

# WWP EN

---



WWP || EUROPEAN NETWORK

## Annual Report 2018



## TABLE OF CONTENTS

FOREWORD.....	2
WHO WE ARE AND WHAT WE DO .....	5
NEW AND ONGOING ACTIVITIES .....	6
Promoting accountability in the work with perpetrators.....	6
Guidance on working with migrant populations.....	7
Collaboration between NGO-run perpetrator programmes and probation services.....	7
Child Protection Policy.....	8
Trial Campaign .....	8
IMPACT toolkit.....	10
Updated guidelines for standards.....	10
New Projects.....	11
NETWORK DEVELOPMENT AND EVENTS .....	12
Annual Conference .....	12
Study visit.....	15
Working groups .....	17
New members .....	18
Partnerships and collaboration with other organisations.....	20
COMMUNICATION AND PUBLIC RELATIONS .....	21
Website.....	21
Update programme database.....	21
Social Media.....	22
Webinars.....	23
Newsletter .....	26
Presentations at conferences .....	26
INTERNAL DEVELOPMENT.....	32
Staff News.....	32
Board Meetings .....	33
Annual General Assembly .....	34
CONCLUSION .....	34

# FOREWORD

---

It has been an amazing year at WWP EN. New and old synergies have merged to create a unique and special environment that fosters development and change.

As I reflect on the development of the network, I have come to realise that a European network is an amazing pool of different knowledge and skills with a wide variety of political, social and cultural backgrounds. Working together as a network to eradicate violence against women through responsible perpetrator work is unique in the world. I think we should be proud of our capability of working together, managing the differences and sustaining our common goal oriented to accountable and responsible work with perpetrators. This includes our continuous reflection on standards, our training activities and addressing many of the practical issues that all perpetrator programmes face every day. I hope that we will be able to fully highlight how much we have to offer to each other, also at a European and international level.

The themes we have been developing over the years – guidelines for developing standards, cultivating ideas around accountability, reflecting on violence and migration, mapping existing collaborations between women's support services and perpetrator programmes, and exploring collaboration with probation services – are key issues in the work that perpetrator programmes face in their everyday activity. As a network of organisations, we hope that we have been able to create time and space for these topics to become more visible in terms of underlying critical issues, but hopefully also offering ideas and ways forward.

At the same time, this year we have felt how important it is to be present in different European settings: institutional gatherings in Brussels to lobby, presentations at conferences to widen the knowledge of perpetrator programmes, or trainings and presentations in different countries to foster responsible and accountable perpetrator work. A strong focus has also been meeting with other European organisations to develop collaborations, to better understand each other's work and on that basis identify common goals. This helps to avoid duplicating efforts, and we continue to foster such synergies to increase the impact of our work. We have the feeling that often the importance of perpetrator accountability seems to be left in the shade for fear of it taking space away from attention to victims. This is a legitimate concern, but not one that must deter us from pursuing our goal of promoting the work we do. In fact, creating bridges and collaborations so that victim safety always stays centre scene, and promoting perpetrator programmes improves lobbying for victim safety rather than competing with it.

But all the ideas and dreams of development are only possible because of the people that contribute to build them on a daily basis.

As I look back at 2018, I feel grateful to the many people that have supported the organisation and helped us grow.

First of all, the amazing work and energy that comes from membership. I am struck by the capacity, motivation, drive, enthusiasm and energy that comes from the organisations that are part of WWP EN. It is a rare privilege to represent them and be able to learn so much from them in a constant exchange that fosters our organisation's growth and the development of ideas and new and exciting paths towards change and gender equality.

Then there is the amazing staff at WWP EN: Nina George, our Research and Development Manager, has been able to provide stability with her wisdom and wit. She has helped us all keep our values and priorities and supported all of WWP EN's activities with acumen and care. Dietlind Schröder is another pillar of WWP EN. Although business often runs on the basis of a good management of administration and finances, these activities seldom get the recognition, visibility and acknowledgment they deserve, and I would like that to change. I would like to fully give my appreciation and gratitude to all the quiet work that goes on behind the scenes and that keeps all the wheels running. Another invaluable asset to our team has been the project development and support in administration given by Ralf Puchert. In a seamless transition, we have managed to build a strong collaboration that has strengthened the organisation – in our links with our members, with other organisations, and by giving us greater financial leverage and the possibility to develop activities and ideas.

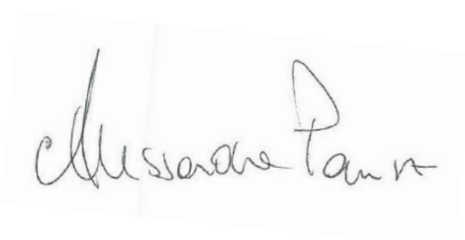
The effervescent bubble of Anna McKenzie, our amazing Communication Manager, has eased the hardship of many tasks. She is always willing to lend a helping hand, to support an effort, and to put up with my sudden: "Oh, I had an idea!" with grace and patience. Anna has been committed to WWP EN above any call of duty, making us all feel at home in sharing the passion we bring to our commitment to change, to social justice and gender equality. All this, and the exquisite human touch she brings warms our hearts. This included welcoming our intern Beverly Mtui that was a very helpful contribution to our activities and campaign.

We have then been able to welcome on our team three great new additions: Antonia Montanus, as Reporting and Membership Officer, Jeannette Bongé, our administrative staff addition, and Berta Vall Castelló that has taken over the research part of the IMPACT toolkit under the supervision of Nina and Marianne Hester from the University of Bristol.

Each new addition to the team has had an important impact to our work quality and team cohesion. Antonia has brought insight, method, calm passion and exquisite perfectionism that has improved the quality of all our reporting and I feel is only the first step of developing our full potential. She has also brought an attentive touch to our relationships with all our members and we love spending time working with her. Jeannette is the newest addition and has surprised us with her fun and careful attention to all details. She has supported us all through the annual conference and has elegantly managed all the difficult issues that came up – her even temper contributed to making the annual conference a success.

We then have our IMPACT toolkit working group composed of Nina, Berta and Marianne. We are so proud of the progress we are making and the work done this year and are hoping to be able to start looking at some data in 2019. This will be the basis to start discussing and developing the future development of the toolkit. Berta's addition to the team has brought ease and comfort in this area and we are very grateful for her collaboration.

I have also been very lucky for the support and guidance I have been able to count on from the board and Chair (Neil Blacklock), his temporary substitute for most of 2018 (Dean Ajdukovič) and the Treasurer (Heinrich Geldschläger). All of them have been such a valuable support to my leadership and I am deeply grateful to them for the time, effort and devotion they have shown towards WWP EN. Their high level of competency and expertise has guided the organisation and has helped to support the quality of our work. Their feedback and leadership have been invaluable.



*Alessandra Pauncz, PhD*  
*WWP EN Executive Director*



# WHO WE ARE AND WHAT WE DO

---

The European Network for the Work with Perpetrators of Domestic Violence (WWP EN) is a network of organisations across Europe that work directly or indirectly with perpetrators of domestic violence. The network currently consists of 53 member organisations from 28 different European countries, and it is continuously growing. Our members are involved with perpetrator work and victim support services at various levels.

Membership in our network stands for responsible perpetrator work with a focus on victim and child safety.

With 22% of women in Europe having experienced physical or sexual violence and 43% having suffered psychological abuse from a partner in their adult lifetime<sup>1</sup>, our work and the work of our members addresses a deep-rooted problem that runs through all cultures and social strata. Domestic violence is rooted in and maintained by gender inequality as a systemic factor. We believe that stopping and preventing domestic violence hence needs to be understood not as an individual or family matter but as a responsibility of society as a whole.

WWP EN's overall mission is to prevent violence in close relationships as a gender-based phenomenon and to foster gender equality. More specifically, we seek to improve the safety of women and their children, and others at risk from violence in close relationships. This is done by promoting effective work with those who perpetrate this violence, mainly men.

We are convinced that violence against women can only be tackled by addressing its roots. Challenging destructive masculinity norms and working towards achieving gender equality are therefore core parts of our work. Our victim-centred approach means that we promote perpetrator programme prioritising the safety of women and children in their work. As a result, a close collaboration between perpetrator programmes and women's support services is considered essential. Our work is based on the legal principles of the Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention), and specifically Article 16, which states that signatories shall take the necessary steps

“to set up or support programmes aimed at teaching perpetrators of domestic violence to adopt non-violent behaviour in interpersonal relationships”, “to set up or support treatment programmes aimed at preventing perpetrators, in particular sex offenders, from re-offending”, and, in implementing the above, to “ensure that the safety of, support for and the human rights of victims are of primary concern and that, where

---

<sup>1</sup> EU Agency for Fundamental Rights (2014). *Violence against women: an EU-wide survey. Main results report survey*. Available at: <https://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report>

appropriate, these programmes are set up and implemented in close co-ordination with specialist support services for victims.”

WWP EN works towards these goals through building our members’ capacity and training relevant practitioners. To assist our members in providing the best interventions possible, we develop evidence-based best practice guidelines and standards for interventions, and support knowledge transfer between our members.

