

SAFE & TOGETHER MODEL BRIEFING



SAFE & TOGETHER
INSTITUTE

PARTICIPANT GUIDE

DOMESTIC VIOLENCE-INFORMED

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Safe & Together Institute

Objectives

- ✦ To introduce a perpetrator pattern framework
- ✦ To introduce and understand the Safe & Together Model principles and components and how those guide practice
- ✦ To introduce how to use the Safe & Together Model as a way to enhance good practice
- ✦ To share information about 4-day CORE Training and 1-day Overview Training

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Concrete strategies.
Meaningful tools.
Real change.

Mission

To create, nurture and sustain a global network of domestic violence-informed child welfare professionals, communities and systems.

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Where is Safe & Together?

USA

- Alaska
- California
- Colorado
- Delaware
- District of Columbia
- Florida
- Iowa
- Maryland
- Michigan
- Minnesota
- Ohio
- Oregon
- Nebraska
- New Jersey
- New Mexico
- New York
- North Carolina
- South Carolina
- Tennessee
- Texas
- Virginia

Canada

- Manitoba
- Ontario

UK

- Barnardos Scotland
- 16 Local Authorities across Scotland
- Ministry of Defence
- Manchester
- 2 London Boroughs

Asia

- Hong Kong



Australia

- PATRICIA project
- Invisible Practices
- Queensland
- Western Australia
- Northern Territories
- Victoria
- South Australia
- New South Wales

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SAFE & TOGETHER™ MODEL

EUROPEAN EVENTS

EU CONFERENCE
25-27 Mar 2020
Liverpool, England
Liverpool Marriott
Hotel City Centre

EU CORE TRAINING
2-5 Jun 2020
Leeds, England
Crowne Plaza Leeds

EU TRAIN THE TRAINER
28 Sep – 2 Oct 2020
Leeds, England
Crowne Plaza Leeds

Concrete solutions. Meaningful tools. Real change.

Safe & Together™ Model

Better Outcomes for Families & Systems

Domestic Violence Informed Child Welfare System

- Improved Competencies
- Improved Cross System Collaboration

Practice Tools

- Mapping
- Pivoting
- Case Planning Guide
- Supervisor Matrix
- Pathways and Planning

Foundation

- Model Characteristics
- Principles
- Critical Components

Better Outcomes for Families: Safety, Wellbeing & Permanency

- Better Assessment
- Better Partnerships
- Better Case Plans

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What Does Safe & Together Offer?

Suite of Tools & Resources

- Organisational Assessment & Consultation
- CORE and Advanced Training
- Mapping and Other Practice Tools
- Coach, Trainer and Advocate certifications
- Data and Research
- E-Courses and Companion Guides



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Policy Practice Training Services Collaboration

Weak Nexus

Strong Nexus

About the Adults

Integrated with children/other CPS issues

“Failure to Protect”

Perpetrator Pattern

Fathers Invisible

High Standards for Fathers

Child v. Adult Survivor

Child Safety & Well Being Tied to Adult Survivor

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Safe & Together Principles

1

Keeping child Safe and Together with non-offending parent
Safety | Healing from Trauma | Stability & Nurturance

2

Partnering with non-offending parent as default position
Efficient | Effective | Child-centered

3

Intervening with perpetrator to reduce risk and harm to child
Engagement | Accountability | Courts

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Multiple Pathways to Harm

Perpetrator's Pattern

- Coercive control toward adult survivor
- Actions taken to harm children

Children's Trauma & Safety

- Victim of physical abuse
- Seeing, hearing or learning about the violence

Effect on Partner's Parenting

- Depression, PTSD, anxiety, substance abuse
- Loss of authority
- Energy goes to addressing perpetrator instead of children
- Interference with day to day routine and basic care

Effects on Family Ecology

- Loss of income
- Housing instability
- Loss of contact with extended family
- Educational and social disruptions

Harm to Child

- Behavioral, Emotional, Social, Educational
- Developmental
- Physical Injury

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Glossary of Terms

The following is a short glossary of terms associated with the Safe & Together™ Model and domestic violence-informed practice.

Safe & Together™ Model: The Safe & Together™ Model is an internationally recognised suite of tools and interventions designed to help Children’s Services practitioners and their partner agencies become domestic violence-informed. Continuously refined, through years of experience implementing the Model across the United States and other countries, it helps improve competencies and cross-system collaboration related to the intersection of domestic abuse and child maltreatment. This child-centred Model derives its name from the concept that children are best served when we work towards keeping them safe and together with the non-offending parent (the adult domestic abuse survivor). The Model provides a framework for partnering with domestic abuse survivors and intervening with domestic abuse perpetrators to enhance the safety and wellbeing of children.

Domestic Violence-Informed: Like “trauma-informed” or “culturally competent,” this term was developed to provide language related to system change. While developed for Children’s Services systems, it can be applied to any agency or system where domestic violence is a significant issue for the populations it serves. For example, a domestic violence-informed substance abuse treatment agency would have policies and practices that highlight a commitment to applying a perpetrator pattern-based approach to the intersection of substance abuse and domestic abuse. Domestic abuse in this context refers to what is also known as “intimate partner violence,” “domestic abuse,” and “women abuse.”

Perpetrator Pattern-Based Approach: The foundation of the Safe & Together Model and domestic violence-informed Children’s Services practice, this approach has the following characteristics: 1) the perpetrator’s pattern of behaviour and choices, resulting in domestic abuse, are identified as the sole source of the harm to; 2) the perpetrator is exclusively responsible for their own behaviours and choices; 3) it applies high standards for men as parents; and 4) understands the foundation of good child-centred domestic abuse practice rests on the ability to describe the specific behaviours of the domestic abuse perpetrator and their impact on child and family functioning.

This is more than a “perpetrator engagement” approach, which has a limited focus on the finding and meeting with the perpetrator. A perpetrator pattern-based approach is applied regardless of whether the perpetrator is engaged or not. It influences the entire case practice on engaging the adult survivor and case planning for the children.

