HYFFORDDIANT TRAINING

Atal + Diogelu + Darparu
Prevention + Protection + Provision

Cymorth i Ferched Cymru
Welsh Women's Aid

Training Brochure

2026 - 2027

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For more information please go to www.welshwomensaid.org.uk.
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Contents

4 About our training

5 Training, learning and development team

5 Booking information

6 Costs

6 E-learning

7 Courses for individuals

8 Training courses:

- 8 Domestic abuse awareness
- 8 Domestic abuse awareness: Advanced
- 9 Ask and Act: Train the Trainer
- 10 Ask Me
- 10 Bystander intervention
- 11 Gender-based violence
- 12 Understanding Violence Against Women, Domestic Abuse and Sexual Violence
- 12 Understanding coercive and controlling behaviour
- 13 Domestic abuse, mental health and suicidality
- 14 Understanding economic abuse
- 14 Understanding sexual harassment
- 15 Recognising and responding to workplace sexual harassment
- 15 Recognising and responding to workplace sexual harassment for managers
- 16 Violence against women: An employment and HR issue
- 17 Understanding sexual violence
- 17 Providing reproductive health and sexual relationships advice to sexual violence survivors
- 18 Understanding stalking and associated risk
- 19 Understanding vicarious trauma
- 19 Working with survivors: Trauma informed practice
- 20 Confidentiality and boundaries

20 Data protection and domestic abuse
21 Co-production of services for survivors
21 How to advocate effectively for violence against women, domestic abuse and sexual violence survivors
22 Understanding the violence against women, domestic abuse and sexual violence context in Wales
22 DASH MARAC
23 Advanced DASH
24 Certificate in preventing and tackling domestic abuse
25 Trusted Professional
25 Trusted Professional and Children and Young People
26 Ask Me Children and Young People
26 Safety, Trust and Respect (STAR)
28 Understanding Children and Young People's experience of Violence Against Women, Domestic Abuse and Sexual Violence
28 VAWDASV perpetration in a digital age
29 Supporting survivors through the family courts
30 Intersectionality and anti-oppressive practice
30 Embedding intersectionality for senior leaders
31 Understanding Violence Against Women, Domestic Abuse and Sexual Violence and working with individuals with co-existing multiple support needs
31 Reflective practice

Courses delivered by Bawso
32 Domestic abuse from a BME perspective
32 Cultural diversity and harmful practices
33 Female Genital Multilation
33 Forced Marriage and Honour-Based Violence
34 Modern Day Slavery and Human Trafficking
34 Multiple disadvantages: Assessing and responding to the impact on Children, Young People and their families
35 Working effectively with interpreters
35 Working with people with No Recourse to Public Funds

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.

Why choose our training:

- Expert trainers with front-line experience.
- Evidence-based interactive sessions.
- Survivor focused training, informed by survivors.
- Practical tools and resources for immediate impact.
- Tailored training to meet your needs.
- All training pitched at level 3 or above.
- Training available in Welsh.
- Excellent learner feedback, achieving 98% positive experience rating.

Click here to find out more, or use the QR code below.

Training, learning and development team

- Head of Training and Development and Internal Quality Assurance
- National Training Coordinator
- Associate Trainers
- Violence Against Women, Domestic Abuse and Sexual Violence Trainers
- Training Support Officer
- Community Engagement Coordinator

Booking information

Book training

For more information about our training course, to book a course, or for a no obligation quote, contact our training team at training@welshwomensaid.org.uk where we will be happy to assist and discuss your training needs.

Training times

Our training courses can be delivered digitally (via Zoom or Teams), or in-person. The times of the course will depend on the method of delivery.

Training is usually either a full day 9:30am to 4:30pm or half day AM/PM, unless otherwise agreed. A full day training course, delivered digitally, will be split over two consecutive dates.

Inclusivity

We are committed to providing equal access to training for people who might otherwise be excluded or marginalised, such as those with disabilities or additional learning needs. Please let us know if learners have any additional learning needs that you would like us to be aware of, as we always aim to ensure our training is accessible to everyone. This can be noted on the booking form and we will also ask this questions to learners individually in a pre course questionnaire. We would welcome a conversation with the learners to identify how best we can assist them through the course.

