

WALTHAM FOREST'S

WHOLE SCHOOL APPROACH TO TACKLING

VIOLENCE AGAINST

WOMEN AND GIRLS

TEACHING RESOURCE PACK

The Waltham Forest Violence Against Women and Girls Whole School Approach Project

Between 2017 and 2020, Waltham Forest Public Health team coordinated a local project aiming to educate the community about healthy relationships and consent, and prevent Violence Against Women and Girls (VAWG). The programme has adopted a Whole Schools Approach (WSA) and partnered with a range of local and national expert delivery organisations to deliver training to pupils, staff, parents and the wider community around seven secondary schools in the borough. Training has focussed on healthy relationships, harmful practices, domestic abuse, sexual violence, Child Sexual Exploitation (CSE), and how these issues might be more pertinent or complex for LGBT young people or young people with a learning disability or autism. As a WSA, the programme has also involved a review of school policies and been linked to the Healthy Schools London Award programme, so schools can be awarded a silver and Gold award for participation in the project. The programme has been rigorously evaluated by an external partner.

One in every four women experiences domestic abuse in her lifetime. Nearly one fifth of women experiences sexual assault.¹ In March 2019, the Mayor of London's Office for Policing and Crime reported a 12% increase in domestic abuse.² Furthermore, such crimes are notoriously under-reported. The Waltham Forest VAWG Programme has taken a preventative approach and works collaboratively with young people, particularly those at a higher risk of becoming victims or perpetrators, to build knowledge, understanding, and positive behaviours across communities.

The programme was scheduled to close with an all-staff conference in March 2020, which was unfortunately cancelled due to the COVID-19 outbreak. Through the resources collated in this document, we aim to embed the key messages and ensure the longevity of this learning in our borough. This Resource Pack provides teaching staff with a range of tools to support their continued promotion of healthy relationships, including:

- videos
- presentations designed for the conference
- a guide to inclusive policy development
- links to a wide range of approved external resources including lesson plans
- a list of potential support services for all members of your school and surrounding community

¹ Office for National Statistics. (2016) *Intimate personal violence and partner abuse*. ONS. Available from:

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/compendium/focusonviolentcrimeandsexualoffences/yearendingmarch2015/chapter4intimatepersonalviolenceandpartnerabuse> [Accessed 20 March 2020].

² Mayor of London Office for Policing and Crime & Metropolitan Police Service. (2019) *Violence in numbers*. MOPAC. Available from:

<https://www.london.gov.uk/moderngovmb/documents/s63844/Appendix%20A%20-%20Violence%20in%20Numbers%20-%20VRU%20PRG%2001052019.pdf> [Accessed 20 March 2020].

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1. Delivery Partners



Safer London is a London charity working to prevent and address gang violence, vulnerability and sexual exploitation. They provide needs-led intensive support, early intervention and mentoring through extensive, pan-London services. Visit their website [here](#).



Ashiana Network specialises in helping Black and Minority Ethnic women, in particular women from South Asian, Turkish & Iranian communities, aged 16-30 who are at risk of domestic violence and sexual violence. Ashiana runs refuge services and offers an advice and support service and counselling. Visit their website [here](#).



ELOP is a holistic lesbian and gay centre that offers a range of social, emotional and support services to LGBT communities, and their core services include counselling and young people's services. ELOP also offer training and consultancy for fellow professionals and those seeking to enhance their understanding of issues facing LGBT communities. Visit their website [here](#).



Respond is a national charity which enables people with learning disabilities, autism or both who have experienced abuse, violence or trauma to live richer, more resilient lives. They provide a range of evidence-based trauma-informed services for children, young people, adults and professionals. Visit their website [here](#).

2. Waltham Forest and Partners' VAWG Video

Waltham Forest and its delivery partners worked together to produce four short videos, on a range of VAWG topics, aimed at teachers. These videos summarise key facts about these issues and give practical tips for addressing them in school.

[Click here to watch videos](#) on:

- Domestic abuse and CSE
- Harmful Practices (including FGM and so-called "honour"-based violence)
- VAWG and LGBT young people
- VAWG and young people with a learning disability or autism



3. Waltham Forest's Strategic Partnerships' Domestic Violence Video

[Click here to watch](#) a video produced by Waltham Forest's Strategic Partnership Boards in collaboration with Solace Women's Aid. This video is aimed at professionals working with victims of domestic abuse aged 16+, and explores how to support victims facing complex decisions.



