

# SUNFLOWER NEWS



A newsletter for Hertfordshire domestic abuse, violence against women and girls, homelessness and multiple disadvantage networks.

# #19

## October 2024



## NATIONAL NEWS

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### **Police Perpetrated Domestic Abuse: Has anything really changed since the 2020 super-complaint?**

A new report – published by the [Centre for Women’s Justice](#) on 18 September – highlights continued challenges to reduce the levels of domestic abuse by police officers and the continued struggle within policing to recognise and tackle the abuse of power; noting ongoing problems with case investigation for many and a lack of understanding on the part of investigating officers of the issues that arise where the abuser is a police officer.

The report, [POLICE PERPETRATED DOMESTIC ABUSE: Has anything really changed since the 2020 super-complaint?](#) looks at the commitment and progress policing and the government have made since the super-complaint in 2020 and when VAWG was added to the [Strategic Policing Requirement](#) in 2023.

## WHAT’S INCLUDED?

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## Domestic Abuse, Sexual Violence and Women with Learning Disabilities, Autism or Both - A Guide for Social Care Services

People with learning disabilities are three times more likely to experience domestic abuse, and in the last year alone it has happened to nearly 1 in every 5 people.

A survey by the Us Too project carried out amongst girls and women with learning disabilities, autism or both found that:

- 17% think it is OK if their partner assaults them, but then says sorry and buys them chocolates.
- 18% think it is OK if their partner tells them what to do the whole time.
- 31% have never heard of domestic abuse.
- 100% don't know how to contact their local domestic abuse services.

The Us Too team was a group of women with learning disabilities, autism or both who had experienced domestic abuse and/or sexual violence.

[Read more ...](#)

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### New Powers for Judges Makes Early Engagement with Mediation Vital

You may be aware that earlier this year the Domestic Abuse Commissioner's (DAC) Office launched [VOICES at the DAC](#) – an online platform for survivors to connect with the Domestic Abuse Commissioner, hear sector news and also *hear of opportunities to share their voice and influence change*.

They have had 700 survivors sign up so far, and would like to encourage you to share the details of the VOICES at the DAC platform, with victim-survivors in your area. The DAC Office will be sending out an invite soon to members to attend a survivor webinar with Nicole Jacobs, which is being hosted on October 17<sup>th</sup> 2024.

The next newsletter will also be published at the end of October, and they will be sharing with members a current list of national and regional survivor engagement opportunities. If you would like to promote your upcoming survivor engagement activity, whether that be surveys, one off engagement or continuous "Experts by experience" groups, please complete the form which is on the [VOICES](#) webpage. If you scroll to "submit a survivor opportunity" you will see the embedded form there.

Please complete and return the form to [voices@domesticabusecommissioner.independent.gov.uk](mailto:voices@domesticabusecommissioner.independent.gov.uk) by October 7<sup>th</sup>.

## **New measure set out to combat Violence Against Women and Girls (VAWG)**

On Friday 20 September, the Home Secretary (Rt. Hon. Yvette Cooper) announced new plans to strengthen the police's fight against violence towards women and girls and provide better protection for those subjected to domestic abuse.

The [Government's new measures](#) to embed domestic abuse specialists in police force 999 control rooms across the country mark a fundamental step in the government's pledge to halve violence against women and girls in the next decade. The specialists will advise on risk assessments, work with officers on the ground, and be backed up by dedicated teams to improve the police response.

Forming part of 'Raneem's Law', in memory of Raneem Oudeh and her mother Khaola Saleem, who were murdered by Raneem's ex-husband in 2018, the new measures will be supported by national statutory guidance to ensure calls for help are treated with the urgency needed so that specialist support can be accessed straight away. A pilot will be launched in a number of targeted (yet to be announced) police forces from early 2025.

A further pilot from November will launch the new [domestic abuse protection orders](#). The new orders will go further than current powers and include: making it a legal requirement for perpetrators to inform the police of any change in name or address, imposing electronic tagging, ordering assessments for behaviour change programmes, and removal of the maximum order duration (currently 28 days). They will also be extended to cover all forms of domestic abuse and widen application pathways to include: family and civil courts, third parties such as local authorities, charities and social services, and allow those subjected to domestic abuse to apply directly themselves.

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## **Extra support for women through the criminal justice system announced**

On 24 September, the Lord Chancellor announced [plans to reduce the number of women in custody](#) by using early intervention and tackling the root causes of offending.

The Government are establishing a Women's Justice Board bringing together senior leaders in the criminal justice system, charities and government departments. The Women's Justice Board will meet regularly to discuss and implement ways to intervene earlier before women's offending becomes serious and better tackle the root causes of their offending, including enhancing alternatives to prison through a new strategy to be published in the spring. The Board will be chaired by Lord Timpson, Minister of State for Prisons, Probation and Reducing Reoffending and will be accountable to by experts recruited from the voluntary and community sector to a new Women in Justice Partnership Delivery Group.

This comes alongside the announcement that free independent legal advocates will be in place from next year to support adult victims of rape across England and Wales.

## Adult victim-survivor's journey through a sexual violence support service in Essex

A [Better Outcomes through Linked Data \(BOLD\)](#) report, which explores an adult victim-survivor's journey through a sexual violence support service in Essex, was published by Ministry of Justice on 19 September.

