
AN EVALUATION OF THE COMPASS PROGRAMME

Final Report

For Calan DVS

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INTRODUCTION

Background

Calan DVS commissioned The Welsh Institute of Health and Social Care (WIHSC) to evaluate the Compass Programme.

The Compass Programme

Developed in partnership with the University of South Wales and Calan DVS, the Compass Programme is a specifically designed for male victims/survivors of domestic violence and abuse (DVA). It was developed following a review of Calan DVS's previous programme the 'Male Support Programme', and developed using a literature review and interviews with men who had experienced DVA and practitioners working in the sector.

Designed to be delivered over 13 micro-session with groups of men, the Compass Programme uses a strength-based approach to promote a man's resilience and wellbeing following self-acknowledgment of experiencing DVA. These also generally include improving self-esteem and self-efficacy. The philosophy underpinning The Compass Programme is Bandura's Social Cognitive Theory or otherwise known as Social Learning Theory (1986). The conceptual framework is based on reciprocal interactions¹, for example, people learn through thinking about things, through observing others and by learning from one another.

Compass Programme: Aim

The overall aim of The Compass Programme is to benefit men who have experienced DVA and the staff who support them.

- For men, The Compass Programme seeks to empower and provide the tools required to make a full recovery from their abusive experience through enhancing personal resilience, control and improving self-esteem and wellbeing.
- For staff, The Compass Programme aims to supplement their knowledge, offer an additional means of support and aide the service user to feel confident and safe in its navigation.

Compass Programme: Objectives

- Provide a safe space for men to talk about DVA.
- Learn how to recognise its signs and behaviours.

¹ Schunk, D.H. & DiBenedetto (2020) 'Motivation and social cognitive theory', *Contemporary Educational Psychology*, v.60, doi.org/10.1016/j.cedpsych.2019.101832

- Provide an opportunity for men to get a sense of value, purpose and achievement through its activities.
- Provide a safe space where men can learn how to build positive, trusting relationships that are reciprocated.
- Provide a safe space where men can learn how and where to seek help and to recognise when they need it.
- Provide a safe space where men can learn how to build their self-esteem, self-efficacy, personal resilience and wellbeing.

The Compass Programme 1.0 development and its report recommended a future evaluation of the Compass Programme to consider both the outcomes for men and the usability of the programme. An evaluation framework was developed to support future self-monitoring and evaluation (Appendix one) that included an existing measurement tool (Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) 14-item tool), a participant experience questionnaire, and artefacts for example, a list of participant expectations (to be revisited at each Compass Programme session).

Compass Programme: Evaluation

To date, the Compass Programme has been piloted across Mid and South West Wales and is delivered by Calan DVS. The delivery and future sustainability of the Compass Programme is dependent upon listening to programme participants and staff feedback on how it is delivered and on how it is used and promoted throughout the DVA community. Participant and staff usability of the Compass programme is key.

Data collected and analysed within this evaluation will be:

1. Considered against the programme aims and objectives of the Compass Programme
2. Used to inform understanding of:
 - Participant outcomes and experience of the programme
 - Staff usability and experience of the programme

Findings of this evaluation have informed the development of an updated Compass Programme (2.0) and Compass Programme Navigator Training Package.

DESIGN AND METHOD

Design

The evaluation of the Compass Programme employed a participatory design '*to engage participants in the research or evaluation process, rather than a specific set of methods or techniques*' (Cousins & Chouinard, 2012, p.8²). The distinguishing feature of participatory approach is its dependence on engaging non-evaluator stakeholders in the act of enquiry (Cousins & Chouinard, 2012). A participatory review recognises the expertise of those working within the DVA sector and men who have experienced domestic abuse.

USW researchers worked with Calan DVS to plan and design the evaluation, identify and agree questions for data collection, and support the design and developments of data collection tools (survey, interview guides), feedback on findings, and commenting on usability. A steering group was established at the outset of the evaluation and included a Compass Programme participant whose contribution was invaluable.

The inclusion of Compass Programme participants, Calan DVS staff, and external agencies ensured the views and of those who have been involved with/or have knowledge of the Compass Programme are captured. Doing so provided an important opportunity to consider the perspectives of a range of stakeholders.

Methods

Methods used for this evaluation are presented below.

Data collection

The evaluation used mixed methods comprising:

- Qualitative data collection
- Secondary analysis of the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)

Qualitative data collection

The evaluation used telephone interviews and one focus group to understand the experiences and perspectives of men who had accessed or were accessing the Compass

² Cousins, J.B & Chouinard, J.A. (2012) *Participatory evaluation up close: An integration of research-based knowledge*. USA: Information Age Publishing Inc

Programme, and domestic abuse professionals who had experience or knowledge of the programme.

The original evaluation design intended that qualitative data collection would comprise:

- Focus groups (n=2)
 - Focus group with men (n=1)
 - Focus group with Calan DVS staff (n=1)
- Telephone interviews (n=4)
 - Men (n=3)
 - Calan DVS staff (n=1)

However, due to the Coronavirus (COVID-19) pandemic, all face-to-face support provided by Calan DVS was moved to online/telephone support (this included the suspension of the delivery of the Compass Programme). In addition, all face-to-face research was suspended by the University of South Wales. Hence, the proposed focus group with men was not completed, and instead, individual telephone interviews were conducted. However, the Calan DVS staff focus group was completed via an online platform.

