

HYFFORDDIANT  
TRAINING

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Prevention + Protection + Provision



Cymorth i Ferched Cymru  
Welsh Women's Aid

# Training Brochure

2022 - 2023

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For more information please go to [www.welshwomensaid.org.uk](http://www.welshwomensaid.org.uk) © Welsh Women's Aid 2021

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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

Our trainers have specialist knowledge and experience gained through several years of working with survivors in various roles.

**HEAD OF TRAINING** Mwenya Chimba PhD

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**NATIONAL TRAINING COORDINATOR** Rhian Hathaway

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**NATIONAL TRAINING ADMINISTRATOR** Lisa Pezzack

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## **VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE TRAINERS**

Hefina Griffith  
Aisha Sterling

Maya Badham  
Louise Daniells

Natalie Looms  
Sian Massey

## Booking information

### Making a booking

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For all general training enquiries and to request a booking form, please contact our team at [training@welshwomensaid.org.uk](mailto:training@welshwomensaid.org.uk) and our Training Coordinator will respond to you promptly to discuss your needs.

### Confirmation of a booking

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Once the booking form has been received, a confirmation email with details of the booking will be sent to you. Please note all training is confirmed ten days before taking place and on occasions, this may result in the training day being cancelled. As soon as we are aware that the training will be cancelled, we will let you know.

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

## Costs

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### FACE TO FACE

Half Day      £450.00

Full Day      £900.00

### DIGITAL

Half Day      £375.00

Full Day      £750.00



### E-LEARNING

£20.00 per person, per course

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

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

**ADDITIONAL REQUIREMENTS** will be costed separately.

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

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

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

## Travel

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

If you are unsure how to get to a venue, please call Welsh Women's Aid office where a worker will try and assist you.

## Spaces available on training events

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

## Training times

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Training is either a full day 9:00am to 4:30pm or half day AM/PM, unless otherwise stated. A full day training course, delivered digitally is split over 2 consecutive dates. Participants should ensure that they are able to attend all dates before booking training, in order to avoid disrupting the session for other participants.

## Tailor made training

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

## Accreditation

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

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

## E-learning

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Several of our training courses are now available via e-learning. The benefit of e-learning is that it is completely self-paced. You can find links to access the e-learning courses throughout this brochure.

The screenshot shows the 'Domestic Abuse Awareness' e-learning course interface. At the top, there are three main sections: 'What is Domestic Abuse?', 'Responding to Disclosure', and 'Assessment of Learning', each with a checkbox. Below these, a list of topics is displayed, each with a checkbox: 'Introductions', 'Aims & Objectives', 'What is Domestic Abuse?', 'Coercive Control and its Effects', 'Barriers to Survivors Seeking Help', 'Types of domestic abuse', 'Key concepts', 'Prevalence of domestic abuse', 'The language we use', 'The Law', 'Tactics of domestic abuse', 'The Duluth Power & Control wheel', 'The expanded Duluth Power & Control Wheel', and 'The Entrapment Process'. A key at the bottom indicates: 'Key:  Not started  Started  Completed'. The interface also includes a logo for 'Cymorth i Ferched Cymru' (Welsh Women's Aid) and an 'EXIT' button.



# Training courses

## Understanding Domestic Abuse

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### Description:

Domestic abuse 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.

This course explains the dynamics, nature, effects and causes of domestic abuse. Using case studies, learners will analyse victim responses, evaluate how best to respond to victim disclosures, and how to safeguard and share information safely and correctly. The course also looks at specialist support services, and how to refer to them.



### Learning objectives:

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



### Course length:

Half day or full 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

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### Description:

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



### Learning Objectives:

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



### Course length:

1 x Full day and a half

## Understanding Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

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### Description:

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



### Course length:

1 x Full day

## Violence Against Women: An Employment and HR Issue

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### Description:

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 Outcomes:

- 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



### Course length:

1 x Full day

## Violence Against Women, Domestic Abuse and Sexual Violence Workplace Champions

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### Description:

Are you a non-specialist support organisation who would like to identify and develop an individual or team of workers to become champions on violence against women in the workplace? Have you received organisational training on violence against women and now you want to champion the cause in your workplace?

### Who would find this useful?

Organisations which are not specialist services but would benefit from having a workplace specialist who can guide and support their colleagues. Organisations which want to improve their practice on violence against women.

Organisations which want to support staff more effectively in the area of violence against women.

Organisations striving to be better and healthier workplaces.



