



ANNUAL REPORT

2016

Edited by Paula Heinrich

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Contributors:

Iza Palińska • Stella Cutini, C.A.M. • Nina George, WWP EN • Paula Heinrich, WWP EN • Pascal Franck, Family Justice Centre Antwerp • Cassandra Jones, Centre for Gender and Violence Research, University of Bristol • Atila Uligaj, Woman to Woman

Work with Perpetrators European Network: Official European Umbrella Organisation

WWP EN is an open, democratic network of European organisations and individuals whose primary aim is to improve women's and children's safety from domestic violence (DV) by promoting accountable and coordinated work with perpetrators that fulfils internationally accepted quality standards. The members of WWP EN consider violence prevention and work with perpetrators to be deeply connected to gender equality.

The Work with Perpetrators European Network was founded in 2009 (then called the European Focal Point for the Work with Perpetrators of Domestic Violence). The impetus for establishing such a network emerged during the Daphne II project *Work with Perpetrators* conducted between 2006 and 2008 by Dissens e.V., in collaboration with several European partners. Until April 2014, the network was coordinated by Dissens e.V., however in May 2014, WWP EN became registered and since then has operated as an independent, international organisation.

WWP EN is a Berlin-based NGO working on an international, European level. The network is managed by an international board as well as by an executive director. It is a membership association bringing together organisations that work directly or indirectly with people who perpetrate violence in close relationships.

WWP EN is supported by the European Union and OAK Foundation.



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Activities in 2016

A central goal of WWP EN is to improve the quality of existing services for perpetrators of domestic violence and support the development of these services in countries where they are currently non-existent. WWP EN has had a very successful 2016, with significant achievements in knowledge transfer and capacity building, awareness raising and media presence. The network has continued to develop as a strong, democratic and dynamic organisation. WWP EN's activities in 2016 can be divided into three sections: 1) exchange and development 2) communication and dissemination and 3) building a strong, democratic and dynamic organisation.

1. Exchange and Development

A vital area of the network's activities is its exchange projects, including its annual workshop, regional meeting, and study visit. These events facilitate knowledge transfer and capacity building, and provide valuable networking opportunities and the chance to present and discuss important research findings and developments.

Research and Development

In 2016 the network continued to develop its own tools and research projects. The Impact Toolkit ran its test phase in the UK, and a working paper was published. To provide an overview of the most important issues connected to work with perpetrators in Europe, WWP EN collected national reports from across Europe. The network's numerous working group discussions and meetings were full of energy and inspired new ideas, some clarifications, and fruitful discussions. WWP EN also developed an expert database and updated its programme database. In addition to developing its own projects, the network was involved in collecting and presenting important information about work with perpetrators of domestic violence in Europe. For example, Ingunn Rangul Askeland presented a recent study about men in treatment at Alternative to Violence, to the WWP EN Annual Workshop. The study, from the Norwegian Centre for Violence and Traumatic Stress Studies (NKVTS), was one of the most significant to emerge this year.

National Reports

In 2016, WWP EN collected national reports from across Europe in order to develop an overview of the most pressing issues connected to work with perpetrators in Europe. The national reports provide a snapshot picture of the key concerns of those involved in the provision of interventions for perpetrators of domestic violence across the EU. The documents also report on the progress that has been made towards the implementation of Article 16 of the Istanbul Convention.

The reports reveal a huge variety in circumstances for work with perpetrators across these European countries. The only universal challenge, mentioned in all reports, is the lack of funding in the sector. Gender stereotypes remain an obstacle throughout Europe, and significantly influence gender-based violence against women. Another significant challenge experienced in many countries is the lack of communication between organisations working

with perpetrators and specialised women's support services, child care centres, justice institutions, police and other service providers.

The various countries represented in the reports also differ widely in relation to their progress on the Istanbul Convention, reflecting different work situations and different national legal frameworks. In many countries the national legal framework continues to impede the ratification of the convention. Of the 23 countries discussed in these reports, one has neither signed nor ratified the convention, ten have signed it but not yet ratified it, and 12 countries have seen the convention already entered into force.

One very positive development has been the growth of programmes working within community-based approaches. These approaches demonstrate increased recognition of the importance of working with perpetrators as part of a community-integrated response to violence against women, incorporating gender perspectives and a focus on victim safety.

Finally, there is a general agreement among the reports on the necessity of further awareness-raising work.

All reports are available on the WWP EN website.

Update of Programme Database

The existing database of European perpetrator programmes has been updated. The database now provides an up-to-date overview of European perpetrator programmes and includes important information such as their location, staff, funding, and programme delivery methods. The information in the database is connected to the evaluation toolkit.

This database is available on the WWP EN website.

Development of Expert Database

In 2016 WWP EN established a group of European specialists and experts in order to draw on their unique knowledge and skills more effectively. These experts include researchers, practitioners and policy makers involved in work with perpetrators, victims' rights, domestic violence and gender equality. The network has now created an electronic database with these details that can be used by member organisations as well as the network itself.

The database is available at the WWP EN website.

Working Groups

In 2016 the following four working groups contributed to WWP EN:

- 1) Partner Services and Women's/Victims' and Perpetrator Sectors' Partnerships
- 2) Working Group for Updating "Guidelines to Develop Standards for Programmes Working with Male Perpetrators of Domestic Violence"
- 3) Impact Toolkit Working Group
- 4) Balkan Initiative for Work with Perpetrators (BIWWP)

1) Work Report: WWP EN Partner Services and Women's/Victims' and Perpetrator Sectors' Partnerships

This working group includes one WWP EN staff member and six representatives from the following member organisations: Unizon, Sweden; Gruaja tek Gruaja (Woman to Woman), Albania; Women against Violence Europe/Austrian Women's Shelter Network; Safe Lives (through member organisation Respect), U.K.; Bulgarian Gender Research Foundation; and Associazione Senza Violenza, Italy.

Meetings

The group has met on a regular basis throughout the year via skype and in one face to face meeting, held in Berlin in December 2016.

Background

A core part of WWP EN's work is building and strengthening partnerships between victims' services and work with perpetrators in order to prevent violence against women and children.

A central principle of work with perpetrators is that "the safety of, support for and the human rights of victims are of primary concern" (Istanbul Convention Article 16). It is thus imperative that all programmes and measures of work with perpetrators reflect this fundamental concern for victim safety and human rights. This should be established, not only as an abstract principle, but in practice, with every single victim. The overall goal of the working group is thus to promote best practice and collaboration between perpetrator programmes and tailored and specialised victim support services. Such an approach reinforces these principles, and implements them in practical situations, with a particular focus on vulnerable groups. This, in turn, will ultimately make work with perpetrators more effective in preventing violence and protecting victims. The working group also aims to supplement the research of the IMPACT Daphne project on the existence of perpetrator programmes.

Workplan

In 2016, the WWP EN was focused on mapping the work and partnerships of member programmes. The group developed a detailed questionnaire for members in order to map the following areas of their work:

- context, definitions and services offered

- (ex)partner support
- how the programme ensures victim safety in practical ways
- links with women's sector

This was sent out to all WWP members, and promoted and followed up with by individual organisations. Members were able to fill out an online version or produce a word document. A separate questionnaire was developed for member organisations, to collect the information required. This questionnaire was completed by 26 members. The results were considered and discussed by the working group at their face to face meeting in Berlin, and various members of the group agreed to analyse and summarise the information.

The results were then compiled and presented in a detailed mapping report. This will be used to inform the 2017 workplan, which includes plans for developing a guidance report on how to concretely implement the above (in line with the Istanbul Convention) and for providing seminars to build partnerships between perpetrator programmes and victims' support services.

