



## Southend, Essex and Thurrock Domestic Violence And Abuse Training Competencies 2017

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## **Introduction**

This Southend Essex and Thurrock Domestic Abuse Joint Commissioning Strategy (2015-20) aims to assist partnerships and agencies across Greater Essex in delivering appropriate joined up responses to those affected by domestic abuse; underpinned by a recognition and an understanding that no single agency can address this complex issue in isolation. The strategy will ensure that by working together partners can make the best use of existing collective resources, and draw upon additional resources, to address the issue of domestic abuse.

## **Background**

Domestic violence and abuse can affect anyone, both women and men, regardless of age, race, sexuality, social background, education, culture or religion. It can occur in a wide range of relationships especially within a family setting including child on parent abuse. Domestic violence and abuse includes physical, emotional/psychological, financial and sexual abuse. It is characterised by a pattern of coercive control which escalates in frequency and severity over time. The Adoption and Children Act 2002 extended the legal definition of harming children to include harm suffered by seeing or hearing ill treatment of others, especially in the home. Living with domestic violence and abuse distorts children's perceptions of relationships, blame, cause and effect, and it has a profound impact on their cognitive, psychological, social and educational development.

Appropriate domestic violence and abuse training, commensurate with their role, will afford those working with victims, families and perpetrators the confidence and competence to provide an appropriate response to disclosures ensuring that the victim/survivors and perpetrators will be supported and signposted to suitable services, increasing safety.

## **What is a competency framework?**

The terms 'competency' and 'competencies' focus on the personal attributes or inputs of an individual. They can be defined as the behaviours that individuals must have, or must acquire, to perform effectively at work.

'Competence' and 'competences' are broader concepts that encompass demonstrable performance outputs as well as behaviour inputs, and relate to set of minimum standards required for effective performance at work.

A 'competency framework' is a structure that sets out and defines each individual competency required by individuals working in an organisation.

A staff member is competent when they possess the skills and abilities required for lawful, safe and effective practice without direct supervision.

(Chartered Institute of Personnel and Development (CIPD) 2015)

The framework can be used to:

- ensure that staff are competent and confident in responding appropriately and sympathetically to victims of domestic violence and abuse, in order to increase the safety of victims and their families
- facilitate continuing educational development on an individual level
- help managers and individual staff to review their strengths and identify gaps in their competency to highlight their specific training and development needs
- inform the design, development and delivery of education and training
- support professionals locally by providing a consistent framework of knowledge and standards to help recruitment and selection
- produce policies and procedures
- feed into commissioning activity and contracts
- support staff by providing a framework of knowledge and skills in order to effectively contribute to the aims of the Essex, Thurrock and Southend, Joint Commissioning Strategy for Domestic Abuse 2015-20:
  - Young people enjoy healthy relationships
  - Victims (Adults and Children) and those at risk of experiencing domestic violence and abuse feel and are safe
  - Victims (Adults and Children) are able to recover and move on to live independently
  - Perpetrators are prevented from causing physical and emotional harm
  - Communities have a greater awareness of what an abusive relationship is and how to report it and as a consequence feel safer

### **The SET Domestic Violence and Abuse Competency Framework Overview**

This competency framework draws on the recommendations of National Institute for Health and Care Excellence. (*NICE Domestic violence and abuse: how health services, social care and the organisations they work with can respond effectively, 2014*), and supports the Essex, Thurrock and Southend Joint Commissioning Strategy for Domestic violence and abuse 2015-20. It was developed initially by Health Partners Wider Essex - Domestic Abuse Training Lead and Clinical Advisor but has been adapted by the SET Domestic Abuse Training Task & Finish Group for wider use.

It is also compliant with

- Safeguarding Children and Young People: Roles and Competences for Health Care Staff, Intercollegiate Document 2014
- Southend, Essex and Thurrock (SET) Safeguarding And Child Protection Procedures 2017
- Southend, Essex and Thurrock (SET) Safeguarding Adults Guidelines 2017

The SET Domestic Violence and Abuse Competency framework is presented as a training record for each identified staff group which should be used by individuals to reflect and record their knowledge and understanding of domestic violence and abuse. It may be used as a self-assessment tool or may form part of someone's personal development plan or provide evidence toward revalidation.

- The competency framework consists of 9 competencies for 6 staff groups.
- The framework begins by listing the competencies followed by the identification of the staff groups.
- This is followed by the SET Domestic Violence and Abuse Competency Training Record for each staff level, identifying the expected outcomes for each of the 9 competencies for each identified staff group.

### **Review process**

The SET Domestic Violence and Abuse Competency Framework will be reviewed with partners on an annual basis.

## **The Domestic Violence and Abuse Competencies**

Competency 1: Basic Awareness of Domestic violence and abuse

Competency 2: Impact of Domestic violence and abuse on Health of Victims, Children and Communities

Competency 3: Responding to the Disclosure of Domestic violence and abuse

Competency 4: Routine/Selective Enquiry

Competency 5: Risk Identification

Competency 6: Risk Management and Safety Planning

Competency 7: Referral Pathways

Competency 8: Education and training

Competency 9: Quality and Audit

Training records for each staff group covering expected outcomes and competencies are detailed below. If you would like a copy of the full combined competency framework as a standalone document then please contact the SET Domestic Abuse Team at [Domestic.AbuseEssex@essex.gov.uk](mailto:Domestic.AbuseEssex@essex.gov.uk).

### **Staff Groups for Domestic Violence and Abuse Training**

Through these staff groups we are identifying levels of accountability and understanding to inform knowledge and practice when responding to service users who are exposed to domestic violence and abuse and perpetrators.

<b>Universal</b>	<b>Staff who interact with the general public</b>	<b>Staff with service user responsibility</b>	<b>Specialist /senior staff</b>	<b>Expert staff with domestic violence and abuse responsibility</b>	<b>Commissioners and Senior Managers</b>
All staff	For example, Administrators, Receptionists,	For example, Caseworkers, staff working with families, Staff working with vulnerable adults	For example, Safeguarding professionals, multi-agency risk management forum representatives.	For example, Domestic violence and abuse lead professionals with strategic responsibilities.	For example, Commissioners and Senior Managers with responsibility for domestic violence and abuse and community safety.

**SET Domestic Violence and Abuse Competency Training Record: All staff.**

Name	
Designation	

<b>Competency 1: Basic Awareness of Domestic Violence and Abuse</b>			
<b>Outcome :</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to recognise domestic violence and abuse and be aware of the dynamics, impact and the effects on individuals, agencies and society.	To be aware of the cross government definition of domestic violence and abuse including what is meant by coercive control.		
	To be able to recognise individuals whose symptoms or behaviour may indicate that they are more likely to be experiencing or perpetrating domestic violence and abuse.		

