Training Programme

October 2026 – March 2027

FIFE
VIOLENCE AGAINST WOMEN
Partnership

Welcome

Welcome to our Fife Violence Against Women Partnership (FVAWP) Training Programme for October 2026 – March 2027. It brings together all the training co-ordinated by FVAWP.

As part of FVAWP's 2026–2027 Action Plan, we recognise that a skilled and confident workforce is key to providing effective support to women and children affected by all forms of violence against women. This refreshed six-month training programme brings together all learning opportunities delivered or endorsed by FVAWP, offering a coordinated and accessible approach to workforce development.

The programme includes a wide range of learning opportunities delivered through in-person training, webinars and e-learning modules. Open to all partners across Fife, it is designed to build knowledge, strengthen skills and increase confidence among staff and volunteers supporting those affected by gender-based violence. By investing in workforce development, we aim to support safe, consistent and trauma-informed responses, promote a 'no wrong door' approach, and contribute to tackling the gender inequalities that underpin violence against women.

Full details of each course, including booking information, can be found in the table on the relevant course page. Some courses have prerequisite requirements—for example, completion of a Level 1 course before progressing to Level 2—so participants are encouraged to review course information before booking. All training is provided free of charge, with the exception of Safe & Together.

Please ensure you review and follow our updated booking guidance and cancellation policy on Page 34.

Sessions are delivered by FVAWP's Learning and Development Officer alongside a range of local and national partners from the voluntary and statutory sectors. This collaborative approach provides access to a breadth of expertise, perspectives and experience, creating valuable opportunities for shared learning and professional development. By working together, we can identify emerging needs, develop new learning opportunities, and ensure our programme remains relevant, engaging and responsive to the workforce across Fife. We are committed to continually reviewing and enhancing our offer so that it supports the evolving service, training and development needs of partners and practitioners.

If you require any information about any of the courses organised by FVAWP please contact us by emailing fvawp@fife.gov.uk.

Happy learning!

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FVAWP Training Calendar October 2026 – March 2027					
October	**November**	**December**	**January**	**February**	**March**
5th – Under Pressure 6th – DSDAS 7th – Identifying and Working with Stalking Behaviours 23rd – CEDAR Cofacilitation Training 28th – MARAC	3rd – How to Handle Disclosures of Sexual Violence 4th – MVP (Mentors in Violence Prevention – 1-day Capacity Building) 16th – Domestic Abuse and Protection of Children 19th – Engaging Safely with Male Perpetrators of Domestic Abuse	10th – Identifying and Working with Stalking Behaviours 16th - MARAC	28th - DSDAS	3rd – Engaging Safely with Male Perpetrators of Domestic Abuse 4th – Domestic Abuse and Protection of Children 17th – MARAC 22nd – Identifying and Responding to Stalking Behaviours	9th – How to Handle Disclosures of Sexual Violence 11th – Under Pressure 18th – Impact of Domestic Abuse in the Early Years 23rd – See Me Not My Mask (Supporting Adult Survivors of Childhood Sexual Abuse) Safe & Together Core 4-day training – dates tbc
E-learning courses available at learners own convenience					
Safe and Together – please enquire to fvawp@fife.gov.uk					

Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account

FIFE VIOLENCE AGAINST WOMEN Partnership

Feedback from participants on FVAWP courses

"Awareness of the comprehensive methods used to support women and children impacted by domestic abuse and including the perpetrator in the resolution strategy where possible"

"Really good day – informative and well presented with group working, videos, etc which breaks it up and improves interaction"

(Domestic Abuse and Protection of Children)

"Insight into non- discriminatory practice and language. Stats around impact on women's sexual health and knock-on effect on mental health"

(Commercial Sexual Exploitation)

"A better knowledge of the impact on family and information about agencies who offer support and what they do"

"Really enjoyed the training and will find it useful when supporting women who have experienced domestic abuse"

(The Impact of Domestic Abuse in the Early Years)

"Gained information about why stalkers do what they do and the psychological affect it can have on victims"

"Information on stalking behaviours, how these present, and how to address these with the offender"

(Identifying and Working with Stalking Behaviours)

"Excellent training programme

"I now have a much better understanding of MARAC and what is involved. I am also more confident to assess for a possible referral"

"Every profession working with Adults and Children should attend this training"

(MARAC)

"I gained a stronger understanding of what CSE survivors have been through and the best way to support them"

(See Me Not My Mask)

"Additional perspective and resources to take to 1:1s and group"

"A good insight into current pressures in society and with the clients I deal with in my day-to-day work"

(Under Pressure)

"Gained more knowledge and understanding"
(What is Sexual Violence?)

"Really helpful to have up to date information and local process knowledge"

"Better understanding of the DSDAS process for submitting the form and the process once this is submitted"

(DSDAS – Disclosure Scheme for Domestic Abuse Scotland)

"It has been really helpful to have training focused on working with perpetrators as this is an issue I more commonly come across in practice and have struggled to find elsewhere"

"The training has helped me feel more prepared to assess risk and approach such cases in a safe and informed way. It was very well presented and engaging"

(Engaging safely with Male Perpetrators of Domestic Abuse)

FVAWP

LEVEL 1

E-Learning

Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account

Human Trafficking
(FVAWP Level 1 E-Learning)

Human trafficking is about the illegal trade of human beings for exploitation, which also encompasses the offence of slavery, servitude and forced or compulsory labour. A trafficking victim does not have to cross international boundaries. Trafficking can take place within Scotland, in our towns and cities as well as in rural locations.

Fife Council has developed an excellent e-learning awareness programme designed to provide staff from all agencies with a basic understanding of the issues relating to the human trafficking of children and adults.

The materials for this course have been adapted using the Scottish Government 'Human Trafficking: Reading the Signs' DVD along with information contained in other documents. Further information and guidance can be found in Scotland's Trafficking & Exploitation Strategy 2025.

