

## Appendix 2

### City of London DRAFT Domestic Abuse and Sexual Violence Strategic Action Plan

#### April 2017 to March 2019 (updated May 2017)

Those marked in **red** are from the previous action plan (2015-17)

Those marked in **blue** are from Case Review of Serious Incident (August 2016)

#### 1. Access to support

Ensuring the safety and effective protection of women and girls is paramount. Integral to this is service users being aware of how to engage with services and for the City to be clear its support services are accessible and people know what they are going to get when they do.

Key actions	Deadline	Responsibility/Lead	Notes
1.0 Develop a detailed City Profile, analysing data from all agencies including health services, police, social care and community and voluntary services to inform the future strategic and operational approach and community and voluntary sector services.	October 2017	Louise Ratcliffe, City of London Police Force Intelligence Bureau;  Simon Cribbens, Department of Community and Children's Services	Depends on information/formatting being available. However it should be possible if information sharing system is in place.
1.1 City of London Police to do a dip sample audit of withdrawal statements to ensure that they have all been taken by PPU Officers where this was practical and possible.	June 2017	Anna Rice, City of London Police	Report back at July Forum

1.2 To identify what action is (or should be) taken when PPU Officers have concerns over a victim's safety when withdrawal statements are made.	June 2017	Ayesha Fordham, Victim Support	Quarterly report from VVC into Forum and SCP
1.3 Design and deliver a third party reporting mechanism for the City for people who have experienced domestic abuse and sexual violence	December 2017	Domestic Abuse Coordinator;  Ayesha Fordham, Victim Support; Anna Rice, City of London Police	
1.4 Embed a third party reporting mechanism for people experiencing domestic abuse and sexual violence to get help and for the Corporation to be aware of numbers of those accessing third party reporting support.	June 2018	Domestic Abuse Coordinator;  Ayesha Fordham, Victim Support;  Anna Rice, City of London Police	Report on progress at Forum meetings
1.5 Develop a protocol of 'routine enquiry' by key agencies to encourage disclosures of domestic abuse and VAWG.	December 2017	Ayesha Fordham, Victim Support	Sample questions – Ayesha to take to agencies and deliver with DASH
1.6 Housing, Estates and Environmental Health to create a reporting process of what to do when staff are witnessing domestic abuse and/or VAWG or have concerns.	July 2017	Igho Bayo, City of London Housing;  Rachel Sambles, Environmental	Report on impact of training

		Health;  Domestic Abuse Coordinator	
1.7 Develop guidance of 'routine enquiry' by key agencies to encourage disclosures of domestic abuse and VAWG'.	October 2017	Ayesha Fordham, Victim Support;  Jo Henderson, Department of Community and Children's Services  Domestic Abuse Coordinator;	
1.8 Managers in all services will make sure that their systems can record issues relating to domestic abuse and sexual violence	November 2017	Chris Pelham, Department of Community and Children's Services  Domestic Abuse Coordinator	Report at Forum meeting
1.9 Members of the Forum to provide information every six-months to the City of London Community Safety Team regarding the number of cases they have related to domestic abuse, sexual violence, forced marriage, FGM and honour-based violence in the City.	December 2017	Chris Pelham, Department of Community and Children's Services  Louise Radcliffe and Simon Cribbens	Use standard data set for the profile (ISA)  (Third sector service – next challenge)

1.10 Communications – looking at the dissemination of information/data from Adult Social Care, Housing and Social Care. Not all information is being captured	July 2017	Simon Cribbens and Sukhjot Gill	Data trends
1.11 MARAC subgroup to conduct 20% of MARAC case reviews per year and share findings with the DA & SV Forum, reporting to the Safer City Partnership	December 2017	Anna Rice, City of London Police; Domestic Abuse Coordinator	
1.12 MARAC data to be shared with the Safer City Partnership on a quarterly basis	September 2017	Domestic Abuse Coordinator	

## 2. Raising awareness of ending VAWG

Internal and external communication campaigns will be used throughout the year to raise awareness of prevention and support around VAWG with an emphasis on four key themes:

- Residents
- Children and young people
- City workers
- Partnerships and service providers

All plans will be developed in consultation with different departments in the Corporation and Police along with community and voluntary sector specialist providers to allow clarity on messages and ensuring they are applicable and accessible to our community audiences.

