

HYFFORDDIANT
TRAINING

Atal + Diogelu + Darparu
Prevention + Protection + Provision



Cymorth i Ferched Cymru
Welsh Women's Aid

Training Brochure

2024 - 2025


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For more information please go to www.welshwomensaid.org.uk.

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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

Internal Quality Assurance Officer

Violence Against Women, Domestic Abuse and Sexual Violence Trainers

National Training Coordinator

National Training Support Officer

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. Our National Training Coordinator will discuss your training needs and help to identify suitable courses.

To complete a booking you will be asked to fill in a booking form to confirm the booking details and to confirm that you have read and understood the cancellation information. Once the booking form is returned to us, the training will be scheduled and a trainer will be allocated to your booking.

Training times

Our training courses can be delivered digitally (via Zoom or Teams) or face to face. The time of the course will be dependant on the method of delivery and your availability. The National Training Coordinator will discuss times with you.

Training is usually either a full day 9:30am to 4:30pm or half day AM/PM, unless otherwise stated. A full day training course, delivered digitally can be 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.

Number of spaces

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

Inclusivity

We are committed to providing equal access to training for people who might otherwise be excluded or marginalised, such as those with physical or mental disabilities. Please let us know if learners have any additional learning needs that you would like us to be aware of, as we always aim to ensure our training is accessible to everyone. This can be noted on the booking form and we will also ask this questions to learners individually in a pre course questionnaire. We would welcome a conversation with the learners to identify how best we can assist them through the course.

Tailor made training

If you would like training tailored to your organisation then we have an expert and qualified team 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 2/3 accreditation in some courses via Agored Cymru.

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

Costs

Costs are as follows unless otherwise stated throughout this brochure.

DIGITAL

Half day: £431.25
Full day: £862.50

FACE TO FACE

Half day: £517.50
Full day: £1,035.00



E-LEARNING

£30.00 per person, per course

ADDITIONAL REQUIREMENTS

Will be discussed and 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

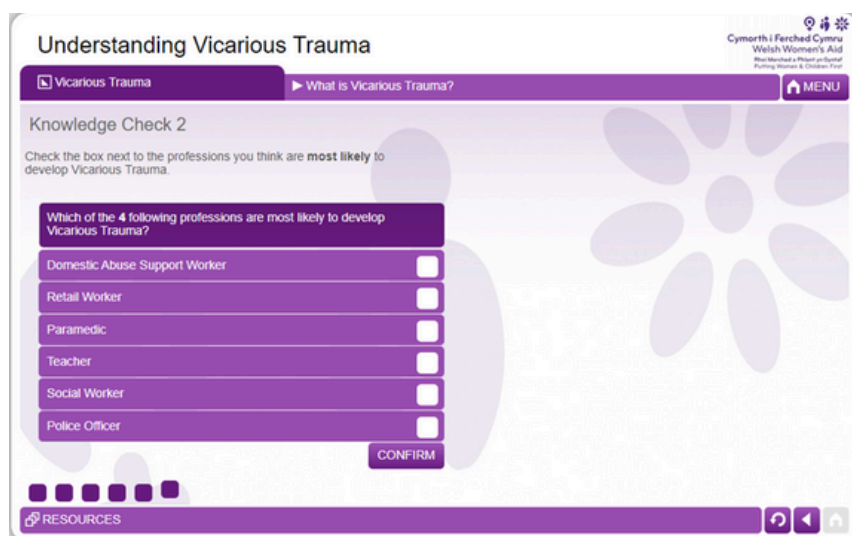
Cancellations must be made in writing and may be subject to an administration charge. If you would like to cancel the training, please notify training@welshwomensaid.org.uk. The below table details our cancellation charges that may apply.

Cancellation notice period	Charges/refunds to be applied
14 days or more before training date	100% refund to be issued
8-14 days before training date	50% refund to be issued
Less than 7 days before training	Welsh Women's Aid to retain the full amount
Non-attendance without official cancellation	Welsh Women's Aid to retain the full amount

If you would like to reschedule the date for the training, please contact the Training Coordinator to discuss the options. You will need to advise us at least 7 days prior to the training otherwise our standard cancellation charge will apply.