As the only European network on domestic violence perpetrator work, we are proud to serve as a platform that can draw from a rich pool of expertise among our members and staff, to share knowledge and experience, and to raise awareness for the practical challenges that members encounter.

## NEW AND ONGOING ACTIVITIES

---

On the basis of a four-year strategic plan, we focus on a specific topic each year. These topics are selected in order to respond to European challenges, to developments in the field, and to address needs or interests that practitioners within and beyond our network share. The WWP EN Board decides on these themes also to ensure both diversity and focus within the work of the network and to ascertain that we can tap into a growing range of expertise in the future to inform our work. New partnerships and collaborations often grow out of these annual themes.

### Promoting accountability in the work with perpetrators

As part of this year’s theme, we have explored the meaning and the practical implications of accountability in our work. Accountability is important within perpetrator work for various reasons – firstly, abusive men need to be held accountable for their behaviour and this forms a central part within the perpetrator programmes. Secondly, perpetrator programmes themselves need to be accountable towards women and children in prioritising their safety and making sure that they have access to specialised support services. Consequently, collaboration between perpetrator programmes and women’s support services is an essential part of safe and responsible perpetrator work. Since the foundation of WWP EN, promoting and maintaining a reliable collaboration with women’s support services has been a core concern. As part of an ongoing reflection on this collaboration, WWP EN prepared a review of documents and working papers that addresses key questions and challenges which can be found on our website.

We dedicated this year’s annual conference to joint reflections on accountability within perpetrator work. Under the theme “Journey to Accountability: Theory and Practice”, conference participants



examined what accountability means in their practical work and what they could do to improve their current practice. The presentation of the newly developed WWP EN Child Protection Policy provided an example of how accountability in relation to children can be implemented within the framework of perpetrator or victim support services. For more detailed information, please refer to the section on the annual conference and the Child Protection Policy.

On the basis of the input gathered during the annual conference, we have started to develop a common methodology to create accountability structures and processes. It will be presented and discussed at the next annual conference.

## Guidance on working with migrant populations

In the wake of the refugee crisis and the challenges the EU is facing in this context, working with migrant populations has become particularly relevant. Migrant women and girls are at an increased risk of experiencing gender-based violence. At the same time, working with migrant men can pose a challenge to perpetrator programmes due to different languages and cultural backgrounds. It can be difficult for practitioners to reach out to perpetrators from migrant populations in the first place, but also to develop culturally responsive way of working with them once they attend a programme. As a European organisation, WWP EN is in an ideal position for both gathering experiences from its European members as well as disseminating information on good practice. This year, we have initiated work on this topic by commissioning an expert paper on working with migrant populations as well as creating a working group that includes representatives from women's support organisations specialised on migrant women.

## Collaboration between NGO-run perpetrator programmes and probation services

The criminal justice system, and probation services in specific, can play an important role in if and how a perpetrator's abusive behaviour is addressed. The situation regarding the provision of state-run perpetrator programmes, referrals to specialised non-state perpetrator programmes, or coordination between these and other relevant agencies differs widely across Europe. However, greater collaboration between civil society and state agencies is essential for a coordinated and good practice-informed response to domestic violence perpetration. WWP EN will therefore focus on this topic throughout the next three years. We have started by initiating a working group on the topic to map current practice and on that basis explore possibilities for improving partnership and collaboration.



## Child Protection Policy

In line with our victim-centred approach, we are committed to safeguarding the well-being of all children and young people that may in any way be affected by our work. Although WWP EN is not in direct contact with child victims of domestic violence, through our member organisations we have an indirect ethical responsibility to ensure that all measures are in place to protect children who have experienced domestic violence. WWP EN has therefore developed a child protection policy that is informed by the Istanbul Convention of the Council of Europe and the United Nations Convention on the Rights of the Child (UNCRC). The policy specifies procedures, protocols and underlying values to ensure that children and adolescents who are affected by domestic violence have their right to health, safety and well-being protected, and to have their best interests considered a top priority. This includes, for example, behaviour protocols, reporting procedures, communication and media guidelines, supporting age-appropriate counselling and the implementation of strategies to ensure that children have their voices heard. Part of this is recognising the importance of children's participation in proceedings that concern them, given that requirements such as participation being voluntary, respectful, transparent, child-friendly, and supported by training are in place. All WWP EN staff and board members, interns and volunteers, network members, as well as those who participate in WWP EN events and meetings are expected to read the child protection policy and sign a statement to declare their adherence to its principles and procedures.

The complete child protection policy, as well as a webinar with Laura Lundy on child participation, are available on our website: [https://www.work-with-perpetrators.eu/fileadmin/WWP\\_Network/redakteure/Guidelines/Child\\_Protection\\_WWP\\_FINAL.pdf](https://www.work-with-perpetrators.eu/fileadmin/WWP_Network/redakteure/Guidelines/Child_Protection_WWP_FINAL.pdf) and <https://www.work-with-perpetrators.eu/events/webinars/webinars-2018/hearing-all-voices>

## Trial Campaign

The idea for WWP EN to launch a campaign developed for multiple reasons. A number of members had expressed a clear interest in an initiative to more actively engage our target groups and call attention to our cause and our work among the public. Additionally, a campaign enables us to reach out to more programmes, service providers, policy makers and to perpetrators themselves. We also see it as an opportunity to consolidate our organisational identity as a network which, due to its official founding only a few years ago, still has room to develop.

In 2018, WWP EN decided to launch a small-scale campaign to get a sense of the capacity and interest of members for a broader campaign in the future and to gather feedback before organising a more comprehensive initiative. This trial campaign, called "Responsible Together", took place during the 16 Days of Activism Against Gender-Based Violence from November 25<sup>th</sup> to December 10<sup>th</sup>. WWP EN staff developed three different materials, which were translated by interested member organisations, who added their logos and contact information to the materials highlighting our joint implementation of the campaign. Accompanied by an impressive range of creative and engaging initiatives, participating members then disseminated the materials among the public during the 16 Days of Activism. The materials consisted of a flyer addressing common misconceptions about perpetrator programmes, a postcard speaking to perpetrators directly, and a poster featuring

reasons why perpetrator programmes are necessary and important to counter gender-based violence.

**Do you think your child or partner sometimes feel afraid of you?** ☐

Have you ever offended, criticized or made your partner and/or your children feel stupid about their ideas? ☐

Are you controlling your household finances, not allowing your partner to use the money for personal things? ☐

Have you ever been jealous and/or accused your partner of paying too much attention to someone else? ☐

May a woman at some time have felt pressured to have sex with you? ☐




Have you ever slapped, beaten, pushed your partner - or threatened to do so? ☐

If you answered YES to two or more questions, send us an email or call us to tell us about your experience.

**You deserve a life free of violence. We can support you.**

European Network for the Work with Perpetrators of Domestic Violence - WWP EN

Email: [info@work-with-perpetrators.eu](mailto:info@work-with-perpetrators.eu)  
Web: [www.work-with-perpetrators.eu](http://www.work-with-perpetrators.eu)  
Facebook: Work With Perpetrators - European Network  
Instagram: [european\\_network\\_wwp](https://www.instagram.com/european_network_wwp)  
Twitter: [wwp\\_en](https://twitter.com/wwp_en)

 Funded by the European Union  

Postcard – front and back

SUNDAY 25	MONDAY 26	TUESDAY 27	
<p>CAM Firenze - Italy Film Screening "Zitta!" Human Rights Film Festival Meeting: "Look at Me &amp; Listen to Me" - Pistola against GBV WWP/ZDB - Albania Street Action: "Ask for Help!" in Shkoder White Dove - Italy Conference: "MeToo - Women in the Trump Era" CAM Ferrara - Italy Event &amp; Reading: "I am... a Woman"</p>	<p>U.Z.O.R. - Croatia Press Conference ZDB - Albania Highschool Workshop on Bullying Prevention DNK - Slovenia Lecture: "Recognising Red Flags" - Talking about Intimate Partner Violence CAM Firenze - Italy Meeting with Migrant Communities at Oxfam</p>	<p>Czech Diaconia Charity Concert Buducnost - B&amp;H Street Action: "Responsible Together" in Modrica ZDB - Albania University Workshop: Including and Engaging Boys AVNG - Georgia Street Action: Awareness-Raising in Tbilisi and other Regions in Georgia</p>	<p>CAM Firenze - Italy Training for the Health Service of Empoli CAM Ferrara - Italy Seminar 1: "Break the Silence" Lux Vitae - Croatia Conference on Children's/Youth's Mental Health &amp; Supporting Families FMCHS - Finland Live Event: "Art against Violence"</p>
WEDNESDAY 28	THURSDAY 29	FRIDAY 30	SATURDAY 01
<p>Buducnost - B&amp;H Street Action: "Zero Tolerance for Violence" in Modrica APHVF - Cyprus Training Workshop for Therapists: "Gender-Based Violence: Identification, Motivation, and Referrals"</p>	<p>CAM Firenze - Italy Event: "Citizens against Violence" Lux Vitae - Croatia Round Table on Violence in the Family and Against Women FMCHS - Finland TV Interview: ARTE Vox Pop APHVF - Cyprus Training on Domestic Violence for Volunteers</p>	<p>DNK - Slovenia Round Table on Children &amp; Custody in Violent Separations U.Z.O.R. - Croatia Final Conference of Project "Lady" White Dove - Italy Round Table on Gender-Based Violence &amp; Collaboration with Hospitals</p>	<p>DUGA/SPA - Croatia Street Action: Awareness-Raising in Zagreb</p>

  
WWP || EUROPEAN NETWORK  
**NOVEMBER 2018**  
**"RESPONSIBLE TOGETHER"**  
**PERPETRATOR WORK CAMPAIGN**  
**16 DAYS OF ACTIVISM**

Excerpt of the campaign event calendar

To view our materials and a calendar of the events, visit <https://www.work-with-perpetrators.eu/events/campaign>

Our newsletter summarising all activities can be found here:

<https://mailchi.mp/b11582a59258/wwp-en-december-newsletter>

## IMPACT toolkit

The IMPACT toolkit is a core resource and integral part of WWP EN's work. It is used to measure the impact of perpetrator programmes on the men they work with by supporting programme staff in (self)monitoring and evaluating their work. Results are obtained through questionnaires both to the perpetrator and to the abused (ex)partner.

