



# **Highland Community Planning Partnership**

## **Violence Against Women**

### **Training Programme**

**2010**

## **Violence Against Women Training – Introduction**

The Highland Community Planning Partnership is continuing to offer a number of training programmes on Violence Against Women throughout Highland in 2010. The focus of this training is to increase awareness and understanding of Violence Against Women issues and to develop skills and practices when responding to abuse.

We are committed to raising awareness of Violence Against Women. The term Violence Against Women (or gender based violence as it is often known) encompasses many issues including domestic abuse, rape and sexual assault, childhood sexual abuse, and prostitution. It is estimated that between 1 in 2 and 1 in 5 women in Highland will experience at least one form of it in their lifetime. The impact this can have on a woman's life is wide ranging and can include physical disability, sexual ill health and mental health problems.

All Violence Against Women Training delivered through the Community Planning Partnership in Highland is funded and supported by the Scottish Government. It has been developed in accordance with the Scottish Government's Training Strategy on Violence Against Women and is, therefore, offered at three different levels:

- Level 1 – Awareness Raising
- Level 2 – Skills/sector specific training
- Level 3 – Specialist/Advanced training

### **Training Provision**

During 2010 we will continue to offer Level 1 Training on:

- **Understanding Violence Against Women**

The Level 2 Training we will be offering in 2010 is outlined below:

- **Asking the Questions about Violence Against Women**
- **Meeting the Need: Violence Against Women and Children** – the links to Child Protection and 'Getting it Right for Every Child'
- **Exploring the Sexualisation of Culture and the Normalisation of Commercial Sexual Exploitation** New course for 2010
- **Black & Minority Ethnic Women's Experiences of Gender Based Violence**
- **Working with Perpetrators of Domestic Abuse** – New course for 2010

We will also be offering our first Level 3 course with one date for 2010:

- **Using Art to Explore Experiences of Gender Based Violence**

### **Understanding Violence Against Women - 1 day course**

**Course Information:**

On average, women who have experienced abuse approach between 7 and 10 agencies before they get the help they need. We aim to improve service responses to women, children and young people who have experienced gender based violence by offering this training to all statutory and voluntary agency staff in Highland. The training will highlight what Violence Against Women is, why it happens and focus on good practice.

**Aims:**

- To explore the causes and effects of Violence Against Women
- To highlight the different forms of Violence Against Women that Women Children and Young People experience
- To explore how the needs of women, children and young people who experience gender based violence are met

**Aimed at:**

All staff and volunteers in contact with women, children and young people and/or men.

**Dates & Locations for 2010:**

<b>Course Title</b>	<b>Date</b>	<b>Location</b>
Understanding Violence Against Women	Wed 17 <sup>th</sup> March 2010 <b>FULL</b>	Inverness
Understanding Violence Against Women	Tuesday 13 <sup>th</sup> April 2010 <b>FULL</b>	Dingwall
Understanding Violence Against Women	Thursday 29 <sup>th</sup> April 2010	Aviemore
Understanding Violence Against Women	Tuesday 11 <sup>th</sup> May 2010	Thurso
Understanding Violence Against Women	Thursday 27 <sup>th</sup> May 2010	Inverness
Understanding Violence Against Women	Friday 4 <sup>th</sup> June 2010	Fort William
Understanding Violence Against Women	Friday 18 <sup>th</sup> June 2010	Portree
Understanding Violence Against Women	Wednesday 30 <sup>th</sup> June 2010	Invergordon
Understanding Violence Against Women	Tuesday 31 <sup>st</sup> August 2010	Fort William
Understanding Violence Against Women	Friday 10 <sup>th</sup> September 2010	Grantown on Spey
Understanding Violence Against Women	Thursday 30 <sup>th</sup> September 2010	Inverness
Understanding Violence Against Women	Tuesday 5 <sup>th</sup> October 2010	Inverness
Understanding Violence Against Women	Monday 3 <sup>rd</sup> November 2010	Inverness
Understanding Violence Against Women	Tuesday 30 <sup>th</sup> November 2010	Fort William
Understanding Violence Against Women	Thursday 9 <sup>th</sup> December 2010	Inverness

## **Asking the Questions about Violence Against Women - 1 day course**

### **Course Information:**

This course specifically looks at how to build up to asking the questions about violence and abuse and then what to do with a disclosure. It is particularly relevant to staff who are expected to ask women about abuse as part of routine enquiry and assessment processes, but this course will also be of interest to a wider group of staff and volunteers across a range of statutory and voluntary agencies. The course will focus on routine enquiry of abuse as well as how to ask questions if you suspect someone is or has experienced any form of abuse.

