

Training Programme

April – September 2024



FIFE
VIOLENCE AGAINST WOMEN
Partnership

Welcome

Welcome to our Fife Violence Against Women Partnership (FVAWP) Training Programme for April - September 2024. It brings together all the training co-ordinated by FVAWP.

As part of FVAWP's Action Plan 2023-25 we recognise the importance of training and development, to ensure staff are equipped and confident in supporting women and children impacted by all forms of violence against women. Fife Violence Against Women Partnership (FVAWP) have responded to meeting the needs of staff through this training programme which brings together all the training co-ordinated or recommended by FVAWP for the next six months.

These organised learning opportunities cover a range of subjects, delivered through a variety of methods including in-person, webinars, and e-learning modules. These are offered to all partners across Fife with the aim of providing workers and volunteers with the knowledge, confidence and skills to respond appropriately when working with individuals affected by gender-based violence. Being equipped with the skills and confidence to take the right action and approach in our practice could go a long way in reducing the gender inequalities that exist and ensuring a 'no wrong door' approach within Fife.

Please check the table on each training course page for all the relevant information pertaining to that course (including booking links). Please note that some courses will have pre-requisite requirements i.e., completing another Level 1 course before proceeding to a Level 2 course.

All the training listed is free except for Safe and Together. **However, please review and adhere to our new booking guidance and cancellation policy on Page 29**

Sessions are facilitated by FVAWP's Learning and Development Officer and/or other partners from both the voluntary and statutory sectors (both local and national). We hope that these shared connections will enable further courses and learning opportunities to develop to meet people's needs. We continue to review and develop courses to meet service, training, and developmental needs within Fife.

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



Feedback from participants on FVAWP courses

“Good group discussions with the exercises. Helpful hints on how to work with victims and reframe questions so they do not feel as if “failed to protect” and reminder that you need to work alongside victims to get them on board and value their knowledge of the perp’s patterns and behaviours so safety planning can be realistic and effective”

“I really enjoyed the training as it had a good balance of listening to information, interactive activities, and came away with good resources to use in my day-to-day job”

(Domestic Abuse and Protection of Children)

“Knowledge of how to deal with perpetrators of stalking to de-escalate behaviours. A start in being able to identify the various typologies and what that means for how the behaviours are likely to progress e.g. risk of violence”

“A better understanding of stalking behaviours”

(Identifying and Working with Stalking Behaviours)

“The instructors were brilliant!”

“Further knowledge of support available for children and families as well as what I can do in my daily practice”

(The Impact of Domestic Abuse in the Early Years)

“A wealth of useful information regarding the purpose of MARAC, how to make a referral and the different agencies involved. It’s given me a bit more confidence in understanding how to support clients if needed or just where to get information from if I’m not sure”

“The facilitators were great. I learned a lot and passed it on to my team so we can begin to refer in when appropriate”

(MARAC)

“This was really informative and I can see how it will enhance my practice. Will definitely look out for future training events to attend”

“Confidence in dealing with male perpetrators and helped me form an action plan for a case I am working on”

(Engaging safely with Male Perpetrators of Domestic Abuse)

“Higher understanding of the stereotypes that still exist in gender and how that can negatively impact a young person’s sexual identity or sexual experiences. The risks to young people and their sexual encounters and the signs to look for and discussions to be had.”

“I thought the content was very inclusive of sexuality/race/gender which is very important and really appreciated the focus on these aspects”

(Under Pressure)

“Great course as always – I love the variety and calibre of courses on offer from FVAWP”

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 e.g. The Trafficking & Exploitation Strategy 2017.

Human Trafficking	Fife Council Employee	Non-Council Employees
Platform	E-learning	
Cost	Free	
Access	Log on to Oracle Cloud Learning, and search for " <i>Human Trafficking</i> ".	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 the 'Trafficking & Exploitation Strategy 2017'. 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.

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	1 hour	
Dates	Can be accessed at any time	
This course is a pre-requisite for the following courses: <ul style="list-style-type: none">- 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](#)



Sexual Violence Basic Awareness Training (FVAWP Level 1 E-Learning)



Rape and sexual assault are non-consenting sexual acts. The key risk factor for experiencing sexual violence is being female, but anyone can be a victim, at any time in their life. In most cases, these assaults are carried out by someone known to the victim – a partner, ex-partner, friend, family member or work colleague. Mostly the sexual assaults are committed indoors, usually in the home.

