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Domestic Abuse
A National Training Strategy



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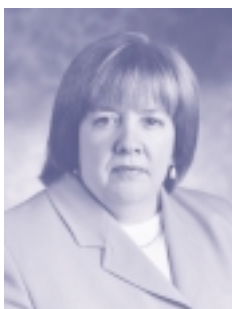
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MINISTERIAL FOREWORD



The National Group to Address Violence Against Women set up a working group to develop a National Training Strategy in August 2002. "Domestic Abuse – A Draft Training Strategy" was issued for consultation in February 2003 with comments requested by the end of May.

I am pleased to say that it was very clear from the 40 responses received that the draft Strategy had been universally welcomed. However, a number of detailed suggestions for improvement were made and the Strategy has been comprehensively revised to take account of them.

It is vitally important that everyone who comes into contact with women and children who have experienced domestic abuse in the course of their work is able to give an appropriate response. This is particularly true of "front line" workers such as health service professionals, teachers, social workers, police officers and solicitors, as well as those in the voluntary sector. There is also a need for training for policy makers, senior practitioners and all levels of managers. I hope therefore that this Training Strategy will encourage all sectors to embrace training on domestic abuse as part of their core business and to develop and implement their own training strategies.

I know that this Strategy is ambitious and that full implementation will take time. The Executive is demonstrating its commitment by making available funding of £700,000 a year for 3 years. This funding is being provided to build the capacity to deliver training locally, by establishing local Training Consortia, providing training for trainers and producing training materials. The National Training Co-ordinators will work with the Consortia and will focus on promoting and facilitating the sharing of best practice and monitoring progress towards implementation of the Strategy. They will be directly accountable to the Scottish Executive and the National Group to Address Violence Against Women.

I commend this Strategy to all stakeholders and I hope that we can continue to work together to eliminate domestic abuse from Scottish society.

A handwritten signature in dark ink that reads "Mary Mulligan". The signature is written in a cursive style with a large, stylized 'M'.

Mary Mulligan MSP
Deputy Minister for Communities

TRAINING STRATEGY

This Training Strategy is set out in six sections: Context, Aims of the Training Strategy, Requirements of the Training Strategy, Taking the Strategy Forward, Capacity Building and an Action Plan.

1 The Training Strategy in Context

The *National Strategy to Address Domestic Abuse in Scotland*¹ recognises the important role of training in working towards the elimination of domestic abuse. As identified in the National Prevention Strategy, training can both improve service provision to women and children experiencing domestic abuse and impact on the prevention of abuse through conveying strong and unequivocal messages about its unacceptability. All public services should be aware that addressing domestic abuse is a national priority and that they have a responsibility to participate in taking forward a united strategy, including training as an integral element.

The focus of this strategy is on identifying training and development activity required to support improvement in services to women and children who are experiencing domestic abuse, and to men who use violence. It is based on increasing capacity to deliver training and providing national co-ordination of training on domestic abuse. Organisations will be expected to integrate training on domestic abuse into their overall training activities. As resources in support of the Training Strategy are finite, the Minister for Communities has determined that they will be dedicated to these activities rather than to funding training courses.

Domestic abuse training is essential to enable staff to provide a good service. There will therefore be a requirement for all sectors to view domestic abuse training as 'core business', to demonstrate their commitment to this change of culture through leadership and to take responsibility for ensuring that appropriate standards of training are met.

It is recognised that this Training Strategy is ambitious, and that a phased implementation will be required across departments to allow for collaboration and negotiation and to achieve sustainability. All partners will be expected to develop their own training strategies and produce their own assessments of skill gaps and costings to address these gaps.

Accountability will be addressed through the National Group to Address Violence Against Women and reporting mechanisms will be put in place by the Scottish Executive to ensure targets are met, building on existing accountability mechanisms. Two National Training Co-ordinators will be appointed to the Scottish Executive on temporary contract or on secondment. Their remits will include monitoring progress towards implementing the Training Strategy. An Action Plan for implementation is at annex 1 and fuller details of the proposed posts are in annex 2. A Steering Group will be set up to oversee the work of the Co-ordinators, which in turn will report to the National Group and the Scottish Parliament. Each sector will report to the National Group on their progress towards developing their own strategies and action plans.

¹ *National Strategy to Address Domestic Abuse in Scotland*, Scottish Executive, 2000

However, because the implementation of the *National Strategy to Address Domestic Abuse in Scotland* requires a multi-agency approach, we must also consider how effectively agencies work together to deliver services which are both well co-ordinated and focused on the safety and needs of women and children.

In this context it is essential that this Training Strategy is supported by the development of attitudes and behaviour, skills and competencies which underpin effective collaborative working. This requires leadership to ensure that organisational cultures make joint working a key objective and that there is effective support to promote new ways of working across professional and institutional boundaries.

There are a number of recent developments in training which are relevant to this Training Strategy. Training programmes have been developed to support effective partnership working within Social Inclusion Partnerships (Working Together: Learning Together programme). The Community Planning Task Group has prepared good practice guidance in partnership working and has commissioned a report on capacity building for community planning partnerships. This activity is being supported by the Scottish Executive with a view to being developed further to support effective partnership working more generally including the Multi-Agency Partnerships addressing domestic abuse and violence against women.

This Training Strategy should be regarded as a “living” document which will evolve over time. Some of the detail remains to be finalised, which will be a task undertaken by the National Training Co-ordinators.

