



DOMESTIC ABUSE TRAINING & CONSULTANCY

Public Training Catalogue 2022

Workplace and Community Sessions 2022



Alpha Vesta provide a range of awareness and training sessions which are aimed at 'embedding culture and building understanding' around domestic abuse and its impact.

The online sessions are for those working within any Workplace or Community Group. The sessions are designed to build awareness, understanding, confidence and skills to recognise the signs of domestic abuse and to be able to reach out to someone who may be affected.

This allows you to support colleagues and staff who may be affected as well as reach out to those in the wider community.

Places can be booked individually via Alpha Vesta's [Eventbrite page](#) or through the [Website](#).

Please contact enquiries@alphavesta.com if you would like to book a private session for your whole workplace, community organisation or a larger group.



Training Levels



Level	Core	Advanced	CPD
Description	Suitable for attendees without any prior knowledge of domestic abuse and its impact.	Suitable for attendees who have completed at least 1 core workshop with Alpha Vesta.	For attendees that have completed relevant courses and assessment to be awarded CPD Accredited Certificates.
Symbol			

Understanding Domestic Abuse and its Impact

2hr Online Workshop (Core 1)



Level	Core
Description	<p>Domestic abuse often appears in the news and across media outlets, but research shows that the majority of people across communities and workplaces lack any real understanding of what domestic abuse really is, it's impact and why it is so complex.</p> <p>This workshop explores the different types of domestic abuse, the national and regional impact of domestic abuse, as well as the different laws and interventions that currently exist to combat it.</p> <p>A range of case studies are explored as well as research into the value of creating grass-roots training in domestic abuse across communities and workplaces. We are often having contact with both victims and perpetrators of abuse every single day, but have no understanding or skills to recognise the signs and respond.</p> <p>The session looks in depth at both psychological abuse and coercive control which underpins many different cases of domestic abuse.</p>

The Complexity of Domestic Abuse

2hr Online Workshop (Core 2)



Level	Core
Description	<p>Suffering from domestic abuse may be just one of many challenges that a victim is facing.</p> <p>This workshop explores both the manifestation of domestic abuse in terms of trauma and psychological torture but also explores different needs, vulnerabilities and barriers that both victims and perpetrators face which complicate the picture. These prevent any sustainable changes in their circumstances, and include Gender, Age, Mental Health, Substance Misuse as well as Unemployment – part of Alpha Vesta’s ‘Big 12’ Complexity Areas.</p> <p>Different Ethnicities and LGBT communities also form part of the discussion in order to understand better the challenges that complicate domestic abuse. These complexity areas often facilitate the cycle of abuse further. Recognising the signs, fostering a non-judgemental and trauma-informed approach are all explored.</p> <p>The session is designed for attendees to never question why someone ‘doesn’t just leave’ an abusive relationship.</p>

Impact of Domestic Abuse in the Workplace

2hr Online Workshop (Core 3)



Level	Core
Description	<p>The Social and Economic costs of Domestic Abuse were explored in a Home Office Report released in 2019. Costs were calculated at £66 billion per year, with £14 billion of this as a direct cost to businesses themselves. A further study released in November 2019 highlighted the barriers to career progression for victims and the costs of just absence.</p> <p>This workshop explores this impact in terms of the victim themselves but also their work colleagues and employers. Increased absence, lateness, lower productivity, reduced health and wellbeing. A number of case studies are also explored in order to create a thorough picture.</p> <p>This is followed by how workplaces can minimise the impact by embedding a culture of understanding around domestic abuse, develop a robust policy as well as deliver safe and effective support to employees which also takes into account important issues of risk and confidentiality.</p>

Impact of Domestic Abuse on Children

2 hr Online Workshop (Core 4)



