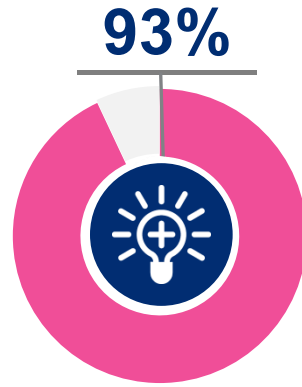# Domestic Abuse Matters:
Police responders training

78% of **First Responders** felt training would help them **respond to victims** in a more informed way
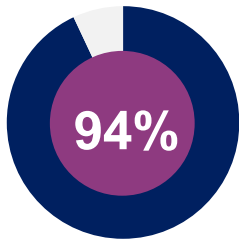
93% of **First Responders** had a good understanding of the **stages of coercive control and abuse** following training

**81%** of **First Responders** were willing to **recommend the training to a colleague**

94% of **First Responders** had a good understanding of the **tactics perpetrators use to keep their victim(s) in a relationship** and prevent them from leaving following training

" This has given me a new outlook on how perpetrators will act towards police. Knowing the legislation and being more confident with it will mean **I will proactively focus on domestic abusers.**
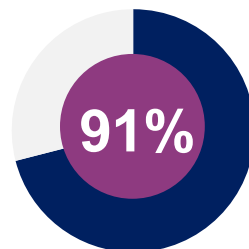
- **First Responder**
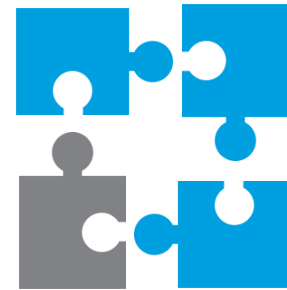
91% of First Responders felt they had a good understanding of the **types of questions that would encourage a victim to disclose** their experience following training

94% of **First Responders** felt they had a greater knowledge of the tactics used by **perpetrators when coercively controlling a victim** following training

91% of **First Responders** felt they were able to **recognise the impact of domestic abuse and coercive control on children** following training

"I won't treat all domestic incidents as the same. I will get more information from victims and not ask the same questions. **I will know what signs to look for**"

- **First Responder**

Domestic Abuse Matters – Findings to date

Foreword

Domestic abuse matters. It matters because its impacts are profound – for individuals, for families and for whole communities. Effective policing to keep people safe and to challenge perpetrators forms a vital part of the whole picture in providing a response which addresses risks and meets the needs of adult and child victims. And we know senior leadership, underpinned by effective training and champions at every level within forces, helps deliver this.

Since the development of Domestic Abuse Matters by SafeLives for the College of Policing, in response to the HMIC report highlighting the need for improvements in how police forces and officers understood and responded to coercive control, SafeLives has worked with over two thirds of English and Welsh forces as well as all of Police Scotland.

DA Matters is much more than a training course - it is a cultural change programme designed to create long term, sustainable improvements and consistency in the response to domestic abuse. It helps police understand what is meant by the term 'coercive control', challenges victim blaming, and prompts them to recognise the high levels of manipulation used by those perpetrating it, including in interactions with law enforcement.

This report shows the impact DA Matters has had in challenging negative attitudes, building understanding, and growing confidence around safeguarding and evidence gathering across 24 forces through to 2021. A huge part of the success of the programme is its approach, beginning with a thorough 'health check' on current practice, ensuring senior buy-in and advising a minimum 75% take up across forces participating, and training in-house trainers alongside a broad pool of associates, who bring both police expertise and specialist sector expertise, as well as lived experience.

We look forward to continuing to develop the programme with the College and partners to take account of new legislation and to keep improving how it represents the needs of different victims of abuse. To ensure police training as a whole addresses the needs of all victims, we will also continue to press for further change through the adoption of Valerie's Law, to require cultural competency training that accounts for the cultural nuances, barriers, colloquialisms, language and customs relevant to women of Black African and Caribbean heritage[1].

We urge all forces who have not yet adopted the programme to consider its value to their officers – and more importantly to the communities they serve. And we will keep working closely with adopter forces to support them as they embed the lessons of DA Matters through all aspects of their policing.

Suzanne Jacob OBE
CEO SafeLives

Introduction

This report outlines initial findings from the Domestic Abuse Matters training carried out by SafeLives across 21 British Police Force areas between 2018 and 2021. Feedback forms were completed by 31,781 First Responders who attended the training, and responses were analysed. In addition to the 21, three further force areas have completed DA matters training since its inception, however evaluation data for these forces was not collected in the same way, and therefore these forces have not been included within this report. A full methodology can be found in Appendix 1.

Domestic Abuse Matters exists because the College of Policing was asked by the HMIC to review what it provided to forces by way of Domestic Abuse training to frontline responders. SafeLives were invited to give an external view and found that the College was providing helpful learning objectives to police forces nationally but these objectives were used by each force differently, with training varying in terms of duration, content and quality.

Domestic Abuse Matters was written with the College of Policing by SafeLives to provide police forces with a sustainable programme of change that offers the opportunity for the country to provide consistency of service to families experiencing domestic abuse. The programme was subsequently developed in collaboration with others

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[1] https://www.sistahspace.org/valerieslaw

and content is governed by an editorial board made up from the College of Policing and representatives of the three organisations licenced to deliver the product. This interactive training tool seeks to address negative attitudes towards domestic abuse and to promote a cultural shift across Police Forces. It complements the development and subsequent implementation of the criminalisation of coercive control (more details can be found in Appendix 2).

For the program to work effectively, it is essential that at least 75% of first responders receive training. The minimum requirement for forces is 75% of officers up to and including the rank of Sergeant who come into contact with victims, perpetrators, children or family members. Forces in this report have expanded on this to include those working in custody, force control room, response, and those of more senior ranks. Training such a high volume of officers helps to build momentum and to quickly and effectively bring about a cultural change.