[The report](#) comes after a 4-year cross-government programme led by the Ministry of Justice, created to show how people with complex needs can be better supported by linking and improving the government data held on them in a safe and secure way. The BOLD Programme is a government data-linking programme which aims to improve the connectedness of government data in England and Wales, and was initially focused on reducing homelessness, supporting victims of crime, reducing substance misuse and reducing reoffending.

In concluding the research, the report identifies the need for a holistic understanding of victims' needs and their experiences of the Criminal Justice System and support services in order to ensure policymakers are enabled to make data-driven and evidence-based decisions to develop effective policies and interventions.

The findings suggest that third sector support services may be key organisations in the victims' data landscape to support this and provides detail of what the data tells us about the experiences, needs and wishes of those victims';

- Many present to the service with multiple and complex needs, primarily related to poor mental health.
- Many wait for more than two years before reaching out to seek support from specialised services - and a higher prevalence of poor mental health was found within this cohort.
- The largest level of attrition from the service happens after the initial referral and before completing an assessment of needs - many are referred by the police soon after the incident.

Although the sample of data analysed findings cannot be generalised, it represents steps to help realise the potential benefits, insights, and context that data collected in a third sector support service environment can provide to the wider landscape and affirms the importance of data standards across organisations.



## Get ready for World Mental Health Day: 10 October 2024

With [World Mental Health Day](#) soon approaching the Department of Health and Social Care are asking for your help.

This year's global theme is '[It is Time to Prioritize Mental Health in the Workplace](#)'. Please help raise awareness of the support available for people struggling with their mental health, by signposting to the free, NHS-evidenced support available through the [Every Mind Matters website](#).

Find out what you can do and visit the [Campaign Resource Centre](#), where you'll find a wealth of Every Mind Matters resources to help you support and amplify the awareness day, including assets for use on social media, posters, web banners and infographics.

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## Kick it Out: Sexism and Misogyny Report 2024

On 11 September [Kick It Out](#) launched a new campaign to tackle sexism and misogyny in football, and help meet their aim to make sure football is a game for everyone by putting equality and inclusion up front to tackle all forms of discrimination.

Supported by Sky Sports, [Her Game Too](#) and [White Ribbon](#), [the campaign](#) responds to new research commissioned by the charity showing that over half (52%) of women fans have experienced sexist behaviour or language on matchdays, and 85% of those surveyed stated they had never reported their experiences – largely due to thinking that they wouldn't be believed or taken seriously.

The new [Sexism and Misogyny Research](#) 2024 sets out the sexist and misogynistic experiences of over 1,500 regular match-going women; highlighting what needs to be done to enable a fully inclusive experience for fans and underlining the importance of the football clubs and authorities acting on reports of sexism.

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## Workers Protection Act 2023: Workplace Sexual Harassment duties

Responding to the alarming rates of harassment in UK workplaces, with disabled individuals, racially minoritised women, and young women experiencing disproportionately high rates the Workers Protection Act 2023 comes into effect from 26 October.

[The Act](#) introduces a new anticipatory duty on UK employers to actively prevent and address sexual harassment in the workplace, or face penalties if found to be negligent in protecting their staff of such behaviour and represents a crucial step toward creating a work culture where every employee can thrive, free from harassment.



## 'You have a voice' campaign

The Independent Office for Police Conduct (IOPC) have launched a campaign – '[You have a voice](#)' - to raise awareness amongst women and girls about their right to complain if they have ever been made to feel unsafe, uncomfortable, or dismissed by the police.

Acknowledging that Women and girls who are subjected to abuse are often left with the trauma of their experience; this campaign also intends to empower and help build trust and confidence among women or girl victims and survivors, and those who support them, to complain.

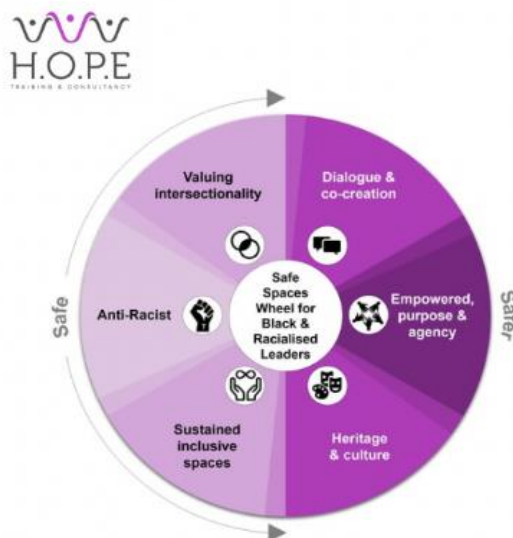
You can find out more on the [IOPC campaign pages](#) and download the [Advocates information pack](#) for guidance for professionals supporting women and girls in navigating the police complaints process.

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## Addressing a Critical Need: Creating Safe Spaces for Black and Racialised Leaders within VAWG

On 17 September, [H.O.P.E Training and Consultancy](#) announced a new initiative [The Safe Spaces Wheel: A Framework for Inclusive Leadership](#) to address the necessity of creating environments where Black and Racialised leaders can bring their whole selves to work and be truly valued.

The framework aims to support reshaping the landscape of leadership and organisational culture, through recommendations for cultivating culturally responsive leadership.



