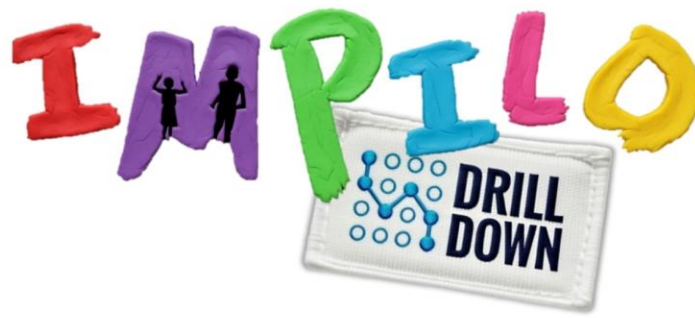




RESILIENT FAMILIES, SAFER WORKPLACES & COMMUNITIES

One-Day Practical Skills Workshop

Together, we always find a way.



SEEING CLEARLY

Recognising Early Signs of GBV, Bullying,
Coercive Control & Family Stress Spillover.



Session 1



RESILIENT FAMILIES, SAFER WORKPLACES & COMMUNITIES



BY THE END OF THIS SESSION YOU WILL BE ABLE TO:



- Identify at least five early, often subtle warning signs across home, work and community settings.

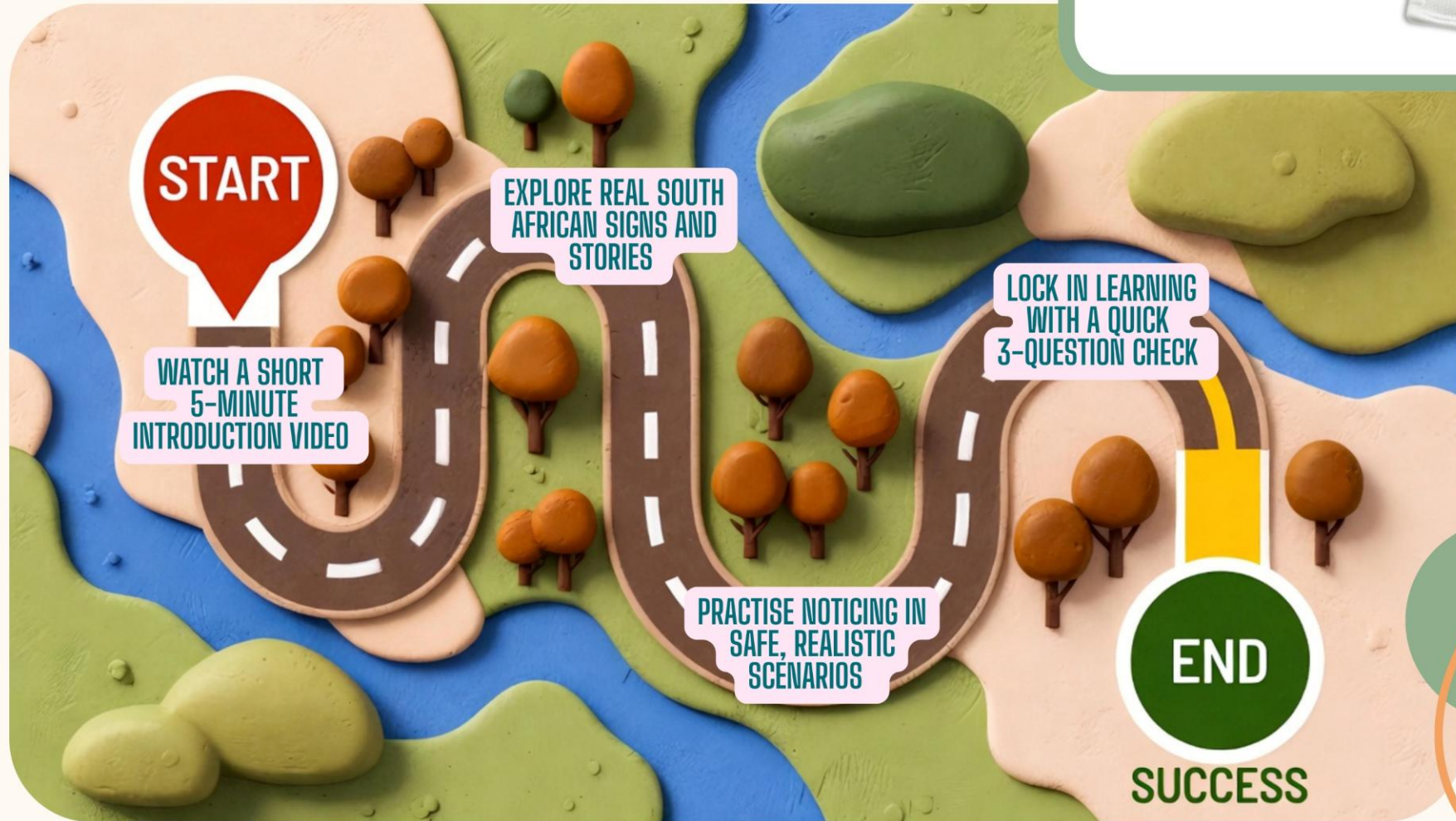
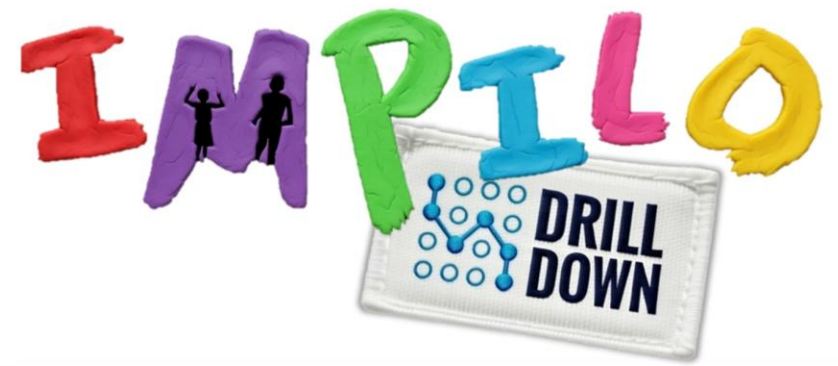


