

Northumberland Domestic Abuse

Annual Training Report April 2022 – March 2023

Background and Context

As part of NCC's implementation of the Domestic Abuse Act 2021, we recruited a Learning and Development Coordinator specifically to lead on the development and delivery of our domestic abuse training offer. This part-time (0.5) post is fixed term for three years. We were fortunate to recruit an experienced domestic abuse practitioner who had already delivered training in previous roles. Lucy Smith was therefore able to settle quickly into the role and has taken responsibility for the coordination of our existing training and built on this by developing new, additional training in response to local need and implementation of our domestic abuse training strategy. This role sits within the Learning and Organisational Development Team in Northumberland County Council's HR/OD Service.

Multi-Agency Training Offer on Domestic Abuse

Northumberland's domestic abuse training offer is based on the regional DAPS training programme which was developed with funding from the Office of Police and Crime Commissioner and consists of three levels of training:

- Impact of Domestic Abuse (Level 1) – virtual and face-to-face delivery
- Domestic Abuse: Ask and Action (Level 2) – virtual and face-to-face delivery
- Domestic Abuse: Trusted Professionals (Level 3) – face-to-face delivery only

We have a multi-agency training team to support delivery of these courses and we facilitate the level 3 Trusted Professionals course jointly with North Tyneside. We have also co-facilitated regional 'training for trainers' in DAPS courses to support the continuation of this offer across the Northumbria Police area.

Jointly with North Tyneside, we have undertaken a full review of each of these courses this year to ensure we are promoting trauma-informed practice and responding to learning from recent local and national Domestic Homicide Reviews. This review has resulted in the decision to retain the choice of virtual or face-to-face offer for level 1, but to return exclusively to face-to-face (F-2-F) training for level 2 from January 2023. Level 3 has only ever been provided as a face-to-face course. We have also, whilst continuing to address the DAPS learning outcomes, adapted content of the level 3 course to enhance the content relating to the impact on children and how to best support behaviour change, using trauma-informed approaches.

In addition to these virtual and face-to-face 'classroom' courses, we also provide multi-agency access to two e-learning modules on domestic abuse via NCC's learning platform, Learning Together.

- Recognising and Responding to Domestic Abuse
- Domestic Abuse and Safeguarding Children

Course Title	No. of Sessions	Completions / Attendance	Delivery Method
Recognising and Responding to Domestic Abuse	N/A	74	E-learning
Domestic Abuse and Safeguarding Children	N/A	59	E-learning
Impact of Domestic Abuse (Level 1)	8	83	Virtual and F-2-F
Domestic Abuse: Ask and Action (Level 2)	6	58	Virtual and F-2-F
Domestic Abuse: Trusted Professionals (Level 3)	3	23	F-2-F

		(not including N. Tyneside staff)	
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Domestic Abuse Summit

Held in October 2022, the Domestic Abuse Summit provided a platform to raise awareness of how Northumberland had responded to the Domestic Abuse Act 2021. It also enabled us to promote the Integrated Services delivery model, with each organisation showcasing their ‘element’ of the Integrated Service. National and local speakers focused on learning from DHRs. One of the Summit sessions was spent identifying what is currently working well in terms of domestic abuse work in Northumberland and training was highlighted as a particular strength by all groups.

Child to Parent Violence and Abuse (CPVA)

As part of the Early Help and Prevention Multi-Agency Training Programme, we provide two levels of CPVA training to support professional practice across all organisations working with children and families in Northumberland and one course which focuses on the adult social care workforce:

- CPVA Briefing for Children’s Workforce
- CPVA Toolkit (Children’s Workforce) – delegates should have attended the CPVA Briefing
- CPVA (Adult Social Care)

Course Title	No. of Sessions	Attendance	Delivery Method
CPVA Briefing (Children’s Workforce)	3	53	Virtual
CPVA Toolkit (Children’s Workforce)	3	40	Virtual & F-2-F
CPVA (Adult Social Care)	1	8	Virtual

As face-to-face training has become more of an option, we have made the decision to maintain virtual delivery of the CPVA Briefing but provide the CPVA Toolkit course as a classroom-based session. This has been welcomed by participants.

The CPVA Toolkit training mainly focuses on tools from RESPECT but does also include reference to Non-Violent Resistance (NVR) approach. We have undertaken two rounds of impact evaluation of the CPVA Toolkit training to assess the effectiveness of the tool in professional practice. Detailed responses to this impact evaluation are attached as an appendix, but they show professionals seeking appropriate advice and support from the CPVA gatekeeper and specialist CPVA staff. Almost all the tools we promote on training had been used workers were and able to clearly identify examples of they supported positive outcomes for children and parents/carers.

We have also provided single agency CPVA training for teams in CNTW.

Single Agency Domestic Abuse Training

Change Star:

Northumberland’s Domestic Abuse Training Strategy has a clear focus on the development of training to support direct work with those whose behaviour is abusive. We have therefore purchased trainer licences from Triangle for 3 staff specifically to provide Change Star training for NCC Children’s Services workforce (social work and early help professionals) and developed a

pathway to embed this tool into professional practice (and recording systems). This pathway differentiates clearly between domestic abuse and 'parental conflict' (which requires a very different professional response).

