



CABINET – 12TH DECEMBER 2018

SUBJECT: THE NATIONAL TRAINING FRAMEWORK ON VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE

REPORT BY: CORPORATE DIRECTOR FOR EDUCATION AND CORPORATE SERVICES

1. PURPOSE OF REPORT

- 1.1 To advise Cabinet of the progress made against the Council's training plan, to align corporate governance arrangements, and to seek approval to invoke Section 17(2) of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 which will enable the Council's training plan to be delivered in a more effective and sustainable way.

2. SUMMARY

- 2.1 The Violence Against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015 aims to improve the public sector response in Wales to abuse and violence. One of the key mechanisms of the Act is the National Training Framework which defines, as a statutory requirement, training that must be completed by all staff.
- 2.2 In June 2017 Corporate Management Team endorsed the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Training Plan 2017-2022+ outlining our plans to create a trained workforce with managers trained to a higher level so that they can provide peer support and leadership to the workforce. Training is required over 6 groups ranging from all staff (group 1) to leadership and elected members (group 6). Some staff will require training in more than one group.

In July 2017 guidance was received from Welsh Government to prioritise Group 1 training rollout against the National Training Framework (NTF) statutory target of 100% of the workforce to complete by the end of 2017/18. At the end of March 2018, no Gwent local authority had met this target and 28% of Caerphilly Council's workforce had completed Group 1 training.

In addition Gwent Authorities were working with the Gwent Regional VAWDASV Team (the team who co-ordinates VAWDASV activity across Gwent on behalf of Welsh Government) to start delivering Group 2 Ask and Act Training in 2017/18 as the region is an 'early adopter site' for Wales.

- 2.3 This report provides:

- a progress update
- details of challenges overcome
- two identified barriers preventing progress.
- a draft Policy Statement for Welsh Government proposing that functions should be exercised differently from the course set out in statutory guidance (National Training Framework)
- governance requirements

3. LINKS TO STRATEGY

- 3.1 The Violence Against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015 is set within the wider legislative context of the Well-being of Future Generations (Wales) Act 2015 and the Social Services and Well-being (Wales) Act 2014 and provides an opportunity to embed Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) as a priority in determining the well-being of our nation.
- 3.2 Implementing the National Training Framework (NTF) contributes to the following well-being goals with the Well-being of Future Generations (Wales) Act 2015:
- A prosperous Wales
 - A healthier Wales
 - A more equal Wales
 - A Wales of cohesive communities
- 3.3 The Caerphilly Council's Strategic Equality Strategy and the Domestic Abuse, Gender-based Violence and Sexual Violence Policy.
- 3.4. The Gwent Regional Violence Against Women, Domestic Abuse and Sexual Violence Strategy 2018-2023

4. THE REPORT

- 4.1 Gender-based violence, domestic abuse and sexual violence can include all kinds of physical, sexual and emotional abuse, and can occur within all kinds of intimate relationships, including same sex relationships, and familial relationships. Those experiencing violence against women (forced marriage, honour based violence and female genital mutilation), domestic abuse and sexual violence, access a range of public services for many reasons. They may be in contact with police about the abuse they are receiving, but all too often this is not the case. It is much more likely that they are in contact with public services about housing issues, require medical attention or are part of the education system. Each of these services can provide a gateway to support for victims and opportunities for early intervention and prevention.
- 4.2 The Violence against Women, Domestic Abuse & Sexual Violence (Wales) 2015 Act aims to improve the public sector response by providing the strategic focus to improve the arrangements for the prevention, protection and support for individuals affected by such violence and abuse.

The National Training Framework aims 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

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authority had met this target and 28% of Caerphilly Council's workforce had completed Group 1 training.

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4.4 Vital progress has been made during 2017/18 to create internal capacity to deliver our training sessions. An agreement with Blaenau Gwent and Caerphilly Social Care Workforce Development service is now in place for the co-ordination and delivery of Group 1 face to face sessions (Awareness Raising), Group 2 (Ask and Act) and Group 3 (Champions) training. £30,000 in total has been committed to resource this over 2018/19 + 2019/20. This budget amount is unfunded.

Progress has also been made to overcome technical IT difficulties experienced when accessing the Learning @NHSWales e-learning platform

4.5 Group 1 progress :

- At the end of March 2018, 2186 (28%) of current employees had completed Group 1 training (Awareness Raising).
- To date 2777 (35%) of staff have completed Group 1 training. 2227 by e learning + 550 through classroom sessions.

Group 2 progress:

- At the end of March 2018, 182 (11%) of identified staff had completed Group 2 Ask and Act training.
- To date 247 staff (15%) of identified staff have completed Group 2 training.

