

## TRAIN TOGETHER PROGRAMME - SE FORMER ENSEMBLE 2007 – 2009



### **FIRST INTERNATIONAL MEETING, Paris, May 23<sup>rd</sup>, 24<sup>th</sup> and 25<sup>th</sup>, 2008**

The first International Conference of the TRAIN TOGETHER programme – Se former ensemble 2007–2009 on « *the training of professionals working with child victims of sexual abuse* » took place between May 23<sup>rd</sup> and 25<sup>th</sup> 2008 in Paris at La Voix de l'Enfant. This was an opportunity for partners in the scheme to meet, and formally open the programme in Europe.

The TRAIN TOGETHER programme gathers together the partners of AGIS, the previous European programme for dealing with child victims, and adds two new associations: IREFORR in Italy; and KARO in Germany.

Attending this meeting were:

#### **From the Belgian association, SOS Enfants ULB :**

Mrs Clémentine **GERARD**, Psychologist - Researcher at the SOS Enfants-ULB Centre of C.H.U. Saint-Pierre in Brussels. Coordinator of the TRAIN TOGETHER programme for SOS Enfants – ULB.

Dr Marc **GERARD**, Paediatric psychiatrist, Coordinator of the SOS Enfants-ULB Centre of C.H.U Saint-Pierre in Bruxelles.

Mr Pierre **PATINY**, Police officer at the P Committee (Research Service of the Permanent Committee for the Control of Police Services). Directs training on interview techniques.

Mr Michel **CARMANS**, Specialist consultant at the Federal Legal Police (General Direction of the legal police – Technical and scientific direction – Service of behavioural sciences). Directs training on techniques for interviewing minors.

#### **From the English association, the CHILDREN'S LEGAL CENTRE:**

Miss Kamena **DORLING**, Legal and Policy Officer at the Children's Legal Centre who runs the Refugee and Asylum Seeking Children's Project, provides training on immigration issues, and assists as researcher for the International department. Coordinator of the TRAIN TOGETHER programme for the Children's Legal Centre.

Mr Alan **CURTIS**, Social worker with more than 30 years of experience, including working with adolescent offenders, child protection, and multi-professional training. He is responsible

for specialist court reports on care proceedings, and childcare casework consultation. Currently Manager of the Witham Family Centre, Essex County Council, and consultant at the Children's Legal Centre.

Mrs Alison **CARTER**, senior lawyer (18 years qualified), who has been working at the Children's Legal Centre since 2000. Joint Manager of the Legal Practice, specialising in educational law including exclusions and legal issues concerning children out of school, children with special educational needs, and bullying.

**From the German association, KARO:**

Mrs Cathrin **SCHAUER**, KARO e.V., Manager, Sociologist Almoner/grad. Social-Pedagogue (FH), Registered Nurse. Coordinator of the TRAIN TOGETHER Programme for KARO.

Mr Michael **HEIDE**, Police officer.

Mrs Brigitte **DZIALLAS**, Interpreter and consultant.

**From the Italian association, the ISTITUTO DEGLI INNOCENTI :**

Mrs Tania **BERTI**, who is the replacement for Mrs Donata **BIANCHI** (Sociologist, Coordinator of the TRAIN TOGETHER programme for the ISTITUTO DEGLI INNOCENTI).

Dr.ssa Beatrice **BESSI**, Psychologist/psychotherapist, expert in clinical therapy for child and adult victims of abuse; specialist consultant on police interviews and judicial proceedings involving children; training officer and supervisor at a national and international level; expert consultant for Ass. Artemisia and Istituto degli Innocenti.

Dr.ssa Fanny **MARCHESE**, Social worker, expert training officer at a national and international level; consultant for Municipalities and Regions in the prevention of child abuse, and child protection; consultant for Centro TIAMA in Milan, a specialist centre for the treatment of child victims of abuse; member of the National Board of Italian Coordinators of Public and Private Services Against Child Abuse- C.I.S.M.A.I.

**From the Italian association, IREFORR :**

Mr Antonio **SANFRANCESCO**, Sociologist, Coordinator of the TRAIN TOGETHER programme for IREFORR

Mrs Assunta **BASENTINI**, Psychologist at the juvenile court of Potenza

Mme Angela **MARSICOVETERE**, Social worker

**From the Polish association, MEDERI :**

Mrs Joanna **CIELECKA-KUSZYK**, Director of the MEDERI Foundation, Coordinator of the TRAIN TOGETHER programme in the Foundation.

Mrs Małgorzata **ZBROSZCZYK-SZCZEPANIAK**, Paediatrician

Mme Eleonora **ZIELINSKA**, Lawyer

**From the Polish association, NOBODY’S CHILDREN FOUNDATION :**

Mrs Maria **KELLER-HAMELA**, Psychologist, Director of International Cooperation and coordinator of the TRAIN TOGETHER programme for the Nobody’s Children Foundation..

Mrs Monika **SAJKOWSKA**, Sociologist, Director of the Nobody’s Children Foundation.

Mrs Marta **SKIERKOWSKA**, Psychologist, Programme assistant at the Nobody’s Children Foundation

**From the Romanian association, THE INTERNATIONAL FOUNDATION FOR CHILDREN AND FAMILY (IFCF):**

Mr Mihai **SERBAN**, Psychologist, police officer, National Agency against People Trafficking, Ministry of Interior and Administrative Reform, Coordinator of the TRAIN TOGETHER programme for the IFCF.

Mrs Izabella **POPA**, medical doctor, assistant, the National Coordination of the International Labour Office - International Programme for the Elimination of Child Labour.

Mrs Manuela **DANESCU**, Director, Department of Strategies and Programmes, National Authority for the Protection of Children’s Right's Protection.

**From La Voix de l’Enfant, associate coordinator of the TRAIN TOGETHER programme - Se former ensemble:**

Mr Hervé **THEAUDIERE**, Vice-president of La Voix de l’Enfant.

Mme Martine **BROUSSE**, Director of La Voix de l’Enfant.

Dr Bernard **CORDIER**, President of La Voix de l’Enfant. Head of psychiatry at the Foch Hospital.

Mrs Françoise **FOUQUET-DORR**, Vice-president of La Voix de l’Enfant, Magistrate.

Mrs Odile **MAURICE**, Social worker, family therapist.

Mme Giulia **MANCUSO**, Sociologist, Coordinator of the TRAIN TOGETHER programme.

**FRIDAY MAY 23<sup>RD</sup>, 2008**

The first day of the meeting was opened by Mr Hervé THEAUDIERE, Vice-president of La Voix de l’Enfant, who asked all professionals to introduce themselves. After doing so, he submitted, together with Mrs Giulia MANCUSO (programme coordinator), the agenda of the three working days.

<b>AGENDA</b>
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**Friday, May 23<sup>rd</sup> 2008**

**9.30** : Reception at La Voix de l’Enfant

**10.00 – 11.30** : Conference opened by Hervé Théaudière, Vice-president of La Voix de l’Enfant. Introduction to the partners who will give a brief exposition of their activities

**11.30 – 12.30** : Presentation of the programme and question and answer session.

**13.00 – 14.00** : Lunch

**14.30 – 18.00** : Organisation and planning of the programme from 2008 until 2009 : establishment of working methods, guidelines, communication tools, and agenda

**20.00** : Dinner

### **Saturday May 24th 2008**

**9.30** : Reception

**10.00 – 12.30** : Presentation on existing initial and ongoing methods of training for professionals working with child victims of abuse in different partner countries, and practical experiences

**13.00 – 14.00** : Lunch

**14.30 – 18.00** : Selection of communication tools to be used in the programme (Extranet, quarterly letters, and others...)

**20.00** : Dinner

### **Sunday May 25th 2008**

**9.30** : Reception

**10.00 – 12.00** : Debate on subjects discussed over the previous days

**12.30** : Lunch before departure

After agreement of the agenda, the partners introduced their work with a presentation on the activities of each partner association.

Mr Antonio SANFRANCESCO, sociologist and coordinator of the TRAIN TOGETHER programme for IREFORR, introduced the training activities organised by the association.