### **Aims:**

- Understand the reasons why it is difficult for some women to talk about their experiences and sometimes for workers to ask
- Be able to break down the barriers stopping workers asking
- Feel confident in asking about Violence Against Women and responding

### **Aimed at:**

All staff who are in contact with women as part of their day to day role, in particular, those who have regular contact with women; carry out direct work with women; may be required to support a woman over a period of time; may offer emotional and/or practical support to women, in any context and/or have specific responsibilities in regard to adult and/or child protection

### **Prerequisites for attending:**

This course is only open to those who have attended the 'Understanding Violence Against Women' course or domestic abuse training within the past 3yrs.

### **Dates & Locations for 2010:**

<b>Course Title</b>	<b>Date</b>	<b>Location</b>
Asking the Questions about Violence Against Women	Wednesday 3 <sup>rd</sup> February 2010	Dingwall
Asking the Questions about Violence Against Women	Monday 26 <sup>th</sup> April 2010	Nairn
Asking the Questions about Violence Against Women	Friday 30 <sup>th</sup> April 2010	Broadford
<del>Asking the Questions about Violence Against Women</del>	<del>Friday 7<sup>th</sup> May 2010</del> — FULL	<del>Inverness</del>
Asking the Questions about Violence Against Women	Thursday 17 <sup>th</sup> June 2010	Inverness
Asking the Questions about Violence Against Women	Monday 28 <sup>th</sup> June 2010	Wick
Asking the Questions about Violence Against Women	Thursday 26 <sup>th</sup> August 2010	Inverness
Asking the Questions about Violence Against Women	Wednesday 6 <sup>th</sup> October 2010	Brora
Asking the Questions about Violence Against Women	Friday 29 <sup>th</sup> October 2010	Inverness
Asking the Questions about Violence Against Women	Monday 1 <sup>st</sup> November 2010	Portree
Asking the Questions about Violence Against Women	Monday 15 <sup>th</sup> November 2010	Inverness
Asking the Questions about Violence Against Women	Tuesday 23 <sup>rd</sup> November 2010	Kingussie
Asking the Questions about Violence Against Women	Wednesday 1 <sup>st</sup> December 2010	Inverness
Asking the Questions about Violence Against Women	Monday 13 <sup>th</sup> December 2010	Invergordon

## Meeting the Need: Violence Against Women and Children - 1 day course

### Course Information:

Many women who experience gender based violence will have children. There are strong links between women's experiences of gender based violence and children's experiences of emotional, physical and sexual abuse. Whatever form of Violence Against Women they hear, witness or are involved in they can experience a range of impacts. This course focuses on assessing these impacts and identifying the needs of children and their families.

### Aims:

- To inform participants of the links between women and children's experiences of abuse
- To show the impacts of gender based violence on children and young people
- To highlight the need for early and effective interventions
- To instigate discussion around domestic abuse in particular and the impact this has on children and young people
- To begin to look at ways of assessing needs of women and children affected

### Aimed at:

All staff working with children and young people and/or women who have children. In particular those staff who:

- Have regular contact with children & families/carry out direct work with children & families
- Contribute to assessments of children, including assessment of risk
- May be required to attend Child's Plan Meetings/deliver a Child's Plan
- Have specific responsibilities in regard to child protection

### Prerequisites for attending:

This course is only open to those who have attended the 'Understanding Violence Against Women' course or domestic abuse training AND Child Protection training within the past 3 years.

### Dates & Locations for 2010:

Course Title	Date	Location
Meeting the Need: Violence Against Women & Children	Tuesday 2 <sup>nd</sup> February 2010	Invergordon
Meeting the Need: Violence Against Women & Children	Monday 1 <sup>st</sup> March 2010	Inverness
Meeting the Need: Violence Against Women & Children	Friday 16 <sup>th</sup> April 2010	Broadford
<del>Meeting the Need: Violence Against Women &amp; Children</del>	<del>Wednesday 28<sup>th</sup> April 2010</del> <b>FULL</b>	Inverness
<del>Meeting the Need: Violence Against Women &amp; Children</del>	<del>Wednesday 2<sup>nd</sup> June 2010</del> <b>FULL</b>	Inverness
Meeting the Need: Violence Against Women & Children	Monday 6 <sup>th</sup> September 2010	Helmsdale
Meeting the Need: Violence Against Women & Children	Thursday 23 <sup>rd</sup> September 2010	Fort William
Meeting the Need: Violence Against Women & Children	Monday 25 <sup>th</sup> October 2010	Nairn
Meeting the Need: Violence Against Women & Children	Tuesday 2 <sup>nd</sup> November 2010	Thurso
Meeting the Need: Violence Against Women & Children	Monday 6 <sup>th</sup> December 2010	Dingwall