Additionally, for the forces in this analysis, 25% of responders were given additional training as 'on the job' Domestic Abuse Matters Champions. Champions receive additional teaching designed to help sustain the change in skills, behaviour and attitudes of their peers; challenging inappropriate language and behaviour, checking service delivery, giving constructive feedback and congratulating good practice. Champions also identify and act on compassion fatigue, burnout and vicarious trauma for staff members, and are trained to respond to abuse within their colleague's personal lives. To date, SafeLives has trained around 2960 first responders as DA Matters champions, however, due to changes in the evaluation approach for Champions sessions, this report will focus on evaluation data for First Responders sessions only.

Overview of responses

First responder profile

Amongst first responders, nearly two-thirds (64%) of respondents identified as male, with 36% identifying as female and 0% transgender. The majority (82%) of respondents described themselves as White British, with 11% of respondents leaving this question blank and 4.3% describing themselves as Black, Asian or racially minoritised.

The average age of respondents was 35.1 years, with around three-fifths (62%) of respondents being between the ages of 21 and 40. The average length of service for first responders was 8.4 years. When asked their role within the force, a quarter (25%) reported that they were 'PCs', while 15% reported their role as 'Response' and 4% reported that they were a PCSO.

Outcomes for First Responders

The training focuses on several key outcomes, namely:

- Understanding of coercive and controlling behaviour,
- Perpetrator tactics for keeping victims in relationships,
- Understanding victims and why they may not wish to leave a relationship or support police action,
- Questioning of victims and perpetrators,
- Evidence gathering,
- Safeguarding, and
- Perpetrator manipulation of police responders.

> **This course has encouraged me to make attempts to obtain more information to gain a better understanding of an abusive relationship.**

First responders were asked to consider their level of knowledge prior to and post-training in all of these areas (for more information on methodology, see appendix 1). Across all key learning outcomes, respondents reported large increases in knowledge and understanding, as outlined in the sections below.

Training gave first responders more knowledge and confidence, allowing them to respond better

Looking at quantitative data from all forces, nearly all (95%) respondents felt that the course gave them a strong understanding of the tactics perpetrators demonstrate when coercively controlling their victims, an increase of 74% from their pre-training scores. Follow training, most respondents (93%) reported a strong understanding of the stages of coercive control and the impact this has during a relationship and when preparing to leave (a substantial increase of 79%). In a similar vein, 94% of respondents expressed a strong understanding of the tactics perpetrators use to keep victims in a relationship following the

> **Being able to identify behaviours in perpetrators and encourage victims to tell the truth. Empowering myself to make the right decisions for the right reasons.**

training (increasing by 69%). Of the 5 forces who answered this question, 86% of forces said they had a good understanding of the link between coercive control, stalking and harassment following the training (an increase of 58%).

> **By asking further questions, engaging in a deeper conversation by trying to get the victim to open up more.**

A key area of the training concerns the questioning of victims, safeguarding and advice, and collecting and recording of evidence. Following training 91% of respondents had a strong understanding of the types of questions that would encourage a victim of coercive control to disclose their experiences (an increase of 72%). Linked to this, 90% reported a strong understanding of the best ways to gather evidence and offer safeguarding advice to victims (increasing by 49%).

The majority (87%) of respondents felt the training gave them confidence in how best to record domestic abuse on police records, ensuring perpetrators were held to account and that victim blaming is identified as unacceptable. This corresponds to a 50% increase compared to pre-training knowledge.

> **How I think about the children, even if I have not seen them. How I word my reports. How I ask the DASH questions. How I do my risk assessment.**

Of the forces asked about the impact domestic abuse and coercive control has on children, 91% (an increase of 54%) of respondents reported very or extremely good knowledge in this area. The majority (86%) felt they had a good understanding of the three distinct types of relationship abuse (an increase of 77%), and finally, over nine out of ten (92%) first responders felt they had an understanding of the tactics perpetrators of domestic abuse can use to try to manipulate police responders (an increase of 60%).

When asked about post-training understanding, the highest scores from individual forces related to the tactics used by perpetrators on their victims, and the abuse experience

The highest post-training scores (in questions 1-10) can be seen in the first three questions, which all relate to respondents' understanding of the abuse experience and perpetrator tactics:

1. Tactics perpetrators of domestic abuse demonstrate when they are coercively controlling their victim
2. Stages of coercive control and abuse experience, and why they appear to not always support police action
3. Tactics perpetrators use to keep their victim(s) in a relationship and prevent them from leaving

In each of these questions, at least one Police Force scored a post-training understanding of 98%, with the lowest score from a Police Force only dropping to 91%. These questions also had some of the highest percentage changes when post-training scores were compared to pre-training – suggesting that first responders felt that they truly benefitted from this aspect of the training.

The table in Appendix 4 shows a more detailed view of the highest and lowest scores provided by individual police forces. The table in Appendix 5 illustrates the questions which saw the highest percentage change between the pre-training and post training scores.

First responders felt the training would impact on their future performance in a variety of ways

In questions 11 and 12, first responders were asked about how they would alter their behaviour and practice moving forward. Over two-thirds (70%) of first responders felt that Domestic Abuse Matters training would greatly impact on the way they perform their role moving forward (Q11), and over three-quarters (78%) on their ability to respond to victims of domestic abuse in a more informed way (Q12).

