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Staff training on prevention of sexual violence

Evaluation

stop ! sv is a pilot project, and therefore, an evaluation is going to be conducted. The materials developed in previous phases and the training programme that it's being implemented in Coimbra (Portugal), Palma (Spain) and Prague (Czech Republic) will be evaluated by the The Public Health Institute (PHI) at Liverpool John Moores University (LJMU). To measure and evaluate the training programme implementation, trainees complete a pre-training and a post-training questionnaire. They also complete a follow up questionnaire after three months from the training. The results of the project evaluation will be presented at the project final seminar that will be held in Palma de Mallorca, on 30th of November.



The stop ! sv partnership



IREFREA Spain and Portugal

IREFREA is probably the oldest European drug prevention network. The areas covered by the Spanish and Portuguese teams include alcohol and drug prevention (research, evaluation, and programme implementation) and its members are very active in professional and scientific arenas such as the EMCDDA and NIDA. These teams have also organised many European conferences and have led or participated in over 30 research projects at European and national level. Both teams excel in research achievements having had a social impact on risk factors including youth and gender violence. The teams have extensive experience in training and empowerment of civil society organisations both at national and international level and IREFREA is represented in the Civil Society Forum on Drugs since its initial stages.



The Public Health Institute (PHI) at Liverpool John Moores University (LJMU)

The PHI is a vibrant research community working to inform public health policy and practice, at local, national and international level. It specialises in applied research, systematic literature review, evaluation of prevention programmes and the development of public health intelligence on alcohol and drug use, violence, sexual behaviour, and exploration of the effectiveness of interventions to prevent harm in drinking environments. The PHI is a WHO Collaborating Centre for Violence Prevention, including gender violence and youth violence, with a particular interest in violence occurring in nightlife environments and a broader research expertise, focusing on alcohol and drug use, risky sexual behaviours and safer nightlife environments. The PHI co-hosts the UK focal point to the EMCDDA.



The Department of Addictology at Charles University (CUNI)

The Department of Addictology (DA) is a scientific and clinical workplace of the First Faculty of Medicine, Charles University in Prague and General Faculty Hospital in Prague. The DA has wide experience with quantitative and qualitative research in the field of substance abuse. The DA is experienced in leading projects including implementation, evaluation and dissemination activities in prevention, treatment, harm reduction. The DA provides education in addictology (addiction science) on the bachelor, masters, and Ph.D. levels. The DA has a specialized section for law and criminology with extensive experience on surveys for criminal victimization and crime measurements.

project stop ! sv

For more information on the stop ! sv project, please contact the partnership or visit our websites



IREFREA - Spain
www.irefrea.org
www.irefrea.eu
Contact person
Montse Juan
mjuan@irefrea.org

IREFREA - Portugal
www.irefrea.org
www.irefrea.eu
Contact person
Fernando Mendes
irefrea.pt@gmail.com



Public Health Institute - LJMU
http://www.cph.org.uk/
Contact person Zara Quigg
Z.A.Quigg@ljmu.ac.uk



Department of Addictology
General University Hospital in Prague
http://www.adiktologie.cz/en/
Contact person Roman Gabrhelik
roman.gabrhelik@lf1.cuni.cz

The trainings

To support and develop the STOP-SV project, training programmes with trainers and nightlife workers have been carried out. This newsletter provides a summary of this current phase of the project.

AIMS OF STOP ! SV TRAINING PROGRAMME

The stop ! sv programme focuses on increasing the capacity of staff working in nightlife (e.g. bar servers, door staff) to recognise and prevent sexual violence within the workplace, and their ability and willingness to respond through positive bystander intervention. Therefore, the stop ! sv training programme has four core objectives:

- 1 To raise awareness of the nature of sexual violence in nightlife settings, its consequences and associated risk factors.
- 2 To promote the unacceptability of all forms of sexual violence.
- 3 To improve awareness of ways to identify, prevent and respond to sexual violence in nightlife settings.
- 4 To develop individuals skills to enable safe bystander engagement to prevent or respond to sexual violence.

THE STOP-SV APPROACH TO PREVENT SEXUAL VIOLENCE IN NIGHTLIFE

stop ! sv aims to provide a practical tool to help those working in nightlife to identify, respond to and prevent sexual violence amongst clients and staff. Research suggests that to prevent complex harms such as sexual violence in nightlife settings, a series of multi-component actions are required with continuity over time. stop ! sv has adopted this approach, and is grounded in theory, based on evidence of what works to prevent sexual violence, and incorporates the collation of knowledge on the problem at a local level to inform the development of prevention activity.

A participatory action research methodology is embedded in the stop ! sv approach. This seeks to involve a range of community stakeholders in developing, refining and embedding prevention activity, grounded in research and reflective learning. The training programme is also designed to



encourage collaborative learning. Such an approach will aid the implementation of prevention activities at a local level, while also building the evidence base on what works to prevent sexual violence in nightlife environments.

WHO IS THE STOP-SV PROGRAMME FOR?