**IREFORR** is a cooperative association that has for several years been setting up projects following the model of the Leonardo da Vinci programme. The society has coordinated several training schemes and research projects on professional training and in the employment market. It has run some European programmes, such as Equal, Now, Daphne and Youth, and proposed a masters course on social integration.

The training programmes proposed by IREFORR are directed at all professionals with the aim of promoting good working practices.

IREFORR does not work specifically on the subject of sexual abuse but promotes, through its professional training, the practice models proposed by new European Commission directives.

The association collaborates with institutions and professionals working with child victims of sexual abuse and mistreatment.

Angela MARSICOVETERE, social worker in the province of Potenza (a public administration), has always worked in the field of child victims of abuse.

Before 2006, she was working for an organisation that had been established to help women and children in distress. Nowadays, the province's child care authorities handle issues related to family relationships and have established a diagnostic centre for disability therapy.

In this centre there is a multidisciplinary team composed of professionals who work with minors (judges, police officers, psychologists, psychiatrists, paediatricians etc).

The centre also houses a protected interview room, which exists as a safe place for children who are involved in interview procedure.

Assunta BASENTINI, psychologist, works in the juvenile court of Potenza in all stages of proceedings: from the case being reported to taking care of the child. She works with police officers and other professionals in following up child victims' protected interviews. The court in which she works has established a procedure for the protected hearing and recording of the child's testimony. A protocol is signed by the professionals in order to set up a child protection process.

Fanny MARCHESE, expert in the TRAIN TOGETHER programme for the Istituto degli Innocenti, emphasised that the procedure for recorded hearings presented by her colleague is not always followed in Italy because, as mentioned by the previous AGIS programme, decisions on whether or not to set up a protected hearing can vary between the different jurisdictions and will ultimately be the decision of the individual judge.

**SOS ENFANTS** is a multidisciplinary non judiciary, centre, which grants funds. It works in a network with medics, social workers, child protection officers, child and maternity protection officers, with the judicial team and the professionals who help child victims.

Doctor Marc GERARD explained that in Belgium there are two big organisations, each with its own system for helping people. Judicial protection for children exists at a national federal level, other protection is organised at a local level and varies a great deal in nature.

In the TRAIN TOGETHER programme, Marc GERARD emphasised the need to take into account existing training programmes in Flanders.

He pointed out that there are often problems involved in training specialist teams of professionals. There are big gaps in common knowledge between different groups of professionals and differences in the interpretation of various roles and stages in the care of mistreated children.

On the question of "where studies on maltreatment within academic courses and basic training for professionals exist", he stated that everything is left to chance and goodwill.

Mr GERARD defined ongoing training as "an environment where there is confusion in the training and information on offer, where there are contradictions, and objectives are not always coherently expressed".

He provided examples of problems with updating information, practical abilities, and the absence of a common language.

The Belgian partner hoped that the programme can propose a coherent and certified training programme that is accurately presented in a pertinent manner.

Mihai Serban, coordinator of the programme for the IFCF, explained the most important issues on which the Romanian **INTERNATIONAL FOUNDATION FOR CHILDREN AND FAMILY (IFCF)** has been working over the last few years.

Within the framework of its partnership with the National Authority for the Protection of Children's Rights, the IFCF is intending to develop a national model of training for professionals working in child protection in Romania.

In partnership with the representatives of UNICEF in Romania, the IFCF is producing an evaluation of training on the child protection system.

In the last three years, the Foundation has established some "action programmes" against child labour in partnership with the International Labour Office.

More than 200 children working in illegal conditions have been helped by special services.

The IFCF has begun to set up a national action programme to develop a strategy for training professionals working with child victims of sexual abuse, mistreatment, trafficking, abandonment by parents, and kidnapping.

The foundation works against child trafficking with the National Agency against people trafficking, in the identification of child victims and with other services for social reintegration.

Maria KELLER HAMELA introduced the Polish **NOBODY'S CHILDREN FOUNDATION** and the activities set up by them:

- Education programmes, social campaigns, different training, and educational programmes;
- Booklets for parents, children, and professionals;
- A child victim's service. The foundation that manages diagnosis, consultation and treatments, also has a research programme;
- A special programme for child victims of sexual abuse;
- A programme about the risk of the Internet, a helpline for children, and several awareness campaigns.
- Consultation programmes with other countries, a programme for non-accompanied minors, for child victims of trafficking, for victim protection, support for parents, children, and professionals.

Maria KELLER HAMELLA talked about the protected rooms where interviews of children take place.

She introduced the awareness campaign "a child is a witness with special needs" which has for its title "Joanna, I'm not scared". This campaign is aimed at professionals to help them understand that a child is a different kind of witness to an adult and needs specific protection.

The foundation has published documents on children's interviews; it has established a programme to support children after judicial proceedings.

The coordinator of the TRAIN TOGETHER programme for the Nobody's Children Foundation presented different posters of the campaign, showing the different judges, and booklets for parents.

The book "I'm going to court" has been translated into 7 languages and adapted to the national legislation of the countries in which it has been distributed.

The title of the second part of the campaign is "Joanna, I have the right not to be scared".

A recent publication "Manual for judges and prosecutors: how to improve a child's interview" gives step by step information on how better to protect child victims.

The Foundation has also produced a leaflet called "I will be a witness".

On the webpage “*www.childwitness.pl*” there is a special section for professionals, another one for children, and another for parents. The website gives case studies of children’s interviews.

The Foundation works with the Ministry of Justice on the elaboration of norms concerning children's interviews. Recently, the Foundation has worked with the Ministry to establish standard procedures for the interviewing room.

Miss KAMENA DORLING, coordinator of the TRAIN TOGETHER programme for the **CHILDREN’S LEGAL CENTRE (CLC)** explained the most recent activities of the Centre in relation to the training of victims working with child victims of sexual abuse.

Through its publications and researches, the CLC has produced several articles about child victims and judicial proceedings set up in cases of child abuse.

Members of the CLC have started a study on professional training in order to avoid the secondary victimisation of children.

They have researched existing training and information programmes in England for judges, prosecutors, defence lawyers, and other professionals to evaluate their degree of knowledge and experience. This information is in a manual produced for professionals.

The **MEDERI FOUNDATION** is located inside a paediatric hospital in Warsaw. It has the status of an NGO that works independently from the hospital.

It is an association made up of a medical team that manages a large number of consultations. It liaises with other hospitals in Poland in order to give advice on sexual abuse cases.

The foundation has established programmes for pre-school children in cooperation with a team of psychologists and a pedagogic team, in centres situated outside the hospital.

It organises conferences on the topic of child victims of sexual violence to inform penal court experts, judicial staff, etc.

Mrs Joanna KUSZYK emphasised the lack of cooperation among medical teams and other professionals working with child victims.

The Foundation is concerned about the lack of training for medical teams and other professionals.

It also participates in European programmes: the Daphne 2 programme on child abuse in the family environment and another programme with other hospitals on child victims of sexual abuse.

Mederi also works with children with specific diseases.

There is a huge common training programme for professionals working with children that have been started in Warsaw, but medical staffs are not included in this training.

Mrs KUSZYK underlined the lack of training for medical teams and the need for common training that would put them on a par with other professionals.

Marc GERARD remarked on the lack of sources that could be used to obtain the most appropriate information and to back up the research.

The German association **KAROe.V** (in Plauen) aims to work against enforced prostitution, sexual exploitation of children and women, child trafficking, and childcare.

The work of KARO e.V. includes among other things:

- To work on the streets to help prostitutes and to perform similar work in the German-Czech borderlands
- To advise, care for, and enable further placement of women and children who work in prostitution
- To help to stop prostitution
- To offer medical and social help
- To help with the victims' reintegration
- To set up prevention, awareness, and training schemes
- To fight against psychological, physical, and sexual abuse
- To develop cooperation and networking
- To maintain public relations and cooperation between governmental and non-governmental organisations at a national and international level
- To set up prevention and support campaigns

Its activities are not financed by the government, but by donations and Karo members.

Between 2004 and 2006, the team worked on the AGIS programme with the aim of establishing a collaboration with the police force.

Cathrin SCHAUER emphasised unsatisfactory working conditions and the total lack of support and collaboration from the police services and government.