Definition of domestic abuse

It is clear from prevalence studies that violence against women is widespread throughout the world and cuts across class, age, religion and ethnic group.² Domestic abuse, is most commonly perpetrated by men against women. It is acknowledged that some men are abused by their women partners and same sex partners can also experience domestic abuse.³ However, recent research⁴ indicates that male victims experience of abuse is less frequent and less severe than that experienced by female victims and that there is little evidence that a specific agency is needed.

² For example Cook, S. and Bessant, J (eds.), (1997), *Women's Encounters with violence: Australian experiences*, CA: Sage. 1997

Dobash, R., Dobash, R., Cavanagh, K. and Lewis, R. (2000), *Changing Violent Men*, Calif: Sage

Haj-Yahia, M. (1996), *Wife Abuse in the Arab Society in Israel: challenges for future change*, in Edleson, J and Eisikovits, Z. (eds.) *Future Interventions with Battered Women and their Families*, CA:Sage.

Heise, L. (1996), *Violence Against Women: The Hidden Health Burden*, (World Bank Discussion Papers), Washington DC: Word Bank.

Johnston, H. (1996), *Dangerous Domains, Violence Against Women in Canada*, Toronto: Nelson.

Imam, U. F. (1999), *South Asian Young Women's Experiences of Violence and Abuse*, in Kemshall, H. and Pritchard, J. (eds.), *Good Practice in Working with Violence*, London: Jessica Kingsley.

Romkens, R. (1997), Prevalence of Wife Abuse in the Netherlands: Combining quantitative and qualitative methods in a survey, *Journal of Interpersonal Violence*, 12,99-125.

³ *Statistical Bulletin: Domestic Abuse Recorded by the Police in Scotland 1 January – 31 December 2001*, Scottish Executive October 2001

⁴ Gadd *et al*, Keele University *Domestic Abuse Against Men in Scotland*.

Nevertheless, abuse is never acceptable, regardless of the gender of the victim or the perpetrator. This should be emphasised at the beginning of any training on domestic abuse. But this Training Strategy focuses on domestic abuse as it affects women, children and young people as this is overwhelmingly the most common experience.

The National Strategy definition is:

Domestic abuse (as gender-based abuse), can be perpetrated by partners or ex-partners and can include physical abuse (assault and physical attack involving a range of behaviour), sexual abuse (acts which degrade and humiliate women and are perpetrated against their will, including rape) and mental and emotional abuse (such as threats, verbal abuse, racial abuse, withholding money and other types of controlling behaviour such as isolation from family and friends).

In accepting this definition it must be recognised that children are witness to and subject to much of this abuse and that there is some correlation between domestic abuse and child abuse. It must also be recognised that, particularly among black and ethnic minority ethnic communities, other family members may be involved in or may participate in the abuse of the woman.

In tackling domestic abuse/violence against women, it is necessary to take account of the specific experiences of particular groups of women and to ensure that any action/provision is relevant and appropriate to them. The needs of women, children and young people who experience additional discriminations, e.g. black and minority ethnic women and children, women with no recourse to public funds, disabled women and children including those with learning disabilities, older women, lesbians, gypsy travellers, refugee women and children and asylum seekers, women and children living in rural areas, women with mental illness or mental health issues and women with addictions should be mainstreamed through all actions and provisions.

2 Aims of the Training Strategy

As with the National Strategy and the Prevention Strategy, the Training Strategy's ultimate aim is the elimination of domestic abuse. In working towards achieving this, the Training Strategy aims to ensure:

- That all agencies, individually and working together, can make the required changes to ensure that the best possible service is provided to anyone affected by domestic abuse, anywhere in Scotland.
- That all workers who come into contact with women, children and young people who have experienced domestic abuse, and men who have used violence, have the knowledge, understanding and skills required to realise the National Strategy.
- That all relevant staff are equipped with the knowledge, understanding and skills necessary for working across professional boundaries.

3 Requirements of the Training Strategy

For the Training Strategy to succeed it must focus on attitudes and beliefs as well as information and procedures. Domestic abuse is a complex and sensitive issue, which cuts to the core of individuals' personal beliefs and experiences of intimate relationships. It is also the subject of many myths and misconceptions, many of which are widely accepted as reality, but are potentially dangerous to women, children and young people if used to inform practice.

A shared analysis of the causes of domestic abuse is therefore essential to achieve consistency of approach. In line with the National Strategy, the Training Strategy recognises that "domestic abuse is associated with broader gender inequality and should be understood in its historical context, whereby societies have given greater status, wealth, influence, control and power to men. It is part of a range of behaviours constituting male abuse of power, and is linked to other forms of male violence". It is also important to acknowledge that the attitudes and structures which have supported abuse to date can be changed.

All domestic abuse training should therefore be underpinned by the above theoretical framework. It should value diversity and acknowledge respect for the individual and their right to live free from the fear of domestic abuse. It should avoid any inferences that domestic abuse is caused by alcohol or drug misuse, poverty, unemployment, stress, or mental illness, although they can contribute to or exacerbate the abuse. In addition, the cultural or religious background of the abuser is not an excuse for their abuse, and women and children who experience abuse are not responsible.

Improving multi- and single-agency responses and individual workers' practices requires more than simply training. In order to ensure that improvements are maintained, a number of other inter-related initiatives is required, e.g. effective policies and protocols, screening tools, intra- and inter-agency communication systems and worker support systems. Developing and maintaining these systems is therefore an integral part of the Training Strategy.

