

# hlhr edited

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## SPEAKERS

Ilana, Wossen, Michaela, Aisha, Gisela, Donna, Doug, Ade, Eva

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Donna 00:01

Hello, everybody. My name is Donna Covey. And I'm the chief executive of against violence and abuse. I'm delighted to welcome you all today to this really exciting event, which is the launch of the Healthy London Healthy Relationships Partnership, which thanks to funding from London councils will spend the next four years and working with schools and new settings across London to support young people in understanding how to build healthy relationships, and to support teachers and youth workers and other teaching staff in supporting the children and young people to understand that. Healthy London Healthy Relationships is a partnership funded by London councils. The lead partner is AVA against violence and abuse who are hosting this webinar today. But we have a number of other partners in the project. And you're gonna be hearing from most of them today. Those partners are wagon women and girls network laws, Latin American Women's Rights service, Jewish Women's aid, IKWRO women's rights organization, FORWARD and IMECE, all of our partners will introduce themselves when they present. Unfortunately, IMECE they aren't able to be with us today. So I'll tell you a bit about them so that you know a bit about their work. IMECE is an organization that works and aims to empower black minority ethnic and refugee women, particularly Turkish, Kurdish, and Turkish cypriot women and improve the quality of their lives. IMECE deliver holistic support services and counseling for survivors of VAWG. I'm very sorry, they can't be here today. But they are full members of partnership. And I hope a number of you will get to meet with them and work with them over the four years of this project. As I say we're delighted to launch this project funded by London councils. The project also takes place under the auspices of the London VAWG consortium. And we're incredibly grateful to the consortium. But all they work they do in bringing it together almost 30 violence against women and girls organizations across London, so that we're able to work together benefit from each other's knowledge and make sure that we provide the best service possible for women and girls across London. And I'm now going to move on to some housekeeping and I think Ellie in our team is going to put some slides up. While I do that. And first of all, it's to ask everybody if you can please tweet if you're someone who tweets about the events, so we can get as wide a reach as possible. We've got about 80 people registered today. But obviously we'd like to get our message out to even more people. do you can tweet using the hashtag, hashtag, HL HR. And also, if you can follow us on @AVAprject, we'll be tweeting. And you can use that to retweet our tweets as well. And also

find out more about the project. If you need any assistance during the during the webinar, and you can contact Ellie, who's our tech supremo. And if you click on AVA project in the chat function that will get you through to Annie. And if there's any problem, she'll start you out. Please do feel free to use the chat function to introduce yourselves. Because obviously, we're trying to get as much virtual networking going as we can. There'll be a panel discussion during the event. So please put questions during the event for us to deal with during the panel discussion. You'll see that as well as the chat in the sidebar, there's a separate heading called q&a. And if you can click on that and put your questions in that, then it means we can see them for the panel, you can put your questions in at any time and we'll pick them up during the panel discussion. We're recording this event for use within the project. But I must emphasize that no attendees can be seen on screen or in recording only our speakers. If you want to check out the handouts tab, you'll have various slides and resources that we're putting out there during the day. And as always, can I just remind people that it's really important they'll be remember to be kind and we speak politely to ourselves and to each other. I think I'd also say that of course, we're going to be talking about prevention. And that means we're going to be talking about issues of abuse and relationship abuse as they relate to children and young people. These are never easy topics to deal with. And so do please make sure that if at any point you just want to drop out, just drop out nobody will know. And also I would say make sure that you give yourself the time after the event to reflect and have time for yourself if this if this event today raises any issues for you.

D

Doug 11:40

Thank you very much. Good afternoon, everybody. I'm very pleased to be here. And thanks for the invitation. We provide the services in community languages to cut out the need for interpreters and have a counseling service in those languages. So in Farsi dari, Kurdish, Arabic and English, we also provide training for professionals, women groups, community members and young people to raise awareness on the harmful practices. We campaign to change laws and policies to better protect women's rights. Our most successful campaign has been the criminalization of forced marriage and most recently, the banning of hymen oblasi and virginity testing. We were also able to set up the first specialist Middle Eastern refuge, in which all of the refuge workers are specialists on the harmful practices. So within the Healthy London Healthy Relationships project IKWRO will be the named lead contact through Camden, Hammersmith and Fulham, Hounslow, Merton, Sutton and Westminster. So any work from these boroughs should be directed to us and we'll be able to support that. So IKWRO's approach to prevention - we do this by raising awareness on the harmful practices and highlighting current legislation within the UK and the possible dangers associated with this. So many women and young people who are at risk really underestimate the threat of honour based abuse, and also aren't aware of their rights and entitlements here in the UK, because this is usually very different to that in their home countries. So within this, we provide training sessions to frontline professionals, to young people in schools, pupil referral units, youth groups, also colleges and universities and community groups mainly consisting of women, but males as well. And within the last year, we've trained over 500 professionals, over 2850 young people, and over 480 women from the community. So like I said, before, we specialize on the harmful practices of honour based abuse, forced marriage, child marriage, female genital mutilation and domestic abuse. And we provide advocacy and training on these topics to ensure that women and girls experiencing or at risk of these harmful practices know of their rights and entitlements in the UK and are fully supported by professionals. So it's really important to us that professionals are able to recognize the signs and symptoms of of these harmful practices, and know how to respond. Previously, in many cases, professionals would respond the same that they were to

domestic abuse, which for harmful practices can actually cause more harm. We'd also want women and the young people to know that these are wrong, and that they shouldn't be happening because usually they'd be told the opposite at home and they grow up in this situation thinking that this is acceptable. So it's really important for us to highlight these issues. So we ensure that through our training, those trained will have an increased understanding of the harmful practices are able to identify the signs and symptoms of the harmful practices are more confident in responding to cases of harmful practices have an increased knowledge of the best practice and what not to do, and have an increased knowledge of support available in responding to cases of harmful practices. Be that a professional working with somebody or a woman or a child who is at risk so they know where to go. This is my personal contact details and the organizational contact details. please do reach out if you need any further support or if you have any questions. Thank you.

