

Overview of Solace Training Programmes

Solace Women's Aid
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About Solace Women's Aid

Solace Women's Aid exists to end the harm inflicted through gender-based violence. We know that women all across the UK are experiencing domestic and sexual violence right now. We also know that disclosing abuse can be one of the hardest things a survivor will ever have to do. This is why it's so important that we are here and why we invite you to join us in our commitment to end gender-based violence and ensure that women and girls can live a life free from violence and abuse.

About Solace Training

The Solace Training Programme supports our corporate and community partners network to create a safe and inclusive workplace culture. All of the work that Solace does in our training programmes is underpinned by 50 years of specialist experience in the field, feeding in insights from our front-line staff and expert advisors to ensure our training packages draw on cutting-edge best practices and research and address emerging issues.

The proceeds from our training and consultancy directly fund Solace's frontline services for survivors of abuse. By taking part in our programmes, you are equipping your team with essential skills and knowledge on supporting survivors, while also helping to sustain vital services such as refuges, domestic and sexual abuse helplines, and specialist support for children and young people, so they can reach those who need them most.

Programme Overview

We invite your organisation to work with our dynamic and innovative Training and Consultancy Team, to create and deliver training and learning schedules with key identified outcomes for your staff, Senior Management and Trustees.

Our training provides valuable education, engages staff with Solace and the work we do, and invites staff involvement in internal abuse awareness strategies. We know that engaging with the topic of domestic and sexual abuse can be difficult. This is why our sessions, delivered by our expert team of trainers, offer a safe, inclusive and personable space for team members' personal and professional learning and growth.

Our training and consultancy team can also work with your HR function to review and develop policies and procedures to establish your workplace as an 'employee supportive and abuse aware' organisation.

Overview of Training Programmes

Understanding Domestic Abuse and Coercive Control (3 hours)

For many survivors of domestic abuse, telling someone is one of the hardest things they will ever have to do. For those providing services to survivors, handling a disclosure around an issue as sensitive as domestic abuse can be a daunting task, requiring skill and know-how. In this session, participants will gain a deeper understanding of the experience of survivors of domestic abuse and coercive control, identify risk factors and signs, learn about the impact of abuse and explore best practice around responding to a disclosure and offering further support.

Supporting Staff and colleagues Impacted by Domestic Abuse and Stalking (5 hours)

This session will raise awareness around how domestic abuse can impact people at work, what the barriers to seeking help can be and how they can best support a member of staff who is affected by this. This training will cover how to spot signs of abuse, how these signs might look different for different people, how to respond if a member of your team discloses that they are experiencing domestic abuse, thinking about staff safety and wellbeing, and signposting on to specialist support.

Sexual Harassment in the Workplace (1 hour)

In this session, participants will gain an understanding of Violence Against Women and Girls and will learn what sexual harassment is, as defined by the Equality Act. Moreover, this session will delve into strategies for confronting harmful narratives that either perpetuate or downplay sexual harassment in various settings, including the workplace. By blending real-life scenarios with the guidance of our expert trainer, participants will leave equipped with the skills to confront sexual harassment and offer support to those experiencing it.

Sexual Harassment in the Workplace for Managers (2 hours)

This training delves deeper into how to support staff or colleagues who are experiencing sexual harassment. This will include an overview of the new changes to the Worker Protection Act, what to do if someone discloses that they are experiencing sexual harassment, how to respond, and how to signpost avenues for support. Participants will leave this training with greater confidence in their understanding of sexual harassment and ways to prevent it, manage disclosures, and signpost avenues for support.

Being a Positive Bystander (2 hours)

There are many situations we might come across that make us feel like we want to intervene or take some kind of action. Your employees may witness a behaviour or situation on their way to work or in the workplace, and they will need to know how to react. This 2-hour session looks at identifying situations where we might want to intervene, and practical

strategies for doing so. We will explore what it means to be a positive bystander, how to consider the benefits and risks of taking action, and what to do if you're not able or don't feel safe to intervene. After participating in this training, team members will feel more empowered and confident to take action, speak out and stand up for a positive and safe culture in the workplace and beyond.

