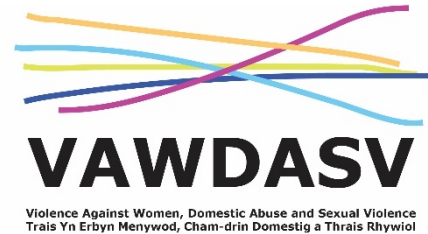


National Training Framework

Training Report, Review and Plans 2022

For Welsh Government on behalf of the Gwent Regional
VAWDASV Training Sub Group



The Region

The region consists of Blaenau Gwent County Borough Council, Caerphilly County Borough Council, Monmouthshire County Council, Newport City Council, Torfaen County Borough Council, and Aneurin Bevan University Health Board.

Part 1 – Gwent’s Structures, Approach and Implementation of the National Training Framework

Gwent has continued its role as an early adopter and has continued its commitment to feed into the national progression of the NTF. Gwent has retained a committed Training Subgroup who are keen to ensure that 2021-2022, even under ongoing CV19 restrictions, RA’s involvement with VAWDASV and in particular, the NTF increases. As a region, we remain committed to improving working structures and sharing lessons learnt. The growth of NTF and in particular the roll out Ask and Act around the country has also provided Gwent with some key learning from collaborations and networking. The aim now for the Gwent region is to ensure the good work that has been achieved over the last few years is not only maintained but built on and developed further.

Gwent VAWDASV Training Sub Group (TSG)

- Purpose and Governance

The Gwent VAWDASV Training Sub Group, established in December 2016, oversees and drives forward this work. This sub group has continued to work within the region offering guidance and oversight of the ongoing work of the NTF within Gwent and retain oversight of the Gwent Training Consortia.

As a group under the oversight of the Gwent Violence against Women Domestic Abuse and Sexual Violence (VAWDASV) Partnership Board, it provides quarterly update reports to the Strategic Delivery Group and the Board.

The Training Sub Group assists relevant authorities in fulfilling their requirements under the National Training Framework (NTF) as part of their duties under the Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) (Wales) Act 2015.

The Training Sub Group implements the training objectives outlined in the Gwent Violence against Women, Domestic Abuse and Sexual Violence Delivery Plan in line with the published strategy for Gwent. This group reports into the Regional VAWDASV Strategic Delivery Group responsible for the delivery of the strategic plan on behalf of the Gwent VAWDASV Partnership Board.

- Membership of Gwent Training Sub Group consists of:

- Gwent VAWDASV Regional Team
- Blaenau Gwent CBC
- Caerphilly CBC
- Newport CC
- Monmouthshire CC
- Torfaen CBC
- Wales Ambulance Service Trust
- South Wales Fire and Rescue
- Aneurin Bevan University Health Board
- Specialist VAWDASV Services

The membership of the Regional Training Subgroup will be increased over the next 12 months. This increase will focus on organisations what are now able to also participate in regional NTF training offers. We believe that including these organisations will not only improve strategic discussions on training but also will best serve the people of Gwent with a more unified service response to VAWDASV as a whole.

- Gwent Police
- Registered Social Landlords
- Probation Services

- Covid 19

As Wales returns back to a more normal way of life post pandemic, we have very much seen the impacts on training. As people return to work as normal, along with increased need following a back log from 2 years of pandemic, training becomes lower on the priority list. This was very much seen in Q4 of 2021-2022 and we expect to continue to see this impact through this year certainly and likely a few years to come. We feel that this is important to bear in mind for context of this report and future plans.

Part 2- Gwent Training 2021/2022

Group 1 – Gwent Numbers

Group 1 uptake has taken a dip since last year's increase over lockdowns. As the pandemic has eased and as life has returned to somewhat normal, peoples work loads have increased and time for training has become more limited for many staff.

