

Protective Behaviours Training Evaluation

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1. Introduction

About this report

This report is an evaluation of the effectiveness of the Protective Behaviours training programmes: workshop, 1 day introduction, 2 day foundation, and 4 day specialist practitioner delivered by the Protective Behaviours Training Partnership. The aim of the report is to assess the effectiveness of the training across these programmes, and forms part of a long term attempt to build an evidence base on these training services.

Outline of the report

Following this introduction, the report covers six main parts. The first and second sections provide a discussion of the data set and participant's general qualitative feedback from the survey. The following three sections are dedicated to the quantitative data from the survey: effect of training on professional practice, effect of training on personal life, and a breakdown of the internalisation of the key elements of the training. The last section summarised very briefly the key outcomes of the survey.

2. Details on the Survey, Data Set and Analysis

In total 165 responses were recorded. A breakdown of respondents by course completed, category of employment and date of completion of the course can be found below.

Table 1 breakdown of respondents by course completed

Course completed	Total as percentage
Workshop	2%
1 day introduction	6%
2 day foundation	85%
4 day specialist practitioner	7%

Table 2 breakdown of respondents by category of employment

Which sector do you work in?	Total as percentage
Education	52%
Children's Services	27%
Voluntary	5%
Family Services	5%
Other	11%

Table 3 completion of training

When did you complete the Protective Behaviours training?	Total as percentage
Within the last 3 months	15%
3-6 months ago	29%
7-12 months ago	30%
13-18 months ago	13%
17-24 months ago	9%
Over 24 months ago	4%

Anonymity

Data provided by the participants in the evaluations were anonymous. Participants were only required to identify which sector they work in, which course they had completed and when they had completed the course.

Data analysis

Data analysis has been carried out separately for each training course completed, and also by category of employment. These can be found in the Annexes. Due to the size of the data set, analysis has not been carried out to see if time since completion of the course had an effect on participant's responses. Some participants had also completed multiple courses. In these instances, the highest course they had completed was only taken into account in the analysis. Participants qualitative (descriptions, quotes) data has been analysed manually.

In the breakdown of extent of internalisation of each key element, an answer of 4 or above has been classified as making a significant difference. In this sections therefore, the percentage of respondents discussed refers to those who gave an answer of 4, 5 or 6.

3. Participants Feedback

The feedback for the courses was overall very positive. The quality of the training and the trainers was highly praised.

Quality of training and trainers

Excellent training (2 day foundation)

Protective behaviours has always been my way of thinking but I just didn't realise it had a name. When we had our two day training it all became clear. I was so pleased to have it explained effectively to me in such a moving way and I felt privileged to be part of it. Our course leader was an inspiration and I learnt so much in a short period of time. It had a massive impact on me and I feel able to remind colleagues about PB when they're having a moment of harsh judgement. Apart from an amazing course leader (Judith) I can always refer to my PB booklet for guidance (2 day foundation)

I found the training courses that I have been on and the people I have worked with and met have been amazing - very interesting and insightful. There is a clear structure which helps people see something that they can take away and use immediately, which I think adds to confidence and likelihood of using PBs (4 day specialist practitioner)

Very informative and enjoyable training (2 day foundation)

The PB training was logical and made sense to me (1 day introduction)

The main suggestion for improvement mentioned by many participants was to have follow-up sessions to the courses.

Course length/ follow up sessions

Maybe have a refresher email every 6 months, just to remind us of the resources available etc (2 day foundation)

Maybe follow up information as a refresher (2 day foundation)

It would be useful to send regular tips and reminders as a way of refresher for those of us who don't use often. i.e monthly tip or feedback from someone using parts of the tool or just send the correct wording for each area every now and then (2 day foundation)

General suggestions for improvements

House rules to be explained firmly, succinctly and enforced, if necessary, throughout the training (2 day foundation)

Practical applications discussed would be beneficial in a handout (2 day foundation)

I would like more knowledge on how to deal with young people with mental health and learning difficulties (2 day foundation)

4. Findings of the Training Impact Assessment: PROFESSIONAL PRACTICE

Use of the process

72% of the respondents reported using the Protective Behaviours process professionally either on a daily basis or several times a week. A detailed percentage breakdown (by employment and course taken) of participant's reported use of the process in their professional practice can be found in Annex 1 and 2.

Table 4 details the percentage of respondents reporting to using the process either on a daily or several times a week basis by course completed. Those taking the workshop and 4 day specialist practitioner course had the highest reported use of the process in professional practice.