<b>Competency 3: Responding to the Disclosure of Domestic Violence and Abuse</b>			
<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of and able to follow relevant and appropriate policies and procedures commensurate with role in order to respond empathetically and effectively to witnessing or to disclosure of domestic violence and abuse.	To understand personal responsibility to follow organisations safeguarding policy regarding child protection and adult safeguarding procedures, when domestic violence and abuse is identified.		
	To know how to safely report witnessing or the disclosure of domestic violence and abuse.		

**Competency 7: Referral Pathways**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of referral pathways for professional support and know how to access it. To know how and where to refer in situations of potential imminent harm.	To be aware of referral pathways to your organisations specialist domestic violence and abuse practitioners.		
	To understand responsibilities and pathways for referral of safeguarding children and/or safeguarding adult concerns.		
	To be aware of national domestic violence helpline.		

**Competency 8: Education and training**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To complete and evaluate domestic violence and abuse training commensurate with role and support others in accessing appropriate training.  To be aware of and promote local and national campaigns aimed at raising the awareness of domestic violence and abuse.	To attend appropriate domestic violence and abuse training commensurate with role.		
	Supports colleagues in accessing appropriate domestic violence and abuse training for level.		
	Engages with the evaluation of domestic violence and abuse training following attendance.		



**Competency 9 Quality and Audit**

Outcome:	Competency	Completed	Date
To be aware of the importance of audit and research based practice.	To be aware of the role of audit and research based practice in relation to domestic violence and abuse.		

**Evidence to support competency.** This may include study days, action learning sets, professional articles etc.

Date attended/read	Source Title	Reflection Notes

**SET Domestic Violence and Abuse Competency Training Record: Staff who interact with the general public.**

This includes:

Administrators, Receptionists, etc.

Name	
Designation	

<b>Competency 1: Basic Awareness of Domestic Violence and Abuse</b>			
<b>Outcome :</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to recognise domestic violence and abuse and be aware of the dynamics, impact and the effects on individuals, agencies and society.	To be aware of the cross government definition of domestic violence and abuse including what is meant by coercive control.		
	To be aware of what is meant by “honour” based violence and abuse and forced marriage.		
	To be aware of what is meant by female genital mutilation.		
	To be aware of the national and local prevalence data across the community.		
	To be aware of the various types of abusive behaviour.		
	To be able to recognise individuals whose symptoms or behaviour may indicate that they are more likely to be experiencing or perpetrating domestic violence and abuse.		
	To be aware that cultural factors are important in influencing the occurrence and patterns of and responses to domestic violence and abuse in individuals, families, and communities.		
	To understand the concept of domestic violence and abuse as a continuum of behaviours used to obtain power and control over another person and not isolated events.		
	To be aware of the General Aggression Model (GAM) used in some current perpetrator programmes and how emotional based violence contributes to abusive relationships.		

**Competency 2: Impact of Domestic Violence and Abuse on Health of Victims, Children and Communities**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of the impact of domestic violence and abuse across the lifespan and its relationship to different cultures and cultural practices.	To be aware of the impact of domestic violence and abuse across the lifespan, particularly in relation to safeguarding children and young people.		
	To be aware of the impact of domestic violence and abuse on parenting capacity and carers.		
	To be aware of domestic violence and abuse in relation to specific cultures and cultural practices.		

**Competency 3: Responding to the Disclosure of Domestic Violence and Abuse**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of and able to follow relevant and appropriate policies and procedures commensurate with role in order to respond empathetically and effectively to witnessing or to disclosure of domestic violence and abuse.	To understand personal responsibility to follow organisations safeguarding policy regarding child protection and adult safeguarding procedures, when domestic violence and abuse is identified.		
	To know how to respond empathetically and effectively to witnessing or to the disclosure of domestic violence and abuse from victims or perpetrators.		
	To know how to safely report witnessing or the disclosure of domestic violence and abuse.		
	To be aware of policies and procedures relating to domestic violence and abuse in order to support families and /or work colleagues.		
	To be aware of the dangers of culturalisation and victim blame in relation to domestic violence and abuse.		
	To be able to respond quickly and discretely to disclosure of forced marriage and “honour” based violence and abuse, being aware of the “One Chance” rule.		

<b>Competency 4: Routine/Selective Enquiry</b>			
<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To understand the difference between routine and selective enquiry.	To be aware of the differentiation between routine and selective enquiry.		

<b>Competency 5: Risk Identification</b>			
<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of the ACPO 27 question “Domestic Violence and Abuse, Stalking and Honour based Violence (DASH 2009) Risk Identification Model” risk assessment and the Spousal Assault Risk Assessment Guide (SARA)	To be aware of the risk assessment in cases of domestic violence and abuse and referral pathways for formal risk assessment.		
	To understand the specific level of risk to victims of possible forced marriage or “honour” based violence and abuse, including the “One Chance” rule.		

<b>Competency 6: Safety Planning and Risk Management</b>			
<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to identify when immediate safety planning is necessary and know how to access relevant pathway.	To know what necessitates the need for immediate safety planning.		
	To know who to contact to carry out safety planning.		
	To be aware of the role of the Multi Agency Risk Management Forums (e.g. Multi Agency Risk Assessment Conferences (MARAC)) and the importance of confidentiality in this context.		

**Competency 7: Referral Pathways**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of referral pathways for professional support and know how to access it. To know how and where to refer in situations of potential imminent harm.	To be aware of referral pathways to your organisations specialist domestic violence and abuse practitioners.		
	To understand responsibilities and pathways for referral of safeguarding children and/or safeguarding adult concerns.		
	To be aware of national domestic violence helpline.		
	To understand when and how to make emergency contact to police and /or social care.		
	To understand the importance of timely response to victims of possible forced marriage or “honour” based violence and abuse including the “One Chance” rule.		
	To understand the pathways for referral to specialist services for identified victims of possible forced marriage or “honour” based violence and abuse including secure information recording and sharing.		

**Competency 8: Education and training**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To complete and evaluate domestic violence and abuse training commensurate with role and support others in accessing appropriate training.  To be aware of and promote local and national campaigns aimed at raising the awareness of domestic violence and abuse.	To attend appropriate domestic violence and abuse training commensurate with role.		
	Supports colleagues in accessing appropriate domestic violence and abuse training for level.		
	Engages with the evaluation of domestic violence and abuse training following attendance.		

**Competency 9 Quality and Audit**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of the importance of audit and research based practice.	To be aware of the role of audit and research based practice in relation to domestic violence and abuse.		

