

The following are proposed as new Terms of Reference for the Anti-Social Behaviour Working Group.

ASB Working Group Terms of Reference

Introduction

The ASB Working Group is held every month with the aim of using a multi-agency problem solving approach to manage risk and reduce incidents of Anti-Social Behaviour in the City of London. This enables partner organisations to share information on perpetrators and repeat or vulnerable victims.

1. Aims and Objectives:

- 1.1 To share information between partners in order to identify individuals who may be repeat or vulnerable victims of ASB, including information on people who come to notice of the City of London Police and other partners when ASB is reported. This covers all age ranges from children to adults.
- 1.2 To share information between partners relating to individuals responsible for causing ASB and as mentioned above, including information on people who come to notice of the City of London Police and other partners when ASB is reported. This covers all age ranges from children to adults.
- 1.3 Promote the use of early intervention and prevention initiatives as appropriate.
- 1.4 To explore enforcement options such as Injunctions, Criminal Behaviour orders, Public Space Protection Orders and other tools and powers in the ASB legislation.
- 1.5 To further review the case and risk management of individuals risk-assessed by the City of London Police.
- 1.6 To identify and establish if further support is available as per individual circumstances. Such as referrals to Alcohol and Substance Misuse Programmes, Social Care, Health services etc. with a view of professional support to reduce the potential risk of harm to the individual and or others.
- 1.7 To improve multi-agency effective communication.

2. Purpose:

- 2.1 To ensure that in carrying out the full range of its policing and enforcement actions, the SCP recognises and takes responsibility for for all forms of vulnerability. This may relate to victims, witnesses, perpetrators or any person that officers/staff come into contact with.
- 2.2 The ASB working group meeting is a conference where information is shared on a case by case basis giving priority to complex/high risk cases between various stakeholders.
- 2.3 All relevant information is shared about victims, witnesses and perpetrators, the representatives discuss options for increasing the safety of the victims and / or witnesses, perpetrators by addressing the perpetrators' behaviour, with a co-ordinated action plan.
- 2.4 The primary focus of the panel is to reduce incidents, victims and repeat victims of Anti-Social Behaviour whilst managing the risk to victims, witnesses and perpetrators. Therefore it is critical that the Core group is established as a way of ensuring that multi agency communication and exchange of information takes place regularly.

3. Attendees: Co-Chaired by City of London Police and the City of London Community Safety Team Manager.

1. Representatives from:

- Community Safety Officer leading on Anti-Social Behaviour
- Vulnerable Victims Coordinator
- COLP PPO Officer
- COLP FIB
- COLP PPU
- British Transport Police
- Substance Misuse Partnership
- St Mungo's Broadway
- City of London Corporation:
 - Community Safety
 - Adult Social Care
 - Child Social Care
 - Mental Health
 - Housing
 - Rough Sleeping Officer
 - Markets and Consumer Protection – Public Protection Service
 - Built Environment – Cleansing Services
 - Contact Centre
- London Fire Brigade
- Probation
- Victim support
- Health
- Registered Social Landlord as appropriate to cases.

4. Standard Agenda:

- Introductions and apologies
- Review of Notes & Actions – Multi Agency Input to ASB Table
- Further updates
- AOB
- Date of Next Meeting

5. Expectations of Panel attendees

5.1 The panel is not a public information-sharing panel. The panel will be restricted to the core group members and additional members on a case by case basis to provide a contribution to a particular case.

5.2 Each agency attending the panel will consist of a lead contact for their organisation and a deputy. Deputies attending the panel should be of have suitable level of authority within their organisation to ensure decisions and actions are completed within an appropriate timeframe.

5.3 All panel members are responsible for :

- 5.3.1 Attending each meeting
- 5.3.2 Being the point of contact for their agency in relation to all enquiries
- 5.3.3 Bringing relevant and up to date information, involvement, actions or case work carried out with a victim, witness or perpetrator to the panel

- 5.3.4 Adhere to and complete set actions for the relevant agencies prior to the next meeting
- 5.3.5 Appointing a deputy (of the suitable level of authority) to attend if the lead is absent
- 5.3.6 The lead is responsible for informing the Chairs who will be deputising for them in advance if unable to attend
- 5.4 Other agencies and professionals can attend the panel, if they are involved in a particular case. Observers can also attend the panel, however prior agreement from the ASB group Chairs would need to be sought.

6. **Meeting Dates:** Meetings are held on the first Monday of every month in Guildhall North Wing.

2. Domestic Abuse

Behind closed Doors Anti-Stalking and Domestic Abuse Event



The Behind Closed Doors event held Friday 28 November 2014. The event was attended by 120 HR professionals and senior managers from businesses in the City, it was held at the Livery Hall, Guildhall. The event was organised by DCI Blackburn from Major Crime and Joanna Davidson, the Vulnerable Victim's Co-ordinator, Public Protection Unit and Paula Wilkinson from the Corporation's Community Safety Team.

