



**Metropolitan Police Authority**

**Domestic Violence Board – 12 June 2007**

**HAMMERSMITH & FULHAM BOROUGH RESPONSE TO DOMESTIC VIOLENCE**

This report has been compiled and forwarded to give members of the MPA Domestic Violence Board an insight into the work undertaken by Hammersmith & Fulham Borough in tackling domestic violence locally.

Whilst the report is aimed at the specific policing response, we will make reference to our practical partners Standing Together and Advance and the significant contribution they make to the overall Borough response.

It is acknowledged that the performance of the BOCU in relation to certain indicators has not been as strong as it should be, especially when it is taken into consideration the significant support received from our partner agencies and given the location of the Specialist Domestic Violence Court located on the Borough. This was recognised internally some time ago by the Crime Manager and reviewed. One of the critical changes on review was the appointment of a new lead at Detective Inspector level for all hate crime together with sexual offences, public protection and missing persons under the umbrella of “vulnerable persons”. This review also identified the need to increase staffing levels and this has now been implemented as outlined below.

Performance since this realignment of resources and the appointment of a new Detective Inspector has risen month on month. The key indicators of positive arrest moving from 32.4% to 45.9% and Sanction Detection rate from 21.1% to 33.0% from March 2006 to April 2007. From November 2006 to April 2007 Sanction Detections have averaged month on month 33.3% a continuous improvement on previous performance. It is worthy of note that the positive arrest rate is up to 47.5% and the Sanction Detection rate up to 42.9% from 1<sup>st</sup> April 2007 to 6<sup>th</sup> May 2007.

**A. Recommendations**

That this report be received.

**B. Overview**

***Keeping Survivors Safe***

1. Early in the last performance year the Borough recognised that it had a poor record of making positive arrests at the scene of Domestic Violence incidents. This was highlighted as a result of a scrutiny undertaken by the newly appointed Community Safety Unit Detective Inspector. A decision was

made to include a review of all DV incidents reported in the previous 24 hours at the daily management meeting in order to hold individuals to account for non-compliance. The outcome has been to increase our positive arrest rate from 32.4% to 45.9% over the last year. Valid reasons for a DV perpetrator not being arrested at the scene of a DV incident are, firstly the incident is such that a power of arrest may not exist and secondly the perpetrator may have left the scene and cannot immediately be traced. However the BOCU were missing other opportunities to arrest for example and this is what we sought to address. This improvement has also significantly contributed to keeping survivors safe, as the suspect already being in police custody enhances the opportunity for a prosecution.

2. The Community Safety Unit Detective Inspector has identified a Single Point of Contact at sergeant level on each response team. This has enabled the CSU to raise issues directly with team line managers with the specific aim of improving our response and evidence gathering opportunities at DV incidents.
3. Personal Intervention at DI level also takes place in respect to poorly completed 124ds and CRIS reports and this has been a contributor in our improving performance. In practical terms this involves the DI speaking personally to the officer and in some cases their supervisor to elicit an explanation for shortcomings and to provide feedback for the future.
4. Police and partner agencies systematically compile risk assessments. This includes Advance advocates, who also provide victim support in criminal cases progressing through the Specialist Domestic Violence Courts, advocacy support in civil cases and assistance with local housing issues.
5. High Risk cases are reviewed and actioned at the monthly operations meeting where both police and our partners Standing Together present cases on repeat offending and repeat victimisation. There has been a reduction in the repeat incidents of both victims and perpetrators who have been raised at the operations meetings on previous occasions.
6. The Borough participates in the Sanctuary Project providing safe rooms in homes for those considered to be at high risk of repeat victimisation.
7. An Advance advocate works in the Local Housing Department to assist victims in respect of re-housing needs.
8. In terms of equality and diversity impact all victims are treated according to their individual needs. Specifically all officers attached to the CSU are trained in "achieving best evidence" interviewing, regular use is made of the Cultural Resources Unit to support victims and cases where the victims are disabled are reviewed at sergeant level to ensure their needs are met. There is a dedicated LGBT officer who works in the CSU and can offer support to officers investigating same sex relationship domestic violence. Further details of our work in support of equality and diversity are outlined later in this report.

