



**Women's Self Defence Network  
– Wāhine Toa Inc**

**Self Defence For Women And Girls**

**Information Pack 2017**

**For Women Interested In Training As  
Self Defence Teachers**

## Women's Self Defence Network – Wāhine Toa Inc

### Who We Are

The Women's Self Defence Network – Wāhine Toa (WSDN-WT) believes that all women and girls have a fundamental right to live in safety from all forms of violence and abuse, including sexual violence, family violence, intimate partner violence and child abuse. Our vision is of a safe and respectful society where violence and abuse are not OK.

### What We Do

Our work is the prevention and early intervention of all forms of violence and abuse against women and girls. We do this through empowerment-focused self defence courses for girls and women.

We have been doing this work since 1988 and have reached over 140,000 girls through high quality courses. Each year WSDN-WT teaches 8,000-10,000 girls and up to 3,000 women. Independent research<sup>1</sup> has yielded robust evidence of the positive outcomes for the women and girls participating in these courses.

WSDN-WT is the only organisation in New Zealand that recruits, trains, accredits and provides ongoing professional development for teachers of self defence for women and girls.

### Structure

The Women's Self Defence Network – Wāhine Toa is a legally constituted Incorporated Society, registered with the Charities Commission.

The Women's Self Defence Network – Wāhine Toa is also accredited with respect to Ministry of Social Development Social Sector Accreditation Standards Level 2. The Network has a range of contracts with the Ministry of Social Development and ACC for the delivery of self defence courses. These include Girls' Self Defence Project courses for girls in Year 3 and 4, Year 7 and 8 and Year 10 to 12; courses for isolated women, for women in tertiary education, for women and girls with disabilities and other workstreams.

WSDN-WT's self defence teachers are also members of the Network. Their teaching work is undertaken on a self employed contract basis (ie not as Network employees). The Network contracts with its self defence teachers to deliver the courses for which the Network is funded. Self defence teachers can also arrange their own self-funded teaching work, within the parameters defined by the Network.

### Brief History

The Network had its beginnings in the mid-1980s, when 3 women in the south started working towards a training programme for new instructors of self defence for women and girls. This led to a training programme held at Riverton, where 18 new instructors were trained. These women formed the foundations of the Network, which was formally constituted in 1990. Several of these women are still actively involved with the Network, some 29 years later.

Further training programmes were held in 1990, 1992, 1994, 1997, 2001, 2005, 2007 and 2013. We currently have 25 women as members of Women's Self Defence Network – Wāhine Toa.

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<sup>1</sup> Jan Jordan and Elaine Mossman, 2016, *Skills for Safety*

## Training as a Self Defence Teacher

### What we are looking for:

WSDN-WT is seeking:

- Women from areas where we currently need more self defence teachers, ie. Auckland, Wellington, Taranaki/Whanganui, Marlborough, South Canterbury and Southland;
- Māori women;
- Pasifika women, Asian women, and women of other ethnicities;
- Women who are interested in training and working as self defence instructors, and who are willing to make a clear commitment to this work.

Due to the nature of our work, WSDN-WT is unable to accept people who have been in an abusive relationship within the past two years. If this applies to you, please feel welcome to reapply in future when you are able to meet this requirement.

### **What our Training Equips you for:**

All WSDN-WT members, following their initial training, are required to undergo a comprehensive evaluation process, which aligns with established parameters. These parameters are, in summary:

1. Physical Techniques Knowledge: The teacher must be able to demonstrate knowledge of all the physical techniques included in a self defence course, and be able to clearly teach these techniques to others.
2. Discussion and Information Areas Knowledge: The teacher must be able to demonstrate knowledge of all discussion and information areas included in a Women's Self Defence Network - Wahine Toa self defence course for women or girls. She must also demonstrate an ability to pass on the relevant information ensuring a high degree of emotional safety to participants.
3. Class Dynamics/ the Learning Environment: The teacher must be able to establish and maintain a positive and supportive learning environment.
4. Personal Qualities and Professionalism: Teachers must demonstrate they are able to work in a way that is: professional and well organised; non-judgmental of those with different experiences and perspectives; reflects an awareness of issues of violence, racism, heterosexism, homophobia, and power and control dynamics; is respectful and affirming of the safety choices of girls and women.
5. Cultural Safety Knowledge: Teachers must be able to demonstrate that they can work in a culturally appropriate and safe way.

The training offered by WSDN-WT aims to equip trainees with all the skills, information, techniques and knowledge necessary to be able to meet all the above parameters and to become an excellent instructor of self defence to women and girls.