Cathrin SCHAUER expressed the feeling that, in order to change and enable such cooperation, there was a need to proceed step by step by establishing contact with individual police officers, as well as with other people. She felt that the problem was not being acknowledged. She has convinced some police officers of the importance of following training programmes. Nevertheless, it is difficult to access police testimonies, which tends to undermine the victim's deposition before judicial proceedings. The police service does not make any effort to understand the victim's position.

There is no real network among NGOs in the different villages of Germany and the government has not contributed to the development of such a network.

There is no real will to support the existing means of helping victims; and the initiatives established by the government (such as the football campaign) have not been successful.

Michael HEIDE, police officer, outlined that initial and further training programme for police officers on the taking care of abused children does exist, but the financial support for it has been cut.

The German partners explained the reluctance of the government, and problems linked to the German reunifications that are used as a pretext not to intervene, or even to deny the existence of problems.

The training programmes for police officers on the Czech side are even more limited than on the German side. There is a difference between the theory and the practice.

After lunch, the partners continued their introductions with a presentation on the projects set up by the **ISTITUTO DEGLI INNOCENTI** in Florence, **Italy**.

The professionals attending the meeting explained the activities of the Istituto, such as research programmes, publication of leaflets and articles about existing legislation on the care of child victims ...

They work with different professionals and institutions giving support to ill children.

The Istituto acts as an interface between those professionals and a "window to the institutions".

### **Presentation by Françoise FOUQUET DORR on training for magistrates**

Françoise FOUQUET DORR reminded the conference that the Public Prosecutor or the magistrate of the public prosecutor's department is the one who decides whether to open a judicial inquiry or not.

In France, professionals who can intervene for children are:

- The children's judge for child victims and minor offenders
- The judge for family affairs in cases of divorce and custody proceedings

In France, the different courts that can intervene at the level of a judicial proceeding in cases where a child has been a victim of maltreatment and/or sexual abuse are:

- The criminal court composed of 3 magistrates
- The Court of Assizes composed of 3 magistrates and 9 jurors.
- The Court of Appeal

Training courses last 31 months and they are divided into 3 stages:

- Theory: 8 months at the National Magistracy Academy in Bordeaux
- Internship of 13 to 14 months with a final, graded exam. The "*auditeur de justice*" professional who has received the training can decide his function and place of work.
- Final internship with a magistrate within a chosen function. The internship of 2 months has been changed by the 1/01/2008 law to an 8-month internship.

Training includes working sessions, conferences, simulation exercises, etc.

Seven issues are discussed:

1. Ethics, deontology, and approach of the institution
2. Decision process
3. European and International
4. Knowledge of contemporary society
5. Communication
6. Psychiatry, psychology, and forensics

## 7. Delinquent behaviour

**Each issue includes a certain number of modules, which consist of participating in conferences, workshops, meetings with practitioners, or case study exercises.**

For example, theme 2 is composed of 5 modules:

1. proof
2. victims
3. decisions and punishment
4. alternative ways of resolving conflicts
5. judgments

It is important to observe that the module on "victims" lasts only one day.

Theme 5 is composed of 5 modules:

1. speaking
2. communication in professional situations and judicial interviews
3. justice and the media
4. the child's testimony
5. justice and images

Module 4, the child's testimony, aims to further "understanding of the specificity of a child's testimony and techniques of collecting evidence in criminal and civil proceedings".

Training consists of one conference and a working section with other professionals such as: magistrates, psychologists, *administrateurs ad hoc*, police officers, gendarmes, etc.

French magistrates defend the Magistracy Academy.

Belgian partners explain that such an Academy does not exist in Belgium, but magistrates need to have been lawyers for several years and need to have had field experience in addition to theoretical knowledge.

In answer to a question from Antonio SANFRANCESCO on the evaluation existing methods in France, Françoise FOUQUET DORR explained that there are very rigorous rules when conducting such evaluations

Martine BROUSSE suggested that all the programme coordinators of the partner associations find information on the existence of a Magistracy Academy in their countries.

The Italian partners explain that in Italy there is no Magistracy Academy (like the French one), but that there is an exam and a Training Academy.

**In Belgium** there is no exam, but an internship in a Prosecutor's Office or in Court. It lasts one year for public Ministries and three years for judges.

Each person can then apply for a place and presents themselves to the superior Council of Justice (one half of which is made up of magistrates and the other by the civilian population) that chooses the most qualified people among the candidates. The training academy is going

to be set up and involve ongoing training. Futures magistrates do not necessarily need to have professional experience.

In **Romania**, after graduating in law from university, there is an exam to apply for the National Magistracy Institute. Once the exam has been taken, there is 2 years of training to become a magistrate. It is not necessary to have experience to become a magistrate. Some very young judges have not had much experience.

It is also possible to take an exam to become a magistrate after 5 years of practical experience.

In **Poland**, after graduating in law from university, there is a different exam for lawyers, prosecutors, and judges. After having taken the exam, there will be 2 years of training and 2 months of a practical internship in different departments. Candidates have to pass several exams, which are very difficult.

Many different methods of evaluation have recently been combined into a single public exam.

In **Germany**, in order to become a magistrate, the candidate has to study law and take several intermediate exams, as well as a final exam.

There is no internship, but theoretical training and an evaluation.

Françoise FOUQUET DORR pointed out that the National Magistracy Academy in France was created in the style of the National School of Administration. In 1964, the National Magistracy Academy was situated in Bordeaux. At that time, training lasted 18 months.

Further training for magistrates is given in Paris in the Saint Louis Island. This training was not compulsory and not "well publicised". Since last year, it has been compulsory.

It has also become compulsory to follow an 8-day training programme for any change of discipline.

Common training on judicial protection for youths no longer exists, but there is common training with police services and gendarmes.

Training lasts 8 days and there are sometimes 4 separate 2 day sessions per month that are completed by attending conferences and workshops with police brigades and gendarme academies.

Magistrates, police officers, and gendarmes have to attend each of these training schemes.

Training programmes are starting to be set up with medical staff.

Out of 300 training modules, only 6 are for children's judges and examining judges and 2 of those are in common with police services.

Concerning ongoing training, the Academy has appealed to different professionals who are involved in child protection. Training programmes are also being run for journalists.

All training schemes are funded by the State, with travel and overnight expenses paid.

Attendance on training courses is recorded – participants must sign in every morning and evening on the attendance register.

**Giulia MANCUSO**, Programme Coordinator, introduced the TRAIN TOGETHER programme, submitted by La Voix de l'Enfant to the European Commission in partnership with the organisations present. She explains that the idea for the project submission came from the Florence Conference of the previous AGIS programme.

At that time, the partners discussed the importance of training professionals working with child victims and the importance of multidisciplinary work when dealing with child victims of sexual abuse.

The partners emphasised the importance of professionals working together to understand each other's role and to ensure that each professional operates more efficiently.

La Voix de l'Enfant submitted in August 2007, as part of the European project "the prevention of and the fight against crime", the programme "TRAIN TOGETHER – Se Former Ensemble" on the «the *training of professionals working with child victims of sexual abuse*".

This programme aims to address the problems identified regarding the existing training in each partner country.

The suggestion is to establish a module of basic training for all professionals working with children, that will subsequently allow access to specialist training programmes according to the specific roles of the judicial, police, psychological, medical, or social sector.

The initial work will consist of outlining the practice, identifying good practices, and existing problems in each country.

Starting from this situation analysis, it will be possible to discuss the make up of a common procedure of professional training that is fit for purpose, as previously defined by the partners.

This programme is relevant to all professionals working in the care of and collection of evidence from child victims of sexual abuse: doctors and medical teams, police officers, public prosecutors, lawyers and judges, psychologists, social workers, *ad hoc* administrators, associations for child protection, etc.

The stages of the programme are:

- ⇒ A first international conference between the partners of the programme
- ⇒ The creation of a National Steering Committee in each country to establish the existing status of professional training for those working in the care of and collection of the evidence from child victims of sexual violence.
- ⇒ These Committees will discuss the different topics defined during the International Meeting and the different problems existing in each country.
- ⇒ A second International Meeting among the partners in Brussels to discuss the common professional training project.
- ⇒ A third International Meeting in Warsaw, to establish a training and specialism programme, as well as a proposal for international cooperation at a European level among all engaged professionals.
- ⇒ Preparation of a final report and a CD-Rom containing all the assimilated information.