4. Waltham Forest and Safer London's Victim Blaming Video

[Click here to watch](#) a video produced by Waltham Forest in collaboration with Safer London which aims to help professionals understand what victim blaming language is, and how it impacts young people. This Waltham Forest Youth Independent Advisory Group use real examples of language used by professionals about victims of Child Sexual Exploitation.



5. External Resources

Our four delivery partners have reviewed and approved a series of external resources to assist teaching staff when discussing these subjects in the classroom. Unless otherwise specified, these materials are not suitable for younger children or children with additional needs. Please **use your professional judgement about age-appropriate content**, and **consider the notes provided by our expert partners** when using these materials.

Gender Based Violence

Organisation	Resource	Notes
NSPCC	AGENDA	Includes ideas/activities for completion with students
Amnesty International	Violence Against Women	None
Child & Woman Abuse Studies Unit	Bystanders Project: Speak Up/Out Manual	Includes lesson plans and resources to generate discussion about sexual harassment and the role of bystanders in schools
Sign Health	Deaf Hope: SignHealth Prevention Videos	Five short films which focus on VAWG issues (Female Genital Mutilation, Forced Marriage, Consent, Sexting and “Honour”-Based Abuse), using British Sign Language.

Abuse and Teenage Relationships

Organisation	Resource
Women’s Aid	Expect Respect Education Toolkit
NSPCC	It’s not ok
Home Office	Disrespect NoBody

Love, Relationships and Sexual Identity

Organisation	Resource	Notes
BISH UK	Various	Guides on relationships, love, gender identity. Aimed at young people but can be used to spark conversations with students and create content
Public Health England	Forming positive relationships lesson plan pack	Broader resources on positive friendships

Sexual Behaviours

Organisation	Resource
Brook	Sexual Behaviours Traffic Light Tool

Forced Marriage and “Honour”-Based Violence

Organisation	Resource	Notes
Peer Productions	Our Girl	Useful for cross-curricular links. Please read

		thoroughly and tailor this resource before use. This video is a good resource but graphic and too upsetting for some KS3 students – please treat with caution.
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Female Genital Mutilation

Organisation	Resource	Notes
Home Office	FGM Resource Pack	Range of materials including information on legislation and prevalence, and resources including statutory guidance, NSPCC FGM helpline, case studies, education guidance and lesson plans, leaflets etc.
28 Too Many	28 Too Many – FGM, let's end it	Resource is produced by a charity by and for the African diaspora specifically, and therefore is African diaspora-centric. FGM occurs in many other places and survivors live worldwide. Please note that the issue is not limited to Africa.

Child Sexual Exploitation

Organisation	Resource	Notes
Family Planning Association	Love or lies?	<i>None</i>
Leicester County Council	CSE Resource Pack	Requires simplification if delivered to a whole class. Best used for ideas for discussion topics.
NSPCC	Talk PANTS and stay safe	For younger age groups (primary age, though the “Books to read” and “Diverse Groups” sections can be used with older children)
NSPCC	The Underwear Rule for d/Deaf children	From PANTS resource, video using BSL to communicate the message.

Healthy Relationships: LGBTQ+ Young People

Organisation	Resource	Notes
Barnardo's	Various	Range of LGBTQ+ resources. Includes material on CSE and healthy relationships

Relationships, Emotions and Identity: Young People with a Learning Disability

Organisation	Resource	Notes
NSPCC	Love Life	Resources for young people with a learning disability.

The Legal Obligations for Schools

Organisation	Resource	Notes
End Violence Against Women	"All day, every day"	A briefing paper describing the legal obligations of schools to prevent and respond to sexual harassment and violence

6. Policy Review Guidance

The following guidance has been produced by Safer London.