D

Donna 18:55

I'm delighted to introduce Aisha Rana Deshmukh who's who was previously the young women's team administrator, but has now been promoted to prevention training coordinator at women and girls network. She's worked for women and girls network for almost three years. She was previously the young people's engagement coordinator involved in making sure that every young person has a space in the service that is accessible, trauma informed and safe. She's got a passion of creating fun creative group spaces, and has developed womens and girls network's new LGBTQ+ club. Her aim as the training training coordinator is to centre joy, which I think is a wonderful idea.

A

Aisha 19:38

Good afternoon. My name is Aisha. Yes, I'm the incoming training prevention coordinator. I work closely with Suzy who some of you may know you can't be today but I look forward to chatting to you a bit more about women and girls network. Next slide. What am I do it? I do it? Yes. Okay. So women and girls, we were established in 1987. And we spent about 30 years supporting women and young people across London affected by gender based violence. We are free, survivor LED and our aim is to support wellbeing and recovery of women and young people and also create meaningful change in this sector. Specifically looking at the women's team, which is where I work, even though we are called the women's team or the women's service, we work with trans women, queer genderqueer people and non binary young people as well. And we work with young people aged 11 to 25 years old. So the support we offer includes advocacy, which is one to one support, this is needs led, so it means that we provide opportunity for young person to be listened to and then we advocate for them in various different spaces, whether that's in school, with parents or carers in children's services or with police watching investigations. Then we also have counseling which is specialist and provides one to one therapeutic talking therapies for young people. And these boroughs are western South London, so Brent, Ealing, Hammersmith and Fulham, Kensington & Chelsea, Westminster and all the South London boroughs like Croydon, Bromley, Lambeth and Suffolk. And then finally, prevention engagement, which is what I'll talk to you a bit more about. That is where we do our presentations and assemblies in schools and other education settings. topics range from gender based violence awareness, we talk about things like technology facilitated abuse, we also talk about identity, gender, and sexuality. And then we have our group workspaces, which also focus on gender based violence, resilience, mental health, and wellbeing. Some are

centered around survivors, and some are more about creating social change, and empowering young people to help create the spaces they want to see. And then we also have staff and professionals training. So our main training are things like trauma informed approach, how to work with marginalized people addressing and preventing gender based violence, professional resilience, so how we work and how to look after ourselves in the work that we do. And then we also consult on various different projects. I wanted to share with you a few of our values. We developed these within people quite a long time ago. And we do want to change them because we feel like they don't entirely reflect everything. But my favorite one probably is you have a right to a childhood. And like I said in my intro, I feel like joy and fun and plays a really important part of our work. Because it's something that young people are denied when they experience things like gender based violence. In terms of how we work, the four sort of key pillars are these an intersectional practice, this is involved that we understand and acknowledge that every young person has a different lived experience. And we aim to center that in the way that we work with them, as best we could create them. So one of them that we've created recently is our LGBTQ+ club, which are young people named Fruit Loops and that is a dedicated space for queer questioning people. We believe that creating these dedicated spaces, it was really important, not only to feel seen, but also to allow young people to create community. We are also strength based so we see the strengths and gifts of each young person and support them to see that too. We recognize the innate resilience in young people and the wisdom that comes from their struggle. We are young person centered, we prioritize and ease young people by communicating and inviting them to co develop the space they want to see is reflected in our flexibility. So we don't try and squishing people into grownup boxes, while still trying to be boundaried. Our aim is to ask what do you want. And I feel like young people aren't really asked that, or given the time of day, to say that this is what they would like from a space or the support that they need, especially in places like schools, and other services that maybe don't feel as resourced to do that. And then finally, a key one is trauma informed. So trauma informed care is recognizing that trauma is always in the room, the priority is always safety. We try and create spaces that feel contained, but also freeing, we prioritize the wellbeing of our young people over getting through content. Another key way we do this is we have a to facilitator model so whenever we're doing group work, there's always two of us together one person can help with practical needs of the group and there's also someone else to be more tuned to the emotional needs of the group. And also to look after ourselves when we're working in a group and like dynamics that appear. And I think it's an important way to also model self care and how you work with each other is an important thing and like what people young people have really they noticed things that I notice how you what your working relationships are. I think finally, we also utilize a critical analysis of oppression, to have a more holistic view of what a young person is going through on a day to day and recognize that and validate that anything that comes up and when we think about trauma responses and how not every trauma response is the same. So being able to identify how someone else might react is different to how another person might react and be able to attend to that in a group setting. And that is its please stay in touch, we've got our emails, which is where we take our referrals through, and our Instagram, which is where we post a lot of groupspaces. If you have any questions, I'm happy to answer them in the panel later on. Thank you.