A perpetrator pattern-based approach can help reduce the influence of race, class and ethnic stereotypes by focusing on patterns of behaviour. It also helps avoid misidentifying adult survivors as perpetrators.

Intervening with Perpetrators: Intervening with perpetrators is one of the Practice Principles of the Safe & Together Model. While accountability for perpetrators is a critical aspect of intervention, the language keeps the focus on working with the perpetrator to improve child and family functioning, e.g. what perpetrator interventions are available so the family is safer and functions better. These interventions are diverse, e.g. criminal justice and/or dependency court focused; engagement focused, and include effective interviewing strategies, or are service related. In the context of Children's Services, interventions are focused on the perpetrator as a parent, whether the perpetrator is in the home or not or whether the family stays together or not. Interventions are focused on producing meaningful and dependable behaviour change.

High Standards for Fathers: This refers to a concept central to domestic violence-informed practice and the Safe & Together™ Model. If domestic violence-destructive practice is intertwined with unexamined gender expectations around parenting in heterosexual relationships, (e.g. mothers are more responsible than fathers for children's daily functioning_ then domestic violence-informed practice requires higher standards for men as parents. This shifts policy and practice in alignment with most legal systems' understanding of parental responsibility where both parents are equally responsible for children's basic needs being met. High standards for men is based on the simple premise that a) father's choices and behaviours matter to child and family functioning; b) mother's and children's situations are tied to these choices; and c) interventions with families can often benefit from including fathers, whether they live in the home or not. The foundation of these practices require family assessments include statements about the impact of the father's behaviour on child and family functioning in positive and negative ways. It includes an explicit definition of a "good father" about the need to treat the children's mother with respect, whether the couple is together or not. This all comes together in the Safe & Together Model's Multiple Pathways to Harm assessment framework and the perpetrator pattern-based approach.

Partnering with the "Non-offending Parent:" In this context, this phrase includes engagement with an adult survivor that a) assumes the adult domestic abuse survivor is the natural ally of a child-focused practitioner; b) communicates to the adult survivor that the perpetrator is 100% responsible, for their own behaviour and resulting consequences; c) is focuses on her safety and wellbeing, not just the children's; d) seeks to understand her protective efforts; and e) creates safety plans collaboratively with her for her own and her children's benefit. It assumes not only will the adult survivor benefit from this partnership, but child-centred practitioners will be more effective using this approach. Partnering practices are the antithesis of "failure to protect" practices associated with domestic violence-destructive Children's Services practice. While central to the work of domestic abuse advocates and others, it can be absent or under-used in different systems.

Survivor Strength-Based: The foundation of a "partnering practice" with the adult survivor, a strength-based approach assumes all domestic abuse survivors have engaged in some protective efforts related to their children. Behaviourally focused, it concentrates on identifying how a domestic abuse survivor has promoted physical and emotional safety, healing from trauma, and stability and nurturance for the children. A strength-based approach does not mean: 1) a child is automatically safe; or 2) the adult survivor may not have concerning behaviours and issues; or 3) a child cannot be removed from a home because of domestic abuse. Effectively applied, it requires the use of a perpetrator

pattern-based approach and an understanding of gender double-standards. A strength-based approach looks for a wide range of protective behaviours, especially day-to-day behaviours, and efforts that might not involve “formal” resources such as law enforcement. A strength-based approach may benefit survivors from marginalised and historically oppressed communities by reducing bias because it is not limited to looking for engagement with “formal” systems and services. Adult survivors from these communities may have legitimate reasons to fear engagement with formal systems and services, and may have developed other strategies.

Multiple Pathways to Harm: This approach builds upon the foundational focus of physical safety and trauma associated with incidents of physical violence. It includes the impact of the perpetrator’s behaviour pattern on the family ecology and functioning as well as the functioning of the other parent.

This approach embeds higher standards for the male caregiver as a parent into our practice by creating a method for tying the perpetrator to the degradation of family functioning over time. This challenges the historic practice of holding mothers more accountable for problems in the family’s daily functions and the wellbeing of the children. It results in more responsibility on the perpetrator for the impact their behaviour has on child and family functioning. This sets the stage for more effective case planning including behaviour change expectations for the perpetrator and better partnerships with the adult survivor.

Domestic Violence-Destructive: Anchoring one end of the continuum of domestic violence-informed practice, domestic violence-destructive practice is primarily defined by identifiable policies and practices that either actively increase the harm to adult and child survivors of domestic abuse, and/or make it harder for them to access support and assistance. A common example is expecting an adult domestic abuse survivor to demonstrate protective capacity by applying for a restraining order, regardless of the dangers this might present to her and/or her children.

Domestic Violence-Neglectful: Another part of the continuum of domestic violence-informed practice, domestic violence-neglectful is primarily defined by identifiable policies and practices that reflect a lack of willingness or ability to intervene with domestic abuse and/or failure to acknowledge how domestic abuse’s distinct characteristics impact children and families. This might mean intake or assessment tools that do not truly account for domestic abuse. It might also mean standardised, “one-size-fits-all” treatment options do not really account for domestic abuse. It also can refer to evaluators or legal guardians who do not have any specialised training in domestic abuse. While domestic violence-neglectful practice and policy is typically characterised by an absence of training, policy or sensitive practice, the results can be domestic violence-destructive (e.g. an adult survivor losing faith in the systems’ ability to help her and her children because the perpetrator is sent to an anger management program instead of a behaviour change programmes).

Domestic Violence Pre-Competent: Policies, practices and visible actions that highlight a commitment to improve domestic abuse practice by being supportive of the adult survivor. Some improvements may not be completely supported at this stage.

Domestic Violence-Competent: Policies and practices that highlight a commitment to follow domestic abuse best practices. This framework is associated with applying perpetrator pattern-based and survivor strength-based approaches.

Domestic Violence-Proficient: Policies and practices are consistent, dependable, and show a commitment to following domestic abuse best practices. Systems have internalised these values and consistently work to develop and maintain domestic abuse skills.

