



# TRAINING BY ICENA

## Empowerment & Social Change

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Trauma-Informed Training

Talking About Sex and Relationships with Young People

Sexual Harassment in the Workplace

Challenging Myths

Safeguarding, First Disclosure and the Criminal Justice System

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# ABOUT ICENA

ICENA is a social enterprise, dedicated to empowering individuals and organisations to create social change.

We provide training and consultancy to help create safe, harassment-free and equitable spaces and workplaces.

# SOMETHING TO REMEMBER

**// Justice is about making sure that being polite is not the same thing as being quiet. In fact, often times, the most righteous thing you can do is shake the table. //**

ALEXANDRIA OCASIO-CORTEZ

# TRAINING SERVICES

We provide a range of bespoke training courses and seminars for professionals, businesses, schools and colleges, and the public and third sectors.

Our course content and all materials are designed to be practical and interactive. Our training packages have been developed by industry experts and can be tailored to meet your needs. Each course includes a pre-course one to one chat so we can understand your needs and expectations ahead of the course.

At the end of the course participants will receive a certificate confirming the number of hours CPD each course successfully completed has entailed.





## COURSE INFORMATION

Courses range between one to two hours and are delivered via an interactive webinar. At the end of the course participants will receive a certificate confirming the number of hours CPD each course successfully completed has entailed.



## OUR COURSES

### Understanding trauma – for police, the crown prosecution service and agencies

This two-hour online course will provide staff with an understanding of why all forms of sexual violence and abuse have an impact of some kind on your organisation. It will highlight the importance of raising awareness of sexual violence and abuse, and responding appropriately to the needs of sexual violence and abuse survivors.

### Understanding a survivor's coping mechanisms

This one-hour online course will provide staff with an overview of some of the most common forms of trauma and examples of the symptoms of unresolved trauma they might encounter in their work or home life. By the end of the session learners will be able to identify trauma and how to respond to it.

### Building a trauma-informed workplace

This interactive online course will provide learners with an understanding of what we mean by the term trauma, understand some common post-trauma responses and how they can support a trauma survivor in and out of their workplace.

