

Committee(s):	Date(s):
Safer City Partnership	20 May 2019
Subject: Domestic Abuse, Vulnerability and Risk Policy Update	Public
Report of: Domestic Abuse, Vulnerability and Risk Policy Officer	For Discussion
	Summary
<p>This report updates Members on the activities of the one-year funded post of the Domestic Abuse, Vulnerability and Risk Policy Officer. It outlines four options being developed for discussion and feedback.</p> <p>The four options are detailed below:</p> <p>Please note:</p> <p>VAWG- Violence Against Women and Girls MARAC- Multi-Agency Risk Assessment Conference DA and SV- Domestic Abuse and Sexual Violence</p> <p>Option 1: VAWG Coordinator and MARAC Coordinator (<i>Full Time</i>)</p> <ul style="list-style-type: none"> • Responsible for leading on VAWG issues within the City of London. • Coordinating the response to VAWG being delivered across partner agencies. • Continuing to develop work already achieved for VAWG. • Working in line with the wider political landscape on VAWG and attend VAWG Coordinator Network Meetings. • Ensuring the City of London are meeting statutory requirements to protect the community against VAWG. • Drive and deliver the VAWG Strategy and Action Plan. • Facilitate and deliver training to service providers on VAWG. • Facilitate and deliver campaigns against VAWG. • Coordinate the Domestic Abuse and Sexual Violence Forum. • Coordinate the MARAC. • Promotional work and training on the MARAC. <p>Option 2: VAWG Coordinator (<i>Part Time</i>)</p> <ul style="list-style-type: none"> • Responsible for leading on VAWG issues. 	

- Coordinating the response to VAWG being delivered across partner agencies.
- Continuing to develop work already achieved for VAWG.
- Working in line with the wider political landscape on VAWG and attend VAWG Coordinator Network Meetings.
- Ensuring the City of London are meeting statutory requirements to protect the community against VAWG.
- Drive and deliver the VAWG Strategy and Action Plan.
- Facilitate and deliver training to service providers on VAWG.
- Facilitate and deliver campaigns against VAWG.

Option 3: DA and SV Coordinator and MARAC Coordinator (*Full Time*)

This has been developed to provide additional options in terms of funding. This post would focus on domestic abuse and sexual violence; therefore, the post holder would not be required to have the same level of knowledge and experience of VAWG issues as option one and two.

- Responsible for leading on DA and SV issues.
- Coordinating the response to DA and SV being delivered across partner agencies.
- Continuing to develop work already achieved for DA and SV.
- Working in line with the wider political landscape on DA and SV and attend VAWG Coordinator Network Meetings.
- Ensuring the City of London are meeting statutory requirements to protect the community against DA and SV.
- Drive and deliver the VAWG Strategy and Action Plan.
- Facilitate and deliver training to service providers on DA and SV.
- Facilitate and deliver campaigns against VAWG.
- Coordinate the Domestic Abuse and Sexual Violence Forum.
- Coordinate the MARAC.
- Promotional work and training on the MARAC.
- The MARAC coordination would continue to be delivered by a Community Officer with no specialist VAWG or DA and SV knowledge.

Option 4: No Dedicated Support

- The City of London would not have a dedicated officer responsible for leading on VAWG issues. There would be no point of contact at the City of London for VAWG queries/concerns.
- A lack of clarity around departmental responsibility for VAWG or DA and SV within the City of London.
- No continuity for existing work and resilience on VAWG or DA and SV.
- A risk that the City of London would not have the specialist knowledge, expertise and access to training to ensure they are meeting their statutory requirements to protect residents.
- No lead person to drive and deliver the VAWG Strategy and Action Plan.

- No lead person to ensure there is a coordinated response between partners against VAWG or DA and SV.
- The MARAC coordination would continue to be delivered by a Community Officer with no specialist VAWG or DA and SV knowledge.

Until the current post was filled in December 2018 there was limited capacity and clarity in terms of responsibility for tackling VAWG within the City of London. The current post is funded until December 2019. In advance of this the City of London need to agree structure and responsibilities relating to the delivery of VAWG activity. It is intended to deliver a decisions paper to the September SCP. However, it is important to note that the implementation of option one, two or three would require resources to be identified.