Trauma Informed Practice for Frontline Practitioners (5 hours)

In this all-day session, participants will learn about the definitions and dynamics of trauma, the impact of trauma on the body and brain for survivors of abuse and how survivor's experiences might intersect with multiple barriers and disadvantages. Through a combination of group discussions, reflection, and our facilitator's expertise, participants of this training will gain an understanding of how frontline practitioners can develop a trauma-informed approach when working with both service users and staff.

Multi-Agency Risk Assessment Conference (MARAC) Training (2 hours)

In this two-hour session, training participants will learn about the MARAC process and their role within it and gain a deeper understanding of MARAC as part of a multi-agency response to domestic abuse. Participants will also learn practical skills such as how to make a referral into MARAC, how to present a case at MARAC, how to engage in risk assessments and safety planning and the appropriate follow up actions from MARAC.

DASH Risk Assessment Training (5 hours)

During this training, attendees will acquire insight into ACPO/NPCC DASH RIC process and develop a comprehensive understanding of high-risk factors. Through the exploration of case studies on domestic abuse, coercive control, and stalking, participants will gain an understanding of the gendered nature of abuse to help inform the development of safety plans. Finally, participants will also be equipped with the skills to approach situations from a trauma-informed standpoint.

Solace's Champions Programme

Solace's Champions Programme has been running for over five years. In this time, we have successfully trained nearly 500 domestic abuse champions. Upon completing this accredited course, you will acquire 6 CPD points and a certificate, as well as having access to our Champions Network. The network is made up of all our Champions across London.

Solace's Champions programme consists of 8 workshops that are typically delivered across 4 days (2 sessions per day, 10am-12pm followed by 1pm-3pm with a lunch break).

Champions workshops:

Workshop 1: Understanding domestic abuse and responding to a disclosure

Workshop 2: Understanding myths and barriers to reporting

Workshop 3: Understanding risk

Workshop 4: Safety planning, sources of support, and options available to survivors

Workshop 5: Trauma informed practice

Workshop 6: Supporting children and young people

Workshop 7: Working with perpetrators of domestic abuse

Workshop 8: Being a champion, promoting best practice and maintaining resilience

Trainings can be facilitated either online or in person depending on the client's preference. Following the completion of the course, participants will receive a certificate recognizing their achievement, and will receive 6 CPD points.

Working with Older Survivors of Abuse/Carer Abuse (5 hours)

This training covers topics related to supporting older survivors of abuse including what economic and financial abuse look like, the impact of abuse on women, especially those with care and support needs, an understanding of carer abuse and how to spot the signs and symptoms of carer abuse and provide support for survivors.

Supporting Children and Young People Impacted by Domestic Abuse (5 hours)

This training provides participants with an understanding of the dynamics and impacts of abuse on children and young people, the impact of domestic abuse on child development and how to manage disclosures of abuse from children and young people and signpost avenues for support.

Bespoke Training Options

Solace is also pleased to design bespoke training programmes to align with the specific learning objectives of each client. Please get in touch if you'd like to explore this option.

Programme Delivery

Trainings can be delivered virtually, or in-person and can accommodate up to 40 participants online or 22 participants in person. Please note that if you prefer the training to take place face-to-face there will be additional charges to cover the cost of our trainers' travel.

A schedule for delivery of the training will be arranged once the training has been agreed. In the case of in-person delivery, training will be held at premises identified by the host organisation.

The host organisation is responsible for:

- Providing a suitable venue, necessary IT equipment, e.g. a laptop/computer and projector, and any refreshments
- Ensuring the needs of the participants are met, e.g. accessibility needs, dietary requirements etc. and communicating them to Solace at least 2 weeks prior to the training, where necessary
- Confirming the number of participants at least one week prior to the date of the training
- Informing the trainer of any health and safety issues on the day e.g. fire exits, fire drills etc.
- Covering the travel costs of our trainers

If you'd like more information, including costing, of any of the above trainings, please contact training@solacewomensaid.org. Many thanks for considering Solace Women's Aid for your training and we look forward to working with you.