

## Policy Statement

## Appendix 1

This Policy Statement is issued by Caerphilly County Borough Council under Section 17(2) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 (herein referred to as the VAWDASV (Wales) Act 2015). As prescribed in Section 18 of the VAWDASV (Wales) Act 2015, this statement sets out a) that functions should be exercised differently from the course set out in the statutory guidance and b) reasons for proposing a different course.

This Policy Statement relates to our requirements under the National Training Framework (NTF) on violence against women, domestic abuse and sexual violence: Statutory guidance under Section 15 of the VAWDASV (Wales) Act 2015 and Section 60 of the Government of Wales Act 2006. This statement specifically covers training requirements for Group 1, 2 and 3 of the National Training Framework (NTF 2016 <https://gov.wales/docs/dsjlg/publications/commsafety/160317-national-training-framework-guidance-en.pdf> ).

Caerphilly County Borough Council (CCBC) fully agrees with the need to “ensure a consistent standard of care for those who experience violence against women, domestic abuse and sexual violence and an unfailing standard of service throughout the public service to this client group.” (NTF 2016) and is committed to ensure that “professionals are trained to provide an effective response to anyone affected by any form of gender-based violence, domestic abuse and sexual violence.” (NTF 2016)

In line with the NTF, CCBC has :

- Taken a major role as an early adopter authority and provides vital feedback to assist the development of the national programme
- Completed and is constantly reviewing and updating its training needs assessment to inform delivery requirements
- Completed a 5 year + training plan and is actively delivering upon it
- Completed and submitted two annual reports to the Regional VAWDASV Team and Welsh Government
- Ensured staff regularly attend and contribute to several regional strategic partnership groups
- Committed several members of staff to this training programme via completion of the Train the Trainer (TtT) qualification (Group 1 + 2) and membership of the Regional Training Consortium generating delivery capacity and a peer network resource
- Committed a financial resource of £30,000 to support delivery of our training plan
- Overcome IT difficulties to access the Welsh Government developed e-learning package

CCBC has committed staff time, resources and finance to progress our statutory training requirements under the Act but despite this progress is slow. We are encountering two barriers that are preventing us meeting statutory NTF targets and in delivering our own training plan. These are outlined below:

1. Group 1 - CCBC has developed internal capacity via the regional Train the Trainer (TtT) programme to deliver approved classroom sessions in house as requested. We are hindered by the number of attendees the Regional VAWDASV Team will allow on each classroom session – a maximum of 12 individuals per session. This is making delivery too costly, too time intensive and impossible to embed into existing training arrangements. CCBC has just under 8000 staff. The statutory target of training 100% of staff in Group 1 remains challenging. 2000+ of these staff are not able to access the e-learning package and thus require classroom sessions. The majority of these staff do not work a traditional 9am to 5pm Monday to Friday working pattern. CCBC requires the flexibility to deliver this training within sustainable, existing processes. Without this flexibility we are unable to offer a package of training to certain departments thus this in turn is also delaying our e-learning completions.
2. Group 2 - CCBC has developed internal capacity via the WG regional Train the Trainer (TtT) programme to deliver WG approved Ask and Act sessions in house as requested. The requirement within the NTF to have a specialist sector trainer present at each session, is frustrating. Challenges at national and regional level have restricted availability of specialist sector trainers and this is hindering local delivery. We require flexibility in dates and times to be able to deliver, to our varied workforce. CCBC strongly feels that Group 2 training can be delivered in house and specialist knowledge should be shared with our trainers, via an on going continued professional development system, to upskill trainers and create sustainability within the system. We are ready to deliver in house now.

CCBC is committed to delivering the NTF to ensure professionals have the tools and knowledge to act as well as increasing awareness of VAWDASV and the support available. We require more flexibility in the system to allow the Act to be implemented in a meaningful way. CCBC will be implementing the following changes:

- No maximum limit (within reason) to the number of people who can attend a Group 1 Classroom session. This will allow flexibility to be built into the system and enable sessions to be joined into existing training arrangement. This is essential to ensure both current delivery and sustainability for the future especially considering the statutory requirement for refresher training. These sessions will be delivered by Blaenau Gwent and Caerphilly Social Care Workforce Development Service.
- Group 2 (Ask and Act) training sessions will be delivered, by Blaenau Gwent and Caerphilly Social Care Workforce Development Service without the presence of a specialist sector trainer. Capacity has been developed by staff completing the WG Train The Trainer (TtT) qualification course and skills enhanced by our trainers attending specialist sector training and the regional training consortium. These sessions will be delivered by internal staff skilled in training on social care issues. The Regional VAWDASV Team should have a role to develop / enhance the skills of our trainers which will increase trainer's knowledge, create a trainer's peer support network and strengthen sustainability for the longer term – especially considering the statutory requirement for refresher training. Our Workforce Development Service are happy to explore the possibility of supporting other trainers/ authorities across

Gwent and how they can help create capacity within the system once our training schedule is in place.

- Group 3 (Champions) training sessions will be delivered solely by Blaenau Gwent and Caerphilly Social Care Workforce Development Service. Our trainers are happy to work with the Regional Training Consortium to progress this once our schedule is in place.

These changes will enable CCBC to implement our Training Plan in a meaningful way. CCBC remains fully engaged with the Regional Partnership Groups. All training delivered will continue to be the official WG endorsed training packages which meet the NTF Outcomes. All trainers have completed the WG Train the Trainer (TtT) programme. We will also work closely with the Regional VAWDASV Team to ensure both our promotional materials plus our quality assurance processes are in line with those used across the partnership.

Allowing our dedicated Social Care Workforce Development staff to deliver the programme, in partnership with the Corporate Policy Unit, will enhance links to our own internal safeguarding policies and the VAWDASV staff policy. In addition sources of support within CCBC staff structures including our Designated Safeguarding Officer's network will be referred to.

It is regarded as more important to get as many CCBC staff trained as soon as is practicable, subject to service exigencies, than restrict access to courses by waiting for specialist sector attendance at sessions.

This Policy will take effect from date of ..... Cabinet agreement.