Tailor made training

If you would like training tailored to your organisation, we have an expert and qualified team 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.

Costs

Costs are as follows unless otherwise stated throughout this brochure:

DIGITAL

Half day: £550
Full day: £1,050

IN-PERSON

Half day: £650
Full day: £1,250

E-LEARNING

£30.00 per person, per course.

Please note, the costs cover a block booking of up to 16 participants. *apart from e-learning.

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.

Members will receive 40% off.

Cancellations charges may apply.

E-learning

A range of courses are available through e-learning, offering the flexibility of self-paced study, you can build your skills whenever and wherever it suits you—perfect for even the busiest schedules.

Enrol Now

Look out for this symbol to identify which courses are available via e-learning. Simply click 'Enrol Now' to access the enrolment form.

Are you looking for training as an individual?

Visit our website for our open courses

We offer a range of half-day and full-day courses, priced from free up to £85 per person.

https://training.welshwomensaid.org.uk/courses/upcoming-open-training/

Check out our Fiver Friday Webinars

These short webinars will take place every quarter for £5 per person, per webinar.

https://training.welshwomensaid.org.uk/webinars-e-learning/

Sign up to our newsletter

Receive regular updates regarding upcoming training and exclusive content.

https://welshwomensaid.org.uk/what-we-do/training-qualifications/

Training courses

Domestic abuse awareness

The aim of this training is to build a solid understanding of the nature and scope of domestic abuse and its impact on those who experience it, providing the delegates with the confidenceand knowledge to deal with the issues in their work setting.

The training is particularly helpful to workers who are new to the role. It would also benefit those workers who have not undertaken this training previously or require a refresher.

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.

Half day

Domestic abuse awareness: Advanced

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.

Full day and a half

Price per session: £1,600 (digitally). Please contact us for in-person costs.

Ask and Act: Train the Trainer

"Ask and Act" is a process of targeted enquiry to be practiced across the Public Service to identify violence against women, domestic abuse, and sexual violence.

The term 'targeted enquiry' describes the recognition of indicators of violence against women, domestic abuse, and sexual violence as a prompt for a professional to ask their client whether they have been affected by any of these issues.

Ask and Act aims:

- To increase identification of those experiencing violence against women, domestic abuse and sexual violence;
- To offer referrals and interventions for those identified which provide specialist support based on the risk and need of the client;
- To begin to create a culture across the Public Service where addressing violence against women, domestic abuse and sexual violence is an accepted area of business and where disclosure is expected supported, accepted, and facilitated;
- To improve the response to those who experience violence against women, domestic abuse and sexual violence with other complex needs such as substance misuse and mental health; and
- To pro-actively engage with those who are vulnerable and hidden, at the earliest opportunity, rather than only reactively engaging with those who are in crisis or at imminent risk of serious harm.

Welsh Women's Aid has been contracted by the Welsh Government to train the trainers to deliver the Ask and Act programme for Group 2 and 3 of the National Training Framework.

Group 2 - Two half days, plus one full day / Group 3 - Two half days

Free (Funded by Welsh Government)

Contact us for more information about Ask and Act Group 2 and Group 3.

Ask Me

Communities are often the first to know about violence against women, domestic abuse and sexual violence, however the way we respond isn't always helpful. The Ask Me scheme wants to change that.

We want to help end abuse by supporting communities to give a better response to survivors, but also to be proactive in finding ways to challenge unhelpful myths, attitudes and stereotypes that enable and normalise abuse.

We do this by providing training and ongoing support that helps community members to start conversations about abuse, know where help is available, share their knowledge with others and to know how to respond to anyone who shares their experiences of abuse.

After the course, community members are free to spend as much or as little time on activism around this, all we ask is that they fill in a short questionnaire once a month to let us know what they've been up to.

To be eligible for this course you need to be 18 or over and live, study, work, or volunteer in South Wales.

Seven hours

Free

Bystander intervention

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 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.

Two hours or half day

Contact us to discuss costs.

