

**COMMUNITY SAFETY UNIT**  
**DOMESTIC ABUSE EARLY INTERVENTION**  
**TRAINING PROSPECTUS RMBC**  
**EMPLOYEES**

A core training programme to equip the workforce with the knowledge, skills, and behaviours to carry out their role in supporting a victim and their family who disclose domestic abuse.



## CONTENTS

### INTRODUCTION

Domestic abuse is a largely hidden crime, occurring mainly in people's homes. It is not just physical or sexual violence; it can include psychological, emotional, or financial abuse as well – in fact this type of abuse is now accepted as a crime, called 'coercive and controlling behaviour.'

Most domestic abuse is perpetrated by men, against women. Men however can also experience domestic abuse. Children are victims too, and even if they are not directly abused themselves, they will suffer emotional scars from witnessing abuse that can last a lifetime.

People affected by domestic abuse or sexual violence exist in all areas of society.

This training Prospectus will provide you with the tools you need to recognise the types of domestic abuse, how to ask about domestic abuse and how to support a victim if they do disclose. The training will be delivered in four parts.

### TRAINING LEVELS

- **Level 1 Training** – this is the minimum level of competence required of all staff and volunteers working with the public.
- **Level 2 Training** – this is the minimum level of competence for all staff to provide an awareness of domestic abuse who are in regular contact with the public.
- **Level 3 Training** – this is the minimum level for front line workers who assess risk of a client and are in regular contact with the public.
- **Level 4 Training** – this is the minimum level required for specialist front line workers, safeguarding leads, and managers to understand the impact of domestic abuse within the cohort they work in and recommendations/lessons learnt from DHR and near miss reviews .

## Training

E-learning is through Virtual College you can access via the learning page search facility.

All courses are in person and booked via RMBC Intranet.

## LIST OF COURSES AND ELEARNING

### **Level 1 – eLearning Virtual College - This is for all RMBC employees.**

This training module will provide you with a general understanding of what is Domestic Abuse.

### **Level 2 – Domestic Abuse Asking the Question/Awareness Raising**

#### ***Half Day - in person***

*This for all employees with little or no previous training or professional experience in domestic abuse and sexual violence but work in the frontline.*

This course provides domestic abuse awareness for professionals in generic services to understand what constitutes domestic abuse, stalking and harassment. It includes the signs, risk factors, safeguarding responses, managing concerns, and making appropriate referrals.

### **Level 3 – Domestic Abuse Risk Assessment and Multi Agency Risk Assessment**

#### ***Half Day - in person***

*This is for all employees who work on the frontline and part of their role is risk assessment of a client's needs.*

This risk assessment training is designed to give you the tools you need to identify a victim's level of risk, and what actions to take as a result. Domestic abuse, sexual violence, stalking and harassment. You will be given guidance in recognising the signs, indicators and behaviours, risk factors and the impact on victims and children. You will have an understanding Multi Agency Risk Assessment Conference (MARAC), key agencies and their process and referral pathways.

**Level 3 - Specialist Training - this training is delivered by Hopian for RMBC employees.**

- **Older Abuse (Half Day) in person**

*Caring through Challenges: Addressing Domestic Abuse in Dementia/Alzheimer's*

- **Child to Parent Domestic Abuse (Half Day) in person**

*Bridging Generations: Understanding and Responding to Adult Child-to-Parent Domestic Abuse*

- **Male Victims (Half Day) in person**

*Breaking the Chains: Recognising and Addressing Coercive Control*

- **Coercive and Controlling Behaviour (Half Day) in person**

*Breaking the Chains: Recognising and Addressing Coercive Control*

**Level 3 – AFDAM – Child-parent Abuse, Drugs and Alcohol: Advanced Skills  
Whole Day - online.**

Book on through [RMBC Public Health Training \(office365.com\)](https://office365.com)

Have a better understanding of child-parent violence.

- Understand the differences and similarities to intimate partner violence (IPV)
- Have a better understanding of domestic violence theories, terminology, and approaches.