It is recognised that there is already a substantial amount of domestic abuse training underway. The Action Plan at section 6 is intended to ensure that all areas of Scotland develop a domestic abuse training strategy consistent with the national focus and that all areas reach an appropriate level of training activity.

Content of Training

The Training Strategy recognises the need for a comprehensive package of training courses. The following areas have been identified but do not provide an exhaustive list. A full package will be developed by the training co-ordinators.

Nature, extent, effects and causes of domestic abuse

Children and young people's experiences of domestic abuse

Multi-agency training

Joint working training

Specific issues relating to women, children and young people who experience additional discriminations/difficulties (including black and minority ethnic women, children and young people, disabled women, women in rural areas, children and young people, lesbians and older women)

Links between different forms of violence against women

Awareness about men who use violence and how they “explain” their behaviour

Responding to men who use violence

Awareness of/attitudes to gender issues

Importance of/reasons for confidentiality

Relevant agency protocols/systems

Child protection

Empowerment of women, children and young people

Identifying local services

Developing self-awareness, looking at prejudices, assumptions and attitudes.

Content of Training – Working with Men

In working with all agencies to raise awareness about men who abuse, the following areas should be addressed:

History and extent of the problem

Understanding why men are the main abusers and women the main victims

Violence within same sex relationships or from women to men is neither the same as, nor symmetrically opposite to, men’s violence to women

Theory and perspective – why men’s violence to partners and ex-partners is largely about the misuse of power and control in the context of male expectations of authority over, and services from, women

The role played by alcohol (it’s not a “cause”)

How men “excuse” abuse: the use of denial, blame and minimisation

How intervention programmes work

The importance of parallel services for women when working with men

Men are responsible for their use of violence

Men can change

Agreed Standards and Good Practice for Training

There has been considerable development in recent years of training on domestic abuse. Other initiatives, such as the implementation of this Training Strategy, will greatly increase the demand for trainers. Due to the sensitive and complex nature of domestic abuse, it is important that the training is consistent with the analysis of abuse in the National Strategy. There is therefore an absolute requirement to develop agreed standards and good practice.

4 Taking the Strategy Forward

The appropriate delivery of training will be crucial to the success of the Training Strategy. It is therefore essential that only suitably trained personnel carry out this task. If there is a Domestic Abuse Trainer in post, they should deliver the training, involving Women's Aid and other specialist organisations as appropriate in planning and co-facilitating. Where there is no Domestic Abuse Trainer, training should be provided by Women's Aid and other organisations with suitable skills.

It is essential that all sectors take responsibility for ensuring that training delivered in their area conforms with the agreed standards and good practice to be developed. Local Training Consortia will also have a role to assist in ensuring that trainers used locally can comply with the agreed standards and good practice. The National Co-ordinators will provide advice/support to Partnerships about trainers if required.

Even when a significant proportion of key workers have attended training, sessions should be repeated at regular intervals to take account of staff turnover and updates provided to ensure levels of knowledge are maintained.

This Training Strategy must not be seen in isolation. It should be implemented alongside related work to develop domestic abuse policies and protocols.

Public Sector

In order that the aims of the Training Strategy can be achieved, all public sector agencies will require to review their approach to domestic abuse training. Accordingly, continuing support for this process will be required from relevant Scottish Executive Ministers to ensure that the agencies they are responsible for comply.

There is a need for generic training covering the topics listed above in the section on Content of Training. In addition, there is a need for sector specific training for all staff who may come into contact with women, children and young people experiencing abuse or men who use violence. Human resources personnel should receive training to enable them to respond appropriately to members of staff who are experiencing, or indeed, perpetrating abuse. Policy makers and senior practitioners should also participate in training, to ensure that their knowledge and understanding is up-to-date.

Each sector will therefore require to develop a training strategy, carrying out an assessment of the skills required to provide an effective service, and an audit of training needs. The resource implications of this work should also be addressed, and may require either re-allocation and re-prioritising of existing resources or additional funding. Planning time should also be allocated to this process, including costings and the implications of releasing staff for training. Reporting mechanisms should be built in to ensure the Training Strategy is progressed.

Local multi-agency domestic abuse partnerships will produce their own training strategies following the principles and aims of this National Training Strategy. Member agencies and organisations will participate in the organisation of multi-agency training as well as ensuring that their own agency/organisation undertakes training, develops intra-agency communication protocols, etc. Members will also participate in the development of inter-agency communication policies and other related protocols.

Multi-Agency Training

In addition to service specific training, there is a need for multi-agency training to bring together representatives of all the partner agencies and determine how an effective response can be provided across agency boundaries. This should also include training on joint working. Multi-agency training is required in addition to training in each sector, and neither is an alternative to the other.

It is recognised that multi-agency and sector specific training is already underway in many areas. However, existing training should be reviewed in the light of this National Training Strategy, in particular to ensure compliance with the agreed standards and good practice.

More information about training in each sector is to be found in annex 3.

Professional Education and Training

Mainstreaming domestic abuse training in pre- and post-qualification professional training is one of the keys to making the Training Strategy sustainable. As a longer-term goal, there is therefore a need for pre-qualification and post-qualification core modules for professional training courses in health, social work, all education sectors, housing and the legal profession. These modules should cover all of the elements identified in the section on Content of Training, in addition to being tailored to each profession. In time, all members of the above professions should receive training in domestic abuse prior to qualification.