Elected Members:

- At the end of March 2018, 65 (89%) Elected Members have completed the Group 1 e-learning training.
- To date 72 (99%) Elected Members have completed the Group 1 e-learning training.
- Elected Members have also viewed the Strengthening Leadership Series films

4.6 Whilst the Council has committed staff time, resources and finances to progress our NTF statutory requirements, there are two main barriers that are preventing delivery of the training plan

- 1) Group 1 classroom sessions. The Gwent Regional VAWDASV Team has set a limit on the number of participants allowed to attend each classroom session we deliver, this is set at a maximum of 12 individuals per session. This is making delivery too costly, too time intensive and impossible to embed into existing training arrangements. Caerphilly Council has just under 8000 staff. The statutory target of training 100% of staff in Group 1 is challenging and the 2018 completion date has already passed. 2000+ of these staff are not able to access the e-learning package and thus require classroom sessions.
- 2) Group 2 sessions. The requirement, within the NTF, to have a specialist sector trainer at every Group 2 training session is delaying progress. Capacity, contractual and financial issues at a regional and national level have restricted availability of specialist trainers which has impacted on the ability of Council staff to complete the training. This is likely to be the same when Group 3 training is introduced.

The Caerphilly and Blaenau Gwent Workforce Development Service is able to deliver this training in house to a high quality. This not only builds vital flexibility into the system but also enhances staff development and creates long term sustainability (to support the requirement for statutory refresher training). Workforce Development trainers can also play a major role in a peer support network across Gwent. All training delivered will be WG approved and meet the outcomes of the NTF.

- 4.7 To propose these amendments to the way in which the NTF will be delivered, the Council is required by The Violence Against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015 to submit a Policy Statement to the Minister. Attached in Appendix 1 is a Draft Policy Statement to the Minister written under Section 17(2) of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. It explains how these issues are affecting progress and proposes a different course of delivery. It is proposed that a) there be no limit (within reason) to the number of attendees on Group 1 classroom sessions delivered in house and b) that delivery of both Group 2 and Group 3 sessions will be in house without specialist sector attendance. To support this the Policy Statement requests that Workforce Development trainers are upskilled with specialist knowledge to develop their skills and knowledge, add capacity into the regional system and build sustainability for the longer term.
- 4.8 The Council is also required by the NTF to adopt a governance process for this work. Whilst delivery of the plan is supported and monitored by the Gwent Regional VAWDASV Team who then compiles an annual regional report to Welsh Government, a local structure is required to ensure that this work is co-ordinated within the wider local safeguarding agenda. Consideration should be given to align this work to the Council's Corporate Safeguarding Board and that the Council's Safeguarding Policy be reviewed to unite the VAWDASV agenda.

5. WELL-BEING OF FUTURE GENERATIONS

- 5.1 This proposal contributes to the Well-being Goals as set out in the Links to Strategy above. Implementing the VAWDASV National Training Framework is consistent with the five ways of working as set out in the Well-being of Future Generations (Wales) Act 2015. In particular, raising awareness and developing skills amongst our workforce will assist in preventing abusive relationships happening or continuing. The ongoing delivery of the Framework will sustain a shift in the public sector response over the long term. Involving our staff in this important issue will assist in meeting the needs of our communities.

6. EQUALITIES IMPLICATIONS

- 6.1 The provision of VAWDASV training contributes to the public sector equality duty, the current Strategic Equality Plan and Objective 1 of the associated action plan:
- Tackling Identity-Based Violence and Abuse

7. FINANCIAL IMPLICATIONS

- 7.1 As set out above. In addition to the unfunded cost of training (£30k over two years) there will be additional salary costs where staff are paid to undertake training over and above their contracted hours.

8. PERSONNEL IMPLICATIONS

- 8.1 All staff will complete Group 1 training. Implementation of the National Training Framework in its entirety will involve significant staff time across the organisation.

9. CONSULTATIONS

- 9.1 This report has been sent to the consultees listed below and all comments received are reflected in this report.

10. RECOMMENDATIONS

- 10.1 Cabinet is asked to:

- a) Note the progress made
- b) Approve the draft Policy Statement for submission to Welsh Government
- c) Approve the alignment of VAWDASV to the Corporate Safeguarding Board for internal governance

11. REASONS FOR THE RECOMMENDATIONS

- 11.1 To progress implementation of the Council's statutory VAWDASV Training Plan and support implementation of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

12. STATUTORY POWER

- 12.1 The Violence Against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015

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Background Papers:

Appendices:
Appendix 1 Draft Policy Statement