Perpetrator programmes are often asked whether their work "makes a difference". While it can be difficult to measure success in numbers, organisations offering perpetrator programmes often neither have the resources nor the appropriate tools to consistently measure the results of their work. The IMPACT toolkit was developed to help address these issues and to provide a sound basis for improving the quality of perpetrator programmes.

This year, we have continued to roll out the use of the toolkit across Europe and a feasibility study reviewed the model of support and distribution of the toolkit. It is now widely used in Italy and first data sets are being produced. In the UK, interest has increased and more programmes are signing up. We have continued to translate the materials, which up to now exist in seven languages. The impact toolkit forms part of the A.S.A.P. project (see New Projects section) that WWP EN participates in and that has started this year. It will involve an extension of the toolkit to Croatia and Bulgaria, involving additional translations.

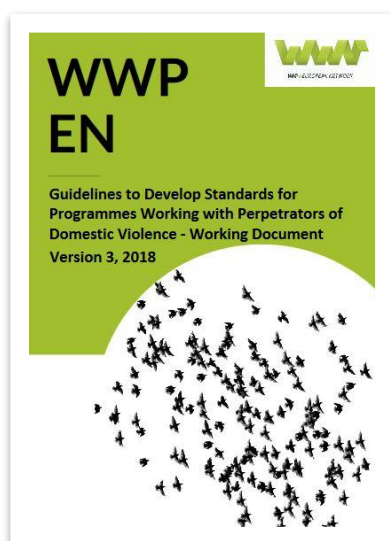
On a more general level, we have started the process of validating the toolkit academically and have streamlined data collection systems. The creation of four report templates enables different types of data comparisons and statistical analyses.

## Updated guidelines for standards

Promoting and supporting perpetrator programmes to be as safe and accountable as they can be is directly linked to our victim- and safety-focused mission. WWP EN provides a set of guidelines for the development of standards for perpetrator programmes. These include the importance of perpetrator

programmes collaborating with specialised victim support services and getting in contact with the (ex)partner to ensure she receives all information that is critical for her in relation to the participation of her (ex)partner in the programme.

WWP EN is continually updating these guidelines. With further feedback from the Women Against Violence Europe Network ([WAVE](#)) board the guidelines have, after an update in 2017, again been updated in early 2018. The guidelines are publicly available on our website.



## New Projects

While we receive our core funding from the European Commission and co-funding from the OAK Foundation, we have been working towards a diversification of our funding sources. The result of these efforts are four different projects in which WWP EN participates, three having started this year and one starting next year:

- **ENGAGE**

The [ENGAGE](#) project aims to develop a model for improved cooperation between frontline services and specialised programmes for the referral of perpetrators of domestic violence. In order to ensure a coordinated, evidence-informed, human-rights-based and culturally sensitive response in the provision of services to perpetrators, the project will provide training to frontline professionals as well as a comprehensive roadmap. The roadmap will help professionals increase both quality and quantity of referrals and assists them, for example, in motivating perpetrators to initiate and persevere in the behavioural change process.

- **A.S.A.P: A Systemic Approach for Perpetrators**

The objective of the [A.S.A.P.](#) project is to define and implement a model to integrate intervention methods applied to victims and to perpetrators of gender-based violence in

order to foster an efficient network of prevention and counteraction. To achieve this, research will be done on working models and legislation on services for victims and for perpetrators and their integration, focusing on three countries: Bulgaria, Croatia, and Italy. Project activities will also involve desk research on working models implemented in other EU member states on the same issue, the definition of an experimental operational protocol, the testing of the protocol, the design and application of an evaluation system to measure the impact of the protocol, the design of a definitive operational protocol and policy guidelines, and the dissemination of project activities and results to spread the models.

- **CONSCIOUS**

[CONSCIOUS](#) aims to prevent reoffending by sex offenders and perpetrators of domestic violence through a model of inter-systemic cooperation between social-health authorities, civil society organisations, and the judicial and prison system. As social exclusion is one of the factors that leads to increased likelihood of recidivism, this cooperation model aims at supporting social reintegration of offenders through interventions inside and outside of prison. More specifically, the project intends to strengthen and enhance the current good practices and synergies between ASL FROSINONE, the prison of Cassino, and the Frosinone Prosecutor's Office by focusing on:

- capacity building of public bodies and professionals involved;
- the introduction of new treatment services for perpetrators of domestic violence and sexual violence in prison; and
- the implementation of protocols and the development of practices transferable at the national and European level.



- **Men in Care: Best practice for promotion of caring masculinities to improve work life balance MIC**

This project will start early 2019. It aims to analyse and improve organisational/operational conditions for men taking caring roles in a broad sense (care for children, elderly care, care of the partner, self-care for a healthy life style). Research results show equal sharing of household and family work for men contributes to better health, less violence, happier partners, more successful children and more sex. Overall, however, research on men's benefits through caring masculinity is still extremely sparse and fragmented. In this project, these benefits will be systematically reflected upon and included in the project activities.

## NETWORK DEVELOPMENT AND EVENTS


---

### Annual Conference



Under the theme “Journey to accountability – Theory and Practice”, this year’s annual conference in Prague, Czech Republic, gathered 96 participants from Europe and beyond. From 3-5 October, participants had the opportunity to discuss accountability from various angles, participate in 12 different workshops, and network and exchange with other organisations and individuals involved in the field of domestic violence. Next to WWP EN’s Annual General Assembly, the annual conference

After the conference opening, participants were invited to explore different aspects of accountability, such as accountability and abusive men or accountability and child protection in a *World Café* session. An interesting point was discovered: there is no direct translation of “accountability” to most other languages represented among WWP EN’s members. The term that is most commonly used instead is “responsibility”. A discussion later on shed some light on the slight but important difference between “responsibility” and “accountability”.



After dinner at the hotel, the day was concluded with the screening of the documentary “A Better Man” in Prague’s Museum of Decorative Arts. The documentary follows two ex-partners on their journey through processing their joint past in an abusive relationship. A follow-up discussion with translation to Czech gave the audience the opportunity to reflect on the film against the background of their own experiences working with victims and perpetrators.



The screening was preceded by a press conference on the annual conference.

The second conference day started with a feedback session from the previous day, after which Marco Deriu from Università di Parma and the network Associazione Maschile Plurale gave a keynote speech titled „What story do we think we are part of? – The accountability towards gender-based violence as a personal and collective journey”.

During the policy plenary that followed, Alessandra Pauncz presented WWP EN’s Child Protection Policy, which was adopted for WWP EN at the subsequent Annual General Meeting. Communication Manager Anna McKenzie presented the WWP EN European trial campaign, which aims to counter myths regarding programmes for perpetrators. Materials prepared by WWP EN and translated by members were disseminated by member organisations that decided to participate.

The Annual General Meeting was initiated with the Chair’s annual report of WWP EN’s 2018 activities after which WWP EN’s Treasurer Heinrich Geldschläger gave an overview of WWP EN’s finances. The General Assembly voted in favour of changing the office registration address of WWP EN in the Statutes to the current office address. Members were also invited to share their opinion on the development of the network, regarding both its growth and the role of national networks within WWP EN.

After lunch, there was time for an interactive viewing of members’ posters that featured the three biggest achievements and obstacles of each organisation in their work in 2018. This opportunity to get to know each other’s work more closely was much appreciated by members. A parallel focus group session invited a number of members to share their opinions on the work of WWP EN in the past year. The feedback provided plays an essential part for the network to improve its work and ensure that its activities and outputs are relevant and useful for members.

Again, four different workshops were offered to participants, after which the second workshop day was concluded.

The first part of the last workshop day was dedicated to a Challenges and Experiences session in which participants were encouraged to share and discuss lessons learned in improving practice, e.g. the ethical dilemmas involved in keeping men on the programme without compromising women’s or children’s safety.



