

Draft Proposal

Domestic Violence Training for staff in Kingston

1. Introduction

The government definition of domestic violence is '*any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality*' (Home Office, 2005)

It is rarely a one-off event and perpetrators use a pattern of abusive and controlling behaviours to exert power over their victims. As well as actual physical violence, it can involve a wide range of other abusive and controlling behaviours such as threats, harassment, financial control and emotional abuse. Forced marriages, so called 'honour crimes' and female genital mutilation are all forms of domestic violence.

Domestic violence occurs in all communities and across all socio-economic groups. It can involve male or female perpetrators and also occurs in lesbian, gay, bi-sexual and transgender relationships although the most common and serious types of abuse tend to involve male violence towards women.

It has been estimated that 1 in 4 women and 1 in 6 men will experience domestic violence in their life time (*Council of Europe. 2002; BMA 1998: Home Office Research Study 1999*) and despite chronic under-reporting it represents 25% of all reported violent crime.

Local Statistics

- **Metropolitan police crime statistics show there were 1597 reported incidences of domestic violence in Kingston during the year to March 07**
- **Domestic violence was a factor in 36% of families where children were subject to a child protection plan (figures relate to the period 01/04/06 – 31/03/07)**
- **324 people attended the domestic violence one stop shop for support or advice in the 12 month period from 03/04/06 - 30/04/07**

Studies have shown that on average women will experience 35 incidents of domestic violence before reporting it to the police. Even when help is eventually sought, victims do not always receive a useful response from the first agency they visit and will often have contact with numerous workers before receiving appropriate advice and support.

Kingston now has a number of specialist domestic violence services including a well attended One Stop Shop - a weekly drop-in service where people can receive advice and support from a number of different agencies under one

roof. However there are still many victims who are either not aware of or have not accessed these services and they remain isolated and at risk.

It is highly likely that these people have some contact with other agencies such as housing departments, schools and nurseries, surgeries, clinics and hospitals, community groups and other support agencies and it is vital that all these opportunities for intervention are recognised. It is therefore essential that frontline staff across both the statutory and voluntary sector who may come into contact with people who have experienced domestic violence, receive at least basic training in domestic violence awareness and how to refer to appropriate services.

2. Training currently offered and analysis of this

The Children and Young People Domestic Violence Subgroup undertook a mapping exercise in Feb 07 (see appendix 1) to determine what domestic violence training was currently taking place in the borough. This established the following issues:

1. Although Local Safeguarding Board (LSCB) 'Domestic Violence and Child Protection' training is available to staff in all agencies across the borough, uptake can be sporadic and not all agencies, particularly in the voluntary sector are aware it is available (see appendix 2)
2. Ad hoc training / briefings are offered by a number of different agencies (eg. police, victim support, health visitors) but they are generally unaware of what each other is doing which may be leading to inconsistencies and overlap
3. With the exception of the LSCB training, there are no combined records of who has received what type of training and when for monitoring purposes. This makes it impossible to get a true picture of the percentage of staff that have received training.
4. There is no common system in place to evaluate domestic violence training provided across the borough
5. There is a gap in provision of more specialist training such as one to one or group work with young people affected by domestic violence

An informal consultation with the survivors group (a support group for people who have experienced domestic violence in Kingston) was held in March 07 to discuss any issues regarding domestic violence services in the borough. This meeting highlighted dissatisfaction with the initial response that women received from some frontline staff. They reported that reactions to their situation had on occasions showed little understanding and responses had been unhelpful serving to add to their frustration and feelings of blame.

Further consultation with team managers within RBK and voluntary agencies in the borough regarding staff domestic violence training highlighted the high cost of external training and identified the following further training needs:

- Basic domestic violence awareness and referral routes / local services/recent developments in the borough
- Assisting victims who have no recourse to public funds or who have English as a second language
- Responding to disclosure
- Record keeping and information sharing
- Routine Enquiry
- Risk assessment
- Domestic violence in BME and LGBT communities
- Domestic Violence in families who have a disabled child
- Helping young people to develop strategies to deal with conflict in their lives
- Up to date research on the short and long term impacts of DV on children

There is a clear gap in domestic violence training provision in Kingston – that of consistent low cost foundation domestic violence awareness training available within the borough.

3. Proposed strategy to address the gaps

The subgroup has identified that domestic violence training in Kingston needs to be managed in a much more co-ordinated way to enable monitoring of uptake, consistency of message and evaluation and review of its effectiveness. In addition it must be more widely publicised with emphasis on the importance of staff of all levels of seniority attending and the rationale behind this. This will involve getting senior managers on board and agencies who already provide training agreeing to the new model.

