



Sector Leader short courses for CEOs, Managers, Team leaders & Trustees working within organisations working with perpetrators of domestic abuse

Calling All Sector Leaders!

Recognising a lack of diversity in the workforce and inadequate opportunities for professionals from racialised communities as a prominent issue across the not-for-profit sector, the Drive Partnership commissioned H.O.P.E Training and Consultancy to conduct research into the views and experiences of nearly 50 frontline staff from racialised communities and over 40 sector leaders which included working within specialist domestic abuse perpetrator services and organisations.

Through 1-2-1 interviews and group discussions with frontline staff, researchers identified three overarching themes and areas for improvement, including tackling institutional racism; focusing on equality, diversity, and inclusion (ED&I); and addressing feelings of isolation. Researchers also recognised that ED&I was a central focus for sector leaders, but identified the understanding and acknowledgement of privilege as an opportunity for further improvement.

H.O.P.E Training and Consultancy & the Drive Partnership are working together to address these systemic barriers to colleagues from racialised communities in relation to entering the sector, remaining part of the workforce and progressing to leadership opportunities. We are now looking for leaders from England to take part in a free sector leader development course.

The programme is open to colleagues in leadership positions working in the domestic abuse perpetrator sector.

The programme aims to create and support a network of leaders across the perpetrator sector, through the delivery of the sessions below and additional action learning sets. Participants will be provided with both a reflective safe space and support to develop skills, techniques, knowledge and confidence to support staff from racialised communities working with perpetrators of domestic abuse.

You will be able to attend one session or all 6 sessions depending on the criteria.



Who should attend:

Participants should be:

- Working within an organisation that is currently supporting those using abusive behaviours (i.e behavioural change program, case management/ 1-1 work).
- Be in a leadership position
- Be keen to enhance your skills to support staff from racialised communities working with perpetrators of domestic abuse
- Willing to commit to action learning sets after the programme has been completed.
- Willing to participate in an independent evaluation of the pilot programme
- Willing to give feedback to an independent evaluator about your experiences attending the sector courses

The following sessions (9.30 - 12:30 for 3 hours) are covered in the programme:

Course	When	How	Spaces
I cannot be a racist I have a black employee! - Racism, Discrimination and Prejudice top things you need to know as a VAWG sector leader	9.11.2022	Zoom	24
What is Racial Trauma & supporting staff experiencing this	15.12.2022	Zoom	24
Challenging White privilege and acknowledging White Fragility	24.1.2023	Zoom	24
Supporting your staff who are working with perpetrators from racialised communities around their harmful behaviours	28.2.2023	Zoom	24
Recruitment, Retention & ongoing effective training – How to keep staff from racialised communities working within the VAWG sector	14.3.2023	Zoom	24
Supporting organisations to lead culture change / developing an anti-racist organisation ((ONLY for CEO's & Directors)	29.3.2023	Zoom	24

For more information contact Meena Kumari at admin@hopetraining.co.uk at H.O.P.E on 07872907480 (text/WhatsApp/ voice note) for further information