Qualitative data collection therefore comprised:

- Telephone interviews (n=7)
 - Men (n=4)
 - Calan DVS staff (n=2)
 - External agency (n=1)
- Focus groups (n=1)
 - Focus group with Calan DVS staff (n=1)

Qualitative data collection took place between March and April 2020.

Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)

The Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) is an established mental wellbeing measurement tool.

The WEMWBS (Tennant et al, 2007³) is a 14-item positively worded scale. Total scores on WEMWBS are derived from summing responses to the 14 items, which are rated using 5-point Likert scales. Scores range from 14 to 70, with higher scores indicating greater mental

³ Tennant, R., Hiller, L., Fishwick, R., Platt, S., Joseph, S., Weich, S., Parkinson, J., Secker, J. and Stewart-Brown, S., 2007. The Warwick-Edinburgh mental wellbeing scale (WEMWBS): development and UK validation. *Health and Quality of life Outcomes*, 5(1), p.63.

wellbeing. WEMWBS has been validated for use with diverse populations of people aged 13 to 75+ years (Tennant et al, 2007). Population data from the National Survey for Wales reports a mean WEMWBS score of 51.7 for males over aged 16 years (Welsh Government, 2019⁴).

The 14-item WEMWBS is built into the Compass Programme to use with men who attend the programme. Men complete the scale at the beginning, and repeat this process at the end of the programme.

Men (aged 18+ years) who attended the Compass Programme at Calan DVS premises between October 2018 and December 2019 were invited to complete the WEMWBS.

In total, 24 Compass Programme participants completed both the before and after measures.

Ethics

Ethical permissions to undertake the evaluation and analyse completed WEMWBS scores was obtained from the Faculty of Life Sciences & Education subgroup at the University of South Wales on 4th March 2020 (19SW1201HR).

Participants and sampling

Purposeful sampling is a technique, which involves identifying and selecting individuals or groups of individuals who have in-depth knowledge and/or experience of the phenomenon of interest (Cresswell and Plano Clark, 2011⁵). Therefore, in order to gain understanding and insight, the researcher selects a sample best placed to do this (Merriam, 2009⁶). Information was sought from those best placed to provide it; men who had experienced domestic abuse and the professionals who had supported them and/or had experience of delivering the Compass Programme. All participants were identified and recruited via Calan DVS.

Inclusion criteria

To take part in an interview, men had to be aged 18 years and over who had completed or were in the process of completing the Compass Programme. Professionals had to be employed within Calan DVS or an external agency, and have delivered the programme, supported its development, or referred onto the programme.

⁴ Welsh Government (2019). National Survey for Wales – Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) by age and gender. Accessed: <https://statswales.gov.wales/Catalogue/National-Survey-for-Wales/Population-Health/Mental-Health-and-Wellbeing/wemwbsscore-by-age-gender>

⁵ Cresswell JW, Plano Clark VL. (2011) *Designing and conducting mixed method research*. 2nd Sage, Thousand Oaks, CA.

⁶ Merriam, S. (2009) *Qualitative Research: A Guide to Design and Implementation*. John Wiley & Sons: San Francisco.

Data Analysis

Qualitative analysis

Qualitative data was transcribed verbatim and anonymised and transcripts analysed using thematic analysis (TA) (Braun & Clarke, 2006).

WEMWBS analysis

WEMWBS data was collected by the Calan DVS team at two time points: during the first session of the Compass Programme that the individual attended (1) and during the final session of the programme (2). Data was anonymised prior to being transferred to the University of South Wales researchers for analysis.

IBM SPSS, version 26, was used to conduct analysis. Three of the 24 participants had missing data for a single item. As per guidance for dealing with missing data on the WEMWBS (Stansfield, Collins, Timpson & Whelan, 2013⁷) a weighted average was calculated for the item that was missing and scores were calculated based on this. A change greater than three indicates a meaningful change on WEMWBS (Stansfield et al., 2013). Distribution of data was examined for normality using histograms and the Kolmogorov-Smirnov test. The assumptions for paired sample t-tests were met. A paired sample t-test was used to assess change over time.

⁷ Stansfield J, Collins B, Timpson H, Whelan G (2013). Using and analysing WEMWBS to measure the impact of interventions in improving mental wellbeing. Workbook. Accessed: www.champspublichealth.com/writedir/c145WEMWBS%20workshop%20workbook%20FINAL.pdf

RESULTS: TELEPHONE INTERVIEWS AND FOCUS GROUPS

This section of the report presents the results of qualitative data comprising:

- Telephone interviews (n=7)
 - Men (n=4)
 - Calan DVS staff (n=2)
 - External agency (n=1)
- Focus groups (n=1)
 - Focus group with Calan DVS staff (n=1)

Qualitative findings presented below include data from seven interviews, and one focus group. The source of the data (e.g. 'Compass Programme participant', 'DVA practitioners' which includes Calan staff, and the external agency) accompanies quotes are presented in this section. Names of participants are not included to ensure anonymity.

Using thematic analysis, three overarching and eleven subthemes were developed.

