

# London Borough Bromley Domestic Violence and Abuse Violence Against Women and Girls (VAWG) Training and Development Programme 2016-2019

## Introduction

Our vision is for Bromley to be a safer place, and a borough in which residents don't have to be fearful of, or experience, Violence Against Women and Girls (VAWG).

- The UN defines violence against women as “any act of gender-based violence that is directed at a woman because she is a woman or acts of violence which are suffered disproportionately by women.”<sup>1</sup> Violence against women and girls includes: Domestic violence
- Female genital mutilation (FGM)
- Forced Marriage
- ‘Honour’-based violence
- Prostitution
- Sexual violence
- Stalking and Harassment
- Trafficking for the purpose of sexual exploitation

From this definition it is clear that men and boys are also affected by these types of abuse; but the term VAWG is used to reflect the disproportionately high numbers of female victims and male perpetrators.

Over the last few years we have made great progress in Bromley in improving our services for those who experience gender based violence. However we need to continue to work together, with our partner agencies, to reduce the number of these crimes in Bromley and reduce the impact on our residents.

The human and emotional costs of these crimes cannot be underestimated. Such violence is a major cause of death and disability and is linked to mental health problems including depression, anxiety, post-traumatic stress disorder, self-harm or suicide and the misuse of drugs and alcohol. The impact on families and children is immeasurable and early intervention is critical to our approach.

At least 1.4 million women and 700,000 men aged between 16 and 59 experienced domestic abuse in England and Wales in 2013/14 – 8.5% of women and 4.5% of men<sup>2</sup>. At least 29.9% of women and 17.0% of men in England and Wales have

<sup>1</sup> United Nations, 2006, Secretary General's Report on Violence against women, Para 28 and 104

<sup>2</sup> <http://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/compendium/focusonviolentcrimeandsexualoffences/2015-02-12>

experienced domestic abuse at some time<sup>3</sup>. These figures are likely to be an underestimate, because all types of domestic violence and abuse are under-reported in health and social research, to the police and to other services<sup>4</sup>.

Both men and women perpetrate and experience domestic violence and abuse, but it is more common for men to perpetrate violence and abuse against women. This is particularly true for severe and repeated violence and sexual assault.

A report from Lancaster University – Cost of domestic violence up-date<sup>5</sup> – estimated the costs associated with domestic violence and abuse in the UK in 2008 to be £15.7 billion. This included over £9.9 billion in 'human and emotional' costs, more than £3.8 billion for the criminal justice system, civil legal services, healthcare, social services, housing and refuges, and more than £1.9 billion for the economy (based on time off work for injuries).

With one in six men likely to suffer domestic abuse in their lifetime and one in every three victims being male<sup>6</sup>, organisations and practitioners working with domestic abuse victims are realising there is a growing need to ensure men and their children receive the support they need in their local community.

Multi-agency partnership working at both an operational and strategic level is the most effective approach for addressing domestic violence and abuse. Training and ongoing support from within an organisation are also needed for individual practitioners. Without training in identifying domestic violence and abuse and responding appropriately after disclosure, healthcare professionals may fail to recognise its contribution to a person's condition and to provide effective and safe support.

### **The Training Context**

The Bromley Community Safety Partnership VAWG Strategy 2016-19 recognises the important role of training in working towards the elimination of all abuse types identified in the Home Office 2016 Violence Against Women's and Girls Strategy.

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<sup>3</sup> Smith K (editor), Osborne S, Lau I et al. (2012) Homicides, firearm offences and intimate violence 2010/11: supplementary volume 2 to Crime in England and Wales 2010/11. London: Home Office.