Human Trafficking	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for "*Human Trafficking*".	Link can be accessed **HERE**
Time	1 hour	
Dates	Can be accessed at any time	

Human Trafficking has become a key focus for the Scottish Government in recent years who have published 'Scotland's Trafficking & Exploitation Strategy – July 2025'. If you want more information about the strategy, click **HERE** to open the strategy document from the government website. The document will open in a new window.

Domestic Abuse Awareness Raising Tool (FVAWP Level 1 E-Learning)

Domestic Abuse Awareness Raising Tool (DAART) is available to professionals from all sectors in Fife. It is appropriate for staff induction, refresher training and will become a prerequisite for the FVAWP training programme. The DAART builds on the Domestic Abuse Matters Scotland programme developed for Police Scotland in collaboration with partners ASSIST, the Caledonian System, Sacro and Scottish Borders Safer Communities team as part of the implementation of the Domestic Abuse (Scotland) Act 2018.

The module includes:

- The definition and prevalence of Domestic Abuse
- The Domestic Abuse (Scotland) Act 2018
- General awareness and identification of Domestic Abuse, including coercive control
- Safe responses and referral pathways

It reflects real experiences of women, children, men, LGBT people and the BME community. It includes case studies that show tactics perpetrators use to manipulate victims and responders, as well as the impact of Domestic Abuse and coercive control on the whole family.

DAART	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for "Domestic Abuse Awareness Raising Tool"	Link can be accessed **HERE**
Time	40 minutes	
Dates	Can be accessed at any time	
This course is a pre-requisite for the following courses: - **Domestic Abuse and the Protection of Children (Virtual and In-person)** - **MARAC** - **Engaging Safely with Male Perpetrators of Domestic Abuse**		

The Disclosure Scheme for Domestic Abuse Scotland (DSDAS) aims to prevent domestic abuse by giving people the right to ask about the background of their partner or giving Police Scotland the power to tell individuals that they may be at risk in their current relationship.

For more info, please click **HERE**

Becoming Trauma Informed

(Trauma Tier 1 Training & FVAWP level 1 E-Learning)

The term trauma can refer to a wide range of traumatic, abusive, or neglectful events or series of events (including Adverse Childhood Experiences (ACEs) and trauma in adulthood) that are experienced as being emotionally or physically harmful or life threatening. Whether an event(s) is traumatic depends not only on our individual experience of the event, but also how it negatively impacts on our emotional, social, spiritual, and physical wellbeing. We are all affected by traumatic events in different ways.

In summary, psychological trauma can be understood in terms of the 3 **E**'s:

- the **E**vent
- how it is **E**xperienced
- and its **E**ffects

Fife Council's Becoming Trauma Informed (Psychological Trauma Level 1 Training) E-Learning Module has been developed to **meet the needs of all employees** who could potentially come into contact with individuals who have been affected by trauma in their lives**. If you have a support role you should complete Trauma Tier 2 training page 8.**

Psychological Trauma Level 1 - Becoming Trauma Informed	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for "Becoming Trauma Informed (Psychological Trauma Level 1 Training)"	Can be accessed through link **HERE**
Time	1 hour	
Dates	Can be accessed at any time	

The Opening Doors: Trauma Informed Practice for the Workforce animation was developed by NHS Education for Scotland, in partnership with the Scottish Government. It is designed to be relevant to all workers within the Scottish workforce. It aims to support workers to know how to adapt the way they work to make a positive difference to people affected by trauma and adversity. Click **HERE** to access.

Introduction to Child Sexual Exploitation (FVAWP Level 1 E-Learning)

Child sexual exploitation (CSE) is a type of sexual abuse. When a child or young person is exploited, they're given things, like gifts, drugs, money, status, and affection, in exchange for performing sexual activities.

CSE is a significant issue for children and young people in the UK and is more prevalent and widespread than you may think. This is in part due to the ever-growing use of technology in our communications. It is therefore highly relevant for anyone working with children, young people and families and will provide a comprehensive introduction to this challenging subject. CSE is not just something that 'other' communities have to deal with but could well be happening to children and young people that you know.

The course is a mixed media presentation which will guide you through key messages in a clear, straightforward, and interesting way. Video and audio are used to explain and illustrate important learning points making it an effective and time saving tool to help you understand more about CSE. You can work at your own pace and revisit the module as often as you like to complete your learning. On completion of the module, you will be emailed a certificate, your key course documents, as well as any notes that you took during the module, for you to keep and refer to as you wish.

Child Sexual Exploitation	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Click **HERE** to access. Learners must make an account to register for the course. This also allows you access to other courses. The platform instructs you to add the course to your cart.	
Time	2 hours	
Dates	Can be accessed at any time	

In 2014 Scotland developed the original National Action Plan to Prevent and Tackle Child Sexual Exploitation, which was refreshed in 2016, with a Delivery Report published in 2020. The broader framework is kept current via the updated National Guidance for Child Protection in Scotland. Please click on underlined links to access further information.

FVAWP - ESiP

Equally Safe in Practice

LEVEL 1 E-Learning

The following three e-learning ESiP modules and the competency frameworks that underpin them have been developed collaboratively by Scottish Women's Aid with local and national partners in the violence against women and girls sector. The modules form the foundations of the ESiP Framework and are Group 1 of a workforce development framework that ranges from Group 1 through to Group6, with targeted learning for each professional level. This means these are aimed at staff across all levels, roles, and responsibilities. The modules intend to build a basic understanding of gender, gender inequality and the dynamics and impact of violence against women and girls. Learners are supported to consider what they can do within their role to respond to those affected, and how they can contribute to making their organisations and communities safer and more equal.