Respondents were then asked to expand on these answers and consider *how* their learning might impact their practice. Responses were coded and grouped into themes, and a codebook was then developed capturing the common themes across forces and broadly reflecting the course objectives. This codebook contains the following six codes, as well a code of 'other':

- Supporting children in the household
- Knowledge of DA and CCB
- Gathering and recording evidence
- Understanding perpetrator tactics
- Performing the police role
- Responding to victims of DA

8 forces have received DA matters training since the creation of the codebook, and the following section explores the answers to questions 11 and 12 given by responders from these 8 forces (10,122 responses to Q11 and 7307 responses to Q12). The graphs in Appendix 3 show the distribution of responses across codes.

The largest grouping of responses to questions 11 and 12 related to how first responders **gather and record evidence** (26% and 27%). Primarily, responders highlighted how the training gave them the tools for a better interview technique and a more effective questioning style, with "more thought on phrasing, allowing victims to talk for as long as they want before asking questions". Other responses mentioned the language responders would use in reports moving forward, to ensure non-biased documenting and how they would 'probe further', rather than taking on the evidence immediately available.

> 66 I will ask more questions and phrase things differently, so that my language isn't victim-blaming

> 66 The training will make me more aware of turning up to jobs where 'nothing has happened' and being professionally curious.

The second largest grouping of responses (20% for Q11 and 20% for Q12) related to **performing the police role**. Respondents highlighted that they would be more open-minded, professionally curious and empathetic towards victims, giving more time to investigations and to the gathering of in-depth evidence and information. Some noted that they planned to spend more time listening to the victims.

Around one fifth of responses to questions 11 and 12 (21% and 20%) related to responders' **knowledge of DA and CCB** – with responders highlighting that they had an improved understanding of these behaviours and would be better able to recognise signs and understand the impact of the different types of domestic abuse on victims.

> 66 Deeper understanding of assessing risk, and differentiating between victims and suspects.

> 66 I will be more aware and empathetic when it comes to victims' unwillingness to engage based on the potential abuse they may be suffering in silence and fear.

The fourth largest grouping of responses to Q11 (21%) and Q12 (18%) was that respondents felt the training would aid them in **responding to victims of domestic abuse**. Respondents highlighted an improved understanding of the complex dynamics that may lead a victim to not engage with police or support a prosecution. They also highlighted what they had learned in terms of the language to use when speaking to a victim, namely showing more empathy. Multiple responders discussed this in the context of repeat victims and felt that moving forward they would be more sympathetic and open in these situations.

Whilst the overwhelming number of responses were positive, responders did raise some concerns too. These were categorised as '**Other**' and appeared in 6% of responses to Question 11, and 12% of responses to Question 12 (though the 'other' category does not only include concerns). The majority of these related to current police workloads and an overall lack of resources. Primarily, respondents were concerned that they would not be able to give the required time to more in-depth investigations, or to fully realise the course contents and training. Others remarked that the training would not affect how they perform their role, as they do not regularly attend domestic abuse cases.

> 66 Not much is different to how I already deal with domestics. Some things very unrealistic due to shortages etc.

> 66 Great advice regarding all aspects of DA but mainly perpetrator manipulation towards PC's.

Appearing in only 5% of answers to Q11 and 3% of answers to Q12, references to **perpetrator tactics** did not make up a large grouping of responses. This suggests that first responders may not feel as confident in applying their understanding in this area, which includes being able to recognise perpetrator tactics, including the language perpetrators use and how they might manipulate police.

The smallest grouping of responses (appearing in 1% of answers to Q11 and 0% of answers to Q12) related to supporting **children in the household** – this is not unexpected, as supporting children is not a core focus of the DA matters programme, however it does suggest responders may feel less confident in carrying out this part of their role moving forward.

> 66 Taking more time to gather information and environment. Speak to kids!

Avenues for Progression

Overall, we can see good consistency across themes, implying that, following training, first responders have a well-rounded understanding of the various aspects of a domestic abuse incident and how to approach it for the best outcomes for victims and children. However, the areas which appear less frequently, such as supporting children in the household and perpetrator tactics, should not be ignored. A key area of the training is centred around identifying perpetrator tactics, and the qualitative data shows us that first responders were likely to score their understanding as high in this area, so it may be worth investigating why first responders do not see this as something which will impact how they perform their role moving forward.

It's also important that Police Forces address the concerns listed by officers and categorised as 'Other' – so that they can do as much as they can to give staff the time and resources to conduct the best possible investigation and to respond to incidents effectively. There may also be a need for forces to investigate the role of officers attending the training, to ensure that it is provided to officers who are likely to attend a DA incident (or to supervise those who are).

The impact of the training differed across genders, age groups and force size

Analysis was conducted to determine whether there were differences across age or gender in responses to the training, and whether there was any correlation between force size and how responders within each force responded to the training (see Appendices 6, 7 and 8).

This analysis demonstrated that female respondents gave more positive responses across all questions and concerning all key learning outcomes; in all cases these differences were found to be statistically significant ($p < .001$). Questions to which the answers from female respondents were most different from those of male respondents were those around whether they would recommend training (86% compared with 79%), whether the training would impact on how they performed their role (75% compared with 69%), and whether the training would impact how they responded to victims (82% compared with 77%). The areas in which there was less difference between the answers given by male and female respondents were around recording domestic abuse on police records and gathering evidence. This suggests that male officers respond comparatively in areas around how they carry out their role as a first responder (although they do not believe the training overall will have as big an impact on their role), but less well compared to female officers in the areas looking at how domestic abuse impacts victims and how they should respond to victims and to perpetrators.

The analysis also found significant relationships between age and course outcomes. Older responders were more likely to give positive responses to all questions compared with younger responders. Areas where there was a particularly big difference between the responses of older first responders (those aged 51 and over) and younger first responders (those aged 30 or younger) were in whether they would recommend the training (88% compared with 78%), whether the training would impact how they performed their role (76% compared with 70%), how well they understood the three distinct types of relationship abuse (post-training scores of 90% compared with 82%), how well they understood the link between coercive control and stalking and harassment (post-training scores of 92% compared with 85%), and understanding of the impact domestic abuse has on children (post-training scores of 94% compared with 87%).