## LOCAL & PARTNERSHIP NEWS

### Impakt Networking Event

IMPAKT will be hosting the next professional networking event on White Ribbon Day, Monday 25<sup>th</sup> November 2024 10am – 12pm. This will be held in the group room in the Ernest Gardiner Centre, Pearsall Close, Pixmore Avenue, Letchworth, Herts, SG6 1QZ – please note there is no onsite parking but there is plenty of free, on-street parking, nearby. Please confirm your attendance by 5pm on Friday 22<sup>nd</sup> November, either by calling 0300 3735677 or by emailing [dastreferrals@impakt.org.uk](mailto:dastreferrals@impakt.org.uk)



We would like to give colleagues the opportunity to speak about their service at this event. This needs to be no more than 5-10-minute verbal presentation about your service and referral pathways etc. You may also wish to inform colleagues of any White Ribbon Events that you are hosting. Could you please email me directly at [sarah.cowen@impakt.org.uk](mailto:sarah.cowen@impakt.org.uk) if you would like to book one of the slots.

If there are any colleagues who you feel would benefit from this invitation, please do pass it on to them. We look forward to seeing many of you in September.

### Herts J9 Sunflower Champions Network Event

**Herts J9 Sunflower Champions network event:  
Recognise, Respond and Refer  
Friday 18 October 2024  
10.00 - 12.00**

Quarterly **online** champions network event  
Open to all current or prospective Herts Sunflower Domestic Abuse Champions

Agenda:

- National and local updates from Safer Places and Hertfordshire County Council
- Refresher training: Recognise, Respond and Refer
- Networking and champion led discussion

More details:

For this quarter, we are turning the floor over to you! The meeting will start with a short refresher training session led by Safer Places on how to recognise domestic abuse, respond appropriately and refer victims on to support. Following this, you will be given time to discuss some current issues, speak with and learn from each other, as we foster a stronger network of domestic abuse champions across Hertfordshire.



HERTFORDSHIRE  
**domestic abuse**  
PARTNERSHIP



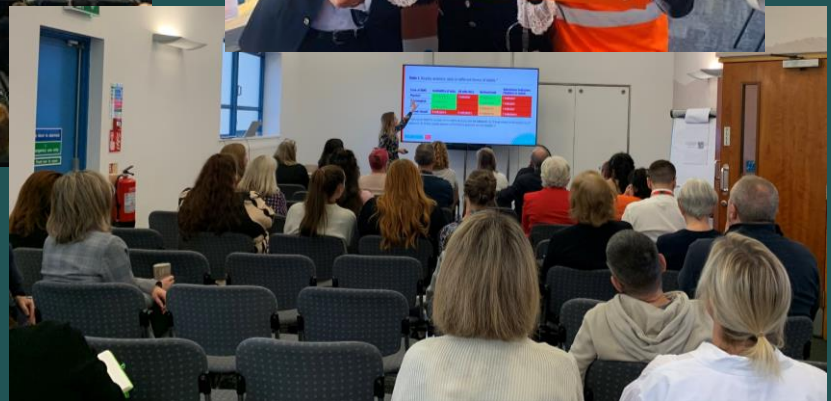
If you are interested in attending, please [book](#) your place today!

# HERTFORDSHIRE VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) FESTIVAL OF PRACTICE

## Part 1/2

On Tuesday 17 September, professionals from across the Hertfordshire Violence Against Women and Girls (VAWG) sector gathered for a full-day **Festival of Practice, focused on tackling VAWG.**

The goal of the Festival of Practice was to highlight, celebrate and learn from examples of good practice being delivered elsewhere in response to VAWG, and consider how we can incorporate them into our service delivery in Hertfordshire.



The agenda included the following topics:

- Initiatives to tackle Female genital mutilation/cutting (FGM/C)
- Victims of VAWG with no recourse to public funds (NRPF) status
- Data collection for VAWG
- Supporting victims and survivors with disabilities
- Supporting women in the sex industry
- Using the power of football to tackle VAWG
- Spiritual & ritual abuse in the UK
- Change through effective co-production
- Stalking
- Issues facing the police and criminal justice systems when it comes to addressing crimes against women and girls

Attendees also had ample opportunity for networking with one another and learning about services already operating in Hertfordshire via the stalls marketplace.



## HERTFORDSHIRE VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) FESTIVAL OF PRACTICE

### Part 2/2

The Festival of Practice was organised and run by Hertfordshire County Council on behalf of the Hertfordshire Domestic Abuse and Violence Against Women and Girls Partnership. It was attended by approximately 150 professionals from partner agencies including the NHS, Office of the Police and Crime Commissioner, NHS trusts, District & Borough Councils, and numerous specialist DA & VAWG services.

Our attendees shared the following feedback about the event:

- “A fantastic opportunity to bring people together to help tackle VAWG across Hertfordshire.”
- “The speakers were really informative around subjects that do not often get spoken about.”
- “Being my first VAWG conference- I thoroughly enjoyed it. The speakers, venue, staff and food was amazing. I feel my passion for VAWG was relit...”
- “I am inspired to learn more now around the subject matters such as FGM/C and stalking and I am doing that in my own time. I have recommended the Conference to my colleagues who hope to be able to attend next year.”
- “A truly excellent conference. The team should be really proud of a well-organised and well-executed day. It felt seamless from the attendee perspective...”
- “I hope this becomes an annual event for the County the opportunity for people to network in this environment is priceless.”



If you attended the Hertfordshire VAWG Festival of Practice but have not yet filled out the **feedback survey**, you can do so here: <https://surveys.hertfordshire.gov.uk/s/YJMADZ/>

For a copy of the Festival of Practice presentations, please email [strategic.partnership@hertfordshire.gov.uk](mailto:strategic.partnership@hertfordshire.gov.uk).