Table 4 % of respondents using the process on a daily or several times a week basis

Course completed	Total as percentage
Workshop	100%
1 day introduction	60%
2 day foundation	72%
4 day specialist practitioner	82%

Effect on professional practice

86% of respondents reported that the training had made a significant difference to their professional practice. A detailed percentage breakdown (by employment and course taken) of participant's reported effect of the process on their professional practice can be found in Annex 3 and 4.

Table 5 details the average reported rates by course completed. Those taking the 4 day specialist practitioner course reported that the process had the most effect on their professional practice. The response average for effect on professional practice was 4.5.

Table 5 response average for effect on professional practice
-by course completed

Course completed	Average
Workshop	4
1 day introduction	4.8
2 day foundation	4.5
4 day specialist practitioner	5

Confidence implementing the process professionally

90% of respondents reported to having a good level of confidence implementing the process in their professional practice. A detailed percentage breakdown (by employment and course taken) of participant's reported confidence implementing the process in their professional practice can be found in Annex 5 and 6.

Table 6 details the average reported confidence by course taken. Those taking the 4 day specialist practitioner course had the highest reported level of confidence using the process in their professional practice. The response average for confidence was 4.7.

Table 6 response average for confidence implementing the process professionally -by course completed

Course completed	Average
Workshop	4
1 day introduction	4.8
2 day foundation	4.5
4 day specialist practitioner	5

Participants reported that they had a good understanding of the process.

I use the processes as an integral part of my own processes as an Instructor and an Instructor trainer in Bikeability and in my personal life. On the whole I do not use it in consultation with others, but just as part of my approach and the way that I talk about what we do and how we do it. My confidence in how I use it in my approach is high, but as I have had little practice, I would not feel quite as confident in working with an individual child or groups of children (apart from my own child) in developing protective behaviours with them directly.

Have a good understanding of the importance of PB's and relating them to everyday practice

The main concern for participants in implementing the process was that they felt they lacked confidence, or were unsure how to use the process in an unusual or different situation.

Simply needing practice to maintain the confidence

I feel confident to use some aspects but feel that I need more training to be able to feel fully confident to implement

I feel fairly confident with implementing PBs in my workplace however the challenge I have is with other staff members not fully understanding it

I often come up against situations that I am unsure of how to deal with

I only use protective behaviours on a case to case basis so I feel that I need to refresh myself each time I use it as I don't use/require it for each case.

I have gained a great deal of confidence but still feel there is room for improvement and that will only come with practice

I sometimes need to refer back to the leaflet even at the training to remind myself of some strategies and their names.

Use of the process making a positive difference to client/s or changing their outcomes

When asked about their application of the Protective Behaviours process and the perceived positive impact this has on clients, 50% of respondents reported that the application of the process gave a positive outcome either every time or nearly every time it was applied (based on participants giving an answer of 5 or 6). If we extend this to analyse those who gave an answer of 4, 5 or 6, then 83% of respondents report that their application of the PB process resulted in a positive outcome for clients more often than not. A detailed percentage breakdown (by employment and course taken) of participant's responses can be found in Annex 7 and 8.

Table 7 details the response average by course completed. Those who had completed the specialist practitioner course had the highest response average.

**Table 7 response average for positive influence on clients
 -by course completed**

Course completed	Average
Workshop	4.3
1 day introduction	4.6
2 day foundation	4.3
4 day specialist practitioner	4.8

5. Findings of the Training Impact Assessment: PERSONAL LIFE

Effect on Personal Life

When asked about the effect that the Protective behaviours process has had on their personal life, on the scale of 1-6, 65% of respondents gave an answer of 4, 5 or 6. This indicates that the PB process has a significant impact on the personal lives for the majority of those on the course.

Table 8 details the response average by course completed. The average rating for effect on personal life was 4.1.

Table 8 average rating for effect on personal life
-by course completed

Course completed	Average
Workshop	3.3
1 day introduction	3.9
2 day foundation	4
4 day specialist practitioner	4.6

Confidence implementing the process

When asked about their confidence in implementing Protective Behaviours process in their personal life, 82% of respondents gave an answer of 4, 5, or 6. This demonstrates that the majority of those on the course feel significantly confident implementing the process in their personal lives.

Table 9 details the response average by course completed. The average rating for effect on personal life was 4.3.

Table 9 average rating for confidence implementing the process in personal life
-by course completed

Course completed	Average
Workshop	3.3
1 day introduction	3.9
2 day foundation	4.6
4 day specialist practitioner	5.2

For some participants, using the process in their personal lives came with ease as they felt they were able to understand the process.

I feel able to understand it personally

I've used the process in my personal life for years and it has helped to make sense of my feelings on many occasions.