1. Pre-Compass Programme

- *Access and referral to Calan DVS and the Compass Programme*
- *Referrals (being ready), timing is crucial*
- *Information and preparedness*

2. The Compass Programme experiences (programme participants and staff)

- *Accessibility*
- *Programme content and structure*
- *Role and skills of the navigator*
- *Information sessions with external agencies/professionals*
- *The group setting*
- *Value and benefit*

3. Post-Compass Programme

- *'Takeaway' information*
- *Peer navigators*

Overarching theme one: Pre-Compass Programme

This first overarching theme focusses on perspectives, experiences, and considerations prior to the Compass Programme commencing.

Subtheme: Access and referral to Calan DVS and the Compass Programme

Men who had experienced domestic abuse were referred to Calan DVS and accessed the Compass Programme via several different pathways:

- Community mental health teams
- Police
- DVA organisations

Prior to referral to Calan DVS and then to the Compass Programme, men highlighted a lack of awareness of specialist DVA support:

I'd never heard of it [the programme] before, so I didn't know what to expect really (Compass Programme participant 1).

They [police] went away and did the referral, so otherwise I would never have known about Calan (Compass Programme participant 2).

At the time of going to the council offices, I didn't have a clue there was anything for men (Compass Programme participant 3).

A lack of awareness of specialist DVA support was attributed to societal perceptions and stereotypes surrounding DVA and assumptions about who is generally understood to be a victim (women) and a perpetrator (men).

With males, it's so different in respect of societal attitudes towards male victims because people don't believe it, people don't listen to them. So, just being believed is a barrier, us believing is like a revelation to them, you should see, sometimes victims literally cry, they cry in the assessment because nobody believes them and they didn't think anyone ever would (DVA practitioner 2).

The impact of DVA assumptions and stereotypes included men's own inability to accept and recognise their abuse, and fear of not being believed.

I think stereotypically men are always considered the perpetrator when anyone mentions domestic abuse or domestic violence [...] it's just not socially accepted (Compass Programme participant 1).

Subtheme: Referrals (being ready), timing is crucial

Once the support of Calan DVS was accessed, the timing of the referral to the Compass Programme was an element raised as requiring consideration. Referrals informed on an individual case-by-case basis helps ensure the individual is in a 'good place' before they commence the programme.

I think something that needs to be looked at is the amount of time lapsed between the abuse happening and ending and the start of the Compass Programme. I say that because there was one or two gentlemen who came on the Compass Programme who didn't finish it because it was too painful for them at the time. So there needs to be a time lapse, and I know everyone is different and some people can brush themselves down and move on and other people need a lot of time (Compass Programme participant 2).

I don't think you can say like once they [man] gets involved, go "oh right you can go on that Compass". I think you've got to get people's confidence (Compass Programme participant 4).

I think you need to be mindful of the last incident of abuse [...]. If it's only like eight weeks prior to the programme starting, I don't think that's a good time for them to be in that programme [...]. Get them in a good place, get them where you know they've got their accommodation, maybe sourced work, maybe been through the court process, you know, they've maybe sorted out the contact with the children because all of that at the time of crises is really, really difficult for guys (DVA practitioner 1).

The provision or offer of ongoing support by Calan DVS both prior to the programme commencing and throughout its duration was important. This was of particular value in the event of having to wait for the next programme to commence.

Even if there is not a group for a couple of weeks, they [programme navigators] will contact that client and say "we've got your referral, you know, if you want to speak to us before then". I know [programme navigators] have been giving phone support to one of my clients as well as him attending the group, so you know, they have given individual support as well while the group is waiting to be set up which has really been a God send (DVA practitioner 6).

In the context of risk management, one practitioner highlighted the importance of providing on-going support prior to referring to the Compass Programme.

We do have males posing as victims, its really difficult [...] it doesn't happen very often [but] we've got to be careful of that happening [...]. I've been able to identify perpetrators and I've been able to say "my alarm bells are ringing" [...] if I had any doubts that the person wasn't a genuine victim, I wouldn't even mention the Compass Programme (DVA practitioner 2).

Accessing and engaging with ongoing support prior to a referral, not only ensures the individual is in the best place to be able to benefit from the programme, it creates more opportunities for relationship building, instilling the confidence that this is the right programme for the individual, and ensures the safety of men attending the programme.

Subtheme: Information and preparedness

Men highlighted anxiety and apprehension prior to attending the Compass Programme. These feelings were attributed to uncertainty of what to expect, or what the programme

entailed. To support men in the future, participants suggested a pre-Compass Programme introduction and information session would be beneficial to provide reassurance and alleviate any anxieties prior to the programme commencing.

I was quite nervous about joining because I didn't know what to expect [...]. So I think maybe having an initial talking, you know, one-to-one with someone about what you can expect and what you'd get out of it could have helped me (Compass Programme participant 1).

I think it would have been better to have some information of what it [the programme] entailed, I didn't know for instance that it was going to go on for 8-12 weeks [...]. The programme is so interactive, one week you could do say two parts, and the next week you only do one part (Compass Programme participant 2).

