



# **ANNUAL REPORT**

## **2015**

**Edited by Paula Heinrich**

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### Contributors:

Alessandra Pauncz, C.A.M. • Atila Uligaj, Woman to Woman • Dean Ajduković, SPA • Neil Blacklock, Respect • Neli Zhekova, psychologist • Nina George, WWP-EN • Paula Heinrich, WWP-EN • Sara Kirkpatrick, The Hampton Trust • Tomislav Vurusic, Lux Vitae

### **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 fulfilling internationally accepted quality standards. It has to be underlined that for the members of the Network prevention of violence and work with perpetrators is deeply connected to gender equality.

Work with Perpetrators – European Network was founded in 2009 as *European Focal Point for the Work with Perpetrators of Domestic Violence*. The need for creating the Network was one of the conclusions of the (Daphne II) project *Work with Perpetrators* conducted between 2006 and 2008 by Dissens e.V. working together with several European partners. Until April 2014 the Network had been coordinated by Dissens e.V. In May 2014 WWP-EN was registered and has become an independent, international organisation.

WWP-EN is a NGO on the international, European level placed in Berlin, Germany. The Network is managed by the international board as well as by the executive director. It is a membership association of organisations directly or indirectly working with people who perpetrate violence in close relationships.

Last but not least, WWP – European Network is supported by the European Union and OAK Foundation:



Funded by  
the European Union


 The logo for the OAK Foundation. It features a stylized globe icon to the left of the text 'OAK' in a large, serif font, with 'FOUNDATION' in a smaller, serif font below it.

### **Activities in 2015**

One of the WWP-EN main goals is to improve the quality of existing services for perpetrators of domestic violence and supports the development of services in countries where these do not exist. With its achievements in transferring knowledge and capacity building, in awareness raising and media presence and in the building of a strong, democratic and dynamic organisation the European Network had a very successful 2015. The activities in 2015 can be divided into three sections: 1) Exchange and Development 2) Communication and Dissemination and 3) Building of a strong, democratic and dynamic organisation.

## 1. Exchange and Development

A very important area of the network's activities is based in its exchange projects, such as the Annual Workshop, the Regional Meeting and the Study Visit, where, as well as knowledge transfer and capacity building, much networking is happening. Furthermore important research findings and developments are presented and discussed.

### Research and Development

The network is continuing to develop its own tools and research projects: the Impact toolkit has reached its first test phase in the UK and a working paper has been published. Furthermore three more expert essays have been published and the WWP-EN working groups started with a lot of energy. Besides its own projects, the network is collecting and presenting important information about the Work with Perpetrators of Domestic Violence, for example, The Mirabal study findings, one of the most important publications this year, were presented and discussed in the network.

### Impact toolkit

The Impact toolkit comes from the project IMPACT, which was supported by the European Commission's Daphne III programme, finishing at the end of 2014. The toolkit and associated documents are available on the WWP-EN website for programmes to use.

DVPPs are often asked about the evaluation of their projects, whether they "make a difference" and how they know if they "work". The WWP-EN "Guidelines to develop standards" first point in the section on "Approaches and attitudes in direct work with perpetrators" states that "Perpetrator programmes are based on the belief in the ability of people to change." However, this is not always the view of other agencies or sectors of the societies we live in, and often programmes are faced with the view that abusive men don't change.

Numbers alone do not always show the true picture of the "success" of a DVPP. It can be difficult to engage men on programmes that do not take men from the criminal justice system. Programmes can find that abusive men can be difficult to retain, numbers on programmes can be low as compared to the possible actual numbers of abusive men in any given society.

For many DVPPs, it is very difficult to analyse the impact they may be having in terms of success rates in other ways. This could be for several reasons, some of which are very important in terms of WWP-EN being able to provide a toolkit to help address these issues.

Programmes can ask clients and their partners (or ex-partners) to fill out the questionnaires at 4 stages: at first contact; the beginning of the programme; the middle and the end. This

gives us the ability to comment on several outputs and outcomes. Ideally, a programme is looking for the following changes:

- reduction in the amount and levels of physical, sexual and emotional violence/abuse;
- increase in partner safety;
- reduction in feelings of fear from partners;
- fewer police call outs and
- reported improvements from partners on his parenting and ability to co-parent and on reduced levels of children's fear.