Participants reported to using the process in their personal life in a variety of situations.

The ability to recognise your own early warning signs and think about why you have them is very powerful to help you stay in control and make the best choices in scary or challenging situations. I also have 3 grandchildren now so at any opportunity I may use strategies such as protective interrupting, chat about physical feelings when they are doing scary activities and I recognise that they don't always want a cuddle so have the right to say NO to anyone!!

I talk to my daughter about feelings and needs, and about networks and who to talk to about things. I feel confident about raising difficult issues and managing the feelings that I have and that she might have within those conversations, and re-visiting them again and again, if I feel that is necessary - difficult issues are now just part of our daily conversations. Protective Behaviours has added to my vocabulary and structures around communication and so has increased my confidence in talking to my family and friends, as well as with colleagues in this way.

I have a teenage daughter and I am trying very hard to assist her during her exams which she finds very stressful - this course has made me pause and give more thought to my own daughters personal well being too especially at stressful times at school.

6. Findings of the Training Impact Assessment: KEY ELEMENTS BREAKDOWN

Recognising the effect that Unwritten Rules have on Feelings, Thoughts and Behaviours

86% of respondents reported to internalising this key element to a significant level. A detailed percentage breakdown (by employment and course taken) of participant's reported internalisation of this element of the process can be found in Annex 13 and 14.

Table 10 details the response average for extent of internalisation by course taken. Respondents who had completed the 4 day specialist practitioner course had the highest response average. The overall average response for extent of internalisation was 4.6

Table 10 internalisation of key element: **Recognising the effect that Unwritten Rules have on Feelings, Thoughts and Behaviours**
-by course completed

Course completed	Average
Workshop	4
1 day introduction	4.3
2 day foundation	4.7
4 day specialist practitioner	5.4

Recognising the relationship between a person's 'Feelings, Thoughts and Behaviours'

96% of respondents reported to internalising this key element to a significant level. No respondents reported to have an internalisation level of 1 or 2. This indicates that this key element of the process is internalised to a good level for a high proportion of respondents. A detailed percentage breakdown (by employment and course completed) of participant's reported internalisation of this element of the process can be found in Annex 15 and 16.

Table 11 details the response average for extent of internalisation by course taken. Respondent who had completed the 4 day specialist practitioner course had the highest average response. The overall response average for internalisation of this key element was 5.1.

Table 11 internalisation of key element: **Recognising the relationship between a person's 'Feelings, Thoughts and Behaviours'**
-by course completed

Course completed	Average
Workshop	4.7
1 day introduction	4.8
2 day foundation	5.1
4 day specialist practitioner	5.6

Understanding the relationship between Rights and Responsibilities

96% of respondents reported to internalising this key element to a significant level. A detailed percentage breakdown (by employment and course completed) of participant's reported internalisation of this element of the process can be found in Annex 17 and 18.

Table 12 details the average reported extent of internalisation by course taken. Respondents who have completed the 4 day specialist practitioner course had the highest response average. The overall response average for internalisation of this key element was 4.9.

Table 12 internalisation of key element: **Understanding the relationship between Rights and Responsibilities**
-by course completed

Course completed	Average
Workshop	4.7
1 day introduction	4.9
2 day foundation	4.9
4 day specialist practitioner	5.1

Understanding what Feeling Safe is

98% of respondents reported to internalising this key element to a significant level. This indicates that this key element of the process has a high level of internalisation. A detailed percentage breakdown (by employment and course taken) of participant's reported internalisation of this element of the process can be found in Annex 19 and 20.

Table 13 details the average reported extent of internalisation by course taken. Respondents who have completed the 4 day specialist practitioner course had the highest response average. The overall response average for internalisation of this key element was 5.3.

Table 13 internalisation of key element: **Understanding what Feeling Safe is**
-by course completed

Course completed	Average
Workshop	4.7
1 day introduction	4.9
2 day foundation	5.4
4 day specialist practitioner	5.8

Recognition of gut/intuitive feelings- Early Warning Signs

98% of respondents reported to internalising this key element to a significant level. . This indicates that this key element of the process has good level of internalisation for the vast majority of those undertaking the courses. A detailed percentage breakdown (by employment and course taken) of participant's reported internalisation of this element of the process can be found in Annex 21 and 22.

Table 14 details the average reported extent of internalisation by course taken. Respondents who have completed the 4 day specialist practitioner course had the highest response average. The overall response average for internalisation of this key element was 5.4.