#### Learning Objectives:

- To have a deeper understanding of the complex effects of violence and abuse
- To have a deeper understanding of how to assess and manage risks faced by service users
- To have a deeper understanding of confidentiality and information sharing
- To have a deeper understanding of perpetrators and their behaviour
- To have a deeper understanding of how to support and care for themselves and colleagues



#### Course length:

1 x Full day

## Understanding Vicarious Trauma

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#### Description:

Vicarious Trauma affects a large number of professionals who are immersed in work with vulnerable or traumatised individuals in the UK.

It often involves hearing or reading accounts from individuals about something very bad happening in their life.

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



#### Learning objectives:

- Understanding Vicarious Trauma.
- Understanding Psychological Trauma.



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



Course length:  
1 x Half day



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

## Working With Survivors: Trauma Informed Practice



### Description:

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



### Learning objectives:

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



Course length:  
1x 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

## Understanding Coercive and Controlling Behaviour

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### Description:

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



Since coercive and controlling behaviour became a criminal offence, WWA worked with Police and survivors to train their officers to better understand the dynamics and effects of this behaviour, and how to gather effective evidence. Further enhanced by the insights gained from working closely with the Police, this course equips all professionals whose service users may be experiencing coercive control with knowledge and skills to support them.



### Learning Outcomes:

- Recognise coercive control tactics, and understand their impact on victims, including children
- Understand applicable legislation
- Apply knowledge of coercive & controlling behaviour and legislation in order to:
  - enhance your own record keeping
  - better assess the needs of your service users who are being coercively controlled
  - be able to apply understanding of the legislation to provide valuable evidence and statements to the police



### Course length:

1x Full day

## Understanding Sexual Harassment

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### Description:

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 of women 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.



**Course length:**

1 x Full day

## Understanding Sexual Violence

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**Description:**

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.



**Course length:**

1 x Full day

## Understanding Economic Abuse

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### Description:

This course looks at the historical and social context of economic inequality and abuse within the wider discourse of VAWDASV. Economic abuse disproportionately impacts women and girls during and long after an abusive relationship has ended. It affects their ability to work, to access education, legal services, has potential long-term implications on credit worthiness and ultimately impacts on their ability to be autonomous in exercising their rights within our society.



### Learning objectives:

- Understand the practical support that can be offered by frontline workers to help survivors become economically resilient.
- Understand the structural and legal frameworks in place to help workers feel more confident in supporting survivors who have experienced economic abuse and to promote economic empowerment for women and girls.



### Course length:

1 x Full day

## Stalking and Associated Risks

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### Description:

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



### Learning objectives:

- Identification of stalking.
- Review risks associated with stalking.
- The law around stalking.
- Supporting survivors of stalking.



### Course length:

1 x Full day

## Intersectionality and Unconscious Bias

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### Description:

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

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



### Learning objectives:

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



### Course length:

1 x Full day

## The Bystander Intervention

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### Description:

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 Intervention  
 Initiative

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



#### Course length:

2 Hours or 1 x half day



In the last 2 years, Welsh Women's Aid have trained over **500** students and staff in **6 UNIVERSITIES** across Wales.



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

## Safety, Trust and Respect (S.T.A.R)



### Description:

A suite of early intervention and prevention services and group programmes for all ages up to 25 years, advice, information and guidance to enable professionals training for practitioners working with children and young people.

A suite of services include:

- **Prevention: S.T.A.R Young People Programme**  
(8 x 1 hour sessions)  
Sessions are young person led and promote group discussions. They enable young people to recognise early warning signs and dangers of unhealthy relationships, empowering them to make informed choices. The sessions also set out the legalities in relation to each topic and where to go for help and support.
- **Early Intervention: S.T.A.R Club – 6 to 11 year olds**  
(8x 1 and half hour sessions) (8 x 1 hour sessions)  
The programme provides a safe and confidential group environment for children who have experienced domestic abuse, to understand and explore their feelings. Play and fun has an integral part during all S.T.A.R Club sessions. It is particularly important for children who have experienced domestic abuse as this may not have been possible in homes ruled by fear.
- **S.T.A.R Group Work (4 – 6 year olds) & (7 – 11 year olds)**  
The aim of the group work is to strengthen the relationship between the child and their mother following domestic abuse. This programme enables discussion about their experiences, understanding of the impact of domestic abuse on the child and strategies to cope. A parallel programme consists of group work for mothers and group work for children.

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



## Working With Children Affected by Domestic Abuse

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### Description:

This session is aimed at workers who have regular contact with children and young people and who are seeking to understand how living with domestic abuse can impact on their lives. Participants need no prior learning of domestic abuse related issues.