Gender-based violence

Gender Based Violence is a major public health and human rights issue that affects people of all genders but disproportionately impacts women and girls. Gender-based violence includes a host of harmful behaviours arising directly or indirectly from values, beliefs or customs relating to gender including domestic abuse, sexual assault, dowry-related murder, forced marriage, marital rape, forced prostitution, female genital mutilation, and sexual abuse. This training aims to enhance knowledge and understanding of the prevalence and experiences of Gender-based Violence.

Learning objectives:

- Understand the prevalence of Gender-based Violence in Wales.
- Understand the dynamics of the different forms of Gender-based Violence.
- Recognise the signs and indicators of Gender-based Violence.
- Understand how to signpost those affected by Gender-based Violence.

One hour to one and a half hours

Contact us to discuss costs.

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

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.

Full day

Understanding coercive and controlling behaviour

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.

Learning objectives:

- Recognise coercive control tactics, and understand their impact on survivors including children.
- Understand the relevant legislation.
- Apply knowledge and skills to provide appropriate support to meet individual needs of survivors.

Full day

Domestic abuse, mental health and suicidality

Domestic abuse does not just leave physical scars. The emotional and psychological damage often includes fear, isolation, shame, and a profound sense of hopelessness which can push many individuals to the brink of despair. For those who are enduring abuse, the threat to their safety can feel inescapable, and for some, suicidal thoughts may seem like the only way out.

This course will enhance your understanding of the critical link between domestic abuse, mental health and suicide risk. You will gain essential knowledge and skills to identify warning signs, provide trauma-informed care, and implement effective suicide prevention strategies.

Learning objectives:

- Understanding the prevalence.
- Understanding the types of Domestic Abuse and their impact on mental health and suicide risk.
- Recognising the warning signs of suicidal ideation.
- Evaluate and apply effective intervention strategies in various professional contexts.

Half day

1 in 8 women attemp to take their lives as a result of experiencing domestic abuse. 33% of women who are raped contemplate suicide and 13% make a suicide attempt.

Understanding economic abuse

This course looks at the historical and social context of economic inequality and abuse within the wider discourse of Violence Against Women, Domestic Abuse and Sexual Violence.

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 historical, social and cultural context of economic abuse and the importance of promoting economic empowerment for women and girls.
- Recognise and describe the dynamics, causes and impact of economic abuse.
- Apply practical and appropriate support to survivors of economic abuse.

Half day

Understanding sexual harassment

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. 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.

Half day or full day

Recognising and responding to workplace sexual harassment

This course equips employers and employees to gain a greater understanding of workplace sexual harassment, the impact of that harassment, steps you can take to prevent it from occurring by creating a positive and equal workplace culture. Additionally, participants will build essential skills to effectively support survivors following disclosure of sexual harassment.

CPD CERTIFIED
The CPD Certification Service

Enrol Now

Learning objectives:

- Increase capacity and ability to identify sexual harassment in the workplace.
- Understand the impact of sexual harassment.
- Understand the most effective ways to prevent sexual harassment.
- Enhance knowledge, skills and confidence to respond effectively to sexual harassment.

Two hours

Price per session: £350 (digitally). Please contact us for in-person costs.

Recognising and responding to workplace sexual harassment for managers

This course equips employers and employees to gain a greater understanding of workplace sexual harassment, the impact of that harassment, steps you can take to prevent it from occurring by creating a positive and equal workplace culture. Additionally, participants will build essential skills to effectively support survivors following disclosure of sexual harassment.

Learning objectives:

- Understand legal responsibilities to prevent, identify and address sexual harassment in the workplace.
- Identify red flags and signs that an employee may be experiencing sexual harassment if not directly reported.
- Foster a safe, respectful, and inclusive work environment.
- Respond effectively to complaints by implementing practical steps for supporting victims and ensuring fair investigation.
- Apply company policies and procedures correctly to effectively address incidents of sexual harassment.

Two and a half hours

Contact us to discuss costs.

Violence against women: An employment and HR issue

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 Violence Against Women, Domestic Abuse and Sexual Violence. 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 objectives:

- 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.

Full day

Understanding sexual violence

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.

Full day

Accreditation is optional. Available through Agored Cymru at an extra charge.

Providing reproductive health and sexual relationship advice to sexual violence survivors

An interactive training, which aims to increase knowledge, awareness and confidence in all matters related to sexual health as well as encouraging empowering, sex positive and non-judgemental ways of working with survivors of sexual violence.