Table 14 internalisation of key element: **Recognition of gut/intuitive feelings- Early Warning Signs**
-by course completed

Course completed	Average
Workshop	5
1 day introduction	5.1
2 day foundation	5.4
4 day specialist practitioner	5.9

Understanding how to build a Network of Support

97% of respondents reported to internalising this key element to a significant level. Again, this further indicates that this key element of the process is internalised to a good extent for the vast majority of participants. A detailed percentage breakdown (by employment and course taken) of participant's reported internalisation of this element of the process can be found in Annex 23 and 24.

Table 15 details the average reported extent of internalisation by course taken. Respondents who have completed the 4 day specialist practitioner course had the highest response average. The overall response average for internalisation of this key element was 5.4.

Table 15 internalisation of key element: **Understanding how to build a Network of Support**
-by course completed

Course completed	Average
Workshop	4.7
1 day introduction	5.1
2 day foundation	5.4
4 day specialist practitioner	5.7

Able to use and maintain a Network of Support

96% of respondents reported to internalising this key element to a significant level. This further indicates another successful key element of the process. A detailed percentage breakdown (by employment and course taken) of participant's reported internalisation of this element of the process can be found in Annex 25 and 26.

Table 16 details the average reported extent of internalisation by course taken. Respondents who have completed the 4 day specialist practitioner course had the highest response average. The overall response average for internalisation of this key element was 5.5.

Table 16 internalisation of key element: Able to use and maintain a Network of Support
-by course completed

Course completed	Average
Workshop	5
1 day introduction	4.8
2 day foundation	5.1
4 day specialist practitioner	5.5

Ability to develop strategies to help Self and others Feel Safe

96% of respondents reported to internalising this key element to a significant level. A detailed percentage breakdown (by employment and course taken) of participant's reported internalisation of this element of the process can be found in Annex 27 and 28.

Table 17 details the average reported extent of internalisation by course taken. Respondents who have completed the 4 day specialist practitioner course had the highest response average. The overall response average for internalisation of this key element was 5.5.

Table 17 internalisation of key element: Ability to develop strategies to help Self and other Feel Safe
-by course completed

Course completed	Average
Workshop	4.7
1 day introduction	5.1
2 day foundation	5
4 day specialist practitioner	5.5

Awareness of the effect the Language has in keeping ourselves and others Feeling Safe

94% of respondents reported to internalising this key element to a significant level. A detailed percentage breakdown (by employment and course taken) of participant's reported internalisation of this element of the process can be found in Annex 29 and 30.

Table 18 details the average reported extent of internalisation by course taken. Respondents who have completed the 4 day specialist practitioner course had the highest response average. The overall response average for internalisation of this key element was 5.6.

Table 18 average rating for internalisation of key element: Awareness of the effect the Language has in keeping ourselves and others Feeling Safe
-by course completed

Course completed	Average
Workshop	4.7
1 day introduction	4.6
2 day foundation	5.2
4 day specialist practitioner	5.6

7. Conclusions

Overall the results from this survey demonstrate that the Protective Behaviours courses assessed here are effective. Respondents reported to internalising each key element of the course to a significant level. Those who had completed the 4 day Specialist Practitioner course notably reported to having the highest response average for level of internalisation across all key elements. However, there is some room for improvements to be made, particularly in relation to respondent's confidence using the process in their professional behaviour, which participants suggested could be aided in the form of refresher emails or courses.

Annexes

Annex 1 Survey Analysis: use of Protective Behaviours professionally -by category of employment

Which Sector do you work in?	How often are you using the Protective Behaviours process professionally?						
	Daily	Several times a week	Once a week	Several times a month	Once a month	Less than once a month	Grand Total
Education	49%	30%	6%	10%	4%	1%	100%
Children's Services	29%	32%	7%	18%	7%	7%	100%
Voluntary	44.4%	44.4%	0%	0%	11.2%	0%	100%
Family Services	12.5%	50%	12.5%	25%	0%	0%	100%
Other	17%	44%	6%	28%	5%	0%	100%
Grand Total	38%	34%	6%	15%	5%	2%	100%

Annex 2 Survey Analysis: use of Protective Behaviours professionally -by course completed

Which courses have you completed?	How often are you using the Protective Behaviours process professionally?						
	Daily	Several times a week	Once a week	Several times a month	Once a month	Less than once a month	Grand Total
Workshop	0%	100%	0%	0%	0%	0%	
1 day introduction	50%	10%	0%	40%	0%	0%	100%
2 day Foundation	38%	34%	6%	13%	6%	3%	100%
4 day Specialist Practitioner	46%	36%	9%	9%	0%	0%	0%
Grand Total	38%	34%	6%	15%	5%	2%	100%

