
Domestic Abuse Matters Scotland

Evaluation report



SafeLives

Ending
domestic
abuse

Police Scotland Domestic Abuse Matters Report – May 2020

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Introduction

This evaluation report discusses the Domestic Abuse Matters Scotland Change Programme delivered by SafeLives in Scotland between December 2018 and March 2020. Its purpose is to inform Police Scotland of the reported outcomes from feedback forms completed by training course participants. It is also an opportunity for SafeLives to reflect on these outcomes to provide constructive feedback to the force and to inform programme development and delivery going forwards. The report contains a summary of the Scottish context, an outline of the Domestic Abuse Matters Change Programme, the evaluation methodology, and a visual and descriptive overview of the training course outcomes.

Domestic Abuse in Scotland - Context

Police Scotland utilises the following definition of domestic abuse, as set out in the Joint Protocol¹:

- Any form of physical, verbal, sexual, psychological or financial abuse which might amount to criminal conduct and which takes place within the context of a relationship. The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners. The abuse can be committed in the home or elsewhere including online
- It is acknowledged that domestic abuse as a form of gender-based violence is predominately perpetrated by men against women. This definition also acknowledges and includes abuse of male victims by female perpetrators and includes abuse of lesbian, gay, bisexual, transgender and intersex (LGBTI) people within relationships
- This definition of domestic abuse encompasses the entire spectrum of behaviour by perpetrators where this amounts to criminal conduct. This includes cases which involve isolated incidents as well as cases involving a course of conduct and includes both violent and non-violent abusive behaviour. Some cases will involve elements and tactics of coercive control, which can involve a range of behaviours designed to control and harm a victim, while others will involve isolated incidents of conflict provoked by situational factors.

DA prevalence and crime numbers

- **3%** of the population experience DA per year - 3.6% of women and 2.3% of men²
- **13.8%** of people have experienced psychological abuse from a partner or ex-partner since the age of 16²
- **60,641** domestic abuse incidents were recorded by police in 2018-19, including **16,528** offences and **8,303** crimes³

Marac data⁴

- **3,434** cases recorded across 26 Maracs submitting data, with a **23%** repeat rate
- **2,646** victims discussed with **4,822** children in their households
- **22** cases per 10,000 adult female population
- **53%** of Marac referrals come from the police

The figures above show the estimated prevalence of domestic abuse each year in Scotland, as recorded through the Scottish Crime and Justice Survey (SCJS). Scotland's Multi-agency risk assessment conference (Marac) data gives an indication of how many victims of high-risk abuse are accessing multi-agency support and shows that the police are a key referrer to these forums.

Scotland's strategy to eradicate violence against women, *Equally Safe*, outlines the government's key priorities to elicit change. Priority 3 calls for 'interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people'². Priority 4 emphasises that the robustness of response must also apply to perpetrators of abuse. The importance of the police in this

¹ Police Scotland & COPFS Joint Protocol, 2019: https://www.scotland.police.uk/assets/pdf/keep_safe/175573?view=Standard

² Scottish Government, 2016, *Equally Safe: Scotland's strategy to prevent and eradicate violence against women and girls*

³ Scottish Crime & Justice Survey 2017 – 2018: main findings – Chapter 9.3 Partner Abuse

⁴ Scottish Government, Domestic abuse statistics: 2018 - 2019 – Table 1

⁵ SafeLives, National Marac Dataset, 12 months January to December 2019

⁶ Police Scotland [News piece](#), March 2020. Included pending publishing of management report and annual Police statistics.

response, and the progress made by Police Scotland to date to deliver swift responses, is highlighted throughout the strategy.

With the Domestic Abuse (Scotland) 2018 Act, which came into effect in April 2019, psychological abuse was criminalised and the harm caused by domestic abuse to children, made central. The SCJS team are currently exploring changes to its Partner Abuse survey questions that would adequately capture the full extent of psychological abuse in relationships in their national statistics.

The new legislation affords Police Scotland the ability to investigate domestic abuse to its full extent and to include evidence of coercive and controlling behaviours that form a pattern of abuse when bringing prosecutions. In the first year up to April 2020, nearly 1,700 offences were recorded under the Domestic Abuse (Scotland) Act 2018⁵.

What is Domestic Abuse Matters Scotland?

The Domestic Abuse Matters Change Programme was developed as a result of the College of Policing, on the instructions of HMIC, reviewing what it provided to forces by way of domestic abuse training to frontline responders. The College of Policing consequently approached SafeLives to provide an expert and external view. As a result of this consultation, the Domestic Abuse Matters Change Programme was written for the College of Policing to offer a programme for change and includes interactive training products that provided a consistency of training and addressed negative attitudes to domestic abuse.

The programme includes a Health Check, a Train the Trainer course, a Sustaining the Change Senior Leaders workshop and day long training to officers and staff, as well as a system of *on the job* “Domestic Abuse Matters Champions”. The training element of the Domestic Abuse Matters Change Programme employs the notion of “critical mass theory”. A minimum of 75% of all police officers and staff across a wide range of roles are trained to effect mass behavioural change. Domestic Abuse Matters Champions then maintain the change and support their colleagues.

In 2018, the Scottish Government awarded funding to Police Scotland to prepare their officers and staff for the forthcoming implementation of the Domestic Abuse (Scotland) Act 2018. Following a tendering process, SafeLives was awarded the contract to support Police Scotland with this task by building a tailored Change Programme based on the structure and format of Domestic Abuse Matters. A Reference Group of consortium partners was created, with representatives from Crown Office and Procurator Fiscal Service, ASSIST, Caledonian System, Sacro (FearFree, formerly Fearless) and Safer Borders alongside Police Scotland and SafeLives. This group oversaw the development of the programme by SafeLives and provided a ‘critical friend’ approach to ensure the materials were accurate and relevant.

In recognition of the size and scale of the face-to-face programme, a bespoke e-learning package was created upfront to give officers and staff a baseline understanding of the legislation ahead of implementation. This included interactive sessions about domestic abuse, coercive control, perpetrator tactics and the legislation itself. The package was launched in December 2018. To date, 18,496 officers and staff have completed the e-learning.

Train-the-trainer events began in November 2018. These provided delivery skills and knowledge to a large number of trainers, some from within Police Scotland, some external police experts, and the rest from a wide range of domestic abuse services across Scotland. A ‘dual-trainer’ approach is adopted in every training room, whereby participants have the benefit of being trained by one domestic abuse expert and one police expert. This approach reflects a collaborative style, bringing together two voices and perspectives to maximise the impact and relevance of the training. Face-to-face delivery began in December 2018. To date, 13,510 officers and staff from a wide range of roles relevant to domestic abuse resources have attended this one-day ‘core’ training. This includes members of the senior leadership and executive team at Police Scotland, including the Chief Constable.

Domestic Abuse Champions are given additional skills via a second day-long training event to 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. Domestic Abuse Matters Champions also identify and act on compassion fatigue, burnout and vicarious

trauma for staff members, in addition to responding to abuse within their colleague's personal lives. Champions training began in August 2019 and to date 700 Champions have been trained.

In December 2019, a Sustaining the Change Workshop was delivered with members of Police Scotland's senior leadership team.

Please note, seven training sessions remain outstanding, due to the outbreak of Covid-19 in March 2020.

Methodology

Feedback forms were completed by 13,049 police officers and staff attending the core training, and by 469 attending the Champions training.

The feedback was completed on paper forms at the end of the training sessions. Participants were asked a variety of questions to gauge their level of competency, both before and after the training sessions, in relation to the key objectives and outcomes of the programme. Questions were answered on a standard 5-point Likert scale ranging from 'Not at all' to 'Extremely' competent. Additional information was collected on gender, age, ethnicity and the participants' role within their division.

Some questions required an 'open-ended' written response. These types of question can provide insight into the perceptions of participants and offer rich context to the outcomes data. The open-ended questions related to the programme itself and to how participants might alter their behaviour and practice moving forward. Qualitative analysis of these responses was not requested by Police Scotland and so has not been undertaken and included in this report.

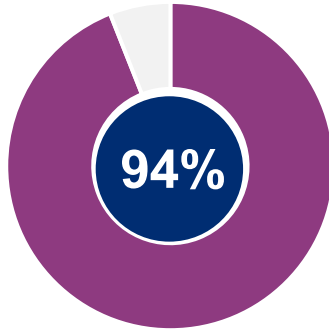
The data from the feedback forms was input into a data collection system by a trusted third party and then exported for analysis. Correlations were used to explore the relationships between different variables. Differences between groups of participants were examined for significance with statistical testing [t-tests, ANOVAs, Chi-Square].

The limitations of this methodology (post-test) highlight how participants may feel more positively or overstate their knowledge of the core constructs measured. In this way, it is not possible to determine the impact of the programme on outcomes. There may, for example, be external 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 participants felt following training on key areas of the Domestic Abuse Matters learning objectives.

95%



of core participants had a strong understanding of the tactics perpetrators use to coercively control victims



of core participants had a strong understanding of the stages of coercive controlling behaviour



85%

of core participants had a strong understanding of the Domestic Abuse (Scotland) Act 2018



82%

of core participants were willing to strongly recommend the training to a colleague



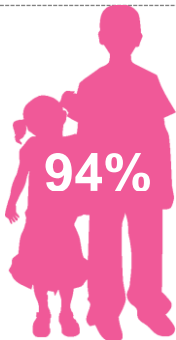
“My approach will change when attending a domestic - not take things at face value and probe for further info where appropriate and in the best manner in order to help the victim.”

- PC



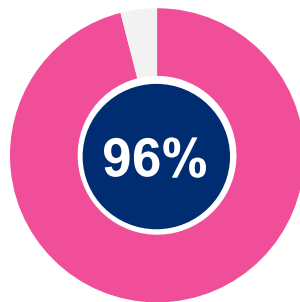
95%

of Champions understood the personal effects on officers of dealing with traumatic events such as domestic abuse following the training



94%

of core participants understood the impact of domestic abuse and coercive control on children



of Champions felt the training would enable them to offer support and development opportunities to colleagues



“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.”