Intersection: Refers to the relationship between domestic abuse and other issues such as the role of substance abuse, mental health, culture, and/or other socio-economic factors. This is sometimes referred to as co-occurrence. However, the term co-occurrence does not provide a clear connection between a domestic abuse perpetrator's behaviour and these issues. In domestic violence-informed practice, we seek to understand how the perpetrator's behaviours and their impact intersect with other issues. Example: We may say, "The domestic abuse perpetrator's violence and control caused a relapse in his partner's substance abuse." This is a much more powerful, clear and accurate foundation for case planning than "The family has co-occurring issues of domestic abuse and substance abuse."

Intersectionality: Refers to the interconnected nature of social categorizations that may lead to discrimination or oppression such as race, class and gender as they apply to an individual or group. For example, an African American heterosexual woman or a Latino gay man may experience difficulties based on the intersectionality of their race, class and/or gender. Domestic abuse perpetrators may gain additional power (and their partner may experience greater vulnerability and sense of entrapment) when he comes from a privileged group and his partner comes from a group that has been historically discriminated against or oppressed. At the same time, a perpetrator who has experienced oppression may be both a trauma survivor and a perpetrator of abuse. In domestic violence-informed practice, we seek the whole picture so we effectively partner with adult survivors and intervene with perpetrators from diverse backgrounds

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DOMESTIC VIOLENCE-INFORMED CONTINUUM OF PRACTICE



PRIMARILY DEFINED BY...

| | | | | |
|---|--|---|--|--|
| <p>Policies and practices that actively harm adult and child survivors of domestic abuse and/or make it harder for them to access support and assistance.</p> | <p>Policies and practices that reflect an unwillingness or inability to intervene with domestic abuse and/or fail to acknowledge how domestic abuse impacts children and families.</p> | <p>Policies and practices that reveal a gap between the stated relevance of and approach to domestic abuse and actual domestic abuse policy, training practices, and services infrastructure.</p> | <p>Policies and practices that focus on child safety and wellbeing, recognise survivor strengths, hold perpetrators accountable, and see domestic abuse intervention as a core part of child welfare practice.</p> | <p>Policies and practices that reflect domestic abuse competency and ensure that domestic abuse approaches are consistent, dependable, and utilised throughout the child welfare system.</p> |
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WHAT IT SOUNDS LIKE...

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| <p>"The mother is failing to protect her children from her partner's violence."</p> <p>"The couple has a history of domestic abuse."</p> <p>"She picks him over her children."</p> | <p>"Domestic abuse is only relevant to kids if they see it or hear it."</p> <p>"If the couple separates, domestic abuse is no longer a concern."</p> <p>"She's letting him back in."</p> | <p>"We don't want to re-victimise the mother, but our job is child safety"</p> <p>"We know we need to do a better job with domestic abuse cases, but we don't know how to do it."</p> | <p>"The perpetrator's behaviour and choices are the source of our concerns for the child's safety."</p> <p>"Our goal is to keep kids safe and together with the domestic abuse survivor."</p> | <p>"We cannot achieve our mission around safety, permanency, and the wellbeing of children without being informed about domestic abuse throughout our child welfare system."</p> |
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POTENTIAL OUTCOMES...

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| <p>Survivors are at an increased risk of violence, face pressure to leave regardless of consequences (creating family and economic stress especially for poor and minority families), and are less likely to reach out to authorities for help.</p> <p>Perpetrators are able to exert more control over partners and children.</p> <p>Children can face unneeded removal—costing child welfare systems—and court involvement for fighting the perpetrator.</p> | <p>Assessments are incomplete/inaccurate—focusing on substance abuse/mental health issues—affecting court decisions and survivor legal representation, especially for poor and minority women.</p> <p>Attempts to partner with survivors are weakened by poor practice.</p> <p>Interventions occur only if the violence escalates and are likely to be inappropriate or ineffective, e.g. referral to anger management versus perpetrator intervention.</p> | <p>Efforts to improve are weak/token because demand for change comes from outside.</p> <p>Perpetrators escape responsibility and take advantage of uninformed fatherhood programmes. Privileged perpetrators gain access to children.</p> <p>Workers are aware of the impact on children, but are not equipped to take action, distrust domestic abuse agencies, and make unpredictable decisions. Collaboration with domestic abuse agencies hampered by tensions.</p> | <p>Adult and child survivors are more likely to remain safe and together due to comprehensive and accurate assessments by informed and gratified workers.</p> <p>Perpetrators are held accountable for their behaviours as parenting choices and receive more support to improve their parenting and remain safely engaged with their children.</p> <p>Unnecessary removals decrease, cutting costs for systems and courts.</p> | <p>Survivors are more likely to see child welfare systems as supportive resources and to receive effective assistance sensitive to cultural and economic issues and responsive to vulnerable populations.</p> <p>Cross-system collaboration is improved—especially with domestic abuse agencies—through common frameworks and languages.</p> <p>DV-informed practice extends to foster care, juvenile justice, addiction and mental health.</p> <p>New initiatives are more likely to succeed.</p> |
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APPROACH TO ADULT SURVIVOR EXAMPLES...

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| Survivors are blamed for violence, listed as alleged perpetrator of child abuse/neglect, and seen as having power to stop the violence by making better choices; dictates steps for the survivor that could increase danger. Poor DV training only increases workers' focus on survivor's choices. | More empathy for and understanding of survivor decisions, but survivors' choices and pathologies still blamed for violence; seen as inept parents uninformed on impact of domestic abuse; and divided into "good" victims and "bad" victims. No recognition of survivor strengths or gender issues. | Better understanding of victim services, but survivors and their issues e.g. substance abuse, trauma, are still the focus of child welfare efforts and violence is still seen as a heterosexual relationship based issue. Women's violence quickly equated with men's regardless of if they are survivor or perpetrator. | Workers have difficult, compassionate, non-blaming conversations with adult survivors, recognise full-range of strengths, and make every reasonable effort to partner with them; services, safety plans, and case plans are tailored to survivors. Safety is managed with separate plans, meetings, hearings. | All service providers are expected to demonstrate domestic abuse competence in work with survivors. |
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APPROACH TO PERPETRATOR EXAMPLES...