Annex 3 Survey Analysis: effect of Protective Behaviours on professional practice -by category of employment

Which Sector do you work in?	Has the Protective Behaviours process had an effect on your professional practice? (Rated on a scale of 1-6, where 1 is no difference and 6 is a complete transformation)						
	1	2	3	4	5	6	Grand Total
Education	1%	3%	13%	29%	35%	19%	100%
Children's Services	0%	0%	11%	34%	45%	10%	100%
Voluntary	0%	0%	11%	45%	33%	11%	100%
Family Services	0%	0%	0%	50%	37.5%	12.5%	100%
Other	0%	0%	5.5%	39%	50%	50.5%	100%
Grand Total	1%	2%	11%	33%	39%	14%	100%

**Annex 4 Survey Analysis: effect of Protective Behaviours on professional practice
-by course completed**

Which courses have you completed?	Has the Protective Behaviours process had an effect on your professional practice? (Rated on a scale of 1-6, where 1 is no difference and 6 is a complete transformation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	100%	0%	0%	100%
1 day introduction	0%	0%	20%	20%	20%	40%	100%
2 day Foundation	1%	2%	11%	34%	41%	11%	100%
4 day Specialist Practitioner	0%	0%	10%	18%	36%	36%	100%
Grand Total	1%	2%	11%	33%	39%	14%	100%

**Annex 5 Survey Analysis: confidence in implementing Protective Behaviours Training
-by category of employment**

Which Sector do you work in?	How confident do you feel in implementing Protective Behaviours process in your professional practice? (Rated on a scale of 1-6, where 1 is no confidence and 6 is very confident)						
	1	2	3	4	5	6	Grand Total
Education	0%	0%	9%	24%	41%	26%	100%
Children's Services	0%	5%	9%	32%	36%	18%	100%
Voluntary	0%	0%	11%	11%	67%	11%	100%
Family Services	0%	0%	0%	63%	25%	12%	100%
Other	0%	6%	0%	39%	44%	11%	100%
Grand Total	0%	2%	8%	30%	40%	20%	100%

**Annex 6 Survey Analysis: confidence in implementing Protective Behaviours Training
-by course completed**

Which courses have you completed?	How confident do you feel in implementing Protective Behaviours process in your professional practice? (Rated on a scale of 1-6, where 1 is no confidence and 6 is very confident)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	67%	33%	0%	100%
1 day introduction	0%	0%	10%	30%	30%	30%	100%
2 day Foundation	0%	2%	9%	30%	40%	19%	100%
4 day Specialist Practitioner	0%	0%	0%	9%	55%	36%	100%
Grand Total	0%	2%	8%	30%	40%	20%	100%

Annex 7 Survey Analysis: positive influence of Protective Behaviours non client/s -by category of employment

Which Sector do you work in?	How often do you think your application of the Protective Behaviours process makes a positive difference to your client/s or changes their outcomes? (Rated on a scale 1-6 where 1 is never, and 6 is every time you use Protective Behaviours)						
	1	2	3	4	5	6	Grand Total
Education	0%	1%	17%	25%	48%	9%	100%
Children's Services	2%	5%	14%	36%	32%	11%	100%
Voluntary	0%	0%	11%	56%	33%	0%	100%
Family Services	0%	0%	12.5%	50%	25%	12.5%	100%
Other	0%	5.5%	17%	44%	28%	5.5%	100%
Grand Total	1%	2%	16%	33%	28%	22%	100%

Annex 8 Survey Analysis: positive influence of Protective Behaviours non client/s -by course completed

Which courses have you completed?	How often do you think your application of the Protective Behaviours process makes a positive difference to your client/s or changes their outcomes? (Rated on a scale 1-6 where 1 is never, and 6 is every time you use Protective Behaviours)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	67%	33%	9%	100%
1 day introduction	0%	10%	10%	10%	50%	20%	100%
2 day Foundation	1%	21%	18%	35%	34%	10%	100%
4 day Specialist Practitioner	0%	0%	0%	18%	82%	0%	100%
Grand Total	1%	2%	16%	33%	28%	22%	100%

Annex 9 Survey Analysis: effect of training on personal life -by category of employment

Which Sector do you work in?	Has the Protective Behaviours process had an effect on your personal life? (Rated on a scale of 1-6, where 1 is no difference and 6 is a complete transformation)						
	1	2	3	4	5	6	Grand Total
Education	4%	8%	26%	20%	28%	14%	100%
Children's Services	5%	14%	18%	32%	20%	11%	100%
Voluntary	0%	0%	11%	33%	0%	56%	100%
Family Services	0%	0%	12.5%	50%	12.5%	25%	100%
Other	0%	0%	17%	30%	28%	22%	100%
Grand Total	4%	8%	23%	25%	24%	16%	100%