D

Donna 25:48

If I can actually start our next video. Our next video recording is Gisela Valle who is the director of laws, which stands for Latin American Women's Rights service. And she's going to teach us laws work and say a bit about their role in the partnership. So I'm hoping another video is now

going to miraculously appear.

G

Gisela 26:10

Hi, everyone, I'm director of the Latin American Women's Rights service, or LAWRS as it's known for short. LAWRS is a feminist and human rights organization led by and for Latin American women in the UK. We support the practical and strategic needs of Latin American violent women exposed to violations of their fundamental human rights and to intersectional discrimination on the basis of their gender, race, ethnicity, and migration status. We're proud to be a feminist and inclusive organization that welcomes Latin American women from all ethnicities cultural backgrounds, social classes, religions and abilities. at the practical level, lawrs support over 2000 women every year through our frontline services, including violence against women and girls advice and counseling, housing, welfare and benefits, and employment advice and casework, outreach integration services, community organizing and Young Women's projects. at the strategic level, we actively advocate for men and women's rights at local, national and EU levels, working with sister organizations in the women's labor migrants and human rights sectors, as well as networks and campaigns to tackle the vulnerabilities faced by these women. We're also a founding member of the anti racism working group for the ending violence against women and girls sector. We also lead the step up men and women coalition supported by over 50 organizations advocating for safe reporting mechanisms for men and women survivors are full and labor exploitation, including trafficking. Latin Americans in the UK, we are an invisible community, particularly as subjects and entitlement to white. We have a population at large census of about 250,000 in the UK with 145 living in London 145,000 living in London, Brazillians are the largest national group, and we have large concentrations in the boroughs Lambeth, Southwark, Westminster, Wandsworth and Haringey. Latin Americans in the UK are highly educated but concentrated in vulnerable low paid jobs in mostly outsourced sectors such as cleaning, catering, hospitality, Latin Americans face adverse living conditions in private sector rental accommodation, and multiple barriers to access statutory services including healthcare. Regarding a prevention program, lawrs has extensive experience delivering prevention in schools under a whole school approach, including group work workshops, assemblies and training to professionals. We also have specialist knowledge in the needs of Latin American community, including working in Spanish and Portuguese and in the context of some challenges faced as a migrant and a BME community. Our prevention work is part of a multidisciplinary team that includes advisors, caseworkers counselors, as well as policy and campaigning experience. We have also extensive experience in developing and delivering specialist training including on migrant women, labor exploitation, sexual harassment, then we are well connected to our networks, for example, to other prevention organizations to then violence against women ERAW coalition's Prevention Network. Finally, we are namely contacts for this project in Croydon, Lambeth, Lewisham and so that that's it from us. Thank you very much.

D

Donna 29:50

Ilana Hutchinson, who's the school's manager at Jewish Women's aid. Ilana is a qualified teacher. She's got over 20 years experience in the classroom and working with young people in new settings. She's, as you would imagine, passionate about educating people to have a greater understanding of us as women and girls, equipping them to support their peers, relationships, as well as empowering them to become driver for change. She's recently co-

developed a brand new program producing insights, consent education, sexual violence prevention, and excited to embark on a whole school approach supporting schools to form a consent culture within their school communities. I'm now delighted to hand over to Ilana, who's going to talk about your Jewish Women's aid work and their contribution to the partnership.

## Ilana 30:36

Hi, my name is Ilana, and I'm the school's manager at Jewish Women's aid. And we wanted to share with you a little bit about who we are, what we do, and our sexual violence prevention work and our consent education in Jewish youth settings. So just a little bit about who we are and what we do. So Jewish Women's aid is the only specialist organization in the UK supporting Jewish women and children affected by domestic abuse and sexual violence. And we really aim to empower women and girls who are affected by abuse and sexual violence. And we provide them with kind of holistic support. With specialists advocacy and counseling services, we offer children's therapies, and we also have helpline, and web chat, which is accessible, virtually for lots of people. We have a brand new awareness and prevention directorate within our organization, where our work with young people and our schools work sits underneath that banner. We also know as an organization, that Jewish women in our community can face additional barriers for coming forward. And we provide a soft landing to make it easier for them to reach out and to access the help and support that they need. And we are able to provide them with the cultural and religious sensitivities that many of them need within our community, which help them and support them within their trauma that they may have faced. And this also helps with our prevention work with the work with the schools that we go into and the youth settings. Just something else. We're also an organization that raises awareness of VAWG within the Jewish community. And we offer a range of different services within the community. So every year we host a Jewish Women's aid Shabbat, where which is usually around either fall, where we're calling on all religious leaders and leaders within the community to talk to their own individual congregations, about violence against women and girls. We also have a toilet door campaign in the buildings within our community, our synagogues, our youth and community centers, in their ladies' toilets have posters, which offer our services so that we can increase awareness and people know how to access us and our services. But what we really wanted to share with you today is the work with education, and the work with young people. And we really want to with our work, we aim to teach children about vawg, and about domestic abuse, about sexual violence, but not only provide them with knowledge for themselves, but also equip them with the skills to support their peers, so that they can support healthy relationships, and identify it for themselves, and also empower them and inspire them to be the drivers of change. And we have now in the last, I joined Jewish Women's aid about three and a half years ago. And we've recently developed a new program, a new curriculum where we, it used to be we'd come into schools, and we would raise awareness and we deliver just standalone sessions to young people. Now we want to embark on this whole school approach, where we work with senior leader, governors, teachers, parents and students, and provide them with knowledge and skills to make a difference. And we want to inspire the whole community, the whole community within the school to build a consent culture. And so that's why coming in a partnership with everybody here in this, in this virtual space is a really exciting time for us. We also work with youth outside school settings. So we work in youth organizations and and youth movements and students on campuses. Again, equipping them with the skills to make a difference and to inspire them to become drivers of positive change. And the way we go about doing that is our sessions that we deliver face to face. We want we provide them with the knowledge a greater knowledge and understanding of domestic abuse or sexual violence and the skills to make a difference amongst their peers and empower them to make a change.