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| Actively, consistently ignores perpetrators—empowering them with focus on survivor; those who present well are given access and even custody of children. | Some understanding of perpetrator's role, but still no specialised engagement or assessment; perpetrators sent to anger management. | Understanding that perpetrator intervention is the appropriate response without funding or contracting for those services. | Brings the perpetrator more in focus and recognises impact on children; shift from a relationship based focus to perpetrator pattern based focus. | Referrals to perpetrator intervention programmes that specifically addresses children and provides quality feedback to child welfare. |
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APPROACH TO CHILDREN EXAMPLES...

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| Blames/punishes children for issues created by perpetrator, e.g. behavioural issues, truancy/delinquency. Kids are revictimised, penalised, punished for trauma-caused behaviours; CW punitively and/or unnecessarily removes children from survivor. | Kids may be identified for exposure to and fear of violence but no understanding of link between perpetrator's behaviour and child's symptoms, needs, and experience; sees DV as incident and relationship based. Kids only affected if they were present. | No specific policy, protocol or practice to handle information from survivor and children that may increase danger if released unnecessarily to perpetrator. More recognition of DV as issue, but if not part of referral, DV rarely identified. | Removes children only when efforts to partner with the survivor fail and the perpetrator remains an imminent safety threat. Universal assessment for DV in all child welfare cases. Sees broader impact of perpetrator in lives of children. | Child welfare system takes a leadership role in the community around issues of domestic abuse and children; coordinates with courts to intervene with perpetrators as parents. |
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APPROACH TO INTERSECTIONS & INTERSECTIONALITIES EXAMPLES...

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| Poor women and minority women are primary targets. Violence in same sex couples is invisible. No connections made between intersecting issues, such as substance abuse, and trauma caused by perpetrators. No support for CW workers experiencing vicarious trauma. | No specific programmes, policies, and training related to DV and culture or DV and same-sex couples or DV and intersecting issues. Poor and minority women frequently seen as "bad" victims who didn't seek help or try to leave. No integration of DV into other issues. | No response to same sex relationship, no integration with issues related to race and class, nothing related to foster care, courts. Cases frequently become focused on adult survivor's issues e.g. trauma and substance abuse. | Service delivery models for perpetrators, survivors and children specific to domestic abuse and cultural economic considerations; protocols and policies address safety concerns for CW involvement. CW workers receive skills-based training for DV cases. | Develops culturally and linguistically competent, domestic abuse services. Addresses violence in same-sex couples. Supports high quality integration of services for mental health, and substance abuse. |
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APPROACH TO INTER-SYSTEM COLLABORATION EXAMPLES...

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| Negative/antagonistic relationship to domestic abuse services. No services or coordination with criminal court for the perpetrator. No recognition of perpetrator's interference with family receiving services. | DV only identified through violent incidents. CW sees referrals to services for survivor as the answer without coordination with DV service providers or courts. Courts use standard psych, not DV-specific, evaluations. | Participation in cross-systems meetings and collaborations; staff training is focused on "DV 101" without application to CW practice; mostly focused on barriers faced by survivor; doesn't address CW role. | Coordination with courts regarding perpetrators as parents and domestic abuse services on progress and safety concerns; supports survivors in civil proceedings. | Commits to maintaining and strengthening relationships between CW and DV services; supports training for partners; DV dynamics and practices included in all new initiatives and services. |
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About the Safe & Together Institute



Our Mission

To create, nurture and sustain a global network of domestic violence-informed child welfare professionals, communities and systems.

What we are dedicated to:

- Advancing inquiry, knowledge, practice and collaboration related to a perpetrator pattern-based approach within the intersection domestic violence and children
- Developing a network of professionals, organizations and communities that work together to create domestic violence informed-child welfare and related systems

How we do it

- Supporting the implementation of the Safe & Together™ Model through training, certification and systems consultation
- Supporting implementation of the Safe Engagement Model for fathers through training, certification and systems consultation
- Innovative partnerships with individuals, agencies and communities

The Safe & Together™ Model is an internationally recognized suite of tools and interventions designed to help child welfare professionals become domestic violence-informed.

- Data collection, writing conferences and events to advance learning, dialog and practice
- Development and dissemination of practical tools to promote real-world systems change and practice improvement
- Commitment to examining the role of gender, culture and sexual orientation in all its work

What we offer

- Organizational Assessment & Consultation
- CORE and Advanced Training
- Mapping and Other Practice Tools
- Trainer Certification
- Advocate Certification
- Data and Research
- E-courses



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Safe & Together™ Model CORE Training

Safe & Together Institute's CORE Training is designed to provide a skills-oriented foundation for domestic violence-informed practice. Each day of training provides experiential classroom training focused on the following foundational practice areas:

- Day 1** Assessment
- Day 2** Interviewing
- Day 3** Documentation
- Day 4** Case Planning

CORE Training explores the importance of:

- Identifying the impact of domestic violence on children and family functioning.
- Fact-based assessment of the perpetrators' behavior patterns.
- Partnering with adult survivors of domestic violence.
- Intervening with perpetrators.
- How domestic violence intersects with other issues like substance abuse and mental health.

Participants of the CORE Training will:

- Learn to use practice tools, such as Mapping Perpetrators' Patterns and Multiple Pathways to Harm that can be implemented right away to improve assessment of risk, impact on children, survivor protective efforts and essential case decisions.
- Practice interviewing perpetrators, survivors and children through modeling, role play and videos.
- Improve their domestic violence-informed documentation through individual and group exercises.
- Discuss their own current or past cases and explore how the Safe & Together Model could be implemented.



By focusing on four key skills: assessment, interviewing, documentation and case planning, our experiential training provides the foundation for domestic violence-informed practice.

Also included in CORE Training:

- Action Plans will be developed by participants to support implementation of the Model to improve their day-to-day practice and to influence their communities and family service systems to become more domestic violence-informed.
- Participants will complete a pre- and posttest to reflect learning, as well as a training evaluation.
- Participants who attend all four days and take the posttest will receive a certificate of completion, which indicates they participated in 22 training hours.
- Participants who complete all four days and score an 80% or higher on the CORE Training posttest will meet one of the prerequisites to become a Safe & Together Model Certified Trainer.