The objective will be to ensure that a co-ordinated and consistent programme of multi-agency domestic violence training is in place in the borough by January 2008 with a target of 100% of all relevant staff or volunteers having attended training by September 2010.

The Safer Kingston Partnership (SKP) and Kingston Local Safeguarding Children Board (LSCB) are in a good position to oversee such a training programme as they have a wealth of expertise between them and strategic responsibility for this area.

The current climate necessitates financial savings across services in the borough so agencies are unlikely to be able to pay for external or internal training. Very low cost or free training provision will therefore be key to achieving a high rate of uptake – especially if staff at all levels are to be targeted. The proposed model utilises the existing skills base within domestic violence and learning and children's services and the borough's competency for providing high quality services on a tight budget.

3.1 Proposed model:

1. DV Co-ordinator to have overall responsibility for co-ordination of DV training in the borough and monitoring of uptake
2. Agencies that currently offer DV awareness training to pool together to deliver a tiered package of level 1 and 2 training with LSCB trainer providing a revised level 3 advanced course
3. Trainers to agree a programme of dates throughout the year on which different courses will be offered
4. Emphasis will be on multi-agency training rather than 'in-house' for the majority of agencies. This gives staff the added benefit of learning from other people's experiences as well as ensuring consistency of approach.
5. Where it is felt that specific tailor-made training is necessary this should still be booked and evaluated as with programmed training
6. All training to be booked via a central administrator and common evaluation forms to be completed. Learning and Children's Services Workforce development team to provide support in this area.
7. Information to be provided on accessing external training for professionals who have more specialist learning requirements (such as working with perpetrators or DV and substance misuse)
8. 'Domestic Violence Training in Kingston' leaflet to be produced to include an introduction to the importance of DV training, programme for the year, and list of external training providers for further training

3.2 Agencies to be involved in providing the training:

LSCB trainer – already providing child protection programme
Victim Support – Domestic Violence Volunteers Co-ordinator
Hestia Housing and Support – Domestic Violence Floating Support Worker or one of the refuge support workers
Police – Crisis Intervention Worker
Health Visitor who currently trains school clusters

4. Proposed levels of Domestic Abuse training and learning Outcomes

Level 1: Foundation Domestic Abuse Awareness

Duration: half day course

Frequency: Bimonthly at first and review depending on uptake

Target Audience:

All staff in the borough who come into contact with the public in person or over the telephone and their managers. This should include voluntary agency staff, receptionists, telephone operators, domestic staff and all other staff who may have contact with children.

Aim of the course:

To provide staff with a basic awareness of domestic abuse and it's impact and enable them to respond to victims and their families effectively.

Learning Outcomes:

By the end of the course participants should be able to:

- Define domestic abuse
- Explain the nature, seriousness and extent of domestic abuse
- Understand the effects and impact on victims and their families
- Gain an understanding of why some victims may remain with their abusers or do not report the abuse
- Have a basic understanding of the options available to victims
- Be aware of the services that are available to support victims in Kingston
- Be able to respond effectively to disclosures and refer to appropriate services

Level 2: Intermediate Domestic Abuse Training
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Duration: 1 day course

Frequency: 3 times a year at first and then review

Target Audience:

Staff who regularly work with victims and their families, such as housing, education, voluntary agencies, staff working with vulnerable adults, probation, HMCS, CPS, substance misuse teams.

Aim of the course:

To improve participants' skills and build on their knowledge of the issues surrounding domestic abuse enabling them to support victims and their families effectively in a multi-agency environment.

Learning Outcomes:

By the end of the course participants should be able to:

- Carry out routine enquiry with relation to domestic abuse and respond effectively to disclosures
- Carry out a SPECSS risk assessments and advise victims on safety planning
- Understand the importance of record keeping, information sharing and legal responsibilities
- Recognise the links between substance misuse, mental health and domestic abuse
- Gain an understanding of the particular issues that victims in different community groups may face.
- Be aware of the criminal and civil remedies that are available to victims of domestic abuse
- Be familiar with the support services that are available in Kingston and referral pathways

Level 3: Advanced Domestic Abuse, Children and Risk Assessment

Duration: 1 day

Frequency: 3 times a year

Target Audience:

Practitioners who are key agencies in the core support group for domestic abuse victims and their families, such as social workers, family liaison workers, designated staff for child protection, teachers, housing caseworkers, domestic violence specialists and CAFCASS.

Aim of the course:

To promote a common, shared understanding of the roles and responsibilities of different professionals working closely with victims of domestic abuse and their children. To achieve effective working relationships and consistency in assessments and responses to families.