And a lot of our work is about it's becoming upstanders within their community. So we want to address maybe not a call out culture but a call in culture so that they can themselves call out those harmful ideas and attitudes that lead to harmful behaviors. And that can then bring about change. And we had some guiding principles about the way we teach. As Donna said, at the beginning, I've been a formal teacher for 20 years, but we do something different. And I feel that the work that we do is really unique. And it's special, because we can provide a space for young people, where enable them to be non judgmental, we're not there to tell them off, we avoid fear based education. And we want to hold this space and facilitate these difficult conversations in a non judgmental way and an inclusive environment, we take an intersectional feminist approach, and we don't want to alienate and stigmatize the boys, we will bring them as part of this prevention work and include them into the conversations. We want to shift the responsibility away from the survivor making choices, could they have done something differently? To what about that the perpetrators making different choices? What about us as bystanders? Could we do something different? What can we do to bring a consent culture within our school communities. And also, the work that we do is in partnership with the schools, and we have a really good understanding of their religious ethos. And because we understand their cultural sensitivities, and they recognize that we can work in partnership with them, so that they're not fearful of this work, but that we bring them alongside with us. And I just want to share with you kind of like our ripple effect, we know that if we can educate young people to make a difference, to have a greater understanding, they can then help make a change within their school community help promote healthy relationships, maybe take on a leadership role within their school, maybe then talk to other teachers, and other I don't know, adults, or whoever it is within their school community, and will have a ripple effect to the rest of society. And I really believe that those working in partnership can create that ripple effect. I know we're just in London based, but we can really make a change and make a difference. And I know I've gone over and I'm really sorry. But I just wanted to share with you just a few of the resources that we use, that we have developed with schools, and that we use to really engage young people into these conversations. And we want them to think about influences around us. You know, their sex education has just been watching porn or gaming or social media, what can we provide? What alternative can we provide for them? We look at power and the problems with an imbalance of power and relationships. Always looking at consent, what do you already know? How can we build on from that, and here are just a few other things that we get. And of course, the impacts. Thank you. I know it was only short. But please do stay in touch. And really looking forward to working with you all.

D

Donna 38:06

Thank you very much. I'm delighted that we have yet another live speaker now, who is Wossen Kifle, who's the program development and partnerships manager at FORWARD. She's worked for over 17 years on women's rights, health and development issues in diverse communities and in complex settings in both Sub Saharan Africa, and the UK. Like all of our speakers, she's passionate about women and girls rights particularly around health and empowerment. She's much more educated than me, she's got two Master's, one in Public Health from Addis Ababa University, and also an MA in peace and reconciliation studies from Coventry University. So I'm absolutely delighted to welcome Wossen to talk to us about FORWARD's approach to prevention and what they're going to bring to the partnership. Thank you.

W

Wossen 38:59

Yeah, I'm going to talk about FORWARD's approach for prevention, as my name is Wossen FORWARD is an African women's led organization working to endure multiple forms of violence against women and girls is 1985. FORWARD works across different violence issues from female genital mutilation, child marriage to sexual... Sorry, my slide is changed.

D

Donna 39:30

I think we appear to have a latest next speaker's slide I'm appearing at the moment. Right there we are. Sorry about that.

W

Wossen 39:45

Okay, so we work for the day when African girls and women who live in dignity are healthy and have choice and enjoy equal rights free from fear of violence. FORWARD in this project, healthy London healthy relationships we have five boroughs, we have responsible lead contact in Barkingham & Dagenham, Bexley, Greenwich, Hackney and (unable to distinguish). Our prevention approach is something from the communities that we work, we use a holistic approach, we focus our prevention approach on being girls and woman centered, but we work across different groups that are influence their life. So our approach to prevention mainly focuses in shifting in social norms and attitudes, working with different communities to shift in awareness around the issue of abuse, we emphasize there is no excuse, in any way, it is not a family matter, it is not cultural, it is an abuse and we want it to be called an abuse. We invest in engagement with key actors at different levels and we invest in rights holders, awareness building, because that is also critical so they will understand and we can support our communities in a better way. We advocate in communities to shift in policy and practices of different people, so that the services and the policies respond to the needs of our beneficiaries and we invest in evidence of programming, we first research, in documentation, so our prevention worker will be informed of the practical needs of our community. To achieve all this prevention, we have different strategies. We focus in training, in capacity building for different groups or communities or professionals, particularly for service providers to enable them understand the intersectional issues that affect our movement - the barriers and the cultural and other issues that affect women and girls accessing services. And we ground our campaign by partnering with communities, engaging with different communities, activism through champions, particularly training your community groups/community women to be active champions, champions and active advocates in their communities so that we can achieve social change. We work in youth leadership and activism and mentorship from different groups, we engage youth in universities, in college and in communities. So we provide trainings, we provide opportunities, space for them to come together and engage in activism. And we also provide mentorship to support them through their activism journey and leadership journey. We advocate in campaigns, we have multiple advocacy, campaign and action groups across different issues that affect our communities. In schools, we use a whole school approach, we engage all of the school's community - teachers, with other staff, we engage with students and we engage parents, we provide trainings, we provide continuous support to the schools to enable them engage with our community. Thank you, it says details for FORWARD if you want to learn more and get in touch, this is our contact.