E-learning

Several of our training courses are now available via e-learning. Our e-learning courses are 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.



Understanding Vicarious Trauma

Cymorth i Ferched Cymru
Welsh Women's Aid
Rhestr Meistradau a Phrosod ar Eiddod
Ffarming, Hymenau a Chydwrdd Ffard

Vicarious Trauma

Vicarious Trauma Management - Self-Care

MENU

The Self-Care Wheel

The Self-Care Wheel (developed by Olga Phoenix, 2013) is a representation of the various aspects of self care, which are psychological, emotional, spiritual, personal, professional, and physical self care. To be fully healthy, all aspects need to be nurtured.

Please take some time now to familiarise yourself with the wheel which can also be found in the resources tab!

The wheel is intended to be used to assess and plan self care, not for identifying personal preferences.

RESOURCES

Understanding Vicarious Trauma

Cymorth i Ferched Cymru
Welsh Women's Aid
Rhestr Meistradau a Phrosod ar Eiddod
Ffarming, Hymenau a Chydwrdd Ffard

Vicarious Trauma

Vicarious Trauma Prevention

MENU

How to avoid developing Vicarious Trauma

Click each of the bubbles to read additional information on how to reduce the likelihood of developing Vicarious Trauma!

There also needs to be a culture within the department or service that recognises the seriousness of vicarious trauma and that it is not just "part of the job" so that professionals have an outlet through which they can raise concerns and get help (Hoff et al, 2009)

RESOURCES

Images: An example of our e-learning platform including our e-learning course "Vicarious Trauma."




Look out for this symbol to identify which courses are available via e-learning and to enrol onto a course.




Training courses


Bystander Intervention


-  The Bystander Initiative, developed by UWE, empowers communities to intervene proactively to stop violence and abuse. It is particularly aimed at universities and higher education institutions.




The programme is based on social norms theory and is intended to help students identify problematic situations, assume responsibility and intervene safely. The Bystander Intervention workshop aims to teach students how to recognise domestic abuse, sexual violence and sexual harassment. It encourages students to challenge inappropriate behaviour safely and gives practical strategies to do this.


-  Learning objectives:
 - Understand the concept of bystander intervention.
 - Be better able to recognise violence and abuse.
 - Develop the skills and confidence to intervene safely if you witness inappropriate behavior.
 - Understand more about what support is available for survivors of abuse and violence.

-  Two hours or half day

-  "The training definitely helped open your eyes more, and understand how simple/ safe intervening can be and when it's required."
- Student

-  Price per session: Please contact us to discuss.

Confidentiality & Boundaries

-  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.



Half day

Cultural Diversity



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.




Half day

Co-production of Services for Survivors


 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.


 Half day or full day

Domestic Abuse Awareness

 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.

 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



i 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.

⏴ Full day and a half

£ Price per session: £1,293.75 (digitally). Please contact us for costs for face to face training.

Data Protection & Domestic Abuse

i 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.

⏴ Half day or full day

DASH MARAC




 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.

 Full day

Further accreditation available at Level 2 through Agored Cymru.

Advanced DASH


 This course is designed for individuals who are DASH trained. Participants will acquire insights into the intricacies of risk linked with domestic abuse and learn how this can be applied to the level of risk. They will also understand the impact of trauma on domestic abuse victims and develop the skills and knowledge needed to apply quality assurance principles in reviewing DASH assessments and offering constructive feedback to peers.


-  Learning objectives:
- Understand the dynamics of risk is in relation to domestic abuse
 - Recognise the impact of trauma and the importance of using trauma informed language
 - To Apply the principle of quality assurance within your role
 - To Complete a comprehensive review of DASH RIC's

 Full day

Understanding Coercive & Controlling Behaviour



 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.


 Full day

Understanding Economic Abuse



 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.

