



Survivors' Network

# TRAINING BROCHURE

**AUTUMN 2023 EDITION**

**Supporting Survivors of Sexual Violence and Abuse across Sussex**



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# INTRODUCTION

## WHO ARE WE?

Survivors' Network is the Rape Crisis Centre for Sussex. Our frontline services provide specialist, trauma-informed support to survivors of sexual violence, abuse and harassment across Sussex. We also deliver training, culture change and campaigning work across the county, to empower our communities to stand up against sexual violence.

## WHY SIGN UP TO OUR TRAINING?

- To dispel myths surrounding rape, sexual abuse and sexual assault.
- To understand how sexual violence and the systems that respond to it fit into wider oppressive systems of violence.
- To understand the impact that these experiences may have on survivors, their family and friends.
- To prepare to respond appropriately to survivors in any context.
- To learn about legal duties and safeguarding procedures.
- To know how to refer and signpost to other agencies and organisations.

## WHO IS OUR TRAINING AIMED AT?

Our training sessions are aimed at supporting anyone who may come into contact with survivors of sexual violence, abuse and/or harassment.

This includes, but is not limited to:

- Healthcare professionals
- Social workers
- Benefit, welfare and housing staff
- Youth workers
- Education staff

- Therapists and counsellors
- Parents and carers
- Legal and court staff
- Police officers
- People working in the prison service
- People working in the voluntary sector

Attending our training is especially important for professionals, as employers have a responsibility to ensure that their staff are appropriately trained and cared for when supporting survivors.

Our training aims to embed an intersectional understanding of feminism and be trauma-informed in its approach.

## WHAT ARE OUR TRAINING OFFERS?

We have 3 available training offers;

- **'Changing the Culture' sessions.** These sessions are organised once a quarter and are open to all individuals.
- **'Off-the-Shelf' sessions.** These are our existing training sessions that are delivered as a closed session for your team only.
- **Bespoke sessions.** Training which is tailored to your organisation's needs, with the option of covering specific topics and areas requested by you.

Alongside our training, we also offer **consultancy**.

## WHERE IS THE TRAINING HELD?

For the foreseeable future, due to Covid-19 restrictions, all our training is currently delivered online via Zoom.

## WHEN IS THE TRAINING HELD?

The dates and times for our upcoming 'Changing the Culture' sessions can be found on page 8.

Our 'Off-the-Shelf' and 'Bespoke' sessions are arranged in advance, to be delivered at a specific date and time that suits both parties best.

## HOW DO YOU BOOK OUR TRAINING?

You can sign-up to our upcoming 'Changing the Culture' sessions via the Eventbrite links on page 8.

Alternatively, to arrange one of our 'Off-the-Shelf' or 'Bespoke' sessions, enquire about our consultancy services, or if you have any other training related questions, please get in touch with us using the contact details on page 17.

# PRICING STRUCTURES

If you have a bespoke requirement or limited budget, please don't hesitate to get in touch so we can discuss this. We may be able to offer further reduction.

## CHANGING THE CULTURE SESSIONS

Rate	Full Day (per person)	Half Day (per person)
<b>Full rate</b> (Private sector, including private education, and charities & organisations with annual income over £1m)	£140	£75
<b>50% Subsidy</b> (Statutory sector, NHS, state schools, and charities & organisations with annual income under £1m)	£75	£40

Specialist Changing The Culture sessions  
(Trauma and the Brain, Pre-Trial Conditions)

Rate	Full Day (per person)	Half Day (per person)
<b>Full rate</b> (please see criteria above)	£225	£115
<b>50% Subsidy</b> (please see criteria above)	£115	£57

## What's included?

- First rate training delivery
- Certificate of completion

## OFF-THE-SHELF SESSIONS

Rate	Full Day	Half Day
<b>Full rate</b> (Private sector, including private education, and charities & organisations with annual income over £1m)	£1,415	£710
<b>50% Subsidy</b> (statutory sector, NHS, state schools, and charities & organisations with annual income under £1m)	£710	£350

### Specialist Off-The-Shelf sessions (Trauma and the Brain, Pre-Trial Conditions)

Rate	Full Day	Half Day
<b>Full rate</b> (please see criteria above)	£2260	£1125
<b>50% Subsidy</b> (please see criteria above)	£1125	£560

### **What's included?**

- First rate training delivery to your team
- Certificate of completion

## **BESPOKE TRAINING & CONSULTANCY**

### **Bespoke**

The 'Off the Shelf' prices above are our flat rate for training delivery. For bespoke training, the full day or half day prices apply, with an additional £85 (full rate) or £42.50 (subsidised rate) per hour of work.