I think their fears [of attending the programme] are having to tell their life story in front of other men that they don't know, it's about helping them realise they don't need to sit there and tell everything about their relationship, but they can listen and get to know other men and know they are not alone (DVA practitioner 3)

It's [a pre-assessment] a valid point [name] had said that when he went through the programme, he came into the room he felt quite overwhelmed really, he really didn't know what to expect [...]. It's something we should be doing anyway because, you know, it could still be the case that these guys could be put more at ease with a chat ahead of the programme (DVA practitioner 5).

Examples provided by participants of what a pre-Compass introduction session included:

- An opportunity to meet the Compass Programme navigator to:
 - Discuss the programme, its structure and content
 - Offer reassurances around privacy and confidentiality
- An opportunity to visit the premises, where the Compass Programme will be delivered so the environment is familiar and comfortable
- Information about how many other men are going to be on the programme
- Length of the programme and the commitment required (acknowledging there is not a set rule, but a minimum of eight weeks up to a maximum of 13 weeks is required).

It was suggested the format of a pre-Compass Programme meeting could be conducted in a separate meeting with the programme navigator and service user, or a joint meeting organised with the DVA practitioner, programme navigator and service user:

Whether or not the support worker could say to us "look, I'm seeing [name] on Tuesday, do you want to come along for half an hour and just explain what the programme is about?" And doing it that way in a more casual setting, or do we make a meeting in itself out of it and ask them to come in separately (DVA practitioner 5).

Overarching theme two: The Compass Programme experiences (programme participants and staff)

The second overarching theme centres on the programme itself. Participants were asked about their experiences of receiving and engaging with the programme (men) and delivering or being involved/referring to the programme (Calan DVS staff, and external agencies).

Subtheme: Accessibility

A barrier to men accessing the Compass Programme was their employment when the programme was delivered during standard working hours.

The things I would say is a barrier is men's work. With the Freedom Programme, we've got a programme running in the evenings, but with the Compass Programme we haven't got that. It's only in the day times and if men are working they just can't attend (DVA practitioner 3).

Despite some limitations to men being able to access the programme during working hours, programme navigators acknowledged this issue and attempts were made to be flexible by offering evening groups when this was possible.

What I also liked about the Compass Programme is that it takes into account the fact some men may work as well. So I know [programme navigators] were running the groups in the evening which suited my clients [...]. I think [navigators] have really taken that on board and they are really flexible when they run the groups (DVA practitioner 6).

The Compass Programme was developed specifically for heterosexual men abused by their female partners. One practitioner referred to the potential for the Compass Programme to be accessible to men who abused in their same-sex relationships:

I've started working with a same sex victim of domestic abuse who keeps asking "when am I going on the Compass?" The content is different, so he asked me could he sit in on the Compass group just to view the content. I'm trying to protect him because we can't get away from the fact that some people have views towards same-sex relationships (DVA practitioner 2).

However, the potential impact of men abused in their same-sex relationships accessing a programme for heterosexual men (e.g. different content, and managing group dynamics) requires close consideration, management and specialist resources.

Subtheme: Programme content and structure

The content of the Compass Programme helped men to understand and recognise DVA.

There was so much information and I really do think that the content was absolutely spot on and there was enough information there. If we get too much information you might go overboard and swamp people. But certainly the number and statistics on domestic violence with male concerned was absolutely mind blowing (Compass Programme participant 1).

Visual aids, particularly in the form of the short films included in the programme supported Compass Programme participants to accept and relate their abusive experiences.

The videos are always quite impactful [...]. When they [Compass Programme participants] see those sorts of things on screen as well that realisation that “bloody hell, it does happen to men” kind of stuff, they are always good (DVA practitioner 4).

Whilst the Compass Programme is designed using 13 sessions, the value of flexibility in terms of its delivery and duration to enable men to share and validate experiences, and discuss particular aspects of a session, were seen as a key element.

You may sit in a group for two hours and if they [Compass Programme participants] are talking we, you know, just having a chat I will just come back to the actual programme itself then the week after, I just let them crack on really (DVA practitioner 4).

The programme needs to be pretty flexible in how long it is depending on the level of talking, how much they’ve [Compass Programme participants] got to say to each other because that’s one of the things that has worked [...]. There has been real value in somebody being able to talk to somebody else who has been through the same thing and supporting and getting support from somebody else as well. It’s been really valuable in that respect so it needs to keep its flexibility (DVA practitioner 5).

Subtheme: Role and skills of the navigator

The skills and qualities of the Compass Programme navigator were considered important. This included knowledge of domestic abuse and specifically the experiences of men, being confident about the content of the programme, and facilitating discussion and responding to questions.

My service users wanted to know questions like “why do they [women] abuse?”, “why do they always get away with it?” [...]. It’s about taking time to address those questions, you know, and listening to them, what they really want [...]. I think you need to be not reading from the screen when you’re talking, you need to be face to face, you know, direct eye contact, let them know you know what they’re talking about, you understand it, because if you’re just reading it from a screen, anyone can read from a screen (DVA practitioner 1).

I felt quite lucky because [my Compass Programme navigator] was obviously very passionate about what they were doing that did come across. It would be a shame if that passion wasn’t delivered by other people. You’ve got to make sure you’re delivering the message in the right way (Compass Programme participant 1).