DOMESTIC ABUSE – USEFUL INFORMATION FOR DEVELOPING AN EFFECTIVE WORKPLACE POLICY

What is domestic abuse?

- Domestic violence is the abuse of power over one person by another. It can take many different forms, including physical, sexual, emotional, verbal and financial abuse
- Domestic violence is intentional and purposeful. It can occur to people of all ages, races, religions, social classes and sexualities and to men and women
- Domestic violence often forms a pattern of abusive and controlling behaviour. It is rarely confined to a one-off incident and it usually escalates in frequency and severity over time – particularly if the victim tries to exercise their independence and challenges the perpetrator's control

Different types of abuse

- Physical abuse e.g. slapping, pushing, kicking, punching and stabbing
- Sexual abuse e.g. rape and non-consensual sex acts, sexual put downs
- Emotional or psychological abuse eg intimidation, isolation, verbal abuse, humiliation, degradation, not allowing friends or relatives to visit or phone, threat of legal sanctions such as deportation, or threats to take the children

- Financial abuse e.g. controlling/monitoring use of money and economic resources, destroying belongings, generating economic costs, refusing to contribute to household and child costs, interfering with a victim's ability to work/undertake education and training

Impact of domestic violence on the employee

In England and Wales domestic abuse costs £1.9billion a year in lost economic output. This is due to decreased productivity, administrative difficulties from unplanned time off, lost wages and sick pay. It can cause employees to be distracted at work, arrive late, leave early, or miss work, and can increase employee turnover. What's more, domestic abuse can impact negatively on an employee's health and wellbeing. It can impact on staff morale as well as an organisation's image and reputation.

With research showing that 1 in 4 women will experience domestic abuse at some point in their lifetime, it is likely that all workplaces have staff that have or are experiencing abuse as well as those who are perpetrators.

Direct impact on an employee's ability to work due to physical abuse

Examples of actions by abusers include: locking victim in the house so that they cannot go to work; ripping up their work clothes; inflicting visible injuries; keeping them up all night, doing things to make them miss the bus/train etc.

Harassment/abuse at the work place

Perpetrators of domestic violence may also target the victim at work. This can include numerous telephone calls, faxes and e-mails, the abuser turning up at their work and leaving unwelcome notes on the victim's car. Employees may be stalked, physically assaulted or murdered at the workplace itself or when they are travelling to and from work. In some cases, the abuser may even arrange for the victim to work in their workplace so that they can monitor the victim's behaviour. Research from the US estimates that women are five times more likely to be victimised by a partner or ex-partner at work than men.

Risk to children: If the employee uses workplace childcare facilities, children may be in danger of abuse or abduction whilst on the premises.

Impact of domestic violence on work colleagues

Domestic violence also affects people close to the victim and this can include work colleagues. Other staff members may:

- Have to fill in for absent or unproductive workers
- Feel resentful towards victims who take time off or receive extra attention; take part in gossip/rumours about the victim
- Try to protect the victim from unwanted phone calls or visits
- Feel helpless and unsure about how to intervene
- Be distracted from their own work
- Experience a negative impact on their own mental and emotional health, especially if they may also be experiencing abuse themselves
- Fear for their own safety e.g. be followed by the abuser and subjected to questioning about how to contact the victim, or where she can be found
- Unknowingly be used by the abuser as part of the abuse, perhaps by assisting the perpetrator to locate their partner or by covering up for the abuser at work

Good people management

- Being a good employer includes **supporting staff** through new or difficult periods in their lives. Violence against women, domestic abuse and sexual violence can all have a devastating impact on individuals and their families
- Having violence against women, domestic abuse and sexual violence workplace policies can clearly demonstrate that it is **not tolerated** within or outside the workplace
- Introducing an effective workplace policy and practice will be a **good investment to retain skilled and experienced** staff, thereby, increasing their commitment to you as an employer
- Take account of the **different needs and experiences** people may have, for example: disability, older women who may be less reluctant to report abuse, lesbian, gay, bisexual and transgender men and women, culture and religion

Health and safety is a legal requirement

- Domestic violence is a health and safety issue
- Employers have a duty under the Health and Safety at Work Act (1974) to ensure, as far as is reasonably practicable, the health, safety and welfare of employees at work
- The Management of Health and Safety at Work Regulations (1992) requires employers to assess the risk of violence to employees and make arrangements for their health and safety
- It is important to remember that victims of domestic violence may be at increased risk of harm in their workplace if they leave an abusive partner, as it may be the only place where they can be located. As such, employers who are aware of domestic violence and fail to protect their employees from violence at work may be held liable under Health and Safety legislation

A domestic abuse policy in the work place should:

- Recognise that a domestic violence incident could occur at any time. By being prepared an organisation can:
- Help save lives
- Keep employees safe – and also help keep vulnerable children safe
- Increase productivity and morale
- Improve an organisation's reputation – showing that it addresses issues that matter to staff and the wider community
- Clarify the specific roles and responsibilities for managers, employees and the human resources team
- Have clear information on practical and supportive measures in the workplace
- Have a clear commitment to provide training to all staff on the implications of violence against women, domestic abuse and sexual violence in the workplace and what the policy offers
- Have an assurance to prioritise health and safety at work
- Have a commitment to distribute the policy to all employees
- Have a list of local and national support and advice agency contacts

Key messages

- A policy statement and/or organisational commitment which opposes all forms of violence against women, domestic abuse and sexual violence
- No victim of violence is responsible for the abuse they experience
- An abuser's behaviour will only change if they recognise that they have a problem and are prepared to take responsibility for changing their violent behaviour

- Domestic violence is everyone's responsibility - we all have a role to play in ending domestic violence - don't ignore it

Commander Wayne Chance, outlined the national picture to delegates said: "Domestic abuse and stalking offences are often hidden crimes involving people and communities that are reluctant to come forward for various reasons. Statistics tell us that 1 in 4 women and 1 in 7 men will experience domestic abuse in their lifetime."

Lord Mayor Alderman Alan Yarrow, who gave the closing address said: "To all employers and managers here today, we want you to leave here equipped to help your staff. Crucially, to know how to get victims the help they need....together, we can and must bring this issue into the open. This disease cannot be permitted to fester in dark corners. We owe it to our fellow City workers – and we owe it to each other."

Commander Chance has written to the Corporation to express his thanks "to thank Douglas Wilkinson for his financial contribution to cater the event, CST Manager, Paula Wilkinson for assisting DCI Blackburn in the development of the project and for helping to bring it to life as well as Lorraine Francis-Williams for managing all the associated administration, bookings and creation of conference packs for all two hundred delegates.

The event demonstrated exactly how important strong partnership working can be and through creative thinking delivered a really important message to Industry leaders within the City of London about the devastating impact of domestic abuse, stalking and homicide. This event played an absolutely fundamental part in raising awareness around safeguarding vulnerable victims of high risk crimes".

CAADA DASH Training January 2015

The Community Safety Team are working in partnership with the Vulnerable Victims Coordinator and the City of London Police Public Protection Unit to Coordinate CAADA Dash Risk Assessment training for Police Officers and none Police organisations which begin in January 2015.

Rape Steering Group

The Community Safety Team Manager attends the COLP DA Forum and Rape Steering Group. The Community Safety Manager in partnership with the COLP have completed actions updated the DA Forum Action Plan.

DA Awareness Publicity Campaign Aims

The Community Safety Team and City of London Police are working together on an ongoing DA Awareness Publicity Campaign Aims:

To highlight the Government's strategy to end violence against women and girls.

To raise the profile of the City of London Police's Public Protection Unit and the services it offers.

To showcase partnership working with the City of London Corporation and sharing of best practice.

There are several strands of publicity currently under development all of which will feed into each other.

3. Reducing Reoffending

The Community Safety Team attends and actively contributes to the following meetings:

Violent Crime SARA, Shoplifting SARA, Vehicle Crime Partnership SARA, Pedal Cycle SARA, Domestic Violence MARAC, Pan London MARAC, COLP DA Forum, Rape Steering Group, COLC Domestic Abuse Forum, ASB Working Group, Licensing Liaison Panel Meeting, Christmas Campaign Meeting, Coordination of the Hotel Forum, PPO Panel Meeting,

4. Night Time Economy

The Christmas Campaign – The Community Safety Team engaged with Licensed Premises, Hotels, Café's, Coffee Shops and Retail Premises around crimes associated with NTE during the festive season. This included Acquisitive crimes such as Bag Theft, Pickpocketing, Taxi Touts, Sexual Violence, alcohol related violent crimes and anti-social behaviour.

The Community Safety Team attends the COLP Violent Crime SARA meeting which now incorporates crime and anti-social behaviour attributed to the night time economy.

The Community Safety Team is working in partnership with the COLP regarding the Christmas Campaign (Appendix 3)

Counter Terrorism

The Community Safety Team are working in partnership with the City of London Police in terms of the Prevent agenda and a coordination of the Home Office Wrap Training. The Community Safety Team will be joining the COLP Prevent lead in community engagement events during Fresher's weeks.

5. Road Danger – The traffic and road safety team and Community Safety Team worked together with regards to the Christmas Campaign.

Appendices

ASB Working Group Terms of Reference - Appendix 1.

Behind Closed Doors Evaluation – Appendix 2.

Christmas Campaign – Appendix 3.

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