Equally Safe in Practice (ESiP)

Together for Gender Equality

(FVAWP Level 1 E-Learning)

Working towards gender equality, safety and wellbeing is everyone's business and a national priority. No matter who you are, it is your job to make our organisation and community safer and fairer for everyone regardless of gender, sexuality, age, ethnicity, or disability. By the end of this training workers can make a difference by:

- Understanding concepts of gender; definitions and terminology
- Recognising manifestations and impacts of gender inequality
- Understanding VAWG exists on a continuum, and is both a cause and consequence of women's inequality
- Understanding that organisational culture can be an obstacle or resource for tackling gender inequality
- Understanding how attitudes and actions can contribute to upholding or dismantling gender inequality and VAWG

ESiP – Together for Gender Equality	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – ESiP – Together for Gender Equality	Booking link can be found **HERE**
Time	1 hour	
Dates	Can be accessed at any time	
****This course is a prerequisite for ALL other ESiP courses including Understanding Domestic Abuse and Understanding Sexual Violence ****		

Gender can be understood as the characteristics, roles, attributes, behaviours, values, and responsibilities of men, women, boys and girls. These are socially constructed and ideas about gender begin from birth, follow us through childhood and throughout our lives, and are reinforced in the media and advertising. To find out more about ESiP please click HERE

Equally Safe in Practice (ESiP)

Understanding Domestic Abuse

(FVAWP Level 1 E-Learning)

This module will support a deeper understanding of what domestic abuse is; increase confidence in identifying controlling and abusive behaviours; consider how it impacts adult and child survivors; and how you can effectively respond to survivors and signpost them to the best support. You can make a difference by:

- Demonstrating a basic understanding of the dynamics of domestic abuse as a pattern of behaviour,
- Understanding the consequences and impact on women and children
- Being aware of barriers survivors face in accessing support
- Understanding how addressing gender inequality is key to ending domestic abuse
- Applying best practice in responding to experiences of domestic abuse

ESiP – Understanding Domestic Abuse	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – ESiP– Understanding Domestic Abuse	Booking link can be found **HERE**
Time	1 hour	
Dates	Can be accessed at any time	
**Please complete the ESiP – Together for Gender Equality course before progressing to this one **		

Have you or someone you know been affected by domestic abuse? There are a range of specialist support agencies in Fife who may also be able to support. Please visit FVAWP's webpages for more information. They can be accessed **HERE**

Equally Safe in Practice (ESiP)
Understanding Sexual Violence
(FVAWP Level 1 E-Learning)

This course will support and prepare anyone who may encounter a disclosure of sexual violence from a client, a colleague, or if they see or hear something that worries them. You don't need to be an expert but through this learning we hope participants will be more confident to be able to recognise sexual violence and comfortable in responding to this. By the end of the training it is hoped learners will be able to:

- Define sexual violence and recognise the prevalence of this as a form of VAWG and how this links to women's inequality
- Recognise the impact of social attitudes on how individuals, services, and society deal with sexual violence
- Understand the relationship between trauma and sexual violence
- Recognise barriers survivors face in accessing support
- Apply best practice sensitively and appropriately to experiences of sexual violence

ESiP – Understanding Sexual Violence	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – ESiP – Understanding Sexual Violence	Booking link can be found **HERE**
Time	1 hour	
Dates	Can be accessed at any time	
**Please complete the ESiP – Together for Gender Equality course before progressing to this one **		

Have you or someone you know been affected by rape or sexual assault? There are a range of specialist support agencies in Fife who may also be able to support. Please visit FVAWP's webpages for more information. They can be accessed **HERE**

FVAWP
LEVEL 2
E-Learning

Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account

Awareness of Forced Marriage (FVAWP Level 2 E-Learning)

A forced marriage is where one or both spouses do not (or, in the case of children / young people / adults at risk, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual, and emotional pressure, threatening conduct, harassment, threat of blackmail, use of deception and other means. It is also 'force' to knowingly take advantage of a person's incapacity to consent to, or understand the nature of, the marriage. Duress may be from parents, other family members and the wider Community.

The Home Office offers free training on "Awareness of Forced Marriage". The course covers what forced marriage is; who is at risk; implications; and acting upon concerns. The course is interactive throughout, and participants can select their occupation for a personalised guide on how to deal with situations in your work. Recommended for frontline workers that would like an overview of Forced Marriage. Although this relates to UK (English and Welsh specific) legislations there are links to how we would respond to this in Scotland according to Scottish specific legislation which can be accessed

Forced Marriage	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Click **HERE** to access Learners must make an account to register for the course. Please note this also allows you access to other courses.	
Time	1.5-2 hours	
Dates	Can be accessed at any time	

Are you supporting somebody who has been or is at risk of becoming a victim of Forced Marriage? Scotland's Domestic Abuse and Forced Marriage helpline is available 24 hours a day, 7 days a week on 0800 0271234

The Scottish Government have developed a resource: Multi-Agency Practice Guidelines: Preventing and Responding to Forced Marriage. Click **HERE** to access.

FVAWP have Practitioners Guidance booklets which can be accessed **HERE**

Recognising and Preventing FGM (FVAWP Level 2 E-Learning)

Female Genital Mutilation (FGM) includes all procedures involving the partial or total removal of the external female genitalia or other injury to the female genital organs for non-therapeutic reasons.

It is estimated that 60,000 girls under the age of 15 are at risk of FGM in the UK and that 137,000 girls and women are living with the consequences of FGM in the UK. The number of individuals from FGM practicing communities is increasing in Scotland. Tackling FGM in Scotland.

The Home Office offers training on female genital mutation "Recognising and Preventing FGM". The course covers what FGM is; who is most at risk; health implications; taking action and finishes with case studies to work through. Recommended for frontline workers that would like an overview of FGM, although it is targeted at England and Wales it is still very much appropriate for Scottish Staff.

Recognising and Preventing FGM	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Click **HERE** to access. Learners must make an account to register for the course. Please note this also allows you access to other courses.	
Time	1.5-2 hours	
Dates:	Can be accessed at any time	

Are you supporting somebody who has been a victim of FGM?

The Scottish Government has developed a resource; Responding to Female Genital Mutilation: Multi-agency Guidance. Click **HERE** to access.