⇒ A Final Conference open to the general public and public authorities for the distribution of the programme's results and the final report.

In her presentation Giulia MANCUSO reminded the partners that this programme requires each partner's cooperation and a combined effort to pursue the propositions of each participant.

It would be interesting to meet experts during the International Conferences.

With reference to communication tools, La Voix de l'Enfant created a web site in English and French– <http://traintogether.lavoixdelenfant.org> – with a description of the programme, its development, objectives, links to the partner's associations, etc. Partners are able to add documents. There is a place for the bibliography of existing publications, (not necessarily in French and English).

La Voix de l'Enfant will update everyone on the programme's development via its three-monthly journal and its website information.

A document describing the programme has been created in French and English.

The Extranet, which will be explained later on, is a common working tool among the partners to facilitate the sharing of documents.

Giulia MANCUSO reminded partners that they can make suggestions and that they can find other means to spread the word about the programme.

Antonio SANFRANCESCO proposed the development of a common working methodology that, via analysis of existing practices in training, can define the strengths and the weaknesses and establish common objectives for all partner countries.

The Belgian partners emphasised the need to define the field of action: "Do we only discuss training on sexual abuse or training on "child victims of abuse" in the broadest sense of the term?" "Are we solely dealing with the question of collecting children's evidence or do we also take into account the evaluation of the abuse before the child's interview, and assessment of other elements (such as context, family history, child development, child evaluation)?"

Françoise FOUQUET DORR considered it important to turn the discussion towards child victims of sexual abuse, with the possibility of broadening its scope later to encompass other kinds of maltreatment. She emphasised that it is impossible to define good practice without having previously defined existing practices.

Giulia MANCUSO reminded the conference that the title of the programme does not only encompass the child victim's interview and the professionals working in the child's interview/hearing, but also the medical and psychological workers taking care of the child.

Beatrice BESSI felt that training has to be directed towards care and collecting the child's evidence. We need to be careful when listening to the child's evidence, but also to take into account his needs, the time of his disclosure ... It is necessary to train the entire network of professionals.

Eléonora ZIELINSKA highlighted the need to take into consideration the medical report.

The Romanian partners believe we should consider the possibility of using multidisciplinary work and to avoid widening the analysis too much. It is better to concentrate on situations that have some judicial follow-up.

The German partners emphasised the importance of analysing the existing situation, where mistakes have systematically occurred that can be avoided, and to extract the good practices that exist in the different countries.

We need to analyse the situation and make the training bespoke to the professionals involved. That should be done at all levels.

The Italian partner, Istituto degli Innocenti, suggested an analysis of professionals needing training on two fronts: when the child starts to disclose the facts, and when the judicial process starts.

Pierre PATINY underlined the importance of defining the meaning of "information" and "training". It is not necessary to set up a training programme for professionals who just need to be informed; however, it is important to train those who need to be trained. There has to be a distinction between "training" and "informing". Teachers and other professionals, who initially receive the child's complaint, should have access to an information programme. Doctors, psychologists, magistrates, judges, lawyers, and other professionals involved in the legal procedure need to be trained.

Martine BROUSSE remarked on the importance of defining the professionals who need an information programme and those who need a training programme.

Françoise FOUQUET DORR felt that there are two types of involvements: a medical judicial one, which is made up of professionals attending the TRAIN TOGETHER meeting; and those who are part of the social and teaching sector, who do not attend the meeting.

The Italian partners of the Istituto degli Innocenti felt it important to discuss therapy, and not only child care.

Martine BROUSSE gave the example of the Medical-Judicial Units (MJU):

In the MJU there is a multi-level approach. For example: teachers, social workers, and camp counsellors, as soon as a child discloses some facts or shows some kind of revealing signs, inform the MJU officials..

Françoise FOUQUET DORR explained that magistrates and judges are always asked to participate in information and training programmes for teachers, social workers, doctors, nurses. It is important to know the needs of professionals in order to train them.

Giulia MANCUSO observed that the title of the programme involves all the professionals working in child care and collecting child victim's evidence, not only in the judicial sector, but also in the medical sector.

The partners discussed the possibility of giving the child therapy, even if the interview doesn't result in a judicial proceeding.

Time needs to be given to the child's care and protection, and not only to the repressive mechanics of the judicial system.

## SATURDAY MAY 24th, 2008

The second day of this International conference of the partners of the TRAIN TOGETHER programme began with a presentation on professional training practice in each country.

The Belgian association, SOS Enfants, was the first to present the country's practices.

Pierre PATINY introduced his colleague, Michel CARMANS, a consultant specialist in the behavioural science section of the Belgian federal police. He would speak about the actual training system that exists in Belgium. Pierre PATINY would introduce the training for magistrates and expert psychologists who work with child victims in Belgium, and Michel CARMANS would talk specifically about training for police officers.

Dr Marc GERARD would intervene later on to talk about the medical sector. In Belgium, there is no Magistracy Academy; nevertheless, magistrates can apply to take part in several training programmes organised by the Upper Committee of Justice.

A Training Institute is going to be created in the future.

A magistrate, having sat an entrance exam, has to pass through different internships to become a prosecutor or a judge. Passing the internship to become a judge takes longer than the other. During this internship candidates have access to training programmes they can choose. There are only 3 training programmes for magistrates on the subject of child maltreatment:

- 1) Training on dealing with child victims or witnesses of sexual abuse or other serious maltreatment – Some information is given about audiovisual hearings and on the management of the child's disclosure. Training lasts 2 days.
- 2) General training about the place the victim has in judicial proceedings. Training lasts 2 days.
- 3) There is also training on « *Statement validity analysis* » as part of the analysis of the content of the child's interviews.

The Upper Committee of Justice distributes the list of all available training twice a year, and magistrates can choose from this list.

Concerning **the training of the expert psychologists**, there was a circular from the Ministry of Justice in 2001 that sets out the procedure for judicial audiovisual interviews. In this circular, it is stated that "when the examining judge appoints an expert psychologist or psychiatrist to assist to the child's recorded interview, there will be a psychological examination ...". The circular mentions that it is better if this person has undertaken specialist training on the techniques that should be used on the child's interview. However it is not mentioned which kind of training is mandatory.

A psychologist has established an intensive training programme of three days, in which it is explained what techniques should be used in the interview, the expectations of professionals in relation to police officers and magistrates, and the demands of the magistrates in relation to the police officers. This training is open to magistrates and experts, but not to police officers. It is a 3 day training programme recognised by the Ministry of Justice and the Upper Committee of Justice, but is not made part of any evaluation. We consider it to be a successful training programme, but that may be because it is the only one that exists. There was a diploma of expertise in the University of Liège; but it has been discontinued.

Michel CARMANS introduced training for police officers.

There is a legal framework represented by the July 16<sup>th</sup>, 2001 circular of the Ministry of Justice that refers to the police services and magistrates.

The circular is based on the Jung protocol that applies in Belgium. It is on the back of this article that a twelve day training programme has been set up and developed, made up of two sections.

The first section is dedicated to a theoretical approach, which is approved by the different professions; each according to their own skills. There is a law course, a course on the perpetrator's psychology, a course on the sexual development of the child, and a course on communication. The courses involve groups of sixteen candidates and, at the end of the first week, the police officers have to take an exam. If they get through, they can pass on to the practical section.

The practical section is spread over 6 days with some role play exercises concerning the child's interview. During this training section, there is an exam where the police officer is evaluated by a jury in one of the role plays. If the officer demonstrates that they have the required skills, they are awarded a certificate.

Michel CARMANS observed that the training is selective: not everyone is able to work with children. It is important to ensure that follow up work takes place by means of ongoing training. A psychological follow-up can be useful.

Marc GERARD presented the training practices of the psychological/medical/social sector in Belgium.

He explained that, thanks to the TRAIN TOGETHER programme and to the work that will be done within each Steering Committee, it will be possible to identify practices that do not work and to develop the existing system.

Marc GERARD explained that, nowadays, in academic courses on medicine, psychology, and social work, there is no training on dealing with victims of sexual abuse.