It can happen only once or repeatedly – some people are raped or sexually assaulted by different people at different times in their lives – some women are raped and / or sexually assaulted over many years living with an abusive partner

IDAS offers FREE online “Sexual Violence Basic Awareness Training”. This beginner’s training course is aimed at individuals in organisations and voluntary groups who work with adults to give a basic awareness of issues surrounding rape and sexual violence. A few slides of the content are area specific however, this is minimal, and many statistics look at the UK.

Sexual Violence Basic Awareness	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 hour	
Dates	Can be accessed at any time	
**This course is a prerequisite for ALL Sexual Assault/Violence webinars including Supporting Adult Survivors of Childhood Sexual Abuse **		

Are you supporting somebody who has been a victim rape/sexual assault?

FVAWP developed a resource which may be of use. PRACTITIONER’S GUIDE: Supporting Adult Victims of Rape & Sexual Assault Click [HERE](#) to access.



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 in order 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	

The vision of the National Action Plan to Prevent and Tackle Child Sexual Exploitation is that Scotland will be a place where sexual exploitation of children and young people is eliminated – a Scotland where children and young people are protected from harm and where society is a hostile place for perpetrators and facilitators of child sexual exploitation. Click [HERE](#) to access

FVAWP

LEVEL 2

E-Learning



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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, there are links to Scotland specific legislation.

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

FVAWP developed a resource which may be of use PRACTITIONER’S GUIDE: SUPPORTING THOSE AT RISK OF Forced Marriage. Click [HERE](#) to access.



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?

FVAWP developed a resource which may be of use.

PRACTITIONER’S GUIDE: SUPPORTING THOSE AT RISK OF Female Genital Mutilation. Click [HERE](#) to access



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



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



Office for National Statistics stated that 1 in 6 women and 1 in 12 men experienced stalking in their lifetime. This is thought to be grossly underestimated.

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	Monday 22 nd April 2024(10:00-11:30) Limited Spaces Monday 2 nd September 2024 (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](#)



Domestic Abuse and the Protection of Children FVAWP (Level 2 Virtual Workshop)



In the 2020-2021 time period 21% of children referred to Children’s Reporter in Scotland had domestic abuse as the primary concern. In Fife this was 9%

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	Microsoft teams	
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	Tuesday 17 th September 2024 (9:30-15:30) Limited Spaces There is also an ‘in-person’ version of this training session available on 28 th May 2024. Please see Page 25 for booking details.	
Pre-requisites	***Complete FVAWP E-learning (on Page 7) – 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



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 and received excellent feedback when it began in 2021.

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	2 hours	
Seminars planned	Friday 26 th April 2024 (10:00-12:00) Limited Spaces Tuesday 18 th June 2024 (10:00-12:00) Limited Spaces Thursday 29 th August 2024 (10:00-12:00) Limited Spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 7) – 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)



****This course is the first of its kind in Scotland****

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	Wednesday 23 rd May 2024 (10:00-12:30) Limited spaces Tuesday 10 th September 2024 (10:00-12:30) Limited spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 7) - 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	1.5 hours	
Seminars planned	Wednesday 12 th June 2024 (09:30-12:30) Limited spaces Thursday 15 th August 2024 (09:30-12:30) Limited spaces	

The Good Childhood Report 2023 is the twelfth 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



Exploring Gender Stereotypes and Unconscious Bias



FVAWP (Level 2 Virtual Workshop)

A gender stereotype is a widely held belief or generalisation about the behaviours, characteristics and roles performed by women and men. Female stereotypical roles include being emotional, caring and in need of protection. Male stereotypical roles include being rational, career driven and strong. These assumptions can be negative (e.g., women are irrational, men are insensitive) or seemingly benign (e.g., women are nurturing, men are leaders). However, all stereotyping can be limiting.

Gender stereotypes originate from local culture and traditions. Children learn what constitutes female and male behaviour from their family and friends, the media, and institutions including schools and religious bodies. The prevalence of gender stereotypes in our culture can have an adverse effect on both girls and boys, who are constantly bombarded with messages about how they should look, behave, and play according to their gender. These socially accepted and often unconscious ideas start to form in infancy.