Recommendation(s)

Members are asked to consider and discuss the recommendations.

Key Points:

- Key areas of the work the post holder has been focussing on.
- Outline of four recommendations.
- Current political context.
- City of London background.
- Deadline for detailed recommendations paper and decision.
- Appendix 1: Analysis of ten London boroughs.
- Appendix 2: VAWG Strategy.

Key Areas of Work the Post Holder has been Focussing on:

1. The post holder has been working closely with the City of London housing team to achieve the Domestic Abuse Housing Alliance (DAHA) accreditation. This accreditation is recognised as the 'UK benchmark for how housing providers should respond to domestic abuse' (daha.org.uk) and is part of the Government's Violence Against Women and Girls (VAWG) Strategy 2016-2020. This is an extensive piece of work and will require the full commitment of the post holder, the appointed steering group and the employees on the City of London housing estates. However, when achieved it will establish the City of London as a local authority delivering on a range of responsibilities in response and in line with the Government's mission to improve the housing sector's response to domestic abuse.

2. The post holder is in the process of producing and coordinating the City of London's VAWG Strategy. The strategy will be imperative to the work that is delivered within the City of London for VAWG. The process of writing the strategy and the consultation will identify risk areas and gaps in services and provision the City of London currently provides to victims and perpetrators of VAWG. Attached to the strategy will be an action plan, which will ensure that there is a coordinated response from service providers within the City of London to drive and deliver the strategy. (See appendix 2).
3. The post holder has facilitated a variety of VAWG training days for people working within the City of London. The training on VAWG and harmful practices delivered by the Latin American Women's Rights Service (LAWRS) had extremely positive feedback from attendees. It was identified in the feedback received that service providers find it difficult to access training such as this, that are held locally and specifically designed for the City of London. The post holder has been working with another specialist service provider, Galop, who will be delivering a training day on sexual violence within the LGBT+ community. This training will be delivered to service providers and licensed premises within the City of London.
4. The City of London now has three unique log-in accesses to the UK Gold Book Online. This is an invaluable resource that the City of London has access to, as it is an online directory for domestic abuse services delivered by Women's Aid which is updated daily to ensure the information provided is up to date and easily accessible. The three log ins are held by Children's Services, the City of London Police Public Protection Unit and the DA, Vulnerability and Risk Policy Officer.
5. The post holder has been delivering work for the Domestic Abuse and Sexual Violence Forum to update their terms of reference and the membership of the forum. The VAWG Strategy and action plan will be the pieces of work that underpin and shape the work of the forum. The forum will work to ensure that the strategy and action plan are delivered in a timely manner through a coordinated response by the members.
6. The post holder has been engaging with VAWG leads to identify what the response is to VAWG in other London boroughs (see appendix 1). This is a crucial piece of work in order to understand what work is already being done to tackle VAWG across London, and potential opportunities for the City of London to deliver joint pieces of work to support victims and engage communities.

Outline of Four Recommendations:

7.

Option	Post Title	Outcomes for Each Option	Cost
1.	VAWG Coordinator and MARAC Coordinator (<i>Full time</i>)	See Summary	Band E
2.	VAWG Coordinator (<i>Part time</i>)	See Summary	Band E
3.	Domestic Abuse and Sexual Violence Coordinator and MARAC Coordinator (<i>Full time</i>)	See Summary	Band E-D
4.	No Dedicated Support	See Summary and 'City of London Background'.	N/A

Please note that a full description of the job role and outcomes will be presented within the paper to be submitted in September.

Current Political Background

8. Tackling VAWG is an issue which has been rightly placed at the top end of the Government's agenda. It is being addressed through the recently published Mayor of London's VAWG Strategy 2018-2021 whereby there is a focus on VAWG at a national level, but also a local level encouraging local authorities to take responsibility for their local community. To achieve this, it is recommended that the City of London has a person leading and driving this work. The City of London should be represented at the pan-London VAWG Coordinator network meetings, to share good practice and stay connected in the London wide conversation around VAWG.