**Evidence to support competency.** This may include study days, action learning sets, professional articles etc.

Date attended/read	Source Title	Reflection Notes

## SET Domestic Violence and Abuse Competency Training Record: Staff with service user responsibility

This includes:

Caseworkers, staff working with families, staff working with vulnerable adults

Name	
Designation/job role	

<b>Competency 1: Basic Awareness of Domestic Violence and Abuse</b>			
<b>Outcome :</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to recognise domestic violence and abuse and be aware of the dynamics, impact and the effects on individuals, agencies and society.	To understand the cross government definition of domestic violence and abuse including what is meant by coercive control.		
	To understand what is meant by “honour” based violence and abuse and forced marriage		
	To understand what is meant by female genital mutilation including the grading and impact on physical and mental health and practitioner’s role in notification.		
	To understand the significance of the national and local prevalence data across the community.		
	To understand the various types of abusive behaviour and how they may be used to gain power and control over an individual.		
	To be able to recognise individuals whose symptoms or behaviour may indicate that they are more likely to be experiencing or perpetrating domestic violence and abuse		
	To understand that cultural factors are important in influencing the occurrence, patterns of and responses to domestic violence and abuse for individuals, families, and communities.		
	To understand the concept of domestic violence and abuse as a continuum of behaviours used to obtain power and control over another person and not isolated events.		
	To understand the General Aggression Model (GAM) used in some current perpetrator programmes and how emotional based violence contributes to abusive relationships.		

**Competency 2: Impact of Domestic Violence and Abuse on Health of Victims, Children and Communities**

Outcome	Competency	Completed	Date
To understand the impact of domestic violence and abuse on all areas across the lifespan and its relationship to different cultures and cultural practices.	Impact on health: <ul style="list-style-type: none"> <li>• Physical</li> <li>• Mental</li> <li>• Emotional</li> </ul>		
	To understand the impact of domestic violence and abuse on children particularly in relation to safeguarding children and young people.		
	To understand the impact of domestic violence and abuse on vulnerable members of community.		
	To understand the impact of domestic violence and abuse on parenting capacity and carers.		
	To be understand domestic violence and abuse in relation to specific cultures and cultural practices.		
	To understand the burden of domestic violence and abuse across the health, criminal justice, social care and community economy.		



**Competency 3: Responding to the Disclosure of Domestic Violence and Abuse**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to action the relevant and appropriate policies and procedures commensurate with role in order to respond empathetically and effectively to witnessing or to disclosure of domestic violence and abuse.	To respond appropriately with regard to child protection and adult safeguarding procedures when domestic violence and abuse is identified.		
	To know how to respond empathetically and effectively to witnessing or to the disclosure of domestic violence and abuse from victims or perpetrators.		
	To understand the dangers of culturalisation and victim blame in relation to domestic violence and abuse.		
	To be conversant with the policies and procedures relating to domestic violence and abuse in order to support families and /or work colleagues.		
	To be competent and confident to record and share information safely in particular in relation to forced marriage and “honour” based violence and abuse including the significance of the “One Chance” rule.		
	To be confident in completing mandatory reporting responsibilities in relation to FGM.		
	To be able to formulate an immediate initial basic safety plan for victim and children.		

**Competency 4: Routine/Selective Enquiry**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To understand the difference between routine and selective enquiry and be confident and competent in talking to service users about domestic violence and abuse.	To understand the differentiation between routine and selective enquiry.		
	To be aware of the indicators of domestic violence and abuse.		
	To understand the importance of creating a supportive environment when enquiring about domestic violence and abuse.		
	To understand how to ask safely, confidently and supportively routine questions relating to domestic violence and abuse.		
	To understand how to safely question and interview perpetrators of Domestic Violence and abuse being clear the abuse is a choice, is unacceptable and change is possible.		
	To understand the boundaries and limits of confidentiality in regard to routine/selective enquiry and the importance of informing service users of this.		

**Competency 5: Risk Identification**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of the 15 high risk factors identified in the ACPO 27 question “Domestic Violence and Abuse, Stalking and “Honour” based Violence (DASH 2009) Risk Identification Model” risk assessment and The Spousal Assault Risk Assessment Guide (SARA).	To be aware of the risk assessments such as, ACPO 27 question “Domestic Violence and Abuse, Stalking and Honour Based Violence (DASH 2009) Risk Identification Model” and the referral pathway for undertaking the DASH risk assessment and The Spousal Assault Risk Assessment Guide (SARA).		
	To understand the significance of the 15 high risk factors identified in the DASH/SARA risk assessment.		
	To be aware the interaction of risk factors and how they may effect overall risk.		
	To understand the specific level of risk posed to victims of possible forced marriage or “honour” based violence and abuse including the “One Chance” rule.		

**Competency 6: Safety Planning and Risk management**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to assess level of need for safety planning and to be able to formulate an immediate risk management plan for victims and children.	To be able to identify when there is need for immediate safety planning.		
	To be able to formulate and implement an initial safety plan for victims and children.		
	To be able to access pathways to a domestic violence and abuse lead professional to undertake risk assessment and fulfil your agencies components of a sustained support and safety plan for victims and children.		
	To be able to identify support services which may reduce victim risk, including perpetrator programmes.		
	To understand the role of your agency within the Multi Agency Risk Management Forums (e.g. Multi-Agency Risk Assessment Conferences (MARAC) and the importance of sharing relevant information and importance of confidentiality in this context.		
	To be able to understand, implement and evaluate the health aspects of a multiagency safety plan identified as a result of the Multi Agency Risk Management Forum process. (e.g. Multi-Agency Risk Assessment Conferences (MARAC).		

**Competency 7: Referral Pathways**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
<p>To know the local and national support and service provision and know pathways to access them.</p> <p>To know how and where to refer in situations of potential imminent harm.</p>	To know the referral pathways to the organisations specialist domestic violence and abuse practitioners.		
	To know responsibilities and pathways for referral of safeguarding children and/or safeguarding adult concerns.		
	To know when and how to make emergency contact to police and /or social care.		
	To have knowledge and understanding of local and national domestic violence and abuse support services including the criteria and pathways to make appropriate referrals.		
	To understand the importance of timely response to victims of possible forced marriage or “honour” based violence and abuse including the “One Chance” rule.		
	To know the pathways for referral to specialist services for identified victims of possible forced marriage or “honour” based violence and abuse, including secure information recording and sharing.		
	To understand the referral pathway and process for referral of identified high risk victims to Multi Agency Risk Management Forums (e.g. Multi-Agency Risk Assessment Conferences (MARAC).		