The **stop ! sv** programme has been created to train staff and managers working in recreational nightlife through developing their capacity, ability and willingness to identify, prevent and respond to sexual violence in the night-time environment. The programme is also targeted at professionals working in related areas, including prevention experts and policymakers with responsibilities in areas such as prevention, education or labour rights. While different partners have different roles, wherever possible we would recommend

developing a community coalition (or mobilising an existing coalition) to support implementation of the training programme and advocate for, or implement, other strategies that help prevent sexual violence more broadly. Inclusion of professionals from other sectors (e.g. health, community groups, and employment and justice departments) in the training sessions as deliverers or contributors will also facilitate the contextualisation of the training at a local level, and promote collaborative approaches to prevention.

Content of training

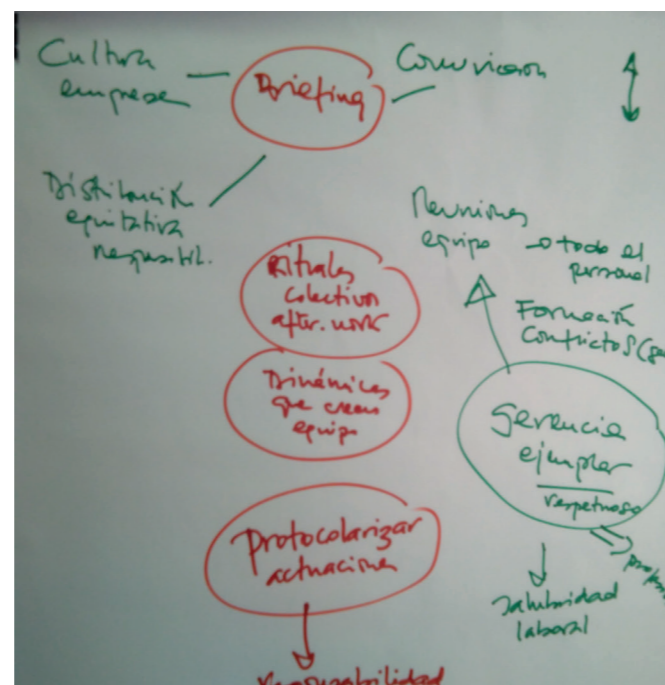
EMPOWERMENT OF TRAINEES

Empowerment is an approach to enable people to become more powerful and have more control over their lives, health and wellbeing. Empowerment approaches must operate at various levels, from focusing on the individual through to organisations and communities. In **stop ! sv**, empowerment embodies work to develop healthy and vibrant nightlife environments and prevent sexual violence through health education, advocacy and collaboration across communities and key stakeholders.

Through increasing awareness on the nature, extent and impacts of sexual violence, the factors that promote it and ways to prevent and respond to it, **stop ! sv** aims to mobilise trainees to prevent sexual violence in the nightlife environment (and elsewhere). Those working in nightlife can be considered as potential bystanders (i.e. witnesses; as well as victims) of sexual violence, and therefore are a key group to engage in prevention. Educating and training bystanders is a key prevention strategy for various forms of violence, including sexual violence. Such interventions aim to increase community receptivity and active involvement in prevention. Further, they aim to encourage, enable and empower people to intervene safely and stop or reduce sexual violence, and also to reduce situational barriers that could halt the bystander intervention process.

EDUCATIONAL TECHNIQUES FOR TRAINERS

The **stop ! sv** training method assumes that all participants have knowledge and experience to contribute and share. Therefore, while the training follows the sessions provided, the delivery and discussions held within the training sessions are



adapted to the needs of each situation and training group. Training is guided by what participants already know, what they need to know and how and where to access the required new information. We intend to promote the development of skills that are complementary to critical thinking. Ideally, a training programme should provide an environment that meets individual and collective needs, and allows for creativity and innovation.

It is recognised that some nightlife professionals may not be very receptive to training beyond what

they see as their function, especially if the training is aimed at reducing alcohol (and other substance) use. For example, nightlife premises can often rely on the sale of alcohol as their main form of profit and managers may be concerned that staff training in prevention may harm their business. In some situations, the high turnover of staff in nightlife premises may discourage employers and owners from committing to staff training on prevention. For these reasons training design is simple, useful and focused on professionals' needs and current practices, taking into account each nightlife environment.

Training implementation

The **stop ! sv** training programme is being implemented across three cities in Europe (Coimbra, Portugal; Palma, Spain and Prague, Czech Republic). Training implementation consists of two phases. Firstly, training of trainers.

Secondly, training of staff working in nightlife. Up to date, training of trainers has already been conducted in all the project pilot sites. A total of 29 trainers have been trained. The group of trainers include prevention practitioners, industry managers, and members of NGOs working in the night-time economy.

Training of nightlife workers started in springtime and it is almost completed in all the experimental sites. These staff trainings are a pilot test of the staff training programme. Several types of training workshops have been implemented for comparison: addressed to managers of different recreational nightlife venues; addressed to staff working in different recreational nightlife venues and with different job roles (e. g. bar servers, door staff, DJs); as well as concentrating different staff roles working in the same recreational nightlife venue. In addition, in Palma, a workshop addressed to municipal civil servants managing public festivals and celebrations has also been conducted. A total of 60 staff members are expected to be trained per site.