9. This message is echoed within the new Draft Domestic Abuse Bill which will be presented to Parliament in the Autumn for a decision. The Bill emphasises that statutory services will be required to take on more responsibility to end VAWG, not leaving this role solely to voluntary services. The role of a VAWG Coordinator would ensure that the City of London statutory services are

equipped with the knowledge and understanding to be able to achieve this. The VAWG Coordinator would be embedded within statutory services ensuring the City of London is working in line with the proposed Domestic Abuse Bill. They would ensure the City of London is providing a coordinated response by working alongside the voluntary services that provide the front-line support to victims of VAWG, being the Vulnerable Victims Advocate and the 0.5 Independent Domestic Violence Advisor (IDVA), both delivered by Victim Support.

City of London Background

10. The City of London has a statutory duty of care for residents living within the 'square mile'. The Statutory Guidance issued under the Care Act 2014 states that local authorities have a duty of care for people who are experiencing abuse or neglect, such as domestic violence (local.gov.uk). This includes ensuring they are safe and protected within their home and on the estate in which they live. It was clearly stated within the recommendations of the Serious Incident Review in 2015 that the City of London must provide domestic abuse training to housing staff, in order to help prevent further homicide or serious harm to residents.
11. Since the Domestic Abuse, Vulnerability and Risk Policy Officer has been in post this recommendation has been progressed and actions have been put in place to ensure there is a mandatory training programme being delivered to all staff working within the City of London housing on domestic abuse and VAWG. The training is imperative to ensure that the City of London is meeting its statutory requirements to protect residents from abuse. Without someone leading on this piece of work developed from the recommendation of the Serious Incident Review, the resilience and continuity of this forward thinking and preventative work is at risk. Which in turn, could continue to put the City of London residents at risk of being affected by abuse within their homes and communities and not knowing where to go for support.
12. There has been extremely positive and impactful work which has taken place on domestic abuse and VAWG within the City of London over the past five years. However, this has been delivered through a series of interim and ad-hoc arrangements. Without this work being delivered by a permanent post there is a threat to the progress already achieved and resilience of response to future VAWG issues.
13. The City of London's Corporate Plan 2018-2013 has the stated outcome that 'people are safe and feel safe' and is committed to deliver on the responsibilities and expectations of a local authority. Arguably to deliver on

this there needs to be clarity around where the lead responsibility for this area resides and the capacity to deliver it.

14. Appendix 1 provides examples of the situation in other local authorities. While fully acknowledging the much smaller resident population of the City of London does not have the same number of residents, we need to ensure we are able to respond to issues affecting them as well as our working and visitor populations.
15. Without a VAWG/Domestic Abuse Coordinator in post it is not clear who will lead on delivering the VAWG Strategy and Action plan. The strategy will help identify gaps and potential risk areas within the City of London. Again, we need to consider where responsibility for this would sit and the capacity to deliver (see appendix 2).
16. Having a dedicated post means that service providers within the City of London have access to free, local training courses to ensure their knowledge on VAWG is current and up to date. Important in an area where legal and policy developments are frequent.
17. A dedicated post has the potential to provide specialist support in terms of other areas of vulnerability, for example Modern-Day Slavery and Trafficking. Currently little identified resource exists to support this work.

Deadline for Detailed Recommendations and Decision

18. Within this paper the post holder has indicated some of the work they have been focussing on since starting the role in December 2018. The paper outlines four options based on this work that the post holder has been undertaking. The post holder has identified gaps and areas of potential risk within the City of London and has made recommendations to ensure the City of London is working in line with Government recommendations and work being achieved by other London boroughs to address VAWG. These recommendations are being presented for discussion and feedback within this paper. The paper to be submitted in September will present a full description of each of the four options, including cost and seek to provide clarity around where this post would be based. The views of SCP members are essential in helping take this process forward and determining an outcome from the September meeting.