Level	Core
Description	<p>Children are impacted by domestic abuse in the home in a number of different ways both psychologically and physically.</p> <p>The signs are often subtle and for those around them, considering that they may be living in an abusive home, has never entered their mind. When we aren't able to pick up on the subtle signs, the abuse continues, resulting in extreme trauma and neglect for many children who are living in a 'state of red alert' every day.</p> <p>This workshop explores the impact that different types of domestic abuse have on children living in abusive homes. 89% of children having lived in abusive homes lack emotional wellbeing and 60% feel they are to blame for the abuse that may be taking place. For many, the abuse may just become normal for them. Understanding this impact is fundamental to a greater understanding of domestic abuse and its manifestation.</p> <p>This workshop also includes ways in which we can both recognise the signs and support children safely and effectively.</p>

Domestic Abuse and Eating Disorders

1 hr Online Awareness Session (Enhanced 2a)

Enhanced



Level	Enhanced	Interviews
Description	<p>Due to the subjective nature of domestic abuse and the shame and stigma that sit around it, recognising the signs can be incredibly challenging. This is why often cases of domestic abuse reach crisis point before anyone realised that abuse was even occurring.</p> <p>We therefore have to become better at recognising and responding to the signs across our communities at an earlier point. By understanding some of the issues and barriers that sit in and around domestic abuse, we are better equipped to reach those affected sooner. Eating Disorders are often deeply entangled with domestic abuse and this session explores why and how that happens.</p> <p>Attendees will:-</p> <ul style="list-style-type: none">• Understand the different types of Eating Disorders• Understand the different ways Domestic Abuse and Eating Disorders are deeply entangled.• Feel better equipped to spot the signs of domestic abuse and/or an Eating Disorder• Understand how to reach out safely and effectively• Know where and how to refer or signpost for support and help. <p>The session includes an interview with Lucy Whittaker, Founding Director of Alpha Vesta and Actress Gemma Oaten, Manager of SEED Eating Disorder Support Service who have been supporting Alpha Vesta in the writing of the session.</p>	  <small>EATING DISORDER SUPPORT SERVICE</small> 

Domestic Abuse and Pets

1 hr Online Awareness Session (Enhanced 2b)



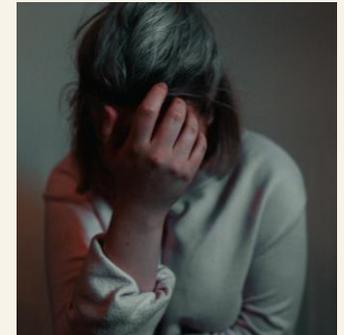
Level	Enhanced
Description	<p>This enhanced session forms part of a suite of enhanced sessions on the additional layers that sit in and around domestic abuse and interact with it in a dynamic way.</p> <p>Learning Outcomes Attendees will:-</p> <ul style="list-style-type: none">• Understand why the abuse of Pets is closely correlated with Domestic Abuse• Understand the different ways in which Pets may be at risk of abuse or violence• Understand the effect on a child or victim of abuse who is witnessing the abuse of their pet• Spotting the Signs – What you might see, hear or notice?• Understand the complexity in legislation in this area• Feel better equipped to spot the signs of domestic abuse and the abuse of pets• Know where to reach out to if you are concerned about a pet living in home where domestic abuse may be occurring. <p>The aim of the session is to raise awareness of the correlation between domestic abuse and the abuse of pets who are also members of that former or current family dynamic.</p>



Impact of Domestic Abuse on Children and Young People – Extra-Familial Harm 2 hr Online Workshop (Enhanced 4)



Level	Enhanced
Description	<p>For many children living in a 'state of red alert' every day, this constant fear, vulnerability and exhaustion leads them to be at risk of significant harm outside the home as well as inside the home.</p> <p>Extra-Familial Harm is a term used to describe something that occurs outside of the family or home. It refers to the different harms, risks and threats that children may face outside of their family and the home. These include gangs, county lines, radicalisation, harmful sexual behaviours, child exploitation, online grooming and child trafficking, as well as criminal activity and cycle of violence.</p> <p>There is a strong victim/perpetrator overlap where children become embroiled in these different areas as both victims and perpetrators as part of their underlying need to survive and get through each day.</p> <p>This workshop explores the correlation with children that have experienced domestic abuse in the home and their subsequent vulnerability to extra-familial harm outside the home.</p> <p>This workshop has been co-written by Lucy Whittaker and Natalie Queiroz, Survivor of Domestic Abuse and OCN Level 3 Gangs Expert</p>