One practitioner acknowledged that time was required for programme navigators to gain familiarity and confidence to deliver the programme and the benefit of a navigator handbook to refer to:

I find it quite PowerPoint heavy at the moment but I think the more I become used to the content the easier it will become [...]. With [name of a different programme] you know, you get that sort of handbook, you've got to get used to the sort of information that's within and now I don't need the handbook it just comes natural (DVA practitioner 4).

The extract below also highlights the importance of personal attributes of the programme navigator such as being non-judgemental and respectful.

What I can gather from just speaking to my clients is he [navigator] gives them that time to open up. He is non-judgemental about anything they say, obviously within reason making sure they are respectful, but he's not judging and that's one of the main things I've picked up from the clients I've referred in (DVA practitioner 3).

Participants were asked about their preference of a male or female navigator. No one advised having a female navigator would be problematic. The extract below further highlights the importance of the skills and personal attributes for Compass Programme navigators.

No not at all because I've worked closely with [name of female DVA worker] and she's just been amazing, so if someone like her delivered it [the programme], you know, it wouldn't have been a problem at all because straight away there is an understanding (Compass Programme participant 4).

Despite no objections to the notion of a female Compass Programme navigator, one practitioner highlighted the benefit of having at least one male delivering the programme.

I think a male should be involved in it, I think it's good to have both [male and female], it's just we're limited with males in our organisation (DVA practitioner 7).

Subtheme: Information sessions with external agencies/professionals

Compass Programme participants and DVA staff referred to the potential benefit of inviting a professional to particular sessions of the programme to answer questions and providing subject specific information and advice. Examples provided included housing offices, solicitors and police.

The navigator should be inviting people, professionals in, specific agencies to address that kind of thing, you know. So invite a solicitor in to talk about legal complications and formalities, invite housing in too for them to explain to victims why something may have happened or why something didn't happen, you know, somebody that's specific to them then they can have all the answers (DVA practitioner 1).

The guy that was delivering it, he said he was trying to get a like solicitor there and a policeman from like the domestic violence unit or someone like that. I think something like that would be helpful (Compass Programme participant 4).

These reflections were particularly nuanced in the context of inviting police officers to Session 9 of the programme which discusses the law and DVA. Justification for doing so was underpinned by negative responses from the police experienced by men when seeking help for their abuse.

The main criticism is not so much of the Compass Programme but when it comes to the law and domestic abuse it, I think when the police are involved if you are a man we get the impression they don't want to know [...]. You know, I rung the police one day and they came here and arrested me because she claimed I had assaulted her. I never lifted a finger to anyone, you know, and I ended up having like 8 hours in the nick (Compass Programme participant 2).

They've [Compass Programme participant] have had such negative experiences, their experiences with the police have been so contradictory with what those slides are explaining to them [...]. It's always been my intention to try and get someone from the local police force to come in and sit down on that session and talk [...]. Where they can explain how they deal with domestic violence incidents from their perspective [...]. I don't necessarily think it would put the participants at ease because they've already had their experience, but we could begin to perhaps change future experiences by involving the police (DVA practitioner 5).

However, one Compass Programme participant disagreed with the proposal to invite police officers to this session:

When you say the police should be involved, I think definitely police and professionals need to be educated about domestic violence and the fact it can happen both ways, but as to whether they should be on the course just because they are police [it] probably wouldn't work (Compass Programme participant 1).

Subtheme: The group setting

All participants considered the group setting and the provision of the *safe space* that the Compass Programme enables to be fundamental. The opportunity for men to come together afforded reassurance that *'it wasn't just me'*, validation of their abusive experiences had enabled them to talk about their experiences with other men.

When you're in a group, you do look for that bit of camaraderie, and it's only when you start saying something someone says "yeah, yeah". You realise "right, it wasn't just me", you know, it's not just me being funny and this is the first time I've spoken about this and someone gets what I'm saying. Knowing all the people in that room understand is such a comfort, you can't put it into words. You certainly couldn't put a price on it (Compass Programme participant 1).

It [the programme] was very good, it was getting people of similar experience together and we created a bond then relatively quickly then within one or two weeks (Compass Programme participant 2).

The victims were all from different backgrounds, they had different experiences and it was good for them to talk to somebody else that been through similar, although different experiences, and how they coped with it [...]. I think that's really good to get victims together to talk about their experiences and know they're not on their own (DVA practitioner 1).

One practitioner highlighted that for some, this was the first opportunity for men to talk about their abuse with someone who has had a similar experience.

The real value of the programme is two men being able to talk about their experiences and the brilliance of the programme really is that it's the first opportunity at least one man has had to talk to someone that's actually walked in their shoes and that is usually the first opportunity they've had to do that (Staff focus group, DVA practitioner 5).

The man I referred, they've said its comforting to know that they are not the only ones, the only males going through it because when people discuss domestic violence automatically, you know, they said a lot of people just think about the male being the perpetrator, but that's not always the case (DVA practitioner 6)

Reflections about 'Ideal' group numbers was discussed with participants with mixed views. For one programme participant, the experience of a small group of three negatively affected group discussion and led to feelings that the programme was completed too quickly:

I felt there wasn't enough people on the course so therefore you went through the actual sections a bit too quick. You know, it would have been better with more discussion from more people because there was only three people on the actual course (Compass Programme participant 4).