<sup>4</sup> Official published Crime Survey for England and Wales data 'caps' the maximum number of incidents in a series at 5. Evidence suggests that once this cap is removed, domestic violence and abuse increases by 70% and this is mostly against women (Walby, Towers and Francis. The decline in the rate of domestic violence has stopped: removing the cap on repeat victimisation reveals more violence, 2014). [http://www.research.lancs.ac.uk/portal/en/publications/the-decline-in-the-rate-of-domestic-violence-has-stopped\(810443df-48b1-459f-bc1e-cdf04d085e0c\).html](http://www.research.lancs.ac.uk/portal/en/publications/the-decline-in-the-rate-of-domestic-violence-has-stopped(810443df-48b1-459f-bc1e-cdf04d085e0c).html)

<sup>5</sup>[www.edvitaly-project.unimib.it/wp-content/uploads/2013/12/Cost\\_of\\_domestic\\_violence\\_update-1.doc&usg=AFQjCNFAugRni0CdZO2HWp36WITeeyCNdQ](http://www.edvitaly-project.unimib.it/wp-content/uploads/2013/12/Cost_of_domestic_violence_update-1.doc&usg=AFQjCNFAugRni0CdZO2HWp36WITeeyCNdQ)

<sup>6</sup> <http://new.mankind.org.uk/wp-content/uploads/2015/05/30-Key-Facts-Male-Victims-Mar-2016.pdf>

The National Institute of Care Excellence (NICE) Domestic violence and abuse: multi-agency working guidelines<sup>7</sup> promote the health and social care sectors across the England. The guidelines promote excellent quality standards which this Training Strategy endorses as best practice and all training courses commissioned in the borough will endorse this quality framework.

The Bromley Community Safety Partnership is aware that addressing domestic abuse is both a local and a national priority and therefore embraces its responsibility to participate in taking forward a united three year strategy, including training as an integral element.

The focus of this programme is on identifying training and development activity required to support improvement in services to women and children and men who are experiencing domestic abuse or VAWG, and to men and women who use violence.

It is based on increasing capacity to deliver training and providing local multiagency co-ordination of training. Organisations will be expected to integrate training on domestic abuse & VAWG into their overall training activities.

Domestic abuse & VAWG training is essential to enable staff to provide a good service. There will therefore be a requirement for all sectors to view this training as 'core business', to demonstrate their commitment to this change of culture through leadership and to take responsibility for ensuring that appropriate standards of training are met.

## **Aims of the Training Programme**

Bromley Council is clear that addressing and tackling VAWG in Bromley remains a firm priority. We are committed to prioritising resources to prevent violence from happening, provide effective support to victims when it does occur and ensure that perpetrators are brought to justice. We are working to change public attitudes and end the 'normalisation' of any forms of gender based violence and ensure that the reporting of these crimes, to the Police or specialist agencies, increases. We will also work to ensure that all professionals can identify victims of VAWG and are equipped to provide the correct response.

Delivering a programme of multi-agency VAWG training to members of the statutory, voluntary and community sectors in Bromley is a key output of this work.

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

- Increased awareness of staff when responding to disclosures of VAWG
- Improved service provided to victims of VAWG from service providers
- Increased confidence of staff when responding to disclosures of VAWG
- Early identification and intervention from staff working with children
- Early identification and intervention from staff working with adults with disabilities and/or health and care support needs
- Early identification and intervention from staff in working with individuals perpetrating harm/violence/abuse towards individuals
- Reduction in harm to those experiencing VAWG as a result of earlier intervention.

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<sup>7</sup> <https://www.nice.org.uk/guidance/ph50/resources/domestic-violence-and-abuse-multiagency-working-1996411687621>

All the courses in this training programme follow the same learning pathways; they will equip participants to **realise** the existence of abuse, **recognise** that it is taking place, **respond** appropriately, **report or refer** to the correct service, **record** in the correct manner, and take steps to **reduce risk**.