Feedback from a number of younger officers indicated that they had received a degree of similar training before. If this were not the case for older officers, this would explain the additional impact of training on them and therefore the higher rates of change and higher percentages who would recommend the training. Further exploration is needed, however, to understand why there is a difference in the after scores given by younger and older officers.

Differences across age and gender are important for police forces to keep in mind as they implement and build on the training.

When looking at force size, there was no significant correlation found between this and the percentage change between before and after scores that were given for any of the questions on the evaluation forms (testing was carried out at $p < .05$). This suggests that the size of a force is unlikely to have an impact on how well first responders from that force respond to the training and the impact they feel it has had on their knowledge and understanding of domestic abuse and coercive control.

Observations and Conclusions

Domestic Abuse Matters training aims to increase knowledge, understanding, and awareness for front line police responders in the areas of coercive and controlling behaviour, the behaviour of both victims and perpetrators of domestic abuse, and questioning and evidence gathering.

The evaluation data for the 21 forces considered demonstrates the strong positive impact of the training on first responders, and quantitative data shows large increases in knowledge across all course outcomes, particularly around the areas of perpetrator tactics and the stages of CCB and the abuse experience. Further exploration is needed, however, to understand why, despite improved learning around perpetrator tactics, few officers discussed how they would implement this learning moving forward. A possible explanation for this may be found in the barriers commonly highlighted within responses coded as 'other', namely a lack of time and resources, leading to a lack of confidence in the ability of responders to implement the learning. Further exploration around the effect of age and gender on response to the training may also be beneficial, particularly exploring why older officers respond better than younger officers, and female officers respond better than male officers, as well as the possible implications of this.

While this report has highlighted some areas for further exploration, it clearly demonstrates the overwhelmingly positive impact Domestic Abuse Matters has on the responders who access this training. The vast improvements in knowledge, coupled with the high levels of officers feeling the training will positively impact on how they perform their role moving forward, will undoubtedly have an array of positive impacts on all those affected by domestic abuse.

Domestic Abuse Matters aims to promote a long-term cultural shift in the approach and attitude of officers to domestic abuse. To achieve this, it is vital that the momentum generated by the training is maintained. This is best achieved through the use of the Domestic Abuse Matters Champions, who can offer support and additional on-going training to responders. For the training to work as envisaged, it is essential that officers are aware of who the champions are, and what support and assistance is available. Secondly, ensuring that champions are supported in their new role and are given the additional time needed to complete these duties is of great importance.

> 66 My police officer didn't just believe me he understood me and what my ex-partner was doing to me. He made promises and kept them, he updated me without fail and I felt supported throughout every stage of the process. The fact I could trust him enabled me to trust the system and follow through with the prosecution. Because of him I am free and freedom is such a gift when many are struggling every day just to survive
>
> *- Vicky, SafeLives Pioneer*

Appendices

Appendix 1: Methodology

Feedback forms were completed by 31,781 Domestic Abuse First Responders.

The feedback was completed on paper forms at the end of the training course. Responders were asked a variety of questions to gauge their level of understanding, both before and after the training, related to the key objectives and outcomes of the programme. Questions were answered on a standard 5-point scale ranging from 'Not at all' to 'Extremely' knowledgeable. Additional information was collected on gender, age, ethnicity and the responders' role within the force.

Some questions called for an 'open-ended' written response. These questions related to the programme itself and to how responders will alter their behaviour and practice moving forward.

The data from the forms was input into Survey Monkey by a trusted third party and the data exported to Excel for analysis. Data was analysed as a whole, as well as by different age groups, and by gender. Differences between groups were determined for significance with statistical testing in SPSS [t-tests and ANOVAs]. Correlations were used to explore the relationships between different variables. There are known limitations of this methodology (post-test). For instance, responders may feel more positively, or overstate their knowledge of core constructs measured. Because of this, it is not possible to determine the impact of the programme on outcomes or whether outcomes may be linked to other external factors. There may, for example, be other factors influencing outcomes and the relationships between variables which were not measured as part of this study. Analyses are exploratory and are intended as a descriptive overview of how first responders and champions felt following training on key areas of the Domestic Abuse Matters learning objectives.

Appendix 2: What is Domestic Abuse Matters?

Why?

DA Matters exists because the College of Policing was asked by the HMIC to review what it provided to forces by way of Domestic Abuse training to frontline responders following the inspection known to most as "everyone's business" in 2014. The College asked SafeLives to provide an external view and we found that the College was providing helpful learning objectives to the 43 police forces nationally but these objectives were used by each force differently, with training of first responders varying in terms of duration, content and quality. This was creating the potential for national inconsistency of service to families experiencing DA.

DA Matters Change Programme was written with the College of Policing by SafeLives to provide police forces with a sustainable programme of change which offers the opportunity for the country to provide consistency of service to families experiencing DA.

What?

- Training local trainers on a DA Matters train the trainer course to future proof the force.
- Training first responders designed to increase empathy and decrease negativity around Domestic Abuse.
- System of on the job "DA Matters Champions" given extra skills via training in order to sustain the change in skills, behaviour and attitudes by challenging inappropriate language and behaviour, checking service delivery and giving feedback and congratulating great practice. DA Matters Champions also identify and act on compassion fatigue, burnout and vicarious trauma and respond to abuse within colleagues personal lives.
- Force health check - Critical friend approach to ensure that the force can support and therefore maintain the cultural, attitudinal and behavioural change achieved by the training. The process is defined by a 21 point inspection, along with a "fresh eyes" examination of three areas pertinent to DA, chosen locally by the force area. Health check includes reality testing where desired.
- Presentation of post programme report - Presentation of findings from the health check and learning from the responders and DA Matters Champions as to what it is like to be a DA responder in their police force.
- Sustaining the Change senior leader workshop - An opportunity to give the strategic command team some taster training sessions from the responders and DA Matters Champions programmes to raise awareness in the senior ranks. The workshop is bespoke to the force and is designed to consider how they will sustain the change achieved by the training.
- Evaluation - Evaluation of training elements of the programme is included in the costs.

