

## VAW/GBV TRAINING MATRIX 2021



Awareness of Violence Against Women/Gender Based Violence is highly recommended for all staff. This Matrix directly applies to staff across THC and NHS but is equally important to all public facing staff across Highland. Depending on role, specific and specialist staff require additional training as highlighted below.

Recognising GBV	Recognising & Responding to GBV	Assessment & Support with Survivors	Intensive Support, Advanced Practice & Management
The Wider Workforce (Non-public facing role)	The Wider Workforce (public facing role)	The Specific Workforce:	The Specialist Workforce:
<p><b>Recommended</b> for all staff</p>	<p><b>Mandatory</b> for those staff who have some direct or indirect contact with survivors of abuse</p>	<p><b>Mandatory</b> for all staff who work directly with survivors of abuse and/or who are responsible for asking direct questions about abuse, and are involved in assessing, planning, delivering and evaluating care plans and includes:</p> <ul style="list-style-type: none"> <li>• Midwives</li> <li>• Health Visitors/Public Health Nurses</li> <li>• Mental Health Staff</li> <li>• Substance Misuse Staff</li> <li>• A&amp;E</li> <li>• GPs</li> <li>• Sexual Health Staff</li> <li>• Social Work staff – children &amp; families, adult and criminal justice</li> <li>• Housing staff</li> <li>• Named Persons in Education</li> </ul>	<p><b>Core training</b> for particular groups of staff with specific service requirements and for staff in supervisory roles</p> <p>This will include:</p> <ul style="list-style-type: none"> <li>• FGM training (Midwives &amp; Sexual Health)</li> <li>• Children’s Experiences of Domestic Abuse (social work, named persons)</li> <li>• Perpetrators of domestic abuse (social work, named persons)</li> <li>• Trauma (mental health, sexual health, social work, supervisors/professional leads)</li> </ul>
<p><b>When:</b> Local induction by manager – brief topic introduction &amp; awareness of PIN/ Employee policy</p>	<p><b>When:</b> Within 3 months of start date</p> <p>Refresher training required every 3 years</p>	<p><b>When:</b> within 6 to 9 months of joining NHS or THC</p> <p>Level 2 VAW Refresher training required every 3 years</p>	<p><b>When:</b> If identified as necessary after completion of Level 1 - Understanding Gender Inequality and VAW <b>AND</b> Supportive Responses to VAW training sessions.</p> <p>Training on VAW related issues should be on going when staff has a remit to provide direct support to those affected by abuse. This may include attendance at general and bespoke VAW training</p> <p><b>OR</b></p> <p>A related issue, such as Child or Adult Protection or Substance Misuse.</p>
<p><b>How:</b></p> <p>Through local induction processes</p> <p><b>Optional</b></p> <p>TURAS GBV Foundation Module (NHS staff)</p> <p>TURAS Public Protection Module (NHS staff)</p> <p>TURAS MARAC Module</p> <p><a href="#">Scottish Government – Domestic Abuse Awareness Raising Tool (DAART)</a></p>	<p><b>How:</b></p> <p>TURAS GBV Foundation Module (NHS staff)</p> <p>TURAS Public Protection Module (NHS staff)</p> <p>TURAS MARAC Module</p> <p><a href="#">Scottish Government – Domestic Abuse Awareness Raising Tool (DAART)</a></p> <p><b>Optional</b></p> <p>Attendance at multi-agency Level 1 Understanding Gender Inequality and VAW</p>	<p><b>How:</b></p> <p>Attendance at Level 1- Understanding Gender Inequality and VAW <b>AND</b> Supportive Responses</p> <p><b>AND</b></p> <p>Additional VAW training – programme and calendar at <a href="#">Highland Violence Against Women Partnership Website</a></p> <p>Refresher training can include TURAS MARAC Module (NHS staff)</p>	<p><b>How:</b></p> <p>Attendance at specific training as relevant to job role; such as FGM, psychological trauma; sexual exploitation.</p> <p>Programme and calendar at <a href="#">Highland Violence Against Women Partnership Website</a></p>