Learning objectives:

- Understanding sexual reproductive health.
- Understanding sexual health and intersectionality.
- Providing healthy sex & relationship education to survivors.
- Providing sex positive and kink-allied survivor support.
- Acknowledging health risks following Sexual Violence -and supporting survivors through STI/STD/Sexual Health screenings.
- How to support survivors who experienced sexual arousal during sexual violence.

Half day

Understanding stalking and associated risk

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:

- Understand the behaviours, tactics and motivations of stalkers and the impact on their victim survivors.
- Understand legislation relating to stalking.
- Understand the risks to victims of stalking, and the current formal risk assessment tool.
- Understand how to effectively support a stalking victim.

Full day

Understanding vicarious trauma

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.

Over time, 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 and 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 and nurturing Resilience.
- Self-Care, peer & organisational support subheading.

Half day

Working with survivors: Trauma informed practice

To increase awareness of trauma, trauma informed approaches and how to work in a trauma-informed way with survivors of Violence Against Women, Domestic Abuse and Sexual Violence.

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 Violence Against Women, Domestic Abuse and Sexual Violence.
- Reflect on current practice.
- Take away practical tools that will help you work with survivors of trauma.

Full day

Confidentiality and boundaries

A discussion based course, designed for specialist support workers, looking at what is meant by confidentiality, its purpose and benefits, relative legislation, and how to best monitor and manage, as individuals and as an organisation.

The course analyses in detail the concept of consent when sharing information, circumstances that require breaking confidentiality, and how best to share information as required by law. It also explores the concept of keeping professional boundaries, how best to set them, their benefits to service users, individual support workers and their organisation, and how best to manage breaches of boundaries.

Learning objectives:

- Acquire a good working knowledge of confidentiality and boundaries.
- Understand the purpose and benefits of confidentiality and boundaries.
- Effectively use confidentiality legislation and internal policies in everyday practices.

Half day

Data protection and domestic abuse

Holding perpetrator information or child information when a perpetrator is the parent can create challenges for member services. There are significant concerns that the perpetrator has the right to access information held via a data subject access request, and members are unsure of how to address this issue. The training is developed alongside external experts.

Learning objectives:

- Understand the legal requirements of any data subject access request.
- Understand good practice around record-keeping e.g., when, and how data should be recorded and what sort of data should/can be held about children or perpetrators to assure the safety of women and children.

Half day or full day

Co-production of services for survivors

Effective co-production of services, which places survivors at the heart of service development and delivery, should be the goal of all VAWDASV-focused organisations. This one-day training course explores the theory of Co-production, the benefits of Co-producing services with survivors of Violence Against Women, Domestic Abuse and Sexual Violence and how to implement Co-production within your organisation.

Learning objectives:

- The knowledge and skills required to undertake a truly meaningful and effective approach to survivor engagement, including methods of engagement, quality assurance, and ethics.
- The development of a framework for delivering co-produced services with survivors.

Half day or full day

How to advocate effectively for VAWDASV survivors

This course will enable professionals who work with survivors of VAWDASV to understand advocacy and develop an understanding of effective advocacy skills, processes and principles which they can put into practice.

Learning objectives:

- Understand various roles carried out by an advocate supporting survivors of VAWDASV and where they sit within the wider advocacy context.
- Explain the key skills required to work as a practitioner providing advocacy to survivors of VAWDASV.
- Explore the key issues faced by an advocate when engaging and supporting survivors of VAWDASV and ways of overcoming these.

Half day or full day

Understanding the VAWDASV context in Wales

This course is designed for professionals trained or familiar with working in England but are currently or planning to work in Wales. This would include specialist support workers such as IDVAs or ISVAs, probation officers, social workers and health practitioners. The training can also be useful for those working in Wales that would like a refresher around key differences in a devolved nation.

Learning objectives:

- History of Welsh Devolution.
- Legal Implications of devolution.
- Practice Implications.
- Map of services available in Wales.
- Application of knowledge & Reflective Practice.