Target Audience

Child Welfare Practitioners

Domestic Violence Advocates

Substance Abuse Treatment, Mental Health and other community service providers

Batterer Intervention or Men’s Behavior Change staff

Court and Legal Personnel

Law Enforcement

Health and Home Visitors

Anyone working with families impacted by domestic violence

Maximum Group Size: 40



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SAFE & TOGETHER™ MODEL TRAINER CERTIFICATION PROGRAM

Due to strong global demand for Safe & Together™ Model training, the Safe & Together Institute has a robust and comprehensive curriculum for certifying trainers to deliver the Model.

Since 2017, the Safe & Together Institute began offering the ability to become a certified trainer. This option has the following features:

- Low initial entry cost: Receive the necessary certification training for \$1500USD
- Up to a 65% reduction in trainer costs (as compared to using Safe & Together Institute faculty or staff)
- The ability to generate revenue by charging for trainings
- A “pay as you go” structure allows agencies to manage training costs
- Immediate ability (upon completion of certification requirements) to deliver an unlimited number of CORE and 1-day Overview trainings for 2 years
- On-going, unlimited technical assistance including an assigned Safe & Together “Training Mentor”
- All the materials needed to deliver the trainings including trainer manuals, handouts, videos
- Full online support for training registrations including co-branded event pages
- Promotional materials for your training on our website plus other marketing support
- Regular curriculum updates
- Future opportunities to add credentials to deliver additional Safe & Together™ Model trainings, e.g. Supervisor Training

WHO ARE WE LOOKING FOR?

The Safe & Together Institute wants to establish relationships with agencies who want a person or persons on their staff to be become a Certified Safe & Together™ Model trainer. We are looking for agencies that demonstrate a commitment to



By focusing on cross-cutting themes, pattern-based approach, and survivor strengths, our experiential training provides the foundation for domestic violence-informed practice.

domestic violence-informed practice, high quality training and are interested in supporting the dissemination of the Model. Certified Trainers are a way an agency can enhance their own staff capacity and/or the capacity of their community to respond to domestic violence cases involving children. Ideally, becoming a Partner Agency involves a plan about how to use a Certified Trainer to achieve agency goals around whole-system change including organizational evaluation services, e-course training and more. While we want to establish a relationship with an agency, we will only certify individual trainers. We are looking for applicants who have already had significant experience with the Model. Applicants must have completed the CORE Training with a score of 80% or higher. Individuals with training experience are preferred but not required.

WHAT IS REQUIRED FOR CERTIFICATION?

To be certified, applicants must:

- Be accepted as a candidate based on the application process
- Work for an agency that is an approved Safe & Together Institute Partner Agency
- Hold a Bachelor's level or equivalent, or higher degree
- Complete the 5 day in person Train The Trainer
- Successfully complete video observation of the CORE Training
- Participate in 12 mandatory, remote coaching sessions with a Safe & Together training mentor
- Submit video recordings of their Safe & Together™ Model trainings
- Complete required reading and online learning
- Pass a knowledge test with a score of 80% or above
- Experience both with domestic violence and child welfare preferred

WHAT IS REQUIRED FOR RECERTIFICATION?

All Certified Trainers must be recertified every two years in order to continue teaching the Model. To be recertified, the trainer will need to:

- Deliver two CORE or an equivalent number of 1-day trainings in the past two years
- Completion of 27.5 approved continuing education hours (at least 50% of them from the Safe & Together Institute)
- Maintain 'good' to 'excellent' training evaluations
- Payment of \$500USD recertification fee
- Submission of 2 hours of training video recording for review and feedback

FINANCIAL STRUCTURE

In order to maintain Model fidelity and to support this expansion, the Certified Trainers and their Partner Agencies will agree to the following:

- To follow the Safe & Together Institute training pricing structure
- To register all trainings with the Safe & Together Institute
- Use the Safe & Together Institute website for training registration

The Partner Agency pays a per-person fee for each person who receives either the CORE or Overview Training. In 2019, these fees are \$150USD/person for a CORE Training and \$37.50USD/person for an Overview Training. Outside the US, these fees are set annually in the local currency to provide more pricing stability for the Partner Agency. If the Partner Agency wants to charge fees for their trainings to recoup costs or generate income, there is a suggested pricing structure for their trainings.

RIGHTS AND RESPONSIBILITIES OF CERTIFIED TRAINERS AND THEIR AGENCIES

The Safe & Together Institute would expect the Partner Agencies and individuals to commit to the following:

- To actively work toward faithful implementation of the Safe & Together™ Model curriculum
- To actively collaborate with the Safe & Together Institute to achieve this goal
- To actively support and guide their Certified Trainer during the rigorous training and Certification process
- To only use Safe & Together™ Model material and/or other material approved by the Safe & Together Institute in its Safe & Together Model trainings
- To sign intellectual property agreements related to the Safe & Together™ Model material
- To use the Safe & Together Institute online registration and payment system for all Safe & Together Model trainings including trainings provided internally within the agency
- To participate in all relevant Safe & Together™ Model training and services evaluation efforts
- To participate and support all Safe & Together™ Model CORE training certification and testing protocols
- To provide quarterly reports on all trainings including, but not limited to, CORE, 1-day Overviews and 1-hour
- Briefings performed by Safe & Together™ Model Certified Trainers

SAFE & TOGETHER INSTITUTE RESPONSIBILITIES

The Safe & Together Institute commits to the following:

- To provide certification training for Safe & Together™ Model Certified Trainers
- To maintain an online training registration system for Safe & Together™ Model trainings
- To provide regular and continuing online learning opportunities for Certified Safe & Together™ Model Trainers
- To provide timely technical assistance and support for Certified Safe & Together Model Trainers
- To provide Certified Trainers with timely updates on relevant training material as they become available
- To promote scheduled trainings through the Safe & Together Institute mailing list, membership, website and other marketing activities
- To direct enquiries, whenever possible, for trainings to Safe & Together™ Model Partner Agencies
- To maintain a directory on its website of all agencies that host Certified Trainers and their training evaluation averages (so that organizations or individuals interested in training can identify the agencies strongest in the Model)
- To provide data related to the Certified Trainers and their Partner Agency including:
 - Training evaluations
 - Pre- and Post-test results
 - Summary reports
- To provide certificates to participants for CORE training

INTELLECTUAL PROPERTY

- The Safe & Together Institute retains all intellectual property rights to Safe & Together Model™ material.