- Understand how family stress and workplace pressure can spill over and increase risks to children and teens.



- Recognise the link between early noticing and protecting vulnerable children in South Africa's real context.
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- In the bottom right corner, there are decorative swirls consisting of a green circle and a black circle with orange concentric lines.

SESSION ROADMAP

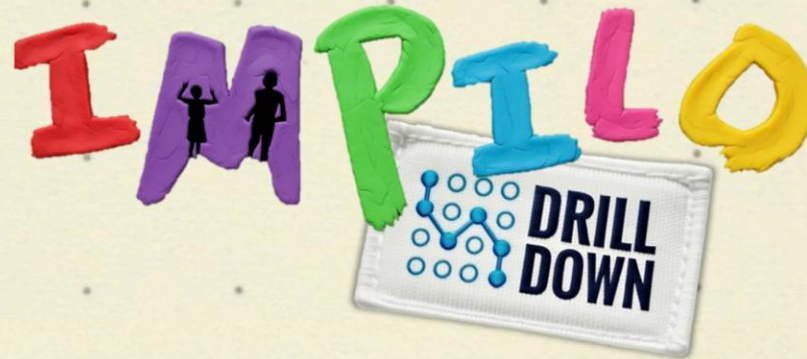


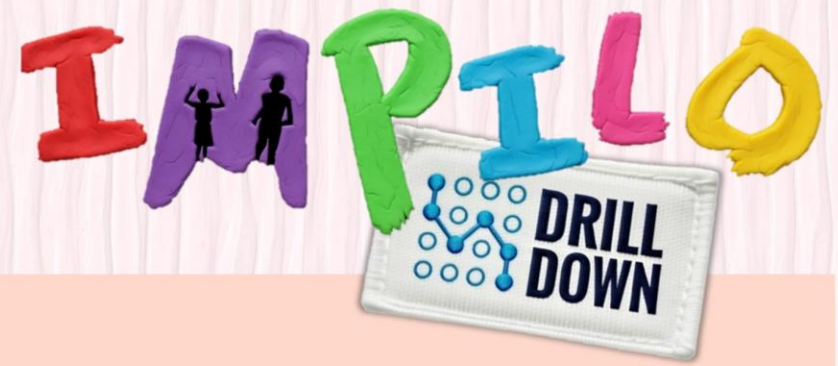


PLAY VIDEO

WHAT STOOD OUT TO YOU?