How?

- Critical mass theory - 75% of all first responders to DA (including response officers, neighbourhood policing officers, PCSOs, Specials, Call handlers, prisoner interview teams, and front counter staff) trained to effect mass behavioural change.
- DA Matters Champions maintain the change and support their colleagues combatting compassion fatigue and vicarious trauma.
- Force health check is essential to the programme in order to support and maintain the change achieved by the training.
- Training is delivered by jointly trained by approved police trainers and DA experts from an evaluated trainer guide.
- An Internal communication strategy within the force area prior to delivery is vital.
- Each learning session contains no more than 25 people who do not wear uniform for the training.
- The delivery phase for the responders is concluded within 4 months with only the DA Matters Champions training being outside that period but in any case within 6 months from the start of the responder delivery. This can be extended for large forces areas such as Police Scotland or Metropolitan Police for instance.
- Local trainers are used alongside SafeLives trainers making it locally relevant. The force area is future proofed by allowing remaining and future training to be carried out internally, under licence from the College of Policing.

Making it local and needs based

Each delivery phase is localised to the needs of the force area. This is achieved by using a template which allows forces to indicate, areas of concern, focus and key messaging required. The document also gives information to trainers on arrest, risk assessment, prosecutions and attrition rates, recent DHR's and SCR's, local procedures and processes and public demographics of the location along with other relevant information to allow the training element of DA Matters to meet local need. In some cases additional sessions can be created to meet need.

Appendix 3: Qualitative Responses to Questions 11 and 12

Question 11 – Do you feel the learning from today's course will change the way in which you perform your role?

Category	Percentage
Supporting children in the household	1%
Understanding perpetrator tactics	5%
Other	6%
Responding to victims of abuse	21%
Knowledge of DA and CCB	21%
Performing the police role	20%
Gathering and recording evidence	26%
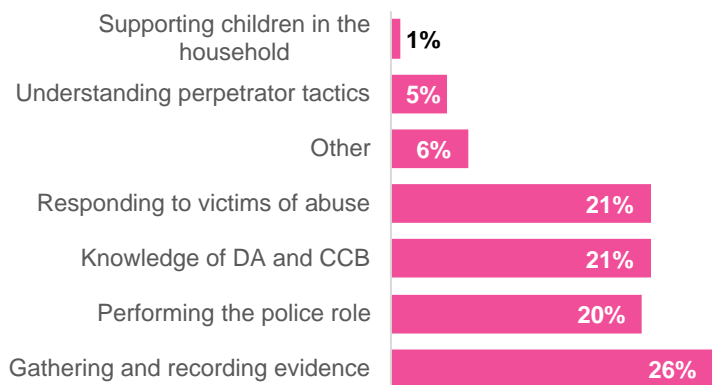
Question 12 – Do you feel this training will enable you to respond to victims of domestic violence and abuse in a more informed way?

Category	Percentage
Supporting children in the household	0%
Understanding perpetrator tactics	3%
Other	12%
Responding to victims of abuse	18%
Knowledge of DA and CCB	20%
Performing the police role	20%
Gathering and recording evidence	27%
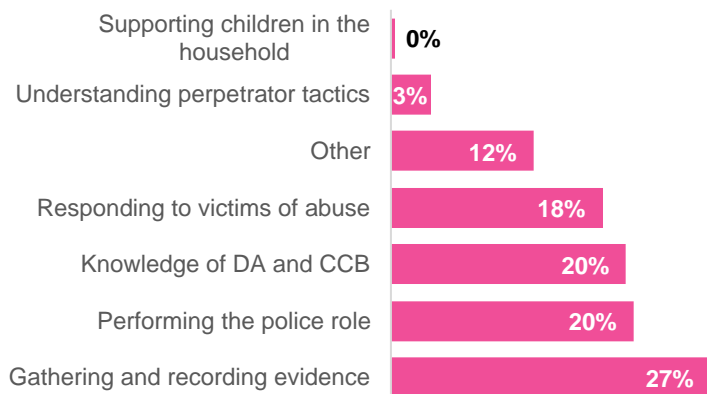
Appendix 4: Table showing highest and lowest percentage changes

#	Question	Highest % Change	Lowest % Change
1	Understanding of the tactics perpetrators of domestic abuse demonstrate when they are coercively controlling their victim	80%	62%
2	Understanding of the stages of coercive control and abuse experience, and therefore why they appear to not always support police action	84%	71%
3	Understanding of the tactics perpetrators use to keep their victim(s) in a relationship and prevent them from leaving	75%	60%
4	Knowledge of the types of questions that would encourage a victim of coercive control to disclose their experiences to you as a police responder	81%	64%
5	Recognise the impact that domestic abuse and coercive control has on children, whether they experience it directly or indirectly.	58%	44%
6	Knowledge of how it is best to record domestic abuse on police records; ensuring perpetrators of abuse are held accountable for their behaviour and victim blaming identified as unacceptable	55%	39%
7	Understanding of how as a police responder you can gather evidence, and offer safeguarding advice (taking into account the victims existing safety plans already in operation)	57%	35%
8	Understanding of the three distinct types of relationship abuse, (intimate terrorism/coercive control, situation couple violence, violent resistance) and how to identify and respond to perpetrators who are presenting as victims.	80%	70%
9	Understand the link between coercive control and stalking and harassment	63%	57%
10	Understanding of the tactics perpetrators of domestic abuse can use to try to manipulate police responders	68%	53%