## ***Tackling Domestic Violence***

9. The SMT monthly performance meeting in June 2006, identified failings in response to Domestic Violence, namely Positive Arrest and poor quality reports. The DI compiled a report to SMT with recommendations. This coincided with Standing Together providing to the borough recommendations based on consultation with survivors of Domestic Violence (see Appendix 1) As a result, Domestic Violence became and remains a lead agenda item at the SMT Daily Management Meeting where incidents of failing to comply with positive arrest policy was highlighted and remedial action put in place. This has resulted in improvement in performance as detailed above.
10. One of the outcomes of this was an increase in workloads for dedicated CSU investigators as there were more perpetrators arrested on an almost daily basis. It became clear that the CSU was under resourced and resulted in a decision to increase investigative strength by four from April 2007.
11. It is worthy of note that in 2006 the Borough was subjected to HMIC inspection and despite underperforming at that time in respect of DV sanctioned detections and positive arrest rates, the Borough received praise for the implementation of a Vulnerable Persons Unit (VPU), which incorporates Sapphire, CSU, Missing Persons and Public Protection under one line command. This was again noted during a follow up visit in January 2007 where improved performance was also acknowledged. This joined up approach has ensured that the CSU work closely with and are able draw on the expertise of the other units within the VPU. It is worthy of note for example that the Level 2 Multi Agency Public Protection Arrangements (MAPPA) meeting discussed 4 DV cases on 5<sup>th</sup> April 2007.
12. The Borough has invested in a DV problem profile that has been compiled during the course of the year by one of our analysts in the Borough Intelligence Unit. The Profile includes demographic data (Mosaic profiling) mapped against DV hotspots. This has assisted the Borough SMT in the decision to increase CSU resources and will assist in ensuring that sufficient officers are available to respond at peak times. (See Appendix 2)
13. The Borough has also invested in a dedicated DV Field Intelligence Officer attached from the BIU and this individual works within the VPU based at Fulham Police Station, although line managed by the Intelligence Manager. This individual forms a link between the CSU and the other VPU Teams (Sapphire, Public Protection and Missing Persons). The role holder is responsible for compiling risk assessments and preparing bids for pro-active operations directed against VPU offenders and has generally raised the profile of Domestic Violence throughout the Borough and within the Intelligence process through attendance at the weekly Intelligence Meeting.
14. The Borough Commander provides police funding for the work of data analysis, training and coordination at Standing Together to the sum of £40,000 per annum.

15. The changes outlined in this section of the report have resulted in significant improvement in performance in respect of tackling domestic violence. With the increase in resources within the CSU the Borough is confident that further improvement is achievable.

### ***Holding Offenders to Account***

16. The Borough is fortunate to have a Special Domestic Violence Court (SDVC) within its boundaries. The CSU DI sits on the court user group and in addition a police officer from the CSU attends the court to offer support in prosecutions alternating weekly attendance with the CSU from the Royal Borough of Kensington and Chelsea. The conviction rate has been steadily improving for H&F defendants since the start of the SDVC, from 35.8% in the first year (2002/2003) to 58.3% in the year 2005/2006. (Data supplied by Standing Together monitoring).
17. The Borough has recently created a specific role of Offender Manager at Inspector level. Whilst the remit is not exclusive to DV cases its purpose is to have a Borough lead on all matters relating to prosecuting and managing offenders and will no doubt cross over into DV. Research carried out by Standing Together has found that 75% (seventy five per cent) of perpetrators whose cases were reviewed at the Operations Meeting between July 2006 and January 2007 had previous convictions not related to Domestic Violence. The role of Offender Manager will allow us as a borough to take a flexible problem solving approach to tackling DV offenders where prosecutions for DV have failed or have not been possible. The post holder has only just taken up the position and it is too early to measure the impact.
18. The Borough has a high charge to cautioning rate. Data compiled by the Violent Crime Directorate shows that 55% of all DV Sanctioned Detections between March 2006 and January 2007 were charges. This was the 8<sup>th</sup> highest in the MPS. Cautions are generally only used as an alternative when prosecution is not viable. It is acknowledged that in the past the Borough relied too much on non-sanctioned detection disposals for DV cases. The emphasis has now switched to sanctioned detections not merely as that is now our performance measure but because a previous caution potentially assists in future prosecutions as evidence of bad character and provides a better outcome for the victims. The cautions dip sample (see paragraph 19 below) found no cases of repeat offenders receiving a second caution. It is the view of both the CSU DI and Crime Manager that repeat offenders should be subject of a robust policy of seeking to prosecute and the dip sample has highlighted that this is clearly happening.
19. Standing Together periodically “dip sample” cases that have resulted in a caution to ensure the use of cautions is both appropriate and proportional. A sample of 1 in 5 (selected at random from the list of cautions) of domestic violence cautions from 2006 was examined (23 cases in all). This included one case of counter/cross allegation. The sample included cases involving both family and intimate partner violence. The review showed that the decision to caution was correct in at least 20 of the 23 cases. For the remaining three cases, in one a charge would have been preferable, the

second was a borderline decision on charging or cautioning, and the third was a non-CSU case with insufficient detail on the CRIS to make a judgement. A copy of the dip sample review is attached (See Appendix 3)