LOCALIZING MATERIAL

Safe & Together Institute is committed to work together with partner agencies to develop content specific to their context, in particular, working with indigenous and culturally diverse communities. The Safe & Together Institute will have final approval over the content becoming part of the “official” Safe & Together curriculum

content. Any new material, e.g. slides, handouts, curriculum outlines, videos, developed out of this process will be considered the intellectual property of the Safe & Together Institute.

FREQUENTLY ASKED QUESTIONS

Do I need to have a certain degree to become a trainer? You need to have a Bachelor's degree or equivalent. More than higher education credentials, we want trainers who have used the Model in their own practice, and understand its benefits from their own direct experience. We also prefer trainers who have training experience but are open to working with the right candidates to improve their training skills.

Is there a limit to what kind of agency can host a Certified Trainer? Currently there is no specific requirement. We are open to both governmental and non-governmental entities.

How often do you plan to provide certification training? Right now, the plan is to host one in the US, UK and Australia every year.

Can I travel to attend one of your trainings in another country? Yes, absolutely.

Is there a limit to how many agencies in a given geographic area can host trainers? Not at this time.

Can we join with another agency or agencies and jointly host a Certified Trainer? Yes, however there needs to be one agency responsible for handling the administrative aspects of the relationship with the Safe & Together Institute.

Are the costs of the continuing education hours included in the certification fees/agreement? The Safe & Together Institute is committed to providing at least 13.25 CE hours every two years toward recertification at no cost to the Certified Trainers.

BRIEF DESCRIPTION OF CORE TRAINING

Safe & Together Institute's CORE Training is designed to provide a skills-oriented foundation for domestic violence-informed practice. Each day of training provides experiential classroom training focused on the following foundational practice areas:

- Day 1 Assessment
- Day 2 Interviewing
- Day 3 Documentation
- Day 4 Case Planning

CORE Training explores the importance of:

- Identifying the impact of domestic violence on children and family functioning.
- Fact-based assessment of the perpetrators' behavior patterns.
- Partnering with adult survivors of domestic violence.
- Intervening with perpetrators.
- How domestic violence intersects with other issues like substance abuse and mental health.

Participants of the CORE Training will:

- Learn to use practice tools, such as Mapping Perpetrators' Patterns and Multiple Pathways to Harm that

can be implemented right away to improve assessment of risk, impact on children, survivor protective efforts and essential case decisions.

- Practice interviewing perpetrators, survivors and children through modeling, role play and videos.
- Improve their domestic violence-informed documentation through individual and group exercises.
- Discuss their own current or past cases and explore how the Safe & Together Model could be implemented.

Maximum Group Size: 40

BRIEF DESCRIPTION OF 1-DAY OVERVIEW

This one-day training provides participants with an introduction to and overview of the Safe & Together™ Model. This presentation will provide participants with information about creating a domestic violence-informed child welfare system, the principles and components of the Safe & Together™ Model and information about the framework behind competency-building in child welfare around domestic violence.

Target Audience: Child welfare professionals, domestic violence liaisons, domestic violence advocates and counselors, law enforcement, attorneys, Guardians ad litem, community service providers, mental health providers, batterer intervention providers, substance abuse providers and others are welcome to attend.

Maximum Group Size: 100



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Safe & Together™ Model E-learning Online Courses

Developed in conjunction with Kempe Innovative Design, a leader in online learning for child welfare audiences, these courses bring the Safe & Together™ Model to your team's fingertips, anytime, anywhere. Using state-of-the-art educational practice involving reality-based scenarios and interactive practice activities, these courses are appropriate as "standalone" learning or as part of wider implementation of domestic violence-informed systems change.

Why Domestic Violence-Informed E-Learning Courses?

- Cost effective Learning: One 2-hour course is comparable to full day of classroom learning time. o No travel time to and from a training site.
- Personalized Learning: The learner takes the course where and when they want.
- "Bite-sized learning": learners can start, stop and pick up where they left off as often as they want.
- Additional Agency Benefits
- Consistency: each learner is exposed to the same material
 - Measurability: pre- and post-knowledge tests allow the agency to measure learning.
 - Leverage in-person training efforts: E-Learning courses can be paired with
- Safe & Together Institute in-person CORE Training to accelerate culture and practice change.
- Other Benefits: Earn CEs toward Safe & Together Institute certifications.

How do I purchase a Domestic Violence-Informed E-Learning Course?

- Individuals can enroll, or organizations can purchase courses for multiple individuals



By focusing on cross-cutting themes, pattern-based approach, and survivor strengths, our experiential training provides the foundation for domestic violence-informed practice.

- 5% Safe & Together member discounts apply to individual purchases Bulk and package discounts available; call or email for more information

Who are these courses for?

- Child welfare practitioners and managers: statutory and non-governmental organizations (non-profits)
- Domestic violence advocates/women sector workers
- Attorneys and court personnel
- Substance abuse and mental health professionals
- Health or home visitors
- Batterer intervention/men's behavior change staff Other professionals who work with families experiencing domestic violence

Cost & Access

Each course costs \$50USD per person; \$25USD/credit hour. Membership discounts of 5% are applied to individual purchases. Bulk discounts are available.