- Response

Overview of responses

Core and Champion training - participant profile

Amongst core training participants, almost two thirds (64%) of respondents identified as male. The majority (86%) described themselves as White British or Irish, with 3.3% describing themselves as Black or Minority Ethnic (BME), whilst 9.7% of respondents left the question blank.

The average age of core training participants was 37 years. Almost two thirds (63%) were between the ages of 31 and 50. The average length of service for core training participants was 11 years. When asked their role within the force, just under a third (31%) reported that they were 'PCs', a quarter (26%) described their role as 'Response', and 5.9% stated 'Local Problem Solving Team'.

Amongst Domestic Abuse Matters Champions, just over half (55%) identified as female. The majority described themselves as White British (88%), 3.2% described themselves as BME and 8.8% did not disclose their ethnicity. The average age of Champions was 36 years and the average length of service was 9.7 years. The roles of Champions largely reflected the most common roles among core training participants. The most common was 'Response' (25%), followed by 'PC' (22%) and then 'Local Problem Solving Team' (7.2%).

Outcomes - Core training participants

The core training element of Domestic Abuse Matters focuses on key outcomes each with a corresponding question asked of participants after the training sessions:

- Understanding of the tactics perpetrators when they are coercively controlling victims
- Understanding the stages of coercive controlling behaviour and why victims appear to not always support police action
- Understanding of the tactics perpetrators use to keep victim(s) within a relationship
- Understanding of the typologies of domestic abuse
- Knowledge of the types of questions that could encourage victims to disclose
- Understanding of the key provisions of the Domestic Abuse (Scotland) Act 2018 and how to apply the new Section 1 offence
- Knowledge of how it is best to record domestic abuse on police records
- Understanding of evidence gathering and advice around protection
- Understanding of the tactics perpetrators use to manipulate police officers/staff
- Recognising the impact of domestic abuse and coercive control on children

The summary responses which follow consider whether participants felt they had 'Very' or 'Extremely' good competency in an area post-training, with comparisons to reported levels of competency prior to training. Responses were overwhelmingly positive suggesting the training was effective in its intended learning objectives. A full breakdown of responses to each question can be found in Appendix 1.

Core training participants reported greatly enhanced knowledge of coercive and controlling behaviour and its impact on victims, including children.

Nearly all (95%) participants felt that the course gave them a strong understanding of the tactics perpetrators use when coercively controlling victims, an increase of 75% compared to self-assessments before training. A similarly high percentage (94%) reported a strong understanding of the stages of coercive controlling behaviour and how it may influence whether a victim appears to support police involvement (a substantial increase of 82% compared to before the training). In a similar vein, 96% of respondents expressed a strong understanding of the tactics perpetrators use to keep victims in a relationship (increasing by 73%).

Following the training, the majority (86%) of participants understood that there are three distinct types of domestic abuse. Participants also felt confident in their understanding of the impact of domestic abuse and coercive control on children, with 94% recognising its impact whether children experience it directly or indirectly.

Core training participants reported high levels of competency in the practice of policing domestic abuse and a strong understanding of the new legislation in Scotland.

“I will use the questions and dig deeper. Not write off incidents at first glance.”

Core training has a focus on key elements of good practice including the questioning of victims, the collecting and recording of evidence and how to offer advice around victim protection. Following training, 92% of respondents had a strong understanding of the types of questions that would encourage a victim of coercive control to disclose their experiences to a police officer or staff member (an increase of 75%). Linked to this, 91% reported strong understanding of the best ways to gather evidence and offer advice around protection to victims (increase of 49% compared to before training).

The majority (87%) of respondents felt the training gave them confidence in how best to record domestic abuse on police systems so perpetrators are held to account and victim blaming is avoided. This corresponds to a 54% increase compared to pre-training knowledge. The majority (93%) of participants also had an understanding of the tactics perpetrators of domestic abuse can use to try to manipulate police officers/staff (an increase of 62%).

“I have a better knowledge on how to deal with domestic incidents and when I can utilise the Act.”

A vital part of Domestic Abuse Matters in Scotland was preparing participants to understand the provisions of the Domestic Abuse (Scotland) Act 2018, which came into force about a third of the way through delivery on the 1st of April 2019. The majority (85%) of participants reported having a strong understanding of the Act and how to apply the new Section 1 offence following the course, an increase of 75% from 10% before the training.

Participants reported high levels of satisfaction with their experience attending the course and felt positive about its impact on their practice going forward.

Four in five (82%) participants were willing to strongly recommend Domestic Abuse Matters training to a colleague (scoring 8 or higher on a 0-10 scale). One third (32%) of participants gave the training a score of 10 out of 10 and the average score was 8.

“This course powerfully reinforced the importance of exploring all lines of enquiry & providing the best possible service to the victim.”

Just over two thirds (69%) of respondents felt that the Domestic Abuse Matters training would have a ‘Very’ or ‘Extremely’ large impact on the way they perform their role moving forward. Just over three quarters (77%) felt that the training had a ‘Very or ‘Extremely’ large impact on their ability to respond to victims of domestic abuse in a more informed way.

Outcomes - Domestic Abuse Matters Champions

The Champions training focussed on seven key learning objectives and evaluative questions were asked in the same way, and using the same five-point Likert scale, as for core training participants:

- Understanding the role of the Domestic Abuse Matters Scotland Champion
- Understanding of the personal effects on police officers and staff of dealing with traumatic events
- Understanding of the techniques used to support colleagues experiencing vicarious trauma, occupational burnout and compassion fatigue
- How to use the GROW model of ‘hot debrief’ with colleagues
- Enhanced knowledge of the impact of domestic abuse on male victims, LGBT* people and how to best respond in these cases
- Understanding of how to recognise and respond to those experiencing financial and economic abuse
- Understanding of the importance of risk assessment and provision of effective safety planning

As with the core training participants, responses from Domestic Abuse Matters Champions were overwhelmingly positive.

Following the training, Champions felt well equipped to support and offer advice to their colleagues.

After the training, a large percentage (92%) of Champions reported a strong understanding of the Domestic Abuse Matters Champion role (an increase of 84% compared to before training). A similarly high percentage (95%) felt they had strong knowledge of the personal effects on police officers and staff that can stem from dealing with traumatic events (an increase of 66%).

“I feel more confident in what to look for with colleagues and struggles they may have, to support them in supporting victims.”

The majority (86%) of Champions reported a clear understanding of the techniques used to support police/staff experiencing vicarious trauma, occupational burnout and compassion fatigue. The majority (84%) reported that they understood how the GROW model of ‘hot debrief’ could be used with colleagues, an increase of 78%.

At the end of the course, the large majority (96%) of Champions felt the training had enabled them to offer support and development opportunities to colleagues in a more informed way.

Champions felt able to respond to different groups of victims with diverse needs.

Following training, the majority (88%) of Champions reported enhanced knowledge of the impact of domestic abuse on male victims and LGBT+ people and were aware of how to best respond in these cases (increase of 76%). A high percentage (91%) of Champions reported that they had a good understanding of how to recognise and respond to financial and economic abuse, an increase of 73%. The large majority (96%) of Champions reported a strong understanding of the importance of risk assessment and provision of effective safety planning.

“I will be able to provide specialist knowledge on risks highlighted in LGBT communities.”

Champions were positive about their experience of the Domestic Abuse Matters training.

Four in five (79%) Champions were willing to strongly recommend Domestic Abuse Matters Champions training to a colleague (scoring 8 or higher on a 0-10 scale). The average score was 9 and 41% of those who answered the question scored the course 10 out of 10.

Conclusions and recommendations

Core – observations

Overall, outcomes with regards the course learning objectives were positive across all outcome areas. This suggests that the course was effective in increasing knowledge of domestic abuse and coercive control, and further equipping officers and staff with practical tools to respond. This includes familiarising them with the new legislation.

Outcomes were positive across participant demographic groups. Statistical testing (Appendix 2) found some very slight differences in responses between male and females, with female officers/staff responding slightly more positively to certain areas of the training. There were also some slight differences across age groups, with older officers/staff appearing to respond more positively in terms of course outcomes.

The responses to question 11 (Will the training change how you perform your role?) and question 12 (Will the training enable you to respond to victims of domestic abuse in a more informed way?) were both positive. This suggests that the training sessions could have an immediate beneficial impact on the force’s response to domestic abuse.

It is important to highlight that feedback from the start of sessions consistently highlighted officer/staff perceptions that limited time and resources impacted the effectiveness of the response to domestic abuse. As such, it is vital that appropriate resourcing be considered on an ongoing basis as the legislation is embedded and applied over time. Incorporating measures which capture key indicators into existing

structures may also bring valuable insight, for example victim feedback, quality of recording, referrals to domestic abuse services and multi-agency engagement (e.g. Marac, MATAC).

Champions – observations

For Domestic Abuse Matters Champions, reported outcomes were consistently positive. Respondents reported an increase in knowledge about specific areas of domestic abuse and its impact. Participant outcomes suggest the trained Champions will be better able to recognise the personal impact on officers and staff of dealing with domestic incidents, and the techniques they as Champions can use to support colleagues in these situations.

Police Scotland has created an internal structure of support for Champions with a plan for ongoing development opportunities. This is a vital step towards ensuring the ongoing success of the programme. SafeLives has evaluated Domestic Abuse Matters training six months after delivery in several forces in England and Wales. What these evaluations have often highlighted is that awareness of who Domestic Abuse Matters Champions are and what their role involves was low and Champions were often not being well supported in their role.

Analysis of thousands of free text responses has not been included in this evaluation, so we have been unable to consider in depth how well-equipped Champions felt to support colleagues or what further support needs they may have self-identified. Whilst the evaluation outcomes data indicates a good level of preparedness, it may be helpful to consider these open-ended question responses from Champions. This could ensure the force is fully aware of potential challenges that may lie ahead for officers and staff who have volunteered to champion culture change across the force following their training.

