

Norfolk Domestic Abuse Training Standards 2023

The NCSP's Domestic Abuse and Sexual Violence Group's Training Subgroup created these standards for domestic abuse training provided in Norfolk. They set the minimum standard of domestic abuse training to be provided by any Responsible Authority part of the NCSP. These voluntary standards for all responsible authorities and any other organisation providing and/or receiving domestic abuse training in Norfolk. They have been developed after an extensive mapping process of the available domestic abuse training, assessment of practitioner experience of the available training and are aligned to Statutory Guidance on Domestic Abuse and NICE's Domestic violence and abuse: multi-agency working recommendation 15. These standards only refer to core training offers and do not take into account bespoke training provided by organisations.

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<p>Tier 1:</p> <p>General Awareness</p> <p>All staff</p>	<p><i>Equip practitioners to be able to respond safely and sensitively to a disclosure and signpost to specialist services</i></p> <p><i>Enable practitioners to ask about domestic abuse in a way that makes it easier for people to disclose</i></p>	<ol style="list-style-type: none"> 1) Gives attendees a basic understanding of the impact, scale, nature, and dynamics of different forms of domestic abuse, including: <ol style="list-style-type: none"> a) Intimate partner abuse b) Teenage relationship abuse c) Familial abuse d) Child and adolescent to parent violence and abuse e) Honour based abuse f) Female genital mutilation g) Forced marriage h) Abuse of older adults 2) Provides attendees with the understanding that behaviour is "abusive" if it consists of any of the following: <ol style="list-style-type: none"> a) Physical abuse b) Sexual abuse c) Violent or threatening behaviour d) Controlling or coercive behaviour e) Economic abuse f) Psychological or emotional abuse g) Stalking and harassment h) Non-fatal strangulation 3) Describes children are victims of domestic abuse in their own right. Training must cover their unique experience and needs in relation to domestic abuse. 4) Covers barriers to disclosing domestic abuse to statutory and support services
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- 5) Provides an awareness of diversity and equality issues in relation to domestic abuse, including unconscious bias and intersectionality.
- 6) Training acknowledges that domestic abuse may be one of multiple disadvantages a person experiences or faces¹
- 7) The use of examples, case studies and imagery in training is considered to ensure stereotypes of abuse are not reinforced.
- 8) Provide tools and techniques to support practitioners to ask about domestic abuse in a way that makes it easier for people to disclose
- 9) Equips practitioners with skills to respond sensitively and safely to a disclosure of domestic abuse.
- 10) Provides information on:
 - a) The impact of trauma on victims, survivors, and their children
 - b) The link between domestic abuse and suicidal thoughts and suicide attempts.
 - c) Specialist services to signpost victims and survivors to, including [suicide prevention and awareness](#).
 - d) Where to access support within their organisation. For example, contact details for DA champions or safeguarding leads
- 11) Individual organisations are responsible for ensuring:
 - a) That the feasibility and appropriateness of Continuous Professional Development (CPD) Accreditation is considered for all training packages
 - b) Training covers their statutory responsibilities in relation to domestic abuse
 - c) Training is mandatory, completion is tracked, and at a minimum it is undertaken every 3 years, however more frequent training on domestic abuse is encouraged.
 - d) Training materials are kept up to date, based on up-to-date research and shaped by survivor voice
 - e) Delivery of training considers the sensitive nature of the course's content and that audience members may be victims or survivors of domestic abuse.

Tier 2:	<i>Enable practitioners to provide an initial response that includes risk and immediate safety identification and assessment, safety planning and referral to and continued</i>	
Specialist response: initial response		
Practitioners in a		<ol style="list-style-type: none"> 1) Cover all of the aspects in Tier 1 2) Providing tools and techniques to support practitioners to: <ol style="list-style-type: none"> a) Identify and assess risk b) Assess someone's immediate safety c) Make an immediate safety plan, acknowledging that more detailed safety planning is undertaken by specialist services d) Make a referral to specialist services e) Liaise with specialist support services

¹ The DASVG Training Subgroup recommends the use of AVA's definition of multiple disadvantage: "The term multiple disadvantage refers to those people who face multiple and intersecting inequalities including gender based violence and abuse, substance use, mental ill health, homelessness, being involved in the criminal justice system and the removal of children." [Multiple Disadvantage - AVA - Against Violence & Abuse \(avaproject.org.uk\)](https://avaproject.org.uk)

safeguarding
role or with
safeguarding
responsibility

*liaison with specialist
support services.*

Tier 3:

**Specialist
response:
expert advice
and support**

Domestic
abuse
specialists, for
example
IDVAs, ISVAs,
refuge staff

*To enable
practitioners to give
expert advice and
support to people
experiencing
domestic abuse.*

- 1) Cover all of the aspects in Tier 1 and Tier 2
- 2) Provide an accredited domestic abuse training programme, such as accredited IDVA training