Ayesha Fordham

Domestic Abuse, Vulnerability and Risk Policy Officer

E: ayesha.fordham@cityoflondon.gov.uk

Appendices

Contents

1. Analysis of Ten London Boroughs

- 1.1. Islington
- 1.2. Southwark
- 1.3. Hackney
- 1.4. Camden
- 1.5. Richmond and Wandsworth
- 1.6. Havering
- 1.7. Merton
- 1.8. Bexley
- 1.9. Hounslow

2. VAWG Strategy

- 2.1. Purpose of the Strategy
- 2.2. Prevention and Early Intervention
- 2.3. Support for People Affected by VAWG
- 2.4. Holding Perpetrators Accountable

Appendix 1

1. Analysis of ten London boroughs

The Domestic Abuse, Vulnerability and Risk Policy Officer has highlighted through a comparative piece of research the different projects and work that is being achieved within ten other London boroughs to tackle VAWG and/or DA and SV. This has been done to identify projects, funding and campaigns that are working well across London, as well as considering what the City of London could be doing to ensure it is working in line with the London wide fight against VAWG. It is important to note when reviewing this analysis that there is a clear difference in terms of demographics and population of residents within these ten boroughs compared to the City of London. This has been acknowledged and factored into the recommendations made within the main paper. The four options presented as recommendations have been made proportionately to the population of the City of London.

1.1. Islington

The London borough of Islington has a permanent VAWG Strategy and Commissioning Manager. The reasons highlighted by Islington for having a VAWG Manager as opposed to a Domestic Abuse Manager are so the post has the capacity and knowledge to tackle all areas of VAWG, not just domestic abuse. The role of the VAWG Manager is to write and deliver the VAWG Strategy ensuring that there is a person responsible for responding and actioning the gaps highlighted within the

Strategy. As has been stated within the main section of this paper, the City of London's VAWG Strategy will highlight gaps and risk areas which will need addressing and someone to take responsibility for this.

Achieving DAHA accreditation is a main priority for Islington as they have recently funded a DVA lead within housing and a front line DVA support worker to deliver and achieve DAHA. It is important to acknowledge that Islington has a higher number of residents living in social housing, having around 25,000 secured tenancies and the City of London having around 1,820 across 11 housing estates. It is clear from the difference in the number of secured tenancies between Islington and the City of London that the City of London does not need two dedicated posts to deliver this work, however it is still a significant piece of work for the City of London and a VAWG or DA Coordinator is recommended to lead and achieve this. Since the Domestic Abuse, Vulnerability and Risk Policy Officer has been in post, the City of London is now in a position to aim for DAHA accreditation and work to achieve this has already started.

1.2. Southwark

The London borough of Southwark has a Community Safety Officer leading on VAWG. At present they have a Domestic Abuse Strategy in place until 2020 and they are currently writing a VAWG Strategy to take forward. The priorities within Southwark's new VAWG Strategy will be in line with the Mayor of London's VAWG Strategy. Just over 45% of Southwark's population are from a BAME background indicating a significant need for a VAWG Strategy and person leading on VAWG, to provide specialist knowledge and understanding of the different cultures and the types of VAWG that may take place within these communities. Considering the low number of people residing within the City of London, there is a high number of people from a BAME background, with a large Bangladeshi community and around 40% of the City of London children being from a BAME background. Again, it is also important to recognise the population of workers within the City of London, as around 26% (ONS, 2017) are from a BAME background. Similarly, to Southwark, this indicates that there is a significant need for a VAWG lead to provide specialist knowledge and understanding of the different cultures, to be able to identify and tackle VAWG issues which may be taking place within these communities.

1.3. Hackney

The London borough of Hackney has a full time Service Manager, Domestic Abuse Intervention Service (DAIS) & Hackney VAWG Coordinator, which is based within the Hackney Children's Safeguarding team. Hackney is currently writing its VAWG Strategy to publish within the next few months, the strategy will align with the City of London's VAWG Strategy as the two boroughs have a joint safeguarding board, as a result there will be actions that are relevant for both boroughs. Hackney has identified that they have an increasing problem of abuse in non-intimate abusive relationships, particularly adult child to parent abuse occurring. In order to tackle this, Hackney is currently working with the service SafeLives to develop an appropriate

tool to assess risk within these types of abusive relationships. The City of London has also seen an increase in non-intimate abusive relationships, with a number of these cases being heard at the MARAC. This is an area of work that the recommended City of London VAWG Coordinator could develop jointly with the Hackney VAWG Coordinator to ensure the risk is reduced within the City of London for this issue which at present is an increasingly high-risk problem.