Nina George
Research and Development Manager
WWP EN

Work Report: WWP EN Women's Services Working Group Meeting 15th - 16th December 2016, Berlin

In December, a face to face meeting was held for the WWP EN's working group on partner services and collaborations between women's specialised services and the perpetrator sector. The group comprised of five people from four member organisations and a WWP EN staff member. The organisations/countries represented at the meeting were Sweden, Albania, Women against Violence Europe (WAVE)/Austria, and Bulgaria. The meeting was hosted by WWP EN in Berlin, Germany.

The meeting began at lunchtime on the 15th of December, with introductions and the finalisation of the programme, and concluded on the 16th of December (refer to Appendix A).

Day One

On day one the group examined the completed questionnaires and discussed issues related to the varied terminology used, and the connections, or lack of connections, made to gender-based violence. The group discussed the importance of linking terminology and definitions to women's human rights and to issues of power and control.

The group acknowledged the importance of defining the causes of violence (e.g. gender inequality) and referring to the Istanbul Convention during WWP discussions. We agreed on the importance of clearly defining our work and communicating it effectively to relevant authorities.

The issue of gender equality was also discussed, and it was recognised that people who work with domestic violence do not always have a clear understanding of gender equality. This problem presented two issues for discussion: 1) the education of perpetrator workers on discrimination against women (and related issues) and 2) the goal of a common feminist understanding in WWP.

Suggestions were made for sessions at the annual workshop, and different models and work processes were considered.

Day Two

On day two the group addressed issues related to (ex)partner support. The provision of (ex)partner support raises many questions for the network regarding possible approaches. Different models are utilised in different countries, and some issues remain dependent on context. The group decided that we should establish a way to process these discussions, and create space to examine our approach to this work.

Several questions remain regarding the level of interest in joint projects; whether or not to run DVPPs; how to reach out on a national level; and how to test different models of (ex)partner support (taking into account the particular contexts of each model).

The group also discussed risk factors and the models available for assessing these factors.

Next steps

The group decided that information from the WWP national reports and other sources must be included where possible. The 2017 workplan was discussed, tasks involved in the mapping report were allocated, and deadlines were set. Dates were set for the next skype meeting.

Nina George
Research and Development Manager
WWP EN

2) Work Report: WWP EN's Working Group for Updating

"Guidelines to Develop Standards for Programmes Working with Male Perpetrators of Domestic Violence"

This working group involves one WWP EN staff member and six representatives from the following member organisations: Gruaja tek Gruaja, Albania; Männerberatung Wien, Austria; Society for Psychological Assistance, Croatia; C.A.M. Centro di Ascolto Uomini Maltrattanti, Italy; Fundacja Dialog Bez Przemocy (Foundation Dialogue Without Violence), Poland; and Respect, U.K.

Meetings

The group has met on a regular basis throughout the year via Skype and in one face-to-face meeting held in Krakow, Poland in October 2016.

Background

It has been eight years since the "Guidelines to Develop Standards for Programmes Working with Male Perpetrators of Domestic Violence" were developed. In the intervening time, the Istanbul Convention has been established, necessitating a revision of these existing quality standards to support the convention, particularly article 16 and its recommendations regarding work with perpetrators.

In 2015, the network produced an initial discussion paper drawing on member input. Further work and consultation on the issues raised has led to a consolidation of views and the production of draft standards.

Workplan

In 2016, quality standards have been prepared and drafted, informed by the working group discussions and by input from members. The following tasks were completed:

- The group drafted, and agreed on, competencies for staff working with perpetrators.
- The working group agreed on four key areas for member feedback in 2016, in view of the critical issues of 2015.
- The group wrote and delivered four workshops on the above issues at the Annual Workshop held in Krakow in October 2016, in order to gain feedback from member organisations.
- These views were included in the draft guidelines for developing standards.

In 2017, quality standards will be finalised by the network, in line with the Istanbul Convention and its recommendations regarding work with perpetrators. Additional consultation on the issues raised will lead to further consolidation of views and the production of a final document.

Nina George
Research and Development Manager
WWP EN

3) Impact toolkit Working Group

The Impact Toolkit for evaluating European perpetrator programmes was produced by members of Work with Perpetrators – European Network (WWP EN) as part of the EU Daphne funded project, IMPACT, in 2014-15. The overarching purpose of the toolkit was threefold: one, to standardise and harmonise the methods used in evaluations; two, it allows programmes to systematically evaluate the impact of their work; and three, to create a European wide dataset. The Toolkit was piloted/ tested successfully in Italy, Denmark, and the UK.

In 2016, 13 perpetrator programmes (12 in the UK and 1 in Italy) adopted and began to implement the toolkit. Five programmes requested the analytical services of the University of Bristol (UoB), a partner organisation of the WWP EN, tasked with carrying out the Toolkit analysis. UoB analysed the information collected by the programmes and wrote reports for the programmes describing the findings. The programmes subsequently passed on the reports to their funding bodies.

Through the analytical work by UoB, and following discussions with programmes, it became clear there were challenges to integrating the toolkit as a standard evaluation tool into a practitioner setting. Challenges centred on lack of knowledge and understanding about good research/evaluation practices and the need to engage clients and (ex)partners to complete questionnaires throughout the programme (and at different points during the programme). WWP EN will in 2017 work with programmes to address these challenges. Additional tasks will be to continue to promote the toolkit among programmes' staff, support current users, and to maintain the toolkit.

A WWP EN Working Group directs the work around the Toolkit. The working group is composed of one WWP EN staff member and representatives from the following member organisations: Centre for Gender and Violence Research, University of Bristol, U.K.; C.A.M. Centro di Ascolto Uomini Maltrattanti, Italy; Department of Psychology, University of Jyväskylä, Finland; and Conexus, Spain.

4) Balkan Initiative for Work with Perpetrators (BIWWP)

Throughout the past year, the Balkan Initiative for Work with Perpetrators (BIWWP) has held several Skype meetings in order to discuss and develop the BIWWP profile and expand research on the legal framework of work with perpetrators in the Balkan region. During these meetings it became clear that a face-to-face meeting was necessary in order to continue the initiative and finalise the strategic document.

The first face-to-face meeting of the BIWWP working group was held from the 16th – 18th December, 2016 in Berlin, Germany. The participants of the meeting were: Nina George, WWP EN; Milan Manojlovic, OPNA, Serbia; Sandra Jovanovic, OPNA, Serbia; Neli Zhekova, Bulgaria; Tomislav Vurusic, Lux Vitae, Croatia; and Atila Uligaj, GtG, Albania.

The purpose of the meeting was to finalise the BIWWP profile. Important action points included sharing opinions about the newly formed working group, discussing its development, finding an agreement on the vision and mission of BIWWP, specifying the scope of activities, and establishing BIWWP's boundaries and its relationship with other organisations working in the field of domestic violence and gender-based violence. The input and valuable feedback of Maja Loncarevic, from IAMANEH, were taken into account during work on the strategic document.

The brainstorming sessions helped clarify not only BIWWP's main goals and initiatives but also its vision, mission and development. BIWWP's vision is to contribute to a violence-free Balkan environment by developing and promoting a coordinated response to end gender-based violence.

The mission of BIWWP is to act as a focal point for the promotion of regional cooperation in order to achieve the following main goals:

- Capacity-building and best practice exchange among organisations and professionals
- Awareness-raising initiatives in the Balkan region
- Advocacy and lobbying for promotion of best practices, improvement and implementation of laws, policies and treatment programmes

In addition, the BIWWP working group has identified its primary target groups: civil society organisations, service providers and professionals who work in the field of gender-based and domestic violence, human rights, and work with perpetrators. Through these primary target groups, the BIWWP working group aims to reach out to partners, stakeholders, and policy makers. Another task of the group has been to align its activities with the Istanbul Convention and its definitions, making sure to employ the terms gender-based violence and domestic violence (DV).