To enroll

Visit us at endingviolence.com/our-products/online-learning

For more information about bulk purchases, email: davidmandel@safeandtogetherinstitute.com

Available E-Learning Courses



Safe & Together: An Introduction to the Model

This course provides an introduction to the internationally recognized Safe and Together™ Model. The Model has been implemented in multiple states across the US, the UK, Australia, Canada, and other countries. It is a set of concepts, tools, and practices to improve how agencies, communities, and individuals respond to domestic violence where children are involved. The first half of the course will introduce you to the ideas and concepts behind the Model. You'll learn about gaps and challenges related to domestic violence cases involving children, the importance of applying a perpetrator pattern based approach, and how partnerships with adult survivors are critical to domestic violence-informed practice. You will also learn how to improve assessment addressing perpetration as parenting choice and giving mothers full credit for their protective efforts. In the second half of the course you will be introduced to the practice principles and critical components of the Model and how they can help make a difference in case practice.
Course fulfills the prerequisite for Trainer Certification



Multiple Pathways to Harm: A Comprehensive Assessment Framework

This course provides an introduction to the Safe and Together Model's "Multiple Pathways to Harm" assessment and critical thinking framework. The Safe and Together Model is an internationally recognized approach to working with families with children where domestic violence is present. This Model is being used across the US, the UK, Australia, Canada, and Asia. In this course you will learn about how to apply comprehensive

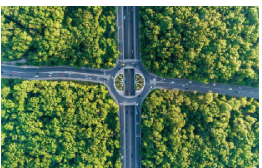
assessment lens to the impact of domestic violence perpetrator behaviors on child and family functioning. You will learn about how this approach helps you have high standards for men as parents, better engage men from diverse backgrounds and partner with adult survivors. You will learn an approach that can help you with service recommendations for children and families. You will also learn that despite perpetrators' harmful actions adult survivors are often working very hard to promote their children's safety and well being.

Course fulfills the prerequisite for Trainer Certification.



Working with Men as Parents: Fathers' Parenting Choices Matter

If we want to work with families, we cannot just work with women and children. We need to be able to work with men. This is important for all families but may be even more important for families from poor and historically oppressed communities. To do this correctly, we need to approach fathers, in a manner consistent with domestic violence-informed practice. This means approaching men with high expectations, and the willingness to learn new approaches and practices. Working with men requires being able to understand male parental development and how men's choices and behaviors impacts child and family functioning. It involves understanding how to use this information to engage men and to development meaningful child and family focused interventions. It also involves being able to integrate these understandings into our work with women and children. In this course we will be considering all these items from the perspective of domestic violence-informed policy and practice, diverse communities and different disciplines. Throughout this course we will highlight specific connections to the Safe and Together Model Principles, Critical Components, Multiple Pathways to Harm and Practice Tools. *Course fulfills the prerequisite for Trainer Certification.*



Intersections: When Domestic Violence Perpetration, Substance Abuse, and Mental Health Meet

Many families impacted by domestic violence perpetrators' behaviors have multiple, complex, intersecting issues. In the past, we might have referred to these as co-occurring issues. But the language of co-occurrence often doesn't provide us with a sense of how these issues interact. For example, listing the family's issues is not as powerful as explaining how the domestic violence perpetrator interfered with his partner's recovery, for example. Listing that the family has experienced both domestic violence and mental health issues is not as useful as describing how the perpetrator's violence has produced anxiety and aggression in the adult survivor. Using an intersections framework, versus a co-occurrence framework, we increase perpetrator accountability, improve our ability to assess the family, and our ability to partner with adult survivors. This course will provide guidance in how to understand the connections, or intersections, and make them work for us in our practice.

This course is primarily focused on the adult perpetrator and survivor. Due to the diversity of developmental issues and complexity of treatment issues, this course is not able to provide an in-depth examination children and their behavioral health and substance abuse issues.

Course fulfills the prerequisite for Trainer Certification.



COMING SOON! Partnering with Adult Survivors

Description: Partnering with adult survivors around the safety and well being of their children is a central focus of domestic violence-informed practice. Domestic violence survivors and helping professionals share the common goals for the abuse to stop and for the children to thrive. In this course, we describe a step by step process for partnering with adult survivors when children are involved. This method is useful for a wide variety of professionals and can even inform the work of attorneys, evaluators and others who are involved in assessments of families. This training is designed to build upon prior Safe & Together Model CORE training concepts and to provide a skills-oriented foundation for applying CORE concepts to partnering practice with adult survivors.

Course fulfills the prerequisite for Trainer Certification.



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Intellectual Property and the Sharing of the Safe & Together™ Model Concepts and Materials

At the Safe & Together Institute (S&TI), we value the passion and enthusiasm that drives practitioners to share best practice and raise awareness of the Safe & Together™ Model. Managing the intellectual property associated with the Model is critical to sustaining our organisation and its role in supporting practice and systems change.

We are deeply committed to our mission: creating and sustaining a network of domestic abuse-informed communities, systems and practitioners. We want nothing less than the global transformation of practice in domestic violence cases involving children. There are no shortcuts to deliver the goal of shifting practice from a “failure to protect” to a perpetrator pattern-based approach. To support the achievement of this paradigm shift, we are constantly seeking multiple ways to promote change. We want to highlight different ways that dissemination of learning can be achieved whilst

- a) maintaining the fidelity and quality of the model
- b) promoting broad, open sharing of ideas and concepts associated with domestic abuse-informed practice and
- c) maintaining clear usage boundaries.

No cost options to disseminate learning about S&T - open to anyone

The following options have been developed by the S&T Institute specifically to support wider dissemination of learning at no cost:

Access to FREE materials on the Safe & Together Institute website:

- [Videos](#)
- [Testimonials](#)
- [Core training data](#)
- [Data on the Model](#), including:
 - [Melbourne multi-agency triage project](#)
 - [Edinburgh Implementation Report](#)
 - [Overview and evaluation data briefing](#) - Florida, Ohio, Connecticut and Colorado
 - [Survivors who are Parent Partners reflect on the Model](#)
- S&T in action, including:
 - [Connecticut Judicial Guidebook](#)
 - [Ohio Supreme Court Benchcard](#)
 - [New York Colocated Advocates](#)
 - [Oregon, Colorado and Florida Child Welfare and Integration Guides](#)
- [Articles and chapters by David Mandel](#)
- [Reports from the S&T Institute and their partners](#)
- [Outreach and awareness materials](#)
- [Domestic violence-informed blogs](#)
- Access to FREE videos on the [S&T Institute YouTube Channel](#)

Articles & Papers (partial list)

There are many websites, articles and papers which reference S&T and its use in practice. The following is a partial list of those articles. Visit our website as we update this list periodically.

