



Violence Against Women & Girls (VAWG) Team Training Programme

2024

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Introduction

This brochure contains information on the various training courses, that Waltham Forest Council's Violence Against Women and Girls (VAWG) have devised and plan to deliver in partnership with local agencies in 2024.

Waltham Forest Council's VAWG Team also facilitates a quarterly forum for partnership members to attend themed briefings and share good practice through networking. Further information about the VAWG Network can be found by emailing vawg@walthamforest.gov.uk

Violence Against Women and Girls (VAWG)

The United Nations declaration (1993) on the elimination of Violence Against Women and Girls, VAWG hereafter, defines VAWG as:

'Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.'

Waltham Forest Council and its partners have adopted the above-mentioned definition which recognises that women and girls face violence because of their gender. Most of that violence takes place in families and is recognisable to us all as domestic violence and abuse. VAWG however is broader in nature and includes other crimes of violence and abuse that affect women and girls which have a similar root cause.

VAWG includes the following:

- Domestic violence and abuse
- Female Genital Mutilation (FGM)
- Forced Marriage
- 'Honour'-Based Violence
- Sexual Violence
- Stalking and Harassment
- Trafficking for the purpose of sexual exploitation
- Prostitution

Additionally: FGM, Forced Marriage and 'Honour'-Based Violence have become known collectively as "Harmful Practices".

What we want to achieve

Waltham Forest has historically been known as one of the boroughs in London with the highest number of reported incidents of domestic violence and abuse. Ending violence against women and girls is a complex, difficult but necessary task. The long-term aims of our VAWG programme are to:

- Prevent abuse before it happens through education and awareness work, challenging attitudes and beliefs that underpin and condone VAWG, and building consensus and momentum in the community to help address it.
- Intervene earlier to reduced repeat victimisation and the harm it causes and stop it from happening again.
- Make sure victims/survivors (and their families) are provided with adequate information, support and care increasing the safety and providing options for people experiencing any form of VAWG.
- Take action to hold perpetrators accountable for their behaviour supporting them to understand the impact of their actions/ crimes and change their behaviour; and

- Ensure that agencies work together in a co-ordinated way to obtain the best outcome for victims/survivors and their families.

In addition to reducing VAWG in the long-term, we want to achieve the following practical outcomes:

- Increase the identification of VAWG in the community.
- Improving the emotional and physical well-being of victims/survivors and their families.
- Increased housing stability and reduction in homelessness.
- Increased social and financial independence and stability.

Our approach

To tackle VAWG effectively, Waltham Forest Council has implemented a 'co-ordinated community response' involving multiple agencies, including statutory and voluntary and community-based organisations. This response will only be effective if all the agencies have a common understanding of risk. Partnership working is imperative to early and effective intervention for victims/survivors.

Agencies responding to risk in different ways leads to piecemeal provision; information sharing is inevitably harder when agencies work in silos.

The outcomes of this multi-agency VAWG training programme are:

- Promote a zero-tolerance approach to VAWG
- Practitioners can provide an appropriate and safe response to disclosures of VAWG
- Improved service provided to victims of VAWG from service providers
- Perpetrators are held to account
- Ensure that victims/survivors are provided with the right support at the right time.

All the courses in this brochure follow the same model: they will equip participants to **identify** the relevant abuse that is taking place, or that an individual is at risk from, **assess** the individuals needs and **respond** appropriately (including referral pathways).

About the training

All the courses listed in the brochure are delivered in a multi-agency setting. This provides participants with the opportunity to share their experience, skills and knowledge and learn about other agencies' roles, responsibilities, and limitations in relation to the topics covered.

Please note that due to the multi-agency nature of these courses, we can only accept a maximum of two people from the same agency on each session. If you would like to train a larger group of staff in one session, please contact the VAWG Team to discuss your requirements.

Please be aware this training programme deals with potentially emotive subjects. The content and materials used may be upsetting. On all courses, information is provided about help lines and local and national support agencies that can be contacted should you need to contact someone on behalf of another person.

Single Agency Training

In addition to these multi-agency training events, Waltham Forest Councils VAWG Team can provide tailored training to meet your organisation's specific requirements. For further details of 'in house' training opportunities or to discuss your organisation's requirements please contact the VAWG Team at VAWG@walthamforest.gov.uk

Training Course Costs

There is no charge for the training courses listed in this brochure.

If any partner would like a bespoke training package for their staff, please contact Waltham Forest VAWG Team on VAWG@walthamforest.gov.uk to discuss.

If you book to attend a course and then cancel, the Waltham Forest VAWG Team requires no less than **5 working days'** notice ahead of the course date.

All courses will be closed to late arrivals 20 minutes after the course begins.

Any decision to cancel a course is at the sole discretion of the Waltham Forest VAWG Team.

How to Book a Training Course

Some bookings are managed via the Eventbrite website. Click on the 'Register here' hyperlink next to the course you would like to attend and complete the online booking form.

If the link doesn't work on your PC, try right clicking the hyperlink, then click on open hyperlink.