Post-qualification training should include further detail on the core elements, as well as more specialist training on, e.g. long-term effects of child sexual abuse, needs of minority ethnic, disabled, older, gypsy traveller, refugee, asylum seeker, rural women, children and young people, lesbians and those with mental illness or mental health issues. All members of the above professions should undertake post-qualification modules through Continuing Professional Development schemes.

It is envisaged that the National Training Co-ordinators will work with the relevant awarding bodies to develop the required modules and ensure mainstreaming.

As a very long-term goal, a course in violence against women studies should be developed in conjunction with the tertiary education sector. Higher level education, possibly to degree standard, will provide leading practitioners with appropriate expertise, and will have a positive impact in many areas, for example further developments in research. In addition, post graduate professional education, e.g. housing studies diploma courses, should contain a module on domestic abuse.

5 Capacity Building

Co-ordinating and Resourcing the Training Strategy

There are obviously considerable resource implications involved in implementing the Training Strategy. In recognition of the important role of training in improving services and working to prevent domestic abuse, the Scottish Executive will commit £700,000 per annum over the next 3 years to funding training. However, it is recognised that providing resources is not the end of the matter, but rather a partial step towards implementing the Training Strategy.

The implementation of the Training Strategy will require commitment of resources and worker time. In order to make the best use of limited financial resources, the Training Working Group determined that these should be allocated to capacity building for the delivery of training, rather than to underwriting training courses. As a result, all participating agencies will be required to view domestic abuse training as "core business" and cover any additional costs incurred.

It is recognised that some sectors, in particular social work, health and education, may experience particular difficulties in releasing staff to attend training. The Training Working Group recommends that managers take a flexible approach to these difficulties and try to find effective local solutions. For example, in Fife, training for teachers has been brought to the schools to overcome constraints on releasing teachers.

The Training Working Group has identified a role for National Training Co-ordinators to ensure that the Training Strategy is implemented, liaise with awarding bodies to ensure mainstreaming of domestic abuse training in professional training, and liaise with Multi-Agency Partnerships to provide co-ordination of training activities. The National Training Co-ordinators will be responsible for monitoring the funding provided to the Consortia and ensuring standards are met. The National Training Co-ordinators will be accountable to the National Group to Address Violence Against Women and will be assets to ensure the success of the Training Strategy.

A number of Domestic Abuse Training Consortia will be established throughout Scotland to facilitate implementation of the Strategy. Membership of the Consortia will be drawn from local Women's Aid groups, members of the Multi-Agency Partnerships with relevant experience,

including the domestic abuse co-ordinator if applicable, local freelance trainers and other relevant local organisations, e.g. Women's Rape and Sexual Abuse Centres, Women's Support Project. The Consortium will draw on its members as appropriate to provide training in its area.

Each Consortium will receive funding towards the costs of resourcing training, according to a formula based on local need with weighting for rurality. This funding may be used towards the costs of providing a training worker, if there is not one in post already. The training worker could be employed through the local Women's Aid group or by the Consortium, with one body taking the lead role and providing the employing function. The training worker would provide training for trainers as well as delivering training. Alternatively, the funding could be used to "buy in" training from a pool of independent trainers. Any additional resourcing required should be provided by member agencies.

The National Training Co-ordinators will set up the Consortia, taking into account geographical distribution and population, and determine the finer details of their role and financing (see annex 2).

In addition, there is a need for a National Training Worker post within Scottish Women's Aid to support the implementation of the Strategy, to oversee further development of training materials, and work with existing Women's Aid trainers, including training for trainers. This post would also provide training for trainers to outside agencies in order to maximise training resources at a local level. Through undertaking such training local groups would also gain access to a comprehensive toolkit developed by SWA and supported by the Executive.

Training materials

Annex 4 provides examples of training materials currently in use throughout Scotland. In addition, new training packs have been developed by Scottish Women's Aid for health, housing, legal and social workers and managers. These training materials will only be accessible through a training for trainers course provided by Scottish Women's Aid.

It will be clear from annex 4 that a range of materials is in use. While local adaptation of materials is clearly advisable, it would be preferable if there was not a proliferation of different, and possibly contradictory, materials in use. It is recommended that trainers look at a range of materials from the list in annex 2 in order to compare them and decide which are most appropriate for them.

6 Conclusion

There is no doubt that this Training Strategy is ambitious. It has to be, as there is such a widespread need for domestic abuse training to drive the implementation of the National Strategy. The Training Strategy builds on work and good practice already in place, and ensures that it is consistent throughout Scotland. Although it will require a considerable commitment in resources, time and effort from many partners, this work is essential. To

achieve a Scotland where women, children and young people who have experienced domestic abuse receive an effective and appropriate response from everyone they contact will not be easy. It will be a huge achievement which will change, and save, lives.

Further copies

Requests for further copies of the *Training Strategy* should be addressed to:

The Violence Against Women Unit
Scottish Executive
St Andrew's House
1WR
Regent Road
Edinburgh
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Telephone 0131 244 3197

Annex 1

Action Plan

It will be for the National Training Co-ordinators to develop fully the Action Plan which will implement the Training Strategy. Accordingly, headline tasks only are included at present, with reporting dates to be added.