FVAWP have Practitioners Guidance booklets which can be accessed **HERE**

Developing Your Trauma Skilled Practice
(Trauma Tier 2 Training & FVAWP Level 2 E-learning)

Being 'Trauma Informed' means being able to recognise when someone may be affected by trauma, collaboratively adjusting how we work to take this into account and responding in a way that supports recovery, does no harm, and recognises and supports people's resilience.

Being 'Trauma Informed' is underpinned by the 5 Rs:

Realising how common the experience of trauma and adversity is

Recognising the different ways that trauma can affect people

Responding by taking account of the ways that people can be affected by trauma to support recovery

Opportunities to **Resist re-traumatisation** and offer a greater sense of choice and control, empowerment, collaboration, and safety with everyone that you have contact with

Recognising the central importance of **Relationships.**

NHS Education for Scotland have a Developing Your Trauma Skilled Practice (Trauma Tier 2 Training) Module on TURAS that's a broad introduction to trauma and has lots of links to other resources. For all disciplines/staff groups (although refers to health workers at some points).

Developing Your Trauma Skilled Practice	**Fife Council Employee**	**Non-Council Employees**
Platform	E-learning	
Cost	Free	
Access	Click **HERE** to access Learners must make an account to register for the course. Please note this also allows you access to other courses.	
Time	1.5-2 hours	
Dates	Can be accessed at any time	

Sowing the Seeds animation was developed by NHS Education for Scotland, in partnership with the Scottish Government. It is designed to be relevant to all workers within the Scottish workforce who work with children and young people. It aims to support staff to understand the impact of trauma and to know how to adapt the way they work to make a positive difference to the lives of children and young people affected by trauma. Click **HERE** to access.

FVAWP

LEVEL 2

Virtual Workshop

Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account

Identifying and Working with Stalking Behaviours
FVAWP (Level 2 Virtual Workshop)

According to the self-completion elements of the 2019-20 Scottish Crime and Justice Survey (SCJS), almost one-in eight adults (11.8%) experienced at least one type of stalking and harassment. Action Against Stalking carried out a survey in 2022 reporting that nearly one in four women living in Scotland has been a victim of stalking, compared to 1 in 7 men reporting being stalked.

Join Social Work's Justice Services colleagues for a discussion on how to improve knowledge and practice in working with those who display stalking behaviours and their victims.

Every Stalking case is different, however, very often perpetrators use similar tactics driven by comparable motives. The seminar aims to explore tactics, techniques and motives employed by many stalking perpetrators.

This course is suitable for anyone who might provide support to a client who is experiencing Stalking.

Identifying & Working with Stalking Behaviours	**Fife Council Employee**	**Non-Council Employees**
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – **Identifying and Working with Stalking Behaviours**	Booking link can be found **HERE**
Time	1.5 hours	
Seminars planned	Wednesday 7th October 2026 (10:00-11:30) Limited Spaces Thursday 10th December 2026 (10:00-11:30) Limited Spaces Monday 22nd February 2027 (10:00-11:30) Limited Spaces	

Operated by the Suzy Lamplugh Trust, the National Stalking Helpline gives practical information, support, and advice on risk, safety planning and legislation to victims of stalking, their friends, family, and professionals working with victims.

For more information click **HERE**

Action Against Stalking is a Scottish registered charity who provide a unique throughcare support service for victims of stalking.

MARAC
(Multi-Agency Risk Assessment Conference)
FVAWP (Level 2 Virtual Workshop)

A Multi Agency Risk Assessment Conference (or MARAC) is a meeting that is held to discuss the most high-risk cases of domestic abuse and sexual violence, to share information and to safety plan to safeguard a victim. The MARAC will specifically address the safeguarding needs of the adult victim but will also take into consideration any children or unborn babies. It brings together agencies who may be working with an individual but by sharing information between them, a much more informed risk assessment and safeguarding action plan can be put in place (a Risk Management Plan or RMP)
Professionals who attend may include those from Police, Social work, Health, Housing, and Women's Aid. Other organisations may also be invited to attend where relevant.

Whatever service/ organisation you work in, you will be in contact with victims of domestic abuse. This webinar will provide key information about the MARAC process, the practitioners role within this, and how to use the DASH RIC tool.

MARAC	**Fife Council Employee**	**Non-Council Employees**
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – MARAC	Booking link can be found **HERE**
Time	3 hours	
Seminars planned	Wednesday 28th October 2026 (09:30-12:30) Limited Spaces Wednesday 16th December 2026 (09:30-12:30) Limited Spaces (There is also an 'in-person' version of this training session available on 17th February 2026. Please see Page 27 for booking details.)	
Pre-requisites	*****Complete FVAWP E-learning (on Page 8) – Domestic Abuse Awareness Raising Tool*****	

To refer an individual into MARAC a DASH Risk Checklist should be completed. If an individual scores 14 or above, they should automatically be referred into MARAC. An individual scoring less than 14 may also be referred if, in the professional's judgement, there are serious concerns that should be considered. Consent does not necessarily need to be obtained for a referral to be made.

More information on MARAC can be found **HERE**

Engaging Safely with Male Perpetrators of Domestic Abuse FVAWP (Level 2 Virtual Workshop)

The aim is to *"Ensure that safety of women and children is the primary goal of all work with male perpetrators"* – 'Respect' Statement of Principles and Minimum Standards of Practice (2004)

Often, practitioners support families where Domestic Abuse is a central dynamic in the family home. While many receive comprehensive training on how to support survivors and their children impacted by Domestic Abuse, they are limited learning opportunities in working directly with the perpetrators. Understandably practitioners worry about increasing risk to women and children.

This training provides participants with an introduction and overview to engaging safely with male perpetrators of Domestic Abuse.
It also looks at tactics commonly used by perpetrators of domestic abuse and effective communication methods that could be used to engage with them.
It provides a safe space for practitioners to consider and discuss concerns, challenges, and solution for working with families experiencing domestic abuse.