And finally, we are currently reviewing the VAWG training on offer for the Hertfordshire DA & VAWG Partnership. **Please let us know what training, if any, you or your organisation would benefit from in relation to VAWG** via [strategic.partnership@hertfordshire.gov.uk](mailto:strategic.partnership@hertfordshire.gov.uk).



## Hertfordshire Housing Advocacy Service

### INFO PACK & REFERRAL FORM

From the 1<sup>st</sup> October 2024, Refuge will be delivering the Hertfordshire Housing Advocacy Service. The service will operate between 9am – 5pm Monday – Thursday and 9am – 8pm on Fridays.

Refuge is the largest specialist domestic abuse organisation in the UK. On any given day our services support thousands of survivors, helping them to overcome the physical, emotional, financial, and logistical impacts of abuse and rebuild their lives — free from fear.

- **Housing Advocates:** Specialist support for survivors of domestic abuse with complex housing issues. Co-located within each district council to offer support to staff and assist in the referral process. The Housing Advocates will work in a trauma-informed way, advocating on the behalf of survivors.
- **Multi Disciplinary Teams:** The Housing Advocates are available to be part of the multi-disciplinary teams for homelessness to offer specialist advice around domestic abuse needs.
- **Training Offer:** The Housing Advocacy team can deliver all districts domestic abuse awareness training, to ensure that housing officers are able to support victim/survivors of domestic abuse who do not need or want the support from an advocate.

The service is available to those living in Hertfordshire, or who intend to flee to Hertfordshire, and who have experienced domestic abuse, including:

- Domestic abuse
- Rape, sexual abuse
- Stalking and harassment
- Female genital mutilation (FGM)
- Forced marriage
- So-called 'honour'-based abuse

Housing Advocates will contact all referrals within 24 hours. Where there is an emergency housing need, contact will be made within the same day to ensure effective support is offered.

For more information, please refer to the information pack attached to this newsletter.

## You and Me Mum Course - SADA

SADA are now offering a You and Me Mum Course which is held in the evenings to support those who have work and other commitments during the day. So far, after running the session for 2 weeks feedback has been really positive, and therefore, they are running the course every Wednesday evening from 7pm to 8.30pm.

If you would like to refer anyone to this course, please send the clients name and email address to [SADA@stevenage.gov.uk](mailto:SADA@stevenage.gov.uk) and state what support you are looking for them to be referred to.

SADA will be releasing the dates for October on their Friends Of SADA socials soon.

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## Help us to expand the Hertfordshire Domestic Abuse Co-Production Panel

We are growing the Hertfordshire Domestic Abuse Coproduction Panel so that it can be diverse and inclusive, enabling us to connect with a wider network of people. We are keen to hear from, select and connect with people who are survivors of domestic abuse, whose experiences will contribute to making a difference in services. We are especially interested in hearing from:

- People from the LGBT+ community
- People from minoritised and migratised communities (including people with insecure immigration status and people with No Recourse to Public Funds (NRPF))
- Vulnerably housed and homeless people especially street homeless women who are at high risk of domestic abuse and other forms of VAWG
- Care experienced people
- People with disabilities
- Younger people (aged 18-30) and older people (over 60)

We aim to welcome seven new members by June 2025. If you know anyone who might be interested, or if you want to connect with the panel yourself (or find out more), please contact [dacoproductionpanelherts@safelives.org.uk](mailto:dacoproductionpanelherts@safelives.org.uk)



**Herts DA Coproduction Panel**

## 16 Days of Activism to end gender-based violence: 25 November to 10 December 2024

The [16 Days of Activism against Gender-Based Violence](#) is an annual international campaign that runs from 25 November (International Day for the Elimination of Violence against Women) to 10 December (Human Rights Day). It aims to raise awareness of and advocate for an end to violence against women and girls, addressing issues such as child marriage, female genital mutilation, digital violence, intimate partner violence, and sexual assault.

Hertfordshire's Domestic Abuse and VAWG Partnership supports the campaign each year, with organisations and individuals from across Hertfordshire coming together to co-ordinate a partnership approach to raising awareness of gender-based violence and support services available in the county.

Two key campaigns supported by the Hertfordshire Domestic Abuse and VAWG partnership include:

### ***White Ribbon Day: 25 November 2024***

Violence against women and girls is rooted in harmful masculine norms. Starting with men, we must address the attitudes and behaviours that contribute to a fear of violence for women in their day-to-day lives.

This White Ribbon Day, we're encouraging men to hold themselves accountable to women, and to each other, so we can affect positive behaviour change to transform harmful cultures. Gender equality is key to making this culture change happen. Gender equality is achievable if men and boys understand and assume their responsibility as allies.



### **How can you get involved?**

- Make the white ribbon promise and wear your white ribbon.
- Use White Ribbon resources to raise awareness with your colleagues, friends, and family.
- Make a donation to [whiteribbon.org](http://whiteribbon.org) to support their work, or to local services supporting women and girls in Hertfordshire.

**[#ItStartsWithMen](#)**

**[whiteribbon.org.uk/wrd24](http://whiteribbon.org.uk/wrd24)**



## Orange the World: 25 November to 10 December 2024

'Orange the World' is a UN Women campaign, encouraging public buildings, spaces, organisations, and individuals to use the colour **orange** to raise awareness of violence against women and girls. The colour orange represents a brighter future, free from violence.