- Advertise for, and recruit, National Training Co-ordinators
- Minister for Communities to seek support of all relevant Ministers to ensure resources for domestic abuse training prioritised
- All multi-agency partnerships to develop local training strategy, based on the principles and timescales of the National Training Strategy
- Skills audits/assessments to be carried out by all agencies
- Partner agencies/organisations (NHS, housing, social work, education, police, voluntary sector, court personnel) to implement agency-specific training for staff
- All NHS Boards to implement local training strategy, based on the NHSScotland Guidance for Health Care Workers on Domestic Abuse.
- All public sector bodies to develop and implement relevant systems, e.g. staff support, communications, protocols
- Review/evaluation of training to be carried out
- All voluntary sector organisations to develop training strategy for relevant staff, including specialist organisations
- All voluntary sector organisations to implement training strategy
- All multi-agency partnerships to develop training strategy including multi-agency and joint working training
- All multi-agency partnerships to implement training strategy including multi-agency and joint working training
- Develop pre-qualification core modules
- Introduce into training courses
- Evaluate and amend training modules
- Develop post-qualification core modules
- Introduce into training courses
- Evaluate and amend training modules
- Develop domestic abuse studies course
- Introduce into college/university

Annex 2

The National Co-ordinators

To ensure the implementation of the Strategy, two National Co-ordinators will be employed by the Scottish Executive. The posts will be funded for 3 years and will be advertised as short-term contracts or secondments. Line management will be provided by the Executive with specialist support from an Advisory Group. The National Group to Address Violence Against Women will oversee and monitor the direction of work.

Their remit will include:

- Building capacity into organisations within existing Domestic Abuse Partnerships.
- Defining accountability of organisations for ensuring staff are appropriately trained and supported.
- Ensuring that the issue of domestic abuse, and the requisite training programmes are embedded within agencies.
- Building up tiers of training that go beyond awareness raising and address the skills required to deal with domestic abuse.
- Devising a monitoring framework.

Aim

To ensure the effective implementation of the National Training Strategy on Domestic Abuse.

Objectives

- To revise the Action Plan of the National Training Strategy and produce annual targets for the 3-year implementation phase.
- To identify key strategic requirements for delivering the objectives of the National Strategy at a national level.
- To liaise with key departments in the Scottish Executive and relevant national organisations to ensure joint ownership at a national level for the successful implementation of the strategy.
- To develop a plan for the establishment of regional training Consortia across Scotland to progress the aims of the strategy and to set these up in conjunction with Multi-Agency Partnerships.
- To develop a proposal for funding the Consortia in line with local need and national priorities.
- To assist regional Consortia in formulating action plans to fulfil the requirements of the strategy.
- To ensure that the training strategy is located within an overall plan of action for improving practice within agencies including the development of support structures for staff responding to this issue.

- To identify gaps in existing training courses and work with the Scottish Women's Aid Trainer to develop appropriate packages of training for Consortia.
- To devise a monitoring framework to measure the extent to which the Strategy has been implemented.
- To develop a mechanism to identify and share good practice.
- To be accountable to the National Group to Address Violence Against Women.

National Trainer, Scottish Women's Aid

A new post of National Trainer within Scottish Women's Aid will also be funded for a period of 3 years. This post will be created to provide specialist expertise to regional Consortia in the provision of training. It will both assist the roll out of the Strategy and identify gaps in existing programmes available and barriers to their development.

Aim

To assist the implementation of the National Training Strategy on Domestic Abuse.

Objectives

- To work in conjunction with the National Training Co-ordinators and Scottish Women's Aid Training Workers to identify existing training programmes.
- To work in partnership with training Consortia and National Training Co-ordinators to ascertain specific training requirements in the development of their training plans.
- To develop a programme of specialised training for different agencies tailored to their specific needs.
- To provide a series of Training for Trainers Courses to assist local Consortia maximise their training resources.
- To contribute to the production of standards in the provision of training programmes on domestic abuse in line with current developments in Scottish Women's Aid.
- To contribute to the development of pre-qualification modules across key sectors.

The Consortia

The funding available to facilitate successful implementation of the Training Strategy is £700k per annum for 3 years. The Working Group that devised the Strategy considered that division of these resources to maximise the impact of the Strategy should be across a range of Training Consortia. Allocating resources to each multi-agency partnership was considered but rejected on the basis that this would spread the funding too thinly and because they are too diverse in terms of the areas they serve and the population covered.

Accordingly a key priority for the National Co-ordinators will be to develop a plan for the establishment of the Consortia across Scotland which will reflect need, population and geography but will adhere to co-terminous boundaries.

Annex 3

Training in Each Sector

Each sector will have both similar and different needs. The key is to encourage people to examine their values, knowledge and skills to enable them to deliver an appropriate service.

Police

The police, as the point of entry to the criminal justice system, clearly have a vital role in responding to domestic abuse. Past criticisms of their response have resulted in considerable attention being paid to appropriate training, both at force level and at the Scottish Police College. An improved response to domestic abuse incidents, an increase in reporting of incidents and increased satisfaction with the police response from women have been seen as a result.

At present, all probationary Constables receive a half-day input on domestic abuse at the Scottish Police College in the first 3 months within the service. This training is delivered by Police Instructors and concentrates on the criminal justice system and anticipated responses to incidents of domestic abuse, outlining the required police protocols during the investigation of the crime.

On return to their police force areas, officers receive further inputs reinforcing the application of appropriate responses. Constable Development Courses (for officers with over 10 years' service) and Management courses at both Sergeant and Inspector level provide further inputs. The Scottish Police College is presently reviewing the probationary course structure and inputs. The intention is to involve voluntary agencies in the delivery of training.

While the investment of the Scottish Police Forces in training and the considerable improvements in response which have resulted are much welcomed, it must be emphasised that there is also a need for the police to participate in local multi-agency training, alongside other agencies. The greater understanding of the respective roles and responsibilities engendered by such training will be of mutual benefit to all participants. Those providing the training have a responsibility to ensure that courses meet the needs of police officers as participants.