Engaging Safely with Male Perpetrators of DA	**Fife Council Employee**	**Non-Council Employees**
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Engaging Safely with Male Perpetrators of Domestic Abuse	Booking link can be found **HERE**
Time	2.5 hours	
Seminars planned	Thursday 19th November 2026 (10:00-12:30) Limited Spaces Wednesday 3rd February 2027 (10:00-12:30) Limited Spaces	
Pre-requisites	*****Complete FVAWP E-learning (on Page 8) - Domestic Abuse Awareness Raising Tool*****	

In this podcast episode David & Ruth Mandel discuss how domestic abuse perpetrators target practitioners in different systems, and why those systems are so vulnerable to these tactics. They highlight the vulnerabilities of family court, criminal justice, and child welfare. They discuss how to recognise when a perpetrator is manipulating your system to harm a victim, and how to resist. Click **HERE** to access

Under Pressure (Zero Tolerance)

FVAWP (Level 2 Virtual Workshop)

Young People are under more pressure than ever before. Contributing factors such as social media, porn, sex, relationship, and gender roles put a worrying amount of weight on adolescents. Did you know?

- That teenagers are the most likely group to suffer from domestic abuse. The NSPCC found that a staggering 25% of girls and 18% of boys reported some form of physical partner abuse (Source).
- More people own a smartphone than a toothbrush. The youth market is the most saturated when it comes to smartphones: 85% of 18-24-year-olds have one making social media more accessible than ever before.
- 90% of 8-16 years have seen online pornography
- 15-year-olds in the UK were among the saddest and least satisfied with their lives in Europe (Source).

Under Pressure is a national training programme developed by Zero Tolerance with support from partners in YouthLink Scotland and Celcis.

The programme aims to support professionals working with young people to open discussions with them about some of the challenges and pressures they may be facing including: potential risks of grooming and sexual exploitation, negotiating online safety, engaging in healthy consent-based relationships, and dealing with the pressures to conform to idealised models of 'how to be' men and women. It also takes participants through an introduction to gender and gender-based abuse.
Trainees will receive access to Under Pressure training resources for use with young people.

Under Pressure	**Fife Council Employee**	**Non-Council Employees**
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Under Pressure	Booking link can be found **HERE**
Time	3 hours	
Seminars planned	Monday 5th October 2026 (09:30-12:30) Limited spaces Thursday 11th March 2027 (09:30-12:30) Limited spaces	

The Good Childhood Report 2024 is the thirteenth annual report on the well-being of children in the UK. The report looks at the latest trends affecting children and young people's wellbeing and seeks to understand how young people feel about different aspects of their lives. The report further explores children's feelings about the future and their sense of safety. Click **HERE** to access

Disclosure Scheme for Domestic Abuse Scotland (DSDAS)
FVAWP – Virtual Workshop (Level 2)

The Fife Violence Against Women Partnership are holding an information/training session about the Disclosure Scheme for Domestic Abuse Scotland (DSDAS) which Police Scotland introduced in October 2015.

The Disclosure Scheme for Domestic Abuse Scotland (DSDAS) gives people the right to ask about the background of their partner. It also allows concerned relatives, friends, and practitioners the right to ask about someone's partner. They can ask if the partner has been abusive in the past.

DSDAS also gives Police Scotland the power to tell people that they may be at risk of domestic abuse. This information can be given even if it is not asked for, therefore enabling the person potentially at risk to make informed choices about whether they remain in their current/new relationship or not.

It is never disclosed to the potential victim about who made the application for disclosure so there is no repercussions to your relationship with that person.

Please join us at one of our short sessions to find out more about the scheme including the process of making an application, and the steps that Police Scotland take in partnership with others. **This is a preventative and protective measure that could help save lives.**

DSDAS – Disclosure Scheme for Domestic Abuse Scotland	**Fife Council Employee**	**Non-Council Employees**
Platform	Microsoft Teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – DSDAS	Booking link can be found **HERE**
Time	1 hour	
Seminars planned	Tuesday 6th October 2026 (16:00-17:00) Limited spaces Thursday 28th January 2027 (10:00-11:00) Limited spaces	

In Fife in 2025/26 Police Scotland **(Fife division)** recorded 5,164 incidents of domestic abuse. However, we know that this is a massively under-reported issue and that on average a woman will be assaulted approx. 35 times before reporting it to the police.

More information about DSDAS can be found **HERE**

FVAWP LEVEL 2 – In-person Training

Please note Fife Council employees should always book through Oracle (unless otherwise instructed) or the learning will not be accredited to your learning account

Impact of Domestic Abuse in the Early Years FVAWP – In-person training (Level 2)

Children's experience of domestic abuse can cause both short and long term cognitive, behavioural, and emotional effects, and impact on attachment. Each child will respond differently to the trauma of witnessing domestic abuse depending on a range of factors including, but not limited to, sex, race, culture, age, and stage of development.

Domestic abuse is also often seen as an attack on the mother-child relationship, and therefore affects attachment and impacts on positive parenting strategies.

Join the FVAWP and CEDAR (Family Support Service) to explore the impact that domestic abuse can have in the early years.