20. High-risk repeat offenders are subject of a documented action plan at the monthly operations meetings and as outlined above this has had a positive impact in that the number of individuals returning as an agenda item at the joint operations meetings has reduced substantially.
21. The CSU DI has produced a magazine article in New Charing Cross Hospital to encourage reporting and therefore prosecution.
22. Domestic violence offending is incorporated into local Operation Cannonball days. Operation Cannonball is a monthly initiative on the Borough where all investigation teams co-ordinate early morning arrests on a given day for priority crime wanted offenders. This has raised the profile of DV across borough proactive and reactive units.
23. With the increase in staffing from April 2007 it is intended to use a joint CSU/Sapphire response vehicle to attend DV and sexual offence incidents in support of response team officers. The intention is to attend alongside response officers and offer practical advice on securing best evidence and providing victim care with the long-term aim of improving standards and securing more prosecutions.
24. Work has been undertaken to identify the criminal profile of DV perpetrators and their offending history (see Appendix 3). As previously outlined the borough has selected an additional DI to take the lead on offender management and part of his remit is to identify a problem solving approach to repeat domestic violence perpetrators.

### ***Preventing Domestic Violence***

25. The CSU DI and members of the Local Authority attend a monthly strategy meeting in respect of protecting vulnerable adults. Whilst not DV specific it incorporates those victims who need extra support due to learning difficulties, mental health issues or equality/diversity needs.
26. Referrals to Advance. DV victims are referred by the police to Advance in order to ensure ongoing advocacy support to maintain the victims confidence and to prevent repeat victimisation. Agreement has been reached between the police, Advance and Standing Together that unless a victim specifically requests otherwise a referral will automatically be made. It is acknowledged that there are still some issues around compliance with this policy on behalf of the police however this is being addressed through, training and supervision and by Standing Together monitoring the referral rate.
27. The monthly Joint Operations Meeting with Standing Together seeks to tackle both repeat victimisation and repeat offending, which has resulted in the reduction of the same repeat offenders featuring month after month. For example data provided by Standing Together shows that the repeat

victimisation rate has continued to decrease since April 2006, to fewer than 20% of all incidents. In only 16% (sixteen per cent) of cases reviewed by the Operations Meeting between July 2006 and March 2007, were there further incidents involving the same parties. Again in only 6% (six per cent) of all cases reviewed by the Operations Meeting between April 2006 and March 2007 was there a need for further review at subsequent Operations Meetings. In summary the Operations meetings have successfully managed a significant proportion of the high-risk cases during this period.

28. Safer Neighbourhood Team officers attend the operations meetings to raise awareness of prolific offenders and vulnerable victims on their wards.
29. The borough now has an Honour Based Violence Standard Operating Procedure and dedicated personnel to lead all investigations. (See Appendix 4)

### ***Working in Partnership***

30. Police have commissioned Standing Together to prepare a paper to consider developing a Risk Assessment Management Panel (RAMP) or Multi Agency Risk Assessment Conference (MARAC) by either expanding The Operations Risk Management meeting for domestic violence cases or using the current Operations meeting to refer DV offenders into a RAMP process chaired by the Offender Management Inspector. This would require the participation of other agencies on the Borough in the risk management process. This is now subject to ongoing consultation and the Offender Management Inspector will make recommendations to the SMT by 30<sup>th</sup> June 2007. Standing Together regularly consult with survivors of DV and provide this information to us in order that we can learn from to enhance our policing response (See Appendix 5)
31. The Annual Crime Summit held by the Local Authority was attended by Sapphire, CSU and Missing Persons Unit to give practical advice to members of the public.
32. There is a Local Authority led Domestic Violence Strategic Forum, which sits quarterly with Police representation at Crime Manager level.
33. From 3 February 2006 to 31 March 2006 the Borough CSU ran an enforcement campaign funded by GOL to the sum of £12,380. During this period a DV Response vehicle was deployed (this has now become part of core business during peak times), call handling and response times were maximised, prolific DV offenders were targeted, a leaflet awareness campaign was undertaken and referrals to Advance were increased. The campaign was independently and favourably reviewed by the Policing Standards Unit.
34. The Borough Commander chairs the Steering Committee of Standing Together Against Domestic Violence.

