

mc

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GENDER MATTERS

**DEVELOPING APPROPRIATE
SERVICES THAT ARE INCLUSIVE
AND MEET THE NEEDS OF MEN**

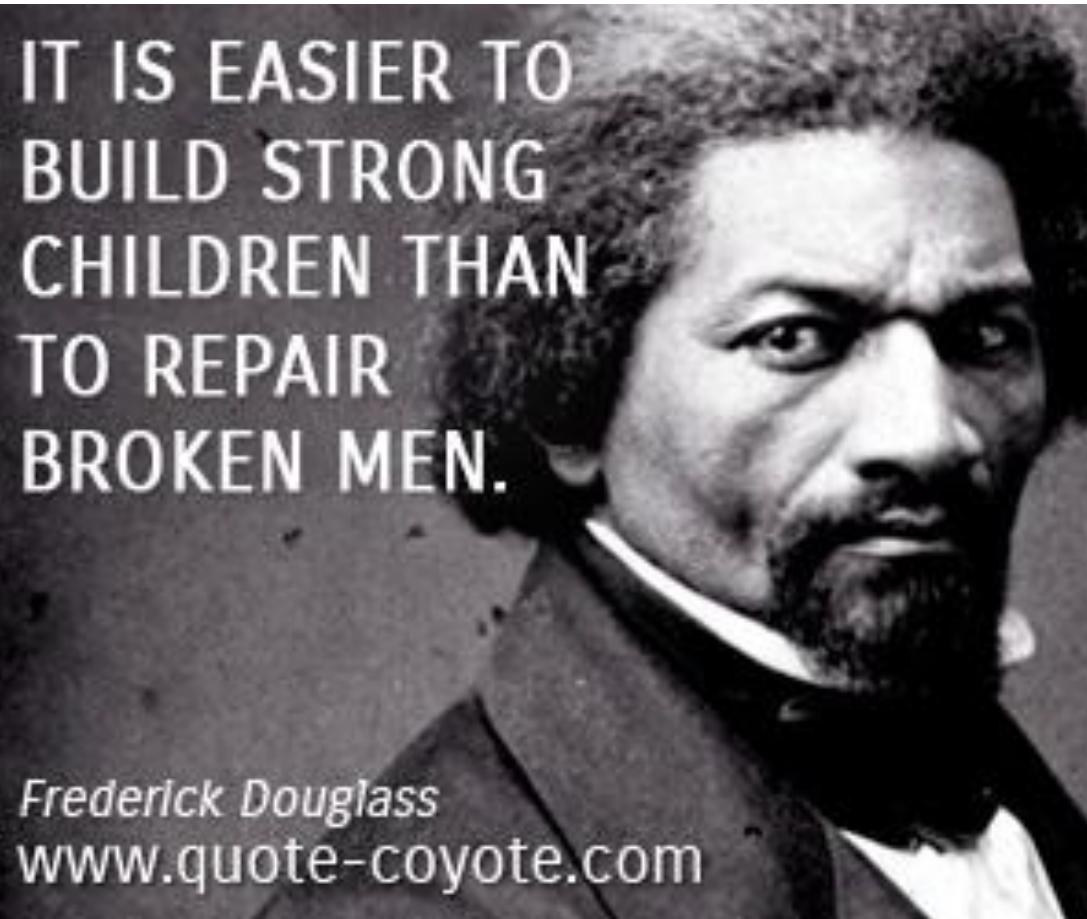
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GENDER

The state of being male or female (typically used with reference to social and cultural differences rather than biological ones); traditional concepts of gender

BOYS GET HURT TOO



IT IS EASIER TO
BUILD STRONG
CHILDREN THAN
TO REPAIR
BROKEN MEN.

Frederick Douglass
www.quote-coyote.com

THE BOY CODE

Stand on own two feet. Always be independent.

Separate from Mum as quickly or you'll be a 'sissy' or 'wuss.'