**Competency 8: Education and training**

<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To complete and evaluate	To attend appropriate domestic violence and abuse training commensurate with role.		

<p>domestic violence and abuse training commensurate with role and support others in accessing appropriate training.</p> <p>To be aware of and promote local and national campaigns aimed at raising the awareness of domestic violence and abuse.</p>	To identify individual training needs with regard to domestic violence and abuse as part of personal development plan.		
	To understand the importance of engaging with supervision where domestic violence and abuse is identified as an issue, particularly with regard to safeguarding children, as a source of learning.		
	To understand the importance of policy and procedures in identifying training requirements in relation to domestic violence and abuse.		
	To be able to support peer development in relation to domestic violence and abuse through open discussion and learning forums.		
	To identify and attend appropriate single and multiagency practitioner forums in relation to domestic violence and abuse.		
	To be able to cascade and disseminate learning and information from domestic violence and abuse training with peers through action learning sets, professional meetings etc.		
	To be aware of and promote local and national campaigns aimed at raising the awareness of domestic violence and abuse.		
	Engages with the evaluation of domestic violence and abuse training.		

<b>Competency 9: Quality and Audit</b>			
<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To understand the importance of audit and research based practice in service development and actively contribute to these activities.	To understand the importance of and contribute to audit and research based practice as part of service development in relation to domestic violence and abuse.		

<b>Evidence to support competency.</b> This may include study days, action learning sets, professional articles etc.		
Date attended/read	Source Title	Reflection Notes


**SET Domestic Violence and Abuse Competency Training Record : Specialist /senior staff**

This includes:

Eg. Safeguarding professionals, multi-agency risk management forum representatives

Name	
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Designation/job role	
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<b>Competency 1: Basic Awareness of Domestic Violence and Abuse</b>			
<b>Outcome :</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to recognise domestic violence and abuse and be aware of the dynamics, impact and the effects on individuals, agencies and society.	To understand the cross government definition of domestic violence and abuse including what is meant by coercive control.		
	To understand what is meant by “honour” based violence and abuse and forced marriage.		
	To understand what is meant by female genital mutilation including the grading and impact on physical and mental health and practitioner’s role in notification.		
	To understand the significance of the national and local prevalence data across the community and its impact on health.		
	To be understand the various types of abusive behaviour and how they may be used to gain power and control over an individual.		
	To be able to recognise individuals whose symptoms or behaviour may indicate that they are more likely to be experiencing or perpetrating domestic violence and abuse.		
	To understand that cultural factors are important in influencing the occurrence, patterns of and responses to domestic violence and abuse for individuals, families and communities.		
	To understand the concept of domestic violence and abuse as a continuum of behaviours used to obtain power and control over another person and not isolated events.		
	To understand the General Aggression Model (GAM) used in some current perpetrator programmes and how emotional based violence contributes to abusive relationships.		

<b>Competency 2: Impact of Domestic Violence and Abuse on Health of Victims, Children and Communities</b>			
<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To understand the impact of domestic violence and abuse on	<b>Impact on health:</b> <ul style="list-style-type: none"> <li>Physical</li> </ul>		

all areas across the lifespan and its relationship to different cultures and cultural practices.	<ul style="list-style-type: none"> <li>• Mental</li> <li>• Emotional</li> </ul>		
	To understand the impact of domestic violence and abuse on children particularly in relation to safeguarding children and young people.		
	To understand the impact of domestic violence and abuse on parenting capacity and carers.		
	To understand the impact of domestic violence and abuse on vulnerable members of community, particularly in relation to safeguarding adults.		
	To understand domestic violence and abuse in relation to specific cultures and cultural practices.		
	To understand the burden and the financial cost of domestic violence and abuse across the health, criminal justice, social care and community economy.		
	To understand domestic violence and abuse as part of the community safety strategy.		

<b>Competency 3: Responding to the Disclosure of Domestic Violence and Abuse</b>			
<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To have detailed knowledge of policies and procedures commensurate with role, in order	To respond appropriately with regard to child protection and adult safeguarding procedures when domestic violence and abuse is identified.		
	To know how to respond empathetically and effectively to witnessing or to the disclosure		

<p>to respond empathetically and effectively to witnessing or to disclosure of domestic violence and abuse.</p> <p>To be able to offer appropriate support and supervision to staff members with service user responsibility.</p>	of domestic violence and abuse from victims or perpetrators.		
	To be understand the dangers of culturalisation and victim blame in relation to domestic violence and abuse.		
	To be have a detailed knowledge of the policies and procedures relating to domestic violence and abuse in order to support families and /or work colleagues.		
	To be competent and confident to share and record information safely in particular in relation to forced marriage and “honour” based violence and abuse including the significance of the “One Chance” rule.		
	To be confident in completing mandatory reporting responsibilities in relation to FGM.		
	To be able to formulate an immediate initial basic safety plan for victim and children.		

<b>Competency 4: Routine/Selective Enquiry</b>			
<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To understand the difference between routine and selective enquiry and be confident and competent in talking to service users about domestic violence and abuse.	To understand the differentiation between routine and selective enquiry.		
	To understand the importance of and how to create a supportive environment when enquiring about domestic violence and abuse.		
	To understand how to safely question and interview perpetrators of Domestic Violence and abuse being clear the abuse is a choice, is unacceptable and change is possible.		
	To understand the boundaries and limits of confidentiality in regard to routine/selective enquiry and the importance of informing service users of this.		
	To understand how to ask safely, confidently and supportively routine questions relating to domestic violence and abuse.		

<b>Competency 5: Risk Identification</b>			
<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>



To be able to identify level of risk in cases of domestic violence and abuse using the ACPO 27 question “Domestic Violence and Abuse, Stalking and “Honour” Based Violence (DASH 2009) Risk Identification Model” and where appropriate and The Spousal Assault Risk Assessment Guide (SARA).	To be able to risk assess cases of domestic violence and abuse, using the ACPO 27 question “Domestic Violence and Abuse, Stalking and “Honour” Based Violence (DASH 2009) Risk Identification Model” and where appropriate The Spousal Assault Risk Assessment Guide (SARA).		
	To understand when and how to ask the additional DASH risk assessment questions regarding “honour” based violence and abuse and stalking and harassment.		
	To understand the specific level of risk posed to victims of possible forced marriage or “honour” based violence and abuse including the “One Chance” rule.		
	To understand the interaction of risk factors and how they may effect overall risk.		
	To be able to identify serial high risk perpetrators.		