The final set of workshops was followed by some closing remarks and a round of thanks from Alessandra Pauncz to everyone who participated and who helped to ensure a smooth running of the event.

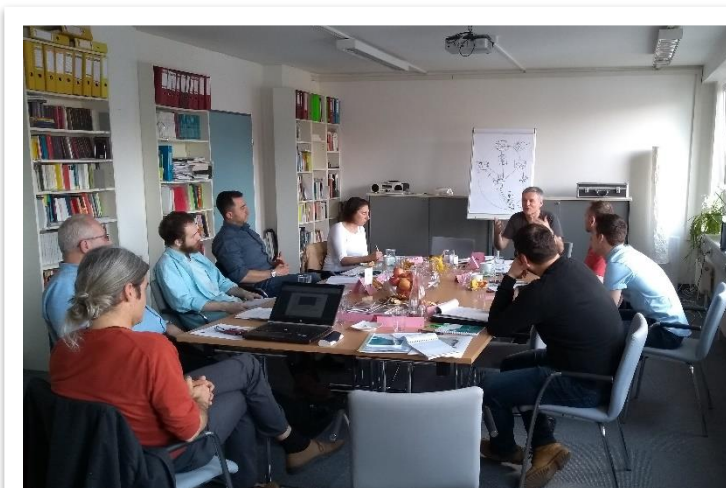
Participants shared that they found useful having explored new techniques and processes to develop accountability in their work, having received input on sensitisation, especially of frontline professionals, and recognising the experiences of others in their own practice which helps in sharing and exploring solutions.



Participants noted after the conference that they were walking away with new ideas and insights. According to them, considering the concept of accountability more in-depth and from different viewpoints provided them with new input for their work. Some expressed their appreciation of learning about cultural differences in the practical work through the workshops and networking opportunities, others said that initiatives like the child protection policy provided them with inspiration of how to improve their work concretely.

## Study visit

The WWP EN Study Visit 2018 took place in Graz, Austria, on April 11th-13<sup>th</sup>. It was hosted by the WWP EN member organisation Verein für Männer- und Geschlechterthemen Steiermark (“Association for Men’s and Gender Issues Styria”, AMGI).



In this study visit, participants learned about the work of four different regional organisations in Austria, which cooperate on different levels in their work with victims and perpetrators. These organisations are:

- Verein für Männer- und Geschlechterthemen Steiermark (Association for Men’s and Gender Issues, Styria; AMGI) works with perpetrators in general, incl. perpetrators of domestic violence;
- Gewaltschutzzentrum Steiermark (Violence Protection Centre Styria) provides support for victims of domestic violence;
- Verein Frauenhäuser Steiermark (Women’s Shelters Styria) manages two shelters for women and their kids;
- Verein Neustart (formerly the Association for Probation Service and Social Work) operates throughout Austria, providing work with perpetrators within the court system.

Excursions to these four organisations and an explanatory session on the Austrian legal framework on domestic violence gave the visitors a fuller understanding of how these organisations operate. Particular attention was dedicated to the various forms in which these organisations cooperate. Some examples are:

- The Violence Protection Centre and the Men's Counselling Centre coordinate working with the perpetrator and the victim by exchanging information (based on an agreement to allow the exchange of information by both perpetrator and victim).

- A similar cooperation exists between the Violence Protection Centre and Verein Neustart for perpetrators with a court order to attend an anti-violence training.
- The Women's Shelter and the Violence Protection Centre may cooperate in supporting the same victim, e.g. if the victim is living in the shelter and is supported at court by Violence Protection Centre.
- There is a referral of clients between Verein Neustart and the Men's Counselling Centre, e.g. Neustart may send perpetrators to Men's Counselling Centre for psychotherapy, or the social workers of both organisation exchange information on joint cases, especially outside of the bigger cities, where only one-on-one-settings can be realised.
- The Men's Counselling Centre and the Women's Shelter provide a couple setting with perpetrator, victim, and a counsellor from each organisation, to accompany separation processes, to develop solutions regarding the couple's children, to work on pre-conditions if the woman wants to return etc.
- The Women's Shelter and Verein Neustart have started a training programme for women in shelters with aggressive or violent behaviour towards their children. (See an interview with them under Links and Information (June 2018) in our Newsletter section: <https://www.work-with-perpetrators.eu/resources/newsletters/links-and-information/interview-with-michi-gosch-and-susanne-pekleer>)

Next to looking at these cooperation mechanisms, the legal situation and the approaches that have emerged on a regional level were compared to the respective situations in the participants' regions and countries. It became clear that regional approaches concerning the work with perpetrators and cooperation among institutions and organisations are not easy to compare and that regional specifics can pose a challenge even though organisations operate under the same legal framework. In various plenary session throughout the study visit, participants shared and compared projects and approaches, and discuss relevant and timely topics such as a letter to the Secretary General of the Council of Europe, Mr. Thorbjørn Jagland, in which 333 NGOs opposed the use of the term gender in the Istanbul Convention and complained about "ideological parts of the Convention" (cit. from the letter to Mr. Jagland).



For the full report by the Verein für Männer- und Geschlechterthemen Steiermark, please visit the [events section](#) on our website.

## Working groups

### **Working group on “Building and strengthening partnerships with victims’ services in work with perpetrators to prevent violence against women and children”**

In line with WWP EN’s victim-centred approach as a fundamental part of responsible and accountable perpetrator work, the group focuses on the following areas of work:

1. Attending to victim (women and children’s) safety;
2. Services for women whose (ex)partners are on a perpetrator programme; and
3. Improving and strengthening the collaboration of perpetrator programmes with women’s support services.

The working group has continued to build on the success of the 2016 mapping report and the 2017 good practice report on members’ activities. In 2018, the group’s work continued through a joint training event run by WWP EN and the Women Against Violence Europe Network (WAVE) for a group of the respective members of both organisations. Members of the working group also held a workshop at the WWP EN annual conference on the issues around good practice and took suggestions for further integrating the work of the group into WWP EN member practice and policy.

Further, WWP EN has delivered training sessions on good practice in accountability to victims by perpetrator programmes. In 2019, WWP EN will be developing this work further in several regional and context-specific protocols and training for collaboration between services, serving both perpetrators and victims. The working group will oversee this.

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

The working group seeks to act as a focal point for the promotion of regional cooperation in the Balkan region. It focuses its activities on three main areas: capacity building and best practice exchange; awareness raising initiatives; and advocacy and lobbying. In 2018, the group contributed to a WWP EN and partners’ bid to the EEA and Norway Grant call to contribute towards reducing social and economic disparities in Europe and strengthening regional cross-border and transnational cooperation. The group are also planning a wider Eastern and South-Eastern European meeting in early 2019, involving WWP EN members and donors for the area.

### **Equality Sub-Committee**

The Equality Sub-Committee seeks to find solutions for issues pertaining to equality and human rights, gender mainstreaming and discrimination in all areas of the work of the Network as well as the Network itself. It has met via Skype three times in 2018, and presented a report on the topics it has dealt with at the Annual General Assembly, among which were differences in regional representation within the membership base and the process of selecting partners for EU-projects.

### Quality Assurance Working Group

The Quality Assurance working group has been set up at the end of the year and is composed of one board member, one staff member and one person from the membership base. Knowing about the importance of providing high quality and useful information to its members, the Network has created this working group to ensure it lives up to these standards. It will collect feedback and evaluate the Network's activities and events as well as its written output.

### Project Evaluation Working Group

The board has decided to set up a working group to support decision-making around the selection of projects. The details of this group and its role are still in the early phases of discussion.

### Working Group on Working with(in) Migrant Populations

This working group was set up in 2018, drawing from the WWP EN membership and involving representatives from the European Network of Migrant Women ([ENOMW](#)) and Centre Anna in Russia (also a WAVE network member). Working group members will direct the work, give input based on their experiences with working with perpetrators from migrant populations, and provide feedback on papers or other materials that are produced within the theme's framework.

The first meeting was held in December with further regular meetings planned throughout 2019. The group will also help with the preparation of WWP EN's 2020 annual conference theme on working with(in) migrant populations.

### WWP EN Impact Outcome Monitoring Toolkit Steering Group

The work on the WWP EN Impact Toolkit is supervised by a steering group composed of WWP EN members including two board members. Scientific oversight is provided by international expert and board member Professor Marianne Hester from the University of Bristol and the project is staffed by the toolkit researcher, Berta Vall, and Nina George, our Research and Development Manager.

Please refer to the section New and Ongoing Activities for details of the project and its activities.

## New members

Our network grew significantly in 2018, with six new members gained from five different countries. This is almost a 10% increase based on the overall size of the network.

More specifically, our new members are:



## Alliance of Women in Slovakia

The Alliance of Women Slovakia is a non-governmental organisation dedicated to monitoring the implementation of international documents on women's issues, as well as their translation and publication. The NGO also deals with specific work in the area of violence against women by providing crisis socio-legal advice (non-stop SOS line), and psychological and legal aid. In addition to activities around the legislative aspects of violence against women, the alliance is active in producing videos and films, campaigns (e.g. as part of the WAVE StepUp! Campaign) and is involved in media work.