As with local, regional, and national strategies, this Training Programme's ultimate aim is the elimination of domestic abuse & VAWG. In working towards achieving this, the Training Programme aims to ensure:

- That all agencies, individually and working together, can make the required changes to ensure that the best possible service is provided to anyone affected by VAWG, anywhere in Bromley.
- That all workers who come into contact with women, children, young people and male victims who have experienced VAWG, and men who have used violence, have the knowledge, understanding and skills required to realise the Community Safety Partnership VAWG Strategy 2016 -2019
- That all relevant staff are equipped with the knowledge, understanding and skills necessary for working across professional boundaries.
- Improving multi- and single-agency responses and individual workers' practices as a result of training. To ensure effective policies and protocols, screening tools, intra- and inter-agency communication systems and information regarding worker support systems are integrated into all training activity.

It is recognised that this Training Programme is ambitious, and that a phased implementation will be required across departments to allow for collaboration and negotiation and to achieve sustainability. All partners will be expected to develop their own training strategies and produce their own assessments of skill gaps and costings to address these gaps.

### **Agreed standards and provision of training across providers in Bromley**

There has been considerable development in recent years of training on VAWG. With the inclusion of Domestic Abuse in the Care Act 2014 Legislations and an ever increasing VAWG remit established by the Home Office there is an absolute requirement to develop agreed standards and good practice which providers can quality assure training.

Each sector will therefore be required to develop a single agency and contribute to a multi-agency training strategy, to be reviewed on an annual basis and presented to the Safer Bromley Partnership Strategic Group. Partner agencies will be expected to carrying out an assessment/audit of training needs, also to be presented to the SBP board and respective Adult and Children's Safeguarding Board on an annual basis. Progress of this training programme will also be reported to Health and Wellbeing Board.

Any resource implications should also be discussed at the SBP, as partners may require re-allocation of existing resources, or additional funding. Effective allocation of both time and personnel must be given to this process, including costings and the implications of releasing staff for training.

If these standards are not followed by agencies the Partnership are to be notified with reasons why this may be the case. A mechanism for reporting this information is to be developed by the VAWG commissioner.

## **Domestic Abuse & VAWG Competencies**

Training to provide a universal response should give staff a basic understanding of the dynamics of VAWG, their legal duties.

**Level 1** Staff should be trained to respond to a disclosure of VAWG sensitively and in a way that ensures people's safety. They should also be able to direct people to specialist services.

This level of training is for: youth workers, care assistants, receptionists, interpreters and non-specialist voluntary and community sector workers.

**Level 2** Staff should be trained to ask about VAWG in a way that makes it easier for people to disclose. This involves an understanding of the epidemiology of VAWG, how it affects people's lives and the role of professionals in intervening safely. Staff should also be able to respond with empathy and understanding, assess someone's immediate safety and offer referral to specialist services.

Typically this level of training is for: nurses, accident and emergency doctors, adult social care staff, children's centre staff, GPs, mental health professionals, professionals in education (including school nurses), alcohol and drug misuse workers.

**Level 3** Staff should be trained to provide an initial response that includes risk identification and assessment, safety planning and continued liaison with specialist support services.

Typically this is for: safeguarding professionals, midwives and health visitors, and MARAC representatives.

**Level 4** Staff should be trained to give expert advice and support to people experiencing domestic violence and abuse.

This is for specialists in domestic violence and abuse. For example, domestic violence advocates or support workers, independent domestic violence advisers or independent sexual violence advisers, refuge staff, domestic violence and abuse and sexual violence counsellors and therapists, and specialist children's workers.

Other training to raise awareness of, and address misconceptions about, VAWG and the skills, specialist services and training needed to provide people with effective support should be provided for commissioners, managers and others in strategic roles.

The following table gives a very brief indication of the competencies expected in each area for each level; please note that the competencies at level 2 and 3 assume that the previous levels' competencies have also been met. Specific competencies should be developed within each organisation and for each training course, and agencies are expected to assess the competencies of their staff before and after training.

Anyone attending a Level 2 course should have completed a Level 1 course within the preceding two year.