However, the benefit of having small numbers was also highlighted.

The thing he [Compass Programme participant] majorly liked was that it was a small group so that helped him, because I think it would have been intimidating to walk in and it's a big group of men and, you know, you're trying to fit and you're trying to get your word in, so he did appreciate a small group (DVA practitioner 3).

Subtheme: Value and benefit

Compass Programme participants and practitioners highlighted the value and benefit of the programme. Having a unique programme for men was seen as a valuable resource to draw on that had not been an option prior to the programmes development.

'It's [the programme] become standard for us now, it's part of our armoury of tools [...]. It's such a valuable asset for us you know, so in that respect I'm very passionate about having it [...]. It gives us something, cos we didn't have anything before (DVA practitioner 2).

For Compass Programme participants, the programme helped them to understand, recognise, and accept their experiences were abuse. The validation received within the group setting offered 'comfort' and 'reassurance'.

You realise 'right it wasn't just me', this is the first time I've spoken about this and someone else gets what I'm saying. All the people in that room understand and it's such a comfort that you can't put it into words. You certainly couldn't put a price on it, you know. A little bit of sort of reassurance, that it's not you going mad, you know [...]. To have that little, suppose comfort group almost to know it's not just me, this isn't right, that shouldn't have happened. It's a big awakening, I found a big awakening in myself (Compass Programme participant 1).

It helped me no end cos I really didn't know I was getting abused you know, you don't sort of realise, you think it's just one of the those things that's part of life (Compass Programme participant 3).

Practitioners also described the positive effects for men who had attended the programme, which included improved mental wellbeing, confidence, and self-esteem.

I have seen quite dramatic differences really between people that have come onto the programme and people leaving the programme, differences in terms of their mental wellbeing and probably their outlook for the future [...]. It's not been that dramatic change for everybody but I definitely think that the programme has a positive effect (Staff focus group, DVA practitioner 5).

At the start, because he [Compass Programme participant] was new to the area, he had a limited support network so I think he found the group good that support [...]. He did find it really helpful just building his confidence and self-esteem (DVA practitioner 7).

Positive feedback about the programme, helped instil the confidence to promote and to continue refer men:

So because of the positive feedback that I had, I feel confident now any male victims that I get I will always promote the programme [...]. I hope it continues because it's been really good for my clients (DVA practitioner 6).

Overarching theme three: Post Compass Programme

This final theme incorporates reflections raised by participants following their completion of the Compass Programme.

Subtheme: 'Takeaway' information

One programme participant referred to the potential benefit of being provided with some information to take away upon completion of the Compass Programme, which would act as a reminder and as reassurance.

To actually have something, even if it was just a card that you put in your wallet that, you know, every now and again you could just pop it out and go yeah, yeah I am right (Compass Programme participant 1).

Subtheme: Peer navigators

The Compass Programme offers men who have completed the programme to become 'peer navigators' and co-deliver future programmes. Participants were asked about their thoughts and experiences of a peer navigator. One DVA practitioner discussed the future ambitions to embed peer navigators into the programme and to providing training, support and recognition.

We want to build up a network of peers. People that have completed the programme and are saying "yes I'd like to come back and support future delivery" and we will put them through the Calan domestic violence training and so we will properly prepare them to do it. They can have a certificate and badge so they feel part of the team, rather than coming back along to the next session because we've had a few do that up to now. But I think if we are going to have peers to help us deliver this let's do it properly and let's give them the training and confidence they need (DVA practitioner 5).

Benefits to having peer navigators co-deliver the Compass Programme were highlighted:

[Navigator] not having been through abuse and I hope they never do, but you know, it might be better to have a peer side moving forward, you know. [Navigator] can carry on presenting the main of it, but it's a lot easier to relate when you know what they've gone through (Compass Programme participant 2).

One programme participant referred to the positive impact of being a peer navigator:

I helped to support them [Calan DVS], like a mentor, you know? I found it really good, it was really rewarding that I was helping somebody else you know, listening to their problems you realise that there are so many forms of it [DVA]. [...] Then when the initial Compass Programme had finished, a couple of them [men] said they wanted to go forward and do what I was doing (Compass Programme participant 3).

The concept of peer navigators supporting the delivery of the Compass Programme was seen as having benefits for programme participants and staff/the organisation. The provision of a supportive environment for men to access training and develop skills and confidence aligns with the aims and philosophy of the Compass Programme.

RESULTS: WARWICK-EDINBURGH MENTAL WELLBEING SCALE (WEMWBS)

This section of the report presents the results of the 14-item WEMWBS scores completed with (n=24) Compass Programme participants between October 2018 and December 2019.

Demographic information

Calan DVS collected demographic information (age group and area of Wales) from the 24 Compass Programme participants.

Table 1: Age group

Age group	Number (n =)
18-25	N=3
26-39	N=11
40-49	N=6
50-59	N=2
60+	N=2
Total	N=24

Table 2: Area of Wales

Area	Number (n=)
North Powys	N=4
Mid/South Powys	N=5
Cardiff	N=1
Bridgend	N=8
Neath Port Talbot	N=6
Total	N=24

Changes in mental wellbeing

A change in mental wellbeing from baseline to final session ranged from -6 to +39, with a mean change of +8 points. Mean mental wellbeing levels increased from baseline ($M = 36.3$, $SD = 10.05$) to the final session ($M = 44.8$, $SD = 10.89$). The paired samples t-test indicated a significant change over time, $T(23) = -3.865$, $p = 0.001$.

