



# **Highland Community Planning Partnership**

## **Violence Against Women**

### **Training Programme**

**2009**

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

The Highland Community Planning Partnership is continuing to offer a number of training programmes on Violence Against Women throughout Highland in 2009. The focus of this training is to increase awareness and understanding of Violence Against Women issues and to develop skills and practices when responding to abuse.

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

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

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

### **Training Provision**

During 2009 training will focus on three distinct areas:

- **Understanding Violence Against Women** (Level 1)
- **Asking the Questions about Violence Against Women** (Level 2)
- **Meeting the Need: Violence Against Women and Children** – the links to Child Protection and 'Getting it Right for Every Child' (Level 2)

We are also offering two specialist courses in March 2009 in Inverness on:

- **Islam and Violence Against Women** (Level 1) – 10<sup>th</sup> March 09
- **Violence Against Women, Culture and Practice** (Level 2) – 11<sup>th</sup> March 09

More information on these two courses is available from the Highland Violence Against Women Team on 01463 704993.

We are also planning to develop specific courses over 2009 on:

- **Commercial Sexual Exploitation** (Level 1)
- **Training for Managers on Employee Policies** (Level 3)
- **Gender Inequality and Gender Stereotyping** (Level 1)

Dates for these three courses will be released when finalised.

## Understanding Violence Against Women - 1 day course

### Course Information:

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

### Aims:

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

### Aimed at:

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

### Dates & Locations for 2009:

Course Title	Date	Location
Understanding Violence Against Women	Monday 23 <sup>rd</sup> March 09	Inverness
Understanding Violence Against Women	Friday 27 <sup>th</sup> March 09	Thurso
Understanding Violence Against Women	Monday 20 <sup>th</sup> April 09	Inverness
Understanding Violence Against Women	Friday 24 <sup>th</sup> April 09	Kingussie
Understanding Violence Against Women	Tuesday 28 <sup>th</sup> April 09	Fort William
Understanding Violence Against Women	Wednesday 6 <sup>th</sup> May 09	Nairn
Understanding Violence Against Women	Tuesday 12 <sup>th</sup> May 09	Inverness
Understanding Violence Against Women	Friday 22 <sup>nd</sup> May 09	Inverness
Understanding Violence Against Women	Monday 1 <sup>st</sup> June 09	Inverness
Understanding Violence Against Women	Monday 24 <sup>th</sup> August 09	Invergordon
Understanding Violence Against Women	Wednesday 26 <sup>th</sup> August 09	Portree
Understanding Violence Against Women	Friday 28 <sup>th</sup> August 09	Wick
Understanding Violence Against Women	Friday 28 <sup>th</sup> August 09	Inverness
Understanding Violence Against Women	Tuesday 29 <sup>th</sup> September 09	Inverness
Understanding Violence Against Women	Thursday 1 <sup>st</sup> October 09	Fort William
Understanding Violence Against Women	Friday 2 <sup>nd</sup> October 09	Aviemore
Understanding Violence Against Women	Thursday 29 <sup>th</sup> October 09	Inverness
Understanding Violence Against Women	Friday 20 <sup>th</sup> November 09	Dingwall
Understanding Violence Against Women	Monday 23 <sup>rd</sup> November 09	Fort William
Understanding Violence Against Women	Thursday 3 <sup>rd</sup> December 09	Inverness

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

### Course Information:

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

### Aims:

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

### Aimed at:

All staff who are in contact with women as part of their day to day role, in particular, those who:

- Have regular contact with women
- Carry out direct work with women
- Are expected to routinely ask women about gender based violence
- May be required to support a woman over a period of time
- May offer emotional and/or practical support to women, in any context
- Have specific responsibilities in regard to adult and/or child protection

### Prerequisites for attending:

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

### Dates & Locations for 2009:

Course Title	Date	Location
Asking the Questions about Violence Against Women	Thursday 19 <sup>th</sup> March 09	Wick
Asking the Questions about Violence Against Women	Tuesday 28 <sup>th</sup> April 09	Inverness
Asking the Questions about Violence Against Women	Monday 15 <sup>th</sup> June 09	Fort William
Asking the Questions about Violence Against Women	Tuesday 16 <sup>th</sup> June 09	Dingwall
Asking the Questions about Violence Against Women	Tuesday 1 <sup>st</sup> September 09	Golspie
Asking the Questions about Violence Against Women	Monday 14 <sup>th</sup> September 09	Inverness
Asking the Questions about Violence Against Women	Thursday 1 <sup>st</sup> October 09	Portree
Asking the Questions about Violence Against Women	Thursday 5 <sup>th</sup> November 09	Inverness
Asking the Questions about Violence Against Women	Thursday 19 <sup>th</sup> November 09	Fort William

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

### **Course Information:**

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

### **Aims:**

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

### **Aimed at:**

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

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

### **Prerequisites for attending:**

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

### **Dates & Locations for 2009:**

<b>Course Title</b>	<b>Date</b>	<b>Location</b>
Meeting the Need: Violence Against Women & Children	Thursday 19 <sup>th</sup> March 09	Inverness
Meeting the Need: Violence Against Women & Children	Monday 20 <sup>th</sup> April 09	Golspie
Meeting the Need: Violence Against Women & Children	Thursday 7 <sup>th</sup> May 09	Wick
Meeting the Need: Violence Against Women & Children	Friday 26 <sup>th</sup> June 09	Inverness
Meeting the Need: Violence Against Women & Children	Monday 24 <sup>th</sup> August 09	Kingussie
Meeting the Need: Violence Against Women & Children	Wednesday 23 <sup>rd</sup> September 09	Inverness
Meeting the Need: Violence Against Women & Children	Monday 9 <sup>th</sup> November 09	Thurso
Meeting the Need: Violence Against Women & Children	Tuesday 24 <sup>th</sup> November 09	Invergordon
Meeting the Need: Violence Against Women & Children	Monday 30 <sup>th</sup> November 09	Fort William
Meeting the Need: Violence Against Women & Children	Tuesday 1 <sup>st</sup> December 09	Dingwall

