



# Violence Against Women & Girls (VAWG) Team Training Programme

September 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](mailto: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](mailto: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](mailto: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.

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

### **How to Book a Training Course**

Most bookings are managed by emailing [Georgia.Johnson@walthamforest.gov.uk](mailto:Georgia.Johnson@walthamforest.gov.uk)

Some bookings are managed via the Eventbrite website: <https://www.eventbrite.com/cc/waltham-forest-vawg-training-2024-3017159>

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](mailto:VAWG@walthamforest.gov.uk)

# Violence Against Women & Girls (VAWG) 2024 – 2025

## Training Course Timetable

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

### September 2024

#### **Bystander Intervention 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.

- In-person training available from 6pm to 8.30pm on **Thursday 5 September**.
- In-person training available from 6pm to 8.30pm on **Wednesday 16 October**.
- Register [here](#).

#### **Safe & Together: Domestic Violence Informed Documentation (delivered by Respect)**

This session will cover: DV-Informed vs DV-Destructive documentation; multiple pathways to harm; assessing the risk to children; mapping perpetrators' patterns and survivors' protective capacities; and case analyses using a perpetrator-pattern based approach.

- Date: Monday 23rd September
- Time: 1pm – 4.30pm
- Location: Online
- Register by emailing [Georgia.johnson@walthamforest.gov.uk](mailto:Georgia.johnson@walthamforest.gov.uk) (please block out time in your calendars as Teams link will not be sent until w.c. 16th September)

#### **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: Tuesday 24th September
- Time: 10am – 11.30am
- Location: Online
- Register by emailing [Georgia.johnson@walthamforest.gov.uk](mailto:Georgia.johnson@walthamforest.gov.uk) (please block out time in your calendars as Teams link will not be sent until w.c. 16th September)

#### **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: Thursday 26th September
- Time: 10am – 1pm

- Location: Online
- Register by emailing [Georgia.johnson@walthamforest.gov.uk](mailto:Georgia.johnson@walthamforest.gov.uk) (please block out time in your calendars as Teams link will not be sent until w.c. 16th September)

### **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 26th September
  - Register [here](#)

## **October 2024**

### **Incel Ideology & Extreme Misogyny (delivered by LBWF Prevent)**

This session 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: Friday 4th October
  - Time: AM
  - Location: Online
  - Register [here](#)

### **MARAC Workshop (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: Thursday 3rd October
- Time: Afternoon
- Location: Online
- Register [here](#)

### **FGM Awareness Training (delivered by WF VAWG Team)**

Join us for a workshop dedicated to raising awareness about Female Genital Mutilation (FGM). This informative session aims to shed light on the cultural, health, and human rights implications surrounding FGM. Engage in open discussions, gain insights into the global efforts to end this harmful practice, and discover ways to actively support the cause. Let's unite to promote education, advocacy, and empowerment, fostering a world free from the impact of Female Genital Mutilation.

- Date: Tuesday 15th October
- Time: 11am – 1pm
- Location: Online
- Register by emailing [Saheda.Bawa@walthamforest.gov.uk](mailto:Saheda.Bawa@walthamforest.gov.uk) and [Sahrish.Iftikhar@walthamforest.gov.uk](mailto:Sahrish.Iftikhar@walthamforest.gov.uk)

### **Bystander Intervention 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.

- In-person training available from 6pm to 8.30pm on **Wednesday 16 October**.
- Register [here](#).

### **Safe & Together: Intersections & Intersectionalities (delivered by Respect)**

This is a virtual half-day session (1pm – 4.30pm) focusing on working with additional social vulnerabilities alongside domestic abuse. This session will cover how substance abuse and mental health intersect with domestic violence, understanding the impact of multiple forms of oppression on Domestic Abuse, and how work effectively with complex power dynamics.

- Date: Monday 21st October
- Time: 1pm – 4.30pm
- Location: Online
- Register [here](#)

## **November 2024**

### **Domestic Abuse Awareness for Social Care Staff (delivered by Solace Women's Aid)**

This session will be delivered by IDVAs working in Waltham Forest. The session will discuss forms of domestic violence, including coercive control, and provide professionals with advice about how to respond to disclosures, including practical support and safety planning.