**#OrangeTheWorldHerts**



### How can you get involved?

You are encouraged to take part in a variety of ways, such as wearing orange during 16 Days of Activism, lighting up your building or displaying posters and orange balloons in your window. Get creative! Alongside 'Oranging' the world, why not hold an awareness raising workshop or attend an existing partnership event.

### Soroptimist International St Albans & District Orange the World Herts programme 2024

ALL are welcome to attend any of the events below, wear orange and join likeminded individuals to [#CallitOut](#) this 16 Days of Activism

- **Mon 11 Nov: Orange the World Call to Action** (online meeting) with guest speaker Annie Brewster, High Sheriff of Hertfordshire, 7.30pm – 9pm (Zoom)
- **Mon 25 Nov: St Albans Museum and Gallery 'Orange light up'** – the official St Albans launch of Orange the World Herts 2024, from 4pm (In person event)
- **Wed 27 Nov: Hertfordshire's County Hall 'Orange light up'** in partnership with Hertfordshire County Council, with guest speakers and lighting up ceremony, from 4pm (In person event)
- **Thu 28 Nov: Harpenden Orange the World Herts Launch Event 2024**, Park Hall, 2pm-4pm (In person event)

More details, info pack and posters can be found [here](#)

### Are you planning an event for 16 Days of Activism? Tell us about it!

In next month's newsletter we will be sharing a full calendar of events happening across the Partnership over 16 Days of Activism.

Please tell us about what you will be doing for White Ribbon Day, Orange the World, and 16 Days of Activism, so that we can promote the great work you are doing.

Send us your event information to [sunflower.news@hertfordshire.gov.uk](mailto:sunflower.news@hertfordshire.gov.uk) by **5pm, Wednesday 30 October 2024** to be featured in the November edition.

## HERTS SUNFLOWER CHAMPIONS NETWORK TRAINING & EVENTS CALENDAR 2024/25



Herts  
Sunflower

### What is the Herts Sunflower Champions Network?

The Herts Sunflower Champions Network underpins the efforts of the Hertfordshire Domestic Abuse and Violence Against women and Girls Partnership to work in a coordinated and consistent manner across frontline service delivery, develop training and awareness, raise public confidence, and create better opportunities. With a network of eyes and ears around Hertfordshire, there's a better chance to ensure that no-one experiencing domestic abuse is left isolated and without the support they want.

[Find out more about the champions network and the different levels of champion here.](#)

### To become a champion:

1. Read and complete the Champion application form (can be found via the link above)
2. Return your application form to [strategic.partnership@hertfordshire.gov.uk](mailto:strategic.partnership@hertfordshire.gov.uk)
3. Book onto your required level of training using the links below:

### NEW TRAINING DATES:

#### J9 Community Champion Domestic Abuse Training

- Wednesday 11 December 2024, Online 10.00 – 13.00 [Book HERE](#)
- Tuesday 11 February 2024, Online 10.00 – 13.00 [Book HERE](#)

We also hold quarterly online Champions Network Meetings, with guest speakers, training, and networking opportunities. ALL champions or prospective champions are welcome to attend:

**Herts Sunflower Champions Network meetings are open to all current or prospective champions. NEXT MEETING IS THIS MONTH:**

**Theme: Recognise, Respond and Refer**

**Friday 18 October 2024, Online 10.00 -12.00 [Book HERE](#)**

This quarter, the meeting will start with a short refresher training session led by Safer Places on how to recognise domestic abuse, respond appropriately and refer victims on to support. Following this, you will be given time to discuss some current issues, speak with and learn from each other, as we foster a stronger network of domestic abuse champions across Hertfordshire.

## A New Chapter for Future Living Hertford

Future Living Hertford are pleased to share their latest blog, in which newly appointed CEO, Emma Fleming introduces herself after taking over the role from former CEO and Founder, Sandra Conte, in August.

Find out more about Emma and the Future Living Hertford mission by reading the full blog post: [A new chapter for Future Living - By Emma Fleming - Future Living Hertford](#)

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## Residents and businesses asked for views on policing, crime and community safety in Hertfordshire

Hertfordshire residents and businesses are being encouraged to share their views on future policing and crime prevention priorities by the Police and Crime Commissioner, Jonathan Ash-Edwards.

All residents and those who work in the county are invited to shape the PCC's new Police and Crime Plan which sets strategic priorities for Hertfordshire Constabulary on behalf of the public. PCCs are legally required to set a Police & Crime Plan in their first year in office.

Mr Ash-Edwards wants to hear from a wide-range of people on their thoughts and experiences on policing and crime in the county.

The online surveys have been launched to seek feedback on:

- How safe you feel in your local community.
- Your assessment of police performance.
- Priorities for police resource allocation.

Residents can have their say at <https://bit.ly/HertsPCCPlan> or by using the QR code below.



Businesses can take the survey at <https://bit.ly/Herts/PCCBusiness> or by using the QR code below.



The consultations will run for four weeks until 27<sup>th</sup> October and are open to anyone who lives, works or has a business in Hertfordshire.

## RECRUITMENT, LEARNING & DEVELOPMENT

### Safeguarding Futures: Free Training Seminar for Social Workers and Police Officers on address to Child Marriage – Karma Nirvana

Karma Nirvana is offering a free training seminar for social workers and police officers which will be delivered by their Executive Director, Natasha Rattu. The seminar will provide essential guidance and knowledge to enhance the identification, prevention and response to child marriage cases.