During the meeting, members discussed the BIWWP's relationships with other organisations working in the DV field. It was agreed that BIWWP should be an open group, with all Balkan organisations working in the field of gender-based violence invited to join. However, on an organisational and decision-making level, the working group will remain closed to new members for the moment.

Finally, members agreed that, in order to continue developing this initiative and its mission, BIWWP needs ongoing financial support from international donors and from WWP EN. Further, BIWWP will rely on the professional knowledge and contacts available through WWP EN to help develop and realise its activities, and to promote NGOs in the Balkan Region.

The next planned actions and initiatives of the BIWWP working group are the following:

- Prepare an information paper and invite enlisted organisations in the Balkan region to join the BIWWP
- Arrange a BIWWP section on the WWP EN website

- Develop the WWP Knowledge Bazaar Event
- Develop the campaign project plan
- Research legislative frameworks

Keynote Speech by Ingunn Rangul Askeland

We are delighted to present a report from Ingunn Rangul Askeland on the research findings from one of the most important studies to emerge this year. These findings were presented and discussed at the WWP EN Annual Workshop.

Men voluntarily in treatment for violent behavior against a female partner: Who are they? Violent behavior, childhood exposure to violence, mental health and treatment dropout

Written by Ingunn Rangul Askeland

Treatment for men using violence against a partner has for several years been considered an important approach in stopping and preventing violence in intimate relationships. In Norway, Alternative to Violence (ATV) was the very first treatment centre, opening in 1987. In the last decade there has been a growing focus on intimate partner violence (IPV). However, there is a general lack of research on men in treatment for IPV in Norway.

There are several theories on the etiology behind IPV and, hence, on how to treat IPV. In this thesis, I have focused on men in psychological treatment for violent behavior at an ATV clinic. Treatment at ATV is primarily targeted towards men and their individual therapeutic needs. Therefore, the main focus of the thesis is on the intrapersonal models that describe individual characteristics of men who engage in IPV.

The supreme goal of this thesis has been to expand knowledge of what characterises men voluntarily in treatment for IPV at an ATV clinic in terms of traumatic experiences, violent behavior, and mental health conditions, and what makes them susceptible to dropping out of treatment early. The results of these investigations are presented in three studies.

The first study examined different types of violence reported by the men upon entering treatment at ATV. An important goal was to explore whether these men had experienced violence in their families of origin and to explore associations between their own different types of violent behavior and the types of violence they had experienced. The second study aimed to estimate the prevalence of psychiatric disorders in men attending therapy at ATV, measured by a structured clinical diagnostic interview. The third study focused on early dropout rates. Furthermore, we sought to explore several potential predictors of early dropout and ascertain whether the level of the therapist's experience possibly affects the rate of dropout.

Study one showed that men attending treatment at an ATV clinic appear to use a wide range of violent behaviors. More specifically, most men reported having used different types of physical, psychological and property violence while a few men reported the use of sexual

violence. Eight out of ten men reported using more than three different types of violence. The majority reported having experienced some type of violence in their families of origin and those who had childhood experiences of violence reported more use of violence.

Results from study two showed that most of the men struggle with extensive psychiatric symptomatology. As many as seven out of ten men fulfilled the diagnostic criteria for at least one current psychiatric disorder. Approximately four out of ten fulfilled the criteria for an anxiety disorder. The same prevalence was found for depressive disorder and alcohol/substance abuse disorder. Comorbidity was high, with nearly half of the men assigned two or more diagnoses.

Study three indicated that some men are particularly vulnerable to dropping out of treatment at an early stage. Nearly one in four men dropped out of treatment before the fourth session. Men with a non-Norwegian ethnic background, young men, men without prior experiences of mental health care and men counselled by a student therapist were particularly vulnerable to dropping out of treatment.

Together these studies show that men in treatment at ATV present a broad spectrum of difficulties. First of all, the majority reported substantial use of psychologically controlling violence which, along with physical violence, may indicate severe relational problems. Furthermore, in addition to their violent behavior, the majority seem to struggle with substantial psychopathology. This suggests a need for further development of therapeutic interventions such as routinely screening for trauma history, addressing the possible long-term effects of childhood exposure to violence and psychiatric disorders, addressing dropout issues in treatment and implementing culturally sensitive or culturally focused counselling for ethnic minorities.

Our findings also have implications for providers of IPV treatment. Many men attending treatment at ATV seem to display characteristics which may call for substantial psychotherapeutic treatment. This may require treatment providers with extensive training according to the therapeutic needs of the individual man in treatment.

Exchange Projects

The network's meetings are important dates for members to meet, collaborate, and begin new discussions.

Annual Workshop 2016, Kraków, Poland

The event began on Wednesday, October 12th and ended on Friday, October 14th. These three days were filled with hard work and an excellent atmosphere of friendliness, cooperation, mutual support and respect. Time spent working together is always particularly fulfilling and rewarding. The agenda was demanding, with an extremely tight work schedule, nevertheless we managed to use our time efficiently and stuck to our working plan.



Atila Uligaj, Natalia Batenkova and Rosa Logar at the first panel discussion

The WWP EN Annual Workshop agenda included 12 workshops in total, carefully planned and delivered for small working groups of no more than 20 people. Every participant was able to submit their own workshop proposal, that was then reviewed and validated by the AW 2016 programme board. Participants could choose to take one workshop per day out of a range of four proposals. In addition, there were two thematic panel discussions and a keynote speech conducted for the general audience.

The first panel discussion focused on partnerships between specialised women's support services and the perpetrators sector, and partner support work. Disputants presenting the topic were Natalia Batenkova, Rosa Logar and Atila Uligaj. The second panel discussion addressed the Istanbul Convention and was presented by Marianne Hester, Alessandra Pauncz and Olga Persson. The keynote speech was delivered by Ingunn Askeland, and focused on working with perpetrator practices in Norway.



Keynote speech Ingunn Askeland



During the workshop, the General Assembly also took place. Some changes were introduced to the statutes of our organisation and new board members were elected.

Board Elections during the AGM

Workshops on the first day addressed WWP EN standards in work with perpetrators and were delivered by members of a special working group. The workshops were entitled 'Ethical and Legal Responsibilities'; 'Staff Competencies'; 'Partner Support and Safety Issues'; and 'Couple, Family Therapy and Mediation Issues'. Workshops on the second day included 'Basic Principles in Risk/Threat Assessment of Men Who Perpetrate Violence Against Their Female Partners' with Heinrich



The new WWP EN Board

Kraus; 'Working with Men from Migrant Communities; Working with Polish Men Living in Scotland' by Rory Macrae and Katarzyna Zalewska; 'Pornography and Prostitution' by Olga Persson and Natalia Batenkova; and 'Support to Care Providers' by David Morran. We finished the event with the following workshops delivered on Friday: Paula Heinrich's 'Planning a Joint European Campaign: Stop Male/Men's Violence'; Gerhard Hafner's 'Work with Perpetrators of Domestic Violence in Germany'; a workshop by Helena Paivinen, Heli Siltla, Pekka Puukkoa and Juha Holma entitled 'Recommendations for Perpetrator Programmes Based on Jyväskylä Model'; and 'Base Principles in Contact with Partners of Perpetrators and Protecting Children in Work with Perpetrators,' by Dorota Dyjakon.

Altogether the workshop involved 80 participants from 21 countries, representing both member and non-member organisations. Socialising, networking, and establishing working partnerships for common projects, were important elements of our three-day-long stay in Kraków. We managed to get to know each other well in a short space of time thanks to the efforts of our excellent facilitator Kinga Karp and others. A particular highlight was a group dinner on the second evening, in a restaurant on the main square of Kraków's old town.



