

ADVA Training Evaluation

Summary 2007

Adva has been running specialist domestic violence and abuse training programmes to all agencies in Devon since 2002. In the past three years thousands of front-line workers have received such training and as a direct result their knowledge, awareness and skills have increased. In Devon we have seen a growing number of cases of domestic violence reported to the police and other support agencies, and believe that this is in part due to adva's significant investment in providing high-quality training.

In 2006 Adva commissioned an independent evaluation by Sue Penna Associates of two of its core training programmes; level 1 (tackling domestic violence) and level 2 (the impact on children and young people).

This briefing is a summary of that evaluation, the full copy of which can be printed from www.adva.org.uk

Devon's Against Violence and Domestic Abuse Partnership



adva
against domestic violence and abuse
in Devon

Executive **summary**

Between 2004/2006 the Against Domestic Violence and Abuse (ADVA) Partnership trained over 2000 staff from a plethora of agencies and professions, both paid and voluntary workers. This is a tremendous achievement for one domestic violence partnership and would appear to be a project that is unique in Britain. The skills in both vision and delivery of training should be applauded. This retrospective evaluation was commissioned to assist and inform ADVA on the achievements, successes and challenges the training has demonstrated. Also to review the impact the training has had on individual practitioners and subsequently families experiencing domestic abuse/violence in Devon. The evaluation was based on

- post-training satisfaction sheets
- delegate questionnaires (400)
- three consultation groups
- questionnaires to the trainers.

This, data was used to evaluate the achievements of the course aims (both level 1 and level 2). The evaluation also looked at what opportunity for delegates had to put theory into practice and the views of trainers on the successes and challenges of the training.

Overall **conclusion**

The training provided by the ADVA partnership training team is of an **extremely high quality** evidenced by the positive responses from the post-training evaluation sheets, the returned evaluation questionnaires and the three consultation groups. The training team is well supported by the ADVA management structure. Both should be congratulated for providing such **high calibre work**. The majority of training aims set by the ADVA training team are achieved. Where targets have not been met, this is due to delegates being unable to alter their practice when returning to their organisation. There also seems to be no change in the organisational approach to domestic abuse/violence despite sending staff on training.

The training delivered has a long-term effect on staff knowledge, skill base and front-line staff's clinical/ work based practice, evidenced by the returned questionnaires and the three consultation groups. **The training is extremely good** value for money currently working out at £70 per delegate per day for Level 1 and £179 per delegate per day for Level 2.

Main **considerations**

There is an emerging frustration for front-line staff as they gain awareness, knowledge, skills and information in this area which enables them to make earlier identification of families experiencing domestic abuse/violence. This suggests that whilst individual practice has changed, implementation of new practice in organisations does not seem to happen. The reasons for this may include: a lack of resources to manage increasing caseloads; lack of support within agencies; or lack of available services. One way to drive organisational change, and for front-line staff to put into practice what they have learned, is for **managers at the very highest level to take part in the training**. Staff believe that the future planning of appropriate services will be enhanced by an increased awareness of managers to the widespread cost and impact of domestic violence on existing service provision. This was echoed by the trainers.

Overall **recommendations**

- This training should continue and agencies across the ADVA Partnership should to be encouraged to contribute financially to ensure its sustainability.
- The ADVA Partnership needs to work towards an agreement where a percentage of senior managers across the partnership agree to attend the training.
- The ADVA Partnership manager and training team should examine how they might influence workplace cultures.
- The ADVA Partnership manager should examine, with the partnership, how workplace cultures may be facilitated to change.
- The ADVA Partnership should encourage organisations to have domestic abuse/violence employer policies.