Conclusions

The training elements of Domestic Abuse Matters Scotland appear to have had a very positive effect on participants' knowledge and ability to respond to domestic incidents. Core training participants consistently reported an increase in knowledge and awareness with regards the key learning outcomes, primarily understanding the stages victims of coercive and controlling behaviour experience, victim questioning, evidence gathering, and perpetrator behaviour and manipulation.

For Champions, overall feedback was also very positive. Champions reported high levels of skills and knowledge that can now equip them, with the right support, to benefit themselves and their colleagues through their roles as Domestic Abuse Matters Champions.

Recommendations

Police Scotland leaders attended a Sustaining the Change workshop in December 2019. For the programme to achieve the highest level of utility, it is important that the force continue to take the momentum forward now the training elements are complete. SafeLives feels this can be achieved in the following ways:

- Ensure that the role of the Domestic Abuse Matters Champions is embedded within the force, and that training is kept up-to-date, is utilised, and that Champions are well supported.
- Elevate the status of Domestic Abuse Matters Champions within the force ensuring frontline officers know who they are and what support is available.
- Ensure additional time is available to Domestic Abuse Matters Champions to carry out their extended duties.
- Ensure additional time and resources are made available for officers responding to domestic incidents.
- Help Domestic Abuse Matters Champions to connect and share knowledge with Champions across different divisions using internal platforms or resources such as the SafeLives Community Platform.

Appendices

Appendix 1 – Detailed breakdown of question responses

Demographics

Gender of training participants:

	Core	Champions
Gender	Percentage / %	Percentage / %
Male	64	45
Female	36	55
Transgender	0.023	0
Not disclosed	0	0

Age of training participants:

	Core	Champions
Age	Percentage / %	Percentage / %
18-20 years old	0.53	0
21-30 years old	26	28
31-40 years old	35	42
41-50 years old	28	25
51-60 years old	9.1	5.0
60+ years old	0.54	0.44

	Core	Champions
Gender	Average age / years	Average age / years
All	37	36
Male	38	37
Female	37	36

Ethnicity of training participants:

	Core	Champions
Ethnicity	Percentage / %	Percentage / %
White British or Irish	86	88
Don't Know / Not disclosed	9.7	8.8
Total BME	3.3	3.2
- Other White Background	2.1	1.9
- Asian	0.58	0.85
- Arab	0	0
- Black	0.12	0
- Dual Heritage	0.39	0.43
- Other	0	0

Three most common roles as defined by participants undertaking training:

Role	Core		Champions		
	Number	Percentage / %	Role	Number	Percentage / %
PC	3033	31	Response	48	25
Response	2533	26	PC	42	22
LPST	575	5.9	LPST	14	7.2

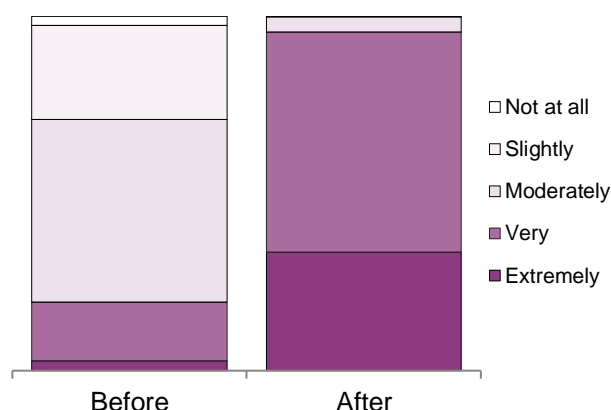
Length of service:

	Core	Champions
Average length of service / years	11	9.7

Responses of core training participants

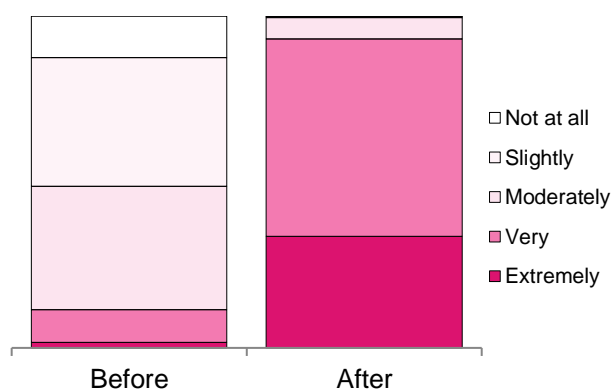
Question 1 – Understanding of the tactics perpetrators of domestic abuse demonstrate when they are coercively controlling their victims.

- Following training, the vast majority (95%) of participants answered that they had a **‘Very’ or ‘Extremely’ good understanding** of the tactics perpetrators of domestic abuse demonstrate around coercive control. This compares to 20% prior to training, an increase of 75%.
- No learners considered themselves to have **no understanding** of the tactics perpetrators of domestic abuse demonstrate around coercive control following training and those with a **slight or moderate understanding** dropped from 79% prior to training to 4.4% after training.



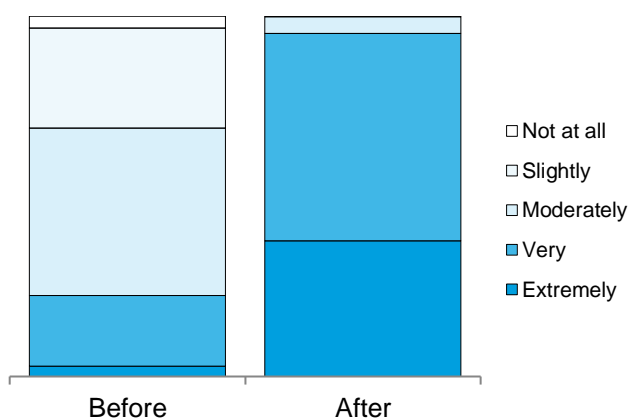
Question 2 - Understanding of the stages victims of coercive control and abuse experience, and therefore why they appear to not always support police action.

- Following training, the vast majority (94%) of respondents answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the stages victims of coercive control and abuse experience. This compares to 12% prior to training, an increase of 82%.
- Only three (0.023%) learners felt they had **no understanding** of the stages victims of coercive control and abuse experience following training, dropping from 12% prior to training.



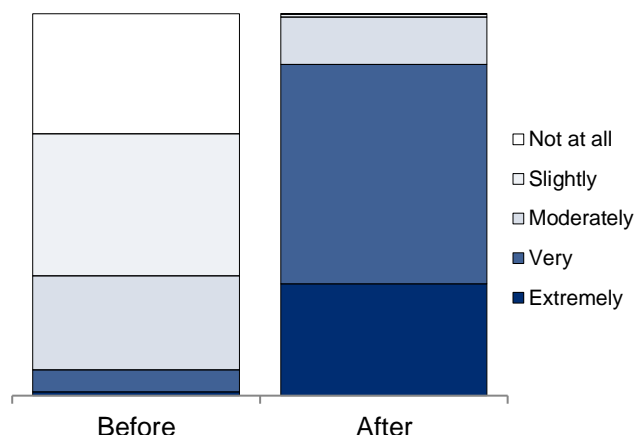
Question 3 – Understanding of the tactics perpetrators of domestic abuse use to keep their victim(s) within a relationship and prevent them from leaving.

- Following training, the vast majority (96%) of respondents answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the tactics perpetrators of domestic abuse use to keep their victim(s) within a relationship and prevent them from leaving. This compares to 23% prior to training, an increase of 73%.
- No learners felt they had a **no understanding** of the tactics used by perpetrators of domestic abuse to keep their victim(s) within a relationship, dropping from 3.3% prior to training. Those with a **slight or moderate understanding** dropped from 75% prior to training to 4.7% after training.



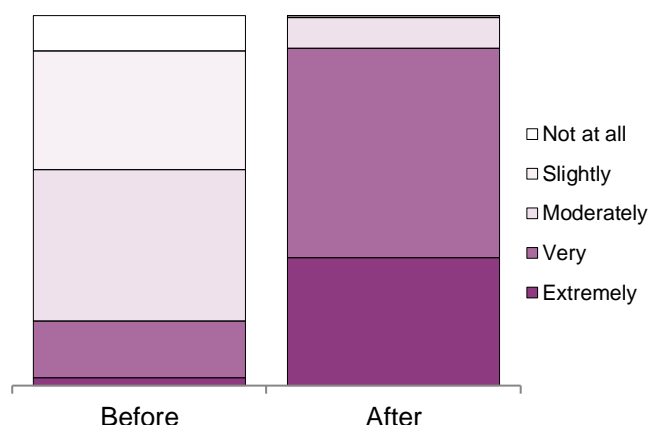
Question 4 – Understanding of the three distinct types of relationship abuse [intimate terrorism/coercive control, situational couple violence, violent resistance] and how to identify and respond to perpetrators who are presenting as victims.

- Following training, the majority (86%) of respondents answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the three distinct types of relationship abuse and how to identify and respond to perpetrators who are presenting as victims. This compares to 6.8% prior to training, an increase of 79%.
- Only two (0.015%) learners felt they had **no understanding** of the three distinct types of relationship abuse and how to identify and respond to perpetrators who are presenting as victims, dropping from 31% prior to training.



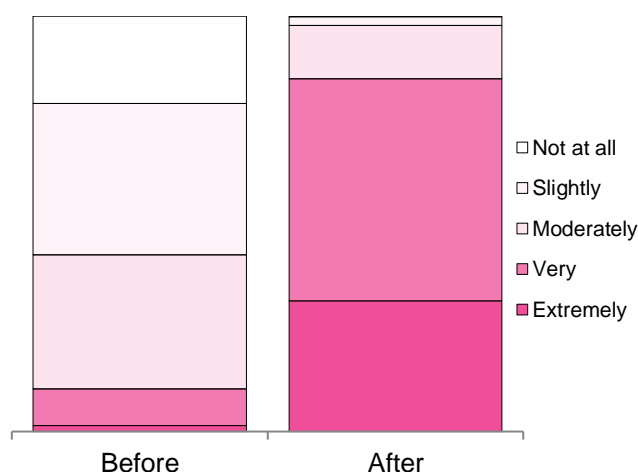
Question 5 – Knowledge of the types of questions that would encourage a victim of coercive control to disclose their experiences to you as a police officer or staff member.