There is no guarantee that basic information will be given to future professionals. Existing experience relies on the presence of certain people being in the right place at the right time. The "international association of the childhood's friends", along with some other partner institutions, studies the actual situation in Belgium. They are researching what educational programmes exist, who gives the training, how often, when, and where.

The issue of further training is better. The decrees that manage assistance for maltreated children ensure that there is regular access to individual and collective supervision. The SOS Enfants' team runs a two-day training programme once each year. The programme is developed in tandem together with the administration, by taking into account the needs and requirements of professionals. In the youth protection sector, professionals normally receive well-developed training. This happens less frequently in the case of teachers and social workers.

There will be soon be a University certificate on sexual abuse.

There is a lack of knowledge on what is done and what needs to be done. There is a huge need to update knowledge.

There has been an improvement in communication and the importance given to obtaining the confidence of the child.

Martine BROUSSE asked whether multidisciplinary training existed in Belgium.

Pierre PATINY explained that the training programmes in which he participates together with a psychologist is open to magistrates and experts, but not to police officers.

Marc GERARD explained that Belgium has a liberal culture, where people have a lot of choice because there are many options.

In the University of Louvain there is a training programme on a multidisciplinary approach, however it is not compulsory.

Martine BROUSSE asked if the partners feel it is important to make multidisciplinary training compulsory, or if it is better to leave this training optional.

Marc GERARD remarked that it is difficult to impose training on professionals. It is important to ensure that basic information is widely spread and taught. In the SOS Enfants' team, the trainees work on real cases with legal practitioners, paediatric psychiatrists, paediatricians; and this process is really formative for them. The training, given and directed by the teams, is multidisciplinary. A paediatrician might present on the trauma, a legal practitioner on professional techniques. This is a network of specialist teams, but training is not offered externally. The team is composed of paediatricians, psychologists, and legal practitioners.

Izabella POPA develops professional training **in Romania** for medical staff, psychologists, judges, lawyers, and social workers.

In Romania there is no compulsory initial training on sexual abuse or children's rights.

The National Authority for child protection outlines the importance of having compulsory training for all professionals working with children victims of sexual violence.

In 2005, the government asked different Ministries to set up a compulsory training programme on child victims at a national level.

The National Authority is going to organise a training programme to ensure that all professionals working with children receive specific training on sexual abuse and interview procedure.

The National Authority conducted an inquiry into the training programmes and the needs of the professionals working with child victims.

The situation, in 2007, was that 3,500 professionals out of 15,000 attended a training programme. Most of the training programmes were on generic topics for professional development.

The Legal Authorities identified the needs for following years. Those needs were divided into 3 categories, one of them being the sexual abuse, neglect, and exploitation of children. At this stage, there is no plan for answering these needs.

In terms of the plan to set up a specific training programme, the National Authority sent a letter explaining this project to:

- Universities that offer initial training to professionals who interact with child victims (social workers, doctors, lawyers, etc).

- NGOs working for the protection of child victims of sexual abuse.
- The National Institute for Magistrates.

Unfortunately, for the moment, no responses to these letters have been received.

Some universities offer initial training following diplomas, but not on any specific topic. Post graduate courses are multidisciplinary.

NGOs have organised short courses of 3 or 4 days on the subject of child victims of sexual abuse, but they are not regular like the ones given by universities. Unfortunately, these courses are not dispersed throughout the whole country, but only the big cities. The universities collaborate with these courses, which are addressed to certain categories of professionals, but also to multidisciplinary teams.

In Romania, there is an exam to become a magistrate. There is a 2 day course on the topic of child sexual abuse, neglect, and exploitation. This course was initiated 2 years ago by the National Authority on Child Rights, but it is optional and not on a regular basis.

In 2007 the National Authority on Child's Rights organised a campaign on the subject of child sexual abuse and exploitation.

In 2007, with the financial support of a European Union programme called "Phare", 200 courses were organised across the country for several professional groups, including teachers, priests, medical personnel, police, legal practitioners, and social workers.

The professionals attending the training receive a certificate, which is validated nationally.

Some NGOs have composed a curriculum with a list of the important topics concerning sexual abuse against children, which includes among other things:

- Working procedures to be used with child victims of sexual abuse, neglect and exploitation.
- Explication of the actual legislation.
- A definition of the role of each professional who works with child victims at different stages.

Izabella POPA explained future steps:

- o Finalising the report on the initial and further training programmes on the issue of sexual abuse against children;
- o Drafting a list of actual training programmes;
- o Contact with the relevant partners of universities, NGOs, and the National Institute of Magistrate to draft a training curriculum;

Answering different questions, Isabella POPA explained that the training is voluntary. The government has decided that initial and further training for professionals working with child victims should be compulsory. This decision, even if it is still policy, is ignored.

In the training programmes run in under the auspices of the 'Phare' programme, there was an evaluation every 3 months, conducted by the National Authority. The plan to set up a multidisciplinary training course for the protection of child victims of sexual abuse has

existed in Romania since 2000. However, this is the first time that such training has been offered nationally.

All counties participate in this training.

It is important to observe that the reality that can confront practitioners in the field is different from the theory..

Maria KELLER HAMELA, programme coordinator for the Nobody's Children Foundation in Poland, introduced **the training system in Poland for professionals who interview children: judges, prosecutors, and clinical psychologists.**

The Foundation organises several training programmes for these professionals.

They have conducted 2 research projects on the attitudes judges and prosecutors have displayed during the children's interviews: the first project was conducted across 3 court districts and the second one nationally.

Maria KELLER HAMELA emphasised the findings that came out of the research:

- Judges and lawyers are not trained to communicate with children.
- To the question "In your opinion, do professionals participating in child interviews have enough skills to communicate with children?", the answer was 'yes' for 96% of the psychologists, 54% of prosecutors, 49% of judges, and 8% of defence lawyers.
- To the second question "Did they receive any training for interviewing children? If so, in what form?", 48% of the lawyers and judges answered that they had never received any training, either at university level, at school, or during their career. Only 34% had received training on child interviews during their careers; 10% received training after their university studies, and 1% during their university courses.
- To the third question "In your opinion what kind of training in interviewing children would be appropriate for lawyers?", most answers underlined the need to receive training after their studies.

In Poland there is no obligatory training for professionals involved in a child's interview.

Maria KELLER HAMELLA explained that training does not only mean having skills, but also knowledge of the subject.

The role of the psychologist is very important, as they are always present during the interview with the child. Nobody's Children Foundation has set up a one-year training programme for psychologists. A certificate is awarded at the end of the course.

The foundation runs a training programme on child interviews in partnership with the National Training Centre for officials of the Common Court of Law, the Public Prosecutor's Office, the National Headquarter of Police, and the Training Centre for the Police.

These courses are not only theory based, but also include workshops, lectures, and incorporate a presence at national annual conferences.

The topics covered by this training are as follows:

- Presentation of the child's development stages (including the development of cognitive, emotional, and social processes) as important factors in determining ways of communicating with children.

- The psychological characteristics of a child victim, taking into account the differences between the consequences of intra-family and extra-family offences. The characteristics of post-traumatic stress disorder, frequently diagnosed in crime victims.
- The conditions and methods of effective interviewing: interview phases, the "psychological credibility" of a child witness' testimony, coping with difficulties when interviewing a child, obtaining information about the child and his/her family situation.

The courses also analyse factors facilitating communication and attempt to develop the interviewer's skills when in contact with the traumatised child.

They identify the candidate's strengths and those that need to be developed.

Answering the question asked by the partners attending this International conference, Maria KELLER HAMELA explained that in Poland there is no getting away from the fact that a person without any specific skills might work with child victims. However, the Foundation wants to impose a rule that all professionals working with children receive training.

On the role of the psychologist in the interview, the programme coordinator for the Polish foundation explained that, by law since 2004, all children below 15 who are victims of sexual or physical abuse, are interviewed directly by the judge and do not go in front of a court.

For child witnesses of abuse it is the judge who decides if the child will require a special procedure. Within this law, the role of the psychologist during the interview is important. Some interviews are largely conducted by psychologists instead of the judge.

Joanna CIELECKA KUSZYK, programme coordinator for the Mederi foundation, gave a presentation on **training for medical staff in Poland**.

After studying there is one year's training, followed by a governmental exam to become a doctor.