The seminar will focus on the impact of gender stereotypes and unconscious bias on our own thinking in general and start to address the impact this can have in the violence against women and girls field of work.

Exploring Gender Stereotypes and Unconscious Bias	Fife Council Employee	Non-Council Employees
Platform	Microsoft teams	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – Exploring Gender Stereotypes and Unconscious Bias	Booking link can be found HERE
Time	1.5 hours	
Seminars planned	Wednesday 26 th June 2024 (10:00-11:00) Limited spaces	

‘Improving Gender Balance and Equalities: A ‘quick start’ summary guide’ is designed to provide a structure for accessing Improving Gender Balance and Equalities (IGBE) materials on the National Improvement Hub (NIH). This is purely a suggestion: there is not ‘right way’ to use these materials, and we encourage you to explore all the resources however suits you best. Click [HERE](#) to access.



Safe and Together CORE Training FVAWP (Level 2- Blended Learning)



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 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 using a blended approach of webinars and e-learning content. 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	Blended learning - Microsoft Teams and e-learning modules	
Cost	£120 per applicant	
Access	To register your interest please contact fvawp@fife.gov.uk Your name will be added to the waiting list, and you will then be notified of the next intake.	
Time	4 online sessions and 4 self-paced modules, including an assessment	
Dates	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](#) .

FVAWP LEVEL 2 – In-person Training



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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 CEDAR Co-ordinators and FVAWP 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	Kirkcaldy Town House Room KTH01.004	
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	7 hours	
Seminars planned	Tuesday 24 th September 2024 (10:00 – 16:00) Limited Spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 7) – 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



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



In the 2020-2021 time period 21% of children referred to Children’s Reporter in Scotland had domestic abuse as the primary concern. In Fife this was 9% 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	Tuesday 28 th May 2024 (10:00-16:30) Limited Spaces There is also a webinar version of this training session available on 17 th September 2024. Please see Page 17 for booking details.	
Pre-requisites	***Complete FVAWP E-learning (on Page 7) – 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



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	Cupar County Buildings (Fife Council) Room CCB01.001 (Justice of the Peace Court Room)	
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 hours	
Seminars planned	Thursday 18 th April 2024 (09:30-16:30) Limited spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 8) - Sexual Violence Basic Awareness Raising***	

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.



What is Sexual Violence and How Do We Support Survivors?



FVAWP – In-person training (Level 2)

Join our colleagues at FRASAC for this newly developed workshop which aims to increase participant’s knowledge and understanding of what sexual violence is and how societal attitudes impact our communities. During the session we offer a safe space for participants to explore how you would support a survivor disclosing sexual violence and give an overview of the Rape Crisis Advocacy Project and how this is delivered within FRASAC. We will also explore the criminal justice system and processes involved in reporting sexual violence.

By the end of this course, participants will have:

- Explored what sexual violence is and how it affects survivors including the challenges faced by survivors
- Explored their own values and attitudes towards common myths held within society in relation to sexual violence, and have an increased knowledge of consent
- Considered how they would respond to disclosure, looking at SEEK framework, and having a trauma-informed focus when supporting survivors
- Knowledge of local services relevant to clients with a focus on FRASAC
- A greater understanding of the criminal justice system, legislation, and services available to survivors

What is Sexual Violence and How Do We Support Survivors?	Fife Council Employee	Non-Council Employees
Platform	In-person	
Venue	Room 3, Corrie Centre, Cardenden, KY5 0EL	
Cost	Free	
Access	Book through Oracle. Click on the learning tab and search for FVAWP – What is Sexual Violence and How Do We Support Survivors?	Booking link can be found HERE
Time	6 hours	
Seminars planned	Monday 27 th May 2024 (10:00 – 16:00) Limited spaces	
Pre-requisites	***Complete FVAWP E-learning (on Page 8) - Sexual Violence Basic Awareness Raising***	

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](#)



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 Adult Support and Protection Committee offer a range of virtual training courses which can be accessed [HERE](#)

Fife Child Protection Committee offers a range of 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