Key actions	Deadline	Responsibility/Lead	Notes
2.0 Designate named lead officers and elected members as champions for domestic abuse and VAWG strands from all	March 2018	Chris Pelham, Department of Community and	Leave for time being –  Domestic Abuse Coordinator

agencies and City business networks.		Children's Services;  David MackIntosh, Community Safety Team	for further discussion
2.1 Produce materials, in consultation with Forum partners, to raise awareness identifying what domestic and sexual abuse is along with HBV, FGM and Forced Marriage.	December 2017	Domestic Abuse Coordinator; Rachel Morrison (oversight), Department of Community and Children's Services	Issues re resourcing a coms strategy. Rachel and Police coms leads to attend Forum and discuss how much it would cost. Map activities over the next two months and invite Rachel Morrison and John Aellul (check spelling)
2.2 Deliver a directory of services for people who have experienced domestic abuse and sexual violence detailing support on offer and access points.	August 2017	Domestic Abuse Coordinator  Rachel Morrison, Department of Community and Children's Services	
2.3 Promote the directory on the City website and print form for clients using City services.	September 2017	Domestic Abuse Coordinator;  Rachel Morrison, Department of Community and Children's Services  Xenia Koumi,	

		Department of Community and Children's Services	
2.4 Drawing on Hackney's model, develop a Community Response Model to domestic abuse and sexual violence in the City of London linking in services who work with under-represented communities	June 2018	Domestic Abuse Coordinator	For review and explore in more detail
2.5 Once established, organisations involved in the model, along with the Corporation, will deliver a comprehensive engagement plan for communicating with City residents, workers and visitors.	June 2018	Rachel Morrison, Department of Community and Children's Services	
2.6 Community Safety Team to promote training delivered by the City & Hackney Safeguarding Boards and community and voluntary sector partners related to domestic abuse and VAWG ensure all front-line staff are able to identify and respond appropriately and consistently.	Ongoing	Community Safety Team;	Measure input of training. Invite Adult and Childrens Board to the next meeting  (Include theme on training and development)
2.7 City of London Domestic Abuse & Sexual Violence Forum to review membership of the Forum and Terms of Reference.	June 2017	Chris Pelham, Department of Community and Children's Services	
2.8 All City of London Police front line officers will be trained in identifying domestic abuse and understanding the impact on children	March 2018	Anna Rice, City of London Police	
2.9 MARAC representatives to undergo training from SafeLives	December 2017	Anna Rice, City of London Police;	

		Domestic Abuse Coordinator	
--	--	----------------------------	--

### 3. Ending harmful practice

The City will embed robust risk assessments for identifying harmful practice along with a clear process for ensuring they are offered specialist support and protection. Training on understanding the law around harmful practice will be offered to all staff in the City, with a focus on police, advocacy services, youth services, social care and health and professionals who are more likely to come in to contact with those affected.

We will also work strategically and operationally with specialist services to embed awareness of harmful practice in policy and in the delivery of our work, through having a greater understanding of the law, how to ask questions relating to harmful practice and awareness of services who can help.

Staff will also be aware that men and boys can experience forced marriage and honour based violence and the role they play in ending FGM.

Key actions	Deadline	Responsibility/Lead	Notes
3.0 Building on the introduction of the domestic abuse disclosure referral pathway, develop and embed in operational practice, a referral pathway detailing how to respond to a disclosure of: <ul style="list-style-type: none"> <li>- Honour based violence</li> <li>- Forced Marriage</li> <li>- Female Genital Mutilation</li> <li>- Sexual violence</li> </ul>	November 2017	Domestic Abuse Coordinator	
3.1 Promote and raise awareness of training on FGM, Forced	February 2018	Community Safety Team	Add Rory's comment **

Marriage, Honour Based Violence the law to give practitioners the awareness to respond appropriately		SGC Board CHA Board	
--	--	------------------------	--

#### 4. Holding perpetrators to account

Making sure those that cause harm understand the impacts and implications on victims, their children and themselves is an important step forward in ending violence.