After gaining a diploma, during five years of specialisation, there are training courses on child victims of maltreatment.

During studies there is a two-week course on healthcare which deals with maltreatment of children. These courses can be taken once studies have been completed.

Medical staff can receive "education points" that they get by participating in conferences concerning violence against children.

Joanna CIELECKA KUSZYK explained that in hospitals there are facilities for children suffering from chronic illness, for families in financial difficulty, and for child victims of maltreatment.

Normally, the child victim's examination takes place at the hospital, but it is not always the doctor accredited by the court who performs the examination. The judge can always ask for the opinion of another doctor.

Alison CARTER introduced **the multidisciplinary training for professionals working with child victims of sexual abuse in England**.

She explained the importance of multidisciplinary training in relation to the work done with child victims to avoid a secondary victimization.

This victimization can be triggered by an insensitive interview with the child, a lack of understanding of criminal procedure, a lack of information, or a lack of therapy.

For example, she explained that an insensitive interview can have some impact on the child and asks for training for police officers, social workers, judges, and therapists.

Normally, police officers and social workers do have training in interviews and child psychology, but lawyers do not have to undergo compulsory training. Doctors do not have mandatory training. Therapists do have mandatory training.

Training for police officers, consists of a three-week training programme on the protection of child victims, the interview, and the child's statement after the interview. In the English system, children may make a statement at the end of the interview to explain the effect the crime has had on them.

A key resource is "*Achieving the best evidence in Criminal Proceedings*", a guide for best practice when interviewing vulnerable persons.

Alan CURTIS continued the explanation and introduced **training for social workers**.

The key document is "*Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children*" – all the professionals working with children are expected to know these guidelines. The 4<sup>th</sup> chapter of the document concerns the training and knowledge that all professionals who are in contact with children should have; their responsibilities, such as how to manage a sexual abuse case; as well as serious cases of sexual abuse.

In addition to these guidelines, all professionals have to be aware of the central government directives "*Every child matters*" that give some directions about what social workers should do in particular situations.

Research has been conducted on the work done with children and families by social workers. This research is available on the website: [www.rip.org.uk](http://www.rip.org.uk).

**Further training for lawyers in England** is directed by the "*Solicitors Regulation Authority*" and "*Bar Council*". There is no requirement for lawyers working with child victims to undergo relevant child victim training.

The Crown Prosecution Service needs to be aware of the hazards that prolonged trials have on child victims.

Defence lawyers need to acknowledge the harm that a cross-examination might have on a child witness. Further training for lawyers working with children must be mandatory.

**Judges and magistrates** do not receive any training related to child victims.

Judges following up serious sexual abuse cases must attend the Seminar called "Serious Sexual Offences" and are invited to undertake specific training.

There is no guarantee that a judge will be trained; however, some judges have taken specific courses on sexual abuse.

Alison CARTER underlines the need to train judges, who can deal with child witnesses.

There is no a minimum level of background experience that doctors need have in order to work with children. There is no supervision or specific training for doctors undertaking the examination of child victims of sexual abuse.

Several projects have been undertaken to support child victims.

The *Victim Support – Witness Service* offers support to witnesses, victims, their families, and friends when they go to Court.

The "*Young Witness pack*" helps to familiarise young witnesses with the court process and their role within it.

Martine BROUSSE, director at La Voix de l'Enfant, suggested to partners that they find information on existing methods in order to evaluate the impact of training on the professionals undertaking the courses. She suggested discussing this subject at the next International Meeting in Brussels.

**The German partners** explained the training system in their country.

In Germany the child victim's interview is undertaken by a police officer and judge.

There are different training modules. Certificates are given at the end of these modules. The modules are set out in accordance with the law. In the German system, children do not go to court. Videos are used and shown during the court session. The law accepts the recorded interview of the child who is not obliged to go to court.

Social workers, prosecutors, and police officers, are trained. Inquiries have been conducted into the training of professionals working with children.

Legal doctors undertake these training modules.

The partners are consulting with the different institutions to develop cooperation between NGOs and police officers to work constructively in the investigative phase and to help child victims.

In answer to a question asked by participants, the German partners explained that, since 1993, convicted people can be judged in Germany, even if the crime has been committed in another country. Therefore it is necessary to interview the victim in order to get enough evidence to judge the convicted person.

Police officers from different countries normally have to work together, but in practice they usually do not.

In serious cases, for example, when sexual abuse is committed in a foreign country against a child with a foreign nationality, the child has to be interviewed in Germany, and the case will be judged by the German court.

Martine BROUSSE suggested discussing the interviewing of children who come from abroad.

The German partners explained that there is a need for training at all levels of the system and that the judicial procedure needs to be improved and simplified.

Children do not often have the means to pursue the case once it has been judged in the first instance.

A lawyer is assigned to the child without fee, but only in first instance to make the complaint and to follow the judicial proceeding.

**The Italian partners** explained that in Italy during university studies there is no mandatory course on child sexual abuse or specific training for professionals working with child victims of sexual abuse. At university, the presence of courses on child sexual abuse depends on the

"good will" of certain professors who suggest specific courses. There are not many university courses on the psychology of a child psychology and the trauma endured by them.

There is better post-graduate training for doctors.

Post-graduate training is not mandatory and varies greatly. In Italy, there is no homogenous training nationally.

After the post-graduate training, some professionals (psychologists, doctors) must undertake training once a year on child sexual abuse. Training is given in specialist centres that have some experience on the care of child victims. There is a vast variety of training programmes. In some regions some important awareness and training programmes have been set up.

The region of Piemonte, for example, has set up, with the judicial authority of the Court of Appeal, a training programme coordinated by magistrates, lawyers, and other professionals. A multidisciplinary team has been set up that undertakes specific training modules. All professionals working in the care of children attended this training, with the aim of demonstrating the role of each professional the provision of care for children and the judicial process.

The Italian partners from IREFORR provided some more information on their working experiences in Basilicata.

In Italy, training is diverse. The National Order of Psychologists and other professionals established national guidelines.

Some professionals have suggested guidelines for children's interviews, but they have not yet been approved. They have been drawn up by an association formed of juridical psychologists.

In Basilicata there is a multidisciplinary training programme, which was set up on the initiative of the province of Potenza.

This programme has been developed to contain two modules:

- the first module is attended by working professionals (psychologists, social workers, lawyers, doctors, paediatricians, legal doctors, gynaecologists at the Potenza's Hospital). The aim of this module is to identify the problems of sexual abuse, how to report cases and how to follow judicial procedure. This first module begins in December and ends in June, and conducts one seminar each month.

- the second module is on the diagnosis and treatment of sexual abuse in cases of maltreatment. It is attended by a multidisciplinary team of professionals. This module brings together all the professionals who have already undertaken training, and aims to come up with a common language to be employed in sexual abuse and maltreatment cases.

There is no mandatory training on sexual abuse.

Mrs Fanny MARCHESE explained that in Italy, child pornography is a frequently discussed topic; however, professionals do not have any specific training on the issue. A budget of €6 million has been provided to set up a study of the issue of child pornography.

**Bernard CORDIER**, President of the La Voix de l'Enfant, intervened to thank all the professionals for attending the meeting and to welcome the new Italian and German partners of the TRAIN TOGETHER programme, who were not present in the previous European programme, AGIS.

Bernard CORDIER, psychiatrist, who has worked for more than 20 years on the fight against paedophilia, is an expert in treating adults. He is a specialist in treatments to reduce libido.

He teaches at the University of Medicine, the University of Law, the Magistracy Academy in Bordeaux, the National Training Centre of Police in *Gif sur Yvette*, and on the University Diploma, where he intervenes as an expert in the medico-legal sector.

Bernard CORDIER emphasised that there is not enough training on this subject in France.

There are some specialists, such as legal doctors, paediatricians, and psychiatrists; but the common structure of their studies does not lead to specific knowledge on interviewing child victims.

In the field of criminology, there are some areas of study dedicated to the better understanding of the profile of the perpetrators of sexual abuse, but nothing on child victims' interview. As part of the university diploma on victimology, there is volunteer-organised training put forward by some regions in France. This training is generally aimed at different professionals: for example doctors, educators, and police officers.