## Men for Gender Equality (MÄN)

MÄN is a feminist member-based organisation working to engage boys and men for gender equality and redefining masculinity. The organisation mainly works in primary intervention with boys and men in Sweden, but is now going to start working with young male perpetrators. MÄN is co-coordinator of the MenEngage Europe network and member of the global MenEngage Board.

## National Federation of Associations and Centers for the Care of Perpetrators of Domestic and Family Violence (FNACAV)

FNACAV is a French national network focused on countering domestic and family violence. It is comprised of 33 member organisations throughout the country and has recently expanded into Belgium. Their main activities are knowledge and practice exchange between members, research, awareness raising, interventions with public authorities, and providing orientation to perpetrators of domestic violence in search of support services. They also provide training and information activities for professionals in the health, social, judicial and prison sectors.

## The reception against domestic violence in Uppsala (MVU)

MVU wants to contribute to safe and secure home environments and close relationships. The organisation works in different ways to prevent violence, but primarily by targeting people who exercise violence or use coercive-controlling behaviour in their close relationships. This work takes into account the consequences for those exposed to violence, which means that MVU's efforts also include help and support for relatives. Children's needs and circumstances are taken into account in particular. Additionally, MVU is active in research, knowledge exchange and gives trainings to relevant stakeholders.

## Union of Women Associations of Heraklion (UWAH)

UWAH is a non-profit NGO engaged with gender equality and the prevention of domestic violence. In this context, it provides support services and interventions for both victims and perpetrators. It operates a 24/7 emergency help line for victims of domestic violence, a women's shelter and a counselling centre with psychosocial support for abused women and children. UWAH also has a specific focus on migrant women.

## U.Z.O.R. Family Assistance Association Rijeka



U.Z.O.R. is an NGO from Rijeka, Croatia. It provides both counselling and shelter for women in secure locations and works with perpetrators of domestic violence. U.Z.O.R. was one of the first organisations in Croatia to work with perpetrators and the only one who has been doing it continuously for 11 years. Among other activities, U.Z.O.R. provides counselling and shelter for women and children victims of domestic violence as well as psychosocial treatment of perpetrators.

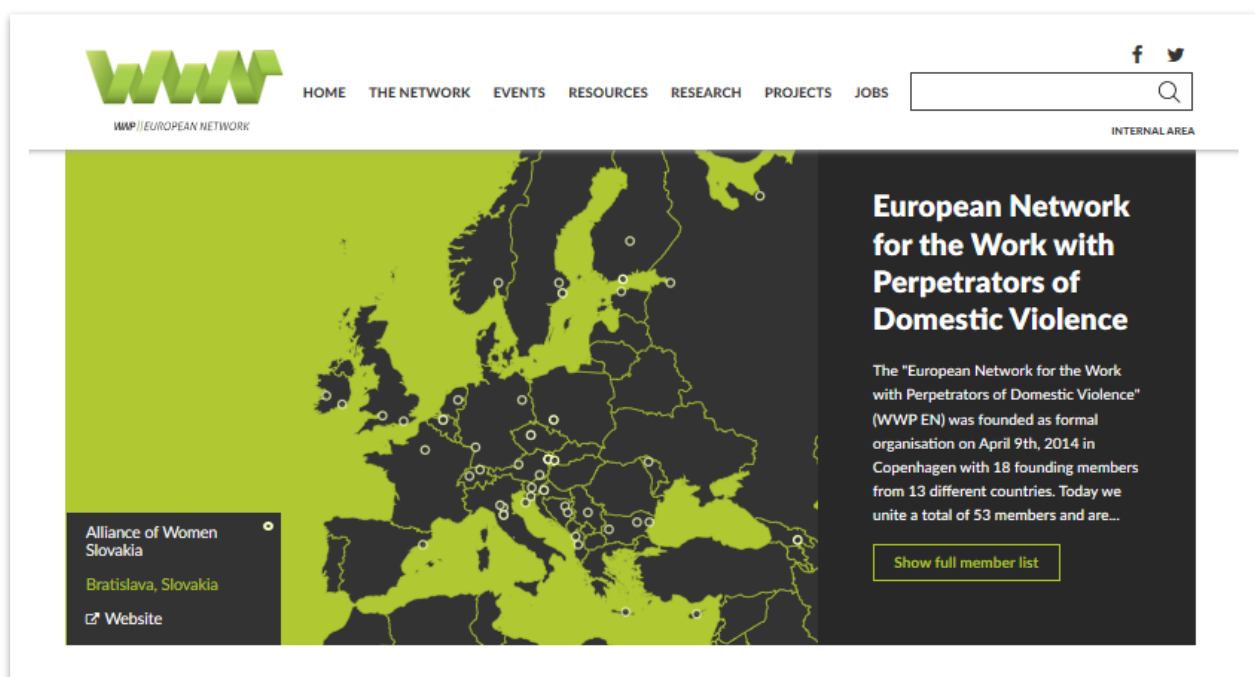
## Partnerships and collaboration with other organisations

As a membership organisation that wishes to develop a large platform of change around the area of gender-based violence, it is central for WWP EN to develop a better lobbying capacity and start building collaborations with other European and international organisations. Creating synergies allows WWP EN to contribute more effectively to some of the particular challenges the EU is currently facing, e.g. by working together with migrant organisations and collaborating with organisations like MenEngage to address violence against women and shift discourses on masculinity. A member of Women Against Violence Europe (WAVE) is on our board as a permanent representative of women's support organisations to ensure that experiences and concerns of the women's support sector directly feed into our work. Exchanging expertise with a wider range of relevant actors will also include collaboration with European probation services to strengthen societal interventions in this field or with organisations focusing on child abuse as part of WWP EN's victim-centred approach. We are developing a Memorandum of Understanding together with the Confederation of European Probation (CEP) and became a member of the International Society for the Prevention of Child Abuse and Neglect (ISPCAN). A Memorandum of Understanding is envisaged to formalise collaboration with IAMANEH, and WWP EN is in the process of developing a training with IAMANEH for members in the Balkan region.



# COMMUNICATION AND PUBLIC RELATIONS

## Website



The WWP EN website has undergone a make-over and was relaunched on March 8. It now appears in a clean new design in the network's favourite colour, and features an interactive map of all network members. To tie a closer link with our active engagement on social media, a Facebook feed now complements the information the website provides. The feed can also be accessed by visitors who do not have a social media account in order to cater to all users and needs. Links to our Twitter site and the newly created Instagram account complete our online presence.

## Update programme database

The WWP EN programme database on our website is a resource that provides information on perpetrator programmes across Europe. Practitioners, researchers and those seeking help can



consult the database to find partners for projects, to inform their research, or to find a point of contact within their country.

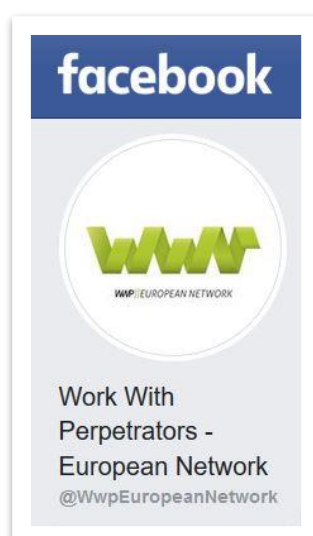
Due to the General Data Protection Regulation (GDPR), we had to take our database off the website in May. It is since being continually updated as we receive consent from the programmes in line with the new regulation. The database now also features filters such as programme characteristics or types of training offered.



Programme database search mark

## Social Media

### Facebook



The WWP EN Facebook presence has continually developed within 2018. We have almost 1.100 followers, and with an increase of 100% over the past year, we have about the same amount of likes.

Adding new posts almost every day, it serves as an excellent platform to inform the public about the work of the network, such as the annual conference in Prague, and about the activities of its members – be it a press conference of a member in Cyprus or a report on the #MeToo campaign by one of the Swedish members. During our trial campaign “Responsible Together”, Facebook was an important medium for spreading information on the materials we prepared, as well as the events members organised during the 16 Days.



### Twitter

The WWP EN Twitter account offers more concise insights into important news, as well as members' activities and WWP EN events. Through the WWP EN Twitter account, we are involved in informational campaigns (e.g. the EWL coalition's call for ratification of the Istanbul Convention) and engage directly with international actors such as EIGE, MenEngage and EU Justice, to name some.

During the trial campaign, we used Twitter very similarly to Facebook. However, in future campaigns, we will consider Twitter's singular nature as a direct communication platform and integrate it more.



### Instagram

Our Instagram account was launched in August. It features basic information on perpetrator work, a behind the scenes look at the WWP EN office, videos and pictures from events, and other information. During the trial campaign, we used the account for "Instagram takeovers" – an activity during which a member organisation "takes over" the WWP EN Instagram account to show their work and activities.