The seminar will cover the following:

- Impact of recent legal changes
- Understanding Child Marriage
- Case Studies and Best Practices
- Inter-agency Collaboration
- Repatriation and Legal Procedures

**Date:** Thursday 28 November 2024

**Time:** 10am – 12pm

**Location:** Virtual

[Register today to secure your place](#)

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### CARA (Cautioning & Relationship Abuse) Facilitator – The Change Project

The Change Project are looking for a part time CARA facilitator reporting to the DA Programme Lead. The position is on a part time basis and 26 weeks of training will be provided.

Contract: 1 year (with possible extension)

Salary: £16.47 an hour

Closing Date: Friday 18<sup>th</sup> October

Further information including the full job description and recruitment pack is available on The Change Project [website](#)

Should you wish to discuss this role before application contact please contact Clare Whalley, DA Programme Lead, [clare.whalley@thechangeportfolio.org](mailto:clare.whalley@thechangeportfolio.org)

Please complete the full recruitment pack and send this to [clare.whalley@thechangeportfolio.org](mailto:clare.whalley@thechangeportfolio.org) along with your CV.



## ‘Preventing sexual harassment in the workplace’ – The Change Project

From October 2024, the Worker Protection Act comes into effect. Workplaces will have new legal duties to ensure they take reasonable steps to prevent sexual harassment in the workplace.

The Change Project is providing ‘preventing sexual harassment in the workplace’ training for all workplaces. The training is tailored to the individual needs of the organisation. The Change Project will meet with organisations for a consultation and assessment prior to conducting the training.

Should you be interested in booking training for your workplace or would like more information, please get in contact with our training and development team: [training@thechangeportfolio.org](mailto:training@thechangeportfolio.org)

Other Change Project training coming soon:

Bystander intervention and domestic abuse webinar

Myths, beliefs and attitudes webinar

Professional Boundaries and working with domestic abuse webinar

History, theory and cycle of domestic abuse webinar

To find out more information and to join our webinars: <https://www.thechange-project.org/professionals/training-programmes>

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## Inclusive Job Fairs in Stevenage and Hemel Hempstead open for booking!

**Step2Skills are delighted to unveil details of their next upcoming Inclusive Job Fairs, for which you can now book tickets!**

The Inclusive Job Fairs, being held in Stevenage and Hemel Hempstead are aimed at residents with barriers or challenges to work, such as learning and physical disabilities, sensory needs, mental health conditions and neurodiversity.

- Find out about local job opportunities and the skills that employers are looking for
- Chat with the Step2Skills Employment Support team
- BSL (British Sign Language) Interpreter available all day
- 12 - 1pm Low sensory/ Quiet Hour

**Stevenage:** 24<sup>th</sup> October 2024 at Lounge 76, Stevenage Football Club, 10am to 3pm [Book tickets here](#)

**Hemel Hempstead:** 27<sup>th</sup> November 2024 at Everyone Active, Hemel Hempstead, 10am to 3pm [Book tickets here](#)

**BSL videos** are available to watch on our YouTube channel – [Stevenage](#) and [Hemel Hempstead](#)

## Qualification opportunities this Autumn with Step2Skills

Among the courses on offer from Step2Skills this autumn are these two qualification courses, perfect for career progression.

**Level 1 Award in Preparing to Work in Schools** - A 10-week course, starting on Friday 15<sup>th</sup> November, which gives learners an understanding of the teaching and learning environment in a school setting.

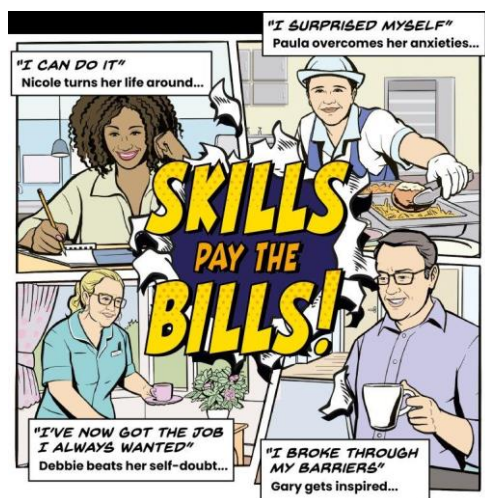
Note that prior to this, on Friday 5<sup>th</sup> October, an introductory 5-week course to Working in Schools starts. There are still 5 spaces remaining on this course, which acts as a great stepping stone to the longer, qualification course.

**Level 2 Certificate in Team Leading** - An 11-week course, starting on Tuesday 12<sup>th</sup> November, which gives learners the tools and techniques to support them as they look to progress at work.

Both courses can be booked via the Step2Skills website at [www.step2skills.org.uk/courses](http://www.step2skills.org.uk/courses) . Filter by 'Accredited learning' or alternatively search through the main results to see more of the learning options on offer.

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## Be in with a chance to win when you sign up and attend a FREE Multiply workshop this October!



Step2Skills have launched an autumn campaign, centred around 'Skills Pay the Bills'.

The campaign is designed to raise awareness of the Multiply Government-funded scheme, designed to improve the numeracy skills of adults in the UK.

**For anyone signing up to a FREE workshop with us this October, there's a chance to win a Tablet!**

There are a range of workshops available to book onto, all designed with an underlying aim to improve understanding of key maths concepts.