Once you have completed the online booking process you will receive an e-mail confirmation from Eventbrite. You will also receive a further e-mail confirmation from Waltham Forest Council's VAWG Team prior to the course date, with joining details. You are advised to make a note of the date of the course you have applied for in your calendar and /or diary to ensure you are available to attend the course.

Equalities

Waltham Forest Council's VAWG Team is committed to the corporate Equalities and valuing and respecting difference and diversity. We aim to provide access to training regardless of a person's protected characteristic.

We aim to ensure that all our courses are inclusive and avoid discrimination in all respects. This is always an integral objective in our planning and preparation of the training, and we undertake to:

- Ensure all participants are treated as individuals.
- Respect the opinion and experience of others.
- Appropriately challenge discriminating language or any oppressive behaviour.

If you would like to discuss any specific access requirements prior to booking on a course, please contact the VAWG Team at VAWG@walthamforest.gov.uk

Violence Against Women & Girls (VAWG) 2023 – 2024

Training Course Timetable

[Please click on the month / year in green to expand / hide the available training.](#)

December 2023

January 2024

Understanding Trauma and Multiple Disadvantages (delivered by AVA)

This course is for frontline workers and managers who want to gain a deeper understanding of multiple disadvantages, trauma, and the impacts of trauma. By the end of the session, learners will understand the term multiple disadvantages and have explored links between experiences of violence and abuse, mental ill-health and substance use; understand trauma and how experiences of trauma impact people; understand the difficulties clients experiencing multiple disadvantages face in engaging with support services; consider the impact of working with people who have experienced trauma on workers and consider how to keep themselves healthy; and understand the need for an intersectional approach to working with the client group.

- Date: Wednesday 17th January 2024
- Time: 10am – 1pm
- Register [here](#)

Family members and protections for victims of domestic violence under the EU Settlement Scheme (delivered by Rights of Women)

This 3-hour online training course looks at Family members under the EU Settlement Scheme and the impact of Domestic Violence related relationship breakdown on immigration status under the Scheme.

- Target audience: This course is open to non-legal professionals working in England & Wales on violence against women and girls (VAWG) issues from the community, voluntary and statutory sectors including refuge workers, outreach workers, IDVAs and ISVAs.
- Date: Tuesday 16th January 2024
- Location: Online
- Register [here](#)

Drive Implementation: Workforce Development Panel Representative Training (delivered by Respect)

This event will provide a brief overview of the Drive model and local referral pathways (there is an expectation that attendees will already have attended the Workforce Development for Frontline Professionals). The focus of this event is to explore in more detail the Perpetrator Panel and the roles and responsibilities of the professionals attending. There will be a detailed look at how cases are considered for suitability for Drive and how the Disrupt element of the model works in practice.

- Target Audience: All professionals who are likely to be attending the perpetrator panel to represent their respective agency.
- Date: 16th January 2024
- Time: 1pm – 3pm
- Location: Online
- Register [here](#)

Forced Marriage Online Workshop for Social Care Staff (delivered by the Forced Marriage Unit)

A half-day workshop for UK Social Care staff on how to support victims of forced marriage. The workshop will include sessions on:

- Understanding the risks to victims
 - How to work with other professionals to safeguard child and adult victims of forced marriage.
 - How to apply for a Forced Marriage Protection Order (led by a police officer)
 - A case study from a social worker
 - The role of the Forced Marriage Unit and the advice available for victims in the UK and overseas
 - The testimony of a survivor of forced marriage
- Date: Thursday 18th January 2024
 - Register [here](#)

Drive Implementation: Workforce Development Panel Representative Training (delivered by Respect)

This event will provide a brief overview of the Drive model and local referral pathways (there is an expectation that attendees will already have attended the Workforce Development for Frontline Professionals). The focus of this event is to explore in more detail the Perpetrator Panel and the roles and responsibilities of the professionals attending. There will be a detailed look at how cases are considered for suitability for Drive and how the Disrupt element of the model works in practice.

- Target Audience: All professionals who are likely to be attending the perpetrator panel to represent their respective agency.
- Date: 30th January 2024
- Time: 1pm – 3pm
- Location: Online
- Register [here](#)

Stand by Her (male staff training)

Stand by Her is a training programme which sets out to empower men to become allies with women, alongside the objective of ending violence against women and girls. The session aims to help men effectively address misogynistic behaviour that they witness and explores the actions and attitudes that can lead to harmful behaviour.

- Date: 30th January 2024 or 31st January 2024
- Time: 11am or 2pm
- To register, please email nospaceforhate@walthamforest.gov.uk

Safe & Together Core Training (delivered by Respect)

This training, split over two three-hour sessions, will provide a comprehensive overview of the Safe & Together model. Safe and Together is a model developed to support children and family services and surrounding systems to improve the response to domestic abuse.

- Date: January 30th and 31st
- Time: 1pm – 4pm
- Location: Online
- Register [here](#)

February 2024

Stand by Her (male staff training)

Stand by Her is a training programme which sets out to empower men to become allies with women, alongside the objective of ending violence against women and girls. The session aims to help men effectively address misogynistic behaviour that they witness and explores the actions and attitudes that can lead to harmful behaviour.