### **Selection Criteria**

The criteria for selection aim to get a good match between the attributes and strengths of prospective trainees, and what is required to successfully undertake and complete the training.

#### Criteria

1. Experience / expertise / understanding in:
  - i. Facilitation, group work, teaching.
  - ii. Work / involvement in community groups.
  - iii. Violence and abuse.

- iv. Treaty of Waitangi / anti-racism work.
  - v. Bicultural partnerships.
  - vi. Heterosexism / homophobia work.
2. Commitment to undertaking all aspects of the training process, including the evaluation.
  3. Commitment to being available to work as a Self Defence Teacher.
  4. Physical competence / coordination.
  5. Willingness to be an active member of the Women's Self Defence Network-Wahine Toa, and to abide by its aims and values.
  6. No criminal convictions incompatible to our work.

### **Selection and Training Process (bullets of full details from original info pack)**

The process for selection and training will be:

1. **Expression of Interest** Closes: 13 March
2. **Selection:**
  - i. Step 1: Selected EOI applicants invited to submit full application Closes: 5 April
  - ii. Step 2: Selected applicants invited to:
    - o Observe at least two courses taught by WSDN-WT
    - o Pre-selection Plimmerton Hui weekend 12-14 May
  - iii. Step 3: Selected applicants have:
    - o Interviews
    - o Police and Referee Checks
  - iv. Step 4: Final selection of women invited to attend the Residential Training Programme – Years 7-8 Girls' Courses.
    - o Training Fee Payment Received
    - o Training Placement Confirmed
3. **Training:**
  - i. Step 1: Residential Training Programme (Invercargill) – Years 7-8 Girls' Courses 7-16 July
  - ii. Step 2: Co-Teaching of Years 7-8 Girls' Courses with an accredited teacher (up to five courses)
    - o Years 7-8 Girls' Course Teacher Accreditation
  - iii. Step 3: Residential Training Programme – Women's Courses (5-7 days)
4. **Accreditation:**
  - i. Becoming a fully accredited self defence teacher with WSDN-WT, eligible for paid contracted teaching

### **Training Costs – who pays for what?**

Applicants are responsible for any costs incurred in their application.

#### Pre-selection Plimmerton Hui Weekend

Trainees are responsible for their own costs of attending (travel, childcare, etcetera). There is also a registration fee of \$50, as a contribution towards the costs of the weekend.

#### Residential Training Programme Invercargill – Years 7-8 Girls' Courses

Trainees are responsible for their own costs of attending (travel, childcare, etcetera). The training fee payable by trainees is \$560.00. This contributes towards the cost\* of participating in the first residential training programme. Another fee will be associated with the residential training programme – women's courses.

Note: the \$560.00 fee is equivalent to the teacher payment of one Years 7-8 girls' course, so you will soon recoup the cost when you have become an evaluated teacher.

*\* the full cost of training for each woman, for the first residential training, is approximately \$10,000 each. Women's Self Defence Network-Wahine Toa carries the balance of the costs, with each woman asked for only \$560.00.*

For this fee, trainees will receive:

- All accommodation and meals provided at the residential training
- Training manuals provided
- Access to Network membership, conditional on being successfully evaluated

Trainees are responsible for:

- Committing the time required for the full training process
- Home arrangements (eg children)
- Equipment for teaching (a list will be provided: includes punch-bags, rubber knives, etc)
- Travel associated with the training
  - If air travel or equivalent is required to attend the residential component, the training fee can be discounted by up to \$300 (mileage also considered).

Paying your Training Fee:

You may wish to consider seeking assistance towards the training fee. Possible sources include:

- Local service clubs
- Local funders

Paying by Instalment

Payment of the training fee can be made easier, if needed, by payment of up to four instalments, payable within a maximum six month period. We are willing to discuss options that might work for us and for you.

### **Commitment to Teaching**

Because of the expense invested in your training, we do expect that you:

1. attend the training if accepted (withdrawal date must be at least one month prior to the commencement of the training, unless in completely unforeseeable circumstances)
2. complete the training and evaluation requirements
3. teach a minimum of 20 courses within two years, and preferably significantly more to match local demand.

If you do not fulfill these expectations, you will be expected to contribute a further amount towards the costs of your training unless you have sound reasons, acceptable to the Board, such as: sickness, family death, etcetera. The amount concerned would be negotiated on an individual basis.

All women accepted into the training will be asked to sign an agreement to this effect.

You are welcome to contact us to discuss anything further by:

Phone: (03) 218 4938

E-mail: [info@wsdn.org.nz](mailto:info@wsdn.org.nz)