### LinkedIn

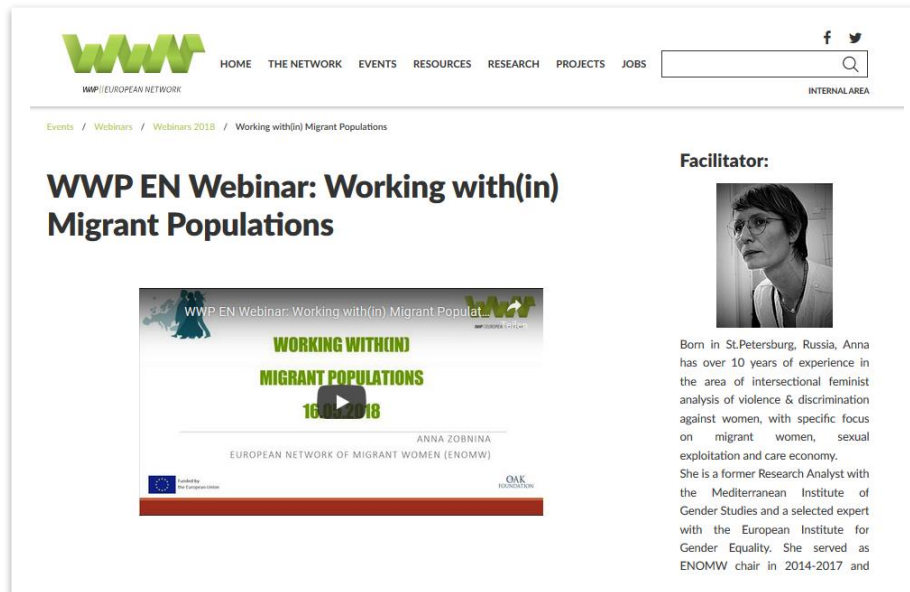
After closing the LinkedIn group, WWP EN started a LinkedIn company page in January of 2018.

We use the company page to share interesting job openings with WWP EN member organisations and international NGOs. Furthermore, we share news on upcoming conferences, calls for papers and other content useful for members, such as newly published papers and books.

## Webinars

Positive feedback on the value of webinars has encouraged us to continue to use this platform for capacity-building and information-sharing across distances. With a seemingly endless amount of ideas and proposals for webinar topics, we were able to offer expertise from webinar leaders on a diverse range of issues within perpetrator work:

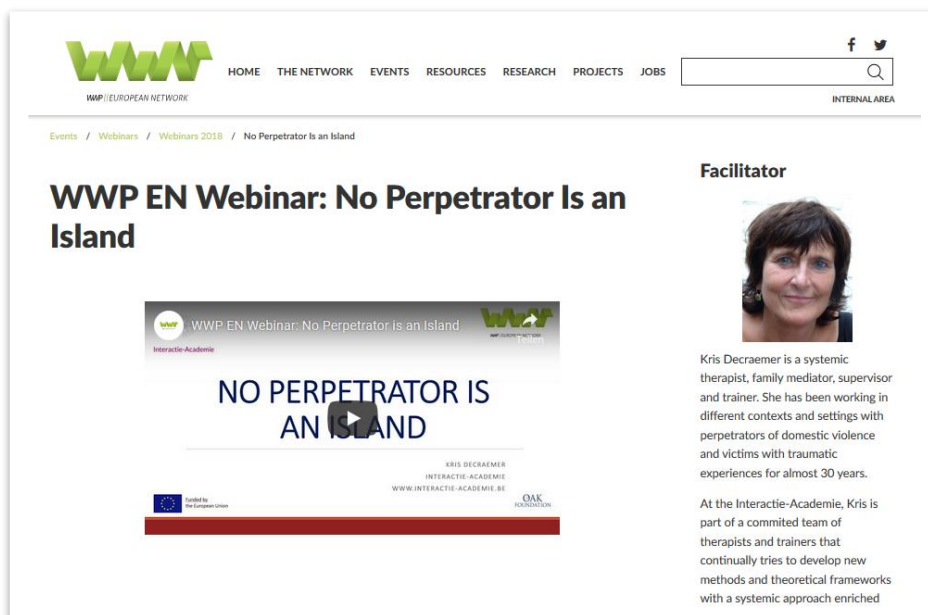
## 16 May 2018: Anna Zobnina – Working with(in) Migrant Populations



The screenshot shows the WWP EN Webinar page for 'Working with(in) Migrant Populations'. The header includes the WWP logo, navigation links (HOME, THE NETWORK, EVENTS, RESOURCES, RESEARCH, PROJECTS, JOBS), a search bar, and social media icons. The main content area features a video player with the title 'WORKING WITH(IN) MIGRANT POPULATIONS' and the date '16 May 2018'. Below the video player, it lists the facilitator 'ANNA ZOBNINA' and the organization 'EUROPEAN NETWORK OF MIGRANT WOMEN (ENOMW)'. To the right, a 'Facilitator:' section includes a portrait of Anna Zobnina and a biographical text: 'Born in St. Petersburg, Russia, Anna has over 10 years of experience in the area of intersectional feminist analysis of violence & discrimination against women, with specific focus on migrant women, sexual exploitation and care economy. She is a former Research Analyst with the Mediterranean Institute of Gender Studies and a selected expert with the European Institute for Gender Equality. She served as ENOMW chair in 2014-2017 and'.

Led by Anna Zobnina, an expert in the area of feminist analysis of violence & discrimination against women, this introductory webinar addressed the issues of male violence against women and girls within and by migrant, refugee and ethnic minorities groups in Europe. It covered the major concepts, definitions and analytical framework that was developed by feminist migrant women organisations and introduced the major challenges, risks and misconceptions in the area of prevention and protection.

## 7 September 2018: Kris Decraemer – No perpetrator is an island



The screenshot shows the WWP EN Webinar page for 'No Perpetrator Is an Island'. The header includes the WWP logo, navigation links (HOME, THE NETWORK, EVENTS, RESOURCES, RESEARCH, PROJECTS, JOBS), a search bar, and social media icons. The main content area features a video player with the title 'NO PERPETRATOR IS AN ISLAND' and the date '7 September 2018'. Below the video player, it lists the facilitator 'KRIS DECRAEMER' and the organization 'INTERACTIE-ACADEMIE'. To the right, a 'Facilitator:' section includes a portrait of Kris Decraemer and a biographical text: 'Kris Decraemer is a systemic therapist, family mediator, supervisor and trainer. She has been working in different contexts and settings with perpetrators of domestic violence and victims with traumatic experiences for almost 30 years. At the Interactie-Academie, Kris is part of a committed team of therapists and trainers that continually tries to develop new methods and theoretical frameworks with a systemic approach enriched'.

In this second webinar, Kris Decraemer, a systemic therapist, family mediator, supervisor and trainer, presented some theoretical frameworks for her systemic approach and introduced the possibilities of working with “a systemic network drawing”. This is a method for working with perpetrators as a starting point to enrich the conversation, bring in multiple perspectives, and create safe and open spaces to invite members of the networks.

## 19 November 2018: Laura Lundy – Hearing All Voices



The screenshot shows the WWP EN Webinar: Hearing all Voices page. The header includes the WWP logo, navigation links (HOME, ABOUT US, EVENTS, RESOURCES, RESEARCH), a search bar, and an INTERNAL AREA link. The main content area features the title "WWP EN Webinar: Hearing all Voices" and a video player showing a webinar session. To the right, a section titled "Facilitator:" introduces Laura Lundy, Co-Director of the Centre for Children's Rights and a Professor in the School of Social Sciences, Education and Social Work at Queen's University, Belfast. Below the video, the "Webinar Details" section provides a brief description of the webinar content.

Laura Lundy, an expert in children’s rights and developer of the Lundy Model for Child Participation, gave an insight into the rights of children in decision-making processes, and how to best involve children in difficult discussions. She also shared some of the best practice examples from her decades of experience working with and researching children and their rights.

## 20 December 2018: Pascale Franck and Bert Groen – Preventing Non-Fatal Strangulation in Domestic Violence – rescheduled to early next year

This webinar will be facilitated by Bert Groen and Pascale Franck, President and Vice-President of the European Family Justice Center Alliance (EFJCA). Strangulation has been identified as one of the most lethal forms of domestic violence and sexual assault and is more common in domestic violence cases than previously thought. It can have serious health implications for women and their unborn children and can ultimately lead to their death. This webinar will offer an insight in the dynamics and impact of non-fatal strangulation.

## Newsletter

We use various channels to keep our members and the interested public informed about our work. Next to our website and our social media presence, we share information through our quarterly electronic newsletters. They feature interviews on topics like perpetrator or women's support work, calls for tenders, events and other news, job offers and links to online resources. All our newsletters are accessible via our website.



## Presentations at conferences

Being the only European network on domestic violence perpetrator work makes it is all the more important for us to share the knowledge and experience we gather through our members, and to offer our expertise at conferences and other events. Next to raising awareness for our core topics and informing professional practice, it gives us the opportunity to draw attention to the interests and needs of our members. Finally, attending and presenting at conferences has been very useful for initiating partnerships and collaboration with experts from a wider field.

