



## Questions and Answers for Potential Panel Members

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### 1. What is involved?

Panel members make, as a minimum, a monthly commitment to the panel's coproduction work, which typically involves taking part in a monthly online meeting for 1-2 hours though there is flexibility about how panel members can contribute if they are not able to make meetings.

There will be opportunities to shape and influence the way that projects and services are designed and delivered.

There may also be opportunities to present at local events, conferences and meetings. We will work with you to understand how you want to use your voice to make the improvements you want to see for other survivors of domestic abuse.

### 2. What support will members receive?

Once the new panel members are settled into their role and the panel, we will offer group sessions run by qualified and trauma informed practitioners. This is to help members understand the impact being involved in sharing lived experience can have. If there is an issue with accessibility or unmet needs for any panel members, this will be reviewed on an individual basis and will be subject to constraints.

We want to make sure all panel members can engage in the panel. We will discuss on an individual basis if there are any adjustments we need to make such as translation where English is a second-language, BSL interpretation, easy read resources and access to technology to help you take part in conversations that are happening online.

### 3. Will I get paid for my time?

Hertfordshire County Council remunerates panel members at £20 per hour for coproduction work. Expenses are reimbursed for agreed travel or refreshments when engaging in this project.

### 4. What training and development opportunities will be available?

Herts CC and SafeLives are committed to equity, equality, diversity and inclusion. We want to offer training and development opportunities which will help you reach the goals you set out for when you either joined the panel or are applying to join the panel. These discussions will take place when you join the panel.

There is a likelihood that in the earlier stages of panel development we will discuss the provision of training on Cultural Competence<sup>1</sup>, Trans Inclusion and how as a panel we can work in a trauma-informed way (including managing boundaries and bolstering and maintaining resilience).

## **5. How will decisions be made about who joins as members of the panel?**

If you're interested in joining the panel and you tell us we will send you an application form and once that is received will invite you to a 'getting to know you/selection conversation' where you will meet a panel member or pioneer (survivor of domestic abuse who works with SafeLives) and the panel's facilitator for us to get to know you and for you to get to know us. There are some things we will want to cover, and you will have an opportunity to ask questions. We will share the planned format of the conversation with you beforehand, so you have time to think about what you want to share before we meet. We are aiming to select seven new panel members to join the existing three panel members.

To help us decide who we will offer panel places to, we will consider:

- Your preferences and areas of interest
- Your availability and capacity to engage in a panel
- If you are a member of one of the groups we want to hear from (target groups) to ensure we are hearing from a diverse range of voices, experiences and identities when selecting for the panel
- The risk and safety, both physical and psychological, for people choosing to share their voice as panel members

## **6. What happens if I'm invited to be part of the panel?**

We would arrange to have a getting to know you conversation with a member of the panel or a pioneer (survivor who works with SafeLives) to help us understand your individual needs and experiences and prepare you for the first panel meeting.

## **7. What happens if I'm not invited to join the panel?**

There will be a range of reasons why we may make these decisions. We will let you know so you understand our reasons. There may be other ways which you can connect with or contribute to the panel and/or other survivor networks in Hertfordshire. We can talk this through with you.

## **8. Whether I am invited to join the panel or not, how will my personal data be stored?**

We will act in accordance with Hertfordshire County Council's privacy policy. SafeLives is also committed to ensuring that your data is stored in a way which is consistent with General Data Protection Regulation (2018).

In a set of circumstances where you are not invited to join the panel or collective at this time, we will remove your information from our systems as soon as we can.

## **9. I have an ongoing court case/my experience of abuse is ongoing. Will this impact on me being able to become a panel member?**

When creating group spaces, it is important that Herts CC and SafeLives use a safety aware and trauma-informed<sup>2</sup> approach. It may be that ongoing court cases and living with ongoing domestic abuse will mean it isn't the right time for you to participate in the Herts DA Coproduction Panel. When we make this decision, we will be able to talk about future opportunities and ways for you to connect with the work of the panel.

## **10. How much of the panel member's role will be in person and remote?**

The monthly panel meetings are online which works for the current members. We will be flexible in how you can engage in this project and find ways that work for you and the panel.

## **11. Who else might be on the panel?**

Other panel members will be people who have been personally and directly impacted by Domestic Abuse who are keen to use the insight and what they have learnt through their experience of domestic abuse to improve the lives of other victim-survivors, with and for people across Hertfordshire. Other people such as colleagues from Herts CC, other coproduction panels and the chairs of the sub-groups of the DA and VAWG sub-groups may join panel meetings on the invitation of panel members. We plan to have 10-12 panel members.

Some people's voices don't get heard, so we are particularly interested in hearing from survivors of domestic abuse who:

- are from the LGBT+ community – including trans and non-binary people
- are from a Black, Asian or another minoritised and/or migratised communities (including people with insecure immigration status and people with No Recourse to Public Funds (NRPF))
- are vulnerably housed or homeless - especially street homeless women who are at very high risk of domestic abuse and other forms of VAWG
- are care experienced (care leaver)
- have a disability
- are a younger (aged 18-30) or older person (over 60)
- have experience of family courts
- have experience of services post-abuse which has been positive or harmful/ or beneficial or triggering

## **12. How will we ensure everyone including people whose gender identity is different to the one they were assigned at birth and non-binary-people are welcomed into the panel?**

We will actively work to include and respect the voices of all men, women and non-binary people in this project whether this is a panel member or as a member of the collective. We will facilitate different spaces with understanding, appreciation and respect for each person's unique identity so that all members able to take part in a way that works for them.

Demonstrating respect is expected of all panel members for example by taking an actively anti racist, anti-homophobic and anti-transphobic approach, using people's preferred pronouns, refraining from asking inappropriate or intrusive questions about people's gender journeys, understanding the impact of micro-aggressions and actively and respectfully challenging if they are used, avoiding stereotypes and assumptions about groups of people etc.

Our previous experiences of panels suggest that all panel members may not necessarily want to meet all together in person. We are anticipating that the facilitator of the space will connect with members on an individual, small-group or whole group basis so that members will be able to engage in a way that works for each person.