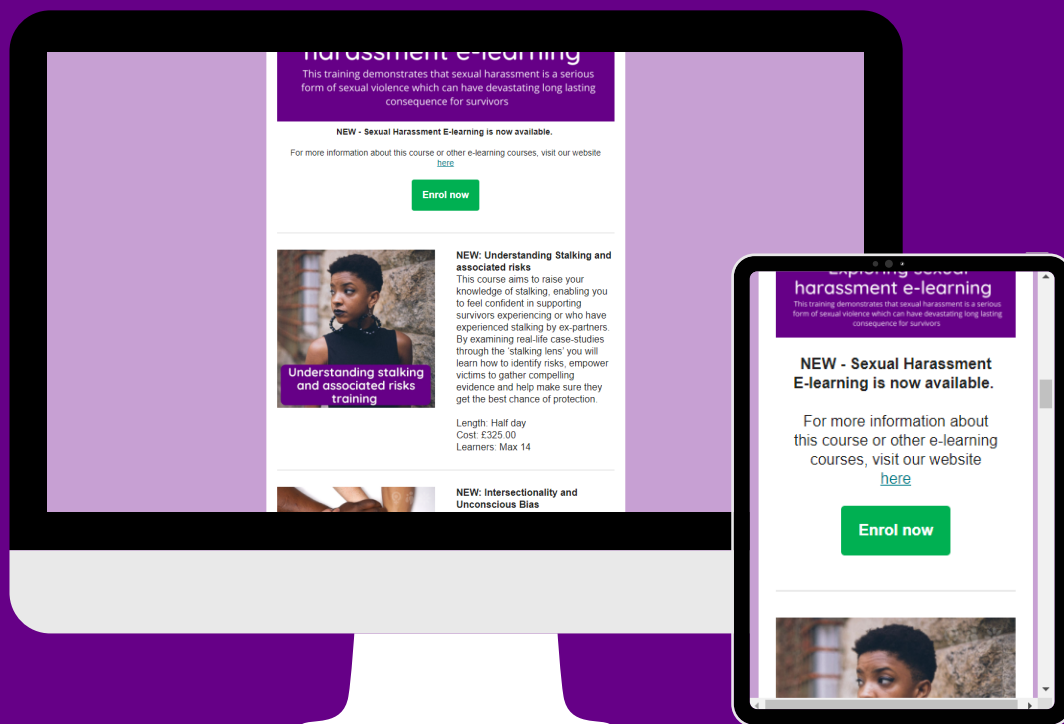
Course length:

1 x half day



This course is also available via E-learning. To enrol on this course for free, please click [here](#).

SIGN UP NOW!



If you would like to receive regular updates, or to be notified of spaces on upcoming courses, sign up to our newsletter here.



<https://training.welshwomensaid.org.uk/>



Welsh Women's Aid

Pendragon House, Caxton Place,
Pentwyn, Cardiff, CF23 8XE

02920 541 551

training@welshwomensaid.org.uk

www.welshwomensaid.org.uk

Welsh Women's Aid is a registered charity in England and Wales, No. 1140962 and a company limited by guarantee registered in England and Wales, No. 07483469.

Follow us:

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



Cymorth i Ferched Cymru
Welsh Women's Aid

Rhoi Merched a Phlant yn Gyntaf
Putting Women & Children First