<b>Competency 6: Safety Planning and Risk management</b>			
<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to assess level of need for safety planning and to be able to formulate immediate risk management plan for victims and children and contribute health	To be able to identify when there is need for immediate safety planning.		
	To be able to formulate and implement an initial safety plan for victims and children.		
	To be able to work with partner agencies to contribute to the development and evaluation of sustainable robust safety plans for victims and their children.		
	To be able to safely manage identified risk in cases for forced marriage and honour based		

component to a multiagency risk management plan.	abuse including safe information sharing and recording.		
	To be able to identify support services which may reduce victim risk and contribute to the evaluation of the service.		
	To understand the role of your agency within the Multi Agency Risk Management Forums (e.g. Multi-Agency Risk Assessment Conferences (MARAC)) and the importance of sharing relevant, proportionate information within the boundaries of the local information sharing agreement and professional guidance.		
	To be able to effectively and appropriately participate in multi-agency discussion, in order to contribute to the safety planning and evaluation within a Multi-Agency Risk Management Forum (e.g. Multi-Agency Risk Assessment Conferences (MARAC)).		
	To understand the referral criteria for referral to Multi-Agency Risk Management Forums (e.g. Multi-Agency Risk Assessment Conferences (MARAC) and what other support might be required.		
	To make defensible decisions based on the evidence from extensive research of cases, including domestic homicides, 'near misses' and lower level incidents.		

**Competency 7: Referral Pathways**

Outcome:	Competency	Completed	Date
To understand the local and national support service provision, including specialist services and to imbed in practice pathways to access them.	To have extensive knowledge and understanding of local and national domestic violence and abuse support services, including specialist services, together with the criteria and pathways to make appropriate referrals.		
	To know responsibilities and lead on pathways for referral of safeguarding children and/or safeguarding adult concerns where domestic violence and abuse is identified.		
To know how and where to refer in situations of potential imminent harm	To be confident and competence in providing supervision and advice, including with regard to safeguarding children, to practitioners with service user responsibility where domestic violence and abuse is identified.		
	To know when and how to make appropriate emergency contact to police and /or social care.		
	To develop and use the referral pathways and processes for identified high risk victims of domestic violence and abuse, in order to make appropriate and robust referrals to Multi Agency Risk Management Forum (e.g. Multi-Agency Risk Assessment Conferences (MARAC).		
	To understand the importance of timely response to victims of possible forced marriage or “honour” based violence and abuse, including the significance of the “One Chance” rule.		
	To understand the pathways and process of secure referral to specialist services for identified victims of possible forced marriage or “honour” based violence and abuse including secure information recording and sharing.		

## Competency 8: Education and training

Outcome:	Competency	Completed	Date
To complete and evaluate domestic violence and abuse training commensurate with role.	To attend appropriate domestic violence and abuse training commensurate with role.		
	To identify individual training needs regarding domestic violence and abuse as part of personal development plan and attend appropriate specialist training both single agency and multiagency.		
To be able to produce and contribute to domestic violence and abuse training and including its evaluation.	To be confident and competence in providing supervision and advice, where domestic violence and abuse is identified as an issue, including with regard to safeguarding children, to practitioners with service user responsibility.		
	Initiates and develops effective local networks, education programmes and discussion groups in relation to domestic violence and abuse.		
To be able to promote and contribute to the design and evaluation of local and national campaigns aimed at raising the awareness of domestic violence and abuse.	Participating in mentoring programmes as appropriate.		
	To be competent and confident to share specialist domestic violence and abuse knowledge with clinical staff through supervision, professional meetings and through "Action Learning Sets".		
	To be able to promote and contribute to the design and evaluation of local and national campaigns aimed at raising the awareness of domestic violence and abuse.		
	To be able to contribute to the production of organisations policies and procedures regarding domestic violence and abuse for service users and staff and support staff to imbed in practice.		
	To be able to identify organisational training needs and formulate training aims and outcomes in relation to domestic violence and abuse.		
	To be able to contribute to and develop the production and evaluation of single agency and multiagency domestic violence and abuse training packages.		
	To be competent and confident in the use of IT programmes required to produce and present domestic violence and abuse training e.g. "PowerPoint" and "Publisher".		
	To be competent and confident in the use of IT equipment required in the presentation of domestic violence and abuse training.		
	To be able to design and maintain domestic violence and abuse training records using relevant IT systems.		
	To have an understanding of adult learning theory and to be able to use a variety of methods the produce and present domestic violence and abuse training.		

	Is confident and competent in the delivery of single agency and multiagency domestic violence and abuse training.		
	Uses a range of education evaluation tools to find out the opinions of others regarding effectiveness of domestic violence and abuse training. Incorporates feedback into future sessions/courses.		
	To be able to contribute to the validation of single agency and multi-agency domestic violence and abuse training packages.		

### Competency 9: Quality and Audit

Outcome:	Competency	Completed	Date
To understand the importance of and contribute to the design, completion and evaluation of audit as part of research based practice service development.	To understand the importance of and contribute to the design, completion and evaluation of audit as part of research based practice and service development in relation to domestic violence and abuse.		
	To be familiar with various audit and research methodologies and their functions.		
	To contribute to the development and implementation of specific tools and methods relevant to individual domestic violence and abuse projects.		
	To be confident with specific audit and research tools and to contribute to and support staff with their completion.		

**Evidence to support competency.** This may include study days, action learning sets, professional articles etc.

Date attended/read	Source Title	Reflection Notes

**SET Domestic Violence and Abuse Competency Training Record: Expert Staff with Domestic Violence and Abuse Responsibility.**

This includes: Domestic violence and abuse lead professionals with strategic responsibilities.

Name	
Designation/job role	

<b>Competency 1: Basic Awareness of Domestic Violence and Abuse</b>			
<b>Outcome :</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to recognise domestic violence and abuse and understand the dynamics, its impact and the effects on individuals, agencies and society.	To understand the cross government definition of domestic violence and abuse including what is meant by coercive control.		
	To understand what is meant by “honour” based violence and abuse and forced marriage.		
	To understand what is meant by female genital mutilation including the grading and impact on physical and mental health and practitioner’s role in notification.		
	To understand and undertake your agencies component of the complex management of female genital mutilation cases.		
	To understand the significance of the national and local prevalence data across the community and its impact on health and service provision.		
	To understand the various types of abusive behaviour and how they may be used to gain power and control over an individual.		
	To be able to recognise individuals whose symptoms or behaviour may indicate that they are more likely to be experiencing or perpetrating domestic violence and abuse.		
	To understand that cultural factors are important in influencing the occurrence and patterns of and responses to domestic violence and abuse in individuals, families and communities.		
	To understand the concept of domestic violence and abuse as a continuum of behaviours used to obtain power and control over another person and not isolated events.		
		To understand the General Aggression Model (GAM) used in some current perpetrator programmes and how emotional based violence contributes to abusive relationships.	