Appendix 5: Table showing highest and lowest scores provided by a Police Force after training

#	Question	Highest Score	Lowest Score
1	Understanding of the tactics perpetrators of domestic abuse demonstrate when they are coercively controlling their victim	98%	92%
2	Understanding of the stages of coercive control and abuse experience, and therefore why they appear to not always support police action	98%	91%
3	Understanding of the tactics perpetrators use to keep their victim(s) in a relationship and prevent them from leaving	98%	92%
4	Knowledge of the types of questions that would encourage a victim of coercive control to disclose their experiences to you as a police responder	95%	88%
5	Recognise the impact that domestic abuse and coercive control has on children, whether they experience it directly or indirectly.	94%	84%
6	Knowledge of how it is best to record domestic abuse on police records; ensuring perpetrators of abuse are held accountable for their behaviour and victim blaming identified as unacceptable	89%	82%
7	Understanding of how as a police responder you can gather evidence, and offer safeguarding advice (taking into account the victims existing safety plans already in operation)	95%	83%
8	Understanding of the three distinct types of relationship abuse, (intimate terrorism/coercive control, situation couple violence, violent resistance) and how to identify and respond to perpetrators who are presenting as victims.	88%	82%
9	Understand the link between coercive control and stalking and harassment	89%	78%
10	Understanding of the tactics perpetrators of domestic abuse can use to try to manipulate police responders	94%	87%
11	Do you feel the learning from today's course will change the way in which you perform your role?	82%	60%
12	Do you feel this training will enable you to respond to victims of domestic violence and abuse in a more informed way?	88%	72%
13	On a scale of 0-10 how likely is it that you would recommend the training to a colleague? (not likely 0< 10 extremely)	99%	75%

Appendix 6: Domestic Abuse Matters – First Responders Correlation Matrix

Domestic Abuse Matters - First Responders - Correlation Matrix

		Age	Gender	Years of service	After - perpetrator tactics	After - stages of CCB	After - keeping victims in a relationship	After - questioning	After - impact on children	After - recording	After - evidence gathering	After - typologies	After - perpetrator manipulation	After - link between stalking and CCB	After - perform your role	After - responding to victims	After - recommend
Age	Pearson Correlation	1	-0.029**	0.521**	0.080**	0.066**	0.068**	0.039**	0.111**	0.043**	0.060**	0.086**	0.073**	0.062**	-0.062**	-0.026**	0.074**
	Sig. (2-tailed)		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	30332	30159	30332	30159	30182	29984	30184	24610	29984	30097	24619	8459	30092	29649	29427	30332
Gender	Pearson Correlation	-0.029**	1	-0.041**	0.128**	0.135**	0.120**	0.094**	0.102**	0.024**	0.037**	0.094**	0.085**	0.061**	0.101**	0.107**	0.113**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	30159	30794	30794	30619	30643	30442	30642	24906	30439	30552	24912	8592	30550	30097	29859	30794
Years of service	Pearson Correlation	0.521**	-0.041**	1	0.093**	0.090**	0.079**	0.083**	0.122**	0.096**	0.111**	0.113**	0.095**	0.077**	-0.064**	-0.021**	0.049**
	Sig. (2-tailed)	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	30332	30794	31780	31586	31606	31404	31611	25582	31405	31513	25589	8884	31510	31039	30791	31780
After - perpetrator tactics in coercive relationships	Pearson Correlation	0.080**	0.128**	0.093**	1	0.667**	0.673**	0.558**	0.524**	0.483**	0.517**	0.558**	0.530**	0.563**	0.263**	0.325**	0.297**
	Sig. (2-tailed)	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	30159	30619	31586	31586	31477	31279	31474	25458	31269	31376	25466	8851	31378	30892	30647	31586
After - stages of CCB	Pearson Correlation	0.066**	0.135**	0.090**	0.667**	1	0.679**	0.573**	0.523**	0.483**	0.513**	0.586**	0.536**	0.555**	0.287**	0.345**	0.311**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	30182	30643	31606	31477	31606	31300	31495	25483	31288	31393	25488	8853	31396	30908	30661	31606
After - how perpetrators keep victims in a relationship	Pearson Correlation	0.068**	0.120**	0.079**	0.673**	0.679**	1	0.578**	0.554**	0.501**	0.539**	0.575**	0.553**	0.590**	0.289**	0.343**	0.306**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	29984	30442	31404	31279	31300	31404	31300	25298	31094	31200	25301	8830	31201	30717	30472	31404
After - victim questioning	Pearson Correlation	0.039**	0.094**	0.083**	0.558**	0.573**	0.578**	1	0.526**	0.532**	0.554**	0.568**	0.511**	0.556**	0.287**	0.338**	0.281**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	30184	30642	31611	31474	31495	31300	31611	25493	31309	31421	25499	8840	31408	30919	30680	31611
After - impact of CCB on children	Pearson Correlation	0.111**	0.102**	0.122**	0.524**	0.523**	0.554**	0.526**	1	0.516**	0.538**	0.510**	0.523**	0.586**	0.261**	0.312**	0.282**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	24610	24906	25582	25458	25483	25298	25493	25582	25320	25430	25453	8849	25468	25128	24928	25582
After - recording of evidence	Pearson Correlation	0.043**	0.024**	0.096**	0.483**	0.483**	0.501**	0.532**	0.516**	1	0.639**	0.503**	0.519**	0.541**	0.246**	0.302**	0.245**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	29984	30439	31405	31269	31288	31094	31309	25320	31405	31253	25323	8823	31202	30728	30497	31405