Social Work

Social work services have statutory responsibilities in relation to a number of people for example, children, older people, offenders and those experiencing mental illness or with a disability. Many social work staff will have contact with service users who have experienced domestic abuse or who have perpetrated such abuse. Women who are abused may be reluctant to seek help from social workers fearful that their children may be taken from them,

a threat often made by perpetrators. However, a significant number of women experiencing domestic abuse do have contact with social workers whose responses can have a considerable impact on outcomes for women and children. It is often the case that one of the most effective ways of protecting children is by helping a woman to protect herself, and thereby, her children.

An area of social work activity which has increased significantly over the last decade is work with perpetrators of domestic abuse, evidence of some change in responses to such offenders within the criminal justice system. In Scotland, as in other parts of the UK, social workers are involved in delivering justice related re-educational programmes for men who abuse their intimate partners. It is critical that practitioners involved in this area of service provision are informed by the wider debates about perpetrator programmes and adopt the Code of Practice currently recommended by the wider umbrella group of practitioners involved in this type of work with men who are abusive.

In order to deliver effective services to abused women and their children and to men who abuse their intimate partners, all social workers (including those managing the services) require a sound understanding of the impact, causes and consequences of domestic abuse, in order to develop appropriate practice skills and responses underpinned by clear policy and intervention guidelines. It should be recognised that historically and indeed contemporarily social work to women who have been abused has been and is minimal. Therefore it is necessary to create a culture within social work organisations which reflects the view that domestic abuse is unacceptable and that responding to it both timeously and effectively is an essential part of the social work task. To achieve this it will be important that attempts to change organisational culture permeate all levels: senior managers will have a critical role to play and example to set in this process of change.

Establishing a programme of training will also require the revision of employer support systems and procedures – necessary in order to effect change in the culture. All social workers and managers would be required to participate in domestic abuse training. Furthermore, specialist training will be necessary for many practitioners in order to develop practice skills and abilities relevant to the complex work involved in delivering constructive and effective service to women and children. Given the high numbers involved in such a task, it may be necessary to prioritise certain key areas of practice, for example, those working with children and families.

There are a number of ways in which training can be delivered and organisations will inevitably develop different training strategies. However, it will be important to identify where there may be opportunities for training to be done in conjunction with other related fora, for example local multi-agency partnerships on domestic abuse.

Education and training which requires more formal, academic recognition is also extremely important. As social work moves to become a graduate profession, it will be critical that teaching on domestic abuse (previously fragmented) is included both in the academic and in the practice learning curricula of the professional degree. Furthermore, increasingly social

workers are expected to be continuously engaged in professional development and part of this has been their involvement in post-qualification training. A number of Scottish Universities offer post-qualifying social work courses at certificate, diploma and degree (usually post-graduate) level. Currently post-qualification courses specifically focusing on domestic abuse do not exist, thus there is much scope for expansion in this area.

Health

Whilst many women experiencing abuse may use other services, the role of the Health Service is pivotal since virtually all women will at some point interact with health services, either on their own or their children's behalf. The nature of the issues arising from domestic abuse are manifold since the impact of abuse inevitably leads to women utilising a whole range of health services including Accident and Emergency Departments, Mental Health Services, Sexual Health Services Primary Care and Maternity Services. Within mental health, for example, the evidence available clearly indicates that domestic abuse plays a significant role in presentations of depression and anxiety related disorders.

Ensuring staff are equipped to provide an effective and appropriate response is thus a prerequisite for the provision of a sensitive service. There are currently a number of impediments to such provision, including professional and personal reluctance to encroach on what is often perceived as private problems. Despite the increase in awareness around this issue, it remains the case that domestic abuse remains largely unacknowledged as a significant factor in the aetiology of a range of health problems and that those health problems remain persistent and intractable as a result.

In addition to the difficulties posed by the number of entry points into the NHS, responding to the medical consequences of a social issue always poses difficulties for health service professionals trained in responding to symptoms rather than investigating the underlying circumstances which may have generated these symptoms. The traditional paradigm of healthcare leads to a lack of detection and a failure to respond appropriately often resulting in repeated and unresolved use by women of different health service settings.

In view of the above the development of an effective training strategy presents considerable challenges within the NHS. Accordingly it is imperative that any such development is progressed in the context of the overall NHS response to domestic abuse as required in the National Strategy and specified in **Responding to Domestic Abuse in NHSScotland: Guidance for Health Care Workers**. The implementation of the training strategy must be included in the overall requirements within the Performance Assessment Framework in this regard.

All NHS regions are required to produce local templates for the implementation of the above guidance through a process of collaboration between Health Boards and Trusts. Within this there is a need to have the issue of domestic abuse incorporated explicitly in the Local Health Plan of each NHS area and into their practice and planning agendas.

In relation to the training component of the Guidance, each NHS area should produce a plan which will provide detailed costings and timescales. Given the scale of this undertaking, and the fact that women present across all areas of the NHS it is recommended that an incremental approach is adopted. In view of the prevalence of abuse amongst women in the Mental Health, Primary Care, Maternity and Accident & Emergency services it is recommended that these are prioritised. An Executive lead on this issue (in keeping with the Guidance requirement) has to be identified along with a senior manager in each setting to progress the training. Within each priority area, the training and development needs of different groups of staff have to be assessed to include both basic awareness-raising seminars and more skills-based interventions. This training will also include a focus on perpetrators of abuse and the role of the health service in responding to them. More specialist training around particular disciplines within areas such as mental health has to be included in each local training plan.