Turn to the person next to you for just 30 seconds and share one thing that stood out in the video.





WHY EARLY NOTICING MATTERS

According to the Human Sciences Research Council's First South African National Gender-Based Violence Study, approximately one in three South African women aged 18 and older have experienced physical violence in their lifetime. Behind every number are real families, real children, real colleagues.

Many difficult situations begin with small, early changes, shifts we can notice if we train our eyes and hearts. When we see clearly and act early, we often prevent escalation.

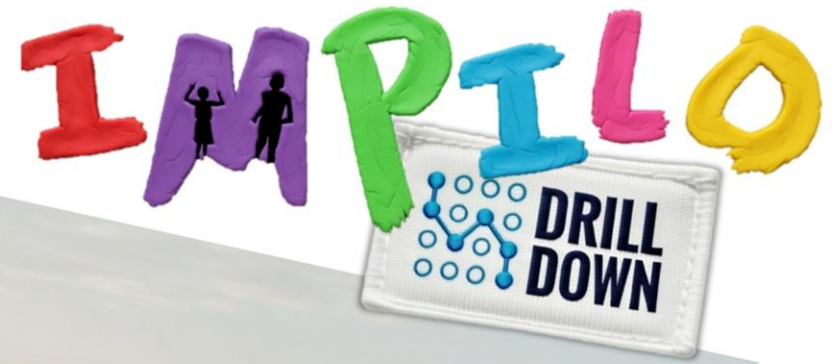


THE ENCOURAGING TRUTH

WE LOOK OUT FOR ONE ANOTHER'S CHILDREN

In the true spirit of ubuntu (“I am because we are”) we notice early and check in with care.

This is practical strength. This is how we protect South Africa’s children and strengthen families and workplaces together.



FOUR KEY AREAS WHERE SUBTLE SIGNS OFTEN APPEAR FIRST



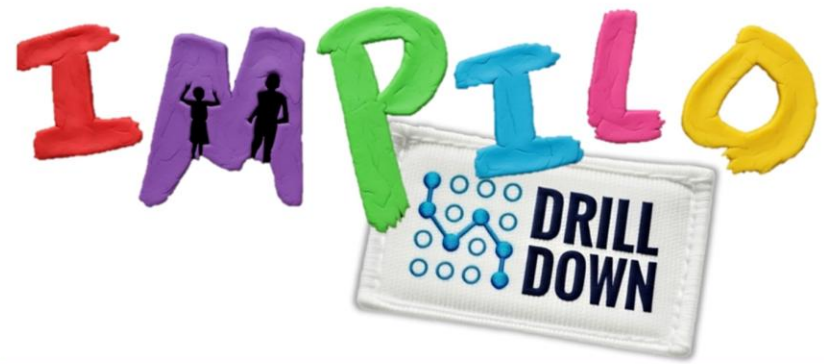
WHAT WE MIGHT NOTICE

- Someone who was usually warm and engaged becomes withdrawn, anxious or suddenly very quiet.
- Avoids eye contact, cancels plans often, or seems fearful or overly compliant around one particular person.



CHILDREN OFTEN SHOW US WHAT THEY CANNOT YET SAY

- Become more clingy, withdrawn, aggressive or show sudden changes in schoolwork, drawings or sleep.
- May flinch at unexpected touch or seem afraid to go home.



RELIABLE PEOPLE UNDER PRESSURE

- A reliable team member starts arriving late, making uncharacteristic mistakes or seeming distracted and exhausted.
- Happens in factories, offices, schools, clinics, retail, any industry.



PATTERNS OF ISOLATION AND DECISION-MAKING

- One person seems to make all the decisions about money, movements, who the other can see or speak to.
- Put-downs disguised as jokes; the other person appears isolated from friends, family or support.



LERATO & BONGANI

GAUTENG MANUFACTURING PLANT

One gentle check-in, rooted in care, made the difference

Lerato, a team leader, noticed that Bongani, one of her operators and a young father, had changed. He arrived late more often, his work quality slipped, and he stopped joining the usual morning jokes with the team. He avoided eye contact.