<b>Core Competency Area</b>	<b>Level 1 All staff</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4 Expert</b>
Realisation	<p>An overview of domestic abuse and VAWG issues</p> <p>Dispelling myths</p> <p>The prevalence of DA &amp; VAWG locally and nationally</p> <p>Power and control in DA &amp; VAWG</p> <p>Responsibility of abuse lies solely with the perpetrator</p>	<p>Vulnerable populations</p> <p>LGBT, BME, male victims,</p>	<p>Understanding trauma</p> <p>Intersectional impacts of Mental Health, Addictions, Criminalization</p>	<p>This level of training is expected for IDVAs or other highly specialist staff working with victims and survivors.</p> <p>This training should be delivered by an accredited provider – such as Safe Lives or Women’s Aid.</p> <p>Local competencies do not apply.</p>
Recognition	<p>Signs of abuse</p> <p>Impacts</p> <p>Barriers to disclosure</p> <p>Why it is hard to leave</p>	<p>Detailed impacts of abuse on the victim and any children</p> <p>Health effects</p>		
Response	<p>Creating safe environments for disclosure</p> <p>Disclosure response</p>	<p>Having the conversation so trust is built.</p> <p>Empathy &amp; understanding</p>	<p>Systems that the woman has to interface with.</p>	
Reporting	<p>Directing to services</p>	<p>Referring to specialist services</p>	<p>Multi-agency work with specialist services</p>	

Recording	How to record disclosures		
Risk Reduction	Responsibilities regarding safeguarding children & adults  What is the MARAC	Assess immediate safety  Referring to the MARAC	Using the Safe Lives / DASH Risk Assessment  Safety Plans  Taking part in the MARAC  DHRs and lessons learned  The legislative framework

## **Domestic Abuse & VAWG Training Standards**

It is vital that all agencies have the same standards of in-house training to ensure a consistent level of training for all professionals in the borough and to ensure every victim of domestic abuse and VAWG is responded to in a safe, reliable manner no matter what agency they come into contact with.

It is important that all professionals in Bromley have the same understanding of abuse, and are able to take steps to improve the safety of anyone who makes a disclosure to them. The following training programme includes suggested aims and outcomes for different levels of training, and should be applied to both in-house and multi-agency training.

Agencies should work with the Safer Bromley Partnership when commissioning training to ensure that it meets the standards and competencies expected.

The following training sessions have been identified as potentially necessary, although partners are expected to provide training needs analysis for their own staff in VAWG issues.

Specific course aims & objectives will be compiled in response to needs analysis and as part of training commissioning.

- Domestic Abuse and Violence Against Women & Girls – Level 1
- Domestic Abuse – Level 2
- Domestic Abuse and MARAC: Identifying high risk victims and preventing repeat victimisation – Level 3
- Forced Marriage and So-Called ‘Honour’ Based Violence – Level 2
- Prostitution and Trafficking for the Purpose of Sexual Exploitation – Level 2
- Sexual Violence – Level 2
- FGM and Harmful Traditional Practices – Level 2
- Domestic Abuse in LGBT Communities – Level 2

- Working with Older Women Experiencing Domestic Abuse – Level 2
- Young People and Domestic Abuse – Level 2
- Problematic Substance Use, Mental Health and VAWG – Level 2
- Working with Perpetrators of Domestic Abuse – Level 2
- Working with Male Victims Experiencing Domestic Abuse – Level 2
- Women using violence and abuse in relationships – Level 2

## **Possible Training Providers**

Please note that any training costs given are approximate and subject to change.

### **Local Providers**

#### Bromley & Croydon Women's Aid

BCWA have been providing domestic abuse services in Bromley for over 40 years, and are currently the commissioned providers of refuge accommodation, support groups, and the One Stop Shop; as well as providing outreach services, and support for young women and children. BCWA aims to empower anyone suffering domestic abuse so they can make informed choices about their future.

