



## **Southend, Essex & Thurrock Domestic Violence and Abuse Training Competencies Overview:**

The Training task and finish group have developed the SET Domestic Violence and abuse Competency Framework. This document provides a summary of the expectation the SET Domestic Abuse Board (SET DAB) has of organisations in relation to the Domestic abuse competencies needed depending on the role and the training and resources available within agencies and across the partnership to support this.

### **SET DAB expectations of organisations:**

SET DAB expects that organisations will have the following in place;

- Domestic abuse included within the organisations learning and development strategy for the workforce
- Identified Domestic abuse champion/lead to be the SET DAB contact and point of contact for staff/volunteers within the organisation
- A commitment to give the Domestic abuse champion/lead support and time to undertake their role
- A commitment to support staff/volunteers in identifying, recognising and responding appropriately to potential and actual domestic abuse across the organisation
- A commitment to ensure the appropriate training is offered and accessed by staff/volunteers
- Promote domestic abuse campaigns internally and externally
- Where possible have domestic abuse intranet pages to raise awareness amongst staff
- Have mechanisms in place to address the emotional impact of the work on staff/volunteers

The SET DAB website is currently in development and will provide information and support on domestic abuse issues, services and training opportunities.

### **SET DAB will ensure:**

- Regular Domestic Abuse newsletters are provided to all on our mailing list. Please contact [Domestic.AbuseEssex@essex.gov.uk](mailto:Domestic.AbuseEssex@essex.gov.uk)
- Ensure the SET DAB website (when developed) has a range of resources and up to date information on the local services.

The table below outlines the Domestic Violence and Abuse Competencies and the universal requirements for all staff- **further details on the additional competencies required for each staff group are available at <http://www.escb.co.uk/en-gb/learninganddevelopment.aspx>**

Competency	Method of delivery/where resources can be accessed
<ol style="list-style-type: none"> <li>1. Basic Awareness of Domestic violence and abuse</li> <li>2. Impact of Domestic violence and abuse on Health of Victims, Children and Communities</li> <li>3. Responding to the Disclosure of Domestic violence and abuse</li> <li>4. Routine/Selective Enquiry</li> <li>5. Risk Identification</li> <li>6. Risk Management and Safety Planning</li> <li>7. Referral Pathways</li> <li>8. Education and training</li> <li>9. Quality and Audit</li> </ol>	<p>In house delivery by domestic abuse champion/lead</p> <p>SET DA Pages –training resources</p> <p>Organisations Intranet pages.</p> <p><a href="#">e-Learning: Domestic Abuse Basic Awareness</a> - This e-learning is provided by Working Together in Essex</p>
<p><b>Universal Competencies- All Staff including volunteers</b></p>	
<ul style="list-style-type: none"> <li>• To be aware of the cross government definition of domestic violence and abuse including what is meant by coercive control.</li> <li>• To be able to recognise individuals whose symptoms or behaviour may indicate that they are more likely to be experiencing or perpetrating domestic violence and abuse.</li> <li>• To understand personal responsibility to follow organisations safeguarding policy regarding child protection and adult safeguarding procedures, when domestic violence and abuse is identified.</li> <li>• To know how to safely report witnessing or the disclosure of domestic violence and abuse.</li> <li>• To be aware of referral pathways to your organisations specialist domestic violence and abuse practitioners.</li> <li>• To understand responsibilities and pathways for referral of safeguarding children and/or safeguarding adult concerns.</li> <li>• To be aware of national domestic violence helplines.</li> </ul>	