We are happy to report that the feedback received in evaluation forms filled by participants was highly positive. We would like to thank all who contributed to the wonderful atmosphere during these three days together. See you at the WWP EN Annual Workshop 2017!

Report by Iza Palińska.

Regional Meeting of French Perpetrator Programmes

The Regional Meeting of French Perpetrator Programmes took place from the 30th of November to the 1st of December in Antwerp, Belgium. The meeting involved 14 participants representing 10 different organisations from Belgium, France and Luxemburg. The meeting was hosted by the Family Justice Centre, Antwerp, a WWP EN member.

The meeting began with welcomes and the presentation of the agenda, followed by detailed introductions from the representatives of all organisations attending the meeting (see the minutes of the meeting for further information). The following programmes were represented:

- RIICHT ERAUS, Luxembourg
- Lille, France
- Time Out Antwerp and Mechelen, Belgium
- SOS Violence Conjugale St Etienne, France
- Praxis, Belgium

- FNACAV and Althea, France

Activities included an exercise in building connections and networking, in which each programme noted, firstly, partnerships that exist in their region and, secondly, collaborations that exist on a European or international level. Participants were asked to assess these relationships, and this led to a very fruitful discussion on the importance of networking and the challenges it presents. This was followed by a discussion about the importance of acknowledging similarities and differences in points of view. The relationships between programmes for perpetrators and programmes for victims were also explored, and it was revealed that these relationships varied depending on regional and national contexts.

Participants attended a presentation outlining the Family Justice Centre model, and this was followed by a visit to the centre in Antwerp, that provided significant insights on the centre's model.

The second day of the meeting began with a presentation by WWP EN. This was followed by a discussion that was particularly focused on membership possibilities within the European network.

The programme was accompanied by SWOT analyses of strengths and weaknesses. Topics discussed included structure, culture, finances, team support, supervision, support from authorities, networking, professional secrecy, confidence, barring orders, relationships to justice, offering perspective, and restorative justice.

Finally, ideas for facilitating future networking between French speaking programmes were discussed. Participants expressed significant interest in attending further meetings of French speaking programmes. Potential topics of discussion were suggested, and idea of a possible French webinar was explored.

Report by Pascale Franck, Family Justice Centre Antwerp.

Study Visit

The most recent WWP EN study visit was organised by Centro di Ascolto Uomini Maltrattanti (CAM) and was held in Florence from the 7th to the 9th of November, 2016.

CAM has been working in the field of domestic abuse for seven years, and is the first centre of its kind in Italy. The organisation's principle areas of concern are social assistance, social and health related issues, skills and knowledge training, and the promotion of civil rights. CAM has a particular focus on contrast, intervention and prevention activities related to violence against women and children. The organisation promotes programmes of change for men who are violent in their interpersonal relationships, with a specific interest in fathering. These programmes are aimed at eliminating male violence against women and children, ensuring victim safety and promoting social change. The organisation is involved in a range of activities addressing violence against women including intervention strategies for perpetrators and

activities that reinforce parenting skills. CAM's activities also promote a greater awareness of equality and responsible gender identity, and a more just distribution of care labour and responsible parenting.

The study visit group consisted of eight participants from seven countries. All were members of WWP EN organisations, namely Woman to Woman (WTW), Gruaja tek Gruaja, Albany; University of Jyväskylä, Department of Psychology, Finland; BAG Täterarbeit, Germany; Anti-Violence Network of Georgia, Georgia; OPNA Nacionalna mreža za tretman počinilaca nasilja u porodici, Serbia; Conexus, Spain; and Respect, UK.

The study visit was organised and coordinated by CAM's Alessandra Pauncz, with the support of Stella Cutini from CAM, and Ralf Puchert and Dietlind Schroeder from WWP EN. The two organisations worked together to develop the agenda, in order to ensure a broad knowledge base and a range of different activities for the visit.

The study visit was structured over three days with the following agenda:

Monday, 7th November

- Arrival in the afternoon
- Presentation by the hosting organisation
- Brief outline of political and legal frameworks in Italy
- Presentation of the CAM group model regarding incoming men
- Presentation by a group of men who have perpetrated violence in their relationships explaining their experience with CAM, with a question and answer session on their experiences and issues related to domestic violence



Activities were organised by Alessandra Pauncz with support of Rossano Bisciglia, Stella Cutini, Mario De Maglie and Marta Canu, at CAM.

Tuesday, 8th November

- Visit to local services that use the 'Rose Code' protocol, an innovative model for E.R. intervention for victims of violence that has a particular focus on victims of domestic violence
 - The visit was organised by Valeria Dubini, a gynaecologist involved in the 'Rose Code', and was focused on screening for violence in the health care system

- Visit to Artemisia, the Anti-Violence Centre of Florence, including a presentation on the centre's approach to working with victims of violence, focusing on networking between local services
 - This activity was hosted by Tania Berti and Gaia Tomaselli, volunteers with Artemisia
- Visit to the Uffizi Museum, a national cultural institute that boasts exceptional collections of paintings and ancient sculptures, with the support of a guide who explained the art from a gender perspective

Alessandra Pauncz and Stella Cutini from CAM accompanied the group at all times, ensuring that activities ran smoothly.



Wednesday, 9th November,

- Detailed presentation of the 'working with groups' model, the psychoeducational model observed on Monday afternoon
 - This activity was hosted by Alessandra Pauncz, with the organisational support of Stella Cutini

Participant feedback

In addition to these formal activities, participants enjoyed shared meals and social time together, and this provided valuable opportunities to learn about each other's organisations and programmes.



Many photos were done during the presentations and activity sessions, creating a lasting learning resource for WWP EN members. These photos will be distributed to study visit participants.

2. Communication and Dissemination

In 2016, WWP EN continued its communication and dissemination strategy holding eight webinars, producing newsletters, maintaining up-to-date social media profiles, producing and disseminating new leaflets and, last but not least, presenting at a range of European conferences.

Webinars

WWP EN hosted Webinars in 2016, covering best-practice examples, current research findings and other important topics, all with a practical orientation.

The following webinars were provided:

- 3 May, 11:00 CET: Marius Råkil: Treatment Work with Adults Using Violence
- 5 July, 11:00 CET: Stanislav Khotskiy: Men of the 21st Century: Counselling Men That Tend to Perpetrate Violence in Close Relationships: Five steps to Alternatives
- 2 August, 11:00 CET and 20 December, 11:00 CET: Alessandra Pauncz: Working with the Media and Communication
- 6 September, 11:00 CET: Roland Hertel: The Intervention Centre Against Domestic Violence Südpfalz
- 4 October, 11:00 CET: Julia Worms (Respect Young People's Service): Perspectives on Adolescent to Parent Violence and Abuse
- 1 November, 11:00 CET: Helena Päivinen and Juha Holma: Positioning as a Tool in Working with Perpetrators
- 6 December 2016, 11:00 CET: Dave Morran: First Steps: Engaging with Men Who Abuse Their Partners.

Treatment Work with Adults Using Violence

In this webinar, Marius Råkil introduces the organisation Alternativ til Vold (Alternative to Violence or ATV) in Norway.

Today there is a vast body of research-based and practice-based knowledge on people who perpetrate violence (mostly men), and the consequences of violence for victims including children, adolescents and adults (mostly women). Nevertheless, it remains necessary to further develop our understanding of the various causes of men's violence in the context of the family and intimate relationships. We must strive to ensure that knowledge about the

causes of violence is reflected in the design of treatment interventions, so that they can be as effective as possible.