Support for staff dealing with abuse has been highlighted as crucial in facilitating a sustained and effective response. Clinical supervision and access to other forms of support should therefore be explicitly detailed in the implementation plan.

There is also a need for this plan to identify where there may be opportunities for training to be done in conjunction with other partners, for example within local multi-agency partnerships on domestic abuse. This may be more relevant for particular staff, such as those working in Primary Care. Where possible this multi-agency approach should be adopted.

The Health Service also has a significant role in relation to perpetrators. Training should cover all levels of staff in debunking myths about the nature of abusers and the reasons they abuse. For example, the GP is likely to be the first contact point for the (admittedly small) number of perpetrators looking for help. A perpetrator is likely to present with problems of depression, anxiety, alcohol, anger problems, etc. GPs and other staff need to have the insight to look beyond this and see the knock-on problems in relation to women and children, as well as to offer the perpetrator access to a service which might stop his abuse.

Education

Similarly to social work, the education sector has a key role to play in work on domestic abuse. There are clearly links between this Training Strategy and the National Prevention Strategy and teachers will require some considerable input on this area of work, if they are to be equipped not only to teach about these issues but also to respond appropriately to children who may be experiencing abuse.

Resource implications are recognised as affecting this sector also, and Head Teachers will be required to develop flexible approaches, taking account of local circumstances, to ensure that staff can receive training.

Support from senior management will also be required, to ensure that domestic abuse training is accepted as “core business” and appropriately prioritised. Training should be

regarded as a helpful professional resource, which can assist teachers in responding to children who may be causing concern for a number of reasons, but for which the root cause is their experience of domestic abuse.

All teaching staff should receive awareness-raising about domestic abuse, with additional specialised training as required. There is also a role for education in relation to perpetrators. For example, children may experience very conflicting feelings about fathers who abuse, and staff will need guidance in dealing with this.

Housing

Domestic abuse is a major cause of homelessness and results in a significant proportion of presentations to housing departments. Housing workers, at all levels, therefore require basic awareness-training and some will require more specialised training as appropriate. In relation to perpetrators, they also use housing services and may present as victims. In addition, perpetrators may use housing agencies to find out partners' location.

Similarly to other sectors, leadership will be required to ensure that domestic abuse training is regarded as "core business" and prioritised.

Court Personnel

a) Judiciary

Members of the judiciary have a particularly important role in responding to domestic abuse, and through the use of sanctions in the criminal courts, underlining society's disapproval of this behaviour. In civil courts also, domestic abuse features regularly in applications for interdicts, powers of arrest, divorce actions and in child contact and residence cases.

At present, the Judicial Studies Committee runs three refresher courses each year on a 3-year programme, to which all members of the judiciary are invited on a rotational basis. Input into refresher courses, which last three days, is provided in sessions normally of one hour's duration, but longer on occasion. A session on domestic abuse has been provided at each of the three refresher courses during 2002 by the Women's Support Project. Handouts produced for the courses are made available on the Scottish Courts Service intranet.

In addition to the refresher courses, special courses are arranged as appropriate, lasting one day and offered to 30 members of the judiciary. During 2003, it is anticipated that there will be a special course offered on sexual offences as a result of the Sexual Offences (Procedure and Evidence) Act 2002.

In support of this National Training Strategy, it is recommended that domestic abuse remains on the agenda for refresher courses, mindful of the requirement to introduce new aspects to avoid duplication. In addition, occasional special courses to provide greater depth of information should be arranged as appropriate.

There is also an important role to be played here in relation to training about perpetrators.

b) Solicitors

Solicitors are obliged to undertake Continual Professional Development (CPD) courses regularly to keep up-to-date with matters relevant to legal practice. Domestic abuse awareness-training should be included as part of their CPD. It is imperative that solicitors be aware of how to deal with clients who come to them with an issue involving domestic abuse in civil cases. This will ensure that they can inform their clients sympathetically, professionally and knowledgeably of the options available to them and be able to best represent their clients with a full and clear understanding of all the difficulties they face.

Advocates in the Court of Session dealing with civil actions/divorce actions would also benefit from such training, as would Precognition agents acting for defence solicitors. In the case of Precognition agents, they will be dealing with vulnerable, perhaps intimidated victims and witnesses and should have a full understanding of domestic abuse in order to ensure that they treat these parties sympathetically and sensitively.

There is also an important role to be played here in relation to training about perpetrators.

c) Crown Office and Procurator Fiscal Service

Procurators Fiscal and Advocates Depute are responsible for prosecuting cases of domestic abuse. It is essential, therefore, that these prosecutors have a full and clear knowledge of the causes of abuse, how the effects of abuse on women will affect their capacity to disclose abuse and appear as a witness and how they, as prosecutors, and the criminal justice system can support women to give evidence against their abuser. This cannot be achieved if they do not have an awareness of domestic abuse.

Furthermore, it is equally important that this training includes Crown Office Precognition Officers. They will have close contact with and speak to the women or children as witnesses and will therefore be able to advise the prosecutor on any evidential matters having a bearing on their case. Furthermore, with knowledge of domestic abuse issues, they are in a prime position to help identify, at an early stage in the proceedings, areas of concern in relation to intimidation of witnesses and situations where the woman may be reluctant to give evidence.