Relevant Authority	Aneurin Bevin University Health Board	Blaenau Gwent CBC	Caerphilly CBC	Monmouthshire CC	Newport CC	Torfaen CBC
Workforce	13060	3096	7758	3070	6500	3900
Year Total 2020-2021	1520	328	486	284	1426	422
group 1 completed training from roll out to date	13652	2729	4636	3018	4110	4480
As percentage of workforce - those trained from rollout to date	104.53%	88.15%	59.76%	98.31%	71.79%	114.87%

Please note that these numbers will differ to the numbers included within the local reports. The local reports are based on live numbers of staff whereas the below requested reports consider a rolling number since 2015, as per the WG request.

Group 2 and Group 3 – Gwent Numbers

As predicted, the impact of Covid 19 has continued to impact on training delivery and attendance. Group 2 and 3 training has taken place online again this year and received well. This year we have continued to have a specialist lead delivery with the Gwent Training Consortia supporting delivery regionally. We have been pleased to have Group 3 training delivered this year once again. As a regional we worked hard to update the group 3 training for the region to ensure that it was a relevant and useful as possible. Evaluations for both Group 2 and Group 3 delivery is embedded below.

As Wales has moved closer towards normality from Covid 19, we have seen attendance drop as work returns to normal and competing demands on time have increased. Many departments and areas have returned to more normal working structures and with it a backlog of work to prioritise over training.

All delivery across this last year has been online and regionally delivered. The plans for the year ahead remain with the focus on online regional delivery.

Attendee numbers for Group 2 training below:

	ABUHB	Blaenau Gwent	Caerphilly	Monmouthshire	Newport	Torfaen	USW - Newport	
Area Totals Attendance Group 2 *	26	33	131	52	23	4	4	*This includes regional attendance and in house local delivery
Education Regional Package			24	5	3	2	19	
ABUHB Health package *	530							
Overall Totals	556	33	155	57	26	6	23	
Year Total	856							

Attendee numbers for Group 3 training below:

Group 3 2021-2022	ABUHB	Blaenau Gwent	Caerphilly	Monmouthshire	Newport	Torfaen	USW - Newport
Area Totals Group 3	6	6	4	4	2	0	7
Year total	29						

Group 6

As a region we were keen to progress our Group 6 involvement and attendance at events. By way of addressing the lack of attendees we have seen from the region at previous nationally held events, we decided to run 3 morning sessions over a 6-week period for the region. We split the 3 sessions into topic areas to ensure that we covered a range of VAWDASV topics. This ensured that conversations weren't solely focused on DA. We were thrilled with the attendance the impact these that was felt from the sessions. Below is a breakdown of the attendances. We are considering ways to keep this going in the future and what we can do this year.

	ABUHB	Blaenau Gwent	Caerphilly	Monmouthshire	Newport	Torfaen	Gwent Police	OPCC	SWFR	National Agencies	Specialists
Seminar 1	2	2	8	2	7	3	7	1	0	1	7
Seminar 2	3	3	4	4	5	2	6	1	0	3	6
Seminar 3	2	3	5	1	4	2	5	1	1	4	7
Overall Totals - individuals attended	4	5	11	5	10	4	9	2	1	5	14
Group 6 Seminar Total - Individuals Attended	70										

Here is a link to the evaluation summary for Group 6 Gwent Seminars

https://forms.office.com/Pages/AnalysisPage.aspx?id=eQBnLCzFs0uzytjq8ba31VVX_Cxk_zpKvNLF9W9LsupURFJGNTdCRjRONTJYR1FSODBXRzIUROZFWiQICN0PWcu&AnalyzerToken=82T25fVxV5oHeoCXUfUKfw0bdv1ijNE

Specialist Syllabus 2021-2022

As part of our ongoing commitment to training staff across Gwent on various aspects of VAWDASV we have continued to deliver specialist syllabus training. This year has seen this training continue to be delivered online via MS Teams. With partners, we have provided the region with;

Course	Provider	Delivery Days	Attendees
Understanding Domestic Abuse and Coercive Control	Llamau	4	47
Understanding Domestic Abuse, Multi-agency Risk Assessment Conference	Llamau	4	44
Understanding Domestic Abuse and the Effect on Children and Young People	Hafan Cymru	4	51
Understanding Sexual Violence	New Pathways	4	48
Understanding Perpetrators	Phoenix DAS	3	42
HBA, FM and FMG Training	BAWSO	2	21

Understanding and Working With Male Victims	Hafan Cymru	4	40
Vicarious Trauma and Wellbeing	New Pathways	4	38
Perpetrators in the Workplace	Phoenix DAS	3	6
Sexuality and Gender Diversity Awareness Training	In=Equality	1	7
Neurodiversity and Trauma Training	New Pathways	4	88
Total for 2021-2022			432



SS Training
2021-22.docx

Please see this embedded summary and evaluation link for all training above.