- Following training, a high proportion (92%) of respondents answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the types of questions that would encourage a victim of coercive control to disclose their experiences. This compares to 17% prior to training, a 75% increase.
- Just five (0.038%) respondents felt they had **no understanding** of the types of questions that would encourage a victim of coercive control to disclose their experiences, dropping from 9.5% prior to training.



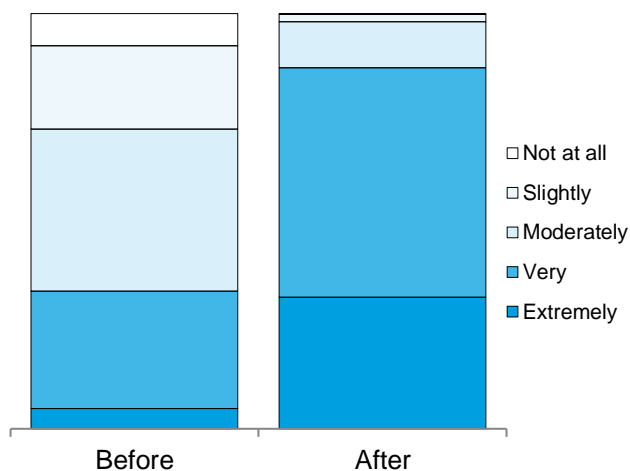
Question 6 – Understanding of the key provisions of the Domestic Abuse (Scotland) Act 2018 and how to apply the new Section 1 offence.

- Following training, a high proportion (85%) of respondents answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the key provisions of the Domestic Abuse (Scotland) Act 2018. This compares to 10% prior to training, an increase of 75%.
- Twenty-four learners (0.19%) considered themselves to have **no understanding** of the key provisions of the Domestic Abuse (Scotland) Act 2018, dropping from 21% prior to training. The proportion with a **slight or moderate understanding** dropped from 68% to 15% after training.



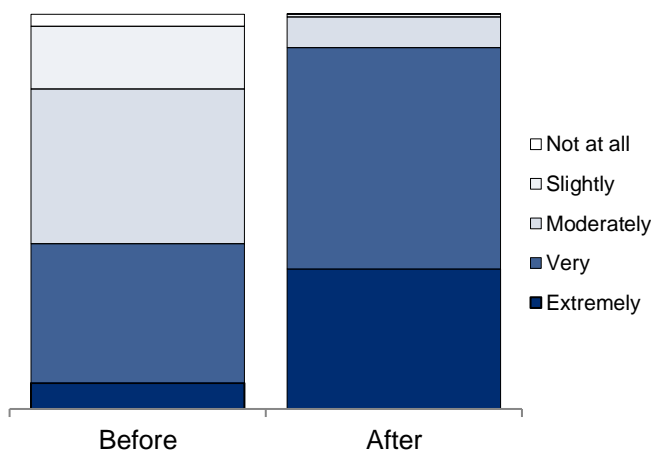
Question 7 – Knowledge of how it is best to record domestic abuse on police records, ensuring perpetrators of abuse are held accountable for their behaviour and victim blaming identified as unacceptable.

- Following training, nine out of ten (87%) learners answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** 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. This compares to 33% prior to training, an increase of 54%.
- Thirty learners (0.23%) considered themselves to have no understanding of how it is best to record domestic abuse on police records, dropping from 7.7% prior to training.



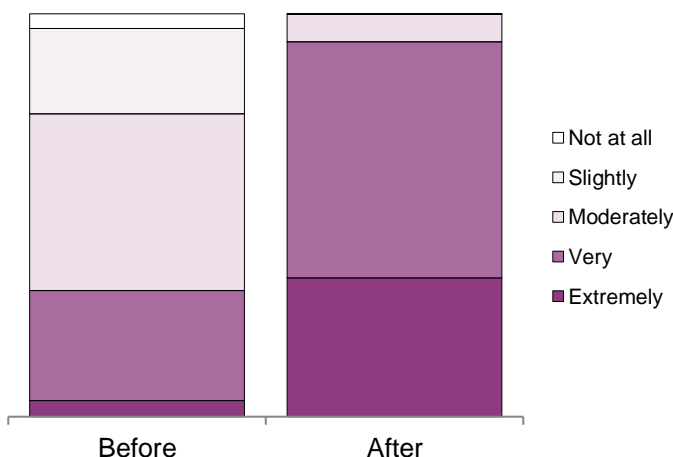
Question 8 – Understanding of how, as a police officer/staff member, you can gather evidence and offer advice around protection [taking into account the victim’s existing safety plans already in operation].

- Following training, a majority (91%) of respondents answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of how to gather evidence and offer advice around protection. This compares to 42% prior to training, an increase of 49%.
- Seven learners (0.054%) considered themselves to have **no understanding** of how to gather evidence and offer advice around protection, dropping from 3.1% prior to training. The proportion with a **slight or moderate understanding** dropped from 55% to 8.4% after training.



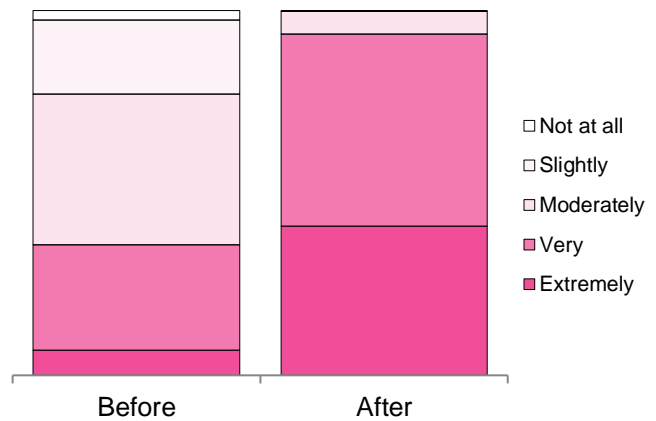
Question 9 – Understanding of the tactics perpetrators of domestic abuse can use to try to manipulate police officers/staff.

- Following training, a large proportion (93%) of respondents answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the tactics perpetrators of domestic abuse can use to manipulate police. This compares to 31% prior to training, an increase of 62%.
- Just one learner (0.0077%) felt they had **no understanding** of the tactics perpetrators of domestic abuse can use to manipulate police officers and staff, dropping from 3.6% prior to training.



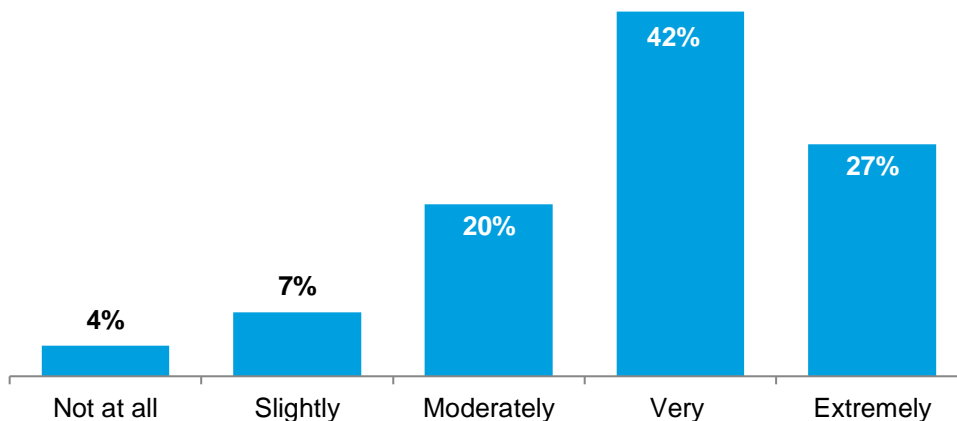
Question 10 - Recognising the impact that domestic abuse and coercive control has on children, whether they experience it directly or indirectly.

- Following training, a large proportion (94%) of respondents answered that they possessed a **'Very' or 'Extremely' good understanding** of the impact that domestic abuse and coercive control has on children. This compares to 36% prior to training, an increase of 58%.
- No learners felt they had **no understanding** of the impact of domestic abuse and coercive control on children, dropping from 2.6% prior to training.



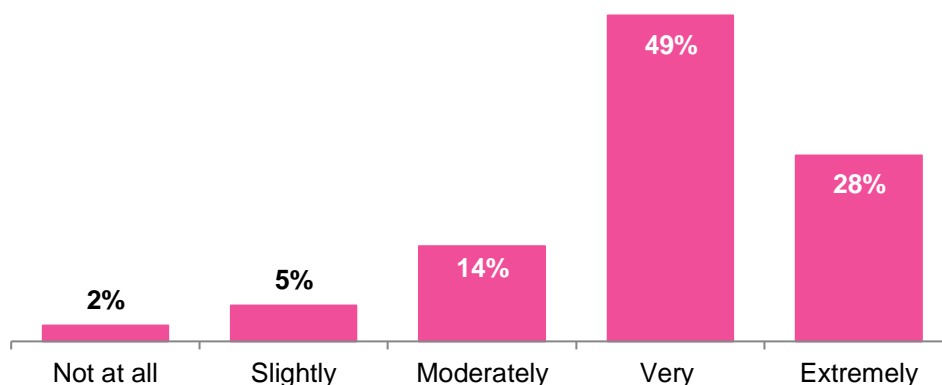
Evaluation of training by core training participants

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



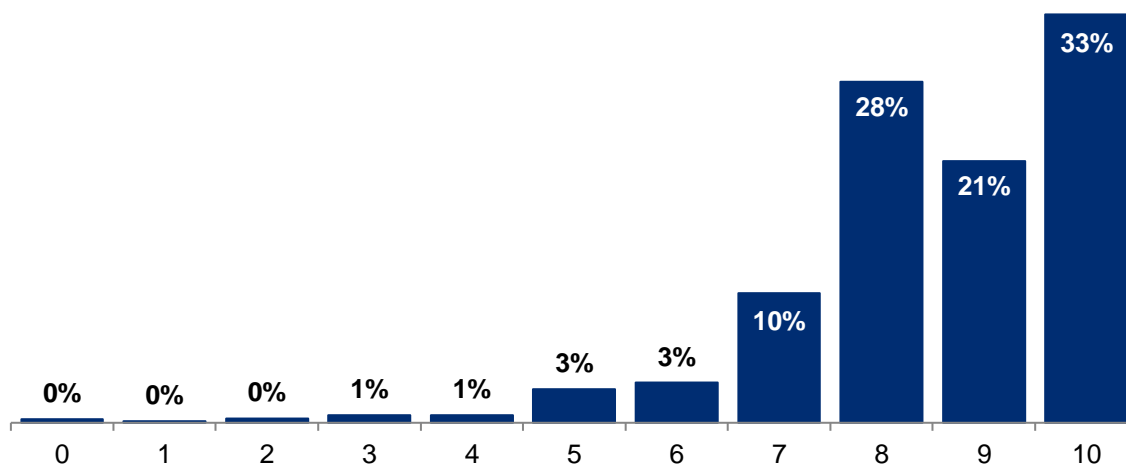
- Seven in ten (69%) participants felt that the Domestic Abuse Matters training would have a **'Very' or 'Extremely' large impact** on the way they perform their role moving forward. A further 20% answered that it would **'moderately'** impact it.