Services will be identified to support people and specialist training will be offered to service providers who work with perpetrators in order to be skilled and confident to engage and champion the positive outcomes of perpetrator programmes.

Key actions	Deadline	Responsibility/Lead	Notes
4.1 Review the current housing tenancy leases and policy to ensure there is a clause to evict perpetrators under the Housing Act legislation using demoted tenancy powers.	July 2017	Bayo Igoh, City of London Housing Department	
4.2 Design and embed a process and protocol for engaging with perpetrators and supporting their involvement with specialist programmes.	September 2017	Domestic Abuse Coordinator	
4.3 Deliver training to staff to make them aware of how to engage with perpetrators and support choices about perpetrator programmes to end abusive and	August 2017	Jo Henderson, Department of Community and Children's Services	22 and 23 May 2 days training costs £70 pp. Rachel to send out details  (may re commission at a future



controlling behaviours.			time)
-------------------------	--	--	-------

## 5. Responding to trafficking, prostitution and sexual exploitation

Working with a range of services we will develop a holistic programme to supporting those involved in trafficking, prostitution and sexual exploitation to address physical, sexual and mental health needs along with other needs such as substance use and housing.

Those who perpetrate exploitation will be brought to justice using criminal and civil remedies whilst maintaining protection and support for those who have been harmed.

Instilling third party reporting and working with services such Open Doors, Terrence Higgins Trust and Ugly Mugs in the City will make sure those at risk have access to support and help based on their needs.

Key actions	Deadline	Responsibility/Lead	Notes
5.1 Improve understanding of how the Corporation responds to those who have been trafficked into the City.	July 2017	Community Safety Team	Louise to add Modern Slavery to profile
5.2 Protocol to be agreed outlining pathways for women and men to be enabled to exit sexual exploitation	September 2017	Domestic Abuse Coordinator	
5.3 Create and embed a robust third party reporting mechanism for sex workers into reporting structures	March 2018	Domestic Abuse Coordinator	

## 6. Addressing harmful attitudes and behavior at an early age

Education with young people will focus on schools and the City's youth provision encompassing a range of subjects such as gender awareness, gender-based violence and what this means.

Healthy relationships work will give emphasis to coercion, abuse and consent in addition to raising awareness of specialist support for help whether someone is a victim or causing harm.

Key actions	Deadline	Responsibility/Lead	Notes
6.1 Explore prevention models via the Safeguarding Education Forum on how City schools and academies respond to domestic abuse and sexual violence.	February 2018	Domestic Abuse Coordinator	
6.2 Produce a children and young people's programme to instil awareness of healthy relationships and consent.	September 2017	Rachel Green; Jo Henderson, Department of Community and Children's Services	City Gateway?
6.3 Deliver awareness sessions in all schools and youth groups.	May 2018	Ayesha Fordham, Victim Support; Sharon Herbet, City of London Police	
6.4 CAFCASS to assure they identify and refer all cases to Children's Social Care and the Vulnerable Victim Advocate where they are aware domestic abuse is occurring	December 2017	Rachel Green, Department of Community and Children's Services;  Ayesha Fordham, Victim Support	
6.5 Children who have experienced, or witnessed, domestic abuse or sexual	March 2018	Rachel Green, Department of Community and Children's	On service improvement plan. Anne to report and demonstrate

violence will be offered comprehensive therapeutic support in accordance with their needs		Services	impact.
---	--	----------	---------

### 7. Understanding and responding to the health impact of VAWG

Working with health partners we will raise awareness and embed a clear understanding of the long term consequences of violence for women and girls, helping practitioners to identify violence and respond appropriately.

Services will be commissioned to support the ending of violence and enable those affected to obtain services in line with their needs.

Use of commissioned services will be reported into the Domestic Abuse & Sexual Violence Forum who will make sure they are governed with a robust and sustainable methodology.

Key actions	Deadline	Responsibility/Lead	Notes
7.1 Incorporate a more in-depth profile of domestic abuse and VAWG strands in the City and Hackney Joint Strategic Needs Assessment and City Supplement.	March 2018	Simon Cribbens, Department of Community and Children's Services	
7.2 Iris Project at Nia reports on number of referrals from Neaman Practice quarterly to the DA & SV Forum	September 2017	Priya Shastri, Nia Project	Add details from email **  No information from BARTS

### 8. Improving women's safety on public transport

The City will continue to operate the pan-London Safer Travel at Night (STAN) campaign, with particular attention on key times of the year such as the festive season.