		Age	Gender	Years of service	After - perpetrator tactics	After - stages of CCB	After - keeping victims in a relationship	After - questioning	After - impact on children	After - recording	After - evidence gathering	After - typologies	After - perpetrator manipulation	After - link between stalking and CCB	After - perform your role	After - responding to victims	After - recommend
After - evidence gathering	Pearson Correlation	0.060**	0.037**	0.111**	0.517**	0.513**	0.539**	0.554**	0.538**	0.639**	1	0.525**	0.538**	0.586**	0.262**	0.321**	0.264**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000
	N	30097.000	30552.000	31513.000	31376.000	31393.000	31200.000	31421.000	25430.000	31253.000	31513.000	25433.000	8819.000	31319.000	30840.000	30608.000	31513.000
After - typologies of abuse	Pearson Correlation	0.086**	0.094**	0.113**	0.558**	0.586**	0.575**	0.568**	0.510**	0.503**	0.525**	1	0.620**	0.567**	0.271**	0.329**	0.280**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000
	N	24619.000	24912.000	25589.000	25466.000	25488.000	25301.000	25499.000	25453.000	25323.000	25433.000	25589.000	8847.000	25420.000	25083.000	24883.000	25589.000
After - link between stalking and CCB	Pearson Correlation	0.073**	0.085**	0.095**	0.530**	0.536**	0.553**	0.511**	0.523**	0.519**	0.538**	0.620**	1	0.630**	0.296**	0.338**	0.287**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	8459.000	8592.000	8884.000	8851.000	8853.000	8830.000	8840.000	8849.000	8823.000	8819.000	8847.000	8884.000	8848.000	8707.000	8641.000	8884.000
After - perpetrator manipulation	Pearson Correlation	0.062**	0.061**	0.077**	0.563**	0.555**	0.590**	0.556**	0.586**	0.541**	0.586**	0.567**	0.630**	1	0.289**	0.343**	0.291**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000
	N	30092.000**	30550.000	31510.000**	31378.000	31396.000	31201.000	31408.000	25468.000	31202.000	31319.000	25420.000	8848.000	31510.000	30913.000	30666.000	31510.000
After - how you perform your role	Pearson Correlation	-0.062**	0.101**	-0.064**	0.263**	0.287**	0.289**	0.287**	0.261**	0.246**	0.262**	0.271**	0.296**	0.289**	1	0.745**	0.518**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000
	N	29649.000**	30097.000	31039.000**	30892.000	30908.000	30717.000	30919.000	25128.000	30728.000	30840.000	25083.000	8707.000	30913.000	31039.000	30646.000	31039.000
After - responding to victims	Pearson Correlation	-0.026**	0.107**	-0.021**	0.325**	0.345**	0.343**	0.338**	0.312**	0.302**	0.321**	0.329**	0.338**	0.343**	0.745**	1	0.562**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000
	N	29427.000	29859.000	30791.000*	30647.000	30661.000	30472.000	30680.000	24928.000	30497.000	30608.000	24883.000	8641.000	30666.000	30646.000	30791.000	30791.000
After - recommend training	Pearson Correlation	0.074**	0.113**	0.049**	0.297**	0.311**	0.306**	0.281**	0.282**	0.245**	0.264**	0.280**	0.287**	0.291**	0.518**	0.562**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
	N	30332	30794	31780	31586	31606	31404	31611	25582	31405	31513	25589	8884	31510	31039	30791	31780

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
After - perpetrator tactics	Equal variances assumed	457.810	0.000	-22.540	30611.000	0.000	-0.150	0.010	-0.160	-0.130
	Equal variances not assumed			-22.400	22554.630	0.000***	-0.150	0.010	-0.160	-0.130
After - stages of CCB	Equal variances assumed	319.330	0.000	-23.900	30635.000	0.000	-0.170	0.010	-0.180	-0.150
	Equal variances not assumed			-23.910	23013.390	0.000***	-0.170	0.010	-0.180	-0.150
After - keeping victims in a relationship	Equal variances assumed	213.360	0.000	-21.090	30434.000	0.000	-0.140	0.010	-0.160	-0.130
	Equal variances not assumed			-21.090	22797.590	0.000***	-0.140	0.010	-0.160	-0.130
After - victim questioning	Equal variances assumed	158.360	0.000	-16.530	30634.000	0.000	-0.120	0.010	-0.140	-0.110
	Equal variances not assumed			-16.520	22941.740	0.000***	-0.120	0.010	-0.140	-0.110
After - impact on children	Equal variances assumed	64.060	0.000	-16.210	24898.000	0.000	-0.140	0.010	-0.150	-0.120
	Equal variances not assumed			-16.280	18448.200	0.000***	-0.140	0.010	-0.150	-0.120
After - recording evidence	Equal variances assumed	149.870	0.000	-4.310	30431.000	0.000	-0.040	0.010	-0.050	-0.020
	Equal variances not assumed			-4.220	21397.430	0.000***	-0.040	0.010	-0.050	-0.020
After - evidence gathering	Equal variances assumed	124.470	0.000	-6.450	30544.000	0.000	-0.050	0.010	-0.060	-0.030
	Equal variances not assumed			-6.360	21860.050	0.000***	-0.050	0.010	-0.060	-0.030
After - typologies of abuse	Equal variances assumed	172.930	0.000	-15.000	24904.000	0.000	-0.130	0.010	-0.150	-0.110
	Equal variances not assumed			-14.970	18121.620	0.000***	-0.130	0.010	-0.150	-0.110
After - link between stalking and CCB	Equal variances assumed	36.920	0.000	-7.940	8589.000	0.000	-0.120	0.020	-0.150	-0.090
	Equal variances not assumed			-7.950	5531.780	0.000***	-0.120	0.020	-0.150	-0.090
After - perpetrator manipulation	Equal variances assumed	105.090	0.000	-10.710	30542.000	0.000	-0.080	0.010	-0.090	-0.060
	Equal variances not assumed			-10.660	22588.480	0.000***	-0.080	0.010	-0.090	-0.060
After - how you perform your role	Equal variances assumed	50.600	0.000	-17.580	30090.000	0.000	-0.210	0.010	-0.230	-0.190
	Equal variances not assumed			-17.650	22672.050	0.000***	-0.210	0.010	-0.230	-0.190
After - how you respond to victims	Equal variances assumed	17.720	0.000	-18.530	29851.000	0.000	-0.200	0.010	-0.230	-0.180
	Equal variances not assumed			-18.580	22304.380	0.000***	-0.200	0.010	-0.230	-0.180
After - recommend training	Equal variances assumed	24.390	0.000	-19.970	30786.000	0.000	-0.430	0.020	-0.470	-0.390
	Equal variances not assumed			-20.210	23918.100	0.000***	-0.430	0.020	-0.470	-0.390