D

Donna 43:37



Thank you so much Wossen and I'm sorry again about the problem with the with with the slides. It always gets a bit a bit confusing at some point. We've got so many wonderful speakers at this event, but that brings its own problems. And we're now going to have a slight a slight change of pace and I'm gonna hand it over to Eva Kestner who is AVA's resources director, partly to talk about the conceptual framework behind the HLHR program, and also hopefully to do a little bit of interactive work with people as well. So you will get the chance to to say something. Eva has been with us at AVA since March 2017 in a number of roles. And she came to us having worked in having worked in politics both in London and in Scotland. She's currently working for an economics diploma. And she's also currently a counselor in Lewisham, so we're excited for healthy relationships in Lewisham if nowhere else. So I'm excited now to hand over to Eva.

E

Eva 44:55

Hello, everyone. As Donna said, we're going to kind of change it up a little bit. So we're firm proponents about making sure this is needs based, and the best way to do that, is asking all of you on the call - what you need. So you'll see just going in chat, there is a link to a program called Mentimeter. And this is going to give us the opportunity for you to feed into a couple of questions. So if you just press that link, you'll be able to see a screen comes up, and you'll be able to, at the opportune moment, be able to add in comments on that. So it'll be great to get as much involvement from you guys as possible. So I'm just gonna quickly share my screen. So, as Donna said, I'm gonna go a little bit around the kind of conceptual framework and kind of the roots of this project. So very much from our point of view this program is very much a needs based and it's really about kind of making sure that we develop programs and resources and support that are based in the local landscapes in each borough, because that can really differ across London. And the way we're going to do this is a three pronged approach. So the first thing which I'll introduce a little bit later, we've got a Healthy London Healthy Relationship online hub and that's for all professionals working with children across London. And this is free to access, and it basically will contain resources, as well as a toolkit about how you can kind of implement the whole school approach in each school and each setting. They'll also be a whole package of free training on how to embed this approach, including things like digital safeguarding for educators and other professionals. So this online stuff that can be pan London, so anyone can join, but also will be able to provide that at local settings as well. And then we're trying to spread the word and build capacity as much as possible across London and with our wonderful partners we'll be providing bespoke school and community outreach. So that is really coming into those settings, finding out what the needs are and programming around that. So you can't start voting yet until I open the questions. So the first question we would like to ask you, really simple, what are the challenges around prevention that you're currently facing. So I'm going to open it two seconds. So this is how you do it, you kind of go into mentimeter.com and then you enter that code and now the voting should be open so you can start answering those questions. So I'm gonna give everyone 30 seconds. And please just add in any anything that comes into mind, this is completely anonymous. So yeah, classic one school timetabling. And that issue around kind of capacity and all the other things that have to go on in schools Can't get buy in from the public. Again, there's so many different things they want you to engage with but struggle. And this is great, thank you so much for contributing. Another three seconds if anyone else wants to put in some comments. Well, thank you for that one. So the framework for this program is based on a whole school approach model. And we're already aware, that's something that's talked about quite a lot in very different ways. For us it's an evidence based model that has been developed for quite a few years through AVA's work, and

it's kind of founded on, if you know anything about our ASK AVA platform, these kind of six models which will make sure the whole environment is looking at tackling violence against women and girls. So the first one is really around learning and making sure that everyone understands the complexities around VAWG and focuses on continuous learning. The next one is safeguarding, which is so important and it's where safety has to be embedded in everything that we do. I'm not going to talk about too much about that because we've got an expert speaking about it later. Next one is campaigning and this doesn't mean kind of big changes in law or anything like that, it means creating real awareness through campaigning, so kind of getting people involved, talking about the issue and raising the profile around it. Next, participating which is not just how you engage with the children and young people, but also getting participation from their parents in the wider community and also in the school itself. So really doing a model of co-production. Ensure you're talking to people and working out what their needs are and adjusting as you go. This work has to be embedded into the institution that you're working in, so what are their values? What is their adaptation, make sure it's embedded in their policies and practices. And then the localizing, and that's really thinking about partnership working, what other resources, what other support is out there, that you can work with. It's everyone working together with this goal. So the HLHR hub is live now and you're all welcome to sign up to it, and I'll put a link in the chat. It's completely free to use, so you can just sign up for it. It's very much the first iteration of this, because we really wanted to get as much feedback from everyone that might be using it about what resources and what tools you need and what you'd like to see, so we can go off and do that development. Including any emerging issues that you're finding in your work. The hub includes links to training, there's three trainings already booked in that you can sign up for. They will be happening in December. The plan is once we've got all of that feedback in we'll re-launch it in November during the 16 days of action. It consists of five areas, there'll be a monthly blog, and there will be contributions from all the partners talking about emerging themes and issues that are coming up. There will also be a chance for participation from the children and young people as well. There'll be a resource hub and this will be all different types of resources. So it might be guidance around how to embed safeguarding policy, lesson plans, videos that you can use to engage children and young people - a whole list of things there. And then there's a list of borough contacts. In the partnership every borough has a named contact, who you can get in touch with and talk about what you'd like to see, whether you'd like to apply for someone to come talk in your setting. You can also apply to become one of the bespoke schools that we work with through the expression of interest form, which is very key to how we're going to work with those individual schools in quite an intense way. So if there's a place where you work or that you think would be really interested in that level of work then apply through there and we will get in contact with them and start setting that up. That is going to be triaged, depending on the demand for it, because there's limited capacity as you can imagine. Well, that's a whistlestop tour from me. And thank you again, for your time and participating. And I will hand back to Donna.