City of London Police Licensing will continue its oversight of licensed mini-cabs in ensuring the staff have DBS clearance.

City of London Police will work alongside Transport for London and British Transport Police to ensure robust action is taken against perpetrators and allow victims to have full access to appropriate services.

Key actions	Deadline	Responsibility/Lead	Notes
8.1 Identify a lead in British Transport Police for all matters relating to domestic abuse and sexual violence.	July 2017	Anna Rice, City of London Police	Ongoing
8.2 British Transport Police to share statistical information relating to sexual assaults and domestic abuse on public transport in the City.	July 2017	Tbc, British Transport Police	
8.3 Safer Travel at Night information will be promoted through the Community Safety website.	July 2017	Community Safety Team	

### 9. Learning from Domestic Violence Homicide Reviews and specialist service providers

To ensure the City of London learns from tragic cases of domestic violence homicide and improves its services accordingly, we will always conduct a Domestic Violence Homicide Review. This will be delivered by an independent Chair who will lead senior managers from the statutory and community and voluntary sector to understand the learning outcomes.

All outcomes will be published and learning reviews will be conducted with staff. An action plan to implement recommendations from the review will be developed and will be the responsibility of the Safer City Partnership.

A toolkit on how to respond to a Domestic Violence Homicide will be developed by the Community Safety Team for all staff and service providers on the City of London.

Key actions	Deadline	Responsibility/Lead	Notes
9.1 Domestic Abuse and Sexual Violence Forum to the Safer City Partnership on the implementation and outcome of the training for staff on 'do it yourself' injunctions and for the Forum to receive updates on the use of DVPN/Os.	June 2017	Domestic Abuse Coordinator	
9.2 Existing and new City of London Corporation domestic abuse policies to include information on the barriers many people face in reporting domestic abuse, including not speaking English as a first language.	December 2017	Domestic Abuse Coordinator Moushumi Bhadra, Department of Community and Children's Services Chris Pelham, Department of Community and Children's Services	
9.3 To highlight to all practitioners that even if an individual appears to speak English well, they may still feel language as a barrier to access all services and that translation services should be offered. For all	December 2017	Domestic Abuse Coordinator Moushumi Bhadra, Department of Community and Children's Services Chris Pelham, Department of	

departments to report to the Safer City Partnership on how their policies cover this.		Community and Children's Services	
9.4 Safer City Partnership to ensure that the new Information Sharing Protocol covers the need for information sharing to be purposeful, documented and for all those involved in a specific incident of information sharing to be clear on their role and what actions they are expected to complete following the information being shared.	December 2017	David MackIntosh, Community Safety Team	
9.5 Domestic Abuse Forum & Sexual Violence to review the ways in which its members can identify, 'flag' (i.e. mark on their systems) and respond to repeat victims; and to report to the Safer City Partnership on any actions taken as a result of the review.	September 2017	Chris Pelham, Department of Community and Children's Services	

9.6 City of London Police to report any learning to the Domestic Abuse & Sexual Violence Forum from quality assurance dip sampling of risk assessments and cases	March 2018	Anna Rice, City of London Police	
9.7 Deliver a programme aimed at all City workers to raise awareness of domestic abuse and sexual violence and how to get support, paying particular attention to 'hidden' workers such as contract staff.	December 2017	Rachel Morrison, Department of Community and Children's Services;  City of London Police Communications;	
9.8 Have clear, accessible information on the Corporation and Police website on domestic abuse and sexual violence and on how to access support (including reporting and third party reporting)	December 2017	Rachel Morrison, Department of Community and Children's Services;  City of London Police Communications Team	
9.9 Domestic Abuse & Sexual Violence Forum to deliver a Safer Communications workshop.	May 2017	Chris Pelham, Department of Community and Children's Services	
9.10 To agree a common, safe approach to the use of a victim's contact details when they engage with services who are supporting them.	June 2017	Domestic Abuse Coordinator	