35. The BOCU works with a number of voluntary and statutory organisations. They are;
- Standing Together
  - Advance
  - Hammersmith & Fulham Victim Support Services
  - Housing
  - Social Services
  - Children's Services
  - CPS
  - London Probation Service
  - Magistrates Court
  - Primary Care Trust
  - Borough Domestic Violence Strategic Forum
  - Havens
  - Vulnerable Persons Protection Committee
36. Victim Support also receives direct referrals. If children are involved a referral is made to Children's Services via the Child Protection Team. There is also an identified referrals process between police and partnership services for the monthly operations meeting.
37. There is no Crisis Intervention provision co-located.
38. Standing Together regularly conduct reviews with survivors and their families about all matters relating to the criminal justice process and refer their findings to the quarterly steering group and to the DI and the monthly operations meeting. Where there has been particularly good performance they will write to the Borough Commander, the DI and the officer in the case thanking them for their efforts. For example on 7<sup>th</sup> March 2007 Standing Together acknowledged the work of DC Saunderson by letter in respect of a victims positive contact with police in a particularly difficult case having monitored the case and canvassed the views of the victim on her perception of the police response.

## **BOCU PROFILE – AVAILABLE DATA**

39. Between 1 March 2006 and 28 February 2007 there were 2574 incidents flagged as domestic violence. Of these 1448 were classified as crimes.
40. In 42.8% of cases arrests were made for offences where the power of arrest existed. This is an increase from 32.4% last year and is still increasing.
41. 24% of DV was repeat victimisation (although the victim was not necessarily a repeat DV victim as the CRIS reports can only be flagged to show overall repeat victimisation)
42. The sanction detection rate rose from 21.1% to 29.4% during this period and is still demonstrating an upward trend. (33.0% at the end of March 2007)
43. 187 Sanction Detections were cautions
44. 201 DV incidents were charged by the CPS.

45. 6 DV cases brought to justice were charges of GBH or more serious
46. There were no DV cases also flagged as honour based violence or forced marriage
47. 27 DV cases have survivors identified to have mental health issues.
48. There have been no DV homicides on the Borough in the last 12 months.

## **POLICY COMPLIANCE, IMPLEMENTATION AND QUALITY ASSURANCE**

49. In respect of class 29 CAD to CRIS conversion rates in November 2006 when an MPS wide audit was conducted the Borough had a conversion rate of just over 80% compared to an MPS average of 78.1% and no issues of concern were identified. The Crime Management Unit have specific responsibility for ensuring that all CRIS reports are appropriately DV flagged. The two Detective Sergeants attached to the CSU also have responsibility to ensure this is done. In March 2007 the borough undertook an audit of all CRIS reports that were flagged within the last year. It was established that over 100 CRIS reports had been incorrectly flagged as DV incidents. This has now been addressed and for the future will be rectified via ongoing training. This process is now part of a monthly review process and will continue to be monitored. The CSU / Standing Together dip sampling of cautions which has been an ongoing process and will continue at regular intervals in the future.
50. The BOCU work to the MPS Standard Operating Procedures and guidance. Individual supervisors are responsible for ensuring police initial action is correct as outlined above, non compliance and poor performance are dealt with on an individual basis at the Daily Management Meeting and by single points of contact on the response team. It is fair to say that 18 months ago the borough was significantly under performing in respect to domestic violence response and failing to meet our targets. This resulted in a fundamental review, the outcome of which was the creation of the Vulnerable Persons Unit under the supervision of one Detective Inspector and a greater emphasis being placed on getting the police response to DV incidents right. The VPU incorporates the CSU, Sapphire, Missing Persons and Public Protection Unit and ensures a better flow of intelligence, joined up working and cross-pollination of expertise.
51. One of the outcomes has been an increase in the number of calls for domestic violence as public confidence in police action improved but in the last six months has also resulted in vastly improved sanction detection rates and a reduction in repeat offending. This was in part in relation to the Sapphire Unit raising the public awareness of alcohol related rape. This initial piece of work has now evolved further into talks to the community on personal safety. Since the start of the last performance year the Sanction Detection rate has improved from 21.1% to 33.0% at year end (31<sup>st</sup> March 2007).
52. 124d's are supervised by front line sergeants with a second review being carried out by the CSU sergeants. Training is provided by our partner agencies on their completion in conjunction with the Borough Training unit. The Domestic Violence operations meeting highlights cases where children



are involved and a third check is done to ensure Merlin reports are being completed. 124d is an easy to follow booklet that aids initial investigation and focuses the CSU follow up.