D

Donna 53:06

Thanks very much for that, that Eva. And thanks, everybody for your input. As Eva says this won't be the only chance for you to have an input, but we thought it would be useful to kind of do a little bit now and get some early thoughts. I'm delighted to introduce our next speaker who is not despite what the slide says either Doug or Michaela, our next speaker is Ade Solarin and I'm so pleased Ade is joining us today because he's been a great friend to AVA for a long time. He's been a trustee of ours now, I think for about six years, but it is here to talk to us a different capacity, as co-founder and director of KIJJI, a membership organization, empowering

black safeguarding professionals working with children and young people through representation, networking, learning and development. Ade has had a wide ranging career for one so very young still, it's involved commissioning gender based violence services, including, I'm delighted to say, those that AVA provides, developing multi agency safeguarding partnerships and public safety including analysis. His work takes him across the UK and other countries. He's currently a civil servant with his Majesty's Inspectorate of Constabulary and Fire Rescue Services as an assistant portfolio director, leading Child Protection inspections of police forces in England and Wales. And that Ade, if I might say, is a huge job to take on, but very much needed. And I think we're all really pleased that someone who's as knowledgeable and experienced and passionate about child safeguarding is you is actually dealing with some of these issues in terms of inspecting the police. I was also fascinated to see in your CV Ade that you're a clock collector because my recollection is that you're normally late for meetings, so you've obviously been forgetting to wind them up or forgetting to replace the battery. So it's an absolute delight to have you here. And we are in fact running late at this webinar. But thanks so much for joining us Ade, I'm now going to hand it over to you to talk about the link between prevention and safeguarding in relation to children, young people and violence against women and girls. So welcome.

A

Ade 55:14

Thank you, Donna. And apologies about the slide upload earlier. That was me. I thought I was uploaded it for later on. But it took over my colleague from FORWARD so apologies for that. I hope you can see it now. And if you can, that's great. If not, I'll make sure it's available. And yes, I'm a clock collector. But I like to collect clocks that don't need to be operational. So just to my left, we have a huge wall of different clocks that aren't telling the time. So it's probably why sometimes like Donna said, I'm late. I'm just coming up to seven years now as a trustee with AVA, and loved every second of it. I'm currently a civil servant looking around safeguarding children, so looking at police forces and their response to, to child protection. But I'm here to talk about some links around prevention and safeguarding, especially when we think about and talk about children and young people from what we call racialized communities. So black and brown children and Asian children. Just where are as a sector? Are we when we're thinking about our response to those children? so I shouldn't take too much of your time. I know that a lot of you have been listening throughout the day around prevention. I just wanted to say that this Healthy London Healthy Relationships project is so exciting, really positive news to hear about the grant from London councils and the organizations listed. I've had the pleasure of working with many of them in the past. So it's a really, really delightful thing to hear. So yeah, when we think about prevention, we often think about, in the most simplest terms, as the steps that were taken before safeguarding action. So for me, you know, I like to think about awareness raising as the first thing. So in that context, we'll talk about the prevention of domestic abuse. We're thinking about prevention of VAWG because VAWG is preventable. But prevention is those steps or those programs we like to initiate before we then start to think about taking necessary safeguarding action. So for me, I think within the context of education, we really need to look at the types of training that we have, the levels of awareness that's done in schools. I like the approach been taken with this HLHR program over the next four years. I just wanted to make sure and, and I'm sure that this is already considered, that any training programs or awareness raising programmes are culturally appropriate, not just sensitive, but also appropriate. delivered in schools across London, because, you know, that really does inform how professionals and educators encounter black or brown children. If we reflect on the child Q incident, for example, and the police and the criminal justice response that followed suit, which deviated so far away from a safeguarding response. I'm also thinking about some of