Domestic Abuse Policy Development Workshop

2hr Online Workshop (Enhanced 3)



Level	Enhanced
Description	<p>This workshop is for those that have completed 'Impact of Domestic Abuse in the Workplace' (Core 3) and have received a direct invite from Alpha Vesta to book this session. This session is fully-funded across Essex, but there is a £25 per delegate charge for those outside of Essex to attend.</p> <p>This session builds on awareness in the first workshop where we look at practical elements of building a strategy and policy around domestic abuse in the Workplace.</p> <p>This includes a combination of broad awareness packages and training to embed culture and build understanding as well as specific skills-based work.</p> <p>The session looks at how to embed culture and build understanding as well as key elements that any domestic abuse policy should contain.</p> <p>The session also includes Case Studies where attendees can think about how they would respond in specific situations.</p>



CPD Accreditation Pathways



CPD Core Training Programme

2hr individual workshops with recommended order:

1. Understanding Domestic Abuse & its Impact (2hrs)
2. The Complexity of Domestic Abuse (2hrs)
3. Impact of Domestic Abuse in the Workplace (2hrs)
4. Impact of Domestic Abuse on Children (2hrs)



Following completion of the 4 Alpha Vesta 'Core Workshops':
You will be asked to complete an online assessment



Successful completed assessment will provide access to the 5th workshop: Understanding Risk Support & Safety Planning (3hrs)



Completion of all the above will result in Alpha Vesta's CPD Accreditation:
Understanding Domestic Abuse and its Impact
(CPD 10.5hrs)

CPD

CPD Workplace Training Programme

Following completion of the core workshop:
Impact of Domestic Abuse in the Workplace (2hrs workshop)
you will have the opportunity to attend the 2hr
'Policy Development Workshop' for your business/organisation.



Policy Development Workshop (2hrs):
This session is fully funded across Essex and for those based outside of
Essex, there is a charge of £25 per delegate. Completion of this
workshop will be followed by an online assessment



Successful assessment will result in Alpha Vesta's CPD accreditation
'Recognising and Responding to Domestic Abuse in the Workplace'.



Completion of all the above will result in Alpha Vesta's CPD Accreditation:
Recognising and Responding to Domestic Abuse in the Workplace
(CPD 4hrs)

Other Enhanced Awareness & Workshop Sessions

Domestic Abuse & Pets (1hr)

Domestic Abuse & Eating Disorders (1hr)

Impact of Domestic Abuse on Children and Young People
Extra Familial Harm (2hrs)



Level	Understanding Domestic Abuse and its Impact		Recognising and Responding to Domestic Abuse in the Workplace
Description	<p>This Certification can be awarded to those that have completed the following pathway.</p> <ol style="list-style-type: none"> Attendance at Alpha Vesta's 4 core workshops (Core 1-4) Submission of an Online Assessment Attendance at Alpha Vesta's 3hr Advanced Online Workshop 'Understanding Risk, Support and Safety Planning'. <p>The final advanced session pulls together all 4 core workshops and explores the interaction and impact of domestic abuse. The session looks at the need to safeguard both victims and their children regardless of whether a case enters the criminal justice system and some of the complexity around this. Current legislation is discussed along with a Toolbox of resources and interventions designed to fill some gaps in current provision.</p>	 <p>The CPD Standards Office CPD PROVIDER: 22169 2021-2022 www.cpdstandards.com</p>	<p>Suitable for attendees who have completed at least 1 core workshop with Alpha Vesta.</p> <p>This Certification can be awarded to those that have completed the following pathway:-</p> <ol style="list-style-type: none"> Impact of Domestic Abuse in the Workplace (Core 3) Domestic Abuse Policy Development Workshop (Enhanced 3) Submission of an Online Assessment <p>The first workshop can be booked via Alpha Vesta's Eventbrite page and on completion of that, you will be invited to the next stage.</p> <p>Please note there is a £25 charge per delegate for the Policy Development Workshop who are based outside of Essex.</p>
CPD Hours	The Certification is for 10.5 CPD Hours.		The Certification is for 4 CPD Hours.



