



DOMESTIC ABUSE

ACTION PLAN FOR THE CITY OF LONDON 2016/17

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COMMANDER'S FOREWORD

I am proud to introduce the City of London Police Domestic Abuse Action Plan 2016/17. It sets out what we will be doing to address the issue of domestic abuse and ensure we continue to provide a high quality service to victims and our community. It is a sad fact that the extent and nature of domestic abuse remains shocking, illustrated by the below statistics:

- *two women are killed every week in England & Wales by a current or former partner.^[1]*
- *one in four women in England and Wales will experience domestic abuse in their lifetime^[2]*
- *20% of children in the UK have been exposed to domestic abuse^[3]*

Domestic abuse is a serious and complex issue; it can take many forms, which includes physical and sexual assaults, and psychological & emotional abuse. It is a crime that remains largely hidden behind closed doors, leaving victims feeling trapped, powerless and isolated. The devastating and lasting impact these crimes have on victims' lives cannot be underestimated.

I believe that we all have a responsibility to end Domestic Abuse. I am committed to ensuring our approach to these crimes is consistent, robust and places vulnerable victims at the heart of our response. Working closely with our City partners and agencies, we will tackle domestic abuse head-on. We will continue to raise awareness of the issues at the core of domestic abuse and encourage people to report, so that we can adequately safeguard and support the victims of this abhorrent crime.



Commander Richard Woolford

^[1] Office of National Statistics 2015 ^[2] Crime Survey of England and Wales, 2014/15 ^[3] Radford et al NSPCC 2011

PROGRESS AND OUR WAY FORWARD

In 2014 the City of London Police was inspected by Her Majesty's Inspectorate of Constabulary (HMIC) as part of an all force inspection programme on HMIC's approach to tackling domestic abuse.

The HMIC reported that the City of London Police demonstrated a positive approach to domestic abuse victims, many of whom did not live in the force area, and that its safeguarding plans are of a high standard. It provided five specific recommendations to improve the service to victims of domestic abuse.

In 2015, the HMIC revisited each police force to examine how well they had progressed in responding and safeguarding victims of domestic abuse. HMIC noted that the City of London Police had made a number of positive responses to recommendations made in 2014 such as:

- Force policy has been updated to include guidance on stalking & harassment,
- a comprehensive training package for staff had been completed,
- up to date intelligence on vulnerability of victims is provided to emergency response officer 24/7,
- body-worn cameras are now available to record injuries to victims and the demeanour of perpetrators; and
- Multi-Agency Risk Assessment Conference (MARAC) meetings now address the needs of High Risk victims of domestic abuse.

HMIC also noted that the City of London Police's commitment to victims even if their connection with the City stems solely from it being their place of work. Whether crimes are investigated by the force or are to be transferred to other forces, all reasonable risks are addressed and safeguarding measures are put in place. This reflects the force's objective to put victims' interests first, irrespective of in which jurisdiction the offence will be investigated.

The Force has accomplished a number of targets over the previous year as it strives to improve its response to tackling Domestic Abuse, these include:

- The new government legislation around Domestic Violence Protection Orders was fully implemented in 2014.
- Clear procedural guidance on the new Domestic Violence Disclosure Scheme known as 'Clare's Law' was fully implemented in 2014.
- The Commander opened the second 'Behind Closed Doors' multiagency event in November 2015, targeting the City of London business community, aimed at raising the awareness of domestic abuse and the responsibility for employers to protect their staff from domestic abuse and stalking.
- Ten multi-agency awareness training events took place in 2015, incorporating Domestic Abuse and risk assessment awareness.
- Multiagency project produced a toolkit to provide information and guidance around Domestic abuse to HR departments and was circulated to businesses within the City.
- Training programme delivered to all frontline staff around forced marriage, honour based violence and female genital mutilation.
- Publicity and media awareness campaign around Forced marriage, honour based violence and female genital mutilation took place on 11th February 2015.
- An awareness input around forced marriage, honour based violence and female genital mutilation was provided to City of London Schools in November 2015.
- The Assistant Commissioner opened the 'No Blurred Lines in Consent' event in January 2016 at the Guildhall to raise awareness in the community around rape and sexual assaults.
- We have secured funding for the Vulnerable Victim Co-ordinator to continue their work within the Public Protection Unit to provide an effective and efficient service to victims.



IMPROVEMENT ACTIONS

The Force will seek to build on what it has already accomplished and deliver progress on what more it can address in the 2016-17 action plan that centres on the following improvement actions:

- Understanding and identifying risk
- Prioritising & allocating domestic abuse investigations
- Safeguarding victims
- Views of Victims
- Training
- Leadership & Governance



ACTION PLAN

UNDERSTANDING AND IDENTIFYING RISK

This section monitors how the force will ensure that their arrangements for assessing and managing risk in relation to domestic abuse are well understood and appropriately used by officers and staff.

Action	Delivery Lead	Timing
Develop a domestic abuse training programme that centres on assessing & managing risk for frontline officers, supervisors and Inspectors.	Learning & Development	Evidenced over life of the plan
To undertake quarterly dip sampling of risk assessments and feed back any learning to the Organisational Learning Forum of training and development needs.	Public Protection Unit	Evidenced quarterly
Review the Call Handling standard operating procedures to make sure the correct processes are in place to assess risk and the vulnerability of the victim.	Control Room	July 2016
Develop a dip sampling process to allow the effectiveness of initial risk assessment to be scrutinised.	Control Room	Evidenced quarterly
To roll out body worn cameras to all frontline officers	Uniform Policing Directorate	July 2016
Obtain data on how many children coming to police notice reports are being completed in relation to domestic abuse cases.	Public Protection Unit	Evidenced quarterly

PRIORITISING AND ALLOCATING DOMESTIC ABUSE INVESTIGATIONS

Domestic abuse cases should be prioritised and allocated for investigation on the basis of risk and effective scrutiny of these investigations should involve specialist trained officers.