BCWA can provide some training free of charge under current contracts and funding streams.

Full day training: £550

Half day training: TBC

ruth.b@bcwa.org.uk [www.bcwa.org.uk](http://www.bcwa.org.uk)

#### DVIP Domestic Violence Intervention Project

For over 20 years, DVIP have been helping to make women and children safer. They work across London to stop domestic violence and to reduce the harm it causes to women, children and families. DVIP provide programmes of behavioural change for men who are abusive in their relationships, along with support for their partners or ex-partners; and have recently launched a service working with young people who are abusive towards their parents. DVIP are currently the commissioned provider of a perpetrator programme in Bromley.

Training charges TBC.

Liz@dvip.org

[www.dvip.org](http://www.dvip.org)

#### Victim Support

Victim Support is currently commissioned to provide IDVA services and the Safer Bromley Van in the borough. Victim Support work towards a world where people affected by crime or traumatic events get the support they need and the respect they deserve.

Victim Support can provide some training free of charge under current contracts and funding streams.

Other training charges TBC

Joanna.Davidson@victimsupport.org.uk

[www.victimsupport.org.uk](http://www.victimsupport.org.uk)

### **Regional & National Providers**

#### Ashiana

Ashiana specialises in helping Black and Minority Ethnic women, in particular, women from South Asian, Turkish & Iranian communities, aged 16-30 years who are at risk of domestic violence and sexual violence.

They deliver a range of awareness raising workshops for women in the community and training on domestic violence, sexual violence and harmful practices for professionals in the voluntary and statutory sector.

Training charges TBC

[www.ashiana.org.uk](http://www.ashiana.org.uk)  
[info@ashiana.org.uk](mailto:info@ashiana.org.uk)

#### Asian Women's Resource Centre

The AWRC tackles issues relating to abuse which includes domestic & sexual violence, forced marriages, honour based violence, and trafficking. The AWRC also addresses the many interrelated issues associated with violence such as homelessness, welfare benefits, child contact and immigration which includes support to women who have no recourse to public funds, students and over stayers.

Training charges TBC

[www.asianwomenscentre.org.uk](http://www.asianwomenscentre.org.uk)  
[info@asianwomenscentre.org.uk](mailto:info@asianwomenscentre.org.uk)

#### AVA - Against Violence & Abuse

AVA is an expert, groundbreaking and independent charity working across the UK, working to inspire innovation and collaboration and encourage and enable direct service providers to help end gender based violence and abuse particularly against women and girls.

Training charges TBC

[www.avaproject.org.uk](http://www.avaproject.org.uk)

#### FORWARD

FORWARD (Foundation for Women's Health Research and Development) is committed to gender equality and safeguarding the rights of African girls and women. FORWARD are a leading African diaspora women's campaign and support organisation. They work through partnerships in the UK, Europe and Africa to transform lives, tackling discriminatory practices that affect the dignity and wellbeing of girls and women; focussing on female genital mutilation (FGM), child marriage and obstetric fistula.

Full day training: £1,250  
Half day training: £750

[www.forwarduk.org.uk](http://www.forwarduk.org.uk)  
[Yvette@forwarduk.org.uk](mailto:Yvette@forwarduk.org.uk)

#### Galop

Galop has provided advice, support, research and lobbying around the issues of LGBT policing for over 30 years. Galop gives advice and support to people who have experienced biphobia, homophobia, transphobia, sexual violence or domestic abuse; and also support lesbian, gay, bisexual, trans and queer people who have had problems with the police or have questions about the criminal justice system.

Full day training: £800  
Half day training: £600

[www.galop.org.uk](http://www.galop.org.uk)  
[peter.kelley@galop.org.uk](mailto:peter.kelley@galop.org.uk)

### IKWRO

IKWRO's mission is to protect Middle Eastern and Afghan women and girls who are at risk of 'honour' based violence, forced marriage, child marriage, female genital mutilation and domestic violence and to promote their rights. They provide direct services for women and girls, including advocacy, training and counselling; and also provide advice and support to professionals to understand issues affecting minority ethnic women.