Marius Råkil is the executive director of ATV. During the webinar, Råkil presents the features and characteristics of ATV's model for treating men who use violence in intimate relationships. Founded in 1987, ATV is the oldest European treatment centre for men who use violence in intimate relationships. Today ATV offers treatment and support services to all kinds of family members affected by violence. ATV is also engaged in research projects on perpetrators, therapeutic processes, and treatment outcomes. Mr. Råkil is educated as a specialist in clinical psychology and has 25 years of experience in treating men who use violence against their partners. In addition, he works as a lecturer and speaker both nationally and internationally. He has published articles and book chapters in Sweden, Italy, England and the USA and has edited a Norwegian textbook on men's violence against women. He has worked as a researcher and been a member of governmental committees on men, equality and violence.

Men of the 21st Century: Counselling Men Who Tend to Perpetrate Violence in Close Relationships: Five Steps to Alternatives

In this webinar Stanislav Khotskiy introduces the Russian organisation Men of the 21st Century (M21). Khotskiy shares his experiences working with M21, and discusses the organisation's work, including the challenges they face. Furthermore, he introduces M21's working methods, taking a closer look at the counselling model structure, its basic principles, and its practical implementation. A case study is explored in order to further expand on these key points. The highly informative and inspiring webinar is available on the WWP EN website.



Stanislav Khotskiy is a psychologist and member of the M21 team. He was educated as a clinical psychologist at the East-European Institute of Psychoanalysis in Saint-Petersburg. Stanislav has a rich and diverse work experience, having begun his practice working with drug-addicted people while simultaneously undertaking training to become a business coach. As a business coach he worked in the field of effective communication and negotiation. Subsequently, Stanislav worked at the Centre for Social Support for Children and Families, where he assisted clients in coping with various problems related to parenting or addictive behaviour. Often clients had problems in both of these areas. In this role Stanislav confronted for the first time the prevalence of violence in families and close relationships. Around this time, he was acquainted with his future colleagues at M21 and a short time later, in 2012, he became a part of the team. Since then he has been working at M21 as a psychologist and project manager.

Working with the Media and Communication

Programmes working with perpetrators and victims are part of a movement for social change that understands the structural nature of violence against women as gender-based violence. This involves recognising that violence against women is one of the central social mechanisms by which women are forced into a subordinate position compared to men. Working on social change means not only providing services to perpetrators and victims but also being engaged in propelling society to combat violence against women.

In a fast-paced world dominated by the media, we need to reflect on how our practices address the promotion or exploitation of violence against women. There are serious risks that even well-intentioned journalists can turn information into re-victimisation. For example, interviews with perpetrators, and the ways in which work with perpetrators is discussed, can risk crossing ethical lines.

This webinar is an opportunity to reflect on these issues, and to learn about how to effectively communicate with the media. The webinar discusses the following questions:

- What is the context for discussions of DV in your country?
- Where is your programme currently and how are you going to build the next step?
- Does media coverage of DV exist, and if yes, what are the media discussing, when and how?
- Is your programme trying to promote a service or is it challenging gender inequality?
- How can you create strong content?
- How can you craft intelligent answers to silly questions and master the art of the interview?

Alessandra Pauncz has been working in the field of domestic violence for the past 20 years. She worked for 15 years as a women's victim advocate and trainer and in 2009 she founded the first Italian centre for men who are abusive with their partners. Over the years Pauncz has trained professionals from a range of areas including social services, health care, policing, shelter provision, advocacy and psychology. She has also worked with the judicial system to help judges better understand violent relationship dynamics. Pauncz has published many articles and books and is a well known public speaker. She is the president of the National Italian Association of Perpetrator Programmes - Relive and a founding board member of WWP EN.

Positioning as a Tool in Working with Perpetrators

In this webinar we introduce positioning as a practical tool in working with perpetrators of intimate partner violence. Our view is based on qualitative research conducted on a perpetrator programme in Jyväskylä, Finland. There is a long tradition of discourse analysis involving this programme. In addition to the analytical aspects of the term, positioning is beneficial for treatment practice, as we demonstrate in this webinar.

By positioning we mean taking a conversational location from which one speaks, or offering a stance to another person in the conversation (Davies & Harré, 1990). Utilising different voices is a commonly used technique in psychotherapy and this way of working is also advantageous in perpetrator treatment programmes. Positions that are taken up or offered in a conversation draw from a variety of cultural discourses involving ideas on, for example, relationships, gender and family. Due to the multitude of possible cultural understandings of these topics, positions during a conversation can change and shift. The flexible quality of positions may be used by both clients and facilitators in a treatment conversation.

During treatment, perpetrators often take up the position of victim, and thus refrain from taking responsibility for their behaviour. However, other positions may be taken up or be offered by other participants in the treatment setting. For example, speaking from the position of a parent, a father, or a child may lead to different viewpoints towards one's violent behavior. Furthermore, gendered positions may play a role in perpetrator treatment. This aspect must be acknowledged when, for example, there is a female facilitator in a male perpetrator treatment group.

In our webinar we illustrate how positions are constructed in perpetrator treatment and how positioning may be used as a tool by facilitators in their work with perpetrators.

Helena Päivinen, M.A., is a doctoral student at the Department of Psychology, University of Jyväskylä, Finland. Her dissertation concerns gendered positioning in therapeutic conversations. She is a clinical psychologist specialised in intimate partner violence issues and works as a group facilitator in the local perpetrator programme.

Juha Holma, PhD, is a professor at the Department of Psychology, University of Jyväskylä. He has over 20 years of experience as a group facilitator in treatment groups for men who have battered their partners. He is the responsible researcher on these groups and has published several studies in this field.

The Intervention Centre Against Domestic Violence Südpfalz

Roland Hertel introduces the Intervention Centre Against Domestic Violence Südpfalz (Das InterventionsZentrum gegen häusliche Gewalt Südpfalz), an organisation based in Germany. Hertel details the centre's work in intervening in cases of domestic violence, and its subsequent work with the parties concerned. During the webinar, practical exercises are conducted with perpetrators regarding their own experiences of victimisation.



Roland Hertel is a graduate social worker (FH) and state-recognised youth and home educator. He trained in client-centred interviewing, following Rogers, and worked with the Social Welfare Department of the Prosecutor in Landau from 1992. Hertel was involved in interventions in cases of domestic violence from 1996 and conducted individual and group work with perpetrators from 2001 to 2011. From 2011 to 2013, he worked with ex-partner

stalkers in a pilot project funded by the Federal Ministry of Justice. Hertel was involved in the development of standards for working with offenders from 2005 to 2014. In 2007 he became a board member of the Federal Association for Work with Offenders of Domestic Violence (Bundesarbeitsgemeinschaft Täterarbeit häusliche Gewalt (BAG TäHG) e.V.) In 2013 he took on the role of chairman at BAG TäHG.

Perspectives on Adolescent to Parent Violence and Abuse

This webinar is primarily focused on interventions with young people who use violence and abuse in their close relationships, including dating, parental, and sibling relationships among others. The webinar addresses how to increase safety and address behaviour and gives an overview of current contexts, services, and developments.

Julia Worms is currently the project manager for Fresh Start in Milton Keynes, a community service providing domestic abuse perpetrator intervention and associated partner support. Recently, she has also worked with Respect, implementing their Young People's Programme that addresses adolescent to parent violence and abuse as part of the Lottery's Realising Ambition work. Julia also coordinated the Young People's Service at Respect, providing consultancy, training, practitioner's networks, advice and project development centred on interventions for young people who commit violence and abuse in their close relationships. In addition, she provides front-line one to one work with adult perpetrators of domestic abuse in Buckinghamshire, and is an Accreditation Assessor and Accredited Trainer for Respect's Domestic Violence Perpetrator Programme.