1.4. Camden

The London borough of Camden has a Risk Reduction Manager leading on issues of VAWG which is based within the community safety team. Camden does not have a specific post delivering the work under the title VAWG; however, it has been noted that with VAWG sitting within the community safety team and the focus of community safety being on enforcement, this does not always align with the supportive model developed within VAWG. The role of the Risk Reduction Manager is varied in Camden and holds similar duties to the VAWG coordination role within other London boroughs. They are responsible for the front-line service, MARAC, partnership work, strategic work, political negotiation budget and funding responsibilities. Camden has an in house Independent Domestic and Sexual Violence Advisor service, which is co-located within the hospital, police station, mental health service, housing, drug service and health. At present within the City of London, VAWG also currently sits within the community safety team, however there is no continuity and secured funding for a post with specific VAWG expertise to deliver on this work. This can be problematic due to the high-risk nature of VAWG and MARAC.

1.5. Richmond and Wandsworth

The London boroughs of Richmond and Wandsworth have a VAWG lead that is based within the Community Safety Service operating to prevent crimes in both boroughs. The VAWG lead is responsible for the management, partnership coordination, delivery of and access to specialist VAWG services in Richmond and Wandsworth. Their role is to ensure that safeguarding and risk issues are identified and effectively managed including MARAC coordination, support for Domestic Homicide Review's, commissioning etc. It has been identified that this works well for VAWG to deliver a coordinated response across the Councils and through the Community Safety Partnerships, particularly with the Offender Management team managing domestic abuse perpetrators. This coordinated response is a model that is recommended to be delivered within the City of London to ensure the City is working with and alongside community safety partnerships with other boroughs, mainly those bordering with the City. As highlighted through work being achieved by Richmond and Wandsworth, there are clear benefits to having a VAWG lead coordinating this model.

1.6. Havering

The London borough of Havering has a VAWG Officer who is based within the community safety team. Similarly, to Southwark, Havering indicated that they chose to have a VAWG Officer and not a Domestic Abuse Officer as it places their work in

line with the recommendations made by the Mayor of London in the recently published VAWG Strategy. Also, to ensure that the work is undertaken by the borough, there are aims to address and tackle all areas of VAWG, not just domestic abuse. Similar to that recommended for the City of London, Havering's VAWG Officer undertakes the Strategic work around VAWG, community engagement work and the role of the MARAC coordinator. Havering has over 250,000 people residing within the borough, this is reflected in the VAWG services that have been commissioned for Havering. Havering currently has 5 IDVA's, a refuge and a floating support service. Whereas the City has 1.5 IDVAs and at present no permanent post to oversee strategic work, community engagement work and MARAC coordination. Even though there is a small number of residents within the City of London, it is important to acknowledge that the work undertaken to tackle VAWG within the City of London is also delivered and provided to the 450,000 workers.

1.7. Merton

The London borough of Merton has a Domestic Violence and Abuse Coordinator who is based within the community safety team. All VAWG issues within Merton are based within the community safety team so the Coordinator can drive and deliver the VAWG Strategy, which was written by the community safety team. Merton has a focus on VAWG, similarly to Havering and Southwark so that it is in line with the Mayor of London's VAWG Strategy. There is a clear theme throughout this analysis of other London boroughs having a focus on VAWG to ensure they are working in line with the Mayor's VAWG Strategy. This is something the City of London should consider working towards, with a VAWG Coordinator in post to ensure this work is targeted and specific to the needs of the City of London.