**Competency 2: Impact of Domestic Violence and Abuse on Health of Victims, Children and Communities**

Outcome	Competency	Completed	Date
To understand the impact of domestic violence and abuse on all areas across the lifespan and its relationship to different cultures and cultural practices.	Impact on health: <ul style="list-style-type: none"> <li>• Physical</li> <li>• Mental</li> <li>• Emotional</li> </ul>		
	To understand the impact of domestic violence and abuse on children particularly in relation to safeguarding children and young people.		
To understand your agencies response to domestic violence and abuse in relation to local and government safety strategy including financial and service provision implications.	To understand the impact of domestic violence and abuse on parenting capacity and carers.		
	To understand the impact of domestic violence and abuse on vulnerable members of community, particularly in relation to safeguarding adults.		
	To understand domestic violence and abuse in relation to specific cultures and cultural practices.		
	To understand the burden and financial cost of domestic violence and abuse across the health, criminal justice, social care and community economy.		
	To understand domestic violence and abuse as part of the government “End Violence Against Women and Girls” strategy.		
	To understand domestic violence and abuse as part of the community safety strategy.		



**Competency 3: Responding to the Disclosure of Domestic Violence and Abuse**

Outcome	Competency	Completed	Date
To have a detailed knowledge of policies and procedures commensurate with role in order to respond empathetically and effectively to witnessing or to disclosure of domestic violence and abuse.	To respond appropriately with regard to child protection and adult safeguarding procedures when domestic violence and abuse is identified.		
	To know how to respond empathetically and effectively to witnessing or to the disclosure of domestic violence and abuse from victims or perpetrators.		
	To understand the dangers of culturalisation and victim blame in relation to domestic violence and abuse.		
	To have a detailed knowledge of the policies and procedures relating to domestic violence and abuse in order to support families and /or work colleagues.		
To be able to offer appropriate support and supervision to staff members with service user responsibility and to specialist/senior staff.	To be competent and confident in the complex management of cases of forced marriage and “honour” based violence and abuse including the significance of the “One Chance” rule.		
	To be confident and competent in safely sharing and recording complex information in particular in relation to forced marriage and “honour” based violence and abuse.		
	To be confident in completing mandatory reporting responsibilities in relation to FGM.		
	To be able to formulate an immediate initial basic safety plan for victim and children.		

**Competency 4: Routine/Selective Enquiry**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To understand the difference between routine and selective enquiry and the impact on service and training provision.	To understand the differentiation between routine and selective enquiry.		
	To understand the importance of and how to create a supportive environment when enquiring about domestic violence and abuse.		
	To understand how to safely question and interview perpetrators of Domestic Violence and abuse being clear the abuse is a choice, is unacceptable and change is possible.		
	To understand the boundaries and limits of confidentiality in regard to routine/selective enquiry and the importance of informing service users of this.		
	To understand how to ask safely, confidently and supportively routine questions relating to domestic violence and abuse.		
	To understand the implications and impact of routine verses selective enquiry on service users and services.		
	To understand the implications for training and policy of routine versus selective enquiry.		

**Competency 5: Risk Identification**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to identify level of risk in cases of domestic violence and abuse, using the ACPO 27 question “Domestic Violence and Abuse, Stalking and “Honour” based Violence (DASH 2009) Risk Identification Model” and where appropriate and The Spousal Assault Risk Assessment Guide (SARA).	To be able to risk assess cases of domestic violence and abuse, using the ACPO 27 question “Domestic Violence and Abuse, Stalking and “Honour” based Violence (DASH 2009) Risk Identification Model” and where appropriate The Spousal Assault Risk Assessment Guide (SARA)..		
	To understand when and how to ask the additional DASH risk assessment questions regarding “honour” based violence and abuse and stalking and harassment.		
	To understand specific level of risk posed to victims of possible forced marriage or “honour” based violence and abuse including the “One Chance” rule.		
	To understand the interaction of risk factors and how they may effect overall risk.		
	To be able to identify serial high risk perpetrators.		

**Competency 6: Safety Planning and Risk management**

Outcome:	Competency	Completed	
To be able to assess level of need for safety planning and to be able to formulate immediate risk management plan for victims and children and contribute health component to a multiagency risk management plan.	To be able to identify when there is need for immediate safety planning.		
	To be able to formulate and implement an initial safety plan for victims and children.		
	To be able to work with partner agencies to contribute to the development and evaluation of sustainable robust safety plans for victims and their children, including proposing the health components of the plan.		
	To be able to safely manage complex risk in cases for forced marriage and “honour” based violence and abuse including safe information sharing and recording.		
	To be able to identify support services which may reduce victim risk, contribute to the service evaluation and make recommendations regarding service development.		
	To be aware of services which address behaviours of perpetrators and thereby reduce risk and to contribute to service evaluation and make recommendations regarding service development.		
	To understand the outcomes and recommendations from extensive research of cases, including domestic homicides, ‘near misses’ and lower level incident and their implications on practice and service provision and to make recommendations regarding implementation of service improvement.		
	To understand the referral criteria for referral to Multi Agency Risk Management Forum (e.g. Multi-Agency Risk Assessment Conferences (MARAC) and what other support might be required.		
	To understand the role of health within the Multi Agency Risk Management Forum (e.g. Multi-Agency Risk Assessment Conferences (MARAC)).		
	To understand the complexities of information sharing and risk management in relation to confidentiality and professional accountability within Multi Agency Risk Management Forums (e.g. Multi-Agency Risk Assessment Conferences (MARAC)).		
To make defensible decisions based on the evidence from extensive research of cases, including domestic homicides, ‘near misses’ and lower level incident and make recommendations for service development.			

**Competency 7: Referral Pathways**

Outcome:	Competency	Completed	
To understand, inform and develop the local and national domestic violence and abuse support service provision, including specialist services and pathways to access them.	To have extensive knowledge and understanding of local and national domestic violence and abuse support services, incorporating specialist services, including the criteria and pathways to make appropriate referrals.		
	To understand the provision of local domestic violence and abuse services in relation to local health need assessment and domestic violence and abuse strategy.		
To know how and where to refer in situations of potential imminent harm.	To know responsibilities and lead on pathways for referral of safeguarding children and/or safeguarding adult concerns where domestic violence and abuse is identified.		
	To be confident and competence in providing supervision and advice, including with regard to safeguarding children, to practitioners with service user responsibility and specialist /senior practitioners where domestic violence and abuse is identified.		
	To understand when and how to make emergency contact to police and /or social care.		
	To understand the referral pathway and process for identified high risk victims in order to make appropriate and robust referrals to Multi Agency Risk Management Forum (e.g. Multi-Agency Risk Assessment Conferences (MARAC) as part of a multiagency response.		
	To understand the importance of timely response to victims of possible forced marriage or “honour” based violence and abuse, including the significance of the “One Chance” rule.		
	To understand the complex pathways and process of secure referral to specialist services for identified victims of possible forced marriage or “honour” based violence and abuse including secure information recording and sharing.		