- Date: Thursday 7th November 2024
- Time: 10am – 1pm
- Location: Online
- Register [here](#)

### **Safe & Together: Intervening with Perpetrator (delivered by Respect)**

This is a virtual half-day session (1pm – 4.30pm) focusing on interventions with parents utilising a perpetrator-pattern based approach. This session will cover: principles and dynamics of perpetrator intervention; ways in which perpetrators manipulate systems; interviewing perpetrators as parents; and case planning with perpetrators as parents.

- Date: Monday 18th November 2024
- Time: 1pm – 4.30pm

- Location: Online
- Register [here](#)

### **Immigration Options for Victims/Survivors of VAWG (delivered by Ashiana)**

This session will be delivered by a Senior Immigration Solicitor from Ashiana, specialist providers of support for global majority survivors of VAWG. It will cover how domestic abuse affects non-UK nationals, how immigration status is used as a form of abuse, specialist immigration options for victims/survivors, and where to get support.

- Date: 25th November 2024
- Time: AM
- 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 28th November
  - Register [here](#)

## **December 2024**

### **MARAC Workshop (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: Wednesday 4th December 2024
- Time: Morning
- Location: Online
- Register [here](#)

### **Safe & Together: Domestic Violence Informed Documentation (delivered by Respect)**

This session will cover: DV-Informed vs DV-Destructive documentation; multiple pathways to harm; assessing the risk to children; mapping perpetrators' patterns and survivors' protective capacities; and case analyses using a perpetrator-pattern based approach.

- Date: Monday 16th December
- Time: 1pm – 4.30pm
- Location: Online
- Register [here](#)



## January 2025

### **FGM Awareness Training**

Join us for a workshop dedicated to raising awareness about Female Genital Mutilation (FGM). This informative session aims to shed light on the cultural, health, and human rights implications surrounding FGM. Engage in open discussions, gain insights into the global efforts to end this harmful practice, and discover ways to actively support the cause. Let's unite to promote education, advocacy, and empowerment, fostering a world free from the impact of Female Genital Mutilation.

- Date: Monday 13th January 2025
- Time: 11am – 1pm
- Location: Online
- Register [here](#)

### **Safe & Together: Intersections & Intersectionalities (delivered by Respect)**

This is a virtual half-day session (1pm – 4.30pm) focusing on working with additional social vulnerabilities alongside domestic abuse. This session will cover how substance abuse and mental health intersect with domestic violence, understanding the impact of multiple forms of oppression on Domestic Abuse, and how work effectively with complex power dynamics.

- Date: Monday 13th January 2025
- Time: 1pm – 4.30pm
- Location: Online
- Register [here](#)

### **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: January (TBC)
- Location: Online
- Register [here](#)

## February 2025

### **Safe & Together: Intervening with Perpetrator (delivered by Respect)**

This is a virtual half-day session (1pm – 4.30pm) focusing on interventions with parents utilising a perpetrator-pattern based approach. This session will cover: principles and dynamics of perpetrator intervention; ways in which perpetrators manipulate systems; interviewing perpetrators as parents; and case planning with perpetrators as parents.

- Date: Monday 10th February 2025
- Time: 1pm – 4.30pm
- Location: Online
- Register [here](#)

### **Sexual Violence Awareness**

This training is designed to support practitioners to learn more about sexual violence, and options for victim/survivors. This training will also provide guidance on how to respond to disclosures.

- Date: 11th February 2025
- Time: 1.30pm – 4.30pm
- Location: Online
- Register [here](#)

## March 2025

### **Safe & Together: Domestic Violence Informed Documentation (delivered by Respect)**

This session will cover: DV-Informed vs DV-Destructive documentation; multiple pathways to harm; assessing the risk to children; mapping perpetrators' patterns and survivors' protective capacities; and case analyses using a perpetrator-pattern based approach.

- Date: Monday 10th March
- Time: 1pm – 4.30pm
- Location: Online
- Register [here](#)

### **MARAC Workshop (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: 11th March 2024
- Time: Morning
- Location: Online
- Register [here](#)

### **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: 18th March 2024
- Time: AM
- Register [here](#)