Posters and Resources

DOMESTIC ABUSE TRAINING AND CONSULTANCY



Join up the Dots... you might just be the first person who has...

Alpha Vesta are a community interest company with a very strong mission of breaking the cycle of domestic abuse through awareness, prevention and early intervention. They deliver on their mission through delivering grass roots community training in domestic abuse right through to policy development for employers.

What is Domestic Abuse?

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been either intimate partners or family members.

Domestic abuse occurs irrespective of socio-economic status, race, age, religion, gender and sexual orientation.

Build a trusted relationship

'Are you ok?'

'Do you need anything?'

'If you do find anything that's worrying you, I'm here'.



How can I help?

Open up a safe space for someone to make a phone call and provide contact details for specialist services.

Did you know?

1 in 5 adults are affected by domestic abuse at some point during their adult lifetime.

ONS, 2020

1 in 5 children are affected by domestic abuse at some point during their childhood.

NSPCC, 2020

COULD YOU OR SOMEONE YOU KNOW BE EXPERIENCING DOMESTIC ABUSE...?

Are you or is someone you know struggling to cope with a complex relationship in the family or home?

Is your partner or former partner making life difficult for you?

Are you aware that someone you know is having problems with their partner or former partner?

You are not alone

Speak to a Designated Line Manager or HR in confidence



'Are you ok?'

'Do you need anything?'

'If you do find anything that's worrying you, I'm here'.

Open up a safe space for someone to make a phone call and provide contact details for specialist services.

Did you know?

1 in 5 adults are affected by domestic abuse at some point during their adult lifetime.

