

TRAINING MODULE FOR PROFESSIONALS

ABOUT THE TRAINING MODULE

The training module is intended for professionals who encounter or might encounter victims of gender-based violence due to the nature of their work. The training aims to raise awareness about gender-based violence among professionals dealing with the concerned issue and to sensitise them in terms of approach to victims. Another aim is to increase the general knowledge of the issue of gender-based violence among stakeholders within the support system for women victims, as well as to promote networking and discussion, thus fostering cross-sectoral cooperation.

The training is based on the principle of cascade training sessions that provide participants with the knowledge and information on the topic, tools for their implementation, as well as tools and methodology for further knowledge transfer (trainer training) in their respective communities.

The methodology and content of the training module are based on the training resources of the Council of Europe and the results of research conducted under the HELPLINE project funded by the European Union's Rights, Equality and Citizenship programme.

The resources also include interpretations of individual provisions of the Council of Europe Convention on preventing and combating violence against women and domestic violence (the so-called Istanbul Convention), as well as academic and expert articles on the implementation of individual provisions of the Convention.

Each training session consists of the topics defined below that are addressed through the presentation of information, presentation of previous practices in other countries that have ratified the Convention, as well as practical exercises and discussions among the training participants.

This training aims to develop the following values in participants:

1. Empathy
2. Understanding without judgement
3. Solidarity

4. Openness

5. Awareness

Training module duration:

6 training sessions will be held. The estimated duration of each training session is 5 hours, of which the first half hour is envisaged for the participants to get to know each other, while the last half hour is intended for training evaluation.

Module venue and supplies:

The training is held in a room equipped with a computer, projector, loudspeakers and a pointer. Additional supplies, such as a flip-chart, paper sheets, and pens are required for the training.

Training module curriculum:

- The training sessions provide for a multi-level, specific education of representatives of the judiciary, police, social welfare centres, medical staff, and other relevant stakeholders in the support system for women victims of violence:
- Content of the Convention, interpretations of individual provisions and their implementation
- Cross-sectoral approach to Convention implementation: challenges, experiences of other countries and proposals to ensure efficiency, transparency, and faster information exchange
- Approach to preventing and combating violence based on human rights and placing the victim at the centre of procedures and processes
- Implementation of the Convention for representatives of the judiciary
- Implementation of the Convention for representatives of the police with an emphasis on victim protection and prevention of re-victimisation
- Implementation of the Convention in the work of social welfare centres with an emphasis on prevention, the treatment of victims of violence and risk assessment methodologies

— Training outcomes:

1. Enhanced cross-sectoral cooperation among the relevant stakeholders in the support system for women victims of violence
2. Systematic knowledge of assistance and support for women victims of violence
3. Participants have been sensitised regarding their approach to victims

OPENING AND INTRODUCTION

The first activity of each training session is the introduction of participants, which aims to establish group cohesion, which in turn can lead to future cooperation in working with women victims of violence. This activity is extremely important if the participants are coming from different sectors since one of the aims of the training is precisely to enhance cross-sectoral cooperation.

TOPIC:	OPENING AND INTRODUCTION
OBJECTIVES:	<ul style="list-style-type: none"> • Introduce the participants to each other. • Begin the process of establishing group cohesion. • Present the curriculum
DURATION:	30 minutes
NEEDS OF PARTICIPANTS:	To create a pleasant work atmosphere, participants need to feel relaxed and safe. Besides, getting to know each other affects the establishment of group cohesion, which is important for acquiring knowledge and skills during the following two days.
SUPPLIES AND EQUIPMENT:	A computer, projector, pointer, paper sheets, pens, a small ball
ACTIVITIES AND METHODS USED IN SESSIONS:	<p>Opening and welcome (10 minutes) Participants are greeted and thanked for coming. Lecturers are presented. The curriculum is briefly presented.</p> <p>Introduction (20 minutes) The participants briefly introduce themselves and each of them expresses their expectations of the training.</p>
THE PARTICIPANT	<ul style="list-style-type: none"> • Meets other participants. • Identifies their expectations
ACTIVITY OUTCOMES:	The participants have gotten to know each other. Group cohesion has been established.

TRAINING EVALUATION

The last activity of each training session is training evaluation which aims to evaluate training exercises and lectures, review the usefulness of the training and to examine participant satisfaction.