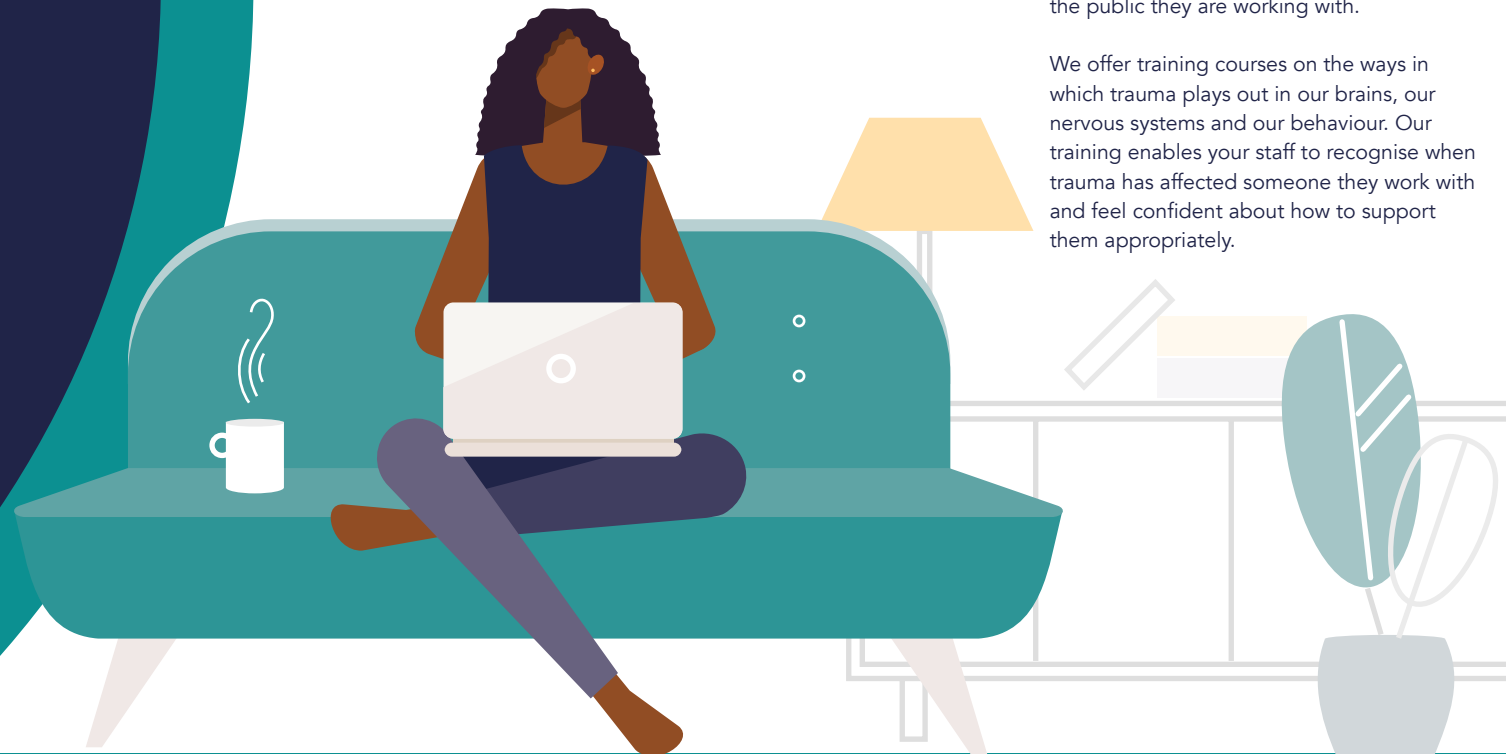
# TRAUMA-INFORMED TRAINING

Trauma is experienced in many different ways and we know that any kind of traumatic event can lead to long term consequences for the survivors of that trauma. These consequences are experienced in a survivor's mind and in their body, because it is our nervous systems which kick in when we experience trauma. When the nervous system is in control, the thinking parts of our brain are not able to work properly until we have been able to regulate ourselves again. With training, your staff will be able to recognise and identify the possible

trauma responses an individual may be demonstrating, and we can teach them skills to help somebody manage these more easily and safely.

Having even a basic understanding of the impacts trauma can have on a person, their behaviour and their responses to others can make a big difference to your staff's ability to respond to a potentially difficult situation. Understanding trauma can also help your staff to feel more confident dealing with a wide range of behaviours or reactions from the public they are working with.

We offer training courses on the ways in which trauma plays out in our brains, our nervous systems and our behaviour. Our training enables your staff to recognise when trauma has affected someone they work with and feel confident about how to support them appropriately.



# TALKING ABOUT SEX AND RELATIONSHIPS WITH YOUNG PEOPLE

Speaking to young people about sex and sexual relationships can feel awkward and embarrassing. It can feel difficult to know how to start those conversation but it is crucial to open up communication about sex and relationships to ensure young people have healthy and equal relationships and know how to seek support should they need it.

Statutory Guidance from the Department for Education on Relationship Education (September 2020) says that, by the end of

secondary school, children should (amongst other things) know how to recognise healthy, intimate relationships; how to resist pressure and not to pressure others; and have an understanding of the law around the age of consent, violence against women and girls, 'sexting' and pornography.

The three courses provide practical tips and resources that adults working with young people can use to manage conversations about sex, sexual relationships and pornography and also cover the law around sex and consent as it applies to young people.



## COURSE INFORMATION

Courses range between one to two hours and are delivered via an interactive webinar. At the end of the course participants will receive a certificate confirming the number of hours CPD each course successfully completed has entailed.



## COURSES AVAILABLE

### Talking about sex & consent

The purpose of this session is to share practical tips for having conversations with young people about sex and sexual relationships in an age appropriate way.

### Consent in sexual relationships

The purpose of this session is to demonstrate how you can use short scenarios to open up discussions with young people about sex and relationships.

### Pornography

The purpose of this session is to demonstrate how you open up discussions with young people about pornography.



## COURSE INFORMATION

This series offers an explanation of the types of harassment in the Equality Act 2010 and practical ideas of how individuals and employers can respond to, and work to prevent, sexual harassment in the workplace.



## OUR COURSES

### Understanding Your Legal Responsibilities

This recorded session uses examples to illustrate the types of harassment covered by the Equality Act 2010 and outlines the legal responsibilities of individuals and employers.

