



DOMESTIC ABUSE TRAINING & CONSULTANCY

PUBLIC TRAINING CATALOGUE 2023

COMMUNITY & WORKPLACE SESSIONS 2023

Alpha Vesta provide a range of public awareness and training sessions which are aimed at 'embedding culture and building understanding' around domestic abuse and its impact. They are all fully-funded across Essex however for outside Essex, there are some charges related to Enhanced or Advanced courses.

The online sessions are for those working within any Workplace or across any Community. 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 at an earlier point.

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



CORE

CORE LEVEL

Suitable for attendees without any prior knowledge of domestic abuse and its impact.



ADVANCED

ADVANCED LEVEL

Suitable for attendees who have completed the relevant Core pre-requisite.



ENHANCED

ENHANCED LEVEL

Suitable for attendees who have completed all 4 of the core workshops with Alpha Vesta.



DOMESTIC ABUSE TRAINING & CONSULTANCY

CORE TRAINING 2023



CORE 1: Understanding Domestic Abuse and its Impact

2hr Online Workshop



Introduction:

Domestic abuse often appears in the news and across media outlets, but research shows that many people across communities and workplaces lack any real understanding of what domestic abuse really is, its impact and why it is so complex.

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.

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.

The session looks in depth at both psychological abuse and coercive control which underpins many different cases of domestic abuse.

Ticket Options:

- **General Admission (Free)** All attendees are requested to register individually to ensure attendance is recorded for those working towards one of our CPD accreditations and to ensure receipt of the supporting handbook after the session.

Aims and objectives:

- To build understanding around the definition of 'Domestic Abuse'
- To learn more about the different types of 'Abusive Behaviour'
- To build understanding around the different types of 'Domestic Abuse Incidents'
- To build awareness of the risks around 'Stalking and Harassment'
- To build confidence to reach out and respond to the signs of domestic abuse

Delivered: Online via Zoom

CORE 2: The Complexity of Domestic Abuse

2hr Online Workshop



Introduction:

Suffering from domestic abuse may be just one of many challenges that a victim is facing.

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.

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.

The session is designed for attendees to never question why someone 'doesn't just leave' an abusive relationship.

Ticket Options:

- **General Admission (Free)** All attendees are requested to register individually to ensure attendance is recorded for those working towards one of our CPD accreditations and to ensure receipt of the supporting handbook after the session.

Aims and objectives:

- To continue to build understanding around 'Domestic Abuse'
- To explore and understand the Alpha Vesta Big 12 complexity areas that interact with Domestic Abuse
- To understand the importance of professional curiosity

Delivered: Online via Zoom



CORE 3: Impact of Domestic Abuse in the Workplace

2hr Online Workshop



Introduction:

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.

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.

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.

Ticket Options:

- **General Admission (Free)** All attendees are requested to register individually to ensure attendance is recorded for those working towards one of our CPD accreditations and to ensure receipt of the supporting handbook after the session.

Aims and objectives:

- To continue to build understanding around 'Domestic Abuse'
- To understand the impact of Domestic Abuse in the Workplace and its ripple effect, both socially and economically
- To explore case studies highlighting the impact on the Workplace
- To understand the importance of the Workplace
- To explore the 4 steps to help embed culture and understanding
- To feel confident to recognise and respond

Delivered: Online via Zoom

CORE 4: Impact of Domestic Abuse on Children

2hr Online Workshop



Introduction:

Children are impacted by domestic abuse in the home in a number of different ways both psychologically and physically.

The signs are often subtle and for those around them, considering that they may be living in an abusive home, the idea of it 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, leaving those impacted living in a 'state of red alert' every day.

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.

This workshop also includes ways in which we can both recognise the signs and support children safely and effectively.

Ticket Options:

- **General Admission (Free)** All attendees are requested to register individually to ensure attendance is recorded for those working towards one of our CPD accreditations and to ensure receipt of the supporting handbook after the session.