Policy Checklist

1. Child Protection and Safeguarding Policy

Every Safeguarding policy should include:

- A statement explicitly covering and defining the different forms of violence against women and girls (VAWG) including:
 - Domestic and sexual abuse, including within Young Peoples relationships
 - Child Sexual Abuse and Child Sexual Exploitation
 - Sexual harassment and bullying
 - Rape and sexual assault
 - Forced marriage
 - Female Genital Mutilation (FGM)
 - So called honour based violence
 - Hate crime
 - Trafficking
 - Stalking
 - Sexting, online abuse and revenge pornography
- Reference to the latest Government guidance including:
 - Statutory guidance: [Keeping children safe in education](#) 2015 updated 2018
 - Statutory guidance: [Working together to safeguard children](#) 2015 updated 2018
 - Advice for schools: [Sexual violence and sexual harassment between children in schools and college](#) 2017
 - Guidance: [Child sexual exploitation: definition and guide for practitioners](#) 2017
 - Strategy: [Ending violence against women and girls strategy: 2016 to 2020](#)
- Creation of a VAWG lead/champion role for at least one member of staff and specify their role within the school
- Including a specific section on violence against women and girls as part of the mandatory safeguarding training for all staff and volunteers
- Procedures to respond to disclosures of VAWG
- Procedures to safeguard children and young people who are perpetrators of VAWG
- Making it clear that a student coming out as lesbian, gay, bisexual or trans does not constitute a safeguarding risk and disclosing this information without their consent, including to their parents or carers, is a breach of confidentiality
- Information on specialist VAWG support services for staff and students
- Prevention measures including addressing consent, healthy relationship and VAWG as part of the Relationship and Sex Education programme and holding school events to raise awareness of VAWG

2. Anti-bullying Policy

Every anti-bullying policy should include:

- A clear statement on equality and respect

- A clear definition of bullying which includes specific references to the different types of bullying including gender (sexist bullying), sexual orientation (homophobic or biphobic bullying) and gender identity (transphobic bullying)
- Reference to online/cyber bullying
- A clear statement that derogatory or offensive language including sexual name-calling or comments will not be tolerated in the school environment
- Training for staff to challenge derogatory or offensive language
- A clear process to report bullying including anonymous reporting mechanisms
- Roles and responsibilities for staff to identify and respond to bullying
- A student-friendly anti-bullying policy to ensure all students understand and uphold the policy, communicating the policy to parents and carers and consistent messaging across school policies
- Provision of measures to prevent and tackle bullying such as discussions on equality and stereotypes as part of the curriculum and the promotion of diversity through displays and school events

3. Equalities Policy

Every equalities policy should include:

- A clear statement on gender, sexual orientation and gender identity equality including up-to-date definitions
- A commitment to challenging all discrimination
- The aim to provide positive information about different groups of people, including LGBT people, that is non-stereotyping

4. Behaviour Policy

Every behaviour policy should include:

- A clear statement that any form of disrespectful behaviour will not be tolerated in the school environment including sexist or homo/bi/transphobic language or comments, even if they are not targeted at anyone in particular
- Reference to Harmful Sexual Behaviour and the procedures in place to address peer on peer abuse concerns

Action Prioritisation Matrix

This matrix can be used to structure and prioritise changes to be made as policies are reviewed.

Action Number	Policy/Reference	Details
Urgent		
Required as soon as possible		

Please see the appendices below for helpful additional material and further guidance.

Appendix 1: The Whole School approach

Ending Violence Against Women produced a guide for schools to implement changes to improve their response to violence against women and girls.³ This 'whole school approach' includes the following six interlinked areas of work:

- **Institutionalising.** Child protection policy with specific reference to VAWG. Governor and Senior Management Leadership.
- **Safeguarding.** Having aware staff who can respond, refer and report following a disclosure.
- **Learning.** Promoting gender equality and challenging stereotypes across all curriculum subjects. SRE in the curriculum to support the building of relationships based on equality and mutual respect.
- **Localising.** Understanding and working with the local context. Mapping and working with local support services.
- **Participating.** Involving young people as researchers and peer mentors to address the issues. Having a key member of staff as a champion and co-ordinator for the work.
- **Campaigning.** Holding events (such as assemblies) to raise awareness of VAWG among staff, pupils and the wider community.