our responses in school settings and what they look like, in relation to harmful practices or what's termed harmful practices or FGM, honour based violence, etc, etc. You know, because the level of violence or the lack of safeguarding that was afflicted on child Q in a place that should have been a safe space - institutions should be a safe space. All of that safety was removed and wasn't really recognized. So I think, for me, we really need to have a ground zero approach when we're investing or thinking about committing to invest in prevention programs. And London councils, reflecting on my previous role in the local authority, London councils has always been the forefront when it comes to grants around prevention and prevention programs. We do know about, you know, the over representation of black children in terms of permanent exclusions, we know about the over representation of, or the disproportionate level of representation of black families in social care settings, child protection settings, and same thing around policing, as well. But I'll end on this particular point around how I feel local authorities and its education partners can help, especially can help this program. You know, it's as we launch and as we aim to deliver the program over the next four years that local authority partners and borough officers and schools will be really key and those relationships will be really essential in ensuring that AVA and its partners are able to deliver successfully across the different local authorities. So local authority officers will be pivotal in that and it'll be really good to hear and to see local authorities reaching out to the programs and wanting these programs in schools. We really rely on your support and I'm speaking to local authorities here. And let's not forget as well, I'll just leave you with a quote from an academic called Kahinde Andrews, in the context around safeguarding: "the mechanisms that are supposed to protect us, violate us even further". And thinking about some of the reflections that was shared with the Children's Commissioner as well, young people, especially young, black children, young black girls specifically, aren't feeling safe and when they express that they're not feeling safe we need to listen and ensure that our response, our safeguarding response is fully informed. That's all from me today. Just a little bit a little bit about the reason why I founded KIJJI. KIJJI is a membership organization really there to empower black safeguarded professionals, or black professionals who work with children and who work to safeguard children, especially whether it's social care in schools, police, health. Its around empowering each other, helping each other to thrive, but also, you know, smashing the glass ceiling, as well. But that's it. That's it for me. Thank you very much. I'm really, really pleased to see other partners here today as well. And this, this project is really, really exciting. So I'm looking forward to hearing more about it. And I'll try and... Oh, great. You took it down to me. Thank you, I'm not gonna mess with it.

D

Donna 1:03:08

Right. Thanks very much for for that, that's that's been really informative and useful. We've now we're now at almost coming up to 10 to five. So we've got about 10 minutes for the panel discussion. So I think now everyone who's left to join the panel is going to materialize on screen to answer questions. Looks like Eva's here, we've now lost Ade, and I'm not sure what's happened. I think we're also expecting Ilana Aisha and Wasson to join us and Michaela. You're all here, great, but as I say, it's going to be a slightly shorter panel discussion than planned because our speakers have had so much information to share with us. I've had a look at the q&a and at the moment, I can't see any panel questions. There was a question about allocation tak eup of boroughs and Michaela has answered those in the box. So maybe I could start off by asking all of our panelists just to give us, you know, a minute or so on why you think prevention work generally is so important. And I'll call you in the order I can see you. So Michaela, do you want to kick off?

**M** Michaela 1:04:30

Yes, and I'll just be very brief. So I think going back to my presentation, as I said, you know, children are a product of their environment. And socialization is part of what shapes us, we learn from our lived experience, so preventing VAWG, challenging gender stereotypes through prevention programs is key to tackling and dismantling that gender inequality

**D** Donna 1:05:00

Great, very succinct. Ilana, why is prevention important?

**I** Ilana 1:05:06

Thank you. I just think to provide young people with an alternative. So they don't just, when we talk about normalized harmful behaviors, normalized harmful attitudes and ideas, and I would love it if young people didn't just accept abuse, because they just think it's normal or accept street harassment or accept that this is just normal behavior. And I would love young people to challenge that and not accept that that is the future and that we provide them with an alternative.

**D** Donna 1:05:40

Thanks, and Aisha?

**A** Aisha 1:05:44

I definitely agree with what everyone has said, I think, yeah, its kind of like to fill in the gaps where schools fail or missed the mark and don't provide young people with information they need to have relationships that are fulfilling and loving. And I also just think prevention is really important because young people are experts at their own experience. And then we get to listen and learn about what they're going through on a day to day and it informs us more about what they're going through and how we can better safeguarding people.

**D** Donna 1:06:18

All right, Wossen have you got anything you want to add to that?

**W** Wossen 1:06:23

Yes, violence against women, mainly is driven by social norms and attitudes. So it is ingrained. And so we have to work on prevention to change and bring that shift in attitude and creating awareness. So it's very critical. But when we say prevention, we need to provide support and care. It's not only the awareness creation, sometimes support services equally contribute to prevention.

D

Donna 1:07:01

Eva, anything you'd like to add?

E

Eva 1:07:06

I think everyone has said things very eloquently, I think, all of those reasons.

D

Donna 1:07:13

And for the end of this first session, I'll give the last word to a man for a change. Ade have you got anything you want to add?

A

Ade 1:07:20

Yes, just to say that it's certainly educational and I think that, you know, the more we create environments of learning, and invest in prevention programs, and we can always turn it, you know, into something different, but there needs to be there should be a commitment to prevention programs. And I think, you know, if it's in a educational or informative manner, it will really mean that we less and less need to commit to the more strenuous criminal justice slash safeguarding sirens on child protection and responses that we often see all the time. So we need to just get a grip and invest in prevention.

D

Donna 1:08:08

Great, thanks. So we've got a little tiny bit more time. And I can see there's a couple of questions that have popped up in the chat. And they're actually both about working with younger children. Paulina asked, do you have any plans to work with primary schools? It's too late to start teaching gender equality at secondary level. And Lisa asks, at what age group should we start doing prevention work, we find that by year four young people already have toxic views. So I'm going to ask the panel to also something about working with younger children, I'll take a different order this time, so maybe I can start with Aisha this time?