## **Black and Minority Ethnic Women's Experiences of Gender Based Violence**

- 1 day course

### **Course Information:**

The training aims to highlight the specific ways Gender Based Violence impacts upon Black and Minority Ethnic (BME) women. The session will explore specific issues and needs of BME women survivors, examine service responses and enable practitioners to develop strategies to improve service responses.

### **Aims**

- Understand the personal and cultural constraints involved for BME women when seeking help and reporting Gender Based Violence
- Understand what we mean by so called 'honour' crimes
- State in basic terms the 2 year Immigration rule and the impact of this on BME women who experience Violence Against Women
- Identify the informational, practical and attitudinal barriers that prevent BME women from accessing services

### **Aimed at:**

All staff and volunteers in contact with women, children and young people and/or men and all those with an interest in issues of equality and diversity.

### **Prerequisites for attending:**

This course is only open to those who have attended the 'Understanding Violence Against Women' course or domestic abuse training within the past 3 years.

### **Dates & Locations for 2010:**

<b>Course Title</b>	<b>Date</b>	<b>Location</b>
Black and Minority Ethnic Women's Experiences	Tuesday 8 <sup>th</sup> June 2010	Inverness
Black and Minority Ethnic Women's Experiences	Wednesday 15 <sup>th</sup> September 2010	Dingwall

**Exploring the Sexualisation of Culture and the  
Normalisation of Commercial Sexual Exploitation**

- 1 day course

**Course Information:**

Increasing concern is being expressed about the sexualisation of culture. This course begins to unpick the messages we get about what it means to be men and women in today's society and how our view of sexuality can be shaped by the media. It also focuses on specific aspects of commercial sexual exploitation – prostitution, pornography and lap dancing – and will provide the audience with opportunities to explore their thoughts and feelings about these issues.

**Aims**

- Understand how current culture normalises Commercial Sexual Exploitation
- Compare the media image of Commercial Sexual Exploitation with the reality of prostitution, pornography and lap dancing
- Identify opportunities for addressing the Sexualisation of Culture

**Aimed at:**

All staff and volunteers in contact with women, children and young people and/or men. This course is only open to those aged 18 or over as sexually explicit content will be shown during the course.

**Prerequisites for attending:**

This course is only open to those who have attended the 'Understanding Violence Against Women' course or domestic abuse training within the past 3 years.

**Dates & Locations for 2010:**

<b>Course Title</b>	<b>Date</b>	<b>Location</b>
Exploring the Sexualisation of Culture	Thursday 4 <sup>th</sup> March 2010	Inverness
Exploring the Sexualisation of Culture	Monday 17 <sup>th</sup> May 2010	Dingwall
Exploring the Sexualisation of Culture	Tuesday 28 <sup>th</sup> September 2010	Helmsdale
Exploring the Sexualisation of Culture	Tuesday 14 <sup>th</sup> December 2010	Inverness

## What we Need to Know when Working with Perpetrators of Domestic Abuse

- 1/2 day course

### Course Information:

Many of us already have contact with perpetrators of abuse and this course examines the ways we ensure we work with families where there is domestic abuse in appropriate ways. The training aims to bring perpetrators of domestic abuse into the foreground and, although, the training is not focused on therapeutic interventions or behaviour change, it is about workers best practice.

### Aims

- To bring perpetrators of domestic abuse to the attention of service providers
- For workers to feel confident in dealing with perpetrators of domestic abuse
- To ensure workers avoid colluding with perpetrators of domestic abuse

### Aimed at:

All staff and volunteers who work with men and families. The course will be of specific interest to staff who may be involved in developing Child's Plans.

### Prerequisites for attending:

This course is only open to those who have attended the 'Understanding Violence Against Women' course or domestic abuse training within the past 3 years.

### Dates & Locations for 2010:

Course Title	Date	Location
Working with Perpetrators of Domestic Abuse	Tue 23 <sup>rd</sup> March 2010 <b>FULL</b>	Inverness
Working with Perpetrators of Domestic Abuse	Wednesday 5 <sup>th</sup> May 2010	Wick
Working with Perpetrators of Domestic Abuse	Thursday 24 <sup>th</sup> June 2010	Invergordon
Working with Perpetrators of Domestic Abuse	Wednesday 27 <sup>th</sup> October 2010	Fort William

## Using Art to Explore Experiences of Gender Based Violence

- 1 day course

### Course Information:

An experienced artist will lead this one day course focusing on the ways in which art can be used by staff with service users as a way of exploring thoughts and feelings around experiences of gender based violence.