 Half day

Understanding Sexual Harassment



i Sexual harassment is often seen as a 'lesser' form of sexual violence; this training aims to demonstrate that sexual harassment is a serious form of sexual violence which can have devastating and sometimes long-lasting consequences for survivors. Sexual harassment permeates both the social life and work life and in this interesting course we look through the myths surrounding the topic, highlight the reality of living with sexual harassment and equip learners with the knowledge and skill to support survivors including an in depth exploration of civil and criminal law as they relate to sexual harassment.

Learning objectives:

- 🎯**
- Have an increased awareness of sexual harassment.
 - Understand the dynamics, causes and impact of sexual harassment.
 - Be able to identify sexual harassment and improve confidence.
 - Be able to signpost survivors for appropriate support especially in relation to employment and criminal law.

⏴ Half day and full day

Understanding Sexual Violence




i This course aims to expand your knowledge of Sexual Violence, enabling you to feel confident in supporting survivors experiencing or who have experience any form of sexual violence. We will look at the dynamics of Sexual Violence within interpersonal relationships as well as acquaintance and stranger sexual assaults.

- 🎯** Learning objectives:
- Definitions of the different forms of sexual violence.
 - The history of sexual violence.
 - The impact of sexual violence on survivors and barriers to disclosing sexual violence.
 - The law around sexual violence & consent.
 - Supporting survivors of sexual violence including access to a toolkit of materials which will assist you in support.


⏴ Full day

Accreditation available at Level 3 through Agored Cymru.

Embedding Intersectionality for Senior Leaders

 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.

 Half day

How to Advocate Effectively for VAWDASV Survivors

 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.

 Half day

Reflective Practice



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.



Half day

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



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.



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



Price per programme: £2,000 (digitally). Please contact us for costs for face to face training.

Printed packs: £402.50 per pack

Supporting Survivors Through the Family Courts



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. It 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.



Half day

Understanding Stalking & Associated Risk



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.



Full day

Working With Survivors: Trauma Informed Practice



i 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.



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 Professional



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.

Respect



Learning objectives:

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



2 x Half days

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



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.



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.



Pre course e-learning & 1 x half day



Price per session: £1,023.75 (digitally). Please contact us for costs for face to face training.

Further accreditation available at Level 3 through Agored Cymru.

Understanding Vicarious Trauma



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.



Half day



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

Understanding Violence Against Women, Domestic Abuse and Sexual Violence.



The course helps raise awareness of domestic abuse, sexual violence and violence against women. It helps learners to understand the dynamics of domestic abuse and how to respond to disclosures of VAWDASV.

The course also addresses how to provide a sensitive and appropriate service to anyone experiencing domestic abuse, sexual violence or other forms of violence against women. Those working with people who may be experiencing VAWDASV eg. support workers, health professionals, teachers etc.



Learning objectives:

- To have an increased awareness of violence against women, domestic abuse and sexual violence.
- Understand the dynamics, causes and impact of VAWDASV.
- Improve confidence in recognising VAWDASV and managing disclosures.
- Be more able to signpost survivors for appropriate support.



Full day

Violence Against Women: An Employment and HR Issue



i Violence against women crosses social space. This means it comes to work with both the victim/survivor and it can impact on a woman's working life. This course is designed to provide tips for managers on how to manage and support an employee suffering from VAWDASV. It will help employers identify the signs of violence and abuse and makes it clear that there are simple steps employers can take to respond to this sensitive issue in line with their responsibilities. Employers thus have a role to play in supporting women with the issue.



Learning objectives:

- Understand the impact of violence against women on individuals and workplaces.
- Understand how supporting/working alongside a victim/survivor may impact on colleagues and managers.
- Recognise the signs and symptoms of someone experiencing domestic abuse.
- Feel more confident in supporting an employee/colleague experiencing.
- Violence against women in the workplace.
- Feel more confident in asking the question and responding effectively to a disclosure.
- Increase awareness of how to implement supportive responses to domestic abuse.



Full day



Are you an IDVA or ISVA in Wales?

Join our new network for practitioners and managers.

Welsh Women's Aid have received funding from the Ministry of Justice (MOJ) to create an exciting new network for IDVA/ISVA practitioners and their managers.