ONS, 2020

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NSPCC, 2020

DOMESTIC ABUSE SUPPORT AND HELP



National 24hr Domestic Violence Helpline

For women and children experiencing domestic abuse

0808 2000 247

Men's Advice Line

For men experiencing domestic abuse

0808 801 0327

RESPECT

For those concerned that they may be using abusive behaviours

0808 802 4040

NSPCC Helpline

If you are concerned about a child

0808 800 5000

Samaritans

For those struggling in terms of their mental health and feeling in crisis

116 123

Alpha Vesta

For employers and employees concerned about a staff member

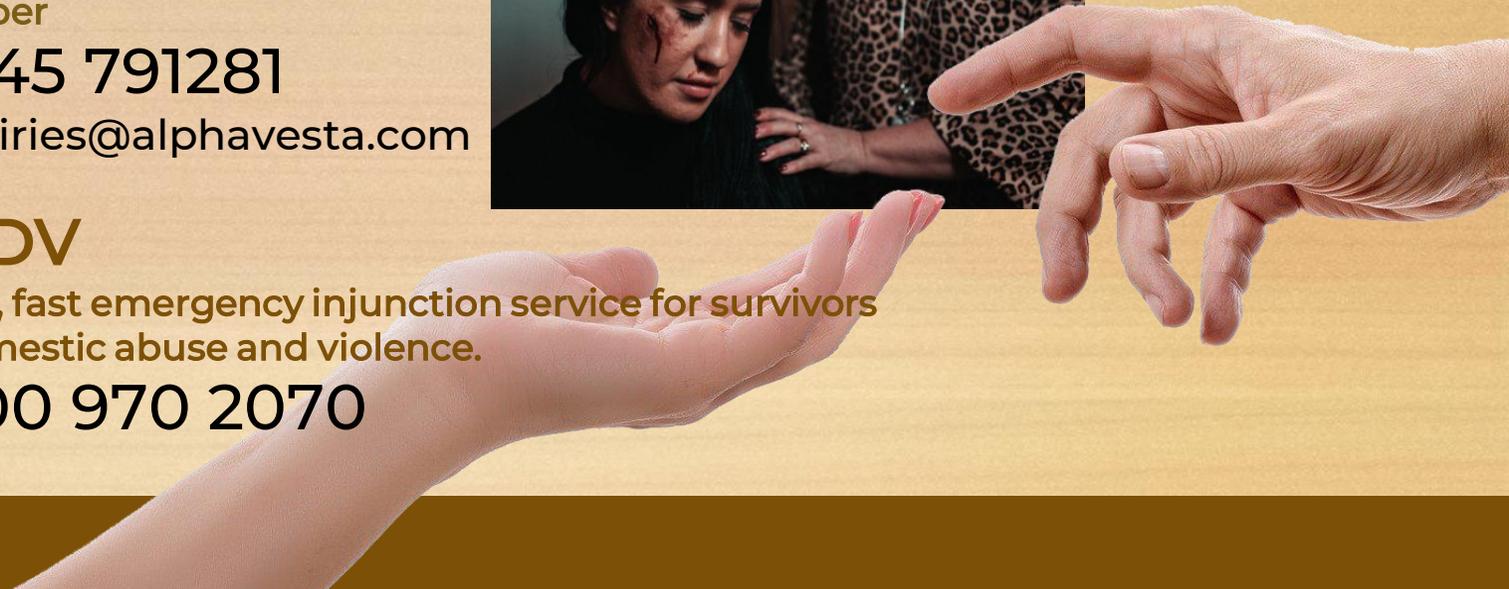
01245 791281

enquiries@alphavesta.com

NCDV

A free, fast emergency injunction service for survivors of domestic abuse and violence.

0800 970 2070



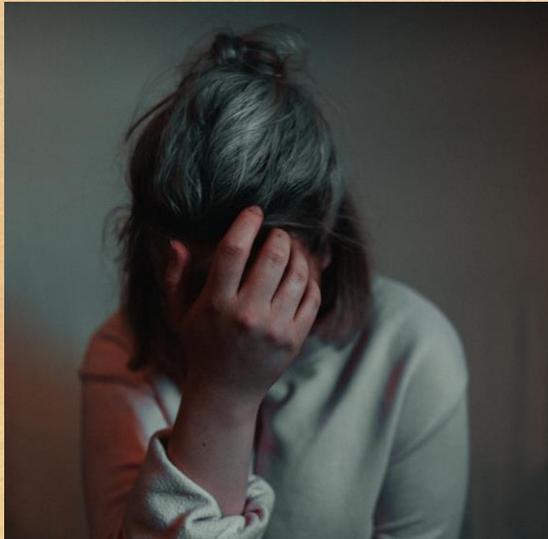
COMPASS

Helpline available from 8 am to 8 pm weekdays and 8 am to 1 pm weekends.

0330 333 7 444

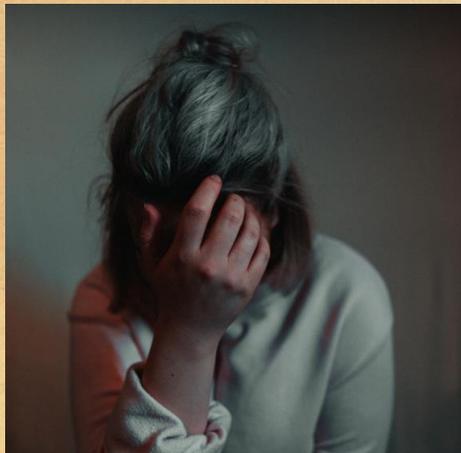
www.essexcompass.org.uk

enquiries@essexcompass.org.uk





The Change Project are committed to preventing conflict in relationships whatever form that takes. It could be a parent experiencing aggressive behaviour from a child, a partner experiencing controlling and abusive behaviour, or a couple having arguments and fights. Whatever age, background or sexual orientation, they can help resolve problems in relationships through one to one and group work.



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