### Responding to Sexual Harassment in the Workplace

This interactive webinar uses case studies to open up discussions about suitable and appropriate responses to instances of harassment and disclosures or complaints of sexual harassment.

### Preventing Sexual Harassment in the Workplace

This interactive webinar offers practical ways that workplace culture can be managed to minimise the likelihood of sexual harassment taking place in the workplace.

# SEXUAL HARASSMENT IN THE WORKPLACE

The terms 'harassment' and 'sexual harassment' are used frequently but are not always understood properly leading to confusion about what is and what is not appropriate conduct in the workplace, whether that's in an office or if the employee works from home. Research by the Trades Union Congress in 2016 found that over half of women experience some form of sexual harassment in their workplace and the Equality and Human Rights Commission (EHRC) advises that all workers should be given training that covers types of harassment and victimisation, what to do if you experience harassment and how to handle complaints.

In addition, employers have a legal responsibility to prevent harassment.

The courses in the Sexual Harassment in the Workplace series will support you to better understand your legal responsibilities as an employee or employer under the Equality Act 2010, to know how to respond appropriately to disclosures of harassment and to find ways to prevent sexual harassment from happening in the workplace. The sessions on responding to and preventing sexual harassment can be tailored specifically to the sector you are working in.



# CHALLENGING MYTHS

Every person, regardless of their culture, education, socioeconomic status, religion, occupation, race, sexual orientation, sex, gender, sexuality or privilege has the right to say no to unwanted sexual touching. Unfortunately, many of society's views about women, sexuality and power are grounded in deeply ingrained notions of oppression, racism, sexism, hetero-sexism, homophobia and other forms of power. The result is the ever evolving myth and misconception that the victim/survivor is to blame.

These myths about sexual violence and abuse keep victims from speaking out, getting help and holding their perpetrators responsible for the assault. The truth is, no one consents to sexual assault.

Our training aims to raise awareness of the myths around sexual violence and abuse and empower learners to challenge them in a way that benefits everyone in your organisation.

## COURSE INFORMATION

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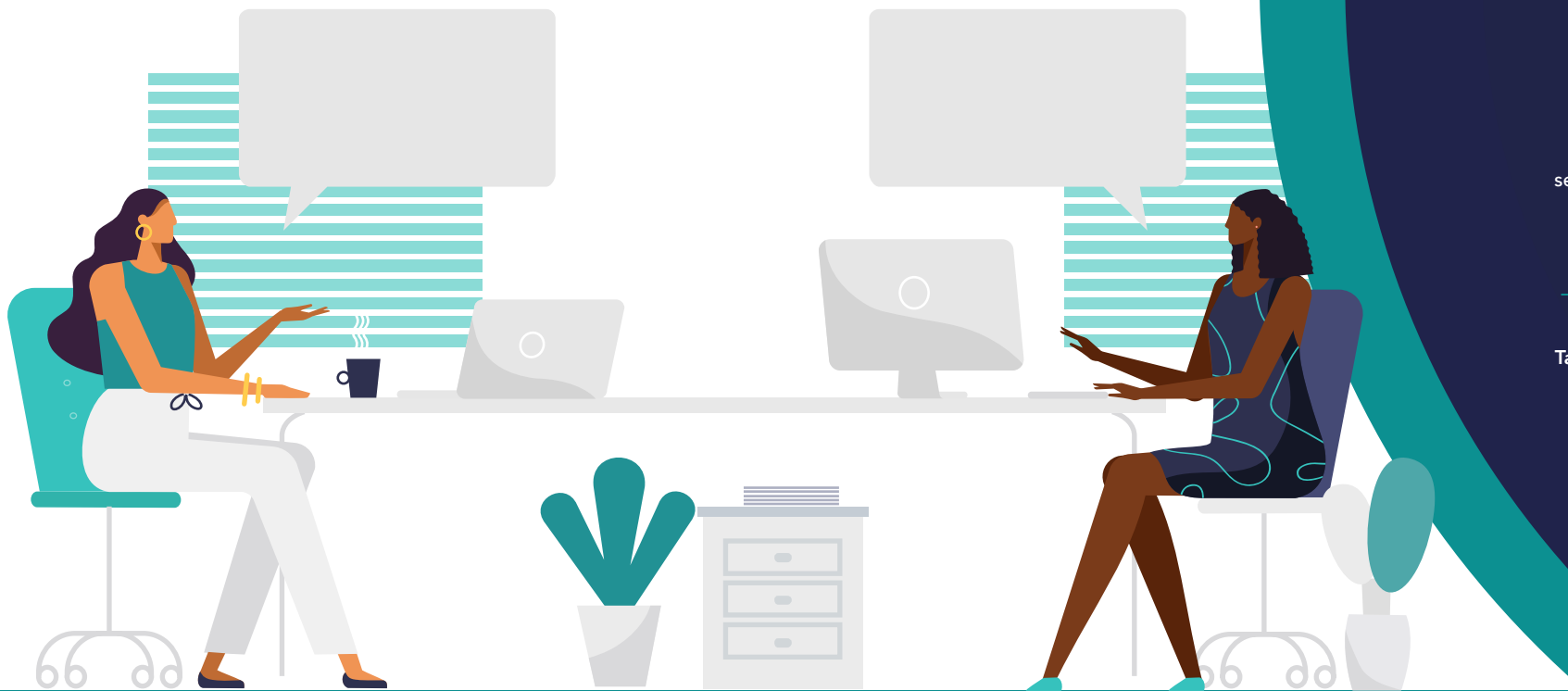
## OUR COURSES