A

Aisha 1:08:44

No, I think that's a really interesting point. We work with young people as early as 11. So it is sort of around that time when they do move, etc, the transition to secondary school. I think it depends on your specialisms. I think that we work with young people because of the specific issues that adolescents go through. I think they are very different to what struggles children have in primary school, I think there definitely should be work done, it just needs to have care and that you can't just open it up without having the expertise and knowledge of how it is different working with young children. And things like play therapy and all these sorts of things

need to be, I think, brought in to have a holistic approach to how we would approach talking about relationships. It's just very different. But it definitely should be a focus within prevention, for sure.

**D** Donna 1:09:34

Right, thanks. So Wossen, have you got anything to say on this working with younger children?

**W** Wossen 1:09:40

Yeah, at forward we have some programs, we do trainings in school for year five and year six, for example. But the main thing is how we approach it and what language we use. It has to be simple and sensitive and to the appropriate to their age. So I think we can do some work with young children.

**D** Donna 1:10:02

And Eva, if you've got any thoughts on this? Yeah,

**E** Eva 1:10:08

I mean, I would just echo that I think the key to this is about appreciating that everything has to be appropriate for the people that you're working with around prevention. But I think the point that was made about by the time you when you're four, you've already got toxic views, that's something we really need to reflect on. Actually, doesn't matter what age a child is, they might be affected by violence against women and girls. And I think that's something we really need to remember. It doesn't matter or what age we're talking to, there could be experiences they could already have understanding of VAWG. So it's really important that we embrace talking to all age groups, as much as possible, but it has to be done in an appropriate and engaging ways so that they can understand it.

**D** Donna 1:10:53

Great. And Ade if you've got any thoughts on working with younger children.

**A** Ade 1:11:01

Just very quickly, I agree. And I do think that with older children, children in secondary school it's not too late. I do think that, you know, the reflection for me when I was in secondary school, I learned a lot around gender based violence at that age, much later in my teenage life. So I think that it's not too late and certainly, we can also make some space for a primary school aged children.

D

Donna 1:11:32

And Ilana, if you've got any thoughts or experience on this?

I

Ilana 1:11:38

Yeah, actually, we've had some primary schools reach out to us recently. And it wasn't necessarily to come and deliver education to year five and six, it was more about building a whole school approach to consent education starting at a really young age. And I think that if we were to go more into primary schools, it'd be to work with the teachers and to work with the parents. And it would be to have the adults who work with young people to have a greater knowledge and understanding of these issues, so that they can get the language right, from a young age, they can get the tone, right, because harmful ideas and attitudes develop at a really young age. And I think that if we can provide opportunities for teachers to know how to respond to that, to promote this culture of consent, then I think that's the way forward rather than us going and delivering a healthy relationship session.

D

Donna 1:12:30

That's great. Excellent. I'm going to hand over to Michaela to have the last word on the panel discussion.

M

Michaela 1:12:35

Thank you so much, I think yeah, to just echo everything that's been said. And to just reiterate, if it was not already clear that our healthy London healthy relationship program will include primary school children, and it is all about, you know, teaching what's appropriate in that early childhood. They establish those key building blocks, those healthy pillars for relationships, you know, that will put them in good stead as they progress into their adolescence and later into adult life to identify, you know, what is a healthy relationship.

D

Donna 1:13:10

That's great. Thanks very much. And thanks to all of our panel, both for answering questions. And presenting today, there is loads more we could talk about. But unfortunately, we're running up to five o'clock, and I don't want to be the chair who keeps people pass whatever they plan to do at five o'clock. So I'm going to wind us up now. A number of kinds of housekeeping announcements to finish. The first thing is that you can find lots of information about things like who your borough contact is, and copies of the slides. If you've not managed to download them today, all of those will be on the healthy lunch and healthy relationships section of the AVA website, which is [www.avaproject.org.uk](http://www.avaproject.org.uk), most of you will know that because you will have seen it when you registered. And the platform will send everyone there after the event. So poke around that. Also, we would ask you to fill in our feedback forms, partly because obviously, we'll report back to the funders that they carry on funding this program. And also, so that it helps us as AVA make sure that every event we do is better than the event before because that's really important to us that we carry on learning, improving our offer to our partners. So



that will be sent out to your immediate the end of the end of the webinar by BigMarker. But we'll also send you a follow up email to remind you to do that. So thank you in advance for agreeing to do that. And can I also just say to people that we've got our, we've got a we've got training on the hub in December and people are invited to sign up for that training so you can be part of the program and use those resources. And it really just is left for me to say thank you to all of you we've had over 70 people register for this webinar today, which is absolutely fantastic. You know, we've had loads of great stuff turning up in the, in the questions. And so thank you very much all of you, thank you to our speakers. And thank you to you as delegates and to our speakers for all the work you do to make the world a safer place, particularly for young women and girls, because whilst VAWG is widespread, it's not inevitable, and between us, we will stop this because these gender stereotypes, they don't just damage girls, they damage boys as well. And, you know, we look towards raising a generation free from gender based violence. And I know together this program over the next four years is going to help us make a real impact on that in London. So thank you, all of you. Enjoy whatever you're doing next, and hopefully, we'll see you at our training event in December. Thank you