Half day

DASH MARAC

During this interactive day of training, learners will have the opportunity to familiarise themselves and use the DASH (Domestic Abuse, Stalking and Harassment risk assessment checklist) tool to assess risk of serious harm. Learners will gain skills and knowledge to be able to refer to, and participate in, the MARAC process. Relevant legislation, case recording, and information sharing responsibilities will also be covered.

Learning objectives:

- Understand Multi-agency Risk Assessment Conference (MARAC) and risk.
- Understand confidentiality and information sharing in relation to a MARAC.
- Understand the purpose of a risk identification checklist.

Full day

Accreditation is optional. Available through Agored Cymru at an extra charge.

Advanced DASH

This course is designed for individuals who are DASH trained. Participants will acquire insights into the intricacies of risk linked with domestic abuse and learn how this can be applied to the level of risk. They will also understand the impact of trauma on domestic abuse victims and develop the skills and knowledge needed to apply quality assurance principles in reviewing DASH assessments and offering constructive feedback to peers.

Learning objectives:

- Understand the dynamics of risk is in relation to domestic abuse
- Recognise the impact of trauma and the importance of using trauma informed language
- To apply the principle of quality assurance within your role
- To complete a comprehensive review of DASH RIC's

Full day

Certificate in preventing and tacking domestic abuse

Welsh Women's Aid is proud to be the first organisation to lead and deliver the very first national qualification in Preventing and Tackling Domestic Abuse. The Certificate is aimed at those working in the sector who have a reasonable understanding of Violence Against Women, Domestic Abuse and Sexual Violence and would like to enhance their knowledge to progress their career in the sector.

There are four units which are approximately five half days in the training room and there will be a one month break between each unit. Learners will be required to submit a portfolio of work after each unit to gain the full accreditation.

- Unit A - Understanding Domestic and Sexual Violence within a Social and Historical Context
- Unit B - Understanding Child Protection in the Context of Domestic and Sexual Violence
- Unit C - The Role of the Domestic and Sexual Violence Practitioner
- Unit D - Domestic and Sexual Violence Partnerships and Coordinated Community Response

This training is recognised as a suitable qualification to qualify as an Independent Domestic Violence Advisor (IDVA). To find out more, click here.

£2,315 per person
Members will receive 40% off.
Flexible payment plans are available.

Trusted Professional

Welsh Women's Aid and Respect have developed a fully integrated, two-day training course for professionals working in Cardiff, The Vale, Swansea, Neath and Port Talbot who would like to increase their knowledge and skills to better recognise the signs of violence against women, domestic abuse and sexual violence, respond appropriately to disclosures, and refer survivors and perpetrators to specialist support services.

Learning objectives:

- Recognise the early signs of Violence Against Women, Domestic Abuse and Sexual Violence.
- Respond appropriately and know what to do.
- Refer to specialist services.

Full day

Trusted Professional for Children and Young People workers

This course is aimed at professionals who work with children and young people that have experienced violence and abuse? This course will assist you to provide support using a needs led, strengths based, trauma informed approach, in a range of settings.

Learning objectives:

- Understanding the role of a children and young people's trusted professional.
- Recognising the multiple forms of violence against women, gender-based violence, domestic abuse and sexual violence that young people may experience.
- Responding more effectively to children and young people who have been abused and who have harmed others, using needs led, strengths based, trauma informed support.
- Understanding the practical application of needs-led, strengths-based, trauma-informed and intersectional theory in your setting.

Full day

Ask Me Children and Young People

This is an early intervention and prevention program developed in collaboration with children and young people across Wales. The program provides training and resources aimed at anyone aged 13-18 years. Each interactive module has been designed to help Children and Young People understand abuse and the attitudes, beliefs, and actions that underpin gender-based violence.

This is a discussion-based course which empowers learners to have important conversations and provides helpful responses and guidance to others.

Topics include:

- Online Safety
- Technology-facilitated abuse
- Relationships
- Misogyny
- Bystander Intervention
- Children's rights
- Peer on peer abuse

Contact us to discuss timings of this program.

Contact us to discuss costs.

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

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. The STAR Prevention Programme is designed to be young person led and promote group discussions over the course of eight one-hour sessions.