The man reducing his levels of violence/abuse might also be measured by the impact on partners and children as follows:

- reduction in feelings of anger and upset from children;
- lower levels of impact on the partner and children and
- improvements in the partner's improved well-being (less anxiety and depression).

However, long standing issues of ongoing trauma or post-traumatic stress may influence these for some participants' partners and children.

Increased empathy for a partner and children, as he understands more the consequences and impact of his abuse, would also point towards the man changing his abusive behaviour. A programme would also look for increased acknowledgment of and more accountability about his violence from the man as a sign that he is changing his abusive behaviour. The following questions to him about his attitudes towards the following issues might be used to measure these:

- his increased understanding of the impacts on his partner;
- his increased understanding of her fear;
- the hopes and thoughts around his relationship;
- his reasons for coming to the programme and what he hopes to achieve as compared with how he answers the questions on what he feels he still needs to do at the midway stage and the changes he thinks he has made by the end of the programme.

There may be issues that change over time that are not indicative of a man's "success" or "failure" to make changes, for e.g. whether the parties stay together, as there may be other factors that influence this. However, partners are asked if a split that happens during the

programme has been “amicable” which, if was the situation, would give signs to indicate that a man had not been abusive during the split and was not continuing abuse post-separation.

The available tools are hard copies of questionnaires, which can be used by programmes in connection with other documents to produce evaluation reports. There is also an online database which is being further piloted in the U.K. The Network staff, together with academic researchers, then analyse the data and produce programme reports on the outcomes and outputs.

Tools and training developed include: a training webinar; an expert essay for members; two user manuals (on using the WWP-EN programme database and the online toolkit) and a draft data protection/confidentiality policy.

Response to the toolkit so far has been very positive. WWP-EN has had interest from many quarters. Long term, another purpose of Impact is to provide a way of programmes across EU combining data for analysis by researchers in the WWP-EN network. At the moment, there is no comparable data on the impact that a DVPP may have, across most countries, let alone across Europe. This will help us to learn more about what helps to end intimate partner violence, addressing our goal of helping programmes to be more effective in attending to the safety of partners and children.

### Working groups

In 2015 4 WWP-EN working groups started up.

1. One of these is to review and update the WWP guidelines to develop standards. This piece of work has started and will continue next year with the drafting of these. The working group will look together at the results from 2015 and will work up the document and the network’s thoughts further.
2. The 2<sup>nd</sup> working group is on implementing the Impact toolkit, which, if the webinar attendance was anything to go by, should prove an interesting and useful tool for members in proving their programme’s worth. We have much interest in and many ideas to take this work forward.
3. The 3<sup>rd</sup> working group concerns best practice and collaboration between perpetrator programmes and tailored and specialised victim support services. As a central principle of the work with perpetrators is that “the safety of, support for and the human rights of victims are of primary concern” (Istanbul Convention Article 16). This should be established, not only as an abstract principle, but in practice, contributing to making work with perpetrators more effective in preventing violence and protecting victims. The working group plans for 2016 to map member programmes’ work and partnerships in the following areas: how they form part of co-ordinated community

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

4. The 4<sup>th</sup> working group is the Balkan Initiative for Work with Perpetrators (BIWWP), which we will present here in more detail:

### **Balkan Initiative for Work with Perpetrators (BIWWP)**

*Written by: Atila Uligaj*

#### **Historic Introduction**

**Balkan Initiative for Work with Perpetrators (BIWWP)** started on October 14th, 2015, as an initiative of four non-profit organizations, with experience in the field of domestic violence and perpetrator work. These organizations contribute to this agenda by providing support services for women and girls facing problems of violence, counselling with perpetrators of domestic violence and gender based violence (men, boys and women).

This network was created at the instigation of 5 experts, Atila Uligaj (Woman to Woman) Albania, Sandra Jovanovic (OPNA) Serbia, Tomislav Vurusic (Lux Vitae) Croatia, Neli Zhekova, Bulgaria, and Milan Manojlovic (OPNA), Serbia, under the coordination of Heinrich Geldschläger (Conexus). All were asked by WWP-EN to set up and take part in the first Regional Meeting of the Western Balkans countries in Berlin, on the issue of work with perpetrators.

The problems and issues looked at by the participants from organizations of different countries of the Balkans provided the opportunity to combine our efforts and strengthen cooperation in the region, improve the impact of joint activities at a regional level and to develop and promote programs to work with perpetrators.