- Dates: 1st / 5th / 6th / 7th / 12th / 13th / 14th / 16th / 26th / 27th February 2024
- To register, please email nospaceforhate@walthamforest.gov.uk

FGM Awareness Day

Date: Tuesday 6th February 2023

Session details TBC – if you would like to stay informed about the event, please contact vawg@walthamforest.gov.uk

Status under the EU Settlement Scheme (delivered by Rights of Women)

This 2.5-hour online training course addresses status under the EU Settlement Scheme, including how to establish whether someone has status under the EU Settlement Scheme or whether someone has an application pending under the EU Settlement Scheme and how to access and evidence status under the EU Settlement Scheme once granted.

- Target audience: This course is open to non-legal professionals working in England & Wales on violence against women and girls (VAWG) issues from the community, voluntary and statutory sectors including refuge workers, outreach workers, IDVAs and ISVAs.
- Date: Tuesday 6th February 2024
- Location: Online
- Register [here](#)

Sexual Violence Awareness

As part of sexual violence awareness week (6th – 12th February 2024), the VAWG team will be organising training to support practitioners to respond to disclosures of sexual abuse.

- Date: Thursday 8th February 2024
- Session TBC – if you would like to stay informed about the event, please contact vawg@walthamforest.gov.uk

Engaging Perpetrators Training (delivered by Rise Mutual)

A morning session to support practitioners working with perpetrators. This session will be delivered by Rise Mutual, who currently deliver services in Waltham Forest to support perpetrators to stop abuse through changing attitudes and behaviours.

- Date: Wednesday 21st February
- Time: 10am – 11.30am
- Location: Online
- Register [here](#)

Safe & Together Core Training (delivered by Respect)

This training, split over two three-hour sessions, will provide a comprehensive overview of the Safe & Together model. Safe and Together is a model developed to support children and family services and surrounding systems to improve the response to domestic abuse.

- Date: February 28th and 29th
- Time: 1pm – 4pm
- Location: Online
- Register [here](#)

March 2024

MARAC Training (delivered by WF VAWG Team)

A MARAC, or multi-agency risk assessment conference, is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, probation, health, child protection, housing practitioners, Independent Domestic Violence Advisors (IDVAs) and other specialists from the statutory and voluntary sectors. This half-day training will cover the purpose of MARAC, appropriate referrals, what happens in the meeting itself, and appropriate actions.

- Date: Monday 18th March 2024
- Time: Afternoon
- Location: Online
- Register [here](#)

Safe & Together Core Training (delivered by Respect)

This training, split over two three-hour sessions, will provide a comprehensive overview of the Safe & Together model. Safe and Together is a model developed to support children and family services and surrounding systems to improve the response to domestic abuse.

- Date: March 18th and 19th
- Time: 1pm – 4pm
- Location: Online
- Register [here](#)

April 2024

24th – 28th April: Stalking Awareness Week

During this week, the LBWF VAWG team will host the following sessions:

1. **Digital safety session** for residents living/working in the borough.
2. **Stalking awareness training** for professionals working in the borough.

To stay informed about either session, please email vawg@walthamforest.gov.uk.

May 2024

Incel Ideology & Extreme Misogyny (delivered by LBWF Prevent)

This session is recommended for staff who have attended an LBWF-facilitated Prevent training session. The course aims to develop practitioners' understanding of the Involuntary Celibate ideology and its wider links to violent extremism and other safeguarding harms. Attendees will receive a handout glossary and additional reading list following the session.

Content of the course includes:

- What does 'Incel' mean?
- Key ideological elements, beliefs, and grievances
- Key terminology
- Where does Incel ideology fit with other harms?
- Where does Incel ideology fit with other forms of misogyny?
- What are the links between Incel ideology and other forms of violent extremism?
- Safeguarding tools for countering misogyny and gender-based violence

- Date: Thursday 30th May 2024
- Time: TBC
- Location: Online
- To register, please email vawg@walthamforest.gov.uk

June 2024

Domestic Abuse Awareness (delivered by Solace Women's Aid)

This session will recap different forms of domestic violence and provide professionals with advice about how to respond to disclosures, including practical support and safety planning.

- Date: Tuesday 4th June 2024
- Time: AM
- Location: Online
- Register [here](#)

July 2024

Harmful Practices (delivered by Ashiana)

Honouring the day of memory for victims of so-called 'honour' based violence, this one-day training is facilitated by Ashiana, specialist providers of support for global majority survivors of VAWG. The training explores different forms of harmful practices with a specific focus on HBV, Forced Marriage and FGM. It aims to increase awareness of some of the indicators, identify best practice, and issues to consider when working with women and girls in relation to harmful practices.

- Date: Monday 15th July
- Time: TBC
- Location: Online
- Register by emailing vawg@walthamforest.gov.uk

September 2024

MARAC Training (delivered by WF VAWG Team)

A MARAC, or multi-agency risk assessment conference, is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, probation, health, child protection, housing practitioners, Independent Domestic Violence Advisors (IDVAs) and other specialists from the statutory and voluntary sectors. This half-day training will cover the purpose of MARAC, appropriate referrals, what happens in the meeting itself, and appropriate actions.

- Date: September
- Time: Afternoon
- Location: Online