



Ending domestic abuse

# Domestic Abuse Matters (Scotland) Change Programme for Police



## Trainer Information

UK domestic abuse charity SafeLives are working collaboratively with Police Scotland to prepare them for implementation of the Domestic Abuse (Scotland) Act.

Domestic Abuse (DA) Matters (Scotland) is a change programme that was written and developed by SafeLives and the College of Policing in response to Her Majesty's Inspectorate of Constabulary (HMIC) findings around police officers' understanding of domestic abuse, and in particular, coercive control. It is a tried and tested model that we know works from our delivery to ten police forces in England. Our follow-up evaluation data shows that:

- 3 out of 4 police responders report improved evidence gathering
- Almost 9 in 10 responders report improvements in how they work with victims

Feedback from police officers in the room also evidences the immediate impact.

*"That's the first training I've had in 18 years around domestic abuse. It was really good, brilliant, in fact. It was impactive and has made me really think about how I'll approach it in the future."*

*"I feel I now have a greater knowledge of how perpetrators will manipulate officers, and the signs of coercive behaviour."*

*"This training made it real and you made it totally relate to us and what we do"*

Following a review with Police Scotland and our partners, we are able to build on the existing programme, refreshing and developing it to make it bespoke to the unique needs of Scotland. In particular, the main additions will be around the new legislation and effective operational application of it.

### Our Collaborative Approach

Working collaboratively with Police Scotland, with input from the Crown Office and Procurator Fiscal Service (COPFS) and Scottish Government, SafeLives have been working alongside a consortium of partners, namely [ASSIST](#), [Caledonian System](#), [SACRO](#) and [Safer Borders](#). These partners will form a Reference Group to guide and oversee the development of the materials and bring the voice of those experiencing domestic abuse across Scotland into the training room in a variety of creative ways. We will also be working with people with lived experience of domestic abuse to contribute to the programme, both directly and from a number of services who have been

supporting us in content building. Our material will be firmly rooted in a gendered analysis of domestic abuse, and will represent the experiences of women, children, men, LGBT people, and the BME community. It will also include analysis of the tactics perpetrators use to manipulate victims and responders, as well as the impact of domestic abuse and coercive control on the whole family.

## The Format of the Programme

DA Matters (Scotland) is much more than a one-off training session.

- We will be conducting a number of lead-in and follow-up tasks to guide the content as well as sustain the change into the future.
- We will create an interactive e-learning package that will inform every police officer and members of police staff in Scotland about the new legislation and what it means to them.
- We will deliver a one-day first responder training session to over 14,000 officers and staff, which represents a significant percentage of the entire force. This will include many who come into contact with victims, perpetrators or children – including front counter personnel, staff who take emergency and non-emergency calls from the public, as well as control room staff who dispatch officers to incidents.
- We will train a further 1000 officers and staff who will go on to become DA Champions to embed practice and attitudinal change in the long term.
- We will deliver training to the Strategic Leadership Board, Executive Level officers and staff to consolidate the messages at the highest level.

## The Training Delivery Model

There will be two different training sessions delivered to Police: one for First Responders and one for newly appointed Domestic Abuse Champions. We will use a dual-trainer delivery model meaning that in every training session, we will have one trainer with a proven police background, and one local external domestic abuse specialist. Together, these two voices and perspectives in the room will maximise the impact of the training. Our experience evidences that the expertise and skills of police trainers and local DA specialist service trainers come together to deliver the best training pairings possible.

The sessions themselves are interactive and immersive, and we will be using a variety of methods, including real-life footage, to represent the reality of domestic abuse, including all forms of physical, sexual, emotional and financial abuse.

We will be delivering over 600 training sessions over a period of 12-15 months, in various locations across Scotland, on all days of the week and possibly including weekends.

## Training for Trainer Model

To resource the training schedule and to harness the skills and experience of domestic abuse and police experts from all areas of Scotland, we will be taking a Train the Trainer (TTT) approach. This means that we will be actively encouraging people with domestic abuse expertise or those with previous police expertise **AND** who are qualified / experienced trainers and facilitators to be part of our delivery model.

We will be running several TTT events to prepare experienced trainers to deliver this training. These are likely to be held in central Scotland in autumn 2018. We may run further TTT sessions in 2019.