**BIWWP** was established as informal non-profit network on October 14th, 2015.

The network currently consists of three different and independent organizations, which are located in the Balkans, Albania, Bulgaria, Croatia and Serbia, namely:

- Woman for Woman, Shkodër
- National Network for Treatment of Perpetrators of Domestic Violence-OPNA, Serbia
- Lux Vitae, Croatia

The network will work on the implementation of human rights and promotion of gender equality. This will be done through the development of initiatives, programs, research and studies intended to support organizations and actions designed to prevent intimate partner violence, gender discrimination and gender based violence.

In this respect the network will focus its activity on capacity building and developing perpetrator programs in the Balkans.

### **Mission of the network**

Contribute to the prevention and reduction of violence in close relationships as a gender-based phenomenon and to improve the safety of women, children and others at risk, through the promotion of effective work with those who perpetuate this violence, mainly men and boys.

### **Vision of the network**

Create a violence free Balkan Environment.

### **BIWWP's target groups are:**

- Civil society organizations focused on domestic violence, human rights, DV victims' safety, services and work with perpetrators (organizations / coalitions / networks) in the Balkans (coordination and cooperation, implementation of possible joint actions and projects, exchange of experiences and best practice sharing, etc.).
- Government institutions / bodies involved in matters of human rights. As referred to above, focused on domestic violence, human rights, DV victims' safety, services and work with perpetrators (organizations/ coalitions/networks) in the Balkans.
- Individuals and professionals who work in the field of domestic violence and for professionals who want to be a part of the network, but their organizations do not or they work independently, for example in private psychotherapy practice, individuals who have a licence for this kind of work and students/researchers of DV.

### **BIWWP will focus its activities on three main areas:**

- Research and Studies;
- Program development and Capacity building;
- Advocacy and lobbying.

*Research/studies and reviews* is one of these main activities for BIWWP. Creation of the unit for proper studies in the field of gender based violence and work with perpetrators for the Balkan countries, but not limited to this.

*WWP program and capacity development* is another important activity of BIWWP that aims to increase the capacities of BIWWP staff and network organizations. This will allow moves towards quality performance and the contribution of BIWWP activities in the field of gender based violence and human rights. Capacity building activities help towards increasing the skills and competencies of professionals who work in the field of violence and enhancing the capacities of organizations.

*Advocacy and Lobbying* is another important direction where BIWWP aims to focus its strengths and actions towards legal improvements and implementation of WWP-EN strategies and the engagement of men and boys as allies in supporting human rights and women's rights. Activities will be targeted at promoting work with perpetrators of violence as one of



the effective measures in the fight against violence and support in creating national and regional policies. This will mean that guidelines and policy are implemented in a sustainable ways, according to the recommendations of Istanbul convention and European network for work with perpetrators (WWP-EN).

#### Discussion document in the view of the future revision of the WWP-EN Guidelines

***Written by Alessandra Pauncz and Dean Ajduković***

WWP-EN Guidelines for developing standards in the work with male perpetrators were compiled by the consortium of the Daphne II Project Work with Perpetrators of Domestic Violence in Europe (WWP, 2006-2008) and were further developed during an international expert workshop in Berlin in 2008. The Guidelines address programmes for male perpetrators who use violence against their partners and children living in these relationships and were intended to be an ongoing process trying to answer the general question 'what works for which group of men under what circumstances?'

Programmes in the European countries are different in tasks, target group, funding, legal basis, and in many other aspects and conditions of work. Therefore these Guidelines were not developed to give detailed instructions. Instead, they intend to offer perpetrator programmes a framework for developing specific standards for responsible work.

In this light the changes of the past 8 years in terms of new research and political have changed the framework for the WWP-EN Guidelines. In particular the Istanbul convention requires a global revision in the light of the directives of the Convention.

There is another important factor that contributes to the need of developing further reflections on the Guidelines. In recent years WWP-EN has developed from an informal network to a European NGO. Presently it represents 22 countries and 38 different programmes and is in the position to observe throughout Europe how and if the Guidelines have been implemented and what kind of critical issues are arising from the practical application of a very generic framework to contexts in which perpetrator programmes are currently being introduced and tested.