The topics covered will enable young people to recognise early warning signs and dangers of unhealthy relationships and provide the opportunity to discuss how consent, social media and society inform our relationships. The Programme encourages and empowers young people to make informed choices and know where to go for help and support.

The STAR Prevention facilitator training course is aimed at practitioners who work with Children and Young People. On completing the facilitator training, learners will be able to confidently deliver Prevention sessions directly to children and young people and engage in discussions around the topics included. Resource packs are also available in English and Welsh to help facilitate the sessions and include videos, posers, and group activities to reinforce the core messages for each session.

There are 2 prevention packs for ages 11-13 and 14-25.

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

Learning objectives:

- Confidently facilitate 8 one-hour sessions to children and young people on topics such as healthy relationships, domestic abuse, consent, and grooming for both the 11-13 and 14-25 demographic.
- Foster discussions with young people on how this impacts their daily lives including stereotyping, the role of social media, pornography and sharing images.
- Have access to packs and resources (online) and a facilitator guide to create an interactive and engaging programme.

Four half days for combined 11-13 and 14-25 facilitator training.

Price per programme: £2,400 (digitally). Please contact us for costs for face to face training. Printed packs are available at an additional cost.

Understanding Children and Young People's experience of Violence Against Women, Domestic Abuse and Sexual Violence

This course has been developed to raise awareness of the issues faced by children and young people experiencing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) related issues. Practitioners will explore the behavioural, emotional and cognitive effects for children experiencing VAWDASV and how to tailor support to ensure that children and young people ways receive tailored support.

The course also explores theoretical support models for supporting children and how practitioners can create environments to foster disclosure and respond appropriately.

Learning objectives:

- Understand the how violence against women, domestic abuse and sexual violence 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.

Pre course e-learning & one half day

Price per session: £1228.50 (digitally). Please contact us for in-person costs.

Accreditation is optional. Available through Agored Cymru at an extra charge.

VAWDASV perpetration in a digital age

This course equips professionals with the knowledge and tools to address Violence Against Women, Domestic Abuse, and Sexual Violence in digital contexts. As technology continues to evolve, so do the tactics used by perpetrators, making it crucial to stay informed and proactive in identifying, responding to, and preventing digital abuse.

The training covers key topics, including cyberstalking, online harassment, coercive and controlling behaviour in digital spaces, image-based abuse, deepfakes, sextortion, and online sexual exploitation.

Participants will also explore the unique challenges faced by young people and children in navigating online abuse.

Through interactive activities, such as case studies, role-playing exercises, and group discussions, participants will gain practical skills to recognise red flags, develop intervention strategies, and support victims effectively.

Learning objectives:

- Increase awareness of digital perpetration tactics in Violence Against Women, Domestic Abuse and Sexual Violence.
- Develop skills for identifying and managing digital abuse.
- Support the development of effective intervention strategies that address both digital and offline contexts of abuse.

Full day

Supporting survivors through the Family Courts

Attending the Family Court causes worry and anxiety for survivors, from giving evidence to meeting the perpetrator who frequently use the family court process as a further opportunity to abuse the non-abusive parent and the children. There is also the very real risk of system generated trauma facilitated by the current structure of the court and children and family court advisory and support service (CAFCASS).

This course explains the remit of the family court, the court support available for survivors of domestic abuse and the processes available to support the survivor feel safe whilst they are engaging with the court system. It also considers the experiences of survivors and the lessons to be learnt in supporting survivors through the family court. The course also looks at choosing a family solicitor and financial support through Legal aid.

Learning objectives:

- Understand the main issues and barriers within the family court, how it works and the different professional roles in order to be able to confidently explain the process to survivors, enabling them to participate fully in court proceedings.
- An appreciation and understanding of the role of Legal Aid, the Code of Practice for Victims of Crime in England and Wales (Victims' Code) and other Government initiatives to support survivors in court proceedings.

Half day

Intersectionality and anti-oppressive practice

Intersectionality has been central to understanding inequality, identity and power relations in society. 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 diversity and equity, challenge discrimination and make our services inclusive.

Learning objectives:

- Define unconscious bias and explain the different ways in which bias can occur.
- Understand and define the meaning of intersectionality.
- Reflect critically on our own working practice to challenge unconscious bias and inequality generating ideas and actions to help reduce the impact of bias.
- Apply the theory of intersectionality to working practice and to effectively challenge unconscious bias and structural inequalities.