### **What's included?**

- A conversation with our trainer about what you would like included in the session
- Development of a bespoke session
- First rate training delivery
- Certificate of completion

### **Consultancy**

We charge an hourly rate for our expert-led consultancy: £85 (full rate) per hour or £42.50 (subsidised rate) per hour.

### **What's included?**

- One-to-one sessions and coaching.
- Specialist workshops around themes relating to sexual violence.
- Reviews and recommendations pertaining to organisational policy or other documents.

However, this list is not exhaustive, and we would love to hear about your individual needs.



## CHANGING THE CULTURE

# TRAINING DATES

Course Name/Code	Date & Time	How to Book
Impact of Sexual Violence and Abuse/ISVA	05/10/2023 09:30-13:00	<a href="#">Eventbrite Sign Up</a>
Responding to First Disclosures/FD	06/10/2023 09:30-13:00	<a href="#">Eventbrite Sign Up</a>
Sexual Violence and the Legal System/RLS	12/10/2023 09:30-13:00	<a href="#">Eventbrite Sign Up</a>
Self-Care and Vicarious Trauma/VT	20/10/2023 09:30-13:00	<a href="#">Eventbrite Sign Up</a>
Pre-Trial Conditions/PT	10/11/2023 09:30-16:30	<a href="#">Eventbrite Sign Up</a>
Trauma and the Brain/TB	24/11/2023 09:30-13:00	<a href="#">Eventbrite Sign Up</a>

# SESSION OVERVIEWS

The below overviews provide information about each of our training sessions, including their specific learning objectives and target audience.

These sessions can be either attended as one of our 'Changing the Culture' sessions which are open to all individuals (please see page 8 for more information about upcoming sessions), booked as an 'Off-the-Shelf' closed session to be delivered to your team only, or even adapted and tailored into a bespoke session to meet your organisation's unique and specific needs.

## SEXUAL VIOLENCE AND THE LEGAL SYSTEM

Code: RLS

### About this course:

This training day has been designed to develop participants' knowledge and understanding of our legal system in relation to matters such as childhood sexual abuse and sexual violence, and what may arise when someone has reported such a crime to the police. The session will offer participants the opportunity to explore the criminal justice journey, as well as begin to consider the barriers which many groups may face when interacting with this system. At Survivors' Network we offer specialist independent support to survivors throughout the criminal justice process, so we are able to offer unique, trauma-informed insights to what can be unfamiliar and sometimes seemingly complex processes.

### Learning objectives:

- Understand the law concerning sexual offences.
- Understand options of reporting such crimes to the police.
- Understand what happens in the criminal justice system.
- Understand the effects of the criminal justice system on survivors of sexual offences.
- Learn about possible supportive measures available.

## Who is this course for?

The course is for anyone wanting to learn more about the way in which the systems in place respond to survivors of rape and sexual assault, and how these crimes may be dealt with. This may include frontline staff working with clients including healthcare professionals, social workers, frontline workers including benefit, welfare and housing staff, youth workers, education staff, therapists, counsellors, people working in the voluntary sector, or those operating in such fields at management level.

## TRAUMA AND THE BRAIN

Code: TB

### About this course:

The experience and impact of trauma are not widely understood, which often leads to myths and misunderstandings in society, with significant implications for how this is lived and perceived. Individuals who experience traumatic events will react in different ways. The knowledge of the underlying mechanisms and structures will be a powerful tool in supporting someone who has experienced trauma, with ample research showing the impact of psycho-education on wellbeing and ability to cope.

### Learning objectives:

- Explore key issues related to the experience of trauma.
- Increase understanding of the physiology of the traumatic experience.
- Understand how the perception of trauma impacts functioning.
- Share information, tools and resources that may assist in supporting clients.

## Who is this course for?

The course is ideal for anyone wanting to learn more about psychological trauma, understanding the physiological mechanisms operating when we experience trauma, how our brain and body process it, as well as the implications in the development of traumatic symptomatology. It is relevant for anyone working with clients who have experienced trauma, with the goal of

using this knowledge to understand the impact this may have had and supporting these clients.