More detail on the campaign, prize draw and the workshops can be found here: [Skills Pay Bills \(hertfordshire.gov.uk\)](http://Skills Pay Bills (hertfordshire.gov.uk))

## Healing Generations: Addressing Domestic Abuse and Adverse Childhood Experiences in the Context of Intergenerational Trauma

For Baby's Sake will be hosting [a powerful webinar](#) on intergenerational trauma, domestic abuse, and Adverse Childhood Experiences (ACEs), with a focus on the racial, cultural, and historical contexts that shape these issues. Hosted by [Leah Lewin, The Perinatal Specialist](#), the session offers practical strategies for fostering resilience and breaking the cycle of trauma.

Don't miss this essential opportunity for learning and growth; [book your place now](#) and join the webinar on **30 October at 3PM**.

### **Delivering the Respect 1-1 Programme for Work with Perpetrators - 3, 4, 10 & 11 October 2024**

This hands-on four-day training course will give you the confidence and skills to work one-to-one with perpetrators using the structured Respect programme. [Book your place.](#)

### **Sexual Respect: Confident and Effective Facilitation – 29 October 2024**

This one-day CPD-certified course will give facilitators of perpetrator interventions the confidence and skills to deliver the sexual respect module safely and effectively. [Book your place.](#)

### **Risk Management in Domestic Abuse Perpetrator Programmes - 7 & 8 November 2024**

This two-day training course must be attended by all staff involved in the delivery of DAPPs following the Respect Standard who have a role in the identification and management of risk. [Book your place.](#)

### **Dealing with Dual Allegations of Domestic Abuse – 13 November 2024**

This CPD-certified course will improve practitioners' knowledge and skills to deal with dual-allegations of domestic abuse. [Book your place.](#)

### **Respect Young People's Programme – 7, 8, 14 & 15 November 2024**

This four-day training course is designed to support practitioners from a range of backgrounds to deliver the Respect Young People's Programme (RYPP). [Find out more.](#)

### **Record keeping for effective case management and defensible decision making in perpetrator interventions – 5 December 2024**

A one-day training course on record keeping for effective case management that supports defensible decision making in perpetrator interventions. [Book your place.](#)

### ***Self-paced online training***

**Working with Male Victims of Domestic Abuse** - Self paced, rolling access. [Book your place.](#)

**Introduction to Child and Adolescent to Parent Violence and Abuse (CAPVA)** - Self paced, rolling access. [Book your place.](#)

Find more information about Respect's Training programme at this link: [Training | Respect](#)



## Latest Safer Places Training

### Short Courses

7 October: Sexual Violence Masterclass, use code HCC for £10 discount [Sexual Violence Masterclass – Safer Places](#)

12 November: Advanced Domestic Abuse Masterclass, use code HCC for £10 discount [Advanced Domestic Abuse Masterclass – Safer Places](#)

19 November: Safety Planning Masterclass, use code HCC for £10 discount [Safety Planning Masterclass – Safer Places](#)

5 December: Child & Adolescent to Parent Violence & Abuse (CAPVA), use code HCC for £10 discount [Understanding Child and Adolescent to Parent Violence and Abuse \(CAPVA\) – Safer Places](#)

12 December: Teenager Relationship Abuse, use code HCC for £10 discount [Teenager Relationship Abuse – Safer Places](#)

17 December: Spiritual & Ritual Abuse (including accusations of witchcraft), use code HCC for £10 discount [Spiritual & Ritual Abuse \(including accusations of Witchcraft\) – Safer Places](#)

### Get qualified in 2024/25

- Independent Domestic Violence Advisor (IDVA) qualification: November 2024 or February 25 [Level 3 Independent Domestic Violence Advocate \(IDVA\) | Safer Places](#)
- Children’s Domestic Abuse Advocate (CDAA) qualification: January 25 [Level 3 - Children's Domestic Abuse Advocate – Safer Places](#)
- Young Person Violence Advisor (YPVA) qualification: November 2024 [Level 3 Young Person Violence Advisor \(YPVA\) | Safer Places](#)
- Independent Sexual Violence Advisor (ISVA) qualification: November 2024 [Level 3 Independent Sexual Violence Advisor \(ISVA\) | Safer Places](#)
- Supporting Medium Risk - Long Term Resilience and Recovery qualification: Dec 2024 [Level 3 Supporting the Long Term Recovery and Resilience of Domestic Abuse Victims | Safer Places](#)
- Safe Accommodation for Refuge Managers qualification: New dates coming soon [Level 4 Safe Accommodation for Refuge Managers | Safer Places](#)
- Independent Stalking Advocacy Specialist (ISAS) qualification: January 2025 [Level 4 Independent Stalking Advocacy Specialist \(ISAS\) | Safer Places](#)

For more information about any of courses, please visit our website: [Training – Safer Places](#)

## Hertfordshire Safeguarding Adults Board (HSAB) & Hertfordshire Safeguarding Children's Partnership (HSCP) Learning & Development Programme

[HSAB and HSCP have published their Training and Resources offer for 2024.](#)

Check the [HSAB and HSCP training and resources page](#) regularly for monthly L&D event schedules.



### HSCP and HSAB training and resources

- Training and learning >
- Resources >
- Year of Learning >

#### Training

We provide a wide variety of learning programmes and workshops across Hertfordshire to develop skills for safeguarding children, young people and adults.

The [HSAB Workforce Strategy](#) provides guidance on the recommended minimum requirements for safeguarding education and training.

[HSCP / HSAB learning and development programme \(PowerPoint, 184KB\)](#)



The importance of inter-agency cooperation and communication has been highlighted in all reports concerning child deaths and serious injuries. This message is also prominent in Safeguarding Adults Reviews. Find out more in the 2019 Triennial Analysis of Serious Case Reviews.