Question 12 – Do you feel that this training will enable you to respond to victims of domestic violence and abuse in a more informed way?



- The majority (77%) participants felt that the Domestic Abuse Matters training had had a **'Very' or 'Extremely' large impact** on their ability to respond to victims of domestic abuse in a more informed way.

Question 13 - On a scale of 0-10, how likely is it that you would recommend the training to a colleague? (not likely = 0, extremely likely = 10)

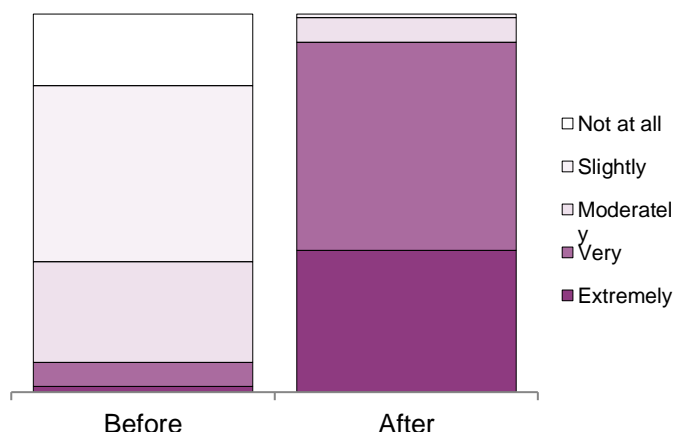


- A large proportion (82%) of core training participants were **very likely to recommend Domestic Abuse Matters training to a colleague** (8 or higher).

Responses of Domestic Abuse Matters Champions

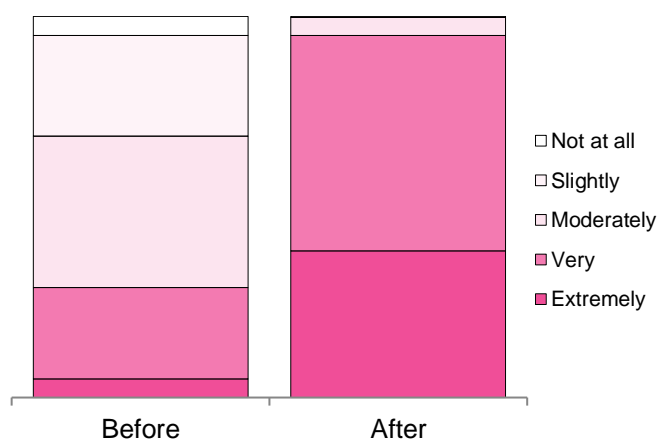
Question 1 – Understanding the role of the DA Matters Scotland Champion.

- Following training, a large proportion (92%) of participants answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the role of a Domestic Abuse Matters Champion. This compares to 8% prior to training, an increase of 84%.
- No learners felt they had **no understanding** of the Champion role, compared to 19% before the training.



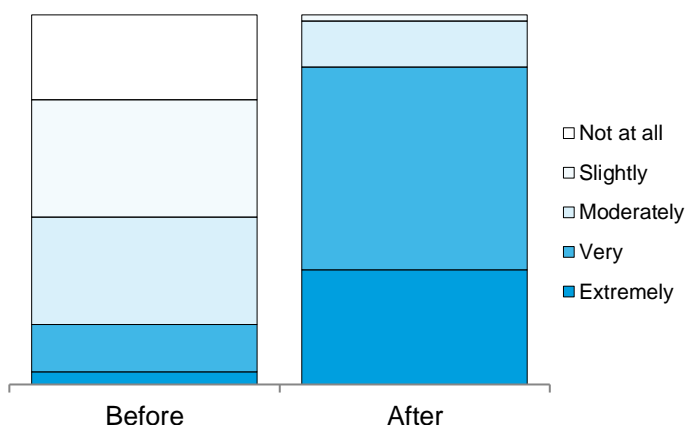
Question 2 - Understanding of the personal effects on police officers and staff of dealing with traumatic events such as domestic abuse.

- Following training, the majority (95%) of participants answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the personal effects on police officers and staff of dealing with traumatic events such as domestic abuse. This compares to 29% prior to training, an increase of 66%.
- No learners felt they had **no understanding** of the personal effects on police officers and staff of dealing with traumatic events such as domestic abuse, compared to 5% before the training.



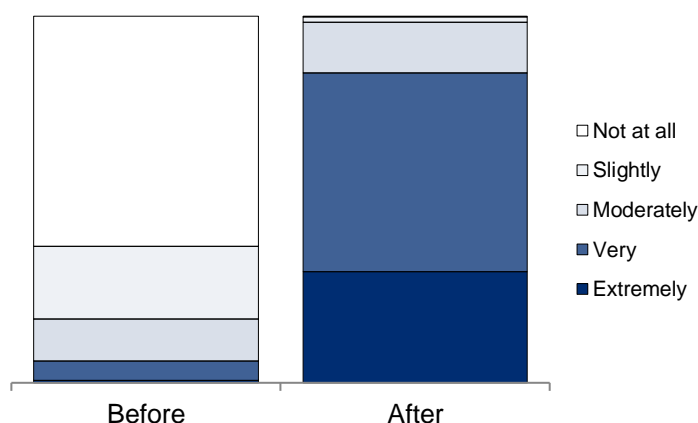
Question 3 - Understanding of the techniques used to support colleagues experiencing vicarious trauma, occupational burnout and compassion fatigue.

- Following training, a large proportion (86%) of participants answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of the techniques used to support colleagues experiencing vicarious trauma, occupational burnout and compassion fatigue. This compares to 16% prior to training, an increase of 70%.
- No learners felt they had **no understanding** of the techniques used to support colleagues, compared to 23% before the training.



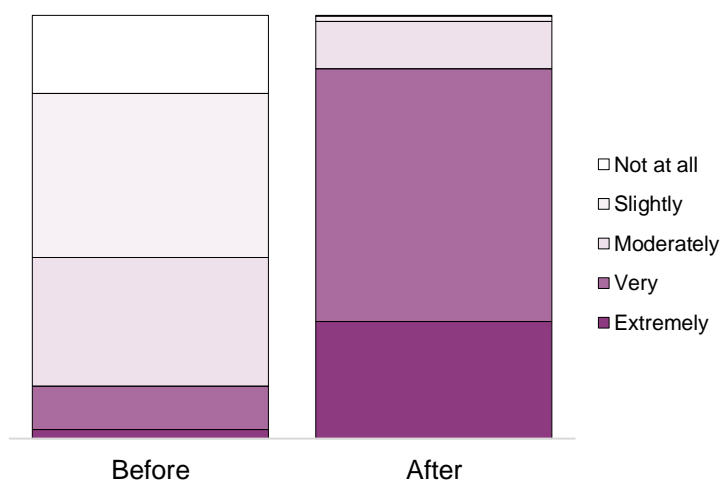
Question 4 - How to use the GROW model of ‘hot debrief’ with colleagues.

- Following training, a large proportion (84%) of participants answered that they possessed a **‘Very’ or ‘Extremely’ good understanding** of how to use the GROW model of ‘hot debrief’ with colleagues. This compares to 6% prior to training, an increase of 78%.
- One learner (0.22%) felt they had **no understanding** of how to use the GROW model with colleagues, compared to 63% before the training.



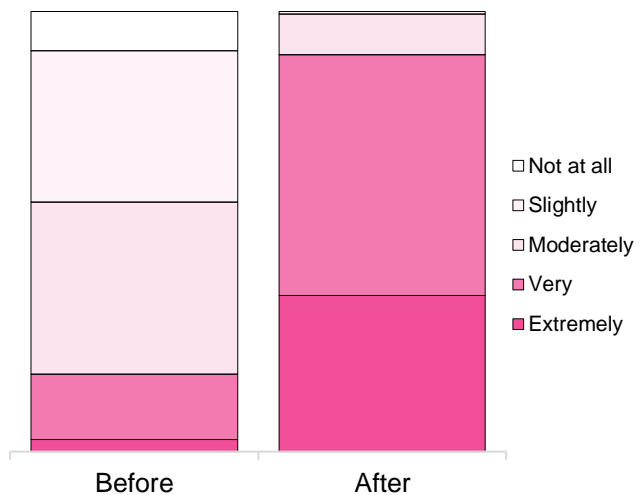
Question 5 - Enhanced knowledge of the impact of domestic abuse on male victims, LGBT* people and how to best respond in these cases.

- Following training, a large proportion (88%) of participants answered that they possessed a **‘Very’ or ‘Extremely’ good knowledge** of the impact of domestic abuse on male and LGBT* victims and how to best respond in these cases. This compares to 12% prior to training, an increase of 76%.
- One learner (0.22%) felt they had **no knowledge** of the impact of domestic abuse on male and LGBT* victims and how to best respond, compared to 18% before the training.