Aims and objectives:

- To continue to build understanding around 'Domestic Abuse'
- To build understanding of the physical and psychological impact
- To build understanding of trauma and neglect
- To build understanding of Extra-Familial Harm
- To build confidence and understanding of the steps to take when reaching out to a child, abused parent or carer
- To explore helpful tools and resources

Delivered: Online via Zoom



DOMESTIC ABUSE TRAINING & CONSULTANCY

ADVANCED & ENHANCED TRAINING



2023





ADVANCED: Understanding Risk, Support and Safety Planning

(3hr Online)

ADVANCED

Introduction:

This Advanced Workshop pulls together all of our Alpha Vesta Core Workshops within the Community Training Pathway:

- Core 1 Understanding Domestic Abuse and its Impact
- Core 2 The Complexity of Domestic Abuse
- Core 3 The Impact of Domestic Abuse in the Workplace
- Core 4 The Impact of Domestic Abuse on Children

Ticket Options:

- Funded
- Non-funded

This training is fully-funded for attendees based in Essex; either living, working or delivering work that impacts those within the County. Therefore, for those attendees based outside of the County/UK please ensure you have selected the Non-funded ticket option where there is a small charge of £25 per delegate.

Aims and objectives:

- To understand the definition of domestic abuse as well as the complexity that sits around it and the impact it creates.
- To build understanding on the complexity of both the legal system and safeguarding systems when we consider domestic abuse.
- To understand the process of assessing the risks and needs that a victim and their children may be facing.
- To understand the purpose and importance of looking at the full picture when considering risk and need.
- To understand the importance of effective support and safety planning when we consider domestic abuse.
- To reinforce the message that creating awareness, prevention and early intervention across the Workplace is imperative in order to “Break the Cycle of Domestic Abuse”.

CPD Accreditation:

Following the attendance of this Advanced session, plus the pre-requisite four Core Workshops, you will then be in a position to complete a short online assessment. Successful completion, will result in being awarded Alpha Vesta's CPD accreditation: "Understanding Domestic Abuse & its Impact (Community Training)" (CPD 10.5hrs)





ENHANCED CORE 3: Developing a Workplace Response to Domestic Abuse (2hr Online)

Introduction:

This Enhanced workshop is available to those that have completed our Core 3 session 'Impact of Domestic Abuse in the Workplace and are interested or looking to support their business or organisation, to drive forward workplace policy and procedure development.

We build on Core 3 to look at the practical elements of building a strategy, policy and workplace procedures by looking at a combination of broad awareness packages and training, whilst also considering specific skills-based work. We'll also discuss how to embed culture and build understanding which considers the key elements, fundamental to building a good Domestic Abuse Workplace Policy.

Ticket Options:

- Funded
- Non-funded

This training is fully-funded for attendees based in Essex; either living, working or delivering work that impacts those within the County. Therefore, for those attendees based outside of the County/UK please ensure you have selected the Non-funded ticket option where there is a small charge of £25 per delegate.

Aims and objectives:

- To build on the importance of embedding a workplace culture of understanding and awareness of domestic abuse
- To explore the practical elements of building a domestic abuse strategy, policy and procedures for the Workplace
- To explore how to embed culture and build understanding within the workplace
- To consider the key fundamentals to building a good Domestic Abuse Workplace Policy

CPD Accreditation:

Following the attendance of this Enhanced session, plus the pre-requisite Core 3 Workshop, you will then be in a position to complete a short online assessment. Successful completion, will result in being awarded Alpha Vesta's CPD accreditation

“Recognising & Responding to Domestic Abuse in the Workplace” (CPD 4hrs)





ENHANCED CORE 4: Impact of Domestic Abuse on Children & Young People – Extra Familial Harm (2hr Online)



Introduction: Co-written by Lucy Whittaker & Natalie Queiroz, Survivor of Domestic Abuse & OCN Level 3 Gangs Expert.

Children and Young People are impacted by domestic abuse in the home in a number of different ways both psychologically and physically. The signs are often subtle and for those around them, considering that they may be living in an abusive home, the idea of it 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, leaving those impacted living in a 'state of red alert' every day. This fear, vulnerability and exhaustion leads them to be at risk of significant harm outside the home as well as inside the home.

This Enhanced workshop builds on our Core 4 session 'Impact of Domestic Abuse on Children' and explores the term Extra-Familial Harm. This is a term used to describe the different harms, risks and threats that children and young people may face outside of their family and their home. 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. We explore the correlation with children that have experienced domestic abuse in the home and their subsequent vulnerability to extra-familial harm. We consider the different types of extra-familial harm and look at how we can spot the signs in order to reach out, support and guide them towards a place free from abuse, both safely and effectively.