The City of Edinburgh Council. (2017): [Safe and Together Edinburgh: Implementation Report The City of Edinburgh Council](#).

Brittany DiBella, MSW, DVS; Judy L. Postmus, Ph.D., ACSW; Cassandra Simmel, MSW, Ph.D.; Catherine Buttner, MSW; Caitlin Eckert, MSW, LSW. (2016). *An Overview of Systems Collaboration Efforts to Address the Co-occurrence of Domestic Violence and Child Maltreatment*. Retrieved from Rutgers School of Social Work website: <https://socialwork.rutgers.edu/file/2832/download>

Heward-Belle, S., Humphreys C., Toivonen, C. & Tsantefski, M. (2019). *Invisible Practices: Interventions With Men Who Use Violence and Control*. *Affilia: Journal of Women and Social Work*, 34(3), 369–382.

Humphreys, C., & Healey, L. (2017). *PATHways and Research Into Collaborative Inter-Agency practice: Collaborative work across the child protection and specialist domestic and family violence interface: Final report*. Sydney: ANROWS.

Healey, L., Humphreys, C. & Mandel, D. (2018): [*Case Reading as a Practice and Training Intervention in Domestic Violence and Child Protection*](#), Australian Social Work, DOI: 10.1080/0312407X.2017.1413666

Healey, L., Humphreys, C., Tsantefski, M., Heward-Belle, S., Mandel, D., & Australia's National Research Organisation for Women's Safety Limited. (2018). *Invisible practices intervention with fathers who use violence*. Retrieved from <https://www.anrows.org.au/node/1971>

Humphries, C. & Nicholson, D. (2017): [*Multi-agency Triage Project: Final Report*](#). The University of Melbourne.

Mandel, D. (2009). [*Batterers in the lives of their Children*](#). In Stark, Evan, and Eve Buzawa. Violence against women in families and relationships. Evan Stark & EVE BUZAWA. ABC-CLIO, 2009.

Mandel, D. & Rankin, H. (2018). [*Working with Men as Parents: Becoming Father-Inclusive to Improve Child Welfare Outcomes in Domestic Violence Cases*](#). Columbus, OH: Family and Youth Law Center, Capital University Law School.

Rothman, E. F., Mandel, D. G., & Silverman, J. G. (2007). [*Abusers' Perceptions of the Effect of Their Intimate Partner Violence on Children*](#). Violence Against Women, 13(11), 1179-1191.

No cost option associated with purchase or completion of trainings

The following are materials available at no cost to extend learning and systems change efforts:

- For those who completed the CORE training: A no-cost one hour briefings packet of materials to facilitate sharing about the concepts and ideas related to the CORE training. To access this please contact us using the [website contact form](#). For example, briefings can be used:
 - To Highlight the model to Leadership, Supervisors or wider team members who did not undertake training
 - To raise understanding and buy-in of the principles and components with partners
 - To support communication of how the model is being delivered locally
- As part of related training days or events
- For [Working with Men as Parents e-learning module](#): a companion document that extends the learning through reflection questions and a discussion guide. If you have purchased this e-learning course, and are interested in a copy please contact us using the [website contact form](#).

Use of S&T Slides

The following slides can be used in briefings, presentations or training with permission and citation. They should be used in a way which is consistent with the model – using the language from the 'Glossary of Terms'

- Domestic violence informed continuum
- Principles
- Critical Components
- Multiple Pathways to Harm (can only be used in presentations only by people who have completed the CORE Training)

Shared slides should include the S&T Copyright statement:

© Copyright 2019 Safe & Together Institute. All rights reserved. Do not reproduce without permission.

If you are seeking to share slides please request permission using the website contact form. We may share additional slides with you which outline the S&T Institute's contact information, existing or new materials and upcoming local and international events.

Use of S&T Handouts

The following handouts can be used:

- [Domestic violence-informed continuum of practice](#)
- Glossary of terms

Citation for Handouts is in the following format:

Mandel, D. (2015). Safe & Together Model: Domestic Violence Informed Continuum of Practice. Safe & Together Institute.

Mandel, D. (2019). Safe & Together Model: Glossary of Terms. Safe & Together Institute.

To access the handouts please contact us using the [website contact form](#).

S&T Practice Tools received during training are for use in relation to case practice. For example, the Mapping Perpetrators' Pattern tool can be used in relation to specific cases:

- by individual workers
- during supervision
- in group case discussions
- during case consultations

Use of S&T Concepts and Terms

The S&TI institute has developed terminology that helps describe the Model and domestic violence-informed practice. They are outlined in the Glossary of Terms. We respectfully request citation back to the S&TI for certain key terms within in the Glossary and that terms are used in line with the definitions within the document. This includes:

- Safe & Together™ Model
- Perpetrator pattern-based approach
- Perpetration as a parenting choice
- Pivoting to the perpetrator
- Multiple pathways to harm
- Domestic violence-informed
- Domestic violence-destructive
- Domestic violence-neglectful
- Domestic violence pre-competent
- Domestic violence-competent
- Domestic violence proficient

Citation for Concepts and Terms is in the following format:

Mandel, D. (2019). Safe & Together Model: Glossary of Terms. Safe & Together Institute.

S&T materials which cannot be used

Only Certified Trainers and Safe & Together Faculty can train on the material (beyond the one-hour briefing) Anything which is not explicitly stated above cannot be shared. This includes:

- Any training videos including demonstrations of domestic violence-informed interviewing
- Any slides or handouts not explicitly identified above

S&T Practice Tools received during training are for case practice use only. These tools cannot be used in training settings unless you are a Certified Trainer.

S&T e-learning modules should only be accessed by the individual user.



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