Never show any feelings (except anger)

Fear and vulnerability are for wimps and you will be teased or shamed for revealing them. Keep the 'code of silence.'

Stay on top and in the limelight.

Win at all costs

'Give 'em hell' through macho behaviour, cruelty, bravado and banter.

Sex is conquest.

Bullying and teasing are just 'normal' boy talk aka BANTER

Never give in or really listen.

Don't show your fear of violence.

Don't 'grass' on your mates

MAN BOX



GENDER CONSEQUENCES

Hegemonic masculinity- essentially the dominant culture is male, white and hetero-normative. Binary as well.

- ◆ **This is the CULTURE AND RULES by which we ALL live and judge ourselves AND OTHERS by**
- ◆ **EVERYBODY ELSE IS LESS THAN, SUBORDINATED & SUBJUGATED.....OTHER, LESS THAN**
- ◆ **INEQUALITY IS INEVITABLE**
- ◆ **So pervasive we aren't aware of it - Male PRIVILEGE**
- ◆ **Victim-blaming is the norm, rather than challenging the perpetrator.....'she must have done something' rather than 'why does he think its acceptable to behave like that?'**

GENDER-BASED VIOLENCES

- **Domestic Violence**
- **Stalking post-separation**
- **Sexual Assault**
- **Rape**
- **Prostitution**
- **Forced marriage**
- **Trafficking**
- **So-called Honour-Based Violence**
- **FGM**
- **Infanticide**
- **Homicide-Suicide & Familicide**

NOT ALL VIOLENCE IS THE SAME

- **CONTEXT MATTERS**
- **Don't make assumptions**
- **Coercive control does NOT require physical violence**
- **WHO IS DOING?**
- **WHAT ARE THEY DOING?**
- **TO WHOM?**
- **WHAT IS THE INTENT?**
- **& WHAT IS THE IMPACT?**

GENDER, MEN, SUPPORT & HELP-SEEKING

Four key problem areas

- ◆ Access to appropriate services**
- ◆ Lack of awareness of their own needs**
- ◆ Inability to express their emotions**
- ◆ Lack of social networks**

GENDER & HELP-SEEKING

- ◆ **Direct contradiction to my identity as a man ie ‘tough, independent, in control....whereas what I probably feel is powerless and ashamed**
- ◆ **The more I define myself by traditional gender roles, the less likely I am to seek help**
- ◆ **Men with higher levels of traditional masculinity ideology also had greater negative opinion of seeking help/therapy *Psychology of Men and Masculinity* (Vol. 6, No. 1, pages 73-78)**
- ◆ **Stigma of transgressing social norms includes fear of asking for time off from manager etc to attend appointments**

MEN WHO USE VIOLENCE

- **Commissioned by PCT Public Health Health & located within Community Safety within Hull City Council**
- **Multi-Agency partnership including
Humberside Police, Humberside Probation Trust, Hull City Council Adult & Children's Services, Housing Dept, Women's Aid, NSPCC, Humber Mental Health Trust & Relate**
- **Members of Respect
UK Association of Perpetrator Programmes**

PURPOSE OF PROGRAMME

Maintain & support safety, autonomy & well-being of women & children.

Support men to change their behaviour and attitudes so as to achieve safety of any women & children they are in relationship with & to support the well being of all concerned.

This has two distinct strands, Risk Management and Transformation

WHAT'S INVOLVED?