### Aims

- To develop an understanding of the benefits of using art as a way of exploring feelings about abuse
- To equip workers with basic skills in using art as a support for survivors

### Aimed at:

All staff and volunteers who support survivors in the medium to long term and those who are interested in learning about art can be used as a support intervention.

### Prerequisites for attending:

This course is only open to those who have attended the 'Understanding Violence Against Women' course or domestic abuse training within the past 3 years.

### Dates & Locations for 2010:

Course Title	Date	Location
Using Art to Explore Experiences of GBV	Friday 21 <sup>st</sup> May 2010	Inverness

## Full Violence Against Women Training Calendar – February – June 2010

Course Title	Date	Location
Meeting the Need: Violence Against Women & Children	Tuesday 2 <sup>nd</sup> February 2010	Invergordon
Asking the Questions about Violence Against Women	Wednesday 3 <sup>rd</sup> February 2010	Dingwall
Meeting the Need: Violence Against Women & Children	Monday 1 <sup>st</sup> March 2010	Inverness
Exploring the Sexualisation of Culture	Thursday 4 <sup>th</sup> March 2010	Inverness
Understanding Violence Against Women	Wed 17 <sup>th</sup> March 2010 <b>FULL</b>	Inverness
Working with Perpetrators of Domestic Abuse	Tue 23 <sup>rd</sup> March 2010 <b>FULL</b>	Inverness
Understanding Violence Against Women	Tuesday 13 <sup>th</sup> April 2010 <b>FULL</b>	Dingwall
Meeting the Need: Violence Against Women & Children	Friday 16 <sup>th</sup> April 2010	Broadford
Asking the Questions about Violence Against Women	Monday 26 <sup>th</sup> April 2010	Nairn
Meeting the Need: Violence Against Women & Children	Wednsdy 28 <sup>th</sup> April 2010 <b>FULL</b>	Inverness
Understanding Violence Against Women	Thursday 29 <sup>th</sup> April 2010	Aviemore
Asking the Questions about Violence Against Women	Friday 30 <sup>th</sup> April 2010	Broadford
Working with Perpetrators of Domestic Abuse	Wednesday 5 <sup>th</sup> May 2010	Wick
Asking the Questions about Violence Against Women	Friday 7 <sup>th</sup> May 2010 <b>FULL</b>	Inverness
Understanding Violence Against Women	Tuesday 11 <sup>th</sup> May 2010	Thurso
Exploring the Sexualisation of Culture	Monday 17 <sup>th</sup> May 2010	Dingwall
Using Art to Explore Experiences of GBV	Friday 21 <sup>st</sup> May 2010	Inverness
Understanding Violence Against Women	Thursday 27 <sup>th</sup> May 2010	Inverness
Meeting the Need: Violence Against Women & Children	Wed 2 <sup>nd</sup> June 2010 <b>FULL</b>	Inverness
Understanding Violence Against Women	Friday 4 <sup>th</sup> June 2010	Fort William
Black and Minority Ethnic Women's Experiences	Tuesday 8 <sup>th</sup> June 2010	Inverness
Asking the Questions about Violence Against Women	Thursday 17 <sup>th</sup> June 2010	Inverness
Understanding Violence Against Women	Friday 18 <sup>th</sup> June 2010	Portree
Working with Perpetrators of Domestic Abuse	Thursday 24 <sup>th</sup> June 2010	Invergordon
Asking the Questions about Violence Against Women	Monday 28 <sup>th</sup> June 2010	Wick
Understanding Violence Against Women	Wednesday 30 <sup>th</sup> June 2010	Invergordon