Lerato didn't accuse or pry. One quiet afternoon she simply said, "Bongani, I've noticed things seem heavy lately. If you ever want to talk over a cup of tea, my door is open — no judgment."

Two weeks later he came to her. His partner was controlling every rand he earned and threatening to take the children if he spoke up. With the company's confidential support and a warm referral, they received help early. Today Bongani is back to being the steady team member he always was, and his little ones are in a safer, more stable home.



IT IS ALL CONNECTED

- Many South African families and workplaces face real economic pressures, long hours, job insecurity or shift work.
- This stress often travels home as shorter tempers, less emotional energy for children, or arguments little ones overhear.
- Family worries can affect concentration and safety at work.



When we notice the signs early, without jumping to conclusions, we can offer a caring check-in or connect someone to support before children carry more of the burden than they should.

BEFORE WE PRACTISE TOGETHER

Let's take one steady breath together,
in through the nose,
out through the mouth.

This simple pause helps us stay clear-headed and compassionate, just as many of our elders did before important family or community conversations.



NOW LET'S PRACTISE TOGETHER

On the screen are two short, realistic South African scenarios. One from a workplace and one from a family or community setting.



- What signs do you notice?
- What might be happening underneath for the adults and any children?
- What could early, caring noticing achieve here?



Participation is voluntary. If you prefer to observe and listen, that is perfectly fine and very helpful. We are learning skills together with respect. No one has to share personal stories.

WORKPLACE SCENARIO

GAUTENG MANUFACTURING PLANT



What signs do you notice?

In a busy manufacturing plant in Gauteng, a usually reliable and cheerful team member named Sipho has changed over the past month.

He arrives late more often, his work quality has slipped, he avoids eye contact, and he no longer joins the morning jokes with the team.

He seems anxious when a particular supervisor is nearby. Sipho has a young child at home.

- **What might be happening underneath?**
- **What could early, caring noticing achieve here?**



FAMILY / COMMUNITY SCENARIO

EASTERN CAPE SCHOOL & COMMUNITY SETTING



What signs do you notice?

At a school parents' evening or community event in a township in the Eastern Cape, you notice a usually outgoing mother named Nomvula standing alone looking tired and withdrawn.

Her young daughter stays very close to her side, seems clingy, and doesn't want to play with other children.

Nomvula cancels plans often and appears fearful or overly compliant when speaking to one particular relative who is also at the event.

- What might be happening underneath for the adults and child?
- What could early, caring noticing achieve here?





BRINGING IT BACK TOGETHER

- What signs stood out most clearly to you?
- How does noticing these early signs connect to protecting children in our communities?

When we see clearly and check in early, we don't have to solve everything ourselves. We become part of a protective net, exactly what resilient families and safer workplaces are built on.



THIS IS PRACTICAL UBUNTU IN ACTION.



QUIZ!

To help us lock in what we've explored together



What are two subtle signs that might appear at work or at home that could indicate someone is struggling with GBV, bullying, coercive control or high stress?



How can pressure at work or in the family affect children, even when there isn't direct violence happening in front of them?



Why does noticing these signs early make such a powerful difference for protecting children in our South African communities?



SEEING CLEARLY IS PRACTICAL STRENGTH

One gentle check-in, rooted in care, can change the trajectory for a colleague, a parent and the children in their care. This is how we protect South Africa's children and strengthen families and workplaces, together.





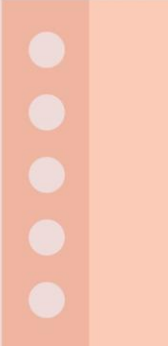
THANK YOU FOR YOUR OPENNESS AND CARE



THE FULL RESOURCE PACK
WITH MORE EXAMPLES,
SCRIPTS AND NATIONAL
SUPPORT NUMBERS WILL BE
EMAILED TO YOU AFTER THE
WORKSHOP, ALONG WITH
YOUR CERTIFICATE OF
ATTENDANCE

LET'S TAKE A SHORT
COMFORT BREAK BEFORE
WE MOVE INTO SESSION 2

STEPPING UP SAFELY: THE 5
D'S UPSTANDER
FRAMEWORK



In this session you have strengthened your
ability to see clearly, the foundation for
everything we will build today.



WELL DONE, EVERYONE