Training charges TBC

<http://ikwro.org.uk/>  
Selma.Bayou@ikwro.org.uk

### IMECE

IMECE Women's Centre is a woman only charity and company limited by guarantee, set up in 1982. Its aim is to empower Black, Minority Ethnic and Refugee (BMER) women, particularly Turkish, Kurdish and Turkish Cypriot women and improve quality of their lives. IMECE provides support, advice and advocacy to women and girls experiencing and escaping all forms of Domestic Violence and Harmful Practices.

Training charges TBC

<http://imece.org.uk/>  
senay@imece.org.uk

### Imkaan

Imkaan is a UK-based, black feminist organisation dedicated to addressing violence against women and girls. Their training is designed to cover key areas including impact, promising practice in relation to disclosure, risk assessment and support planning, current and changing law and practice.

Training charges TBC

<http://imkaan.org.uk/>  
bookings@imkaan.org.uk

### Mankind

The ManKind Initiative was the first charity in the UK to support male victims of domestic abuse (registered in 2001). With one in six men likely to suffer domestic abuse in their lifetime and one in every three victims being male, organisations and practitioners working with domestic abuse victims are realising there is a growing need to ensure men and their children receive the support they need in their local community.

Training charges TBC

<http://new.mankind.org.uk/for-professionals/training/>  
training@mankind.org.uk

### Mencentric

Mencentric Limited is a specialist domestic violence consultancy providing expertise to statutory & third sector organisations wishing to create & implement safe working with men who commit or who are experiencing domestic violence.

Full day training: £920

<http://mencentric.co.uk/>  
[info@mencentric.co.uk](mailto:info@mencentric.co.uk)

#### RASASC (Rape Crisis South London)

Based in Croydon hub, with satellite services available in Kingston and Bexley (and soon to be in Southwark), RASASC provide a high standard of professional support to female survivors of sexual violence.

RASASC run a woman-only service, both for clients and staff, in response to the needs of service users and the disproportionate nature of sexual violence as committed by men against women and girls. They offer tailored specialist training packages in all aspects of sexual violence to both statutory and voluntary agencies as well as private companies.

RASASC can provide some training free of charge under current contracts and funding streams.

Full day training: £850

Half day training: £500

<http://www.rasasc.org.uk/>  
[training.coordinator@rasasc.org.uk](mailto:training.coordinator@rasasc.org.uk)

#### Respect

Respect is the UK membership organisation for work with domestic violence perpetrators, male victims and young people. They offer a range of courses for frontline workers from across the health and social care spectrum who are likely to come into contact with (male or female) domestic violence perpetrators, male victims of domestic violence or young people using violence in intimate relationship.

Training charges TBC

<http://respect.uk.net/>  
[events@respect.uk.net](mailto:events@respect.uk.net)

#### Rights of Women

Rights of Women provide a number of services to help women access legal protection, including advice and support for women experiencing violence and abuse to ensure they know and can exercise their rights. They provide professionals with a practical understanding of the legal rights and remedies available to the women they work with. In this way we can pass on more knowledge and information to the women who need it.

Training charges TBC

<http://rightsofwomen.org.uk/>  
[training@row.org.uk](mailto:training@row.org.uk)

#### Safe Lives

Safe Lives (formerly CAADA) are a national organisation training domestic violence professionals, and running the flagship IDVA qualification. They help improve what

happens on the ground, helping MARACs and local services be more effective; they help commissioners and use data to assist national policymakers.

Full day training: £2,100

[http://www.safelives.org.uk/  
training@safelives.org.uk](http://www.safelives.org.uk/training@safelives.org.uk)

#### Solace Women's Aid

Solace's first refuges were established in the mid-1970s and worked with just 40 women survivors of domestic violence a year in North London. They now provide a holistic range of services across London, and last year supported over 10,000 women and children who have been affected by domestic and sexual violence.