**Level 4 – Domestic Abuse Related Deaths formerly DHR**

**Half Day - in person**

*This is for all employees who work on the frontline and team managers.*

This training will look at recommendations following DARD and death by suicide of victims and perpetrators. Lessons learnt, common themes and recommendations from reviews.

Pathways to support for victims and perpetrators with suicidal ideation.

| <b>Training</b>   | <b>Date &amp; Time</b>                            | <b>Location</b>                                       |
|---|---|---|
| <b>DA – Asking the Question</b>   | 30 <sup>th</sup> January 2025<br>10am – 1pm       | Meeting room 2  |
| <b>DASH Risk Assessment and MARAC - DA Training</b>                                   | 27 <sup>th</sup> February 2025 10am – 1pm         | Meeting room 2  |
| <b>Delivered by ADFAM<br/>Child Parent Abuse</b>                                      | 20 <sup>th</sup> March 2025 all day               | Online Session  |
| <b>DA – Asking the Question</b>   | 27 <sup>th</sup> March 2025<br>10am – 1pm         | Meeting room 2  |
| <b>DASH Risk Assessment and MARAC - DA Training</b>                                   | 24 <sup>th</sup> April 2025<br>10am – 1pm         | Meeting room 2  |
| <b>Domestic Abuse Related Deaths including<br/>Suicides of Victim and perpetrator</b> | 21 <sup>st</sup> May 2025<br>10am – 12.30pm       | Rockingham<br>Development Centre<br>Fitzwilliam Room  |
| <b>DA – Asking the Question</b>   | 22 <sup>nd</sup> May 2025 10am – 1pm              | Meeting room 2  |
| <b>DASH Risk Assessment and MARAC - DA Training</b>                                   | 19 <sup>th</sup> June 2025<br>10am – 1pm          | Meeting room 2  |
| <b>DA – Asking the Question</b>   | 17 <sup>th</sup> July 2025<br>10am – 1pm          | Meeting room 2  |
| <b>DASH Risk Assessment and MARAC - DA Training</b>                                   | 14 <sup>th</sup> August 2025<br>10am – 1pm        | Meeting room 2  |
| <b>DA – Asking the Question</b>   | 11 <sup>th</sup> September 2025<br>10am – 1pm     | Meeting room 2  |
| <b>Domestic Abuse Related Deaths including<br/>Suicides of Victim and perpetrator</b> | 24 <sup>th</sup> September 2025<br>10am – 12.30pm | Rockingham<br>Development Centre<br>Wharnccliffe Room |
| <b>DASH Risk Assessment and MARAC - DA Training</b>                                   | 9 <sup>th</sup> October 2025<br>10am – 1pm        | Meeting room 2  |
| <b>DA – Asking the Question</b>   | 6 <sup>th</sup> November 2025<br>10am – 1pm       | Meeting room 2  |
| <b>DASH Risk Assessment and MARAC - DA Training</b>                                   | 4 <sup>th</sup> December 2025<br>10am – 1pm       | Room TBC  |
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**Additional Training needs following DHR reviews and sentencing.**

**Understanding the Trio of vulnerabilities.**

- **Learning consideration current DHR “Grace”.**
- The understanding and impact of the trio of vulnerabilities for individuals experiencing Domestic abuse, mental ill health, and substance misuse.

**Understanding the additional risk of victims who have Adverse Childhood Experiences**

- **Learning consideration to current DHR “Jessica”**
- Victims of ACEs might form trauma bonds with abusive partners, where emotional dependence on the abuser overrides the person’s awareness of the harm being done. This can make it difficult to leave an abusive relationship, even when the person is aware of the danger.

**Recognising Violent resistance/self-defence by victims in intimate relationships**

- **Rotherham DHR 2024**
- His Honour Judge Jeremy Richardson KC, “You were a victim of unrelenting abuse by your wife, you were beaten, abused and grotesquely demeaned, on that day you were attacked brutally by her, you snapped and killed her.

**Additional Training Requirements**

**Recognising the barriers to support for hidden communities.**

- **Apna Haq**