## SELF-CARE AND VICARIOUS TRAUMA

Code: VT

### About this course:

This training day has been designed to develop participants' knowledge and understanding of vicarious trauma, secondary trauma, compassion fatigue and burnout. We will explore the signs and symptoms of each and the impact they can have on us as individuals, as well as on our work and workplace. We will discuss the benefits of self-care; the barriers to self-care; the various forms self-care might take. Participants will have the opportunity to learn stress management techniques and develop their own personal self-care kit.

### Learning objectives:

- Gain a basic understanding of the impact of trauma on our brain.
- Understand the signs and causes of vicarious trauma, secondary trauma, compassion fatigue and burnout.
- Learn about the importance of boundaries.
- Explore a variety of self-care and resilience building tools and techniques.
- Develop a personal self-care plan to use in your daily home and work life.

### Who is this course for?

The course is for anyone wanting to learn how those in helping roles might experience compassion fatigue or vicarious trauma and how to start considering managing the impact of stress using self-care strategies. This may include; frontline staff or volunteers, healthcare professionals, social workers, teacher and education staff, family workers, benefit, welfare and housing staff, youth workers, therapists, managers and those supporting staff, counsellors and people working in the voluntary sector.

## FIRST DISCLOSURES

Code: FD

### About this course:

People working directly with the general public may at some point be the person that a survivor of sexual assault first talks to about their abuse. Would you or members of your team know how to react / what to say / what not to say / what your legal duty is / where to signpost? This course gives an overview of what to do when a person first discloses an incident or history of sexual abuse as well as practical advice about how to support an individual disclosing abuse.

### Learning objectives:

- Develop a greater awareness of issues relating to sexual violence.
- Improve understanding of how trauma affects the brain.
- Increase confidence and ability in taking a first disclosure and offering advice to those who have experienced sexual violence.

### Who is this course for?

All frontline staff working with clients including healthcare professionals, social workers, frontline workers including; benefit, welfare and housing staff, youth workers, education staff, therapists, counsellors, legal and court staff, police officers, prison service, people working in the voluntary sector, strategic managers and decision makers.

## IMPACT OF SEXUAL VIOLENCE AND ABUSE

Code: ISVA

### About this course:

The impact of rape and sexual assault is varied and complex. Individuals react in different ways at different times and in the same way that no two people are the same, each person who has experienced sexual violence will react in a different way. Learning about the impact of rape and sexual assault will

help anyone working with or supporting a survivor to gain a better understanding about what they may be experiencing. This course helps to challenge myths surrounding expected reactions to rape and sexual assault, and to understand the processes at play that may bring about different responses and reactions, in the moment and afterwards. We will go on to consider some practical ways in which we may respond, support that is available locally and nationally, and move on to reflect on the impact that supporting someone who has been through these experiences can have on us.

### **Learning objectives:**

- Define sexual violence and abuse.
- Explore myths about rape and sexual violence and/or abuse.
- Describe trauma and its impact.
- Describe the impact of sexual violence and abuse on the health and wellbeing of the survivor.
- Identify and implement support measures for survivors.
- Explain what services and support are available in the city.
- Identify own needs as a supporter.

### **Who is this course for?**

Anyone who wants to know more about how rape or sexual violence impacts people, for personal or professional reasons. This course is intended to offer an introductory understanding of sexual violence and the impact of this, and will provide a good foundation to further learning.

### **Impact of Sexual Violence Webinar**

Our Impact of Sexual Violence training has been made into a pre-recorded webinar. For just £20, you can access the content for 365 days. You can learn at your own pace, logging in and out with your progress saved each time. To access this, sign up here:

<https://survivors-network.thinkific.com/courses/impactofsv>

## PRE-TRIAL CONDITIONS

Code: PT

### About this course:

The term 'pre-trial' therapy refers to therapy in which the client has an open police investigation that may lead to a criminal trial. Following pre-trial therapy guidelines is essential when supporting clients, so as to not adversely affect the outcome of their court case.

Public discourse around sexual and domestic violence, such as the #MeToo movement, has led to an increase in reports to the police and involvement in the criminal justice system. An awareness of pre-trial therapy guidance has never been more relevant to therapists and professionals supporting vulnerable people.

### Learning objectives:

- Explore key issues related to supporting pre-trial clients.
- Increase understanding of the criminal justice system, in relation to vulnerable witnesses.
- Challenge misconceptions that can create barriers for pre-trial clients.
- Share tools and techniques to help us work more effectively with pre-trial clients .

### Who is this course for?

Any counsellor/psychotherapist or professional working in a support role, particularly where clients are likely to be involved in the criminal justice system. Essential for those supporting survivors of sexual or domestic violence.