The TTT event will last for two days and participants will need to arrange and fund their own attendance at the training. Pre-read materials will be distributed in advance and participants will be expected to arrive prepared and ready to go. Each participant will be assessed against the required criteria over the two days. Anyone not meeting the required standard will not be invited to deliver future training. Those who do meet the requirements will be observed on early delivery sessions to ensure the required quality is achieved. If practical delivery style meets the required expectations, the trainer will be fully approved onto the programme to deliver training. Applicants

will of course be fully supported throughout their involvement in the programme, and we encourage trainers to observe a session being delivered before delivering themselves.

## Quality Assurance

Whilst incredibly rewarding, delivery of the programme will be challenging for both participants and trainers. Trainers will need to constructively respond to learner's opinions on/reactions to the materials and their lived experiences of domestic abuse, as well as managing learner disclosures that could take many forms. It is vital that experienced, confident and capable trainers are in place, both to ensure the quality of training provision is high and to provide a safe environment for everyone involved. This is why we operate the two-stage quality assurance model before approving trainers as follows:

1. Passing TTT assessment criteria.
2. Passing delivery observations.

As above, we also strongly advise all trainers to observe at least one session before they go on to deliver.

## Training Scheduling and Delivery

Once trainers complete and pass the TTT they will be invited to send their availability to SafeLives, who will offer dates on the delivery schedule, which as explained above, will be in many locations across Scotland and on different days of the week. The SafeLives' logistics team will then match trainers to sessions, carefully matching with expertise, and where possible, locality. Trainers will then be offered any suitable dates, and once agreed SafeLives will organise any travel arrangements (internal police trainers will be arranged by Police Scotland).

Whilst each training session is likely to be 0900-1600 you will also need to be available for early arrival to set up, and closing down at the end of the day.

## Expectations and Additional Tasks

There will be certain expectations beyond the quality assurance process that will be communicated at the TTT, such as liaising with co-trainers, early arrival at venues (8am), welfare referrals as appropriate and participation in pre-training and post-training briefing calls. You will also have responsibilities around circulation of evaluations, nominating Domestic Abuse Champions and providing feedback to both SafeLives and Police Scotland.

You are required to follow the training script as provided to you - you are not permitted to change/alter existing material or utilise your own training materials. This is essential for consistency and quality assurance and is a College of Policing requirement.

As training will be delivered on Police Scotland premises, it is possible that you may be required to undertake Level 1 vetting.

## Payment for Training Delivery

SafeLives will pay trainers for delivering sessions. This may be paid directly to individuals or to their organisation. Some trainers may offer a quota of sessions as freelance trainers and others as an employee. If you are delivering on behalf of an organisation, we may ask for written permission from that organisation and/or your line manager.

Trainers will be paid at a rate of **£300** per training session, and all reasonable expenses will be paid (travel, accommodation if necessary, and subsistence).

## Becoming a DA Matters (Scotland) Trainer

If you have what it takes and would like to become a trainer on this programme we would love to hear from you.

As dictated by the College of Policing, to be accepted onto the TTT programme you must meet one of the following requirements:

- A frontline domestic abuse specialist who holds recent experience of working with families experiencing domestic abuse (this can be with victims, perpetrators or children and may be from within a specialist DA service or statutory agency where they have specialist DA provision such as criminal justice or children and families social work teams, health, education, etc.) **AND** hold a relevant and recognised qualification/certificate or relevant experience in training and facilitation of adults

**OR**

- A recently retired or ex-police officer or member of police staff **AND** hold a relevant and recognised qualification/certificate or relevant experience in training and facilitation of adults. You should also have a background experience/knowledge of dealing with domestic abuse.

## Next Steps

If you would like to be considered for a place on one of our TTT events (dates and location to be confirmed), please submit your details via one of the following links.

If you are a **domestic abuse specialist trainer** please click on here:

[DA Trainer Application Form](#)

If you are a **police specialist** trainer please click on here:

[Police Trainer Application Form](#)

Please note that interest has already been high so we may need to operate a sifting process based on experience and suitability. We will contact all applicants in due course.

Please direct any queries to Katy Logan via **DAMatters@safelives.org.uk** or 0117 403 3224

Thank you for your interest in the programme.