There is also an important role to be played here in relation to training about perpetrators.

d) Scottish Court Administration Staff

They have not undergone any domestic abuse awareness training to date. For similar reasons as given above for training Precognition Officers, Court Administration staff should also receive this training to enable them to fully support court users who have experienced domestic abuse.

There is also an important role to be played here in relation to training about perpetrators.

e) Victim Information and Advice (VIA) Staff

This new service within the Crown Office is intended to provide support and information to victims and witnesses, with specific reference to victims of domestic abuse. Any service provider coming in contact with victims/witnesses of domestic abuse, and particularly those acting within a criminal justice setting, must have a full understanding of the issues in order to enable them to both fully support these victims/witnesses and deliver a positive and useful service.

There is also an important role to be played here in relation to training about perpetrators.

Employers

There is a role for employers in both public and private sectors in working to address domestic abuse. It is good practice for employers to have in place policies for dealing with both victims and perpetrators amongst staff.

Human resources personnel, in particular, should be equipped to respond effectively to disclosures about experiencing or perpetrating abuse. Other staff, particularly those who have contact with the public, may also require training.

The public sector should ensure that this aspect of domestic abuse training is taken on board and included in local training strategies. Engagement with the private sector should be routed through relevant organisations such as the Confederation of British Industry (Scotland). The Health & Safety Executive and Scottish Health at Work could also have a role to play.

Voluntary Sector

Women's Aid is clearly the lead voluntary organisation with regard to domestic abuse. A number of others, locally and nationally, also have a recognised expertise. There are also specialist agencies with many years' experience now in operating programmes for perpetrators, and undertaking training in awareness about men who use violence, such as CHANGE, DVPP & SACRO.

The voluntary sector is extremely diverse and there are many organisations for which domestic abuse training is essential, in particular those organisations which are members of Multi-Agency Partnerships. Even within the specialist organisations, there is a need for regular training updates, and participation in training on joint-working, multi-agency practices and protocols, to ensure good practice and provide opportunities for staff development.

Local Training will be expected to assist local voluntary sector organisations to develop training strategies on the same lines as identified for the public sector above.

Professional Training

Ensuring that teaching on domestic abuse is a central area of the curricula in pre- and post-qualification professional training is vital and is one of the ways of making the training strategy sustainable. As a longer-term goal, it is important that core modules on domestic abuse are included in professional training courses in health and medicine, social work, the law, education and housing. The content of teaching and training should vary to include coverage of not only basic awareness raising and knowledge building but also some of the more complex policy and practice issues faced by the different professional groupings. In addition, the area of inter-professional collaboration will be an important theme for all levels of professional training. Given the central importance placed on continuous professional development, it is hoped that professionals working with survivors and perpetrators of domestic abuse will take advantage of any opportunities to continue to develop sound, ethical and effective practice. Such opportunities will include “in house” training but also the various post qualification courses and post-graduate degrees embarked on by professionals.

It is envisaged that the National Training Co-ordinators will work with the relevant professional awarding bodies to ensure progress in this area.

Annex 4

Domestic Abuse Training Materials Currently in Use:

Domestic Violence: A training pack for health professionals, trainers guide including training materials, session 1. Produced by Camden and Islington Health Authority and Camden Multi-agency Domestic Violence Forum. 1998.

Challenging Domestic Violence: a training and resource pack for anyone who wants to address domestic violence in their work or community setting. Produced by London Borough of Hammersmith and Fulham, Community Safety Unit 1991.

Zero Tolerance Trust – various materials from campaigns, briefing packs, statistics on violence, etc.

Understanding Domestic Abuse: A training pack. Produced by Community Practitioners and Health Visitors Association, authors Karen Marshall and Sally Kendall. 2001. 40 Bermondsey Street, London SE1 3UD Tel: 020 79397000 (ISBN 18 722 78515).

Department of Health Resource Manual for Health Care Professionals.

Grampian University Hospitals Guidance on Domestic Abuse for staff.

Relationship Violence and Abuse from Targets of Effective Change, Nottinghamshire Probation Service.

"Making an Impact" Children and Domestic Abuse by Barnardos, NSPCC and University of Bristol.

Action Against Abuse S1–6, produced by Glasgow City Council Education Services. Contact Loretta Scott, Nye Bevan House, Glasgow.

Pack used in conjunction with drama production "To Have and To Hold" by Baldy Bane Theatre Company. Video with guidelines for use being produced.

Healthy Relationships for Teens.

Healthy Relationships curriculum pack for 7–11 year olds, contact North Ayrshire Women's Aid, 87 – 98 New Street, Stevenston.

VIP packs – pre-school, primary and for teenagers. Produced by Young Women's Centre, Dundee.

EVA Project, Motherwell, has devised and delivered range of specific training courses to health staff and other agencies, e.g. mental health, rape and sexual assault, elder abuse.

Scottish Women's Aid materials including the pack "Raising the Issue", "Women Talking to Women" and the new package "A Toolkit for Going Forward". SWA, Norton Park, 57 Albion Road, Edinburgh EH7 5QY.

CHANGE is funded under Section 9 of the Social work (Scotland) Act to offer consultancy and training to local authority Criminal Justice Services concerning work with male domestic violence offenders. Training and consultancy offered includes:

Half-day seminars on programme planning and organisation.

One day multi-agency awareness-raising workshops for up to 20 participants undertaken in partnership with local Women's Aid groups.

Intensive five-day courses for men's programme groupwork facilitators and women's service providers (limited numbers).

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