Julia has twenty years of experience in the field of domestic abuse, working with a variety of voluntary and statutory sector agencies. Originally she worked in service development in the Thames Valley informing best practice, developing risk and case management and promoting early intervention and prevention work. She has experience across a range of multi-agency responses and strategy developments and has specialised in innovative awareness raising and prevention and support work with young people, developing a whole school approach to the prevention of domestic abuse. More recently her work has included evaluation and consultancy, and the development, co-ordination and case management of a self-referral community adult perpetrator programme and associated partner support service. Julia has contributed to the abuse prevention and dating violence agenda in secondary schools, taken roles in specialist training and risk management, co-ordinated the Stop It Now! prevention of child sexual abuse campaign in the Thames Valley, and worked as a Leading Lights coach for SafeLives. She specialises in risk and case management, sexual violence and abuse, preventative work, the impact of domestic violence on children and young people, and interventions with adolescents.

First Steps: Engaging with Men Who Abuse Their Partners

This webinar explores some of the challenges we face in the beginning stages of working with men. It examines issues such as men's denial, lack of motivation to engage, and fear (often presenting as anger). Drawing on some brief examples from practical experience, the webinar aims to help us find the 'hooks', or entry points, for engaging and connecting with men so that they see the value (for themselves as well as others) in accepting responsibility for their actions. Using a case study, we consider what early processes of change might mean, and then apply this to examples from our own practice.



The webinar is aimed at workers who are themselves comparatively new to the field of working with men who are abusive.

David Morran was directly involved in setting up the CHANGE Programme, the first court-mandated group-work programme for male domestic violence perpetrators in the UK. He developed and delivered the men's programme for a period of several years and co-wrote the manual (*Men Who Are Violent to Women*, Russell House, 1997) that was widely adopted by many practitioners throughout the UK and Ireland.

David presently teaches Social Work at the University of Stirling, Scotland. He has published widely on aspects of practice with abusive men. His paper 'Re-education or Recovery? Re-thinking Aspects of Domestic Violence Perpetrator Programmes' won the 2012 Probation Journal Annual Prize, and his contribution to practice in this field was acknowledged in the guidelines for the 'Better Relationships Programme' developed by the National Offender Management Service in England. He edited *From Fear to Freedom* (BASW Venture Press, 2009), a workbook written by several UK practitioners with expertise in domestic violence perpetrator work. He continues to provide training and consultancy on desistance-focused practices with abusive and violent men. His PhD thesis explores issues and processes of desistance among formerly abusive/violent men.

WWP EN Participation in Conferences, Workshops and Meetings

In 2016, WWP EN's members participated in several international conferences, workshops, meetings and guest lectures, including:



Nina George, WWP EN, at the Respect Conference in London

- Congress Hombres y Violencias Machistas, Sevilla, 20 – 21 October, 2016: WWP EN presentation by Heinrich Geldschläger
- Seminário | Intervenção Comunitária - Novas Formas de Inclusão, Espinho, Portugal, 6 May, 2016: WWP EN presentation by Heinrich Geldschläger
- Research Network Conference 2016 (SVDV), Leicester, 11 November, 2016: WWP EN presentation by Nina George
- Respect Conference, London, 1 November, 2016: WWP EN presentation by Nina George
- WAVE National Conference, Birmingham, 6 - 7 July, 2016: WWP EN presentation by Nina George
- WAVE Conference, Berlin, 18 - 20 October, 2016: WWP EN presentation by Nina George
- Veranstaltungsreihe Gewalt gegen Frauen, Marzahn, Berlin, 23 November, 2016: WWP EN presentation by Ralf Puchert
- International Workshop on Combatting Domestic Violence, Ministry of Family and Social Policies, Ankara, 28 - 29 November, 2016: WWP EN presentation by Ralf Puchert

Collaborations and Cooperations

There have been numerous instances of collaboration and cooperation between European Networks in 2016.

Campaign Core Group

In 2016, WWP EN was involved in establishing a core group of European networks in order to develop a joint campaign. The first face-to-face meeting was held in Amsterdam. Since then, the group has met regularly via Skype to discuss the first campaign draft and to further develop the group and its campaign ideas. It became apparent very quickly that the process of bringing together different European networks and reworking the field of gender-based violence is a long-term project. These efforts will not only result in a common campaign but, more importantly, the process will bring about collaboration and mutual conversation between different organisations. In that sense, the first year of campaign planning was very fruitful, drawing on many diverse and valuable points of view.

Collaboration with WAVE

We are delighted to report on the close cooperation between WWP EN and WAVE in 2016. The two organisations have collaborated on a number of activities and conferences together. Although the joint annual workshop between WAVE and WWP EN had to be postponed from 2017 to 2018, we are thrilled with our positive, powerful and productive collaboration. The following aspects of this year's collaboration are particularly noteworthy: WWP EN's involvement in the WAVE StepUp campaign, mutual participation and presentations at both annual workshops, and WAVE's active participation in our Women's Services Working Group.

About WAVE

The WAVE network aims to promote and strengthen the human rights of women and children, and in particular prevent violence against women and children. WAVE aims to establish gender equality by eliminating all forms of violence against women and is the only European network focusing solely on this task. The network comprises a range of women's organisations combatting violence against women and children in Europe, including over 120 members who work on a national level in 46 European countries. The network aims to empower women's organisations that fight for women's rights, in particular organisations that directly provide services to women survivors of violence.

Joining the WAVE StepUp! Campaign

At the end of 2016, the WWP EN board took the decision to join the WAVE StepUp Campaign. As a first step in this direction, WWP EN joined WAVE in their actions during the official 16 Days of Activism Against Gender Violence campaign, undertaken to support survivors and prevent [#ViolenceAgainstWomen](#). The campaign mobilised around hashtags such as [#StepUpfor16Days](#) [#StepUpWAVE](#) (see www.wave-stepup.org for more information.) During the 16 days of the campaign WAVE communicated directly with the Council of Europe. WAVE and WWP EN re-shared their social media posts on a daily basis in order to promote ratification of the Istanbul Convention and the effective implementation of its measures.

WWP EN efforts were targeted at challenging norms of masculinity and changing attitudes and beliefs that normalise or promote violent behaviour. Further, WWP EN was focused on promoting, creating or supporting partnerships between perpetrator programmes and specialised women's support services to ensure that the safety of victims is placed at the centre of all perpetrator work.

Furthermore, we invited our members to join our activities and to reshare social media posts during the campaign. Through resharing our posts, members were able to discuss their current projects, refer to good practice examples in their work, and contribute interesting statistics or figures in support of the posts. Members were also requested to tag their government officials in their own posts on how the government can commit to supporting survivors and prevent [#ViolenceAgainstWomen](#).

WAVE Annual Meeting

At the WAVE Annual Meeting and the WWP EN Annual Workshop, the overlap in membership between the two organisations was made clear. Many organisations are members of both networks and participated in both meetings. This demonstrates the strong relationship between both organisations. WWP EN presented its activities at the WAVE Annual Meeting in a workshop.