## SUPPORTING SURVIVORS IN HIGHER EDUCATION: BASIC AWARENESS – LEVEL 1

Code: HE/FT BA

## About this course:

This training course pulls together key aspects of our core training packages to introduce participants to the varied ways that rape and sexual assault can impact on an individual, to help anyone working with or supporting a survivor to gain a better understanding of what they may be experiencing. There will be moments of particular focus on the impact on students who have experienced sexual assault or abuse. There will be moments of particular focus on the impact on students who have experienced sexual assault or abuse.

## Learning objectives:

- Define sexual violence and abuse.
- Describe the long and short term effects of sexual violence.
- Explore sexual violence in a Higher Education setting.
- Learn practical tips for supporting someone who has experienced sexual violence.
- Identify support available for survivors.

## Who is this course for?

We believe that all staff working in an HE or FE context should have a foundational understanding of sexual violence, since they are likely interacting with survivors. This course is aimed at anyone working in that setting and provides that foundation.

# SUPPORTING SURVIVORS IN HIGHER EDUCATION: DEEPENING UNDERSTANDING – LEVEL 2 Code: HE/FT DU

## About this course:

This training course could either be attended as a stand-alone session, or could be attended following completion of the Level 1 Basic Awareness course. This course pulls together key aspects of our core training packages and combines them with specialist focus on survivors in a Higher Education setting.



The course aims to think more deeply about what makes an effective response process in a Higher Education setting and explores how to take a first disclosure.

### **Learning objectives:**

- Explore what makes an effective response to sexual violence.
- Understand reporting options available.
- Explore ways to respond to first disclosures effectively.
- Explore a variety of grounding techniques.

### **Who is this course for?**

This course is aimed at support staff in the HE setting who may work with survivors of sexual violence, or who may be likely to receive a first disclosure.

## **CONSENT IN UNIVERSITIES**

**Code: HE/CU**

### **About this course :**

This workshop aims to introduce conversations around consent, sexual relationships and sexual violence to university students.

### **Learning objectives**

- Understand legal definitions of consent.
- Explore the prevalence of sexual violence.
- Understand consent in practice.
- Gain a basic understanding of trauma responses and the brain.
- Explore gender norms and their impact on consent.
- Consider what we can do: bystander intervention and support available.

### **Who is this course for?**

Any students of university age who would benefit from a deeper understanding of conversations around consent and healthy sexual relationships.

# SEXUAL HARASSMENT IN THE WORKPLACE

Code: SH

## About this course :

This half-day of training has been designed to develop participants' knowledge and understanding of sexual harassment in the workplace. The session will offer participants the opportunity to explore what sexual harassment might look like, the impacts that sexual harassment has and the ways we can challenge sexual harassment in the workplace. The session will also make some time to consider the ways all staff can support each other to work towards a more positive workplace culture.

## Learning objectives

- What is sexual harassment?
- Understanding the impacts of sexual harassment.
- Bystander Intervention and tools for challenging workplace harassment.
- Practical tips for supporting a survivor of harassment.
- Tips for creating a positive workplace culture.

## Who is this course for?

Any workplace that is looking to champion a safe and positive workplace culture. We are also able to offer a shortened version of the course for all staff, with a more in-depth follow-up for anyone particularly interested.

# BYSTANDER INTERVENTION

Code: BI

## About this course:

Our Bystander Intervention training helps services, businesses and the public to safely intervene in situations of sexual harassment/assault. This course provides participants with the skills to recognise and challenge misogynistic behaviour in everyday life.

## Learning Objectives:

- What is sexual harassment and misogyny?
- What are the impacts of sexual harassment and misogyny?
- Learn and practice tools to challenge this behaviour.

## Who is this course for?

This training would be beneficial for anyone. Sexual harassment and misogyny are daily encounters for so many – but we can make our communities safer by knowing the right way to intervene when we need to, and being able to empathise with and support those affected by it.

## Bystander Intervention Webinar

Our bystander training has been made into a pre-recorded webinar. For just £20, you can access the content for 365 days. You can learn at your own pace, logging in and out with your progress saved each time. To access this, sign up here:

<https://survivors-network.thinkific.com/courses/bystander-intervention>

# CONTACT US

For further information about our training, please visit our website or get in touch at: [training@survivorsnetwork.org.uk](mailto:training@survivorsnetwork.org.uk)



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