Ticket Options: Funded or Non-funded

This training is fully-funded for attendees based in Essex; either living, working or delivering work that impacts those within the County. Therefore, for those attendees based outside of the County/UK please ensure you have selected the Non-funded ticket option where there is a small charge of £25 per delegate.

Aims and objectives:

- To build on learnings from Core 3
- To explore the correlation between those that experience domestic abuse and their subsequent vulnerability to extra-familial harm
- To understand the different harms, risks and threats that children may face outside of their family and home
- To build confidence and understanding of the steps to take when reaching out to a child, abused parent or carer
- To explore helpful tools and resources

CPD Accreditation:

Following the attendance of this Enhanced session, plus the pre-requisite Core 3 Workshop, you will then be in a position to complete a short online assessment. Successful completion, will result in being awarded Alpha Vesta's CPD accreditation:

"Impact of Domestic Abuse on Children & Young People" (CPD 4hrs)





ENHANCED AWARENESS: Core 2a Domestic Abuse & Eating Disorders (1hr Online)



Introduction:

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 we often see cases of domestic abuse reach crisis point before anyone realised the abuse was even occurring.

We 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.

Attendees will:-

- 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.

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.

Ticket Options:

- **General Admission (Free)** All attendees are requested to register individually to ensure attendance is recorded for those working towards one of our CPD accreditations and to ensure receipt of the supporting handbook after the session.





ENHANCED AWARENESS: Core 2b Domestic Abuse & Pets (1hr Online)



Introduction:

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.

Attendees will:-

- 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.

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.

Ticket Options:

- **General Admission (Free)** All attendees are requested to register individually to ensure attendance is recorded for those working towards one of our CPD accreditations and to ensure receipt of the supporting handbook after the session.



ALPHA VESTA CPD TRAINING PATHWAYS

1. Community (Core) Training Pathway

2. Workplace Training Pathway

3. Children & Young People Training Pathway

CPD Title

Understanding Domestic Abuse & its Impact (Community Training) 10.5hrs

Recognising & Responding to Domestic Abuse in the Workplace 4hrs

Impact of Domestic Abuse on Children & Young People 4hrs

Objective

To build a fundamental foundation, awareness and understanding of domestic abuse

To build a foundation of workplace policy and procedure development for domestic abuse

To build awareness and understanding of domestic abuse and the impact on children

Attend 2hr 'Core Workshops' in recommended order:

- Core 1: Understanding Domestic Abuse & its Impact
- Core 2: The Complexity of Domestic Abuse
- Core 3: Impact of Domestic Abuse in the Workplace
- Core 4: Impact of Domestic Abuse on Children

Attend 2hr 'Core Workshop'

- Core 3: Impact of Domestic Abuse in the Workplace

Attend 2hr 'Core Workshop'

- Core 4: Impact of Domestic Abuse on Children

CORE

Funding

Our training pathways are fully funded across Essex for those living, working or delivering work impacting the County. For those based outside of Essex, there is a small delegate charge of £25 pp for our Advanced and Enhanced sessions

ADVANCED

ADVANCED (3hrs):

Understanding Risk Support & Safety Planning

ENHANCED Core 3 (2hrs):

Developing a Workplace Response to Domestic Abuse

ENHANCED Core 4 (2hrs):

Impact of Domestic Abuse on Children & Young People – Extra Familial Harm

ENHANCED

Following completion of the 5 workshops. You are now eligible to request and complete our online CPD assessment. Successful assessments will be awarded our CPD Accredited Certificate

Following completion of the 2 workshops. You are now eligible to request and complete our online CPD assessment. Successful assessments will be awarded our CPD Accredited Certificate

Following completion of the 2 workshops. You are now eligible to request and complete our online CPD assessment. Successful assessments will be awarded our CPD Accredited Certificate

Assessment

Other training

Enhanced Awareness: Domestic Abuse & Eating Disorders (1hr)



Enhanced Awareness: Domestic Abuse & Pets (1hr)

DOMESTIC ABUSE SUPPORT & 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

Providing emotional support to anyone in emotional distress and struggling to cope

116 123

Compass

A partnership of domestic abuse services
Providing a response in Essex

0330 333 7 444

NCDV

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

0800 970 2070

AlphaVesta

For employers & employees concerned about a staff member

01245 791281

enquiries@alphavesta.com

