
Overview

This standard is for workers who provide both an immediate response and ongoing support to victims and survivors of honour based violence during the course of their daily duties. It covers what you must do, know and understand to:

- Provide an immediate response to victims and survivors of honour based violence
- Contribute to the ongoing support of victims and survivors of honour based violence.

To meet the standard you will need to communicate effectively with victims and survivors, establish their needs through appropriate assessments and facilitate contact with support services. You will also contribute to the ongoing support of victims and survivors through the development of support plans.

Victims and survivors of honour based violence can be adults, children or young people. For the purposes of this standard, honour based violence includes forced marriage and female genital mutilation.

Performance criteria

You must be able to:

Provide an immediate response to victims and survivors of honour based violence

1. make contact with potential victims and survivors using discretion and in line with organisational procedures
2. communicate at a pace and level suited to the victims and survivors using effective communication techniques
3. respond to cultural differences and needs in line with current good practice
4. provide information on your role and responsibilities to potential victims and survivors in a format and language that can be understood
5. gather information from potential victims and survivors on their specific needs in line with organisational procedures
6. identify any barriers to disclosure in line with recognised good practice
7. undertake risk assessments to inform possible responses in line with organisational procedures
8. assess the suitability of referral services in line with potential victims' and survivors' needs
9. review the needs of potential victims and survivors against the acceptance criteria of honour based violence support services
10. provide information in a format acceptable to potential victims and survivors to enable them to make informed decisions about referrals
11. inform potential victims and survivors of information that has to be passed between services and the steps taken to maintain confidentiality in line with organisational procedures
12. Support victims and survivors in line with good practice and their needs to:
 - 12.1 understand why they are viewed as victims of honour based violence
 - 12.2 to help them make sense of the impacts of this
13. manage victims' and survivors' expectations about potential outcomes in line with their needs
14. complete all relevant referral courses of action, including records, in line with organisational procedures
15. facilitate contact with relevant services in line with your role and responsibilities
16. seek advice and support from appropriate others when required
17. maintain complete records of your actions in line with organisational procedures
18. share information with relevant agencies where there is a statutory or other requirement to do so and in line with organisational procedures

Contribute to the ongoing support of victims and survivors of honour based violence

19. gather all available information from your own and other organisations detailing actions carried out to date in support of potential victims and survivors
20. review completed reports and assessments of potential victims' and survivors' needs
21. address any outstanding immediate needs of potential victims and survivors if required
22. provide potential victims and survivors with information on their rights in a format and language that is acceptable to them
23. develop a working relationship with potential victims and survivors in line with your role and responsibilities
24. identify ongoing risks that may expose potential victims and survivors to harm in line with organisational procedures
25. confirm that potential victims and survivors understand these risks
26. source places of safety via local connections or national mechanisms that meet potential victims' and survivors' immediate and ongoing needs
27. identify other support services that will contribute to support plans for potential victims and survivors
28. facilitate access to identified support services in line with potential victims' and survivors' needs and your role and responsibilities
29. work in partnership with other organisations where this supports the needs of potential victims and survivors
30. provide ongoing support in line with potential victims and survivors' needs and your role and responsibilities
31. maintain complete and accurate records of support plans in line with organisational procedures
32. work with interpreters in line with organisational procedures and recognised good practice

Knowledge and understanding

You need to know and understand:

General knowledge

1. legislation, guidance and organisational procedures relevant to:
 - 1.1 honour based violence
 - 1.2 safeguarding and protection
 - 1.3 health and safety
2. key definitions used in relation to honour based violence
3. the impacts and consequences on potential victims and survivors of honour based violence
4. the indicators and signs of honour based violence
5. how to obtain up to date information relevant to honour based violence
6. your role, responsibilities and competence, and who to seek assistance and advice from when necessary
7. the associated risks for potential victims and survivors of honour based violence
8. the complexities of the needs of potential victims and survivors of honour based violence

Communication

9. how to communicate effectively with potential victims and survivors of honour based violence including through the use of interpreters when necessary
10. how to work with interpreters including how to source a suitable interpreter
11. risks and barriers that may be encountered when using same sex interpreters and interpreters from victims' communities
12. how to communicate effectively with children and young people
13. the importance of confidentiality and discretion when working with victims and survivors
14. the importance of gaining informed consent before sharing any information unless there is an immediate safeguarding or protection risk
15. why it is important to keep discussions free from judgement, discrimination and oppression when faced with situations involving potential victims and survivors of honour based violence
16. obstacles to disclosure and self-identification of victims and survivors and how to overcome these
17. the different ways victims and survivors may disclose

Work with differing communities and cultures

18. the diversity and contexts of different cultures and the needs these may generate
19. the importance of having an awareness of community and organisational links and their potential impacts on victims and survivors
20. the control mechanisms used by families and relatives on victims and survivors
21. the dynamics and demographics of communities in which honour based violence may take place
22. the motivations behind honour based violence behaviours
23. barriers that may be encountered when working to prevent honour based violence, including how these may be overcome

Supportive work

24. the importance of maintaining an up to date overview of the range of support services available to potential victims and survivors of honour based violence including how to access these
25. how to protect individuals from, and support them through honour based violence
26. how to approach and work with potential victims and survivors so that they are empowered to accept help
27. relevant others you may need to work with
28. how to develop support plans for victims and survivors of honour based violence

Other relevant knowledge

29. current mechanisms available to:
 - 29.1 refer potential victims and survivors of honour based violence
 - 29.2 report potential victims and survivors of honour based violence
 - 29.3 assist and support potential victims and survivors of honour based violence
30. relevant recording requirements of your organisation
31. potential issues surrounding the use of information held or received
32. your organisation's role, remit, objectives and services for addressing honour based violence

Glossary**Honour based violence**

Honour based violence (HBV) is a crime or incident which has or may have been committed to protect or defend the honour of the family and/or community. For the purposes of this standard, HBV includes forced marriage and female genital mutilation.

HBV can be described as a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code. HBV is also sometimes referred to as 'harmful cultural practices'. It is a violation of human rights and may be a form of domestic and/or sexual violence or abuse.

Safeguarding / protection

Protection is a part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific people who are suffering, or are likely to suffer, significant harm. Safeguarding has a wider remit and includes protection from maltreatment, preventing impairment of health or development, supporting the provision of safe and effective care, and enabling people to have optimum life chances.

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Relevant Occupations All occupations across the Justice sector; Crisis Worker; Government and Related Organisations; Health and Social Care; Health, Public Services and Care; Helpline Workers; Independent Domestic Violence Advisor (IDVA) ; Independent Sexual Violence Advisor (ISVA); Independent Sexual Violence Advocate; Managers in Justice sector services; Police; Police Community Support Officers; Police Officers; Public Service and Other Associate Professionals; Public Service Interpreter; Public Service Professionals; Public Services; Public Services and Care; Public Services Professional; Refugee Worker; Social Workers; Volunteers

Suite Addressing and responding to honour-based violence

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