Half day

Embedding intersectionality for senior leaders

Intersectionality is an approach to diversity that acknowledges how someone's race, gender, class, age and other characteristics all interconnect to form a personal experience - of life and of work – bringing both disadvantages and privileges. It impacts how safe individuals feel bringing their full selves to work and how as employers you can support employees to fully utilise their strengths in a supportive environment.

This course aims to enhance leaders' knowledge of intersectionality as well as build skills to embed it throughout organisational strategy, project development, and service delivery. This interactive course will examine practical ways leaders can create systems to better cultivate diversity, equity, and inclusion of all individuals in the organisation and improve experiences for service users.

Learning objectives:

- Understand importance of intersectionality in the workforce and why engaging with diverse staff matters.
- Describe experiences of marginalised people in the workforce.
- Develop skills to effectively support marginalised staff.
- Create processes for practically embedding intersectionality into projects and service development.

Half day

Understanding VAWDASV and working with individuals with co-existing multiple support needs

This course provides an understanding of the concept of co-existing support needs and the importance of anti-discriminatory practice. It examines the growing connections between domestic abuse, mental health issues, and suicide. The course covers substance abuse, personal experiences of care, contact with child protection services and information sharing. Learners will receive guidance on how to navigate various systems and advocate effectively for survivors with co-existing multiple needs.

Learning objectives:

- Understanding the impact of Violence Against Women, Domestic Abuse and Sexual Violence for individuals with co-existing multiple support needs.
- Understanding the importance of anti-discriminatory practice re survivors with co-existing multiple support needs.
- Understanding how to support survivors with co-existing multiple support needs.

Full day

Reflective practice

This course aims to expand your knowledge of reflective practice, enabling you to feel confident in using it proactively in your working role. By the end of the course, you will be able to define what is meant by reflective practice and describe the different models available for reflection. You will also be given the opportunity to personally evaluate the rang of reflection models and demonstrate how reflective practice can be used for any given situation.

Learning objectives:

- Define Reflective Practice.
- Describe the different models of reflection.
- Personally evaluate the range of reflection models and adopt one for personal use.
- Demonstrate the reflective practice in a given situation.

Half day

Delivered by Bawso

Contact Bawso at info@bawso.org.uk for more information or to book these courses.

Domestic abuse from a BME perspective

It is widely accepted that violence against women occurs across all cultures, however the specific forms that violence takes, the responses to women from different cultural backgrounds and the impact of domestic violence can vary (Anitha, 2010: 463).

The 2001 British Crime Survey found that 1 in 5 women and 1 in 10 men pointed to little difference in the prevalence of DV by ethnicity (Walby and Allen, 2004).

The responses to BME women who suffer domestic violence impact upon their overall experience of that violence and it has been argued that while all women experience hardship in seeking to leave abusive men, the situation is worse for black women, partly because the agencies that have moral and legal obligations to assist them are often staffed by people who do not understand the cultural, racial and gender complexities.

Research has highlighted the specific issue in relation to BME women pointing to their 'double victimisation' – the violence perpetrated by partners and family members and then the failure of services to provide appropriate support and interventions (Gill, 2004:466; Rai and Thiara, 1997).

Cultural diversity and harmful practices

As the population of Wales is becoming more diverse it is of great importance to harness the differences it entails in the interest of social and economic advancement of the nation.

"We need more sophisticated, tailored approaches to meeting the specific needs of different minority communities [...] rather than treating all minority groups as disadvantaged or having the same needs. This is the time to move on from one-size fits all approaches to meeting Black and Minority Ethnic needs." (Home Office, Improving Opportunity, Strengthening Society, 2005)

The aim of this training to to provide an awareness of the main cultures and religions within the UK and how to work positively with diverse cultures.

Female Genital Multilation

FGM is a gross violation of the human rights of women and girls. It is an inhumane and undignified procedure which harms women and girls physically as well as psychologically.

FGM has been illegal in the UK for more than 30 years; however there have only been 2 convictions to date.

In 2024 an estimated 200 million women and girls alive today have undergone female genital mutilation in 30 countries in Africa, the Middle East and Asia where FGM is practiced.