Additional guidance available from the **AVA Prevention Platform** website:

<http://www.preventionplatform.co.uk/>

³ End Violence Against Women Coalition. (n.d.) *Ending Violence Against Women and Girls: A Guide for Schools*. EVAW. Available from: <https://www.endviolenceagainstwomen.org.uk/wp-content/uploads/EVAW-Coalition-Schools-Guide.pdf>

Appendix 2: Bristol Ideal Badge guidance

Bristol Ideal Badge is a set of minimum standards for schools to follow to tackle domestic and sexual violence. They include the following:

- The school has the following policies or agreed procedures:
 1. Safeguarding policy which must include a statement/section covering all forms of domestic and sexual abuse including, but not limited to:
 - Domestic and sexual abuse, including within Young Peoples relationships
 - Female Genital Mutilation
 - So called honour based violence, forced marriage and hate crime
 - Trafficking and sexual exploitation
 2. Anti –bullying policy, including sexual, sexist and homophobic bullying and a clear policy on reporting any worrying language or behaviour e.g. name calling, jokes, cat calling, and inappropriate touching.
 3. Relationship and Sex Education
 4. Equalities and Accessibility policy with specific mention of gender and sexuality equality
 5. Dealing with disclosures and referral protocols to confidential support and advice for pupils and staff
- The school takes and promotes a zero tolerance approach to:
 - All forms of domestic and sexual violence (including abuse within young people's relationships)
 - Sexual harassment, sexual bullying, harmful behaviour, sexism and homophobia within school and between pupils and staff.
 - Cyberbullying and online grooming
 - Any form of Hate Crime

Examples of this include referencing this in the school statement and school assemblies, information on website/displayed at school, parents evenings, having a themed week.
- The school provides training and supports staff and volunteers to understand and feel confident responding to all forms of domestic and sexual abuse, abusive behaviour, sexism, homophobia and sexual harassment and to promote healthy relationships.
- Two staff members nominated as domestic and sexual abuse Champions for the school; all staff informed as to whom their Champions are.
- The school provides regular Relationship and Sex Education lessons for every year group including topics around domestic and sexual abuse, healthy relationships and gender equality, delivered by trained professionals. This will enable young people to:
 - Understand the difference between healthy and unhealthy relationships
 - Understand that healthy relationships are based on negotiation, empathy, respect for culture & diversity, human rights and equality and are given skills and knowledge on these topics
 - Know about all forms of DVSA and about coercive and controlling relationships
 - Explore gender roles, stereotypes, equality and factors that influence these.
 - Understand gendered violence as a cause and consequence of inequality
 - Know where to go to report abuse and where to get support
- The school ensures that information about support services are available for pupils and staff, and that there is access to specialist support services for children and young people

Appendix 3: Sexual bullying guidance

Anti-bullying alliance - [Sexual bullying: developing effective anti-bullying practice guide](#)

Recommendations in this guide include:

- Sexual bullying to be explicitly referenced in the school's anti-bullying policy with a clear explanation of what this means. All staff, volunteers, pupils as well as parents and carers to be aware of the policy.
- Creating time and a safe place to explain sexual development and harmful sexual behaviour in an age and development appropriate way with children and young people. Creating time for training and open discussion on these topics with staff and volunteers.
- A clear understanding that sexual name-calling or comments will not be allowed in the school environment, taking time with children and young people to explain what this means, and the types of words or comments this could include (e.g. swear words, slang words for body parts, sexual innuendo, sexual advances or comments).
- Staff to challenge all forms of casual sexism that put pressure on children to behave in a particular way, or to have a particular identity.
- Time for staff and pupils to discuss the challenges and risks of romantic and sexual relationships online.

Appendix 4: Homophobic, biphobic and transphobic bullying guidance

Stonewall - [A toolkit for preventing and tackling homophobic, biphobic and transphobic bullying in secondary schools](#)

- A clear definition of bullying which references the different natures of bullying including gender (sexist bullying), sexual orientation (homophobic or biphobic bullying) and gender identity (transphobic bullying)
- Anonymous reporting mechanisms are particularly important for LGBT young people who may worry that reporting bullying might involve discussing their sexual orientation or gender identity
- Making it clear that a student coming out as lesbian, gay, bisexual or trans does not constitute a safeguarding risk and disclosing this information without their consent, including to their parents or carers, is a breach of confidentiality
- A student-friendly anti-bullying policy to ensure all students understand and uphold the policy, communicating the policy to parents and carers and consistent messaging across school policies
- Keeping a record of homophobic, biphobic or transphobic language, bullying or incidents

7. Partner Lesson Plans and School Materials

Delivery partners from the Waltham Forest Whole School Approach to Tackling VAWG have produced a range of lesson plans and other materials which can be used to structure discussions about healthy relationships in the classroom, [available here](#).