Learning Outcomes:

By the end of the course participants should be able to:

- Increase their understanding of the impact of domestic violence on children and young people by revisiting some of the child developmental theories and recent research evidence
- Be able to carry out level 2 risk assessments and advise on safety planning with both parents and children
- Become familiar with the range of options for intervention in order to improve safety for victims and their families
- Understand the LCPC procedures with relation to domestic violence and Kingston's guidelines for implementation.
- Be able to define their own responsibilities within the legal and procedural framework
- Have a clear understanding of the legislation and guidance with respect to information sharing
- Have a good knowledge of the criminal and civil law in relation to domestic abuse

4. Resources and commitments required in order to set up training programme

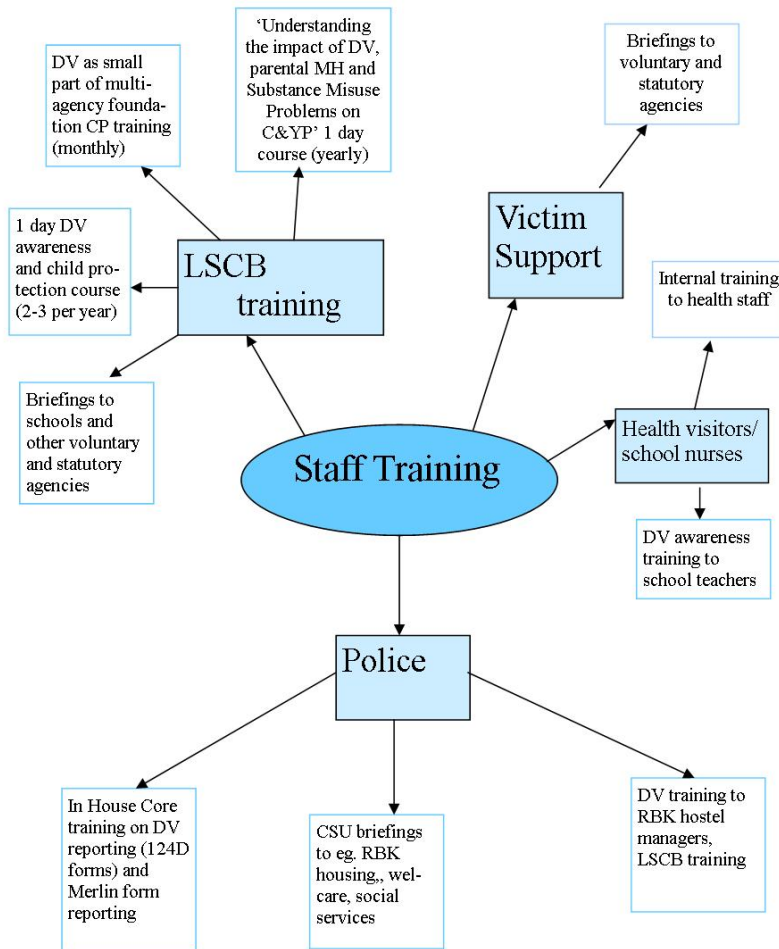
- Co-ordinator to oversee and monitor training (DV Co-ordinator)
- Administrative Support to handle bookings and evaluation forms (training and development administrator L&CS)
- Trainers time spent to develop and deliver packages
- Training Resources / equipment eg. DVD player, PowerPoint projector, materials for group work
- Printing costs for promotional material – funding to be sourced
- Room hire and refreshments costs on training days – funding to be sourced

5. Targets this will help to achieve

Providing staff with appropriate training will enable them to more effectively support victims of domestic violence which will improve the safety of survivors and their children. This will contribute to achieving objectives in the following strategies:

1. **Kingston Local area agreement**, Safer Communities outcome 1.2b 'Support the Victims of domestic violence'
2. **The Kingston Crime, Drugs Misuse, Disorder and Anti-Social Behaviour Reduction Strategy 2005 – 2008**. Supporting victims of hate crime and providing training to staff and community leaders
3. **JAR recommendations 1** – deliver training domestic violence training to 100% social care and community health staff
4. **Children and Young People's Plan 2007** staying safe priorities
5. **BVPI 225 (Actions against domestic violence performance indicators)** no 11: multi-agency DV training programme for front-line and managerial staff
6. **The 2nd London Domestic Violence Strategy (Nov 05) and minimum standards for all agencies delivering DV services**
Agencies should endeavour to ensure that staff at all levels receive basic training – including managers and other senior staff as well as receptionists and call handlers – and that staff with specialist functions receive specialist training which fully equips them for their work

Domestic Violence Staff Training in Kingston



Appendix 2

Attendance at LSCB domestic Violence Training 2006/7

Staff Group	Domestic violence	DV, MH and SMU
Housing Staff	2	3
Adult Social Care	4	1
Learning and Children's Services	15	2
Health	13	7
Voluntary sector	3	3
Police	0	1
Other	3	1
Total on each course:	40	18
Total trained:		58