103,000 women and girls are living with consequences of FGM in the UK. It is also estimated that 60,000 girls under the age of 15 are living in the UK who were born to mothers from FGM practicing countries and therefore could be at risk of FGM1.

As an organisation with several years' experience working with people affected by FGM, our training is designed to share this expertise, equipping educators, health professionals and other frontline staff with the knowledge, skills and confidence to respond appropriately and effectively to women and girls.

Forced Marriage and Honour-Based Violence

"Marriage shall be entered into only with the free and full consent of the intending spouses" (Universal Declaration of Human Rights Article 16(2)

A Forced Marriage is very different from an arranged marriage. In a Forced Marriage, someone is made to marry against their will and without their permission. It is a marriage in which either one or both spouses do not consent or lack the capacity to consent and pressure is involved. This can include physical, sexual, psychological, financial, and emotional duress.Forced Marriage is recognised in the UK as a form of violence against women, domestic/child abuse, and a serious abuse of human rights.

Modern Day Slavery and Human Trafficking (MDSHT)

Modern Day Slavery and Human trafficking is the second largest illegal trade in the world. It is an increasingly disturbing phenomenon across the World with terrible consequences for victims. Victims of human trafficking are subjected to coercion, exploitation, deception, kidnap, false imprisonment, and rape.

Recent reports have highlighted the urgent need to raise public awareness of trafficking, improve training to better identify victims, and develop better institutional co-operation and multi-agency working – all critical in the fight against trafficking.

The training will examine different approaches in tackling human trafficking; identify emerging trends and strategies to improving the identification and support for people who have been trafficked.

Multiple disadvantages: Assessing and responding to the impact on Children, Young People and their families

This course will focus on the impact of the Toxic Trio, of domestic abuse, parental substance misuse, and parental mental health on children and multi-agency responses to working with families where this is a feature.

Not only are children at risk in such situations; living in such conditions means that children and young people's life-chances are also affected - with an impact on future learning, behaviour, and health.

A single disorder can negatively affect parents' capacity to meet their children's needs, but the co-existence of these types of problems has a much greater impact on parenting capacity.

The short and long-term consequences for children of growing up in a family where at least one parent is experiencing extreme difficulties will depend on the combination of resilience and protective mechanisms.

The challenge for practitioners is to identify both the strengths and difficulties within the family by carrying out a holistic assessment which covers the child's development, the parents' capacity to meet the child's needs, and the impact of wider family and environmental factors.

Early identification depends on ensuring children and young people have opportunities to discuss their experiences with a trusted adult.

Working effectively with interpreters

Language is a rich and complex phenomenon which forms one of the bases of human communication and should be given particular attention in providing client services.

Wales is a culturally, ethnically, and racially diverse country. In the 2021 census 5.4% of the population described themselves as being from a Black Minority Ethnic (BME) community.

We may at some point as practitioners come across people from BME communities who are in need of support due to having limited English language proficiency, therefore requiring interpreters to enable them to communicate effectively with practitioners.

It is required by law that organisations and statutory bodies communicate in an appropriate manner in the provision of their services. For many organisations the only way to meet these standards when working with people who do not speak or understand English is using interpreters.

Working with people with No Recourse to Public Funds

In times when local authorities are under considerable pressure to reduce spending and cut services, it is essential that statutory duties owed to the most vulnerable migrants are exercised correctly and in line with best practice.

No Recourse to Public Funds (NRPF) is an immigration condition restricting access to public funds, including many mainstream benefits such as welfare benefits and housing.

However, there are exceptions for some benefits which allow families and individuals to have a right to financial support (accommodation and subsistence) from social services to avoid destitution or because of complex health needs. In these cases, the local authority has a duty to support the accommodation and subsistence costs of residents with NRPF.

NRPF cases are often complex to identify, assess and resolve and unpredictable in terms of how much they cost and how long they last.

Welsh Women's Aid
Pendragon House, Caxton Place,
Pentwyn, Cardiff, CF23 8XE

02920 541 551
info@welshwomensaid.org.uk
Follow us:
@welshwomensaid
www.welshwomensaid.org.uk

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