8. VAWG Conference Presentations

A range of organisations, including the expert delivery partners from the Waltham Forest VAWG prevention programme, have produced educational presentations about different aspects of VAWG, aimed at teachers. These were made to be delivered to an audience in person at the close-of-project conference, which was unfortunately cancelled, but are valuable resources in their own right.

[Click to access presentations](#) on:

- Culture change
- Domestic abuse, CSE, sexual violence and rape
- Harmful practices
- VAWG and LGBT young people
- VAWG and young people with a learning disability
- The role of men in preventing VAWG: A reflection on the young men's programme
- An introduction to Operation Encompass
- An introduction to Tender

9. Trusted Support Services

Local

- **Solace Women's Aid** is a pan London organisation with a local branch. The Waltham Forest Independent Domestic and Sexual Violence Advocacy Service provides one to one emotional and practical support for women and men affected by abuse who live in Waltham Forest. Find out more [here](#) or call on 07340 683382
- **Anchal Women's Aid** is a charity supporting women affected by abuse. It is based in Redbridge and Newham and specialises in supporting women from BME communities. Find out more [here](#) or call the 24-Hour helpline 0845 451 2547
- **London Black Women's Project** is a specialist and dedicated BME woman-only organisation, based in East London. It is committed to protecting, promoting and developing the rights and resources of women and children from BME (Black Minority Ethnic) communities. Find out more [here](#)

Pan London

- **National Domestic Violence Helpline** is 24 hour and free from landlines. Call on 0808 2000 247
- **Forced Marriage Unit** is jointly run by the Home Office and Foreign and Commonwealth Office. It provides support to victims as well as guidance for professionals. Find out more [here](#)

- **FGM Unit** is run by the Home Office. It promotes available resources and best practice, and provides outreach support to local areas. Find out more [here](#)
- **GALOP** is the UK's only specialist LGBT+ anti-violence charity. Find out more [here](#) or call the London LGBT+ Advice Line on 020 7704 2040
- **Rights of Women** is a women's charity working to help women through the law. It aims to provide women with the legal advice and information they need to understand and use the law and their legal rights. Find out more [here](#)
- **Women and Girls Network** is a free, women-only service that supports women in London who have experienced violence, or are at risk of violence. They offer counselling, advocacy and advice for women and girls who have experienced gendered violence, including sexual and domestic violence. Find out more [here](#) or call the Advice Line on 0808 801 0660
- **NRPF Network** is a network of local authorities and partner organisations focusing on the statutory duties to migrants with care needs who have no recourse to public funds. It issues detailed practice guidelines on duties and responsibilities. Find out more [here](#)
- **The Mankind Initiative** is a charity supporting male victims of domestic abuse. Find out more [here](#) or call the confidential helpline on 01823 334244
- **Respect** provides support and information for male victims of domestic violence, young people using violence, and perpetrators of domestic violence. Find out more [here](#)
- **Karma Nirvana** is a charity supporting victims of honour-based abuse and forced marriage. Find out more [here](#) or call the helpline on 0800 5999 247
- **Iranian and Kurdish Women's Rights Organisation** aims to protect Middle Eastern and Afghan women and girls at risk of gender based violence, and to promote their rights. Find out more [here](#)
- **IMECE Women's Centre** is a woman-only registered charity. Its aim is to empower Black, Minority Ethnic and Refugee (BMER) women, particularly Turkish, Kurdish and Turkish Cypriot women, and improve quality of their lives. Find out more [here](#) or call the advice line on 020 7354 1359
- **FORWARD** is an African women-led organisation working to end violence against women and girls. Find out more [here](#)
- **Southall Black Sisters** is a not-for-profit, secular and inclusive organisation, established to meet the needs of Black (Asian and African-Caribbean) women. Its aims are to highlight and challenge gender-based violence, and empower women. Find out more [here](#)
- **Project 17** is an organisation working to end destitution among migrant children. It works with families experiencing exceptional poverty to improve their access to local authority support. Find out more [here](#)