Training regarding domestic abuse and older women can be provided free of charge under Ascent funding streams

Full day training:£850

Half day training:£450

[c.magee@solacewomensaid.org](mailto:c.magee@solacewomensaid.org)  
<http://solacewomensaid.org/>

#### Standing Together

Standing Together supports organisations, including the police, criminal justice partners, social services, healthcare workers and charities, to identify and respond effectively together to domestic violence. Their ultimate aim is to help these agencies to work in partnership, so that people receive the best support at the time they need it. They also deliver training and develop resources to make sure that professionals in public services feel confident dealing with disclosures of domestic violence safely and effectively.

Training charges TBC

[training@standingtogether.org.uk](mailto:training@standingtogether.org.uk)  
[http://www.standingtogether.org.uk/standingtogethertraining/  
standingtogetherourcourses/](http://www.standingtogether.org.uk/standingtogethertraining/standingtogetherourcourses/)

#### Tender

Tender is an arts charity working with young people to prevent domestic abuse and sexual violence by promoting healthy relationships based on equality and respect. Tender also offers a diverse programme of expert training courses for practitioners working with either young people or survivors of relationship abuse.

Full day training: £1,200

Half day training: £850

[http://tender.org.uk/  
doiireann@tender.org.uk](http://tender.org.uk/doiireann@tender.org.uk)

#### Women & Girls Network

Women and Girls Network (WGN) is a free, women-only service that supports women in London who have experienced violence, or are at risk of violence. They offer counselling, advocacy and advice for women and girls who have experienced gendered violence, including sexual and domestic violence. WGN deliver a comprehensive range of training courses, and can also undertake training needs analysis (TNA) within organisations to identify training and development requirements, in order to develop training to meet specific needs.

Training charges TBC

<http://www.wgn.org.uk/>  
Michelle@wgn.org.uk

## **E learning opportunities**

AVA offers a range of free online training tools and can also develop elearning to meet your specific needs.

Understanding domestic violence and abuse level 1 and 2

In February 2014, the National Institute for Health and Clinical Excellence (NICE) issued guidance on domestic violence making recommendations for how health and social professionals could improve how they respond to domestic violence. This e-learning programme will enable you to meet levels 1 and 2 of the NICE guidance and is applicable to all health and social care professionals.

Complicated matters: domestic and sexual violence, problematic substance use and mental ill-health

Domestic and sexual violence, problematic substance use and mental ill-health are three issues which often co-exist. And when they do, things can become complicated. This course is designed to 'uncomplicate' matters by raising your awareness about how the three issues interlink and reflecting on the most effective ways to engage with individuals and families.

This course is aimed at health and social care practitioners and has been developed alongside a toolkit. You will find links to the toolkit throughout the course.

The Prevention Platform

The prevention platform supports education and youth workers to develop and deliver a comprehensive programme to stop Violence Against Women and Girls. It is based on the specialist knowledge and experiences of teachers, youth workers, service providers and local authority leads from across the country.

Coordinated Community Response Model (CCRM)

The Coordinated Community Response Model to domestic violence (CCRM) was designed as a blueprint against which local services could map their provision for domestic violence services in order to assess their current response and identify any gaps. Designed for strategic planners, this toolkit will provide you with guidance, research and examples of projects and initiatives to assist in creating a more comprehensive and stronger interagency response.

Forced Marriage E-learning package -<http://www.fco.gov.uk/en/travel-and-living-abroad/when-things-go-wrong/forced-marriage/>

Forced Marriage Multi Agency Guidelines <http://www.fco.gov.uk/resources/en/pdf/3849543/forced-marriage-guidelines09.pdf>

Domestic Homicide Review E learning- <http://www.homeoffice.gov.uk/publications/crime/domestic-homicide-review/>