## Full Violence Against Women Training Calendar 2009

Course Title	Date	Location
<del>Islam and Violence Against Women</del>	<del>Tuesday 10<sup>th</sup> March 09</del> <b>FULL</b>	<del>Inverness</del>
<del>Violence Against Women, Culture &amp; Practice</del>	<del>Wednesday 11<sup>th</sup> March 09</del> <b>FULL</b>	<del>Inverness</del>
Asking the Questions about Violence Against Women	Thursday 19 <sup>th</sup> March 09	Wick
Meeting the Need: Violence Against Women & Children	Thursday 19 <sup>th</sup> March 09	Inverness
Understanding Violence Against Women	Monday 23 <sup>rd</sup> March 09	Inverness
Understanding Violence Against Women	Friday 27 <sup>th</sup> March 09	Thurso
Understanding Violence Against Women	Wednesday 20 <sup>th</sup> April 09	Inverness
Meeting the Need: Violence Against Women & Children	Monday 20 <sup>th</sup> April 09	Golspie
Understanding Violence Against Women	Friday 24 <sup>th</sup> April 09	Kingussie
Understanding Violence Against Women	Tuesday 28 <sup>th</sup> April 09	Fort William
Asking the Questions about Violence Against Women	Tuesday 28 <sup>th</sup> April 09	Inverness
Understanding Violence Against Women	Wednesday 6 <sup>th</sup> May 09	Nairn
Meeting the Need: Violence Against Women & Children	Thursday 7 <sup>th</sup> May 09	Wick
Understanding Violence Against Women	Tuesday 12 <sup>th</sup> May 09	Inverness
Understanding Violence Against Women	Friday 22 <sup>nd</sup> May 09	Inverness
Understanding Violence Against Women	Monday 1 <sup>st</sup> June 09	Inverness
Asking the Questions about Violence Against Women	Monday 15 <sup>th</sup> June 09	Fort William
<del>Asking the Questions about Violence Against Women</del>	<del>Tuesday 16<sup>th</sup> June 09</del> <b>FULL</b>	<del>Dingwall</del>
Meeting the Need: Violence Against Women & Children	Friday 26 <sup>th</sup> June 09	Inverness
Understanding Violence Against Women	Monday 24 <sup>th</sup> August 09	Invergordon
Meeting the Need: Violence Against Women & Children	Monday 24 <sup>th</sup> August 09	Kingussie
Understanding Violence Against Women	Wednesday 26 <sup>th</sup> August 09	Portree
Understanding Violence Against Women	Friday 28 <sup>th</sup> August 09	Wick
Understanding Violence Against Women	Friday 28 <sup>th</sup> August 09	Inverness
Asking the Questions about Violence Against Women	Tuesday 1 <sup>st</sup> September 09	Golspie
Asking the Questions about Violence Against Women	Monday 14 <sup>th</sup> September 09	Inverness
Meeting the Need: Violence Against Women & Children	Wednesday 23 <sup>rd</sup> September 09	Inverness
Understanding Violence Against Women	Tuesday 29 <sup>th</sup> September 09	Inverness
Understanding Violence Against Women	Thursday 1 <sup>st</sup> October 09	Fort William
Asking the Questions about Violence Against Women	Thursday 1 <sup>st</sup> October 09	Portree
Understanding Violence Against Women	Friday 2 <sup>nd</sup> October 09	Aviemore
Understanding Violence Against Women	Thursday 29 <sup>th</sup> October 09	Inverness
Asking the Questions about Violence Against Women	Thursday 5 <sup>th</sup> November 09	Inverness
Meeting the Need: Violence Against Women & Children	Monday 9 <sup>th</sup> November 09	Thurso
Asking the Questions about Violence Against Women	Thursday 19 <sup>th</sup> November 09	Fort William
Understanding Violence Against Women	Friday 20 <sup>th</sup> November 09	Dingwall
Understanding Violence Against Women	Monday 23 <sup>rd</sup> November 09	Fort William
Meeting the Need: Violence Against Women & Children	Tuesday 24 <sup>th</sup> November 09	Invergordon
Meeting the Need: Violence Against Women & Children	Monday 30 <sup>th</sup> November 09	Fort William
Meeting the Need: Violence Against Women & Children	Tuesday 1 <sup>st</sup> December 09	Dingwall
Understanding Violence Against Women	Thursday 3 <sup>rd</sup> December 09	Inverness

## Violence Against Women Training – Booking Form

**Name:**

---

**Job Title:**

---

**Date & Location of Training Requested:**

---

**Course Title:**

---

**Organisation:**

---

**Address:**

---

**Telephone:**

---

**Email:**

---

**Dietary/Access Requirements:**

---

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

---

**Please return completed forms to:**

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

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

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

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

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

### **Training Costs**

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

### **Place Confirmation**

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