Alessandra Pauncz: presenting the interim results of the standard revision at the General Assembly

A paper has been written to highlight a few of the critical issues that were evidenced throughout 2015 in: a survey among the members of the network; the reflections of different experiences in different countries and the recurring issues that arise at WWP-EN meetings, workshops and study visits.

The whole discussion paper is on the network's internal area: <http://resources.work-with-perpetrators.eu/tiki-index.php> This will inform conversations over 2016 to develop the work on the Guidelines further, with space for reflection where contributions to the discussion are welcomed.

Link to original guidelines: <http://www.work-with-perpetrators.eu/index.php?id=29>

### Expert essays

We are delighted to be able to add 3 more expert essays to our set of existing essays. The first one presents a view from a women's support worker on her work with partners of men on a domestic violence perpetrators' programme.

1. Viji Rajagopalan, Phil Price, Jo Langston and Fran Potter's essay title is "Working towards safety: supporting women alongside DVIP's perpetrator programme."
2. In the second one Cassandra Jones follows up her webinar debut with essay on "Implementing the Impact Toolkit." We are sure we'll hear more from her in the future too.
3. Last but not least, WAVE Network & European Info Centre Against Violence's Rosa Lugar give us her take on "Partnerships with Victims' Services in Work with Perpetrators", looking at criteria for and ideas on best practice in partner support for perpetrator programmes and co-operation with victim services.

All papers are available on the WWP-EN website.

### Mirabal project's final conference

We are delighted to present a report from Neil Blacklock about the Mirabal study findings, one of the most important publications this year, that were presented and discussed at the Annual Workshop in the network.

### ***Written by Neil Blacklock, Respect***

Professors Liz Kelly (London Metropolitan University), Nicole Westmarland (Durham University), and Charlotte Watts (London School of Hygiene and Tropical Medicine), were funded by the Economic and Social Research Council and the Northern Rock Foundation to investigate the extent to which perpetrator programmes reduce violence and increase safety for women and children, and the routes by which they contribute to coordinated community responses to domestic violence. The research was conducted on services that had been accredited by Respect, the UK peak body for professionals working with those who perpetrate domestic violence.

In two events on the 13th and 15th of January 2015 the findings of the research were launched. The research findings are required reading for all of us working in the sector and

the reports and other papers related to Project Mirabal can be found on the Project Mirabal website (<https://www.dur.ac.uk/criva/projectmirabal/>).

Respect has been involved in the research from the beginning as we are acutely aware of the pressure of public funds and the need for all services to be able to demonstrate that their work is effective. Also, Respect is committed to the evolution of interventions to address the perpetration of domestic violence, and being open to scrutiny and evaluating the way our services work is part of driving that evolution in practice and provision.

Services were assessed against six measures of success some of which showed remarkable positive changes but not all. The indicators on physical and sexual violence showed “dramatic and significant reductions”. The women who had partners or ex-partners on programmes reported that “slapped you, pushed you, or thrown something at you” reduced 87% to 7%, “made you do something sexual you did not want to do” reduced 30% before the programme to zero afterwards and “used a weapon against you” reduced from 29% to zero.

All the other measures showed reductions in abusive and controlling behaviour but the pattern was not as consistent or dramatic as physical and sexual violence. Indicator “he tries to prevent me from seeing or contacting friends/family” decreased from 65% of women reporting this to 15%, while others like financial control showed little change. Women reported increases in their sense of safety and reductions in fear, attributed to the programme and to changes the women had made. The indicators on children’s well-being and improvements in fathering showed less dramatic changes.

Policy and practice implications are that Respect accredited services significantly reduce the use of violence and abuse for the men attending these services and coercive behavior reduces but there are areas of controlling behaviour and men’s positive contributions to their families that could improve more. There is also a lack of investment in services working directly with children and this need to be addressed. There is so much in the research that it is only possible to mention some of the headlines here and Respect will continue to work with the researchers in ensuring the learning from the research is implemented.

Respect is grateful to the Mirabal research team for their huge contribution to the field so far and there is more articles in the pipeline for the next 18 months. Respect looks forward to sharing learning from Project Mirabal across the WWP network over the coming years.