TOPIC:	Training evaluation
OBJECTIVES:	<ul style="list-style-type: none"> • Evaluate training exercises and lectures. • Review the usefulness of the training. • Examine participant satisfaction.
DURATION:	30 minutes
NEEDS OF PARTICIPANTS:	Participant feedback needs to be collected to examine their satisfaction with the trainers and workshops. It is also important to check how useful and relevant the training was to participants.
SUPPLIES AND EQUIPMENT:	A4 paper sheets, pens
ACTIVITIES AND METHODS USED IN SESSIONS:	<p>Written evaluation questionnaire (5 minutes) Participants are given standardised written evaluation questionnaires examining their satisfaction with the trainers, workshops, lectures and the training in general.</p> <p>Oral feedback (10 minutes) Each participant expresses their feelings upon training completion and provides feedback</p>
THE PARTICIPANT	Participants evaluate the exercises and lectures they have completed and the usefulness of the training, thus providing valuable information on the training module and potential changes that need to be made to improve it and adapt to future needs.
ACTIVITY OUTCOMES:	The training module has been evaluated and feedback has been provided on its usefulness.

○ **First training**

TOPIC:	<u>Content of the Convention, interpretations of individual provisions and their implementation</u>
CONTENTS:	<p>Purpose of the Convention, scope, and definitions</p> <p><i>Due diligence</i> standard – meaning and application</p> <p>Concept of gender equality and prohibition of discrimination</p> <p>Obligations of coordination, data collection, monitoring, evaluation, and reporting</p> <p>The state's obligations regarding prevention and early detection of violence</p> <p>Obligations regarding victim support (general support systems, special types of support, shelters, helplines, support to victims of sexual violence, child victims of violence and child witnesses)</p> <p>The state's obligations regarding the upgrading and implementation of substantive legal provisions (civil law mechanisms, indemnification, defining misdemeanour and criminal offences of stalking, psychological violence, physical violence, sexual violence, etc.)</p> <p>Jurisdiction</p> <p>Sanctions and measures, aggravating circumstances</p> <ul style="list-style-type: none"> • Investigation, criminal prosecution, procedural law, and protection measures <p>Risk assessment and management methods</p>
DURATION:	4 hours
NEEDS OF PARTICIPANTS:	Participants need to be familiarised with basic concepts and obligations to better understand and apply them in practice.
SUPPLIES AND EQUIPMENT:	A computer, projector, pointer, presentation
METHODS:	Lecture with a presentation Group discussion
ACTIVITY OUTCOMES:	The delivered lecture has introduced the participants to the basic concepts and obligations. They have adopted basic knowledge important for quality practice and have gained additional insight into the issue of gender-based violence.

○ **Second training**

TOPIC:	<u>Cross-sectoral approach to Convention implementation: challenges, experiences of other countries and proposals to ensure efficiency, transparency, and faster information exchange</u>
CONTENTS:	<p>The role of national and regional cross-sectoral teams</p> <p>States' obligations under Article 10 of the Istanbul Convention</p> <p>Selected national coordinating bodies: experience gained from the implementation of the coordination mechanism under Article 10 of the Istanbul Convention</p> <ul style="list-style-type: none"> • Sweden • Spain • Finland • Germany <p>Common challenges and lessons learned</p> <ul style="list-style-type: none"> • Coordination and implementation • Monitoring and evaluation • Inclusion of civil society • Different types and structures for participation • Different perspectives and expectations of state and non-state bodies • Challenges <p>Staff and budget for coordinating mechanisms</p>
DURATION:	4 hours
NEEDS OF PARTICIPANTS:	Participants need to be familiarised with the roles of various bodies relevant to combating violence against women and the obligations of the Republic of Croatia under Article 10 of the Istanbul Convention.
SUPPLIES AND EQUIPMENT:	A computer, projector, pointer, presentation
METHODS:	Lecture with a presentation Group discussion
ACTIVITY OUTCOMES:	Participants have been familiarised with the role of cross-sectoral and regional teams and with the obligations of Croatia under Article 10 of the Istanbul Convention. Participants have been familiarised with examples of good practices from other EU countries.

○ **Third training**

TOPIC:	<u>Approach to preventing and combating violence based on human rights and placing the victim at the centre of procedures and processes</u>
CONTENTS:	<p>Respecting the right to privacy and the right not to be subjected to violence</p> <p>Recognising and respecting victims' needs and rights</p> <p>Children protection and support</p> <p>Building the victim's trust in the system</p> <p>Right to privacy and data protection</p> <p>Empowerment and holistic support to the victim</p> <p>Holistic and coordinated support</p> <p>Secondary victimisation</p> <p>Victim blaming</p> <p>The just-world hypothesis</p> <p>Attribution error theory and theory of inviolability</p> <p>Effects of victim blaming</p> <p>Stockholm syndrome</p>
DURATION:	4 hours
NEEDS OF PARTICIPANTS:	To be able to provide better-quality assistance to victims of gender-based violence, participants need to be acquainted with the rights of the victim and taught how to place the victim at the centre of the procedure and process.
SUPPLIES AND EQUIPMENT:	A computer, projector, pointer, presentation
METHODS:	Lecture with a presentation Group discussion
ACTIVITY OUTCOMES:	Participants have learned to recognise and respect the rights of victims.