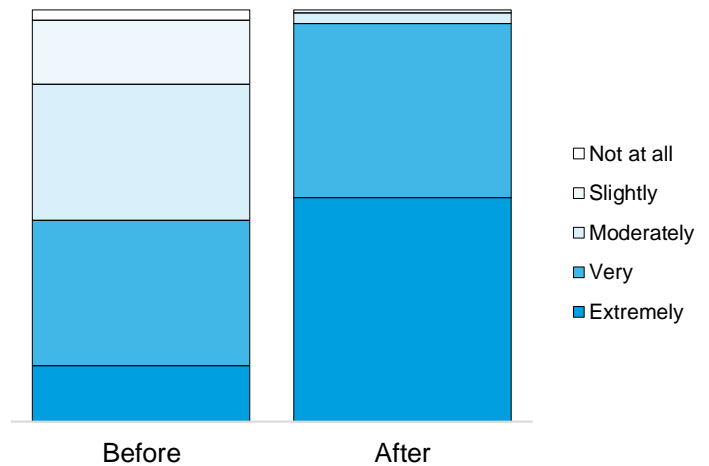
Question 6 - Understanding of how to recognise and respond to those experiencing financial and economic abuse.

- Following training, the majority (91%) of participants answered that they possessed a **'Very' or 'Extremely' good understanding** of how to recognise and respond to people experiencing financial and economic abuse. This compares to 18% prior to training, an increase of 73%.
- No learners felt they had **no understanding** of how to recognise and respond to people experiencing financial and economic abuse, compared to 9.0% before the training.



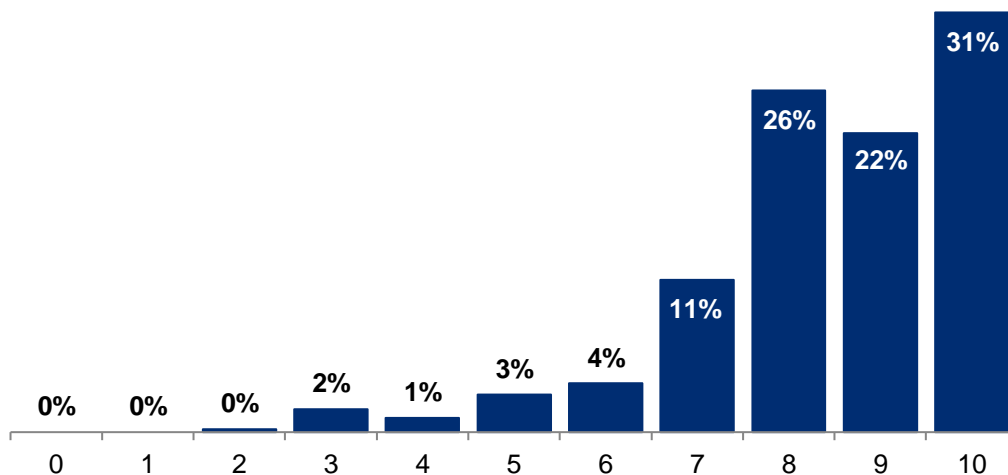
Question 7 - Understanding of the importance of risk assessment and provision of effective safety planning in cases of domestic abuse.

- Following training, the majority (96%) of participants answered that they possessed a **'Very' or 'Extremely' good understanding** of the importance of risk assessment and provision of effective safety planning in cases of domestic abuse. This compares to 49% prior to training, an increase of 47%.
- No learners felt they had **no understanding** of risk assessment and safety planning in case of domestic abuse, compared to 2.6% before the training.



Evaluation of training by Domestic Abuse Matters Champions

Question 8 - On a scale of 0-10, how likely is it that you would recommend the training to a colleague? (not likely = 0, extremely likely = 10)



- Four out of five (79%) Champions were **willing to recommend Domestic Abuse Matters training to a colleague (8 or higher)**.

Appendix 2 – Statistical analysis of responses

Following the review of outcomes data provided in this report, the responses of training participants were further analysed to look for differences in outcomes between groups of participants. Statistical tests were carried out to look at any relationships between age, gender, and length of service and levels of self-reported competence after the training.

Core training – individual differences for participants

The core training correlation grid (Appendix 3) highlighted a slight positive correlation between age and years of service and most course outcomes. Older participants and those who had been in service longer, generally reported very slightly better outcomes. Further one-way ANOVA testing (Appendix 4) demonstrated that the slightly more positive outcomes for older participants were statistically significant.

T-tests (Appendix 4) were carried out to look at any differences in outcomes between genders. Female respondents reported slightly better outcomes on average, and this relationship was found to be statistically significant for the following variables:

- Understanding of the tactics perpetrators when they are coercively controlling victims^{***3}
- Understanding the stages of coercive controlling behaviour^{***}
- Understanding of the tactics perpetrators use to keep victim(s) within a relationship^{***}
- Understanding of the typologies of domestic abuse^{***}
- Knowledge of the types of questions that could encourage victims to disclose^{***}
- Understanding of evidence gathering and advice around protection^{***}
- Understanding of the tactics perpetrators use to manipulate police officers/staff^{***}
- Recognising the impact of domestic abuse and coercive control on children^{***}

The differences between groups of respondents were very small, however it is worth revisiting them during the six-month follow-up evaluation to see if these differences remain.

Champions training – individual differences for participants

As with core training, the correlation grid (Appendix 3) for Champions showed a small positive correlation between age and years of service, with older participants and those in service longer reporting slightly better outcomes. However, one-way ANOVA testing (Appendix 4) showed that these differences were not statistically significant for age.

T-tests showed that some small differences between genders were not statistically significant, apart from for one outcome which female Champions reported a more positive response to:

- Enhanced knowledge of the impact of domestic abuse on male victims, LGBT* people^{**4}

A Chi-square test (Appendix 4) was carried out to test whether there was a difference between genders and the final outcome on participants' perceived ability to offer support and development opportunities to colleagues. There was no statistically significant relationship.

³ *** = p <.001, ** = p<.01, * =p<.05

⁴ *** = p <.001, ** = p<.01, * =p<.05

Appendix 3 – Correlation grids

DA Matters Scotland - Core training - Correlation Matrix																	
		Age	Gender	Years of service	After - understanding perpetrator tactics	After - stages of coercive control	After - keeping victims in a relationship	After - typologies of abuse	After - types of questions	After - understanding of legislation	After - recording domestic abuse	After - evidence gathering	After - manipulation of police	After - impact on children	After - perform your role	After - responding to victims	After - recommend training
Age	Pearson Correlation	1	-0.030**	0.550**	0.080**	0.080**	0.080**	0.100**	0.050**	0.060**	0.060**	0.080**	0.070**	0.090**	-0.050**	-0.010	0.090**
	Sig. (2-tailed)		0.001	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.102	0.000
	N	13049	12770	12773	12965	12982	12851	12988	13019	12960	12882	12998	12919	12945	12763	12685	12858
Gender	Pearson Correlation	-0.030**	1	-0.040**	0.120**	0.130**	0.120**	0.090**	0.100**	0.000	0.020	0.050**	0.060**	0.120**	0.080**	0.090**	0.120**
	Sig. (2-tailed)	0.001		0.000	0.000	0.000	0.000	0.000	0.000	0.769	0.072	0.000	0.000	0.000	0.000	0.000	0.000
	N	12770	12770	12638	12691	12708	12579	12715	12745	12687	12609	12724	12648	12673	12500	12424	12590
Years of service	Pearson Correlation	0.550**	-0.040**	1	0.100**	0.100**	0.070**	0.120**	0.090**	0.110**	0.120**	0.120**	0.090**	0.100**	-0.120**	-0.060**	0.040**
	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	12773	12638	12773	12695	12712	12587	12718	12748	12692	12614	12727	12650	12675	12502	12430	12591
After - understanding perpetrator tactics	Pearson Correlation	0.080**	0.120**	0.100**	1	0.680**	0.680**	0.570**	0.570**	0.470**	0.490**	0.530**	0.570**	0.540**	0.270**	0.340**	0.350**
	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	12965	12691	12695	12965	12913	12784	12918	12948	12893	12813	12926	12849	12871	12690	12614	12783
After - stages of coercive control	Pearson Correlation	0.080**	0.130**	0.100**	0.680**	1	0.690**	0.610**	0.590**	0.480**	0.500**	0.540**	0.560**	0.530**	0.280**	0.350**	0.360**
	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	12982	12708	12712	12913	12982	12805	12934	12964	12909	12829	12942	12865	12889	12706	12628	12800
After - keeping victims in a relationship	Pearson Correlation	0.080**	0.120**	0.070**	0.680**	0.690**	1	0.590**	0.590**	0.470**	0.500**	0.560**	0.600**	0.570**	0.280**	0.340**	0.360**
	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	12851	12579	12587	12784	12805	12851	12804	12836	12780	12699	12812	12735	12759	12581	12504	12673
After - typologies of abuse	Pearson Correlation	0.100**	0.090**	0.120**	0.570**	0.610**	0.590**	1	0.590**	0.520**	0.500**	0.530**	0.540**	0.510**	0.260**	0.320**	0.320**
	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	12988	12715	12718	12918	12934	12804	12988	12972	12914	12834	12949	12871	12895	12711	12635	12807
After - types of questions	Pearson Correlation	0.050**	0.100**	0.090**	0.570**	0.590**	0.590**	0.590**	1	0.520**	0.530**	0.570**	0.570**	0.540**	0.290**	0.360**	0.350**
	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	13019	12745	12748	12948	12964	12836	12972	13019	12945	12867	12982	12902	12926	12743	12668	12838

