



Staffordshire Police

Domestic Abuse Action Plan - 2016 / 17

Comment	Response
<p>1 To ensure that immediate safeguarding is implemented for victims of Domestic Abuse, Staffordshire Police will complete a risk assessment for all incidents of Domestic Abuse.</p> <p>The force will monitor the quality and quantity of risk assessments submitted.</p> <p>(Understanding and identifying risk)</p>	<p>The force is currently providing training to front line officers up to the rank of Chief Inspector. Part of this input looks at issues around the assessment of risk and how officers understand the threat posed to victims including legislation introduced around coercion and control. This builds upon the training we delivered to over 700 operational staff in September 2015 through the introduction of the Domestic Abuse Reference Tool (DART).</p> <p>The force has reinforced the victim focus approach that we take with clear messages from the Chief Constable about the importance of identifying the vulnerability of both victims and perpetrators. These messages have been continually reinforced through Executive Officers and regular performance reviews with teams across the force.</p> <p>The force has changed its policy in respect of when a risk assessment should be completed and officers are now instructed to complete Domestic Incident Abuse Logs (DIAL) for all reported Domestic Abuse incidents and crimes. This approach has seen an immediate increase in the number of risk assessments carried out and consequently, more high risk victims of Domestic Abuse are being identified.</p> <p>The risk assessment process is being developed with a local review of all assessments that brings about quicker referrals to local Partnership Hubs that are in place across all Local Policing Teams (LPT).</p>
<p>2 To ensure that Domestic Abuse cases are effectively prioritised and allocated, Staffordshire Police will review all Domestic Abuse crimes and incidents at a local level with high risk discussed at force level.</p> <p>(Prioritising and allocating Domestic Abuse investigations)</p>	<p>The force maintains its approach that Domestic Abuse is everyone's business and the training requirement across the force sees that all officers receive inputs. The force has changed its crime allocation policy which is now more flexible, allocating crime not based on crime type but on the victim's individual need. Control Room staff are responsible for ensuring that victims receive the correct level of service at their initial point of contact and have been trained to do so.</p> <p>All incidents involving high risk victims are raised at force Daily Management Meetings to ensure that appropriate allocation and ownership have been established.</p> <p>High risk incidents are also reviewed by the Criminal Investigation Department (CID) with ownership and support discussed directly with the relevant LPT.</p>

<p>3</p> <p>Staffordshire Police will continue to enhance the way it works with Partners to share information and safeguard vulnerable people. We will adopt minimum standards and consistent working practices within Vulnerability Hubs, Neighbourhood Policing Teams and Investigation Units.</p> <p>(Safeguarding victims at medium and standard risk)</p>	<p>The force has recently changed its process in respect of handling Domestic Abuse incidents, and clear policies and procedures are in place ensuring consistent minimum standards, while also accounting for localised variation dependent upon local service provision available.</p> <p>These locally based teams have received additional training and support to identify high risk cases and all are supported by on-going academic learning and evaluation.</p> <p>The Multi-Agency Safeguarding Hub (MASH) is well established and incorporates a number of partners who have embedded information sharing practices. To support the MASH, eleven Partnership Hubs have been established within each LPT with training and peer support provided to ensure consistency. The Partnership Hubs hold weekly conference calls that look at overall performance and the sharing of best practice.</p> <p>Staffordshire Police and Partners have an established county-wide information sharing agreement (Staffordshire One) and where information is required in an evidential format, this is done through the Partnership Information Exchange Team.</p>
<p>4</p> <p>To ensure that the views of victims are captured, Staffordshire Police will effectively seek to engage with victims of Domestic Abuse.</p> <p>To ensure victim satisfaction Staffordshire Police will deal robustly with perpetrators in conjunction with other agencies within the Criminal Justice System.</p> <p>(Views of victim)</p>	<p>There are currently limited opportunities available for perpetrator intervention programmes within Staffordshire and this is being addressed by the Staffordshire-wide Domestic Abuse Group. An assessment of needs across the county is being coordinated by the Office of Police and Crime Commissioner that will lead to a more consistent commissioning framework.</p> <p>Staffordshire Police has increased its use of Domestic Violence Protection Notices to further safeguard victims where the originating incident is not placed before the criminal court. Staffordshire Police was chosen by the Ministry of Justice to take part in a pilot around Out of Court disposals. An element of the pilot was to introduce a perpetrator intervention programme for low level matters increasing our early intervention. This work has been described as innovative by HMIC and recognised by the Ministry of Justice. The lead officer received a National Award for her pioneering work in support of Domestic Abuse victims which is now being adopted by other forces.</p> <p>The force has also recently established a Partner led feedback session. Independent Domestic Violence Advisors (IDVA) will be used through a quarterly forum to ascertain victim satisfaction and feedback. These structured sessions will gain an independent view on the force's approach.</p>

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To ensure that all officers and staff are able to identify and respond appropriately to the risks associated with vulnerable people including victims of Domestic Abuse, Staffordshire Police will provide all staff with the appropriate levels of training.

The Force will then evaluate the effectiveness of its training in relation to vulnerability and safeguarding.

(Training)

The force recognises the importance of supporting its staff in identifying and responding to vulnerability. The Chief Constable has delivered a clear and consistent vision to the organisation in respect of the standards expected to identify and respond to vulnerability.

Face-to-face briefings have been delivered to all staff by Chief Inspector-level leaders which has complimented and reinforced previous training in respect of Domestic Abuse. Additional senior support has been allocated (at Superintendent level) to departmental areas to provide further guidance.

The force mandated DART training for all operational officers and staff which includes the new coercion and control legislation. A key element of the programme was in supporting internal trainers to deliver a rolling programme - these 'train the trainer' sessions were personally delivered by Dr Jane Monckton-Smith, from Gloucestershire University, who is recognised as a national lead in Domestic Abuse.

An extensive training programme was delivered when Domestic Violence Protection Notices (DVPNs) were launched in June 2014. This has been reinforced through further bespoke packages relevant to rank/role (Superintendent, Inspector and Custody sergeant).

The force continues to deliver Public Protection Development Days, which are mandatory for all staff up to the rank of Chief Inspector and opened by an Assistant Chief Constable. The current theme is Domestic Abuse and the coercion and control guidance is included in the agenda. In addition, inputs are delivered by a range of Partners to promote the available resources and support that can be offered to victims of abuse e.g. IDVAs and the National Centre for Domestic Violence (NCDV). These sessions also provide a victim's view where a Staffordshire victim survivor shares their experiences, which proved to be very thought provoking and emotive.

A bespoke training package has also been developed for the Control Room in relation to all aspects of vulnerability. This has included face-to-face briefings, key messages and Partner-led facilitated training including the session 'voice of a victim', which has been delivered to all staff across that department.

While the force has measured the impact of this approach in respect of additional risk assessments, use of Domestic Violence Protection Notices and NCDV referral we recognise that the success of training cannot be measured on quantitative performance alone. This will be enhanced as we develop the use of qualitative performance that will be available in three parts: Training evaluation, Victim feedback & Partner feedback.