In 2018, we called attention to perpetrator programmes on a rising number of occasions. Instead of eight presentations originally planned for this year, we did 21 presentations overall. These have been

part of the development of a wider lobbying strategy directed towards experts from relevant related fields, policy makers, and other stakeholders. Throughout the year, we realised that presenting at these conferences, seminars and workshops has helped to remind participants continuously that perpetrator programmes are part of coordinated response to domestic violence.

The following is a list of the conferences and events at which our board and staff members gave a presentation.

#### **Respect Development Day, London, UK, organised by Respect – 23 February, 2018**

Staff member Nina George gave a workshop on WWP EN's IMPACT toolkit. She pointed out that perpetrator programmes are often asked about the evaluation of their projects, whether they "make a difference" and "how we know if they work?". The WWP EN "Guidelines to develop standards" state 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 do not change. Nina therefore presented some IMPACT tools that programmes can use to help address this problem.

#### **Conference "Relazioni Libere dalle Violenze: una sfida per il cambiamento maschile" ("Relationships free from violence: challenging men to change"), Trento, Italy, organised by Relive – 22-23 March 2018**

Our board member Heinrich Geldschläger presented different aspects of WWP EN's work and gave a brief overview over some results from the IMPACT toolkit. Going into quality standards for perpetrator programmes and WWP EN's guidelines for the development of these, he pointed out some of the particular challenges, for example contact with the abused (ex)partner or collaboration of the perpetrator programmes with specialised victim/survivor support sector. A brief introduction to the ENGAGE project and new technologies to help perpetrators manage their aggression or encourage self-reflection rounded off the presentation.

#### **4<sup>th</sup> International Conference on Men and Equal Opportunities, organised by ICMEO, Stockholm, Sweden, 15-16 May 2018**

As part of the panel "Nordic work with violence prevention among young men including honour-related violence", Executive Director Alessandra Pauncz discussed different aspects related to working with men in the context of domestic violence from a European perspective. Gerhard Hafner from Counselling for Men – Against Violence and Olga Persson from Unizon, both WWP EN members, joined her in the panel.

#### **Training by Network of Health Care Providers, Gorizia, Italy – 30 May 2018**

On the 29<sup>th</sup>, 30<sup>th</sup>, and 31<sup>st</sup> of May and 15<sup>th</sup> and 16<sup>th</sup> of October, Executive Director Alessandra Pauncz was invited to give presentations on the Istanbul Convention and the European context of perpetrator programmes. Her input was part of a course organised by the health care system in Gorizia, Northern Italy, to about 40 health care professionals working in the area. The training was



provided in preparation for the start of a service programme for perpetrators planned by the Gorizian health care system. It is set to open in February 2019. The training was held twice to allow the attendance of all service providers.

**International Conference on Engaging Men and Boys/MenMove, Basel, Switzerland, organised by IAMENEH Switzerland and the Swiss Agency for Development and Cooperation SDC – 7-8 June 2018**

Board member Marianne Hester gave a keynote speech on Article 16 of the Istanbul Convention on work with perpetrators. She emphasised that cultural contexts need to be observed while safeguarding particular principles stated within the Convention. Domestic violence programmes should encourage perpetrators to assume responsibility for their actions and examine their attitude and beliefs towards women, for example. She stressed that for all programs, only a holistic and ecological design can support the powerful statement expressed within the Istanbul Convention. Marianne also facilitated a workshop on “The need for systematisation and quality assurance: How to develop context - adapted standards for work with perpetrators?”. Board member Heinrich Geldschläger provided input as part of a panel discussion on policies and practice in working with perpetrators in which he highlighted the rich diversity in perpetrator counselling programmes. They often differed e.g. in their scope, their therapeutic approaches, or how they are embedded in the national system.

**National Conference of the Association Counselling for Perpetrators Switzerland 2018 (Nationale Tagung des Fachverband Gewaltberatung Schweiz 2018), Bern, Switzerland, organised by FVGS – 19 June 2018**

The theme of the conference was the development and monitoring of quality standards in perpetrator programmes and counselling in Switzerland. After introducing the work of WWP EN, staff member Antonia Montanus therefore focused her presentation on WWP EN’s guidelines for quality standards. Among other aspects, she pointed to the importance of establishing and maintaining collaboration with women’s support services.

**International Seminar on Gender Equality, Paris, France, organised by EuroSocial – 25-27 June 2018**

Staff member Nina George was asked to speak at one of the seminar’s workshops: “Masculinities and the prevention of gender-based violence”. After introducing the work of WWP EN, she explained the WWP EN Impact toolkit and gave some insights into its content.

**European Network on Gender and Violence, 2018 Annual Conference, Bristol, UK – 27-28 June 2018**

Staff member Ralf Puchert presented the work of the network as part of a poster session and introduced and updated conference participants to the work of WWP EN, ongoing projects and future foci of our work.



### **Podcast on work with perpetrators with Alessandra Pauncz – 20 August 2018**

As part of the PAVE podcast series, Alianne Looijenga interviewed Executive Director Alessandra Pauncz on her extensive experience with perpetrator work, difference in Europe regarding perpetrator programmes, changing the judicial system, preventing violence in close relationships, and creating a European framework for effective work with perpetrators.

The podcast can be accessed via the following link: <http://www.aliannelooijenga.com/pave-015-work-with-perpetrators-differences-in-europe-regarding-perpetrator-programs-changing-the-judicial-system-creating-an-european-framework-and-preventing-violence-in-close-relationships-with/>

### **Multidisciplinary Training on Strengthening Cooperation between Specialist Women’s Support Services and Perpetrator Programmes, Vienna, Austria – 20-21 September 2018**

This training organised by WAVE and WWP EN had the goal of bringing together key stakeholders from several European countries to share good practice on how effective collaboration between perpetrator programmes and specialist women’s support services can look like in practice. The training also focused on capacity building for strengthening cooperation between the two sectors, with Alessandra Pauncz and Nina George representing WWP EN and forming part of the panel sessions.

### **Keynote at the International Conference on Sexual harassment & Sexual Violence: Victims, Perpetrators and Bystanders, Porto, Portugal – 8-9 October 2018**

This keynote given by Alessandra Pauncz provided an overview of different kinds of perpetrators of sexual violence and looked into some of the critical questions that arise from the treatment of sexual offenders. She noted that a central element to such an analysis is looking at how sexual violence is rendered invisible in a process of stereotyping sexual violence, and also showing what is *not*. Sexual violence becomes the absent but implicit front runner of male privilege, subtly undermining women’s independence and freedom. In order to address the prevention of sexual violence with potential perpetrators and with men, she insisted we need to uncover uncomfortable truths that engage unequal balances of power in society and forms of privilege and manipulation.

### **20<sup>th</sup> WAVE Conference “The Importance of Women’s Specialist Services in Tackling Violence Against Women”, Valetta, Malta – 22-24 October 2018**

This year attended by Executive Director Alessandra Pauncz and Communication Manager Anna McKenzie, the annual WAVE conference represents one of the most important meeting moments for all independent women’s support services in Europe and it was a very important occasion to discuss collaboration and perception of perpetrator programmes.

WWP EN held a workshop together with Verena Tadler from the Domestic Abuse Intervention Centre in Vienna, Austria and with Lauren Agius, from the Foundation for Social Welfare Services in Malta. Both organisations are members of WWP EN. Participants were very engaged and at the end of the session, representatives from the women’s support sector commented that they saw the value of supporting perpetrator programmes that are directly linked to women’s support services.

Participating in the WAVE conference was also a good occasion to hear back from different organisations and to discuss some of the aspects of the “Responsible Together” campaign that WWP EN is promoting, specifically the flyer on starting conversations with women’s support services.

**Kick off meeting: Deepening the knowledge on perpetrator programmes, organised by Regione Piemonte, Torino, Italy – 24 October 2018**

WWP EN was invited to a kick off meeting organised by the Region of Piemonte, in which Alessandra Pauncz was asked to discuss local, national and European networks in the work with perpetrators and to discuss best practice and lessons learned. The Chair of the Regional Council of Piemonte stressed the importance of expanding institutional knowledge of effective perpetrator work. There was much interest in the topic and about 40 participants attended the initiative.

**Respect Conference “Shining the spotlight on perpetrators”, London, UK – 14 November 2018**

Staff member Nina George gave a workshop entitled “Good Practice in Partner Support: what’s it all about?” The training engaged participants in (inter)active thinking about what it is a partner support service should and could offer to women whose partners are on a perpetrator programme. How does it differ to Outreach or Domestic Violence Advisor work? What does the “integrated” part in “Integrated Partner Support” mean in practice? The group was invited to ponder the following: How do we start making women and children’s safety a priority when the focus is on him? How do we hold onto the different stories without it becoming a “he said / she said” battle? Can we honour the different stories we hear in this process? What should/could the systems around risk and case management look like, when they are truly integrated?