The purpose of the Change Star is to structure a conversation with the person using abusive behaviour in order to gauge their motivation to change and support referral to the Behaviour Change Service.

This approach requires a significant culture shift in professional practice and addresses an area of work that professionals have said they find particularly challenging. Direct work by social care staff to address domestic abuse has usually been focused on the victims/survivors (both adults and children) rather than with those whose behaviour is abusive. We are therefore closely monitoring the impact of this training on professional practice and working closely with senior managers in Children's Social Care to promote and embed use of the Change Star. This is still very much 'work in progress'.

Course Title	No. of Sessions	Attendance	Delivery Method
Change Star	10	94	Virtual and F-2-F

Housing:

The universal roll-out of domestic abuse training to NCC's Housing Service staff was initiated as part of the DAHA accreditation process and we have continued to provide refresher training to both operatives and officers on an annual basis. In addition, we have developed bespoke courses to Housing staff address identified need and have extended the training offer by delivering awareness-raising sessions for the Tenants Alliance and a residents' group. Further work is being planned to provide domestic abuse training for other housing providers.

Course Title	No. of Courses Delivered	Attendance	Delivery Method
Domestic Abuse Refresher for NCC Housing Staff	7	93	F-2-F
Risk Indicator Checklist Training	3	41	F-2-F
Community Domestic Abuse Awareness	1	30	F-2-F

Domestic Abuse Champions

Following a review of the register of Domestic Abuse Champions and recognising the challenges of embedding the Change Star, we have been actively recruiting champions across the social care services in order to galvanise their support in implementing the new domestic abuse pathway and use of the Change Star.

Additional Bespoke Training Provided:

- Healthy Relationships training embedded in induction for all cohorts of NCC apprentices
- Safety of Women and Girls – community awareness session as part of Northumberland Communities Together project
- Domestic Abuse at Work – training for NCC trade union staff (Unison)
- LGBT+ and Domestic Abuse – NCC Network event
- Domestic Abuse and White Ribbon Awareness for NCC's HR/OD Service
- White Ribbon Champion and Ambassador events focusing on:

- Men's activism to prevent violence against women and girls (Dr Stephen Burrell)
- Stalking and harassment (Alice Ruggles Trust)
- Safety and a positive culture in the 'night-time economy'

Moving Forward

The current domestic abuse training offer is well-established with a strong team of skilled and committed facilitators and we are clear about our plans to enhance and further develop the programme. The plan for 2023-24 therefore includes developing specific multi-agency courses on

- Domestic Abuse: Risk Assessment and Risk Management
- Domestic Abuse: Impact on Children

We also have plans to develop some focused learning sessions on:

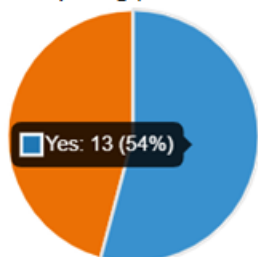
- Domestic Abuse in Young People's Relationships
- Domestic Abuse in Older People's Relationships (in line with learning from recent DHRs)
- Domestic Abuse: A Focus on Men

Anne Lambert (Learning and Development Coordinator)

April 2023

APPENDIX - CPVA TOOLKIT TRAINING – IMPACT EVALUATION

Have you used any of the Respect tools from the training with a young person or parent/carer?



If you have used any of the tools, please scale the impact it had on the outcome of your work for the child and/or parent (1= no impact, 10 = very positive impact)

Average score = 7 (range from 1-10 with the 1 being because use of tools led to identification that CPVA was not an issue and a 2 scored because parent refused to accept any need to change her own behaviour)

Have you discussed any CPVA situations with any of the following? Please tick all that apply



Respect Trained Practitioner 15 (47%)

CPVA Gatekeeper 12 (37%)

CSE/CPVA staff in NAS 5 (16%)

If you have used any of Respect tools promoted on the training, which ones? Please tick all that apply

- Family Agreement = 10
- De-escalation = 8
- Triangles = 5
- Ripple Effect = 5
- Influences on Behaviour = 4
- Sore Points = 3
- Entitlement vs Responsibility = 3
- Gains and Losses of Anger = 1
- Signs of Safety = 7

How confident are you in use of all or any of the CPVA tools?
(1 = not at all confident, 10 = very confident)

Average Score = 6 (range from 4-9 – the lower scores were because the worker didn't use the tools often enough to become fully confident. Most common scores were 6-9)

If you have used any of the tools, please provide an example of child or parent feedback or response to this work:

- The family thought the agreement was good to use and allowed them to see the clear expectations.
- It helped them to see that their behaviour was being modelled by the child, in order to change their child's behaviour they thought about their own!
- The feedback from the triangles was really positive. Especially from mum, she totally understood the change in family dynamic when using a visual tool.
- They are pleased it has help give boundaries in the home and improved the family dynamic
- Parent said she felt more confident in responding to behaviour.
- I have recommended and supported the use of them through supervision. I have also used them on my own cases with young person. I especially like the ripple effect as this helps a young person to understand the impact on everyone around them.
- The young people responded positively and engaged with the tools.