**Competency 8: Education and training**

Outcome:	Competency	Completed	
To complete and evaluate domestic violence and abuse training commensurate with role.	To attend appropriate domestic violence and abuse training commensurate with role.		
	To identify individual training needs regarding domestic violence and abuse as part of personal development plan and attend appropriate specialist training both single agency and multiagency.		
To undertake training needs analysis to identify gaps in training provision. Contribute to and supervise the development of training packages.	To be confident and competent in providing supervision and advice, where domestic violence and abuse is identified as an issue, including with regard to safeguarding children, to practitioners with service user responsibility and to senior/specialist staff.		
	To be able to identify themes and trends from domestic violence and abuse supervision and feed into training packages.		
To be able to promote and contribute to the design and evaluation of local and national campaigns aimed at raising the awareness of domestic violence and abuse.	To be able to participate in strategic forums for the development of domestic violence and abuse training.		
	To be competent and confident to share specialist domestic violence and abuse knowledge with clinical staff through supervision, professional meetings and through "Action Learning Sets".		
	To be able to promote and contribute to the design and evaluation of local and national campaigns aimed at raising the awareness of domestic violence and abuse.		
	To be able to contribute to and oversee the production and evaluation of single agency and multiagency domestic violence and abuse training packages.		
	To be able to produce, in consultation with appropriate staff, organisations policies and procedures regarding domestic violence and abuse for service users and staff and contribute to local and national multiagency policy and procedures and support staff to imbed these in practice.		
	Disseminates domestic violence and abuse knowledge by writing for publications and speaking at conferences.		
	To be acknowledged as a valuable resource for domestic violence and abuse teaching and expertise.		
	To be able to identify themes and trends from domestic violence and abuse supervision		

	and feed into training packages.		
	To be able to support specialist domestic violence and abuse staff with the development, production and evaluation of single agency and multiagency domestic violence and abuse training packages.		
	Is confident and competent in the delivery of single agency and multiagency domestic violence and abuse training.		
	To be able to participate in and oversee the development and presentation of domestic violence and abuse train the trainer programmes.		
	To be competent and confident in the use of IT programmes required to present and monitor domestic violence and abuse training programmes e.g. "PowerPoint" "Excel" and "Publisher".		
	To have an understanding of adult learning theory and to be able to use a variety of methods the produce and present domestic violence and abuse training.		
	To be able to promote innovative ways to optimise learning relating to domestic violence and abuse. Uses evaluation to develop new programmes for high-level practice.		
	To be able to contribute to the validation of single agency and multi-agency domestic violence and abuse training packages as part of the local training strategy.		

<b>Competency 9: Quality and Audit</b>			
<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	
To understand the importance of audit and research based practice in service development and to develop and implement tools, methodology and oversee and evaluate the completion, producing recommendations for service development and further audit.	To understand the importance of audit and research based practice in domestic violence and abuse service development.		
	To have an overview of various audit and research methodologies and their functions.		
	To be able to develop and implement of specific tools and methods relevant to individual domestic violence and abuse projects.		
	To contribute to the development and implementation of specific tools and methods relevant to domestic violence and abuse multi-agency research and audits.		
	To be able to support and educate staff with the completion of specific domestic violence and abuse audits and research based projects.		
	To be able to effectively evaluate specific domestic violence and abuse audits and research based programmes and make recommendations for services and on-going practice development.		

<b>Evidence to support competency.</b> This may include study days, action learning sets, professional articles etc.		
<b>Date attended/read</b>	<b>Source Title</b>	<b>Reflection Notes</b>

## SET Domestic Violence and Abuse Competency Training Record: Commissioners and Senior Managers

This includes: Commissioners and senior managers with responsibility for domestic violence and abuse and community safety.

Name	
Designation/job role	

<b>Competency 1: Basic Awareness of Domestic Violence and Abuse</b>			
<b>Outcome :</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be able to recognise domestic violence and abuse and be aware of the dynamics, impact and the effects on individuals, the health service and society.	To be aware of the cross government definition of domestic violence and abuse including what is meant by coercive control.		
	To be aware of what is meant by “honour” based violence and abuse and forced marriage.		
	To be aware of what is meant by female genital mutilation.		
	To understand the significance of the national and local prevalence data across the community and its impact on health service provision.		
	To be aware of the various types of abusive behaviour.		
	To be able to recognise individuals whose symptoms or behaviour may indicate that they are more likely to be experiencing or perpetrating domestic violence and abuse.		
	To understand the General Aggression Model (GAM) used in some current perpetrator programmes and how emotional based violence contributes to abusive relationships.		
	To understand that cultural factors are important in influencing the occurrence and patterns of and responses to domestic violence and abuse in individuals, families and communities.		



**Competency 2: Impact of Domestic Violence and Abuse on Health of Victims, Children and Communities**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of the impact of domestic violence and abuse across the lifespan and its relationship to different cultures and cultural practices.	To be aware of the impact of domestic violence and abuse across the lifespan, particularly in relation to safeguarding children and young people.		
	To be aware of the impact of domestic violence and abuse on parenting capacity and carers.		
	To be understand domestic violence and abuse in relation to specific cultures and cultural practices.		
To understand your agencies response to domestic violence and abuse in relation to local and government safety strategy including financial and service provision implications.	To understand the burden and financial cost of domestic violence and abuse across the health, criminal justice, social care and community economy.		
	To be able to identify vulnerable members of community impact of on them of domestic violence and abuse, particularly in relation to safeguarding children and adults.		
	To understand domestic violence and abuse as part of the government “End Violence Against Women and Girls” strategy.		
	To understand domestic violence and abuse as part of the community safety strategy.		

**Competency 3: Responding to the Disclosure of Domestic Violence and Abuse**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To be aware of and able to follow relevant and appropriate policies and procedures commensurate with role in order to respond empathetically and effectively to witnessing or to disclosure of domestic violence and abuse.	To understand responsibilities regarding child protection and adult safeguarding procedures in relation to domestic violence and abuse.		
	To be aware of the dangers of culturalisation and victim blame in relation to domestic violence and abuse.		
	To understand role and responsibilities in responding to witnessing or the disclosure of domestic violence and abuse.		
	To be aware of policies and procedures relating to domestic violence and abuse in order to support families and /or work colleagues.		
	To be able to respond quickly and discretely to disclosure of forced marriage and “honour” based violence abuse being aware of the “One Chance” rule.		
	To be aware of health’s mandatory reporting responsibilities in relation to FGM.		