### Exchange Projects

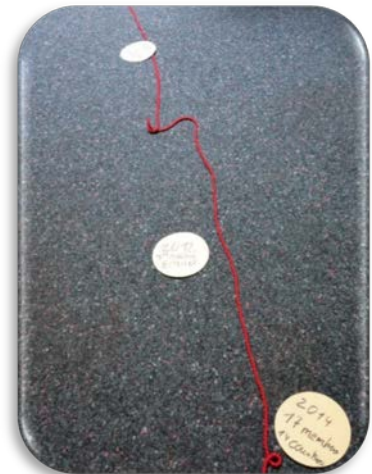
The network's meetings are important dates for the network to meet, collaborate, to start and carry on new discussions on relevant topics.

### Annual Workshop

#### Sharing Our Strengths in a Growing Network – Creating a Base for Collaboration

Held in: Berlin, Germany, 30th September - 2nd October 2015

The WWP European Network is growing. From small beginnings we now have 37 members from 22 countries. To this end, our latest annual workshop was about getting to know each other, knowing how we could benefit from the network and also from each other. "Sharing our strengths" was the key focus for this year's meeting, held over 3 days from 30th September to 2nd October 2015 in Woltersdorf, Berlin, Germany. We had 64 participants from 20 countries attend.



WWP-EN timeline: from the first seeds of ideas to form a network culminating in this year's workshop.

#### Sharing our strengths: Detecting differences and building reflecting teams

Christian Raschke, the process facilitator for the 3 days, organised a novel way of introducing us all to each other.



Working in reflection teams

The participants were building six reflection teams to look at the development of the network.





## Workshops

Participants were faced with an embarrassment of riches with a plenty of choice of workshops. The workshops were divided in sessions about experiences, reflections, methods and best practice in the first two time slots, followed by new developments and questions and with emerging topics very well filled open spaces in the last workshop round.

## Evaluations

Spoken feedback given at the time was merely positive, what could have been done better was: more time for workshops. The positive aspects that were mentioned were that the event was extremely useful; people appreciated being made welcome and said that it was easy to participate; they felt it was a good atmosphere (despite the heavy subject); they were enjoying getting to know the network and the meeting had been inspiring and positive.



## Regional Meeting

### WWP-EN Regional Meeting 2015 with a focus on Eastern and South-Eastern Europe

*Report written by Nelly Zhekova and Tomislav Vurusic*



Participants of the first WWP-EN Regional Meeting

The first WWP-EN Regional meeting was held in Berlin-Woltersdorf from September 28th to September 30. It included 25 participants from 10 countries (Bulgaria, Poland, Russia, Estonia, Serbia, Czech Republic, Albania, Bosnia and



Herzegovina, Moldavia and Croatia). The idea of the regional meeting was to foster the sharing of knowledge and collaboration in the South-Eastern region and to receive feedback about the specific situation and needs of member organizations in the region. In the beginning of July, a planning team of five WWP-EN Members (Atila Uligaj - Woman to Woman, Sandra Jovanovic - OPNA, Tomislav Vurusic - Lux Vitae, Neli Zhekova – psychologist, Bulgaria, and Milan Manojlovic - OPNA) under the coordination of Heinrich Geldschläger (Conexus) was formed. The team distributed a questionnaire to all participants to collect important data and feedback on their expectations, interests and hopes for this meeting. The information collected was used to inform our preparation work as it provided valuable input on the main areas we needed to focus on in order to contribute to the organization of the meeting's.

Through a SWOT analysis conducted at the regional meeting we developed goals and the first steps for future actions. We also had the opportunity to participate in many interesting workshops delivered from colleagues from different regions of Europe. Many participants at the regional meeting shared a common issue: problems with sustaining work with perpetrators because of lack of funds. Taking into account the strengths, weaknesses, opportunities and threats identified, the planning team decided to start a mutual collaboration to work out the joint goals and issues and hopefully at some point, to start a joint project regarding work with perpetrators. It is a starting point on a road along which we hope we will see others so we can work with them and maintain the same level of professionalism seen at WWP-EN.

### Study Visit

#### **Southampton, England 4<sup>th</sup>- 6<sup>th</sup> November 2015**

#### ***Report written by Sara Kirkpatrick***

Following last year's successful study visit in Zageb, hosted by SPA which the writer of this report was lucky enough to be a participant on, this year WWP-EN invited The Hampton Trust to host the study visit in England.

The Hampton Trust has worked in the field of domestic abuse for 19 years they are one of the largest UK providers of Respect accredited domestic abuse perpetrator programmes. A passionate, dynamic and well respected organisation they provide a range of interventions working towards breaking the cycles of violence, abuse, conflict and exploitation across Hampshire, Isle of Wight, Surrey, West Sussex and the Channel Islands. The Hampton Trust hoped to share their experiences with other WWP-EN members.