2004-2006 Bookings by agency: Level 1

Agency	2004/05	2005/06	Total
Cafcass	1	12	13
Charity	16	2	18
Church	10	1	11
CJB	2	0	2
Connexions	2	7	9
CSP	4	0	4
DCC	15	58	73
District Council	11	9	20
DYA	25	11	36
Education	52	67	119
Health	326	158	484
Home Start	17	20	37
Housing	79	20	99
Magistrates	7	0	7
NCH	0	10	10
Police	204	10	214
Prison	4	18	22
Probation	0	16	16
Solicitor	3	5	8
SSD	138	88	226
Sure Start	47	6	53
Voluntary	67	76	143
YOT	5	28	33
Other	11	17	28
TOTAL	1042	639	1681

2004-2006 Bookings by agency: Level 2

Agency	2004/05	2005/06	Total
Cafcass	0	2	2
Charity	1	5	6
Church	0	0	0
CJB	0	0	0
Connexions	2	1	3
CSP	0	0	0
DCC	2	2	4
District Council	4	2	6
DYA	6	5	11
Education	15	6	21
Health	24	28	52
Home Start	5	4	9
Housing	10	4	14
Magistrates	0	0	0
NCH	0	3	3
Police	21	12	33
Prison	0	2	2
Probation	1	3	4
Solicitor	0	0	0
SSD	37	18	55
Sure Start	14	11	25
Voluntary	23	27	50
YOT	16	11	27
Other	3	0	3
TOTAL	184	146	330

training received by agency

ADVA training programmes **available from 2007**

Level 1: Tackling Domestic Violence and Abuse (one day, multi-agency)

Aims

- To raise awareness of the impact of domestic violence and abuse upon children and families
- To increase understanding of how best to offer help and support
- To raise standards of practice both individually and collectively

Level 2: Tackling Domestic Violence – The impact on Children and Young People (two day, accredited, multi-agency)

Aims

- To increase understanding of the links between domestic violence and child abuse
- To raise awareness of the impact of domestic violence on children and young people, including how that impact may manifest itself over the stages of child development
- To expand knowledge of the risks that can be presented to children and young people experiencing domestic violence, especially post-separation violence
- To increase understanding of how best to offer help and support to children and young people
- To raise standards of practice, both individually and collectively
- To provide current best practice guidelines and legislation to keep safe children that have witnessed or experienced domestic violence

Tackling Risk Assessment in domestic violence – A practical guide to improving victim safety in a multi-agency context (one day)

Aims

- To minimise the risk presented to those exploring domestic violence and abuse
- To demonstrate the essential nature of the need to assess risk on an inter-agency basis
- To develop a countywide response in assessing risk by having a consistent approach for identifying risk factors and maximising safety for victims/survivors

How Perpetrators Operate (one day, multi-agency)

Aims

- To increase the safety of women and children
- To increase the level of accountability of perpetrators of DVA
- To increase engagement of agencies with assessment of perpetrators and perpetrator behaviour

GP (two hour, delivered in GP Practices)

Aims

- To raise awareness of the impact of DV upon survivors and their families
- To increase understanding of how best to offer help and support
- To raise standard of practice both individually and collectively

School Twilight

(two hours, delivered in schools/colleges)

Aims

- To raise awareness of the issue of domestic violence amongst teachers and workers within education settings
- To increase understanding of how it affects families, children and young people and how schools can respond appropriately.

Housing

Aims

- To raise awareness of the impact of domestic violence and abuse upon children and families
- To develop a consistent and safe housing response to victims of domestic violence
- To increase understanding of how best to offer help and support
- To raise standards of practice both individually and collectively

Managers

Aims

- To raise awareness of the impact of domestic abuse upon individuals and the workplace
- To appreciate how the impact of domestic abuse may manifest itself in the workplace
- To increase understanding of how best to respond to victims and perpetrators
- To raise standards of practice both individually and collectively

Course Fees

All of adva's courses are subsidised and so are extremely good value. Please ring or visit our website for current prices.

To book a course

By email: www.adva.org.uk

By phone: 01392 382233

By post: **Adva Partnership,
G41 CEX, County Hall, Exeter EX2 4QD**