

<b>Committee(s):</b> Police Committee-For information	<b>Date(s):</b> <b>4<sup>th</sup> April 2019</b>
<b>Subject:</b> Response to Domestic Abuse OR <b>16/2018/P</b>	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 21-19	<b>For Information</b>
<b>Report author:</b> D/Supt Crime / DI PPU	

### Summary

This brief report is submitted in order to clarify the position in relation to this Outstanding Reference and close it off. The original OR - Chairman asked if there were figures that could demonstrate the Employers' Initiative on Domestic Abuse effects on Domestic Abuse - was raised possibly as a result of a misunderstanding of the purpose of the Employers Initiative on Domestic Abuse. This initiative is not the type of initiative for which there are measures which will illustrate any kind of impact on the reporting of DA. It is simply an initiative which companies can join to demonstrate their commitment to tackling domestic abuse and supporting their employees.

However, an update on the evaluation of the DA toolkit introduced in August 2018 offered by the DI Public Protection Unit (PPU) is attached for Members interest and information at Appendix A.

Domestic Abuse statistics are reported regularly to your quarterly Police Performance and Resource Management Sub Committee but a brief overview has been included for information.

### Recommendation

It is recommended that this report be received, its content noted and the OR closed.

### Main Report


#### Background

1. At your Committee meeting on the 12<sup>th</sup> July 2018, under *Item 13a - Special interest Area Updates - Safeguarding and Public Protection, ICV Scheme* the Lead Member for Safeguarding and Vulnerability was required to give a Special Interest Area update. To this end, a briefing note had been provided to the Lead Member by the Superintendent lead for vulnerability in Force.

2. The update included mention of a new initiative [www.eida.org.uk](http://www.eida.org.uk) which is the Employers Initiative on Domestic Abuse (DA), it is a nationwide initiative which companies can join to demonstrate their commitment to tackling domestic abuse and supporting their employees. As a result of the update the Chairman asked if there were figures that could demonstrate the Employers' Initiative on Domestic Abuse effects on Domestic Abuse and an outstanding reference (OR) was issued as the relevant CoLP Chief Officer was not able to confirm this at the meeting.
3. As a result of the OR being issued the Detective Inspector Public Protection Unit was contacted. They responded to say that The Employers Initiative on Domestic Abuse is a network of businesses/corporations attending conferences and provides resources for employers (CoLP had recently signed up). It was therefore not the type of initiative for which there were measures which would show any type of impact on reporting of DA. Therefore there are no figures or analysis either nationally or locally to demonstrate the effect of the Employers Initiative on DA.
4. As a goodwill gesture the DI in the PPU offered to provide a brief update on the introduction of the DA Toolkit introduced in August 2018 which was included in the OR updates to your September Committee.

### **Current Position**

5. The #SpottingtheSigns campaign targeted businesses throughout the City. The Force worked with partners to raise awareness and understanding of domestic abuse, how to spot the signs amongst employees and colleagues, and also how to report it. The force worked with the City of London Corporation and the Vulnerable Victim Advocate to publicise the campaign and its key messages.
6. A toolkit was produced and distributed to businesses across the City to assist them in creating their own domestic abuse policies and educating them in how to help employees who may be suffering abuse. As part of the campaign the Force also worked to increase public recognition and awareness of the work carried out by Public Protection Unit (PPU), the Force and our partners, in relation to domestic abuse.
7. Overall, the campaign landed well with support from local City businesses.
8. At present the way DA data is recorded makes it difficult to identify offences that are linked to a victim's workplace and would require a lengthy manual trawl. The overall numbers of DA reported in the City are relatively low and it is unclear whether or not the introduction of the Toolkit has had a direct impact on this. The Figures for DA are shown below from October 2018- January 2019. The Force reports regularly on DA to your Police Performance and Resource Management Sub Committee.

October 2018	November 2018	December 2018	January 2019	Latest Trend
17	8	12	8	

9. In addition to the introduction of the #Spotting the signs campaign that was introduced along with the toolkit in August 2018, CoLP is working with the members of the City of London Domestic Abuse and Sexual Violence forum which includes third sector charities, to adapt the guidance /toolkit for other sectors of the community, namely employees who do not speak/read English and provide the guidance in alternative languages. (For example many cleaners and hospitality staff who approach charities do not speak English and would not have access to the guide).

### **Conclusion**

10. CoLP will continue to work with partners, charities and employers in the City to raise awareness of the issue of Domestic Abuse and respond appropriately to reports of this crime type.

### **Appendices**

- Appendix A- Spotting the signs document

### **Contact**

D/Supt Crime Operations

DI PPU

## Appendix A

# #SpottingtheSigns of domestic abuse

13<sup>th</sup> August 2018

## #SpottingtheSigns of domestic abuse campaign – social media and press coverage

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The #SpottingtheSigns campaign targeted businesses throughout the City. We worked with partners to raise awareness and understanding of domestic abuse, how to spot the signs amongst employees and colleagues, and also how to report it. The force worked with the City of London Corporation and the Vulnerable Victim Advocate to publicise the campaign and its key messages.

A toolkit was produced and distributed to businesses across the City to assist them in creating their own domestic abuse policies and educating them in how to help employees who may be suffering abuse. As part of the campaign we also worked to increase public recognition and awareness of the work carried out by PPU, the force and our partners, in relation to domestic abuse.