**Annex 10 Survey Analysis: effect of training on personal life
-by course completed**

Which courses have you completed?	Has the Protective Behaviours process had an effect on your personal life? (Rated on a scale of 1-6, where 1 is no difference and 6 is a complete transformation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	67%	33%	0%	0%	100%
1 day introduction	0%	20%	20%	20%	30%	10%	100%
2 day Foundation	5%	9%	22%	26%	23%	15%	100%
4 day Specialist Practitioner	0%	0%	9%	27%	55%	9%	100%
Grand Total	4%	8%	23%	25%	24%	16%	100%

**Annex 11 Survey Analysis: confidence implementing Protective Behaviours
-by category of employment**

Which Sector do you work in?	How confident do you feel in implementing Protective Behaviours process in your personal life? (Rated on a scale of 1-6, where 1 is no confidence and 6 is very confident)						
	1	2	3	4	5	6	Grand Total
Education	1%	7%	12%	17%	40%	23%	100%
Children's Services	0%	2%	11%	25%	32%	30%	100%
Voluntary	0%	12%	0%	44%	44%	0%	100%
Family Services	0%	0%	12.5%	37.5%	25%	25%	100%
Other	0%	0%	22%	28%	33%	17%	100%
Grand Total	1%	5%	12%	23%	36%	23%	100%

**Annex 12 Survey Analysis: confidence implementing Protective Behaviours
-by course completed**

Which courses have you completed?	How confident do you feel in implementing Protective Behaviours process in your personal life? (Rated on a scale of 1-6, where 1 is no confidence and 6 is very confident)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	33.3%	66.6 %	33.3%	0%	0%	100%
1 day introduction	0%	0%	20%	10%	30%	40%	100%
2 day Foundation	1%	5%	12%	25%	35%	22%	100%
4 day Specialist Practitioner	0%	0%	0%	9%	64%	27%	100%
Grand Total	1%	5%	12%	23%	36 %	23%	100%

Annex 13 Survey Analysis: Recognising the effects that Unwritten Rules have on Feelings, Thoughts and Behaviours
-by category of employment

Which Sector do you work in?	Please rate the extent to which you have internalised: Recognising the effects that Unwritten Rules have on Feelings, Thoughts and Behaviours (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						Grand Total
	1	2	3	4	5	6	
Education	0%	1%	11%	23%	43%	22%	100%
Children's Services	0%	0%	20.5%	25%	34%	20.5%	100%
Voluntary	0%	0%	11%	56%	11%	22%	100%
Family Services	0%	0%	0%	25%	50%	25%	100%
Other	0%	0%	11%	39%	28%	22%	100%
Grand Total	0%	1%	13%	27%	37%	22%	100%

Annex 14 Survey Analysis: Recognising the effects that Unwritten Rules have on Feelings, Thoughts and Behaviours
-by course completed

Which courses have you completed?	Please rate the extent to which you have internalised: Recognising the effects that Unwritten Rules have on Feelings, Thoughts and Behaviours (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						Grand Total
	1	2	3	4	5	6	
Workshop	0%	0%	0%	100%	0%	0%	100%
1 day introduction	0%	0%	20%	40%	30%	10%	100%
2 day Foundation	0%	1%	14%	26%	37%	21%	100%
4 day Specialist Practitioner	0%	0%	0%	10%	45%	45%	100%
Grand Total	0%	1%	13%	27%	37%	22%	100%

Annex 15 Survey Analysis: Recognising the relationship between a person's 'Feelings, Thoughts, and Behaviours'
-by category of employment

Which Sector do you work in?	Please rate to what extent to which you have internalised: Recognising the relationship between a person's 'Feelings, Thoughts, and Behaviours' (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						Grand Total
	1	2	3	4	5	6	
Education	0%	0%	5%	18%	41%	36%	100%
Children's Services	0%	0%	7%	25%	27%	41%	100%
Voluntary	0%	0%	0%	22%	56%	22%	100%
Family Services	0%	0%	0%	12.5%	75%	12.5%	100%
Other	0%	0%	0%	28%	39%	33%	100%
Grand Total	0%	0%	4%	21%	40%	35%	100%

**Annex 16 Survey Analysis: Recognising the relationship between a person’s ‘Feelings, Thoughts, and Behaviours’
-by course completed**