**Challenging Myths, Changing Attitudes: Taking Sexual Violence and Abuse Seriously – for safeguarding leads and senior managers**

This two-hour course will provide Human Resources personnel, senior leaders and anyone in your organisation who works with members of the public with the opportunity to explore in-depth some of the issues which survivors of sexual violence and abuse face, with a view to building learners' understanding so that they can deal confidently with these issues in their work.

**Challenging Myths, Changing Attitudes: Taking Sexual Violence and Abuse Seriously**

This one-hour online course will provide staff with an understanding of all forms of sexual violence and abuse and the information necessary to challenge some of the most common myths about sexual violence and abuse.





## COURSE INFORMATION

Courses range between one to two hours and are delivered via an interactive webinar.

At the end of the course participants will receive a certificate confirming the number of hours CPD each course successfully completed has entailed.



## COURSES AVAILABLE

### Safeguarding children and adults at risk

This two-hour, interactive online course will provide staff with an overview of safeguarding and the processes needed in order to protect individuals. It also covers your legal requirements when working with vulnerable children and adults

### First disclosure – guidance professionals, teachers and public sector workers

Our one hour pre-recorded first disclosure training breaks down the appropriate action you need to take when someone first discloses to you as well as a list of organisations that will be able to support you and the person who has disclosed.

### An Introduction to the CJS

ICENA's one-hour pre-recorded course will provide staff with an overview of the criminal justice system and the criminal justice process, whether that is the police, courts or another organisation.



# SAFEGUARDING, FIRST DISCLOSURE & THE CRIMINAL JUSTICE SYSTEM

## SAFEGUARDING

Safeguarding training (also sometimes referred to as child protection training) has been a legal requirement for all professions that come into close contact with children and adults at risk for many years. Safeguarding is the process of working to protect individuals (especially children and vulnerable adults) from harm such as abuse, neglect, and exploitation. It ensures children grow up with safe and effective care and are given the best life chances. ICENA's safeguarding training breaks down the appropriate courses of action to take, empowering your staff by giving them the

skills and knowledge they need in order to appropriately report abuse and neglect.

## FIRST DISCLOSURE

If you have personally received a disclosure of abuse you may wish to speak with someone confidentially to help you to deal with what you have heard. You may also feel the need to be reassured that the issues are being dealt with in the best possible way with the interests of the child or young person being paramount. Clearly confidentiality is essential and therefore when seeking support or guidance from a recommended source as detailed below you will be expected to keep the personal details (names of individuals concerned) confidential.

## CRIMINAL JUSTICE SYSTEM

Deciding to report something to the police is not easy and most people have lots of questions about what will happen next or need things to be explained. For agencies working with victims, an understanding of the CJS is vital in order to support and advocate for your client successfully.





# CONTACT US

## LET'S START A CONVERSATION



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