- **Assessment 6-8 hrs**
- **Six sessions of Mindfulness**
- **Minimum Ten sessions One to One sessions (10 hrs)**
- **Minimum Forty sessions groupwork (2.5 hrs per week)**
- **Some also took part in Caring Dads (Dual track approach)**

Groupwork themes

Intimidation & Coercion	—————>	Respect & Negotiation
Emotional Abuse	—————>	Intimacy & Love
Gender & Privilege	—————>	Partnership & Participation
Sexual Abuse	—————>	Sexual Respect
Abusive Parenting	—————>	Responsible Parenting

SOCIAL MARKETING

- **First Wave- Easter 2009- launch KC stadium**
- **Radio, Posters, ad vans, beer mats, pubs clubs bars, betting shops, newspapers and magazines, KC Stadium**
- **Two geographical locations in Hull**
- **Informed by consumer insight**

**ARE YOU
AFRAID
YOUR
FAMILY IS
SCARED
OF YOU?**

**IMAGINE
HOW
THEY
FEEL.**



FIND THE STRENGTH TO STOP DOMESTIC VIOLENCE

CALL 01482 613 403
or visit strengthtochange.org
CONFIDENTIAL ADVICE FOR MEN IN HULL

**STRENGTH TO
CHANGE**

**DO YOUR
CHILDREN
RESPECT
YOU?**

**OR
FEAR
YOU.**



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**STRENGTH TO
CHANGE**

**DOMESTIC
VIOLENCE
LEADS
TO DESPAIR.**

**DESPAIR
LEADS TO
DOMESTIC
VIOLENCE.**

**VICIOUS,
ISN'T IT?**



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**STRENGTH TO
CHANGE**

**DO YOU SCARE
YOURSELF
SOMETIMES?**



FIND THE STRENGTH TO STOP DOMESTIC VIOLENCE

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CONFIDENTIAL ADVICE FOR MEN IN HULL

**STRENGTH TO
CHANGE**

RADIO ADS



WHERE'S MY TEA?



APPROACH

- **No referrals!**
- **Holistic; Individual & whole of family**
- **Non judgmental**
- **Therapeutic work**
- **Long haul**
- **DV is presenting issues but complex needs**

PRIORITIES

Managing abuse/ensuring safety (Risk Management)

- Facilitating men to manage and reduce their abusive impulses so as to ensure the safety of any women and children they are in relationship with (Risk Management).

Becoming responsible and loving (Transformation)

- Facilitating men to become responsible, loving human beings in relationship with their partners and children & to support the well being of all concerned (Transformation). **This is not the same as 'rehabilitation' or 'recovery'.**

Treat a man as he appears to be, and you make him worse. Treat a man as if he were what he potentially could be, and you make him what he should be

STARTING POINT

Responsibility:

- **recognition that one is 100% responsible for one's own actions and attitudes**
- **that one is responsible for managing one's inner experiences (emotions, feelings, thoughts)**
- **that one's behaviour has an impact on one's environment which produces consequences**

CLIENT PROFILE

Predominantly BUT NOT EXCLUSIVELY.....

- **High/Significant Risk**
- **Fathers 60%+ involved with Children's Services due to CP concerns**
- **20's to mid 40's**
- **Growing up with DV with absent fathers**
- **Significant early trauma-inc witnessing rape, being raped, sexually abused, violence**
- **Bullied**
- **Early & Significant offending; 8yrs+, inc ABH, Fire setting/Arson, GBH, Rape, Armed Robbery & multiple DV offences, repeat MARAC cases & previous MAPPA**

OTHER THEMES

- **Unemployed**
- **Low literacy**
- **Depressed/Low Mood**
- **60% Social Care as children**
- **Pervasive Sense of Shame**
- **Substance Issues**
- **Self-Harm inc burning, cutting & attempted suicide**
- **Personality Disorder; Anti-Social Personality Disorder & Borderline pathologies**
- **I don't want to be like my dad**

COST BENEFIT

- **In 16 months measurable change in 75 men & their families-88 women & 151 children**
- **In comparison with previous two years offending STC men reduce their offending by 66%**
- **Maintained over past five years**
- **Using figures in Govt document *Cost of Violence Against Women & Girls (2010)* in 16 months STC saved £426 273**

RETURN ON INVESTMENT

During first 16 months every £1 invested by STC it returned:

- **£2.24 in reduced criminality (excluding set-up costs)**
- **£2.57 in net savings to the Health Service**
- **£10 in savings to all public agencies**
- **£14 in total savings when Human & Emotional costs are included (including all set-up costs).**

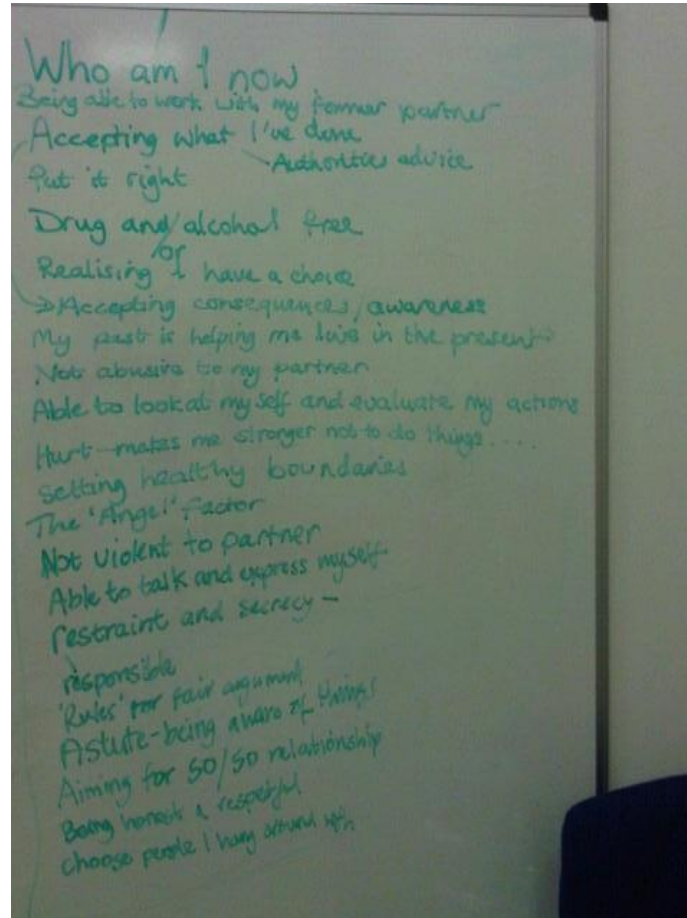
WHAT DOES THIS MEAN?

- **IF Police invest £38k they will save £340k pa**
- **Health £36k they will save £300k pa**
- **Local Authority £33k they will save £295k pa**
- **Social Service £6k they will save £60k pa**
- **23 kids removed form Child Protection plans per annum
STC would recover ALL its costs ALONE**
- **Three men in HMP Hull for a year or work with 55 men, 66 women & 113 children**
- **1 child in care costs £130k pa . If we stop ONE child being taken into care we will recover our own costs**

WHAT WORKS

- **Honesty & Respect=Trust**
- **Linking Responsibility with Caring**
- **Working with the heart-It's not all CBT!**
- ***The problem is the behaviour, NOT the person***
- **Helping men make sense of themselves & their world**
- **We don't ask our clients to do something we are not prepared to do ourselves**
- **Have high *but appropriate & realistic* expectations of clients**
- **Acknowledging & honouring childhood experiences**
- **Creating a safe but challenging & non-collusive space**
- **Listen to the patient he is telling you the diagnosis-FULL HISTORY TAKING GIVES CONTEXT FOR THE PRESENT**

WHO AM I NOW



CLIENTS IN THEIR OWN WORDS

'He doesn't argue or fly into a temper any more.....says he is proud of me.....walks away when he is getting angry....I have seen a change, it's worked...he isn't putting it on...the change has been for the better and he says he can't wait to come to his sessions.....'

'In the past I have been involved with psychologists, social workers, anger management specialists & they have all looked down on me-it's not like that at Strength To Change.... Most importantly, I know I am changing & I am proud of myself. I didn't think I could do this when I first came to Strength To Change.'

THANKYOU

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