Which courses have you completed?	Please rate to what extent to which you have internalised: Recognising the relationship between a person’s ‘Feelings, Thoughts, and Behaviours’ (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						Grand Total
	1	2	3	4	5	6	
Workshop	0%	0%	0%	33%	67%	0%	100%
1 day introduction	0%	0%	10%	40%	10%	40%	100%
2 day Foundation	0%	0%	4%	21%	41%	34%	100%
4 day Specialist Practitioner	0%	0%	0%	0%	45%	55%	100%
Grand Total	0%	0%	4%	21%	40%	35%	100%

**Annex 17 Survey Analysis: Understanding the relationship between Rights and Responsibilities
-by category of employment**

Which Sector do you work in?	Please rate to what extent to which you have internalised: Understanding the relationship between Rights and Responsibilities (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						Grand Total
	1	2	3	4	5	6	
Education	0%	0%	6%	20%	44%	30%	100%
Children’s Services	0%	0%	2%	36%	32%	30%	100%
Voluntary	0%	0%	0%	56%	22%	22%	100%
Family Services	0%	0%	0%	25%	50%	25%	100%
Other	0%	0%	6%	50%	22%	22%	100%
Grand Total	0%	0%	4%	30%	38%	28%	100%

**Annex 18 Survey Analysis: Understanding the relationship between Rights and Responsibilities
-by course completed**

Which courses have you completed?	Please rate to what extent to which you have internalised: Understanding the relationship between Rights and Responsibilities (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						Grand Total
	1	2	3	4	5	6	
Workshop	0%	0%	0%	67%	0%	33%	100%
1 day introduction	0%	0%	0%	50%	10%	40%	100%
2 day Foundation	0%	0%	5%	28%	41%	26%	100%
4 day Specialist Practitioner	0%	0%	0%	18%	36%	46%	100%
Grand Total	0%	0%	4%	30%	38%	28%	100%

**Annex 19 Survey Analysis: Understanding what Feeling Safe is
-by category of employment**

Which Sector do you work in?	Please rate to what extent to which you have internalised: Understanding what Feeling Safe is (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Education	0%	0%	3%	7%	35%	55%	100%
Children's Services	0%	0%	2%	18%	28%	52%	100%
Voluntary	0%	0%	0%	22%	45%	33%	100%
Family Services	0%	0%	0%	25%	37.5%	37.5%	100%
Other	0%	0%	0%	22%	33%	45%	100%
Grand Total	0%	0%	2%	13%	34%	51%	100%

**Annex 20 Survey Analysis: Understanding what Feeling Safe is
-by course completed**

Which courses have you completed?	Please rate to what extent to which you have internalised: Understanding what Feeling Safe is (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	33%	67%	0%	100%
1 day introduction	0%	0%	10%	30%	20%	40%	100%
2 day Foundation	0%	0%	2%	13%	35%	50%	100%
4 day Specialist Practitioner	0%	0%	0%	0%	18%	82%	100%
Grand Total	0%	0%	2%	13%	34%	51%	100%

**Annex 21 Survey Analysis: Recognition of gut/intuitive feelings- Early Warning Signs
-by category of employment**

Which Sector do you work in?	Please rate to what extent to which you have internalised: Recognition of gut/intuitive instinct- Early Warning Signs (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Education	0%	0%	2%	10%	37%	51%	100%
Children's Services	0%	0%	2%	18%	18%	62%	100%
Voluntary	0%	0%	0%	12%	44%	44%	100%
Family Services	0%	0%	0%	12.5%	37.5%	50%	100%
Other	0%	0%	0%	22%	17%	61%	100%
Grand Total	0%	0%	2%	13%	30%	55%	100%

**Annex 22 Survey Analysis: Recognition of gut/intuitive feelings- Early Warning Signs
-by course completed**

Which courses have you completed?	Please rate to what extent to which you have internalised: Recognition of gut/intuitive instinct- Early Warning Signs (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	0%	100%	0%	100%
1 day introduction	0%	0%	10%	20%	20%	50%	100%
2 day Foundation	0%	0%	1%	14%	31%	54%	100%
4 day Specialist Practitioner	0%	0%	0%	0%	9%	91%	100%
Grand Total	0%	0%	2%	13%	30%	55%	100%

**Annex 23 Survey Analysis: Understanding how to build a Network of Support
-by category of employment**

Which Sector do you work in?	Please rate to what extent to which you have internalised: Understanding how to build a Network of Support (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Education	0%	0%	5%	6%	30%	59%	100%
Children's Services	0%	0%	2%	21%	27%	50%	100%
Voluntary	0%	0%	0%	22%	11%	67%	100%
Family Services	0%	0%	0%	25%	25%	50%	100%
Other	0%	0%	0%	17%	39%	44%	100%
Grand Total	0%	0%	3%	13%	29%	55%	100%