Overall, the campaign landed well with support from local City businesses (see pg 5/6). However, due to an incident the week the campaign launched it lost some momentum and the decision was taken to push the campaign on social media for a second week. The case study video was well received as it provided a real life example that could be related to and would hopefully empower those affected to come forward and seek justice.

### Key messages

- The City of London Police is dedicated to protecting from harm those that are vulnerable.
- Domestic abuse is any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality.
- The City of London Police is working to raise awareness and understanding of domestic abuse.
- We are working with a number of partners to educate people on this issue.

## Press coverage

Press release – 13<sup>th</sup> August

Helping City workplaces in #spottingthesigns of domestic abuse

[news.cityoflondon.police.uk/r/1084/helping\\_city\\_workplaces\\_in\\_spottingthesigns\\_of\\_d](https://news.cityoflondon.police.uk/r/1084/helping_city_workplaces_in_spottingthesigns_of_d)

### REFERRALS




<b>Press release views</b>	<b>43</b>
Search engine	12
Social Media	12
Direct	65
Other	3


### External coverage

**16<sup>th</sup> August**

City Matters (available on request) published a column by DI Anna Rice about the new domestic abuse awareness campaign. City of London Police has created a booklet which aims to help businesses in spotting the signs of domestic abuse. It will give employees the confidence to report anything to us that is affecting them which they might not be comfortable reporting to their local force back home. [Police Oracle](#) also covered the campaign.

# Twitter

TOTALS		
	Impressions	38,382
	Engagements	307

ENGAGEMENT		
	Retweets	49
	Replies	3
	Likes	60
	Profile views	48
	Link clicks	58
	Hashtag clicks	8
	Detail expands	48

## Top Tweets

 **City of London Police** @CityPolice · Aug 13

It can be difficult to spot the signs of domestic abuse and even more difficult to step in and intervene.

Our toolkit gives businesses the tools to help their employees raise concerns if they think a colleague is being abused.

[cityoflondon.police.uk/spottingthesig...](http://cityoflondon.police.uk/spottingthesig...)

**#SpottingtheSigns**



2 12 15

 **City of London Police** @CityPolice · Aug 22

Our Public Protection Unit's message is clear and simple - no one should live in fear of another person, and we take our responsibility to address this distressing type of behaviour very seriously.

[cityoflondon.police.uk/spottingthesig...](http://cityoflondon.police.uk/spottingthesig...)

**#SpottingtheSigns**



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## Facebook

### Full post

Could you spot the signs of domestic abuse?

Domestic abuse isn't always physical, it covers a range of areas such as emotional and financial meaning #SpottingtheSigns can be difficult.

We've launched a toolkit to support City businesses and workplaces to spot the signs of domestic abuse amongst their staff and help give employees confidence to report anything affecting them.

Businesses can also express an interest in having a member of our Public Protection Unit (PPU) contact them about the booklet or to arrange training within their company on our dedicated webpage.

One woman's story

This video tells the story of one woman who experienced domestic abuse and received help from the City of London Police. She has bravely told her story to help give others the confidence that if they report domestic abuse – to police, their workplace, or a friend, there are people available to help.

For further advice and to download the toolkit visit:  
[cityoflondon.police.uk/spottingthesigns](http://cityoflondon.police.uk/spottingthesigns)



City of London Police

Published by Rachael Stirling [?] · 21 August ·

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## Case study video

Could you spot the signs of domestic abuse?



### One woman's story

This video tells the story of one woman who experienced domestic abuse and received help from the City of London Police. She has bravely told her story to help give others the confidence that if they report domestic abuse – to police, their workplace, or a friend, there are people available to help. It demonstrates how domestic abuse can affect people within their place of work, and how important the support of managers and colleagues can be in empowering those affected to come forward and seek justice. It highlights the support available within the City of London.

#### CASE STUDY VIDEO



#### Video views

733

YouTube

153

Social Media

680



## Campaign support

Tweets from businesses supporting the campaign included Business Healthy, Ultimate Security and APD Comms.



**Business Healthy** @bizhealthy · Aug 22

The @CityPolice @VictimSupport have developed a guide for businesses, offering practical support for managers to help a member of staff who is a victim of domestic abuse. Access the free guide here [bit.ly/2OuF5D2](https://bit.ly/2OuF5D2) #SpottingtheSigns



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**Business Healthy** @bizhealthy · Aug 15

"I just really didn't want that on my doorstep...I didn't want to be humiliated at work" - the workplace can be an easy place for an abuser to target their victim and there are many things employers can do to support staff [bit.ly/2MbuFeA](https://bit.ly/2MbuFeA) #SpottingtheSigns



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APD @apdcomms · Aug 13

City of London Police is launching a booklet for City businesses and workplaces that will help them spot the signs of domestic abuse amongst their staff  
[www.ly/7Hd830InFJL](https://www.cityoflondon.gov.uk/7Hd830InFJL) #spottingthesigns @CityPolice



imate @Ultimate\_Secure · Aug 14

ighted to be working with @citypolice targeting domestic abuse. Designed to  
at the early signs in our staff and giving them the confidence to report.  
Ultimate\_Secure @NOONANGroup #DomesticAbuse