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After - understanding of legislation	Pearson Correlation	0.060**	0.000	0.110**	0.470**	0.480**	0.470**	0.520**	0.520**	1	0.590**	0.530**	0.500**	0.460**	0.280**	0.340**	0.340**
	Sig. (2-tailed)	0.000	0.769	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	12960	12687	12692	12893	12909	12780	12914	12945	12960	12828	12931	12844	12867	12688	12615	12782
After - recording domestic abuse	Pearson Correlation	0.060**	0.020	0.120**	0.490**	0.500**	0.500**	0.500**	0.530**	0.590**	1	0.640**	0.550**	0.520**	0.260**	0.340**	0.330**
	Sig. (2-tailed)	0.000	0.072	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	12882	12609	12614	12813	12829	12699	12834	12867	12828	12882	12857	12766	12791	12611	12541	12705
After - evidence gathering	Pearson Correlation	0.080**	0.050**	0.120**	0.530**	0.540**	0.560**	0.530**	0.570**	0.530**	0.640**	1	0.610**	0.570**	0.270**	0.350**	0.330**
	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	12998	12724	12727	12926	12942	12812	12949	12982	12931	12857	12998	12884	12909	12728	12655	12819
After - manipulation of police	Pearson Correlation	0.070**	0.060**	0.090**	0.570**	0.560**	0.600**	0.540**	0.570**	0.500**	0.550**	0.610**	1	0.650**	0.290**	0.360**	0.340**
	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	12919	12648	12650	12849	12865	12735	12871	12902	12844	12766	12884	12919	12906	12712	12637	12805
After - impact on children	Pearson Correlation	0.090**	0.120**	0.100**	0.540**	0.530**	0.570**	0.510**	0.540**	0.460**	0.520**	0.570**	0.650**	1	0.280**	0.350**	0.340**
	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	12945	12673	12675	12871	12889	12759	12895	12926	12867	12791	12909	12906	12945	12739	12661	12830
After - perform your role	Pearson Correlation	-0.050**	0.080**	-0.120**	0.270**	0.280**	0.280**	0.260**	0.290**	0.280**	0.260**	0.270**	0.290**	0.280**	1	0.710**	0.530**
	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	12763	12500	12502	12690	12706	12581	12711	12743	12688	12611	12728	12712	12739	12763	12627	12665
After - responding to victims	Pearson Correlation	-0.010	0.090**	-0.060**	0.340**	0.350**	0.340**	0.320**	0.360**	0.340**	0.340**	0.350**	0.360**	0.350**	0.710**	1	0.570**
	Sig. (2-tailed)	0.102	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	12685	12424	12430	12614	12628	12504	12635	12668	12615	12541	12655	12637	12661	12627	12685	12596
After - recommend training	Pearson Correlation	0.090**	0.120**	0.040**	0.350**	0.360**	0.360**	0.320**	0.350**	0.340**	0.330**	0.330**	0.340**	0.340**	0.530**	0.570**	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	12858	12590	12591	12783	12800	12673	12807	12838	12782	12705	12819	12805	12830	12665	12596	12858
**. Correlation is significant at the 0.01 level (2-tailed).																	
*. Correlation is significant at the 0.05 level (2-tailed).																	

DA Matters Scotland - Champions - Correlation Matrix

		Age	Gender	Years of service	After - understanding role of Champion	After - personal effects on officers / staff	After - techniques to support colleagues	After - GROW model	After - impact on male / LGBT+ victims	After - economic / financial abuse	After - risk assessment	After - recommend training	After - offer support / development
Age	Pearson Correlation	1	0.020	0.530**	0.040	0.010	0.040	0.070	0.070	0.080	0.010	0.070	-0.020
	Sig. (2-tailed)		0.726	0.000	0.423	0.857	0.428	0.129	0.120	0.073	0.753	0.118	0.654
	N	469	463	462	465	458	462	465	465	467	463	466	460
Gender	Pearson Correlation	0.020	1	-0.010	0.030	0.070	0.070	-0.010	0.130**	0.080	-0.040	-0.020	-0.030
	Sig. (2-tailed)	0.726		0.862	0.579	0.160	0.129	0.749	0.006	0.101	0.421	0.663	0.560
	N	463	463	458	459	452	456	459	459	461	457	460	455
Years of service	Pearson Correlation	0.530**	-0.010	1	0.080	0.040	0.100*	0.120**	0.080	0.080	0.060	0.040	0.070
	Sig. (2-tailed)	0.000	0.862		0.078	0.346	0.040	0.007	0.076	0.092	0.211	0.383	0.150
	N	462	458	462	458	451	455	458	458	460	456	460	453
After - understanding role of Champion	Pearson Correlation	0.040	0.030	0.080	1	0.440**	0.340**	0.540**	0.420**	0.430**	0.380**	0.520**	-0.190**
	Sig. (2-tailed)	0.423	0.579	0.078		0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	465	459	458	465	456	460	463	463	465	461	464	458
After - personal effects on officers / staff	Pearson Correlation	0.010	0.070	0.040	0.440**	1	0.630**	0.410**	0.520**	0.550**	0.410**	0.320**	-0.100*
	Sig. (2-tailed)	0.857	0.160	0.346	0.000		0.000	0.000	0.000	0.000	0.000	0.000	0.039
	N	458	452	451	456	458	453	456	456	458	454	457	451
After - techniques to support colleagues	Pearson Correlation	0.040	0.070	0.100*	0.340**	0.630**	1	0.430**	0.480**	0.510**	0.390**	0.280**	-0.060
	Sig. (2-tailed)	0.428	0.129	0.040	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.199
	N	462	456	455	460	453	462	460	460	462	458	461	455
After - GROW model	Pearson Correlation	0.070	-0.010	0.120**	0.540**	0.410**	0.430**	1	0.440**	0.470**	0.470**	0.440**	-0.190**
	Sig. (2-tailed)	0.129	0.749	0.007	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000
	N	465	459	458	463	456	460	465	463	465	461	464	458
After - impact on male / LGBT+ victims	Pearson Correlation	0.070	0.130**	0.080	0.420**	0.520**	0.480**	0.440**	1	0.610**	0.420**	0.350**	-0.200**
	Sig. (2-tailed)	0.120	0.006	0.076	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000
	N	465	459	458	463	456	460	463	465	465	461	464	458

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After - economic / financial abuse	Pearson Correlation	0.080	0.080	0.080	0.430**	0.550**	0.510**	0.470**	0.610**	1	0.430**	0.320**	-0.200**
	Sig. (2-tailed)	0.073	0.101	0.092	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000
	N	467	461	460	465	458	462	465	465	467	463	466	460
After - risk assessment	Pearson Correlation	0.010	-0.040	0.060	0.380**	0.410**	0.390**	0.470**	0.420**	0.430**	1	0.310**	-0.220**
	Sig. (2-tailed)	0.753	0.421	0.211	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000
	N	463	457	456	461	454	458	461	461	463	463	462	456
After - recommend training	Pearson Correlation	0.070	-0.020	0.040	0.520**	0.320**	0.280**	0.440**	0.350**	0.320**	0.310**	1	-0.410**
	Sig. (2-tailed)	0.118	0.663	0.383	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000
	N	466	460	460	464	457	461	464	464	466	462	466	459
After - offer support / development	Pearson Correlation	-0.020	-0.030	0.070	-0.190**	-0.100*	-0.060	-0.190**	-0.200**	-0.200**	-0.220**	-0.410**	1
	Sig. (2-tailed)	0.654	0.560	0.150	0.000	0.039	0.199	0.000	0.000	0.000	0.000	0.000	
	N	460	455	453	458	451	455	458	458	460	456	459	460
**. Correlation is significant at the 0.01 level (2-tailed).													
*. Correlation is significant at the 0.05 level (2-tailed).													

Appendix 4 – T-tests, ANOVA tests and Chi-square tests

Core training - Independent Samples Test - Gender										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
After - understanding perpetrator tactics	Equal variances assumed	225.750	0.000	-13.750	12689	0.000***	-0.140	0.010	-0.160	-0.120
	Equal variances not assumed			-13.570	9135.45	0.000***	-0.140	0.010	-0.160	-0.120
After - stages of coercive control	Equal variances assumed	130.000	0.000	-14.340	12706	0.000***	-0.150	0.010	-0.170	-0.130
	Equal variances not assumed			-14.330	9471.19	0.000***	-0.150	0.010	-0.170	-0.130
After - keeping victims in a relationship	Equal variances assumed	78.120	0.000	-13.000	12577	0.000***	-0.140	0.010	-0.160	-0.120
	Equal variances not assumed			-13.010	9373.6	0.000***	-0.140	0.010	-0.160	-0.120
After - typologies of abuse	Equal variances assumed	103.560	0.000	-10.730	12713	0.000***	-0.130	0.010	-0.150	-0.110
	Equal variances not assumed			-10.680	9353.38	0.000***	-0.130	0.010	-0.150	-0.100
After - types of questions	Equal variances assumed	73.760	0.000	-11.500	12743	0.000***	-0.130	0.010	-0.150	-0.110
	Equal variances not assumed			-11.510	9553.11	0.000***	-0.130	0.010	-0.150	-0.110
After - understanding of legislation	Equal variances assumed	62.130	0.000	0.290	12685	0.769	0.000	0.010	-0.020	0.030
	Equal variances not assumed			0.290	8679.5	0.775	0.000	0.010	-0.020	0.030
After - recording domestic abuse	Equal variances assumed	80.190	0.000	-1.800	12607	0.072	-0.020	0.010	-0.050	0.000
	Equal variances not assumed			-1.750	8577.81	0.081	-0.020	0.010	-0.050	0.000
After - evidence gathering	Equal variances assumed	60.950	0.000	-5.870	12722	0.000***	-0.070	0.010	-0.090	-0.050
	Equal variances not assumed			-5.800	9185.23	0.000***	-0.070	0.010	-0.090	-0.040
After - manipulation of police	Equal variances assumed	59.570	0.000	-6.620	12646	0.000***	-0.070	0.010	-0.090	-0.050
	Equal variances not assumed			-6.560	9205.35	0.000***	-0.070	0.010	-0.090	-0.050
After - impact on children	Equal variances assumed	31.520	0.000	-13.050	12671	0.000***	-0.140	0.010	-0.170	-0.120
	Equal variances not assumed			-13.110	9593.09	0.000***	-0.140	0.010	-0.170	-0.120
After - perform your role	Equal variances assumed	8.900	0.003	-9.020	12498	0.000***	-0.170	0.020	-0.210	-0.130
	Equal variances not assumed			-9.030	9335.67	0.000***	-0.170	0.020	-0.210	-0.130
After - responding to victims	Equal variances assumed	3.770	0.052	-10.100	12422	0.000***	-0.170	0.020	-0.210	-0.140
	Equal variances not assumed			-10.100	9169.14	0.000***	-0.170	0.020	-0.210	-0.140
After - recommend training	Equal variances assumed	6.480	0.011	-13.700	12588	0.000***	-0.380	0.030	-0.430	-0.320
	Equal variances not assumed			-13.940	9885.84	0.000***	-0.380	0.030	-0.430	-0.320