○ **Fourth training**

TOPIC:	<u>Convention implementation for stakeholders in the support system for women victims of violence</u>
CONTENTS:	<p>Overview of the substantive and procedural requirements of the Convention regarding protection against violence against women</p> <p>Overview of the case-law of the European Court of Human Rights regarding the state's obligations in preventing and sanctioning violence against women</p> <p>Overview of national legal norms and practices relating to protection against violence against women</p> <p>Ways of interpreting provisions of the Istanbul Convention and applying them to the positive norms of national law</p> <p>Current practices and requirements of the Istanbul Convention regarding sexual offences</p> <p>Protection of child victims and witnesses of violence</p> <p>Specific requirements regarding proceedings by judicial bodies</p> <ul style="list-style-type: none"> • Judicial discretion • Victim stereotyping in court proceedings • Establishing a victim-oriented approach
DURATION:	4 hours
NEEDS OF PARTICIPANTS:	Participants need to be familiarised with the legal framework of the support system for women victims of violence. Although participants are not necessarily judicial staff, it is very important to familiarize them with the legal framework, since knowing the work and competence of all stakeholders in the system constitutes the key to cross-sectoral cooperation.
SUPPLIES AND EQUIPMENT:	A computer, projector, pointer, presentation
METHODS:	Lecture with a presentation Group discussion
ACTIVITY OUTCOMES:	Participants have been familiarised with the legal framework and existing legal practices within the support system for women victims of violence.

○ **Fifth training**

TOPIC:	<u>Implementation of the Convention with a focus on police work and with an emphasis on victim protection and prevention of re-victimisation</u>
CONTENTS:	<p>First call: police dispatcher</p> <p>Techniques of conversation with victims (women, children) and perpetrators</p> <p>General considerations for interaction with victims and perpetrators</p> <p>On-site procedures</p> <p>Conversation about victims and prevention of secondary victimisation</p> <p>Ambivalent attitudes and behaviour of the victim during interaction with the police</p> <p>Suspect treatment (if present in the home)</p> <p>Interviews with children</p> <p>Investigation, gathering information and reporting to prosecutors</p> <p>Risk assessment and risk management</p>
DURATION:	4 hours
NEEDS OF PARTICIPANTS:	To protect the victim and prevent re-victimisation, participants need to be acquainted with the police work and obligations relating to Convention implementation. Gaining insight into the work of other stakeholders is of utmost importance for all stakeholders in the system in order to better understand the process of supporting women victims and thus enhance cooperation.
SUPPLIES AND EQUIPMENT:	A computer, projector, pointer, presentation
METHODS:	Lecture with a presentation Group discussion
ACTIVITY OUTCOMES:	Participants have been acquainted with the implementation of the Convention in police work aimed at protecting the victim and preventing re-victimisation.

○ **Sixth training**

TOPIC:	<u>Implementation of the Convention in the work of social welfare centres with an emphasis on prevention, the treatment of victims of violence and risk assessment methodologies</u>
CONTENTS:	<p>Introduction to the Convention: preventive and protective mechanisms within the competence of social welfare centres</p> <p>Identification of risk factors</p> <p>Risk assessment</p> <p>Safety planning</p> <p>Good practices of risk assessment and management</p> <p>Focusing on risk factors and safety planning with the support of multi-agency teams</p> <p>The role of specialised victims or support services for women</p> <p>The role of independent victim advocates</p> <p>Support for child witnesses of violence</p> <p>Handling complaints and respecting victims as experts in their situation</p> <p>Respecting the victims' human rights and data protection – basic principles of information exchange</p> <p>Building strong partnerships – resolving conflicts and tensions occurring in multi-agency work</p> <p>Addressing system deficiencies and strengthening support capacity</p>
DURATION:	4 hours
NEEDS OF PARTICIPANTS:	To better understand all segments of the system, participants need to be introduced to the implementation of the Convention in the work of social welfare centres relating to prevention, the treatment of victims of violence, and risk assessment methodologies.
SUPPLIES AND EQUIPMENT:	A computer, projector, pointer, presentation
METHODS:	Lecture with a presentation Group discussion
ACTIVITY OUTCOMES:	Participants have been introduced to the implementation of the Convention in the work of social welfare centres in order to better understand all segments of the system.



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VLADA REPUBLIKE HRVATSKE
Ured za ravnopravnost spolova



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