The study visit group included eight participants from seven countries all of whom work for organisations which are members of WWP-EN: Heinrich Kraus, Männerberatung Wien, Austria; Paula Heinrich, WWP EN, Germany; Nina George WWP EN,

UK/Germany; Michal Trojnar, Instytut Prewencji Przemocy, Poland; Helena Päivinen University of Finland, Finland; Fisnik Thorja, Gruaja tek Gruaja, Albania; Stanislav Khotckii; Men of 21 century, Russia; Hevena Milcheva, Alliance for Protection against GBV, Bulgaria.

The study visit was organised and coordinated by Sara Kirkpatrick at The Hampton Trust and Paula Heinrich at WWP-EN with kind support from Nina George at WWP-EN. The agenda was developed in consultation between WWP-EN and Hampton Trust to ensure a broad range of different knowledge and activity for the visit.

Many thanks go to the guest speakers Steph Langley from Winchester University; Shonagh Dillon from Aurora New Dawn; Dr Kerry Lee from City University; Karen Marsh from Southampton City Council all of whom contributed their knowledge to the event offering a broader perspective on UK current work with domestic abuse. Thanks also to Southampton City Council who hosted the final morning workshop in addition to providing a guest speaker.



Participants of the Study Visit in Southampton, UK

In addition to the study topics the participants enjoyed shared meals and social time offering an informal opportunity to learn about each others services.

Many of the presentations and activity sessions were video recorded which will create a lasting learning bank for future WWP-EN use. These will be accessible via the members section of the website.

Participants also offered short narrative video feedbacks in their own language at the end of the study visit, it is hoped that these will offer further lasting learning and also increase the accessibility of WWP-EN for non English speaking members.

The Hampton Trust staff team were delighted to have the opportunity to host the study visit, and have all described the event as an excellent learning opportunity.

## **2. Communication and Dissemination**

As part of the network's communication and dissemination strategy, in 2015 we held webinars, the newsletter was produced, the social media profiles were continually kept up-to-date, new leaflets were produced and disseminated and last but not least, the network was presented at different European conferences.

### **Webinars**

The first WWP-EN webinars were held in December 2015. Despite some technical issues, the pilot webinars covered several key issues, some of which will be areas of development for WWP-EN over the next year. The webinars are all online: <http://www.work-with-perpetrators.eu/index.php?id=132>

#### **1. The Impact Toolkit: A User's Guide.**

About the data toolkit WWP-EN has access to and the benefits for organisations of using it. We covered how to use it to report on how your clients, their partners and their children benefit from a programme. Facilitators: Nina George and Cassandra Jones

#### **2. Victims and Victim Services in Work with Perpetrators.**

A key part of WWP-EN's work in 2016 will be to look at how perpetrator programmes work with their client's victims and their partnerships with victims' organisations. This webinar examined some of the starting points for discussions that will be had and acted on in the next 2 years at WWP-EN. Facilitator: Nina George

#### **3. WWP-EN Study Visits: all you wanted to know but were afraid to ask.**

Sara Kirkpatrick from the Hampton Trust told us all about being a participant on and a host for a WWP-EN study visit. This webinar includes clips from previous visits and tips from Sara on things to consider if you want to host a study visit at your organisation. Facilitator: Sara Kirkpatrick

### **WWP-EN participation in conferences, workshops, meetings**

In 2015 the Network's members participated in several international conferences, workshops, meetings and guest lectures:

- Engaging Men and Boys for Gender Equality Conference, New York, 5.-8.3.2015, WWP-EN presentation by Ralf Puchert