This training aims to provide participants with:

- an understanding of the dynamics and impact of domestic abuse on mothers, babies and toddlers
- the ability to identify indicators of domestic abuse
- an understanding of the links between domestic abuse and attachment
- the knowledge to make explicit links between domestic abuse and the GIRFEC Framework

Impact of Domestic Abuse in the Early Years	Fife Council Employee	Non-Council Employees
Platform	In-person	
Venue	Cupar County Buildings (Fife Council) Room CCB01.003	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Impact of Domestic Abuse in the Early Years	Booking link can be found by clicking **HERE**
Time	6 hours	
Seminars planned	Thursday 18th March 2027 (10:00 – 16:00) Limited Spaces	
Pre-requisites	*****Complete FVAWP E-learning (on Page 8) – Domestic Abuse Awareness Raising Tool*****	

1 in 7 children will have lived with domestic abuse at some point in their childhood. Fife CEDAR Plus have developed a 'Parenting through Domestic Abuse' leaflet which can be accessed **HERE**

FVAWP'S Good Practice Guide was developed to support and develop practitioners understanding of the impact of domestic abuse on children and non-abusing parents/ carers. Click **HERE** to access

MARAC

(Multi-Agency Risk Assessment Conference)

FVAWP (Level 2)

A Multi Agency Risk Assessment Conference (or MARAC) is a meeting that is held to discuss the most high-risk cases of domestic abuse and sexual violence, to share information and to safety plan to safeguard a victim. The MARAC will specifically address the safeguarding needs of the adult victim but will also take into consideration any children or unborn babies. It brings together agencies who may be working with an individual but by sharing information between them, a much more informed risk assessment and safeguarding action plan can be put in place (a Risk Management Plan or RMP)
Professionals who attend may include those from Police, Social work, Health, Housing, and Women's Aid. Other organisations may also be invited to attend where relevant.

Whatever service/ organisation you work in, you will be in contact with victims of domestic abuse. This webinar will provide key information about the MARAC process, the practitioners role within this, and how to effectively use the robust DASH RIC tool.

MARAC	**Fife Council Employee**	**Non-Council Employees**
Platform	In-person	
Venue	Kirkcaldy Town House KTH01.004	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – MARAC	Booking link can be found **HERE**
Time	3 hours	
Seminars planned	Wednesday 17th February 2027 (09:30-12:30) Limited Spaces (There are also webinar versions of this training session available on 28/10/26 and 16/12/26. Please see Page 21 for booking details.)	
Pre-requisites	*****Complete FVAWP E-learning (on Page 8) – Domestic Abuse Awareness Raising Tool*****	

To refer an individual into MARAC a DASH Risk Checklist should be completed. If an individual scores 14 or above, they should automatically be referred into MARAC. An individual scoring less than 14 may also be referred if, in the professional's judgement, there are serious concerns that should be considered. Consent does not necessarily need to be obtained for a referral to be made.

More information on MARAC can be found **HERE**

Domestic Abuse and the Protection of Children FVAWP – In-person training (Level 2)

In the 2023-24 time period 16.5% of children referred to Children's Reporter in Scotland had domestic abuse as the primary concern. In Fife this was 7%
Just as every child's experience of domestic abuse is different, every child will be affected differently. Factors like age, stage, personality, and how they're seen by the abusing and non-abusing parent will all impact on this. The impact of domestic abuse on a child should be understood as a consequence of the perpetrator choosing to abuse rather than the non-abusing parent's/carer's failure to protect.

Participants explore the complexities of domestic abuse and steps involved in keeping children and young people safe from harm and recognising the impact of perpetrators coercive behaviour on adult and child victims. Participants are briefly introduced to the Safe & Together approach, which focuses on harm to children, supporting the non-abusing parent and holding the perpetrator to account. It is designed to support and enhance practice alongside existing child protection guidelines and GIRFEC (getting it right for every child) obligations.

Domestic Abuse & the Protection of Children	**Fife Council Employee**	**Non-Council Employees**
Platform	In-person	
Venue	Cupar County Buildings – Room CCB01.003	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Domestic Abuse and the Protection of Children	Booking link can be found **HERE**
Time	6 hours	
Seminars planned	Monday 16th November 2026 (10:00-16:30) Thursday 4th February 2027 (10:00-16:30)	
Pre-requisites	*****Complete FVAWP E-learning (on Page 8) – Domestic Abuse Awareness Raising Tool*****	

FVAWP'S Good Practice Guide was developed to support and develop practitioners understanding of the impact of domestic abuse on children and non-abusing parents/ carers when carrying out an assessment to determine risk. Illustrating how risk should be managed to keep the child and the non-abusing parent/carer safe. Click **HERE** to access

Sexual Abuse – Support to Report and Navigate the Legal System

FVAWP – In-person training (Level 2)

Join FRASAC (Fife Rape and Sexual Assault Centre) for this revised workshop designed to build understanding of sexual violence/abuse, its impact on survivors, the reporting process, and available support services. Participants will also gain insight into FRASAC's Rape Crisis Advocacy Project and wider service provision.

By the end of the session, participants will:

- Increase their understanding of sexual violence and its impact on survivors.
- Develop knowledge of the reporting process and the support available throughout a survivor's journey.
- Gain awareness of local support services, including FRASAC's advocacy and specialist support programmes.
- Reflect on key learning to inform and improve practice when supporting survivors.

Sexual Abuse – Support to Report and Navigate the Legal System	**Fife Council Employee**	**Non-Council Employees**
Platform	In-person	
Venue	Fife Council Offices, Kirkcaldy Town House (Fife Council) Room KTH01.004	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Sexual Abuse – Support to Report and Navigate the Legal System	Booking link can be found **HERE**
Time	3.5 hours	
Seminars planned	Tuesday 3rd November 2026 (09:30-13:00) Tuesday 9th March 2027 (09:30-13:00)	

SARCS (Sexual Assault Referral Coordination Service) is a dedicated NHS service which can offer healthcare and support in the days after an assault if a victim is not ready or unsure whether to go to the police. SARCS will confidentially gather and store evidence for up to 26 months allowing victims the space to consider their options. Referrals for ongoing support can be considered for NHS Fife Gender Based Violence Nursing Team or FRASAC. More information regarding SARCS can be found **HERE**

See Me, Not My Mask

(Supporting Adult Survivors of Childhood Sexual Abuse)

FVAWP – In-person training (Level 2)

The World Health Organisation stated that 20% of women and 5% of men were sexually abused as children. Only a small percentage of sexual crimes against children are ever detected, recorded, or prosecuted. Most perpetrators do not admit their actions, and many survivors do not wish to disclose their experiences. Adults who disclose historical childhood sexual abuse should be able to do so in confidence and be provided with the help and support that they need. The adult may require help and support from professionals. It is important that practitioners feel equipped to respond to a disclosure from a survivor in a manner they deserve and know where to signpost to.