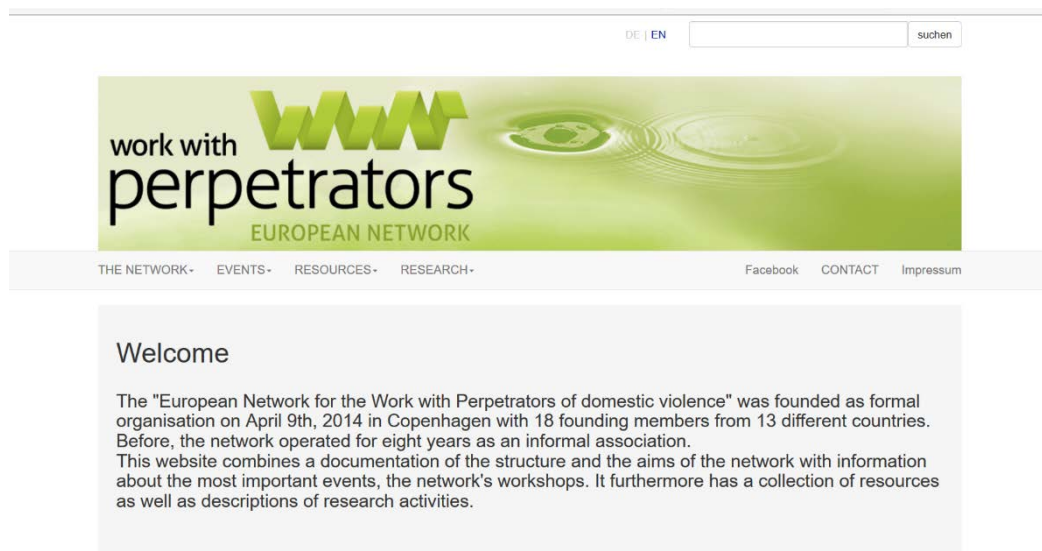
Newsletter

Since 2013, WWP EN has disseminated an electronic newsletter on a regular basis. In 2016, a newsletter was released in every quarter (March, June, September and December) to all the network's members, associated organisations, and experts, as well as to other bodies and individuals interested in our activity. The newsletter reached 176 recipients altogether. To receive the newsletter people need only fill out the application details on the WWP EN website, at the following link. Past issues are also archived here. See: http://www.work-with-perpetrators.eu/index.php?id=57&no_cache=1.

Website

The WWP EN website is the network's central medium for gathering and sharing information and resources. It serves as a collection point for all information and material gathered and produced through the network's activities. In conjunction with our mailing lists, the website functions as an important dissemination tool.

At the end of 2016, we launched our new website, at www.work-with-perpetrators.eu. The website is now SEO optimised, and has been improved in several ways to make it clearer and more user-friendly. These enhancements include an improved layout, new technical features and a major revision of content.



Layout

The new outfit of the website better reflects contemporary aesthetics and current user habits.

Technical Features

In 2016, a large-scale typo3 update to version 7.6 was implemented. The website is now state of the art, and easier to use. New features to enhance usage were also developed and updated in line with new technology.

Social Media

Facebook

WWP EN's Facebook profile can be found at the following link:
<https://www.facebook.com/WwpEuropeanNetwork?ref=hl>.

This profile is public and its main aim is to strengthen the network's visibility and promote its work, both among the general public and among new organisations, researchers and practitioners who work with, or plan to work with, perpetrators. Furthermore, the Facebook profile enables WWP EN to share important information regarding work with perpetrators and domestic violence issues, such as funding possibilities, scientific and popular articles, conference calls and job offers. Through facebook, WWP EN also promotes projects and initiatives focused on achieving a society free from gender violence. Currently, the network's page has 430 "likes" and 417 subscriptions. In 2016, WWP EN improved its social media presence through numerous postings and its involvement in the #StepUPWAVE campaign during the official 16 Days of Activism Against Gender Violence.

LinkedIn

The network also has a LinkedIn presence through a closed group named WWP – European Network. This group can be found at the following link:
https://www.linkedin.com/groups?gid=5091169&trk=nmp_rec_act_group_photo.

Currently, the WWP EN LinkedIn group has 51 members, and the vast majority are professionals working with perpetrators. The group is a platform for exchanging knowledge, experiences and good practice among experts, as well as a place where relevant discussions on work with perpetrators can take place, and where information about important conferences and workshops can be shared.

3. Building a Strong, Democratic and Dynamic Organisation

Throughout all its activities in 2016, WWP EN remained focused on maintaining a strong, democratic and dynamic organisation. The network updated and extended its handbook (begun in 2015), in which core processes are documented. Furthermore, there was a high increase in membership, expanding from the original 18 members who founded the organisation in April 2014, to the current number of 43 members, hailing from 23 different European countries. Several other organisations have also applied for membership with the network. The growth of the network was also taken into account in the development and delivery of the annual workshop, regional meeting and study visit. To welcome and inform our new members, we developed a *Welcome Brochure*, containing important information about the network, a list of contact people, and an introduction to the network's resources and activities.

At the annual general meeting, both new and experienced members were elected to the board. The strategic plan for 2015-2017 has been maintained and improved in 2016 and will be agreed upon at the next annual general assembly in 2017. WWP EN evaluates its activities, documents and presentations on a yearly basis, to ensure its work is constantly improving.

Berlin Office Team

The office team in Berlin continues to work productively together. After the team's growth from two to four members in 2015, there has been a consolidation phase in 2016. We are delighted to be working together with the following key people: Dr. Ralf Puchert – Executive Director, Paula Heinrich – Communication and Membership Manager, Dietlind Schröder – Administration and Finances Officer and Nina George – Research and Development Manager.

Board Meetings

The network is managed by an international board, as well as by an executive director, who meet on a regular basis during face-to-face board meetings and Skype video conferences. In 2016 there were three face-to-face board meetings and regular Skype discussions between the CEO and board officers.

General Assembly

The General Assembly was held during the WWP EN Annual Workshop in Krakow. The assembly included a discussion of changes to statutes, presentations of the activity report and budget, and the board elections. The newly elected board has the following (new and re-elected) members.

NEIL BLACKLOCK (Chair) Neil feels it is a privilege to have the opportunity to contribute to WWP EN. He brings to the organisation his 25 years' experience of delivering and designing interventions with those who use intimate partner violence. He is committed to addressing institutional barriers to effective responses to gender-based violence, whether they are found in the community, the criminal justice system or child protection agencies. He wants WWP EN

to be an organisation that works to address violence against women and a place where people can explore multiple ways to achieve this.

ROSA LOGAR (Vice Chair) Rosa is the executive director of the Domestic Violence Intervention Programme in Vienna. Together with the Men's Centre, the organisation has implemented an anti-violence programme for perpetrators since 1999. Rosa is also president of the European network WAVE (Women Against Violence Europe) and since June 2015 she has been a member of the Council of Europe expert committee GREVIO, monitoring the implementation of the convention on preventing and combatting violence against women and domestic violence (Istanbul Convention).

ALESSANDRA PAUNCZ (Secretary) Alessandra strongly believes in, and is committed to, a European network for work with perpetrators as a fundamental opportunity for all members to evolve. She greatly benefited from the network during the process of establishing the first perpetrator programmes in Italy in 2009. Alessandra believes her commitment and experience can foster the process of setting up a European association in several key ways. Firstly, she is a member of the southern states of Europe in which macho culture and Catholic tradition both maintain a strong societal influence. Secondly she represents a very successful start-up practice. Thirdly she is the president of the emerging Italian National Network (Relive) and she is thus confident that her contribution to WWP EN will address the needs of new national networks.

HEINRICH GELDSCHLÄGER (Treasurer) Heinrich is a German psychologist, psychotherapist and father to two boys (aged 10 and 4). He has been living and working in Barcelona for the last 20 years, and currently works as a research manager at Conexus association. Since the year 2000, he has been active in the field of interventions for men who use violence, working directly with men, coordinating services, delivering presentations and trainings, and undertaking research. He has been involved in the Daphne projects WWP and IMPACT and has been a member of WWP EN since 2009. In his position as member and treasurer of the board, Heinrich works for the sustainable growth of the network, creating a transparent, democratic and participatory organisation offering useful services to meet the different needs of member organisations.