### Learning Outcomes:

- Awareness of the impact of domestic abuse on children and young people
- Ability to identify the ways in which children and young people of different ages experience domestic abuse
- Ability to describe the board effects of domestic abuse on a child or a young person
- Increased understanding of the consequences of women blaming
- Increased awareness of ways we can support women, children and young people who have experienced domestic abuse
- Increased understanding of the importance to listening to children and young people and how difficult it can be for them to be heard
- Increased recognition of the importance of providing opportunities for children and young people to speak out; for example, through support.



### Course length:

1 x Half day

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

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### Description:

This course has been developed to raise awareness of the issues faced by children and young people experiencing /witnessing VAWDASV related issues.



The training aims to support workers who have regular contact with children and young people impacted by Domestic Abuse.



### 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.

Learners will be expected to complete the following:

1. Pre-course e-learning training.
2. Attend a half day live webinar on Teams or Zoom.
3. Carry out some post-course activities.



Course length:  
1 x Half day

## NOCN Level 3 Certificate in Preventing and Tackling Domestic and Abuse.



### Description:

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



### Some of the topics explored include:

- The historical roots of VAWG and domestic abuse – this module considers the dynamics and effects of domestic abuse and sexual violence, gender roles, intersectionality and process of recovery.
- Child protection within the context of domestic abuse and VAWG – this module explores the various forms of child abuse within the context of domestic abuse and sexual violence, handling disclosures, current legislation, multi agency responses, skills need to support children and young people experiencing domestic abuse and sexual violence.

- The role of the domestic abuse and sexual violence practitioner – this module investigates the principles of advocacy, risk and risk assessment, first responses and crisis intervention, safety planning, legislation, and legal interventions.
- Domestic abuse and sexual violence partnerships, locally and nationally – this module looks at coordinated community responses, developing partnership working and best practice, and multi agency responses.

**This qualification is equivalent and recognised as such by the Home Office. Learners with the qualification can apply for the IDVA role.**



**Course length:**

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

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

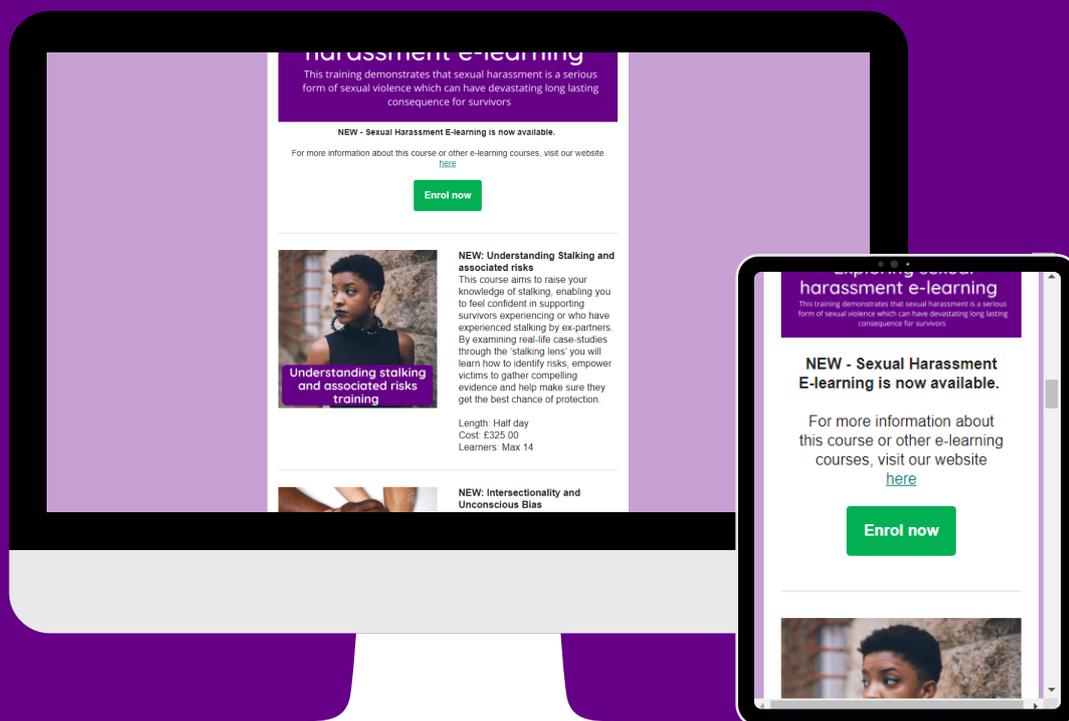
- Learner

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

Learner

# Newsletter

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



🔍 <https://www.welshwomensaid.org.uk/training/> ✕ | 🎤

# SIGN UP NOW!

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Follow us:

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**Welsh Women's Aid**

Rhoi Merched a Phlant yn Gyntaf  
Putting Women & Children First