**2<sup>nd</sup> International Conference “One Safe Place for Hope and Empowerment”, organised by the European Family Justice Center Alliance, Paris, France – 15-16 November 2018**

Alessandra Pauncz was invited by the European Family Justice Center Alliance (EFJCA) to present at their international conference on the role of perpetrator programmes in a multidisciplinary community approach. The conference was an occasion for sharing some of the network’s achievements this year and also for talking about the development of WWP EN. Conference participants have worked in various Family Justice Centers and were very interested in linking perpetrator programmes to their approach and work. The conference also presented the opportunity to hear about some interesting methodological developments in France regarding the work with perpetrators.

**International Symposium “Tackling Violence Against Women and Girls in the EU: Educating, Empowering, Protecting and Prosecuting”, organised by Public Policy Exchange, Brussels, Belgium – 22 November 2018**

While all EU member states have signed the Istanbul Convention, nine members have still not ratified it. In 2017 and 2018, many states and agencies have increased their efforts to raise the profile of the issue and counter violence against women. The symposium focused on the discussion of how to best strengthen efforts, monitor and evaluate the progress made and promote examples of good practice for preventing and combating violence against women and girls. Alessandra Pauncz was invited to

give a keynote speech, explaining the composition and work of WWP EN. The speech was followed by a Q&A session.

### **2018 Colloquium “Rethinking Gender Equity in Europe”, organised by the Foundation for European Progressive Studies, Brussels, Belgium – 23 November 2018**

WWP EN was invited to attend the discussion of the cutting edge research of the Minerva Project, developed by the Foundation for European Progressive Studies and coordinated by Marcella Corsi and Carlo D’Ippoliti. The think tank requested practice-informed feedback on their gender-based research. Research presentation sessions alternating with discussions with various stakeholders made this colloquium particularly engaging.

### **4<sup>th</sup> Interdisciplinary Scientific Conference “Ties that protect. Security and change” (“Wiezi, ktore chronia. Bezpieczenstwo i Zmiana”), Wroclaw, Poland – 22-23 November 2018**

Staff member Ralf Puchert used this conference as an opportunity to introduce WWP EN’s work to participants who were mainly from Poland. Dorota Dyjakon, who is one of our network members, was part of the scientific committee of the conference.

### **Regional conference “Partnering with Men and Boys for Gender Equality”, organised by UNFPA and the British embassy in Minsk, Minsk, Belarus – 27 November 2018**

This conference involved four different sessions, which focused on topics like family policies, research and good practice, and initiatives related to masculinity, gender roles, parenting and family life & gender-based violence. Staff member Ralf Puchert presented on “Victim-safety oriented work with perpetrators in Europe”, where he gave an overview of perpetrator work in Europe during the last 50 years and explained the structure, mission, and activities of WWP EN.

### **“High-Level Event on Violence Against Women 2018. Ending Violence Against Women – Taking Stock and Next Steps”, organised by the European Commission, Brussels, Belgium – 4 December 2018**

The event combined good practice input from local projects with high-level policy and a forward-looking discussion. The aim was to foster links and collaborations between the different levels of action that are needed to combat gender-based violence. Alessandra Pauncz highlighted the importance of perpetrator work as part of the response system to gender-based violence and the need to promote responsible perpetrator work at a European and national level.

### **4<sup>th</sup> Residential Retreat of the National Network Relive Italy, Genova, Italy – 7-9 December 2018**

As President of the national Italian network of perpetrator work organisations and Executive Director of WWP EN, Alessandra Pauncz was invited to open the public event that was held on the afternoon of the first day. She used the opportunity for a discussion on the development of the Italian national network, and to talk about and disseminate materials of the WWP EN’s European trial campaign “Responsible Together”. There were about 50 service providers from all over Italy that attended the event, and local service providers working with victims and perpetrators joining the public afternoon.

# INTERNAL DEVELOPMENT

---

## Staff News

2018 has been a year full of new developments within WWP EN, including four additions to the permanent staff and an intern joining us for six months. This has given new impetus to our activities and has helped WWP EN to better manage the rising workload associated with new ideas, new projects and a growing membership base.

Alessandra Pauncz, PhD took over the position of Executive Director in January 2018. Knowing the organisation very well as a member of the board prior to her commencement, she was able to smoothly take over this post. With 20 years of experience within the field of domestic violence, she brings wide expertise to the work of the organisation.



Antonia Montanus joined WWP EN in April to support WWP EN in managing and strategically expanding its membership base. She is also responsible for reporting to funders and other stakeholders. For her work with WWP EN, she can draw on her experiences as a project manager in the field of psychosocial support and peace development.



Jeannette Bongé joined the team in May to support administration and finance. She brings many years of experience as an executive assistant and event manager to the team and, among many other things, has been an indispensable help for the organisation of the annual conference this year.



Berta Vall Castello, PhD has joined WWP EN as our new research assistant for the IMPACT toolkit. Based in Spain, she manages, analyses and reports on the data collected through the toolkit. Berta brings great expertise to the team in research and data analysis in the fields of psychology, intimate partner violence and education.



Beverly Mtui supported us in communication and public relations within the framework of a six-month internship. She has supported us alongside her work for an NGO that supports women victims of trafficking.



Regrettably, one of our board members, John Doyle from member organisation Mend, Ireland, resigned. However, we were lucky to be able to welcome Dajana Ilić from Budućnost, Bosnia, as a new board member.



The Chair of our board, Neil Blacklock, has been on sick leave for ten months, and fellow board member Dean Ajduković took over for him during this period. We were able to welcome Neil back in October to continue on his position.

## Board Meetings

The WWP EN Board has initiated, discussed and approved some important developments this year. Firstly, the need to expand the staff team to be able to respond more adequately to the demands of a growing network and interest in our work was recognised and the hiring process supported.

At the same time, the growth of the network has necessitated reflections on the limits regarding resources to finance and manage a growing network over the coming years. The board decided to ask our members during the annual conference for their opinion on the question. Member feedback was in line with the opinion of the board that at the moment membership should not in any way be limited beyond the formal requirements set out in the Statutes.

Throughout the year, the board has continued to reflect on the role of national networks within WWP EN. While national networks can serve as a platform and multiplier for the dissemination of the information WWP EN provides, it has at times been difficult to ensure that all information is relayed to their members. The discussion of this topic has also involved strategic considerations of increasing the focus on individual member organisations or on network organisations and the corresponding needs. The discussion of the matter will be continued next year, with a meeting with national networks envisaged to inform the discussion.

Furthermore, the board has discussed and adopted an annual plan based on WWP EN's four-year strategic plan, and reviewed and approved the update to WWP EN's guidelines document to develop standards for perpetrator programmes. Members had been encouraged to provide feedback on the document to ensure that it reflects current practical experiences.

Last but not least, the board accepted six new members to the network.

## Annual General Assembly

As in previous years, WWP EN's Annual General Assembly took place during our annual conference. Board member Dean Ajdukovič presented the network's developments and activities this year, which again illustrated how much the network has moved forward in 2018. After an update on staff and board changes, the new additions to our membership base were formally welcomed. Executive Director Alessandra Pauncz presented the newly developed WWP EN Child Protection Policy, which was unanimously accepted. WWP EN Treasurer Heinrich Geldschläger could report on a significant budget increase in 2017 and 2018 and a reserve of about €65.000. The accounts were approved. The report of the Equality Sub-Committee was presented, after which members were invited to provide their opinion on some strategic issues regarding the further development of the network. Finally, after ensuring that the General Assembly is quorate, the General Assembly voted on a change in the Statutes related to a move of the registered office from Fürstenwalde to Berlin. The change was unanimously approved.

## CONCLUSION

---

Having successfully navigated through an eventful year, we reflect on 2018 with content and a sense of achievement. We look forward to the input from our new members, and to see the relationships with and between our members grow.

The direct involvement of our members in both strategic questions and the activities of our network is one of the strengths and a clear value of WWP EN. In the understanding that this network is a platform to learn from and through each other, we will continue to foster this involvement and count on the active engagement of our members also in the coming year.

2018 has set us off on a fresh start with a strategic plan covering the next years. It has helped us to move forward along clear annual goals and to initiate important collaborations to expand our knowledge base and inform our work in the coming years. The annual conference this year has drawn attention to the importance of accountability in the work with perpetrators, and gave our members the opportunity to reflect on this essential aspect of our work. It is often difficult to find time and space for such reflections and discussions in the hustle and bustle of everyday work life, and we were happy about the positive responses on this year's theme. During the past year we have initiated a number of additional working groups, so a range of new topics will receive special attention in 2019. By expanding the number of presentations our staff and board has given throughout the year, we have also put greater effort into lobbying for recognition of the work that WWP EN and our members are doing. Next to the further development of the IMPACT toolkit and the successful implementation of our trial campaign, great efforts have been put into further

professionalising our online presence. The newly designed website was only one of the developments on our digital front.

Looking towards 2019, we are ready and excited to take on the upcoming challenges with a larger and stronger team. Our new annual theme of sexual violence, the continuation of our foci from 2018, starting our work on strengthening the collaboration between NGO-run perpetrator programmes and prison and probation services, and the new inter-institutional partnerships we have engaged in, all promise to make 2019 another inspiring and stimulating year.