ATILA ULIGAJ Atila began working as a field coordinator in the organisation Woman to Woman in 2002. In that period of time the status of women in Albania was being steadily undermined by patriarchal attitudes, gender inequality and unequal development rates. During her work experience she had the opportunity to work closely with community groups in rural villages, and she was confronted by the difficult and severe living realities of women and girls in the northern rural areas of Albania. This work helped Atila to enhance her knowledge of women's human rights and gender equality, and she developed activities to enhance the social status of women and girls in these areas, and reinforce their human rights. From 2005 onwards, she has continued to work in this organisation in administrative and management areas.

During 2014–2015, Atila was engaged in the establishment of the first service for perpetrator counselling in Shkodra Municipality, a pioneering and challenging intervention in the north of Albania. Membership in WWP EN contributed enormously to the development and

enhancement of knowledge and practice during this process. Recently, she has led work towards establishing referral mechanisms against domestic violence in four municipalities in the northern region.

DEAN AJDUKOVIC Ph.D. Dean is a professor of psychology at the Department of Psychology, University of Zagreb, Croatia. His research interests include recovery from trauma, post-conflict community social reconstruction, development and evaluation of psychosocial interventions, prevention of violence in adolescent relationships, and treatment of perpetrators of gender-based violence. Over the past 18 years he has led the development of Croatia's first perpetrator programme, provided individual and group treatment to perpetrators and victims, helped design the training programme for providers who work with perpetrators, and delivered training in Croatia, Bosnia Herzegovina and Macedonia. Dean has provided consultation to national law makers regarding the inclusion of work with perpetrators into Croatian law and contributed to several national strategies for combatting gender-based violence, with an emphasis on work with perpetrators. In addition, he has authored national standards for work with perpetrators. He was a member of the interim board of WWP EN in its founding stages, and helped develop the organisation's statutes and other documents.

Dean has directed over 30 research and intervention projects and served as co-principal investigator in several EU funded projects. He has published over 150 papers in peer reviewed journals and books, and continues to serve as a reviewer for a number of professional journals. He has served as a consultant and trainer in Bosnia Herzegovina, Serbia, Kosovo, Albania, Russia, Georgia, Azerbaijan, and Ingushetia. He has also organised several major European professional conferences and served on their programme committees. He served as president of the Society for Psychological Assistance from 1993 to 2013, was a member of the Council of the International Society for Health and Human Rights from 1998 to 2011, and was president of the European Society for Traumatic Stress Studies from 2003-2005, participating as a board member from 1997 to 2007 and from 2015 to 2018. Currently he is president of the Croatian Society for Traumatic Stress. In 2011 he received the European Walter de Loos award for Excellence in European Trauma Work.

JOHN DOYLE For 11 years John has been the coordinator of Men Ending Domestic Abuse (MEND) and has been responsible for managing its five domestic violence intervention programmes. His background is in body-oriented psychotherapy. He was the first representative from the intervention programmes to serve on the National Steering Committee on Violence against Women in Ireland and is currently on the monitoring committee for the Second National Strategy on Domestic, Sexual and Gender-based Violence in Ireland. In 2013, MEND were chosen to represent Ireland in the European Crime Protection Awards (EUPA).

John sought nomination to the WWP EN board in order to support the development of work with perpetrators that is grounded in up-to-date research on behavioural change for men who use violence/abuse in intimate relationships. John recognises the important role that gender plays in the issue of domestic violence and violence against women in general. He also believes that, in order to be effective, treatment programmes need to address the impact of early

childhood trauma (including exposure to domestic violence), insecure attachment, and loss, on subsequent violent behaviour within intimate partner relationships. Significant research is currently emerging in this area.

MARIANNE HESTER Marianne is professor of gender, violence and international policy at the University of Bristol. She has been a member of the WWP EN board since April 2014 and her research expertise has added positively to the board's development and work. She has many years of experience managing teams and researching violence against women and children, and has undertaken key research on perpetrators (e.g. gender and perpetrators, 2009, 2012, 2013; perpetrator needs and help-seeking, 2007; three planet model, 1996, 2006, 2011; IMPACT, 2014; PROVIDE, 2015). She is currently involved in research on men, domestic violence and the health service; victim perspectives on justice; and high risk domestic violence perpetrator programmes. She has worked closely with government departments and NGOs in the UK, Australia and Europe, and is patron of South Tyneside Women's Aid and Devon Rape Crisis.

MARIUS RAAKIL Marius is the executive director of Alternative to Violence (ATV) in Norway. Founded in 1987, ATV is the oldest European treatment centre for men who use violence in intimate relationships. Today, ATV offers treatment and support services for all kinds of family members affected by violence. ATV is also engaged in research projects on perpetrators, therapeutic processes and treatment outcomes. Mr. Råkil is educated as a specialist in clinical psychology and has 25 years of experience in treating men who use violence against their partners. In addition, he works as lecturer and speaker both nationally and internationally. He has published articles and book chapters in Sweden, Italy, England and the USA, and has edited a Norwegian textbook on men's violence against women. He has worked as a researcher and been a member of governmental committees on men, equality and violence.

OLGA PERSSON Olga is the secretary general at Unizon, a Swedish association that includes 130 women's shelters, young women's empowerment centres and other support services that work together for a gender equal society free from violence.

Olga is a political scientist with significant expertise in men's violence against women, violence prevention, and the rape and sexual abuse of children. She has experience working at both civil society and official state levels. As secretary general of Unizon, Olga is involved in advocacy on national and international levels, provides training for judicial and legal systems, and helps build the capacities of Unizon's 130 member organisations around Sweden. Unizon has a holistic understanding of violence, and strongly advocates for a feminist approach to working with perpetrators. Accountability to the women's movement and the shelter movement are key principles in their work. Olga specialises in issues concerning violence prevention and masculinities, rape, sexual abuse and prostitution as a form of men's violence against women. For several years Olga worked directly with victims of rape at a front line victim service.

Welcome Brochure

To establish a welcoming culture at WWP EN, a starter pack has been created for new members, in order to introduce them to the network. The *Welcome Brochure* contains, amongst other features, a short introduction to WWP EN (history, mission statement, statutes); a presentation of the Berlin office and the board; an explanation of working groups and advice on how to get involved; an introduction to the network's resources (documents, presentations, webinars, questionnaires, evaluations on the website); details on the network's social media channels; and the possibility to promote their own organisation through WWP EN, and search for other organisations on the database.

Evaluation Report

The network has created a special WWP EN evaluation working group, and in 2016 the group designed an evaluation process. Evaluations were organised to accompany network activities thus evaluators collected and summarised feedback from activities and events throughout the year using the network's resources. The following areas were subject to evaluation: network events, the network's on-line resources, and the EC Participation Evaluation Questionnaire. The whole Evaluation Report is available for all members at the network's internal area.

WWP EN Strategic Plan

The strategic plan for the network was written by Neil Blacklock. It has two themes:

- 1) Strengthening WWP EN and developing the network
- 2) Building the capacity of WWP EN members by training practitioners, supporting service development, and improving policies and public discourse related to work with perpetrators

The strategy's measures of success are reviewed at the end of each year and deliverables are updated as these goals are achieved. Deliverables are added to, or reviewed, if the network has not yet achieved them. The strategic plan informs the work plans of WWP EN staff and the board for the year ending 31st December, 2017. The strategic plan is available for WWP EN members in the internal area of the WWP EN website.

This publication has been produced with the financial support of the "Rights, Equality and Citizenship Programme 2014-2020" of the European Union. The contents of this publication are the sole responsibility of the European Network for the Work with Perpetrators of Domestic Violence (WWP EN) and can in no way be taken to reflect the views of the European Commission.



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The logo for the Oak Foundation, featuring a stylized oak leaf icon above the text "OAK FOUNDATION".

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