**Competency 4: Routine/Selective Enquiry**

<b>Outcome</b>	<b>Competency</b>	<b>Completed</b>	<b>Date</b>
To understand the difference between routine and selective enquiry and the impact on service and training provision.	To be aware of the differentiation between routine and selective enquiry.		
	To understand the implications and impact of routine verses selective enquiry for service users and services.		
	To understand the implications for training and policy of routine versus selective enquiry.		

**Competency 5: Risk Identification**

Outcome	Competency	Completed	Date
To be aware of the ACPO 27 question “Domestic Violence and Abuse, Stalking and “Honour” based Violence (DASH 2009) Risk Identification Model” risk assessment and The Spousal Assault Risk Assessment Guide (SARA).	To be aware of the risk assessment in cases of domestic violence and abuse and referral pathways for formal risk assessment.		
	To understand the specific level of risk posed to victims of possible forced marriage or “honour” based violence and abuse including the “One Chance” rule.		
	To ensure adequate domestic violence and abuse training and support is provided for the workforce commensurate with roles.		

**Competency 6: Safety Planning and Risk management**

Outcome:	Competency	Completed	
To be able to identify when immediate safety planning is necessary and know how to access relevant pathway.	To know what necessitates the need for immediate safety planning.		
	To know how to access clear pathways for safety planning.		
	To be aware of local and national services provision aimed at risk reduction /management in cases of domestic violence and abuse, their evaluation and respond to recommendations for service provision.		
	To understand the role of health within the Multi Agency Risk Management Forum (e.g. Multi-Agency Risk Assessment Conferences (MARAC)).		
	To understand the complexities of information sharing and risk management in relation to confidentiality and professional accountability within the Multi Agency Risk Management Forum (e.g. Multi-Agency Risk Assessment Conferences (MARAC)).		
	To use the outcomes from extensive research of cases, including domestic homicides, ‘near misses’ and lower level incident and apply them to practice and service provision.		

<b>Competency 7: Referral Pathways</b>			
<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	
To be aware of referral pathways for professional support and know how to access them.	To be aware of referral pathways to your organisations specialist domestic violence and abuse practitioners.		
	To be able to identify required domestic violence and abuse practitioner provision for their organisation.		
To know how and where to refer in situations of potential imminent harm.	To understand responsibilities and pathways for referral of safeguarding children and/or safeguarding adult concerns where domestic violence and abuse has been identified.		
	To understand the provision of local domestic violence and abuse services in relation to local health need assessment and domestic violence and abuse strategy.		
	To understand when and how to make emergency contact to police and /or social care.		
	To understand the need for timely response to victims of possible forced marriage or “honour” abuse, including the “One Chance” rule.		
	To understand the need for pathways to be in place for referral to specialist services for identified victims of possible forced marriage or “honour” abuse including secure information recording and sharing.		

<b>Competency 8: Education and training</b>			
<b>Outcome:</b>	<b>Competency</b>	<b>Completed</b>	
To complete and evaluate training commensurate with role and monitoring wider system needs.	To attend appropriate domestic violence and abuse training commensurate with role.		
	To be aware of and support local and national campaigns aimed at raising the awareness of domestic violence and abuse.		
To be aware of and support local and national campaigns aimed at raising the awareness of domestic violence and abuse.	To be able to monitor and seek assurance that local and national multiagency and organisational policies and procedures regarding domestic violence and abuse are current and imbedded in practice.		
	To ensure staff are able to and accessing appropriate domestic violence and abuse training for level.		
	To be able to use the evaluation of training in order commission training programmes and packages.		

**Competency 9: Quality and Audit**

Outcome:	Competency	Completed	
To understand the importance of domestic violence and abuse audit and research in service development and consider the evaluation and recommendations for on-going research based service development and further audit.	To apply the outcomes and recommendations from domestic violence and abuse audit and research based practice in service development and consider the evaluation and recommendations for on-going research based service development and further audit.		

**Evidence to support competency.** This may include study days, action learning sets, professional articles etc.

Date attended/read	Source Title	Reflection Notes

## **Appendix 1**

### **Definitions**

The cross-government definition of domestic violence and abuse is:

any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological
- physical
- sexual
- financial
- emotional

### **Controlling behaviour**

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

### **Coercive behaviour**

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

### **“Honour” based Violence And Abuse:**

The terms “honour crime” or “honour-based violence” or “izzat” embrace a variety of crimes of violence (mainly but not exclusively against women), including assault, imprisonment and murder where the person is being punished by their family or their community. They are being punished for actually, or allegedly, undermining what the family or community believes to be the correct code of behaviour

(Foreign and Commonwealth office 2014)

### **Forced marriage**

A forced marriage is a marriage in which one or both spouses do not consent to the marriage but are coerced into it. Duress can include physical, psychological, financial, sexual and emotional pressure. In the cases of some vulnerable adults who lack the capacity to consent, coercion is not required for a marriage to be forced.

(Foreign and Commonwealth office 2014 )

### **Female Genital Mutilation (FGM)**

Female genital mutilation (sometimes referred to as female circumcision) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK

(WHO, UNICEF, UNFPA, 1997)

### **Domestic Violence and Abuse, Stalking and “Honour” based Violence (DASH 2009) Risk Identification, Assessment and Management Model**

Commonly referred to as the DASH risk assessment, the Domestic violence and abuse, Stalking and “Honour” based Violence (DASH 2009) Risk Identification, Assessment and Management Model is a risk assessment tool used by police and a large number of partner agencies to identify risk to adult victims of domestic violence and abuse enabling effective safety planning .Cases that are identified as high risk are referred to the Multiagency Agency Risk Assessment Conference.

### **Multiagency Agency Risk Assessment Conference (MARAC)**

A MARAC is a meeting where information is shared on the highest risk domestic violence and abuse cases between representatives of local police, health, child protection, housing practitioners, Independent Domestic Violence Advisors (IDVAs), probation and other specialists from the statutory and voluntary sectors. The outcome of the MARAC is to produce and co-ordinated action plan to increase the safety of the adult victim and their family

### **Independent Domestic Violence Advisors (IDVAs)**

The main purpose of independent domestic violence advisors (IDVA) is to address the safety of victims at high risk of harm from intimate partners, ex-partners or family members to secure their safety and the safety of their children

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