Action	Delivery Lead	Timing
All domestic abuse crimes to be investigated by specialist trained officers irrespective of level of risk.	Public Protection Unit	Evidenced over life of the plan
To ensure that all domestic abuse cases have a specialist supervisor entry with a clear investigative plan.	Public Protection Unit	Evidenced over life of the plan
Specialist trained officers to complete the updated National Police Chiefs Council & Crown Prosecution evidence gathering checklist for domestic abuse cases submitted for prosecution.	Public Protection Unit	Evidenced over life of the plan
A protocol to be established to allow officers to consult domestic abuse specialists in the Crown Prosecution Service for early advice in an investigation.	Administration of Justice	May 2016

SAFEGUARDING VICTIMS AND MANAGMENT OF OFFENDERS

In safeguarding victims we need to recognise the dynamic nature of risk in domestic abuse situations and make sure that appropriate safeguarding is put in place throughout their involvement with police. Referral routes to partner organisations and access to specialised support is provided to ensure we maintain the safety and well-being of victims while bringing the perpetrator of the crime to justice.

Action	Delivery Lead	Timing
High quality training on coercive control and how to safeguard victims of domestic abuse to be included in the training programme.	Learning & Development	Evidenced over life of plan
Domestic Abuse Safeguarding Checklist to be reviewed and signposted on force intranet pages.	Public Protection Unit	June 2016
To increase awareness of the role of the Vulnerable Victim Co-ordinator for officers outside of the public protection unit.	Vulnerable Victim Co-ordinator	Evidenced over life of plan
Collation of data on how many domestic abuse victims are referred to the Vulnerable Victim Co-ordinator for specialist support and advice.	Vulnerable Victim Co-ordinator	Evidenced over life of plan
To obtain information on Perpetrator Programmes for city of London police to make referrals to the local area where the perpetrator lives.	Force Intelligence Bureau	June 2016
Obtain an up to date directory of support agencies and signpost the link on force CityNet pages for the public and officers to have easy access.	Public Protection Unit	July 2016
Development of a 'High Harm High Vulnerability' desk to assess and monitor data in order to produce a domestic abuse profile which will identify any intelligence gaps.	Force Intelligence Bureau	July 2016

VIEWS OF DOMESTIC ABUSE VICTIMS

The force needs to ensure that processes are in place to regularly seek the views of victims of domestic abuse on the service they receive from police and to act on the feedback by incorporating changes into policy, practice, learning & development activities.

Action	Delivery Lead	Timing
Compile a suitable victim survey to obtain victim satisfaction level on service delivery.	Home office & Public Protection Unit	December 2016
To create a process to incorporate changes in practice and learning activities in line with victim survey feedback.	Public Protection Unit	Evidenced over life of plan

TRAINING

It is important that officers and staff understand the dynamics of domestic abuse and that their attitudes and behaviours reflect their knowledge. This will improve the way the force operates in handling domestic abuse.

Action	Delivery Lead	Timing
The force to develop a structured domestic abuse training programme that includes coercive control, types of perpetrator and identifying risks and appropriate safeguarding measure for victims.	Learning & Development	Evidenced over life of plan
The force to identify the core officers that require domestic abuse training.	Crime policy Team	May 2016
Assess the effectiveness of force training of domestic abuse by establishing a post training survey that measures officers understanding.	Learning & Development	Evidenced over life of plan
To assess the victim satisfaction survey levels in relation to officers' attitudes and understanding of the domestic incident being reported.	Public Protection Unit & Vulnerable Victim Co-ordinator	Quarterly after advent of victim surveys

LEADERSHIP AND GOVERNANCE

This section monitors how the force provides strategic leadership and direction, has an overview of performance management and operates using an intelligence-led approach involving partners. The actions here are designed to improve the strategic way the force operates in handling domestic abuse.

Action	Delivery Lead	Timing
To record and analyse the trend of numbers of domestic abuse cases through a domestic abuse profile and data collection.	Force Intelligence Bureau	July 2016
To develop a dashboard of performance indicators that will consider how many repeat victims, completion rates of risk assessments against number of domestic abuse crimes and arrest rates for domestic cases.	Performance Information Unit	Annual Return
Create a measure for domestic abuse disposal outcomes and assess how this compares with other victim based crimes.	Performance Information Unit	Evidenced over life of plan
To review the inclusion of all relevant information on domestic abuse, stalking, harassment honour-based violence, forced marriage & female genital mutilation in the Force Strategic Assessment.	Force Intelligence Bureau	Evidenced over life of plan
To evaluate the performance framework review process to identify opportunities for greater scrutiny and peer review.	Public Protection Unit	June 2016

DELIVERY AND MONITORING

Our Domestic Abuse Action Plan will be monitored as part of our internal performance framework at our monthly Safeguarding Meeting and supported by our City partners.

We will ensure this area remains on our agenda and is an integral part of how we monitor performance, keeping a separate action plan for this area will facilitate in-depth monitoring of capability and performance and allow quick actions to be taken where we feel we are not meeting our high standards.