- Violence against women: How to implement the Istanbul Convention?, University of Milano-Bococchia and Bocconi University, Milan, 12.03.2015, WWP-EN presentation by Heinrich Geldschläger
- 2015 Annual conference of the European Network on Gender and Violence (ENGV), Lisbon, 6.-8.5.2015, WWP-EN presentation by Ralf Puchert
- Nationales Treffen der Täter- und Täterinnenberatungsstellen und Lernprogramme 2015, Bern, 9.6.2015, WWP-EN presentation by Ralf Puchert
- European Conference on Domestic Violence (ECDV), Belfast, 6.-9.9.2015, WWP-EN presentation by Neil Blacklock
- Presentation of WWP-EN, University of Manchester, 21.10.2015, WWP-EN presentation by Nina George
- Konsola and Fundacja PCPS - Poznańskie Centrum Profilaktyki Społecznej: 16 Days of Activism Against Gender-Based Violence WWP-EN, Poznan, 2.11.2015, WWP-EN presentation by Katarzyna Wojnicka
- Mitgliederversammlung 2015 der Bundesarbeitsgemeinschaft Täterarbeit Häusliche Gewalt e.V., Magdeburg, 19.11.2015, WWP-EN presentation by Ralf Puchert
- Psicología Contra la Violencia de Género: Avances en la Intervención y la Investigación” [Psychology against Gender-based Violence: Advances in Intervention and Research], Seville, 28.11.2015, WWP-EN Presentation by Heinrich Geldschläger
- Strefakobiet: 16 Days of Activism Against Gender-Based Violence, Szczecin, 1.12.2015, WWP-EN presentation by Katarzyna Wojnicka

### Newsletter

Since 2013 the WWP – European Network has disseminated an electronic newsletter on a regular basis. In 2015 the newsletter was disseminated in every quarter of the year (May, July, October and December - plus one additional extra-newsletter to promote the WWP-EN-Webinars) to all the Network’s members, associated organisations and experts as well as other bodies and individuals interested in our activity (162 recipients). To receive the newsletter people need only fill out the application available under following link at the newsletter section at the WWP-EN-Website. Here, past issues are also archived:

<http://work-with-perpetrators.us7.list-manage1.com/subscribe?u=4e602995015e40a8f2f2f60ba&id=805ea1adfb>

## Website

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



New Layout with buttons.

In 2015, several major improvements were achieved to make the WWP-EN website [www.work-with-perpetrators.eu](http://www.work-with-perpetrators.eu) more clear and user-friendly. Those improvements are associated with an improved layout, new technical features and a major content revision.

## Layout

The former layout reflected the formative phase of the network. The website was very text-intense due to the idea to inform all members and interested visitors. Although this layout contained a lot of important information on the network, it was not suitable for an intuitive use. With the new layout with six buttons we introduced a more user-friendly interface.



New Layout without News-Frame on subpages.

Also the menu was arranged differently to simplify its usage. Furthermore the news-frame was limited to the first page, so on all other pages, the text frame takes the whole screen and helps to make the reading easier.



WWP-EN internal area.

documents, presentations and video recordings from WWP-EN-Events have been uploaded here.

The buttons include: Programme Database; Resources; Internal Area; Toolkit; Webinars and Guidelines. The buttons specially promote those 6 topics and simplify the access to them. Additionally to the access button, the internal area was also included into the website's menu. In 2015 all relevant

## Technical Features

In 2015, all relevant maintenance work and upgrades that were needed were carried out. This means that the website is now state of the art, and easier to use. New features to enhance the usage were also developed and updated in line with new technology. .

## Social media

In 2015 WWP – EN improved its social media presence. First of all, the Network has a Facebook page called *Work with Perpetrators - European Network*. The profile's website is:

<https://www.facebook.com/WwpEuropeanNetwork?ref=hl>

The Facebook profile is public and its main aim is to strengthen the Network's visibility and promote it both among newcomers (new organisations, researchers, practitioners who work or plan to work with perpetrators) and the general public. At the moment the Network's page already has 326 "Likes". On the Network's Facebook profile we not only give information about WWP – EN activities and news but also share scientific and popular articles on work with perpetrators and domestic violence issues, announce and /or comment on important events, conferences and meetings where work with perpetrators is discussed and promote projects and initiatives which promote a gender violence-free society.



Secondly, the Network is also present on LinkedIn where the closed group is named WWP – European Network. The website address of the group is:

[https://www.linkedin.com/groups?gid=5091169&trk=nmp\\_rec\\_act\\_group\\_photo](https://www.linkedin.com/groups?gid=5091169&trk=nmp_rec_act_group_photo)

At the moment, the group has 46 members and the vast majority of them are professionals working with perpetrators. The WWP – EN groups are platforms for exchanging knowledge, experiences and good practice among the experts as well as places where relevant discussions on work with perpetrators issues can take place.