Join experienced staff from KASP for this multi-agency training opportunity which offers an increased understanding around the complexities of disclosure and, how those affected may react or respond during disclosure. By the end of the training, the aims are that you will have:

- A better understanding of the impact of Childhood Sexual Abuse
- A deeper understanding of effects on survivors
- More confidence in your skills to respond to disclosure
- Knowledge of specialist services

This seminar is suitable for anyone who might provide support to a client who is an adult survivor of childhood sexual abuse.

See Me, Not My Mask	Fife Council Employee	Non-Council Employees
Platform	In-person	
Venue	Kirkcaldy Town House (Fife Council) Room KTH01.004	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – See Me, Not My Mask	Booking link can be found **HERE**
Time	7.5 hours	
Seminars planned	Tuesday 23rd March 2027 (09:00-16:30) Limited spaces	

Yes You Can! has been developed for people working with, or likely to be working with, survivors of childhood sexual abuse. People present to frontline services with a range of issues which may relate to childhood sexual abuse and this booklet has a focus on the impact that childhood sexual abuse can have on mental health and wellbeing. **Click HERE** to access.

CEDAR Co-facilitation Training

FVAWP – In-person training (Level 2)

Fife Cedar Plus values the diverse backgrounds and skills facilitators bring. Specific experience with children, young people, or adults is not required to co-facilitate groups. Each facilitator's unique contribution is essential to the success of the CEDAR and EYDAR programmes.

However, facilitators must support a gender-based analysis of domestic abuse, and be able to commit to delivering at least one term as a cofacilitator to complete this training (this must be approved by your manager).

Aim:

Facilitating Fife Cedar Plus groups offers staff the chance to build new skills and strengthen collaboration between local voluntary and statutory services. It also deepens understanding of the causes and impacts of domestic abuse, particularly on women, children, and the mother-child relationship, giving facilitators a valuable insight into the dynamics and effects of domestic abuse through the group work process.

Outcomes:

Participants will develop into effective facilitators—able to guide discussions, resolve conflicts, and maintain a safe, positive group environment that supports learning and collaboration. This involves helping the group clarify its purpose, goals, challenges, and available resources and supports women, children, and young people in their recovery from their own experiences of domestic abuse.

CEDAR Cofacilitation Training	Fife Council Employee	Non-Council Employees
Platform	In-person	
Venue	Homestart, 47-48 Greenlaw Cresent, Glenrothes, KY6 1JQ	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for CEDAR Cofacilitation training	Booking link can be found **HERE** – please quote course title on the form.
Time	7 hours	
Seminars planned	Friday 23rd October 2026 09:30-16:30	

CEDAR Plus runs therapeutic group work programmes for children and young people, and their mothers, who have experienced domestic abuse. Further information regarding EYDAR groups for children aged 0-4 years, CEDAR groups for children and young people aged 4-16 years, and mothers groups can be found by clicking on the link **HERE**

Mentors In Violence Prevention (MVP)

FVAWP – In-person training (Level 2)

Mentors in Violence Prevention is a peer education programme which challenges the attitudes, beliefs and values that underpin gender-based violence. It is currently delivered within schools by senior pupils who are trained up to be mentors. The programme uses an active creative bystander approach to empower pupils and school staff to challenge these attitudes and behaviours in a safe way.

This one-day session is for community partners who would like to support delivery of this programme in Fife schools or in the community alongside teachers and other trainers.

MVP has the potential to positively affect the culture and ethos of our learning environments, making them safer, more inclusive and welcoming places for all young people. Modelling of the behaviours and values associated with MVP, by the mentor support team staff, is key to an authentic experience for the mentors.

Mentors In Violence Prevention (MVP)	**Fife Council Employee**	**Non-Council Employees**
Platform	In-person	
Venue	Room DCC01.004, Dunfermline City Chambers (Fife Council)	
Cost	Free	
Access	Please click on the **MS Form link HERE** below and complete all details to register your interest	
Time	7 hours	
Seminars planned	Wednesday 4th November 2026 09:30-16:30 (Limited spaces)	

Young people examine violence through a gendered lens, becoming aware of societal biases and developing leadership skills to apply 'active bystander' theory. They explore different forms of violence and are encouraged to challenge victim blaming.

The programme covers behaviours such as physical violence, name-calling, sexting, coercive control, and harassment. Rather than labelling individuals as victims or perpetrators, it empowers them to support and challenge peers while staying safe themselves.

For more information on MVP you can visit Education Scotland's website **HERE**

Safe and Together CORE Training

Safe and Together is an evidence-based model which focuses on harm to children and supports the non-abusing parent in cases of domestic abuse. This child centred model identifies harm to children, as well as protective and resilience factors. It looks at the facts of the case including behavioural patterns of the perpetrator, protective efforts of the non-abusing parent and how these interrelate and looks specifically at the adverse impact on the children. It is designed to support and enhance practice and will be used alongside existing child protection guidelines and GIRFEC obligations. The aim of this is course is for participants to develop a greater awareness and understanding of the nature and scope of domestic abuse, its impact and consequences and its intersections with child safety, wellbeing, and protection through the Safe and Together approach.

Domestic Abuse informed practice requires competencies in assessment, interviewing, documentation, and case planning. Safe and Together Institute's CORE Training offers 4 modules of training covering each of these foundational skills.

The training will be delivered either using a blended approach of webinars and e-learning content, or as a 4-day in person course. Please note the certification of completion will be given after participants pass the online assessment.

The course is suitable for professionals working directly with families affected by Domestic abuse including practitioners from Health, Education, Social Work and Third Sector Organisations.