Discussion

A minimum sample size of 30 participants with before and after data is typically recommended to identify a statistically significant change. However, this finding indicates a positive change in mental wellbeing, although additional data may provide further confidence in this result.

SUMMARY

Interviews and focus groups

Data collected from interviews with Compass Programme participants and practitioners demonstrate a number of positive benefits that the Compass Programme has had.

- Men have particularly benefited from the 'safe space' of the group setting of the Compass Programme which has provided them with an opportunity (not previously available to them) to meet other men, and share and validate their experiences.
- The content of the programme also benefited men for example, visual prompts such as films, helped them to recognise, understand, and relate their experiences.
- Benefits to practitioners include the availability and access to a unique additional resource to refer onto, and seeing the benefits for men they had referred to the programme (e.g. improved confidence and self-esteem).

Important considerations and aspects of the Compass Programme highlighted by programme participants and practitioners included:

- The timing of a referral to the programme (men being 'ready', addressing immediate needs, accessing ongoing support)
- Information and preparedness (e.g. the introduction of a pre-Compass meeting)
- Accessibility (acknowledging the need for flexibility of days and times the programme is delivered to allow men who work to attend)
- The role and skills of the navigator (experience in DVA, facilitating discussion, being understanding and non-judgemental)
- Information sessions with external agencies/professionals (e.g. police officers, solicitors)
- Peer navigators to co-deliver the programme (benefits to men attending the programme, opportunities for skills development, development of guidance and provision of training and support)

WEMWBS

WEMWBS scores collected from 24 men who completed the Compass Programme indicated a significant change over time (with a mean change of +8). Despite the recommended minimum sample of 30 completed scores not being available, scores indicate a positive change.

CONCLUSION

The Compass Programme is a unique provision, developed specifically for men experiencing DVA. This evaluation has enabled a deeper understanding of the impact of the programme for the men who attend and the staff who deliver it. The evaluation has also facilitated an opportunity to identify ways in which the programme can be refined and improved and offers future considerations on how it can evolve.

Data collected and analysed for this evaluation included:

- Qualitative data (interviews with men who had accessed the programme, and interviews and a focus group with DVS professionals with experience or knowledge of the programme)
- Quantitative data (secondary analysis of scores collected at two time-points using the 14-item WEMWBS tool with men who had attended the programme n=24).

Not all data from the evaluation framework (Appendix one) was available to include in this evaluation (participant experience questionnaires, and the list of participant expectations from men who had attended the programme). Therefore, it was not possible to triangulate the findings from all potential data sources against the aims and objectives of the Compass Programme.

Aims and objectives of the Compass Programme

Data collected and analysed for this evaluation demonstrates the Compass Programme is achieving its overall aim, which is:

- *To benefit men who have experienced DVA and the staff who support them*

Table 3 below highlights the data source, which evidences how the aims are met.

Table 3: Compass Programme aims and data source

Compass Programme Aims	Data source
<i>For men, The Compass Programme seeks to empower and provide the tools required to make a full recovery from their abusive experience through enhancing personal resilience, control and improving self-esteem and wellbeing</i>	<u>Qualitative data</u> Subthemes: Programme content and structure, The group setting, Value and benefit, Peer navigators <u>WEMWBS Data</u> Mean change of +8
<i>For staff, The Compass Programme will supplement their knowledge, offer an additional means of support and aide the service user to feel confident and safe in its navigation</i>	<u>Qualitative data</u> Subthemes: The group setting, Value and benefit

Findings also show that the Compass Programme is meeting its objectives.

- Provide a safe space for men to talk about DVA.
- Learn how to recognise its signs and behaviours.
- Provide an opportunity for men to get a sense of value, purpose and achievement through its activities.
- Provide a safe space where men can learn how to build positive, trusting relationships that are reciprocated.
- Provide a safe space where men can learn how and where to seek help and to recognise when they need it.
- Provide a safe space where men can learn how to build their self-esteem, self-efficacy, personal resilience and wellbeing.

Overall, the evaluation report demonstrates that the Compass Programme is meeting its aims and objectives and shows how the programme has had an unequivocally positive impact on programme participants.

The Compass Programme Philosophy

The philosophy underpinning The Compass Programme is Bandura’s Social Cognitive Theory or otherwise known as Social Learning Theory (1986) which is based on reciprocal interactions, for example, people learning through thinking about things, through observing others and by learning from one another.

Qualitative data collected shows that the Compass Programme is meeting the programmes philosophy (Table 4).