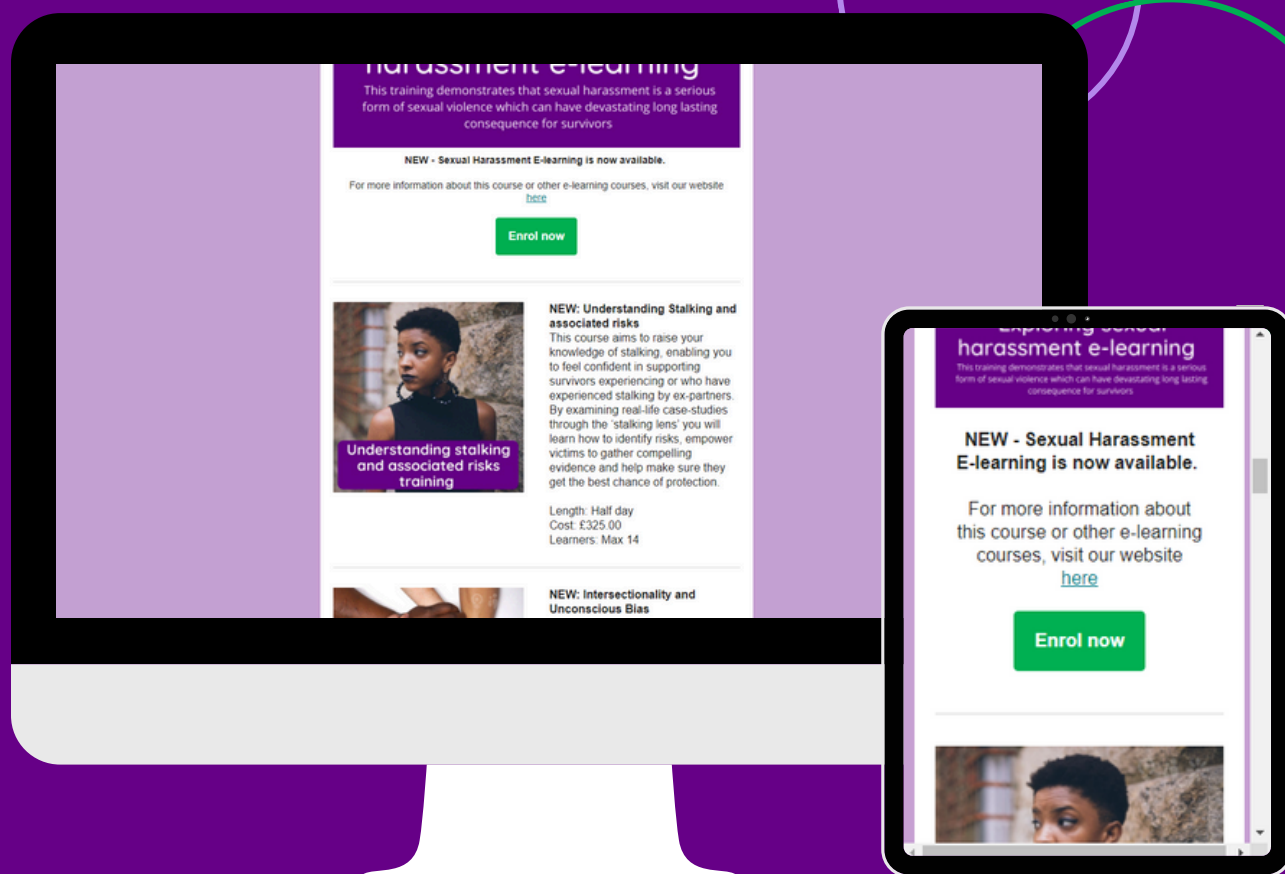
The network is pan Wales and will provide members with access to regular network meetings to collaborate and share learning across all areas of Wales, a bespoke toolkit with resources targeted towards your practice and exclusive access to webinars, digital training and e-learning packages focusing on professional practice, building skills and wellbeing.

To join the network, book a space on the training, or for more information click [here](#).



Training updates

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

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Cymorth i Ferched Cymru
Welsh Women's Aid

Rhoi Merched a Phlant yn Gyntaf
Putting Women & Children First