Champions - Independent Samples Test – Gender

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
After - understanding role of Champion	Equal variances assumed	0.230	0.630	-0.560	457	0.579	-0.030	0.060	-0.150	0.080
	Equal variances not assumed			-0.560	444.13	0.579	-0.030	0.060	-0.150	0.080
After - personal effects on officers / staff	Equal variances assumed	7.400	0.007	-1.410	450	0.160	-0.080	0.050	-0.180	0.030
	Equal variances not assumed			-1.420	446.28	0.156	-0.080	0.050	-0.180	0.030
After - techniques to support colleagues	Equal variances assumed	7.720	0.006	-1.520	454	0.129	-0.100	0.070	-0.230	0.030
	Equal variances not assumed			-1.530	448.86	0.126	-0.100	0.060	-0.230	0.030
After - GROW model	Equal variances assumed	1.130	0.288	0.320	457	0.749	0.020	0.070	-0.110	0.150
	Equal variances not assumed			0.320	455.59	0.746	0.020	0.070	-0.110	0.150
After - impact on male / LGBT+ victims	Equal variances assumed	5.360	0.021	-2.790	457	0.006**	-0.170	0.060	-0.290	-0.050
	Equal variances not assumed			-2.770	433.66	0.006**	-0.170	0.060	-0.290	-0.050
After - economic / financial abuse	Equal variances assumed	0.800	0.373	-1.640	459	0.101	-0.100	0.060	-0.220	0.020
	Equal variances not assumed			-1.630	435.61	0.103	-0.100	0.060	-0.220	0.020
After - risk assessment	Equal variances assumed	3.290	0.071	0.800	455	0.421	0.040	0.050	-0.060	0.150
	Equal variances not assumed			0.810	454.51	0.416	0.040	0.050	-0.060	0.150
After - recommend training	Equal variances assumed	0.260	0.613	0.440	458	0.663	0.060	0.150	-0.220	0.350
	Equal variances not assumed			0.440	443.97	0.663	0.060	0.150	-0.220	0.350
After - offer support / development	Equal variances assumed	1.360	0.243	0.580	453	0.560	0.010	0.020	-0.020	0.040
	Equal variances not assumed			0.580	414.67	0.564	0.010	0.020	-0.020	0.040

Core training - One-way ANOVA testing – Age						
		Sum of Squares	df	Mean Square	F	Sig.
After - understanding perpetrator tactics	Between Groups	28.520	2	14.260	47.880	0.000***
	Within Groups	3860.180	12962	0.300		
	Total	3888.700	12964			
After - stages of coercive control	Between Groups	34.480	2	17.240	50.470	0.000***
	Within Groups	4432.920	12979	0.340		
	Total	4467.400	12981			
After - keeping victims in a relationship	Between Groups	25.850	2	12.920	40.260	0.000***
	Within Groups	4124.670	12848	0.320		
	Total	4150.520	12850			
After - typologies of abuse	Between Groups	60.850	2	30.420	72.090	0.000***
	Within Groups	5480.250	12985	0.420		
	Total	5541.100	12987			
After - types of questions	Between Groups	18.460	2	9.230	23.890	0.000***
	Within Groups	5029.190	13016	0.390		
	Total	5047.650	13018			
After - understanding of legislation	Between Groups	38.790	2	19.400	37.260	0.000***
	Within Groups	6744.340	12957	0.520		
	Total	6783.130	12959			
After - recording domestic abuse	Between Groups	40.390	2	20.200	41.670	0.000***
	Within Groups	6242.070	12879	0.480		
	Total	6282.460	12881			
After - evidence gathering	Between Groups	38.800	2	19.400	49.460	0.000***
	Within Groups	5096.700	12995	0.390		
	Total	5135.490	12997			
After - manipulation of police	Between Groups	20.560	2	10.280	29.800	0.000***
	Within Groups	4454.900	12916	0.340		
	Total	4475.460	12918			
After - impact on children	Between Groups	40.180	2	20.090	55.440	0.000***
	Within Groups	4689.370	12942	0.360		
	Total	4729.550	12944			
After - perform your role	Between Groups	31.430	2	15.720	15.040	0.000***
	Within Groups	13335.770	12760	1.050		
	Total	13367.200	12762			
After - responding to victims	Between Groups	7.180	2	3.590	4.190	0.015*
	Within Groups	10873.090	12682	0.860		
	Total	10880.270	12684			
After - recommend training	Between Groups	236.640	2	118.320	50.510	0.000***
	Within Groups	30113.720	12855	2.340		
	Total	30350.360	12857			

Champions - One-way ANOVA testing – Age						
		Sum of Squares	df	Mean Square	F	Sig.
After - understanding role of Champion	Between Groups	0.350	2	0.180	0.450	0.639
	Within Groups	181.450	462	0.390		
	Total	181.810	464			
After - personal effects on officers / staff	Between Groups	0.110	2	0.060	0.170	0.846
	Within Groups	151.440	455	0.330		
	Total	151.550	457			
After - techniques to support colleagues	Between Groups	0.420	2	0.210	0.440	0.646
	Within Groups	220.970	459	0.480		
	Total	221.390	461			
After - GROW model	Between Groups	1.210	2	0.610	1.200	0.301
	Within Groups	233.040	462	0.500		
	Total	234.260	464			
After - impact on male / LGBT+ victims	Between Groups	1.290	2	0.640	1.460	0.234
	Within Groups	204.450	462	0.440		
	Total	205.730	464			
After - economic / financial abuse	Between Groups	1.390	2	0.690	1.690	0.185
	Within Groups	190.300	464	0.410		
	Total	191.690	466			
After - risk assessment	Between Groups	0.270	2	0.130	0.390	0.675
	Within Groups	157.470	460	0.340		
	Total	157.740	462			
After - recommend training	Between Groups	9.230	2	4.620	1.870	0.155
	Within Groups	1143.460	463	2.470		
	Total	1152.700	465			
After - offer support / development	Between Groups	0.030	2	0.020	0.490	0.614
	Within Groups	16.340	457	0.040		
	Total	16.370	459			

Champions – Chi-Square test – Gender and Ability to offer support and development opportunities					
	Value	df	Asymp. Sig. (2-tailed)	Exact Sig. (2-tailed)	Exact Sig. (1-tailed)
Pearson Chi-Square	0.34	1	0.559		
Likelihood Ratio	0.34	1	0.56		
Fisher's Exact Test				0.606	0.372
Continuity Correction	0.1	1	0.748		
Linear-by-Linear Association	0.34	1	0.559		
N of Valid Cases	455				

Appendix 5 – Feedback from core training sessions

In the first exercise of the 'core' training session, before the learning begins, participants were asked what could help them do their best job dealing with domestic abuse. This feedback was passed to Police Scotland systematically, and there was a process to review and respond to emerging themes. Some of the suggestions and concerns captured are summarised below.

The area highlighted most frequently was time and resources. Often these comments called for more capacity both in terms of the numbers of officers and the time available to deal with incidents appropriately. The pressure to work through cases at an unreasonable pace was highlighted. The need for an increased level of specialist resource and availability was often discussed. Sometimes specific resources such as cars and body worn cameras were highlighted as lacking.

“The priority of DA does not match the resources.”

Related to the need for more time, streamlining the systems involved in the domestic abuse response was the next most common type of feedback. The duplication across recording systems resulting in increased time and less efficient responses was clearly considered an issue.

“More streamlined processes - less double keying, less of the same information on paperwork.”

Feedback often highlighted desired changes to procedures and processes. Use of the Vulnerable Persons Database was frequently mentioned, particularly its overuse or inaccurate use. There were also comments about the DAQ, when to use it and the need to reduce its length and review the questions. Comments about control room processes called for improved recording to gather more detail from calls.

“DAQ - completion not always appropriate, dependent of circs of the case being dealt with”

The way that domestic abuse is identified and coded was often mentioned. The idea that the domestic abuse tag is applied too frequently was common, as well as the view that 'no crimes' should not be logged. A general feeling that officers are not allowed to use their professional judgement or discretion in responding to incidents was often connected to grading.

“Coding of DA - C3 coding as domestic when it's not, having to put in iVPD for non-domestic, lack of discretion/decision-making for officers on scene - lack of trust in officers' decisions”

Comments concerning joint working usually involved calls for improved multi-agency working arrangements with external agencies such as social work teams. There was a sense that increased availability of external agencies, such as through out of hours support, would be helpful. The view that officers need greater awareness of service availability in their areas was also common. Improving communication between divisions and departments within the police was also raised.

When training was discussed, participants often called for more face-to-face delivery on domestic abuse, as well as targeted training for different groups of staff or skills such for the C3 division and interview tape training.

Comments about victims discussed the need for more support services, more consistency in interactions with victims, and better feedback mechanisms following incidents. There were a few comments that highlighted the need for more police empathy towards victims and more victim-centred procedures.

“Managers to recognise that the scrutiny they bring may be at odds with the victims' wishes.”

There were a smaller number of comments about the courts, mainly the need for better outcomes and tougher responses to breaches of bail.

There were usually a small proportion of comments about awareness-raising and prevention. This often related to community education about domestic abuse, particularly in schools, and prevention by addressing perpetrator behaviour.