- Training opportunities
- Learning Hubs
- Prevent and wrap training
- Presentations and exercises
- Other training

A training programme for each month will be uploaded to the location circled in red, containing detail regarding each training course.

## FUNDING & COLLABORATION

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### Training and Development grants for Hertfordshire VCFSE organisations

Do your team need to refresh their safeguarding training? Do you need a member of staff to complete a relevant professional qualification? Do you want support in fundraising or business plan writing?

**Hertfordshire Community Foundation is offering grants of up to £1,500** including up to £500 for individuals, available for learning and development in voluntary and community organisations that provide adult social care in Hertfordshire. This programme enables the learning and development of the organisation's staff, trustees and volunteers, and the organisation's capacity to deliver training and skills to its workforce so they can better support the organisation's service users. The Training and Development Grant programme is funded by Hertfordshire County Council Adult Care Services. [Find out more](#)

## 'SERVICE SPOTLIGHT'

### Meet Welwyn Hatfield Women's Refuge

*We are Welwyn Hatfield Women's Refuge (WHWR) - established in 1998 to support victims of domestic abuse and have been providing safe accommodation and other support services from our purpose-built refuge space since 2014.*

Our office is staffed 9-5 Monday to Friday and all calls and emails will be answered by a team member.

Our vision is for every woman seeking support to be able to speak to someone the same day. We will try to ensure the team member they speak to when completing a referral will be the same person to support them throughout their journey with us. Building trust from the point of contact can make coming into refuge a little less scary.

We offer counselling in house as part of a person's refuge journey alongside the daily support from their allocated key worker.

Each journey will be unique, and our bespoke support plans will reflect this.

Our aspiration for the future of WHWR is to continue to empower, to continue learning and to ensure every woman and child has their voice heard. We want to continue expanding and offer training to the local community, local schools, and raise awareness of the service we are all so proud of.



An exciting new development has begun with assistance from Hertfordshire County Council's Grassroots fund meaning we are now able to provide specialist services for older people subjected to abuse, in our three-bedroom property away from the main house. This has been fully redecorated and will enable older residents, who may find sharing with younger families, and the hustle and bustle overwhelming, a chance to recover and receive support from our specially trained senior support workers. We are developing new networks locally, to enable specific needs to be met, enable joined up working and to ensure they receive the same level of care and support as within the main refuge.

### Meet the WHWR Team

Our CEO **Denise Fenn** has been passionate about getting the right support and funding in place to enable this specifically targeted service to move from an idea to reality.

The Whole Board have played a massive part in the continued development of the current refuge, and the client led ethos of the whole team.

The newly appointed chair, **Kat Araniello** is herself a survivor- activist, and passionate about supporting the refuge. This forms part of her work campaigning for better awareness of domestic

abuse, what employers can do to support staff affected and fighting to end violence against women and girls on a global level.

Our refuge manager **Paula** comes to us with many years of experience and is herself a survivor and was once a resident in refuge herself. She is passionate about the rights of survivors and the importance of holistic as well as practical support being offered.

**Julie** is our senior refuge and resettlement worker, with experience supporting survivors with no recourse, those on recovery programmes and has recently completed training around working with older clients. She has been at WHWR since 2020.

**Nicole** joined the team in April this year, as a refuge support worker and has had a real impact since joining the team.

The new role of Family liaison lead has been filled by **Kerri**, she has a breadth of knowledge working with both parents and children and is developing relationships with local schools and has already proved to be invaluable in her role. Her understanding of the specific needs of children who have experienced trauma enables individual support plans to be implemented where possible.

Kerri along with Paula is now trained to run the PACE programme with both adult and child survivors.

Our finance and HR manager, **Helen**, is based within the refuge to ensure staff are fully supported on all levels and ensure the smooth day to day running is kept on track.

We have an amazing children's area called Our Space and dedicated and experienced staff, **Vicky** with her background in early years works alongside Kerri running afternoon sessions.

Completing the amazing team are **Bridie** and **Aimee**, our amazing housekeeping team and **Craig** our can-do handyman.



To find out more visit [Welwyn Hatfield Women's Refuge – The Official Website of The WHWR](https://www.welwynhatfield.org.uk/) or contact us at: [01707 373743](tel:01707373743) or [admin@whwr.org](mailto:admin@whwr.org)



# SUNFLOWER NEWS SUBMISSIONS

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Please email all submissions, 'Service Spotlight' requests, distribution list requests, feedback and AOB to [sunflower.news@hertfordshire.gov.uk](mailto:sunflower.news@hertfordshire.gov.uk).

Submissions will be copied and pasted directly into the newsletter (we do not write up, proof-read or edit them). Authors are responsible for ensuring that their content is formally written, containing all relevant information and attention to detail. Submissions received in an inappropriate or incomplete format are not guaranteed to be included.

There are no maximum or minimum word counts for submissions, however we encourage limiting articles to ~300 words and including images wherever possible.

**The next Sunflower News will be published on Tuesday 5 November 2024.**

The deadline for inclusion in the next Sunflower News is **5pm, Wednesday 30 October 2024.**

**If your news cannot wait until the next newsletter, please still send it to the Sunflower News inbox marked as "URGENT" in the email title, and we will circulate it separately.**

Sunflower news is collated and distributed by the Hertfordshire County Council Strategic Partnerships team on behalf of the Hertfordshire Domestic Abuse, Violence Against Women and Girls, Homelessness and Multiple Disadvantage networks.