Safe & Together CORE	**Fife Council Employee**	**Non-Council Employees**
Platform	**In-person –** Dates and times to be confirmed for March 2027	
Cost	£132 per applicant	
Access	To register your interest please contact **fvawp@fife.gov.uk**	
Time	4-day in-person training course (dates to be confirmed)	
Dates	March 2027 - TBC	

The Safe and Together Institute have released podcasts. These are reflection of Ruth & David's on-going conversations which are both intimate and professional and touch on complex topics like how systems fail victims and children, how victims experience those systems, and how children are impacted by those failures. To listen Click **HERE** .

Booking guidance:

- All employees and partners applying to attend a course must agree protected time off from the workplace for the whole duration of the session with their manager prior to booking.

- Once you have submitted your application, please manually add this training session to your working calendar (Fife Council employees please note, that there is a function on Oracle to add to your calendar, but this may not automatically add to the outlook version of the calendar you are currently using – please check this and add yourself if need be). Learners are responsible for managing this.

- Learners should be able to commit to completing any pre-requisite learning listed in the course details prior to attending the training session.

- Learners should be able to commit to attending the course they have booked on and it is their responsibility to advise of any cancellations within the timescales advised below.

- Managers will be notified of any non-attenders for any of the courses booked on.

Cancellation policy

We aim to reduce non-attendance through the above measures and will continue to monitor this going forward. Training partners donate their time and expertise to supporting the delivery of this programme and we are mindful and appreciative of this. We also want to respect the time and commitment of other learners and do not want to disappoint them by taking the decision to cancel courses on the day of training due to low numbers.

Please advise us if you are unable to attend the course at least 5 working days prior to the date of training by notifying learningadminbusinesssupport@fife.gov.uk or keri.duffy@fife.gov.uk

In return we will monitor all course bookings. If the number of delegates on a course is low we will:

- make a decision at least 3 days before the start of the course if it is necessary to cancel due to low numbers,
- contact all participants who have booked on the course to give them as much notice as possible,
- suggest an alternative course or date that they can attend.

Virtual Workshop Participant Guidance

(For Webinar courses only)

What to expect when accessing your chosen Virtual Workshop/Webinar.

Joining the Webinar:
You will receive a link within 48 hours of acceptance onto the course. This link will give you access to the session. **PLEASE SAVE THIS EMAIL **

On the training day and time just click on the link and follow the joining instructions. If you do not already have Microsoft Teams, you can access through your browser.

If you do not receive a link in the time stated – please notify learningadminbusinesssupport@fife.gov.uk **as soon as possible.**

Start time:
The Workshop will start at the time stated i.e., if it is scheduled for 2pm then it will start on or as close to this time as possible. Participants joining after the start time may not be able to join the Workshop; this will be at the discretion of the trainer(s).

Trainers will open the Workshop at 5 minutes prior to the start of the session to give participants plenty of time to join and sort out any access issues they may encounter.

During the Workshop:
The trainer(s) will begin the Workshop by guiding you through some 'Virtual Housekeeping' rules such as how and when to use the buttons on the control panel. Each Workshop requires participants to use different functions. The trainer(s) will guide you through what is required.

Please do not use offensive language
Mute your microphone unless speaking
Please follow the guidance of the trainer(s)
Please raise your hand if you wish to speak
Keep any discussions of casework anonymous

Menti.com:
We will use mentimeter activities for active participation on some of our webinar courses. A code to access the relevant section will be provided during the training. You can log on to menti.com in another browser screen prior to the training so you are prepared for the session should you wish.

Case Studies:
In some instances, case studies (or other resources) may be emailed to you prior to the seminar. Please take some time to read through these materials to familiarise yourself with them prior to the workshop.

After the Workshop:
Participants will have been emailed the link to the MS Forms evaluation (FC employees must access this on Oracle to complete their learning accreditation).
You will be asked to complete this asap after the Workshop is complete.

Feedback is important to us to ensure we are meeting learning needs and expectations of learners, and to help inform future courses. Please take the time to complete the evaluations – all feedback will be greatly appreciated.

In-Person Training Participant Guidance:

What to expect when attending live 'in-person' training events.

- A confirmation email will be sent to you prior to the course/workshop taking place to confirm your place. If you are unable to attend for any reason, can you please notify learningadminbusinesssupport@fife.gov.uk as soon as possible.
- All information, including venue and times, and pre-course reading will also be sent via email prior to the event
- Not all training venues have a café or tea/coffee making facilities so please come prepared
- You will not be asked to complete a written evaluation during the event but feedback is important to us so participants will be emailed the link to the MS Forms evaluation (FC employees must access this on Oracle to complete their learning accreditation). You will be asked to complete this a.s.a.p. after the Workshop is complete.

Useful Links and Publications

FVAWP has a **designated page within Fife Council website** this includes a list of key resources, publications, campaign materials and relevant links. All of which, can be accessed **HERE.**

The Fife Violence Against Women Partnership co-ordinates **public awareness campaigns** with partners. Graphics for a select few can be accessed **HERE**

Please see information boxes on each training course page for further links to useful resources and publications.

National Training Available

Fife Child Protection Committee offers a range of training courses which can be accessed **HERE**

Fife Adult Support and Protection Committee offer a range of virtual training courses which can be accessed **HERE**

Scottish Women's Aid offer a wide range of training opportunities, drawing nearly 40 years' experience of working with women, children and young people affected by domestic abuse. Click **HERE** to access programme.

Shakti Women's Aid offer practice-based training on issues affecting BME women experiencing domestic abuse. Click **HERE** to access programme.

The Health Promotion Team (Fife Health and Social Care Partnership) offer training courses across a variety of health and wellbeing topic areas. For more information click **HERE**

The Scottish Child Law Centre offers training from experienced solicitors on a range of topics relating to children and young people and the law. Click **HERE** to access programme.

TURAS Training - Please click **HERE** to create an account and access other TURAS NHS Education for Scotland courses

FIFE VIOLENCE AGAINST WOMEN Partnership