Independent Samples Test - Gender

***. Correlation is significant at the 0.001 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

One-way ANOVA testing - Age						
		Sum of Squares	df	Mean Square	F	Sig.
After - perpetrator tactics	Between Groups	60.740	2.000	30.370	100.160	0.000***
	Within Groups	9143.980	30156.000	0.300		
	Total	9204.720	30158			
After - stages of CCB	Between Groups	45.770	2.000	22.880	66.140	0.000***
	Within Groups	10441.370	30179.000	0.350		
	Total	10487.140	30181			
After - keeping victims in a relationship	Between Groups	46.420	2.000	23.210	70.310	0.000***
	Within Groups	9897.650	29981.000	0.330		
	Total	9944.070	29983			
After - questioning	Between Groups	18.280	2.000	9.140	23.860	0.000***
	Within Groups	11561.250	30181.000	0.380		
	Total	11579.530	30183			
After - impact on children	Between Groups	132.690	2.000	66.350	162.270	0.000***
	Within Groups	10060.910	24607.000	0.410		
	Total	10193.610	24609			
After - recording	Between Groups	36.320	2.000	18.160	38.200	0.000***
	Within Groups	14251.340	29981.000	0.480		
	Total	14287.650	29983			
After - evidence gathering	Between Groups	56.280	2.000	28.140	68.290	0.000***
	Within Groups	12400.710	30094.000	0.410		
	Total	12456.990	30096			
After - typologies of abuse	Between Groups	80.910	2.000	40.450	92.880	0.000***
	Within Groups	10721.530	24616.000	0.440		
	Total	10802.440	24618			
After - link between stalking and CCB	Between Groups	21.320	2.000	10.660	23.450	0.000***
	Within Groups	3842.890	8456.000	0.450		
	Total	3864.200	8458			
After - perpetrator manipulation	Between Groups	42.780	2.000	21.390	58.980	0.000***
	Within Groups	10911.330	30089.000	0.360		
	Total	10954.110	30091			
After - how you perform your role	Between Groups	156.930	2.000	78.460	79.470	0.000***
	Within Groups	29270.490	29646.000	0.990		
	Total	29427.420	29648			
After - how you respond to victims	Between Groups	18.090	2.000	9.050	10.810	0.000***
	Within Groups	24614.760	29424.000	0.840		
	Total	24632.850	29426			
After - recommend training	Between Groups	555.290	2.000	277.650	84.850	0.000***
	Within Groups	99238.770	30329.000	3.270		
	Total	99794.060	30331			

Appendix 8: Correlations between force size and evaluation question responses

Pearson correlation tests were run to test the linear dependence between the size of each force and the percentage change between before and after scores that were given for each of the questions on the evaluation forms. The table below shows the Pearson's correlation coefficient (Pearson's r) and the p-value observed for each question.

Our significance level was set at alpha = 0.05. This meant the p-value needed to be less than 0.05 in order for the results to be found significant.

Table 1: All forces

#	Question	Pearson's r	P-value
1	Understanding of the tactics perpetrators of domestic abuse demonstrate when they are coercively controlling their victim	0.018	0.94
2	Understanding of the stages of coercive control and abuse experience, and therefore why they appear to not always support police action	0.0014	1.00
3	Understanding of the tactics perpetrators use to keep their victim(s) in a relationship and prevent them from leaving	0.066	0.78
4	Knowledge of the types of questions that would encourage a victim of coercive control to disclose their experiences to you as a police responder	-0.083	0.72
5	Recognise the impact that domestic abuse and coercive control has on children, whether they experience it directly or indirectly.	0.42	0.14
6	Knowledge of how it is best to record domestic abuse on police records; ensuring perpetrators of abuse are held accountable for their behaviour and victim blaming identified as unacceptable	0.17	0.47
7	Understanding of how as a police responder you can gather evidence, and offer safeguarding advice (taking into account the victims existing safety plans already in operation)	0.12	0.6
8	Understanding of the three distinct types of relationship abuse, (intimate terrorism/coercive control, situation couple violence, violent resistance) and how to identify and respond to perpetrators who are presenting as victims.	0.093	0.75
9	Understand the link between coercive control and stalking and harassment	-0.58	0.17
10	Understanding of the tactics perpetrators of domestic abuse can use to try to manipulate police responders	-0.046	0.84
11	Do you feel the learning from today's course will change the way in which you perform your role?	-0.28	0.22
12	Do you feel this training will enable you to respond to victims of domestic violence and abuse in a more informed way?	-0.26	0.26

| 13 | On a scale of 0-10 how likely is it that you would recommend the training to a colleague? (not likely 0< 10 extremely) | -0.33 | 0.14 |