Table 4: Compass Programme Philosophy and data source

Compass Programme Philosophy	Date source and example quotes
<p><i>Reciprocal interactions (learning through thinking about things, through observations and others and from one another)</i></p>	<p><u>Subtheme: Information and preparedness</u></p> <p><i>They [men] can listen and get to know other men and know they are not alone (DVA prac.)</i></p>
	<p><u>Subtheme: Programme content and structure</u></p> <p><i>..certainly the number and statistics on domestic violence with male concerned was absolutely mind blowing (Compass Programme participant)</i></p> <p><i>There has been real value in somebody being able to talk to somebody else who has been through the same thing and supporting and getting support from somebody else as well (DVA prac.)</i></p>
	<p><u>Subtheme: The group setting</u></p> <p><i>..it's only when you start saying something someone says "yeah, yeah". You realise "right, it wasn't just me", you know, it's not just me being funny and this is the first time I've spoken about this and someone gets what I'm saying (Compass Programme participant)</i></p>
	<p><u>Subtheme: Peer navigators</u></p> <p><i>it was really rewarding that I was helping somebody else you know, listening to their problems you realise that there are so many forms of it [DVA] (Compass Programme participant)</i></p>

RECOMMENDATIONS

This section offers recommendations and is based on the findings presented in this report. Recommendations presented here also take into account considerations raised by participants.

Compass Programme 2.0 and Navigator Training Package

Timing of referral and the provision of on-going support

The importance of timing in relation to a referral to the programme and the skills of DVA practitioners was also referred to in the context of ensuring men are 'genuine victims'. The implications of a male perpetrator accessing a group of genuine male victims may be serious. Consideration should be given to ensuring non-specialist DVA community referrals to the programme are assessed by Calan DVS and on-going support accessed before acceptance onto the programme. Ongoing work and relationship building between practitioners and men prior to men commencing the Compass Programme, not only ensures men are in a safe place and 'ready' to engage with the programme, but helps ensure the safety of men on the programme.

A pre-Compass Programme meeting

The introduction of a pre-Compass Programme one-to-one meeting for men to meet with the navigator, discuss the programme, to know what to expect, ask questions, and to reaffirm the commitment required to attend all 13 sessions.

Accessibility

Ensuring the programme is as accessible as possible with consideration given to men who are working and cannot attend sessions during standard working hours.

Information sessions/profile raising of the Compass Programme with Calan DVS staff/external agencies

Information sessions and profile raising will help ensure Calan DVS and external agencies are aware and have understanding of the programme (e.g. referral criteria, availability, delivery times, duration, content).

A peer navigator offer

Peer navigators were highlighted as an important element of the programme, providing a valuable opportunity for men who have completed the Compass Programme to co-deliver the programme and gain new skills and experience. The development of guidance around what this entails, and what it looks like in practice will help ensure peer navigators are supported and recognised. Peer navigators may be of particular benefit to programme participants (e.g. learning from others who have similar experiences) and provides the option of a man co-delivering the programme in a DVA organisation where the majority of staff are women.

Information sessions with external agencies/professionals (e.g. police officers, solicitors)

Whilst participants indicated the potential benefit of inviting professionals to some sessions to answer questions and provide subject specific information and advice, this requires further consideration and planning. For example, consultation with the group at the time, how this is managed if some members agree and others do not, and whether inviting a professional has implications to the 'safe space', which is a crucial success criterion of the programme.

Expanding the remit of the programme

The Compass Programme has been developed specifically for men in heterosexual relationships. Future consideration to expand the remit of the programme might include additional content development to support other male victims/survivors. For example, men in same-sex relationships, men with disabilities (physical and/or learning), or men from ethnic minorities. Men may have had similar, but also different experiences that requires specialist content developed for them (e.g. recognising the different types of abuse and experiences such as forced marriage, 'honour-based' violence, threats to 'out' them to their friends/family/community).

Therefore, their inclusion on a future Compass Programme should consider the need for and development of content developed with male victims/survivors and specialist organisations, and the safe management of group dynamics.

Compass Programme content and delivery

The Compass Programme 1.0 was developed using literature, interviews with abused men and DVA practitioners. The Compass Programme 2.0 has been refined based on the findings within this evaluation and the content and order of the sessions should not be altered.

Navigators should be trained DVA professionals who have completed the Compass Programme Navigator Training.

The provision of a Compass Programme certificate for men who have completed the programme to offer reassurance and validation of their experience post-Compass.

Future evaluation data

Evaluation tools (WEMWBS scores, participant experience questionnaires, and artefacts like the participant list of expectations) should be routinely collected and monitored to evidence outcomes and ensure the aims and objectives of the Compass Programme continue to be met.

Appendix one: Compass Programme 1.0: Evaluation framework

- **Participant outcome measures:** The suggested outcomes for evaluating The Compass Programme are participants' personal resilience, self-esteem, and wellbeing.
 - The WEMWBS is used at two points in The Compass Programme as a point of discussion to identify strengths and build coping mechanisms in the beginning; and at the end to identify any change in scores.
 - The participant experience questionnaire.
- **Interviews or questionnaires:** Support worker and Compass Programme participant interviews or the participant experience questionnaire to explore the usability of The Compass Programme. You may wish to explore issues identified within the participant experience questionnaire in more detail with a one to one interview.
- **Lists of Compass Programme participant expectations:** At the beginning of each Compass Programme session, the group of programme participants are asked to create a list of expectations on a flip chart. This is displayed at each session, and when an expectation has been achieved, it is expressed with a tick. This list will you to identify any expectations that have not been achieved and lead to a discussion as to whether further sessions need to be included or navigator opportunity for referral to other interventions or services is required.