Some training programmes have a common structure. For example, courses in paediatrics include a psychological approach to the child. These programmes are not compulsory and are only part of further training for magistrates, which might take place at the National Magistracy Academy in Bordeaux and an training centre in Paris.

Bernard CORDIER has been working in Bordeaux for the last 10 years in the fields of psychology and criminology. In spite of the orientation of penal cases that tend to be more and more about the personality of the perpetrators, he regrets that there are only 8 hours of training on psychology for magistrates.

He says "it should be necessary to press European institutions to emphasise that the child is a priority and that this training is fundamental".

Concerning the care of the child, Bernard CORDIER, emphasised the lack of training and insisted on the need for internships. He explained that a one-year training position in psychiatry of infants and juveniles and in legal psychiatry is going to be organised in hospitals and in experts' offices. This training has not is going to be organised been established due to the problem of funding the internships.

Bernard CORDIER spoke on the subject of paedophilia; specifically within the police service on the subject of paedophiles' profiles. "To better understand victims, we need to understand the perpetrators. For example, the progress of an interview could be different if the child is the victim of abuse within the family", he explained.

It is for this reason that Bernard CORDIER underlined the need to develop training modules about the perpetrators.

In answer to questions, Dr CORDIER explained that there is evaluation of trainees involving written and oral exams, and the drafting of a report.

It can be possible to have complete knowledge of the subject, yet be terrified when confronted with real life cases of abuse. It is for this reason that internships need to be implemented.

Doctor Marc GERARD pointed out the problem of being able to accommodate trainees within the services which deal with these issues; he believes that people often turn up at care services for children without understanding the strategies for dealing with abuse.

It would be useful to know if, in different countries there are places and appropriate means to train people who wish to improve their skills and not just their knowledge.

Michel CARMANS explained that in Belgium there is 8-hours of training on the dynamics of abuse and 8 hours on perpetrators' profiles.

Bernard CORDIER indicated that internships should not be for medical staff only, but all professionals.

Fanny MARCHESE emphasised that in Italy there are not enough professionals who work on the treatment of abusers.

Marc GERARD explained that there is a conflict between the support service for adults and the one supporting children. There is no understanding that the objectives of both are interlinked: better understanding of perpetrators leads to better understanding of the child's predicament.

Beatrice BESSI stated that there is a need to understand the perpetrators and their psychology before accusing them.

Martine BROUSSE asked what type of training might be suggested to better understand the perpetrators, in order to ensure that some professionals get involved in every subject. In France, she explained, there is a problem with taking care of victims and perpetrators at the same time. Experts in working with adults only deal with adults and not with children.

Bernard CORDIER explained the importance of making the distinction between evaluation and treatment. All evaluations must be conducted by an expert on the subject. In France, there are experts appointed to do everything at same time.

Evaluating children requires expert technique and experience.

Bernard CORDIER stated that he can understand why are both perpetrators and victims seek treatment.

Pierre PATINY explained that, during the investigation phase, it is important to maintain a complete overview of the situation and to interview first the accused; and then the child in order in order to assimilate all the evidence.

Doctor CORDIER emphasised that the investigation process demands a broad view, but in terms of expertise and treatment it is important to separate the different fields. In answer to a question asked by Martine BROUSSE, he reminded the conference of the importance of separating paedophilia from incest in any training programme. The internet has revealed a new aspect of paedophilia that was not known before, he observed.

Marc GERARD explained the importance of conducting research into children who are in contact with pornographic material in the Internet and who repeat what they have witnessed. It is important to look at the research that we have at the moment in order to update it and disperse the knowledge within training programmes.

We need to identify within specialist training the lack of research and information at certain levels: for example, the influence of pornography on a child's sexuality, the general trend of complaints and the number of child victims.

Bernard CORDIER explained that in each region of France there is a "resource centre", where data is collected. These centres have a research and training function, but only on the perpetrators of crimes. Nothing similar exists for child victims, as demonstrated by some of the work of La Voix de l'Enfant in the Medico-Judicial Units. These Units could become the place to collect data, distribute information, and offer training.

The resources centres allow professionals to keep in touch with one another and not be isolated.

In response to Clémentine GERARD's question asking if this programme would also deal with young perpetrators of sexual abuse, Bernard CORDIER said that sexual abuse against children is committed in 90% of cases by men. Women and children make up a minority of cases. The international classification on paedophilia states that a paedophile must be aged 16 or over and there must be 5 years' gap between the perpetrator and the victim. Young people of 14 who sexually abuse young children are therefore not paedophiles.

Marc GERARD observed that this subject ought to be integrated into training programmes.

Fanny MARCHESE pointed out that in Italy there are a lot of cases of young people committing abuse, and that it is important to help children avoid such abuse happening again.

Consent does not apply to child victims until the age of 16.

Bernard CORDIER felt that within a training programme there ought to be a chapter dedicated to child abusers and another one to female abusers.

Martine BROUSSE suggested that the training programme ought to give information about the abuser and the people around them, for example the abusive role of a mother when a father sexually abuses a child.. She asked for the partners' agreement not to treat young perpetrators of sexual abuse as criminals, because, as explained by Bernard CORDIER, the abuse is born of an act of rebellion.

Beatrice BESSI observed that we should try to change deviant behaviour of adolescents, even if it they are not suffering from an illness.

Giulia MANCUSO summarised what had been achieved during the day and what issues had been discussed:

- ⇒ Training should be open to any questions from professionals, offer solutions to the various possible situations, and professionals should have training available to them as part of their daily work.
- ⇒ There is a need to include as part of training programmes, how to interview children and take care of child victims of sexual abuse.
- ⇒ The introduction and definition within the programme of the roles of every professional conducting interviews and caring for child victims.
- ⇒ The definition of a training programme – it is important to define what kind of training might be proposed, for example whether it could take the form of an initial module with a common structure, and thereafter specialist training appropriate to individual roles. This training might help professionals grasp the role of each professional interviewing children and caring for children, and could improve multidisciplinary cooperation.
- ⇒ The importance of internships and the need to be involved in the practical application of roles during training, on the grounds that knowledge does not automatically translate into skills.

Giulia MANCUSO observed that the meetings of the Steering Committees allow for studying existing national situation, in order to put forward suggestions and improve the debate with the partners during international conferences.

## SUNDAY, MAY 25th, 2008

Giulia MANCUSO opened the last day of the first International Meeting of the TRAIN TOGETHER programme. She explained to the partners that all the documents utilised during the three days (power point presentations and other supporting media) would be put up on the Extranet of La Voix de l'Enfant for partners' use only.

On the programme's website there would be:

- ⇒ The programme's mission statement
- ⇒ The programme's objectives
- ⇒ A link to the partner associations' website
- ⇒ The documents that the programme wants to publish

Martine BROUSSE suggested that the partners ask questions about any problems they might have with receiving emails (for example). She suggested that each partner should create a small card bearing a description of the function of each person attending the meeting. These cards will be uploaded to the Extranet along with people's pictures.

Giulia MANCUSO introduced the final working day of the conference and explained that it is important to discuss the most important points discussed during the last 3 days; and to set out the guidelines for discussion that should take place in each National Steering Committee.

Among the discussed points, Giulia MANCUSO and Martine BROUSSE suggested:

- 1) To define the difference between information and training.

The director of La Voix de l'Enfant explained that "information" can be defined as a less specific training, or compulsory information. "Training" is something that requires time, thought, and practice.

Michel CARMANS observed that "training" is a long-term process which aims to change people's skills and attitudes.

Information aims at improving knowledge, and training aims to improve skills, competences, and attitude, and to be able to offer constructive practice.

Antonio SANFRANCESCO emphasised the importance of obtaining such skills such as: teamwork, problem solving, having transferable skills... All these skills need to be adapted to different contexts, realities, practices, and situations.

All partners agreed on the definition: *information aims to spread knowledge and training aims to acquire skills, competences, and improvement of attitudes.*

Martine BROUSSE pointed out the importance of defining:

- 2) Which are the professionals who will be given information, and which are the ones who will receive training

Michel CARMANS observed that professionals could simultaneously be given information and training. There could be a first level of information, and a second for training.