1.8. Bexley

The London borough of Bexley has a Domestic Abuse & Sexual Violence (DVA) Strategy Manager. This post is based within the community safety team due to the Community Safety Partnership having responsibility for MARAC, Domestic Homicide Review's and strategic oversight of all boards. Solace are the main service commissioned to provide IDVAs, outreach support, a one stop shop, refuge and women's groups. There has been a focus on VAWG within Bexley as issues of VAWG needed to be raised and actioned, particularly with domestic abuse. The DVA Manager within Bexley leads on ensuring their Domestic Abuse Strategy is delivered and the aims are achieved. Again, this is what is needed within the City of London to ensure there is a person leading on delivering the VAWG Strategy and managing the gaps and risk areas that are identified.

1.9. Hounslow

The London borough of Hounslow has a Community Safety Officer leading on VAWG which is based within the community safety team. A high number of posts within Hounslow are externally funded, which is problematic for continuity of the

service as attaining funding is often a challenge. This is similar to the City of London as the funding for the domestic abuse and VAWG services have been an ongoing problem, resulting in a lack of continuity and development. Like the ongoing work that has been achieved within City of London over the last five years, Bexley has done a large amount of work to support other departments in understanding that VAWG is a problem that crosses housing, social care, public health etc. Within the City of London there has been extensive work on this in the past five years to ensure the complexities of domestic abuse and VAWG are fully understood across the borough. It is recommended that a VAWG Coordinator is in post to lead on this work, otherwise there is a potential risk that the progress that has been made will not continue to develop.

Appendix 2

2. VAWG Strategy

2.1. Purpose of the Strategy

The purpose of the City of London Corporation's Violence Against Women and Girls (VAWG) Strategy is to ensure that all people regardless of gender who live, work and visit the City of London are protected and supported for any crimes considered under the heading VAWG.

The Strategy is crucial to ensure there is a co-ordinated response to provide victims of VAWG with the most effective and efficient support. The strategy sets out a vision on VAWG and the issues surrounding it that the City of London Corporation will lead on. It is important that the City of London develops a VAWG Strategy, so we are able to be a leading borough in the drive to tackle and end VAWG.

Three main priority areas will be addressed within the VAWG strategy. This will be to ensure that the strategy encompasses targeted and specific actions for each of these areas, ensuring that the City of London is able to provide the most effective and efficient support to all those affected by VAWG.

The three priorities are:

2.2. Prevention and Early Intervention

Prevention and early intervention are a key theme within the Mayor of London's VAWG Strategy. It is imperative that appropriate education and training is provided to schools and professionals within the City of London to ensure that where possible we can prevent VAWG from occurring, or alternatively early intervention to prevent further trauma and harm to the individual. Prevention and early intervention work will be implemented through education within schools, training for City of London housing estate staff, training sessions delivered to service providers within the City of London by external specialist services such as supporting businesses to ensure they are promoting the importance of the welfare of employees.

2.3. Support for People Affected by VAWG

The services and support that the City of London can offer to people affected by VAWG is a crucial part of the strategy. The strategy will identify gaps in services and support that is available for people within the City of London and aim to ensure the services and support are reflective of the communities represented within the City. The strategy will also encourage and promote joint campaigns of partner agencies across the City of London's community.

2.4. Holding Perpetrators Accountable.

It is extremely important that the VAWG strategy has a sharp focus on perpetrators. Due to the nature of crimes under VAWG, often the responsibility is placed on the victim to make changes to their life to escape or prevent violence and abuse. This priority will aim to address this issue and hold the perpetrators accountable to their actions, ensuring there are appropriate enforcements in place so they must take responsibility. The strategy will also identify what aid is available for perpetrators and consider if more can be done to support perpetrators and stop them from offending and change their behaviour.

References

<https://www.local.gov.uk/sites/default/files/documents/adult-safeguarding-and-do-cfe.pdf>

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/522166/VAWG_Strategy_FINAL_PUBLICATION_MASTER_vRB.PDF

https://www.london.gov.uk/sites/default/files/vawg_strategy_2018-21.pdf

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/772202/CCS1218158068-Web_Accessible.pdf

<https://data.london.gov.uk/dataset/employment-rates-by-ethnicity>