Specialist Syllabus 2022 - 2023

For 2022-2023 we thought that I would be good to add in some more niche areas of learning and then return to basics next year and then review some needed niche training areas the year after again. We hope that this ensures that staff across Gwent get as broader understanding of the range of VAWDASV as possible. Sadly our budget is a little more constrained than in previous years meaning we can only allocate 2 of these sessions throughout the year.

Courses running 2022-2023	Provider	Delivery Days
Understanding Coercive Control	Hafan Cymru	2
Understanding Trauma Bonding and Trauma informed practice	Llamau	2
Understanding Perpetrators in the Workplace	Phoenix DAS	2
Understanding Child and Adolescent Abusive Behaviours	Hafan Cymru	2
HBA, FM and FGM	Hafan Cymru	1
	Llamau	1
Male Victims of Domestic Abuse Awareness	Hafan Cymru	2
Male Victims of Sexual Violence Awareness	New Pathways	2
Understanding Risk and MARAC	Llamau	2

Part 3 - Risks and Solutions – Gwent VAWDASV Training Subgroup

Over the last four years, we have seen it necessary to include in risk and solutions for the region, to enable review and reflection to be measurable and considered.

From last year's risks and solutions as a region we have worked to address the risks and solutions.

2021-2022 Risk Solutions and Outcomes		
Risk	Solution proposed	Outcome achieved

<p>Risk 1) Group 1 – Next steps information isn't clear following on from the eLearning meaning that people are undertaking the course without knowing what they can do should they be concerned about anything they then notice.</p> <p>No set refresher option. Not having a separate Group 1 refresher means that the only option is for people to repeat the same training that was developed 5 years ago. This then means data as a rolling data set could double count the same person from a few years ago.</p>	<p>Solution 1) to develop a short information video for the region that can sit on intranets to help people understand the current picture of VAWDASV in Gwent and also how to access advice if you have concerns about anyone. This will also highlight any other training that could be of use.</p> <p>Our plan in the region to address refreshers is to await the renewed Group 1 training package as the refresher. Once this is out we will have to consider the counting issue in regards to quarterly reporting</p>	<p>Outcome This is still in development and should be completed by January 2023</p>
<p>Risk 2) Group 2 trained trainers. Since 2016 Gwent has had 42 trainers go through the train the trainer process, and we not only have 10 active. These losses have been due to changed roles, workloads or that they were unable to complete the TTT accreditation. We need to consider a sustainable way forward to better support the ongoing needs of the region for Ask and Act.</p>	<p>Solution 2) To develop a proposal for our own train the trainer process with full Q&A process, supervision and portfolio. The aim is to send this to WG for consideration within Q1.</p>	<p>Outcome excitingly this proposal was completed and sent in to WG in October. The outcome of this is that we will be piloting our regional train the trainer for Group 2 and Group 3 in Q3 of 2022-2023</p>
<p>Risk 3) the continued impact of Covid 19 will have ongoing ramifications beyond this year. Especially and particularly for those who do not have access to computers as part of their job and so cannot access online training.</p>	<p>Solution 3) to monitor the ongoing impact on Covid on training especially the impact for those who do not work on computers and therefore do not have access to any online VAWDASV training.</p>	<p>Outcome online training has continued to be the only/main method of delivery. The impact that we have seen is attendance in Q4 as 'normal' life has returned. This will be on our risk for next year.</p>

Three key risks and three possible solutions are below for 2022-2023:

2022-2023 Risk and Solutions	
Risk	Solution proposed
<p>Risk 1) Concerns over consistent attendance across the region. Q4 showed us the impact of returning to normal work patterns can have on training. The impacted of this resulted in cancellation of sessions last minute, incurring unnecessary costs.</p>	<p>Solution 1) To better utilise meetings, connections and presentation opportunities to senior management and team managers to promote training. Also, to be very conscious in highlighting that covid will have had an impact on the most vulnerable and so this training is more important than ever as staff go back out into communities and homes.</p>
<p>Risk 2) Group 1 number monitoring continues to be a concern in the region. Assessing accurate Group 1 numbers is essential to fully knowing additional work that needs to take place to increase Group 1 numbers and awareness being raised.</p>	<p>Solution 2) A meeting has been set for September 2022 to establish a realistic and effective way of ensuring each quarter we have a true picture of Group 1 RA %'s</p>
<p>Risk 3) Maintaining the good work achieved last year with Group 6. National conferences have not adequately provided the support and information that we were able offer last year to those at a Group 6 level. Budget constraints mean we need to find alternative approaches</p>	<p>Solution 3) The approach we are looking to take this year for Group 6 is to make a series of presentations to elected members and board members across the RA's in Gwent. This will give background, progress made, needs and priorities at this time. The hope will be that those who receive this information will be motivated to help enforce change and response to the VWADASV (Wales)Act 2015.</p>

Part 4 - Regional Plans and Reports

Each RA in Gwent has completed their Report independently and are contained below.

Please see this embedded document for full details.



Gwent NTF Annual
Reports and Training

Part 5 – Gwent Training Plans Summary

Group	Training Needs	Training Development
Group 1	To be part of all RA's induction process. To monitor number against live staff totals To embed effective access methods with non-RA's including inductions	Developing regional structure to best monitor this training. Await news from WG on Group 1 refresher.
Group 2	Ongoing commitment to promoting Group 2 to appropriate staff. Monitoring uptake of Group 2 by additional organisations who are non-RA's. Piloting the regional train the trainer with each RA providing 1 member of staff to attend. Ongoing update to training and reflections on evaluations	Update of presentation and course pack. Ensuring that latest stats, new articles and policy updates are included.
Group 3	Ongoing commitment to promoting Group 3 to appropriate staff and refining the champion role clearly. Monitoring uptake of Group 3 by additional organisations who are non-RA's. Piloting the regional train the trainer with each RA providing 1 member of staff to attend. Ongoing update to training and reflections on evaluations	Update of presentation and course pack. Ensuring that latest stats, new articles and policy updates are included.
Group 4&5	Ensuring that training is promoted regionally, and updates are provided to the regional training subgroup.	-
Group 6	Consider new approaches to Group 6 engagement. Focus this year on Elected members and board members	Develop and provide a presentation to elected members and board members of RA's that takes into account their specific responsibilities and role.

Part 6 – Ask and Act Group 2 and Group 3 Evaluations.

Here is an anonymised Pre and Post course Evaluation.

Group 2 Pre Course

https://forms.office.com/Pages/AnalysisPage.aspx?id=eQBnLCzFs0uzytjq8ba31VVX_Cxk_zpKvNlf9W9LsupUNOVKQIBRMOVZWTRJvjc0Mkg5SE9JWEIYUyQIQCN0PWcu&AnalyzerToken=H013NKeEMwymeZJKEahN1myyJGKeUivr

Group 2 Post Course

https://forms.office.com/Pages/AnalysisPage.aspx?id=eQBnLCzFs0uzytjq8ba31VVX_Cxk_zpKvNLF9W9LsupURFJGNTdCRjRONTJYR1FSODbXRzIUR0ZFWiQlQCN0PWcu&AnalyzerToken=82T25fVxV5oHeoCXUfUKfw0bdv1ijNE

Group 3 Post Course

https://forms.office.com/Pages/AnalysisPage.aspx?id=eQBnLCzFs0uzytjq8ba31VVX_Cxk_zpKvNLF9W9LsupUOU9WVU9TQjc0NEtIRDBYnJU5SjlyODg4MCQlQCN0PWcu&AnalyzerToken=82T25fVxV5oHeoCXUfUKfw0bdbv1ijNE