## 3. Building a strong, democratic and dynamic organisation

In 2015 the building and maintenance of a strong, democratic and dynamic organisation was the focus of all its activities. In particular, the design of a handbook meant that we were able to achieve a lot of stabilisation of the organisational structure in 2015. The handbook collates and presents the network's core processes. As part of the network's democratisation we

started tendering the network's events and will tender all Network's events, moderations and presentations in future. Furthermore there was also a high increase in membership – from 18 founding members in April 2014 to 38 members from 22 different European countries currently. Moreover, several other organisations have applied for membership of the Network. The growth of the network was also taken into account in the delivery and development of Annual Workshop, Regional Meeting and Study Visit.

### Office-Team Berlin

We are pleased to announce that we've increased the WWP-EN office team in 2015 to full capacity. The team now consists of 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. As in the beginning of 2015 there was no information about the European Union funding, the increase of the WWP-EN Team could only start in the second half of the year. Furthermore the Board elected Dean Ajdukovic as co-opted Member to offer his expertise and represent Eastern European members.

### Board Meetings

The Network is managed by the international board, as well as by the executive director, who meet on a regular basis during face-to-face board meetings as well as skype video-conferences. In 2015 there have been two face-to-face Board Meetings. Furthermore there have been regular Skype-discussions between the CEO and the Board officers. During the second face-to-face Board meeting a governance workshop was held with an external facilitator with two goals: 1) the division of labour between CEO and board and 2) the drawing up of guidelines for the network's core processes.

### General Assembly

This was held during the Annual Workshop in Berlin. Amongst others, several issues discussed were: the presentation of budget; progress on the strategy and the regional meetings.

The board thanked the staff, Ralf and Paula, for sticking with the network through financial difficulties due to the late awarding of funding.

After the conclusion of the formal business 2 presentations were delivered as part of the assembly: Alessandra Pauncz and Dean Adjukovic presented „WWP – Developing New Standards“ the interim results of a recent survey and 2 workshops at the annual workshop

with WWP-EN members on their knowledge and use of the Network's Guidelines for Standards of Work with Perpetrators from 2008.



Jens van Tricht: Presenting MenEngage

In the second presentation, Jens van Tricht presented MenEngage. He gave an overview of the organisation, which is a global alliance of non-governmental organisations (NGOs) who have signed up to get men and boys on board with changing the way they think about gender and masculinity. Through networks at country and regional levels, the alliance promotes gender justice and equality through various interventions and campaigns.

Website: <http://menengage.org/>

## Evaluation Report

The network created a special WWP-EN evaluation working group that designed the evaluation process in 2015. The evaluations were organised as an accompanying process in which the evaluators collected and summarized the feedback from activities, events and members using the Network's products ongoing through the year. The following areas were subjected to evaluation: Network's events, Network's "on-line" products, survey on Members trainings needs and the EC Participation Evaluation Questionnaire. The whole Evaluation Report is available for all members at the network's internal area: <http://resources.work-with-perpetrators.eu>

## WWP-EN Strategic Plan

**Written by Neil Blacklock**

The previous strategic plan (2015-18) was updated in light of the feedback from the WWP Annual workshop, discussions within the WWP board and the existing commitments to donors. Every two years WWP-EN reviews the organisation's strategic plan. This process involves staff, Board and WWP-EN members. The key objectives of WWP-EN are set out in the statutes and the strategic plan turns these commitments into actions. There is a lot to be done to realise the aims of WWP-EN and the organisation is a limited resource so how we prioritise WWP-EN activity is important.

Summarized, the Strategic objectives (not in any priority order) are:

- Building the capacity of members to respond to those who perpetrate domestic violence.
- Developing effective responses to domestic violence and gender inequality.
- Develop and sustain WWP-EN structures and processes for a strong, dynamic and democratic organisation.

I would encourage every member to read the draft Strategic Plan before the Annual Meeting 2016 so that we have strategy for WWP-EN that the whole network feels they are a part of. For members who are not at the Annual General Meeting there will be ways to feed into the plan electronically.

The full *Review of previous strategy as a starting place for the development of WWP-EN Strategic Plan* is available for all members at the network's internal area: <http://resources.work-with-perpetrators.eu>

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The logo for the Oak Foundation, featuring a stylized oak leaf icon to the left of the text 'OAK' in a large serif font, with 'FOUNDATION' in a smaller serif font below it.  
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