## Full Violence Against Women Training Calendar - August – December 2010

<b>Course Title</b>	<b>Date</b>	<b>Location</b>
Asking the Questions about Violence Against Women	Thursday 26 <sup>th</sup> August 2010	Inverness
Understanding Violence Against Women	Tuesday 31 <sup>st</sup> August 2010	Fort William
Meeting the Need: Violence Against Women & Children	Monday 6 <sup>th</sup> September 2010	Helmsdale
Understanding Violence Against Women	Friday 10 <sup>th</sup> September 2010	Grantown on Spey
Black and Minority Ethnic Women's Experiences	Wednesday 15 <sup>th</sup> September	Dingwall
Meeting the Need: Violence Against Women & Children	Thursday 23 <sup>rd</sup> September 2010	Fort William
Exploring the Sexualisation of Culture	Tuesday 28 <sup>th</sup> September 2010	Helmsdale
Understanding Violence Against Women	Thursday 30 <sup>th</sup> September 2010	Inverness
Understanding Violence Against Women	Tuesday 5 <sup>th</sup> October 2010	Inverness
Asking the Questions about Violence Against Women	Wednesday 6 <sup>th</sup> October 2010	Brora
Meeting the Need: Violence Against Women & Children	Monday 25 <sup>th</sup> October 2010	Nairn
Working with Perpetrators of Domestic Abuse	Wednesday 27 <sup>th</sup> October 2010	Fort William
Asking the Questions about Violence Against Women	Friday 29 <sup>th</sup> October 2010	Inverness
Asking the Questions about Violence Against Women	Monday 1 <sup>st</sup> November 2010	Portree
Meeting the Need: Violence Against Women & Children	Tuesday 2 <sup>nd</sup> November 2010	Thurso
Understanding Violence Against Women	Wednesday 3 <sup>rd</sup> November 2010	Inverness
Asking the Questions about Violence Against Women	Monday 15 <sup>th</sup> November 2010	Inverness
Asking the Questions about Violence Against Women	Tuesday 23 <sup>rd</sup> November 2010	Kingussie
Understanding Violence Against Women	Tuesday 30 <sup>th</sup> November 2010	Fort William
Asking the Questions about Violence Against Women	Wednesday 1 <sup>st</sup> December 2010	Inverness
Meeting the Need: Violence Against Women & Children	Monday 6 <sup>th</sup> December 2010	Dingwall
Understanding Violence Against Women	Thursday 9 <sup>th</sup> December 2010	Inverness
Asking the Questions about Violence Against Women	Monday 13 <sup>th</sup> December 2010	Invergordon
Exploring the Sexualisation of Culture	Tuesday 14 <sup>th</sup> December 2010	Inverness

## Violence Against Women Training – Booking Form

**Name:**

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**Job Title:**

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**Date & Location of Training Requested:**

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**Course Title:**

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**Organisation:**

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**Address:**

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**Telephone:**

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**Email:**

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**Dietary/Access Requirements:**

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**Date & Location of Previous VAW/DA Training:**

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Tick to confirm you are aged 18+ (required for Sexualisation training)

Your Manager's name \_\_\_\_\_

**Please return completed forms to:**

Evelyn Sinclair  
Violence Against Women Administration Assistant  
Assynt House  
Beechwood Business Park  
INVERNESS  
IV2 3BW  
Tel: 01463 704993  
Fax: 01463 235189  
Email: [evelyn.sinclair1@nhs.net](mailto:evelyn.sinclair1@nhs.net)

## **Violence Against Women Training – Further Information**

Almost every member of staff who comes in to contact with women, children and young people, and men during the course of their working lives will have been in touch with a number of people who have experienced abuse and a number of perpetrators of that abuse. All members of staff have a responsibility to respond appropriately to survivors and to perpetrators, although this does not mean that all staff will be expected to respond in the same way.

All Violence Against Women Training in Highland is underpinned by the following principles:

- Violence Against Women is both a cause and a consequence of gender inequality
- Violence Against Women, and gender based violence more generally, can only be understood by adopting a gendered analysis of abuse
- Not all men are violent and not all women experience violence
- Women can be violent and men can experience violence and the gender analysis helps explain why this is the least likely scenario
- Improving service response to women will improve service response to men who have experienced abuse – particularly for men who have experienced sexual abuse in childhood
- Men who abuse have the capacity to change their behaviour

### **Training Costs**

All training is provided free of charge. Refreshments and lunches (when applicable) are supplied and are paid for by money received by the Community Planning Partnership from the Scottish Government.

### **Place Confirmation**

After booking a place on one of the courses, you will be contacted either by email or by letter confirming your place and the venue and times of the training. If you have not received any information within 2 weeks of the course date it may mean that you have not been allocated a place. Please contact the Violence Against Women Team on 01463 704993 or at [evelyn.sinclair1@nhs.net](mailto:evelyn.sinclair1@nhs.net) with any queries.

If you have to cancel your place on any of the courses, please contact us as soon as possible. Many of the courses become fully subscribed and we operate waiting lists for these.