Martine BROUSSE asked the partners to agree on the fact that all professionals ought to have access to information, but not to training. This information programme could be given a unique structure and developed within specific training programmes, appropriate to the individual area of work of each professional.

Antonio SANFRANCESCO explained that in training, when we belong to a particular professional sector, it is important to have transferable skills to develop attitudes, in order to define objectives and common goals, and to develop the skills to be able to work together. We should not forget that each professional has his own skills.

Michel CARMANS, following his Italian colleague, reminded the conference that each profession has its own individual training requirements. It is important that in each training programme we work out what are the transferable skills, for example: "listening". In each training programme we can discuss "how to listen".

Transferable skills can be defined and the programme organised into three steps, as follows:

- ⇒ information
- ⇒ training for each professional's sector
- ⇒ transferable skills that can be developed within the different forms of training.

Martine BROUSSE suggested discussing this question in the meeting of the National Steering Committee. Taking into consideration what had previously been said, she advised defining an information programme that is appropriate to all professionals and assigning specific training to magistrates, doctors, police officers, gendarmes, social workers, psychologists, lawyers, ad hoc administration (this includes people appointed by the magistrate to follow the child at an administrative level), intercultural mediators, and interpreters.

Michel CARMANS brought up again the proposal of the Italian partners that transferable skills be analysed to find out what needs to be developed within the various existing training programmes.

Brigitte DZIALLAS explained the difficulties that interpreters can have with translation and underlined the need for specific training for interpreters who translate for child victims of abuse.

One of the two interpreters attending the meeting, who has worked with police services, drew attention to the lack of information given to interpreters and mediators and emphasised the need for specific and universally recognised training.

Martine BROUSSE introduced the third point:

### 3) Initial and further training.

Each Steering Committee will discuss the content for initial training, the content for the further training, and the content that will appear in both.

With regard to initial and ongoing training, there is a need to assess existing practices and weaknesses in each partner country; the theory and practice within each training programme, the presence and duration of internships; the evaluation of training supervisors, trainees, and contents; the tools used for evaluation; the transferable skills, and so on..

Giulia MANCUSO explained the follow up work of the programme and the meeting of the Steering Committees. She said that each partner needed to gather with professionals of different sectors to discuss their training experiences. This Committee will discuss the various questions and different points raised concerning the training in their country, information and training practices, weaknesses, the evaluation tools, and which elements each partner would like to develop at a national and European level.

National Steering Committees should meet together two or three times before each international meeting.

A compendium of the principal issues discussed during the meetings would be sent to the partners in order that these points might be discussed with the other members of the Steering Committee (see APPENDIX).

Giulia MANCUSO reminded each partner that they had the opportunity to raise questions via email and the Extranet.

She described to the partners the content of the photocopies and explained **the use of the Extranet**.

To access to the Extranet TRAIN TOGETHER of La Voix de l'Enfant, we the following link should be used: <http://extranet.lavoixdelenfant.net>. The first time it is used, one should access the home page; accept the conditions listed in the terms of use, print the terms, sign them, and send it back by mail to La Voix de l'Enfant.

The coordinator of La Voix de l'Enfant is in charge of the registration of users on the TRAIN TOGETHER Extranet. Once the data is recorded, an email will be sent to users with their password and their user names.

On the Extranet is a home page with a breakdown of the programme's content. On the right hand side of the page are the names of the various portals, those in bold being the ones the partners can have access to.

For example, "TRAIN TOGETHER" will be in bold. The password sent to the AGIS partners remains as it was, and both portals may be accessed with the same password.

Each portal will have a document setting, a forum, and a workshop.

The function of the directory is to gather all documents in an organised way into subfolders (for example: 2007 documents, 2008 documents, partners' documents, La Voix de l'Enfant documents, and so on).

La Voix de l'Enfant can include different documents: reports, images, photos, logos, and so on. Subscribers will have the opportunity to download these documents.

The workshop permits the creation of a collective document by taking into account the various comments and documents introduced by each partner.

Each partner can modify a document, send comments, and add complementary documents. Comments will be colour coded according to the country and the user. This will allow the coordinator to update the document and its translations.

The Forum allows the discussion of a subject by flagging up messages or answering existing messages.

Giulia MANCUSO suggested that each Steering Committee discuss the question of which communication tools should be used within the programme. Among the proposals made by La Voix de l'Enfant was an emailed newsletter every 2 or 3 months and 3 or 4 editions of a journal to explain the programme.

Giulia MANCUSO suggested that the partners to confirm the dates of the second and third meetings, as well as that of the Final Conference.

The partners attending the conference agreed to organise:

- ⇒ The second meeting of the TRAIN TOGETHER programme on the 28th, 29th, and 30<sup>th</sup> of November 2008 in Brussels. The arrival of the partners would be on the 27th (in the evening) and they would depart on Sunday (after lunch).
- ⇒ The third International Meeting of the TRAIN TOGETHER programme on the 24th, 25th, and 26<sup>th</sup> of April 2009 in Warsaw. The arrival of the partners would be on Friday the 23rd (in the evening) and they would depart on Sunday (after lunch).
- ⇒ The final Conference of the programme, open to the general public, will be in November 2009. The dates of the Conference, which will take place in a training centre in France, will depend availability of rooms.

The partners ended this International Meeting. Ongoing work at a national and international level would be followed via the communication tools previously mentioned in the document, prior to the Brussels Meeting. All power point presentations are available on the Extranet of the TRAIN TOGETHER programme.

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[www.traintogether.lavoixdelenfant.org](http://www.traintogether.lavoixdelenfant.org)

**EXTRANET :** <http://extranet.lavoixdelenfant.net>

# APPENDIX

## GUIDELINES

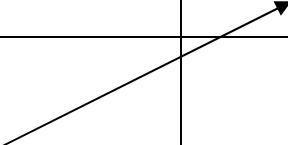
### 1. INITIAL AND ONGOING TRAINING

**To define:**

- ⇒ The content of initial and ongoing training that exists in partner countries.
- ⇒ The weaknesses of initial and ongoing training
- ⇒ The existing modules that within initial and ongoing training
- ⇒ The weaknesses and good practices
- ⇒ The theoretical and practical (internship) elements present in the training programmes
- ⇒ The practices to evaluate:
  - the training supervisors
  - the trainees
  - the contents
- ⇒ The evaluation tools that exist

**Summary of training contents**

INITIAL TRAINING	ONGOING TRAINING	WEAKNESSES AND PROPOSITIONS




## 2. INFORMATION / TRAINING

### To establish :

⇒ An analysis of the training and/or information programmes that exist in each partner country.

### To define :

⇒ to which professionals the training programmes need to be addressed

⇒ to which professionals the information programmes need to be addressed

⇒ if possible follow the assignments listed below.

<b>INFORMATION *</b> <b>For who ?</b>	<b>TRAINING *</b> <b>For who ?</b>
Teachers Animators Nurses Paediatric nursing Associations .... ....	Magistrates Doctors Police officers Gendarmes Social workers Lawyers Ad Hoc Administrators Psychologists Mediators Interpreters ... ...

\* **INFORMATION** : To know, have knowledge.

\* **TRAINING** : To be able to do something, to know how to behave. Training is a process focused on changing and/or evaluating competences and attitudes.

**To find :**

- ⇒ The common skills of the different professionals
- ⇒ The convergences and divergences

### **3. COMMUNICATION TOOLS**

⇒ **EXTRANET** – a working tool among the partners of the programme.  
<http://extranet.lavoixdelenfant.net/>

⇒ **INFORMATION LETTER** (every 2 or 3 months) ?

⇒ **JOURNAL** (3 copies every 18 months) ?

### **THE STEERING COMMITTEE**

The TRAIN TOGETHER – Se Former Ensemble programme 2007 – 2009 sets out the constitution of a National Steering Committee, made up of by professionals working on the care of and collection of evidence from child victims of sexual abuse: doctors and medical teams, gendarmes and police officers, public prosecutors, lawyers and judges, psychologists, social workers, ad hoc administrators, and child protection associations.

Each Committee should get together every two months in order to analyse the training of professionals working in the care of and collection of evidence from child victims of sexual abuse.

The partners of the programme have to send all the information regarding the training to the programme's coordinator in order to establish a situation analysis of the practices that exist in each of the partner countries.