**Annex 24 Survey Analysis: Understanding how to build a Network of Support
-by course completed**

Which courses have you completed?	Please rate to what extent to which you have internalised: Understanding how to build a Network of Support (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	33%	67%	0%	100%
1 day introduction	0%	0%	10%	10%	40%	40%	100%
2 day Foundation	0%	0%	3%	13%	29%	55%	100%
4 day Specialist Practitioner	0%	0%	%	9%	9%	82%	100%
Grand Total	0%	0%	3%	13%	29%	55%	100%

**Annex 25 Survey Analysis: Able to use and maintain a Network of Support
-by category of employment**

Which Sector do you work in?	Please rate to what extent to which you have internalised: Able to use and maintain a Network of Support (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Education	0%	0%	5%	16%	35%	44%	100%
Children's Services	0%	0%	4%	25%	30%	41%	100%
Voluntary	0%	0%	0%	22%	45%	33%	100%
Family Services	0%	0%	0%	25%	37.5%	37.5%	100%
Other	0%	0%	6%	22%	33%	39%	100%
Grand Total	0%	0%	4%	20%	34%	42%	100%

**Annex 26 Survey Analysis: Able to use and maintain a Network of Support
-by course completed**

Which courses have you completed?	Please rate to what extent to which you have internalised: Able to use and maintain a Network of Support (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	0%	100%	0%	100%
1 day introduction	0%	0%	20%	10%	40%	30%	100%
2 day Foundation	0%	0%	4%	21%	33%	42%	100%
4 day Specialist Practitioner	0%	0%	0%	18%	18%	64%	100%
Grand Total	0%	0%	4%	20%	34%	42%	100%

**Annex 27 Survey Analysis: Ability to develop strategies to help Self and Others Feel Safe
-by category of employment**

Which Sector do you work in?	Please rate to what extent to which you have internalised: Ability to develop strategies to help Self and Others Feel Safe (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Education	0%	0%	6%	14%	50%	30%	100%
Children's Services	0%	2%	2%	25%	32%	39%	100%
Voluntary	0%	0%	0%	33%	45%	22%	100%
Family Services	0%	0%	0%	25%	62.5%	12.5%	100%
Other	0%	0%	0%	33%	39%	28%	100%
Grand Total	0%	1%	4%	21%	44%	30%	100%

Annex 28 Survey Analysis: Ability to develop strategies to help Self and Others Feel Safe -by course completed

Which courses have you completed?	Please rate to what extent to which you have internalised: Ability to develop strategies to help Self and Others Feel Safe (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	33%	67%	0%	100%
1 day introduction	0%	10%	0%	20%	30%	40%	100%
2 day Foundation	0%	0%	4%	21%	46%	29%	100%
4 day Specialist Practitioner	0%	0%	0%	9%	36%	55%	100%
Grand Total	0%	1%	4%	21%	44%	30%	100%

Annex 29 Survey Analysis: Awareness of the effect that Language has in keeping ourselves and other Feeling Safe -by category of employment

Which Sector do you work in?	Please rate to what extent to which you have internalised: Awareness of the effect that Language has in keeping ourselves and others Feeling Safe (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Education	0%	1%	6%	10%	41%	42%	100%
Children's Services	0%	0%	6%	14%	39%	41%	100%
Voluntary	0%	0%	0%	33%	45%	22%	100%
Family Services	0%	0%	0%	25%	62.5%	12.5%	100%
Other	0%	0%	0%	28%	33%	39%	100%
Grand Total	0%	1%	5%	15%	40%	39%	100%

Annex 30 Survey Analysis: Awareness of the effect that Language has in keeping ourselves and other Feeling Safe -by course completed

Which courses have you completed?	Please rate to what extent to which you have internalised: Awareness of the effect that Language has in keeping ourselves and others Feeling Safe (Rated on a scale of 1-6 where 1 is no internalisation and 6 is complete internalisation)						
	1	2	3	4	5	6	Grand Total
Workshop	0%	0%	0%	33%	67%	0%	100%
1 day introduction	0%	0%	0%	20%	40%	30%	100%
2 day Foundation	0%	1%	5%	15%	41%	38%	100%
4 day Specialist Practitioner	0%	0%	0%	9%	27%	64%	100%
Grand Total	0%	1%	5%	15%	40%	39%	100%