53. The first line response officers / supervisors initially conduct risk assessments. The SPECSS + model is used by CSU officers to conduct further risk assessments and ensure safety of the victim and detention of the perpetrator. All high-risk cases are subject to further risk management at the DV Operations meeting, this is a process not necessarily repeated on other Boroughs as it affords Standing Together to bring subjects to the table that they consider being high risk despite not necessarily being identified as such through SPECSS+. The DI has instilled in officers the use of bad character evidence from CRIS and crimint and 124ds to secure charges when a case is presented to the CPS. This is where the tactic of using a caution where a charge was not possible can enhance the chances of a successful prosecution at a future incident.
54. There has not been a domestic violence homicide case on the borough for two years. The previous two homicides were subject to review in line with the MPS model. All relevant partner agencies were involved in the review processes and in fact partners chaired the reviews. A number of recommendations were made, in respect to various agencies. The crime manager presented these recommendations at the Boroughs Strategic Forum and their progress and implementation were monitored through the forum. There were no specific examples of learning from a police perspective.

## **RESOURCES**

55. Up until 31 March 2007 Hammersmith & Fulham CSU staff consisted of 1 DI, 2 Detective Sergeants (DS), 6 Detective Constable (DC) and 2 Police Constables (PC). The MPS also fund a full time post within Standing Together. This individual is fully vetted and has unlimited access to CRIS to carry out analysis.
56. At the start of her tenure in the CSU and as part of the performance review earlier in the year the DI (Sheila Annesley) made recommendations that staffing levels be increased in line with the level of workload. These recommendations were accepted and as of the 1 April 2007 the staffing has been increased by four constable investigators. The long-term intention now is to have 8 DCs and 4 PCs working within the CSU, supervised by the two DS's and the DI. Not all these posts have yet been filled due to a lack of constables across the borough and a general shortage of Trainee Detective Constables across the MPS. The Borough Commander has indicated that the posts in the CSU will be a priority to fill. The individuals have been selected and have postings dates of 21 May 2007. After this date there will only be one vacancy within the CSU and an individual has already been selected with a view to starting at the end of June.
57. The current Demographic Profile of Hammersmith and Fulham CSU officers is as follows (From 21 May 2007)
  - 1x female Detective Inspector

2x male DS (with one female DS returning as a replacement for one of the current post holders in May 2007, following a period of maternity leave)

3x male DC

2x female DC

3x female TDC

1x female PC

2x male PC. (One PC post still to be filled).

One of the female DCs is from a black and ethnic minority group.

58. It is the policy on this borough that TDCs will spend longer than six months on the CSU so that the team maintains expertise and continuity over a longer period of time. This was seen as part of the process of enhancing the profile of CSU work and raising its importance. There are however, opportunities for the TDCs to move around the various departments within the Vulnerable Persons Unit.
59. The police constables attached to the CSU in the last 2 years have all successfully been selected for the TDC scheme and the majority have remained on the CSU for at least a further six months after selection.
60. Until the agreed increase in staffing levels, there were no vacancies on the CSU, however as previously stated there are now four new posts and of these the three remaining vacancies will be filled as soon as possible.
61. All CSU staff have attended a one-day followed by a one week CSU investigators course at the Crime Academy. The Violent Crime Directorate have recently introduced one-day update/training seminars held at New Scotland Yard, which are attended.
62. The Borough does not have internal dedicated administrative support within the CSU however, our partner agency Standing Together provide tremendous support to the borough in terms of administrative support and monitoring of our performance. This data is utilised at regular meetings with Standing Together and the Borough Operational Detective Superintendent.
63. The Reactive Crime Manager (currently DCI Steve Hall) is the Domestic Violence Champion for the Borough. The Crime Manager's overall remit is leading on reactive crime investigation, intelligence and management of dangerous offenders. He is the direct line manager of the DI running the Vulnerable Persons Unit. He is also the Chair of the borough's MAPPA panel.
64. 14 months ago, when performance was poor, part of the problem was perception by other officers of the work within the CSU. A programme of attachments was introduced and has resulted in a greater understanding of the work of the CSU and its importance. Local officers now aspire to join the CSU. The DI delivers personal training to new probationers.
65. We have provided individual training sessions to all response teams on what is required from them when attending Domestic Violence Incidents. All new probationers received joint training from our partner agencies and the CSU DI.
66. All front line vehicles are equipped with Domestic Violence report books (124D), Early Evidence Kits and ICE FLO cameras. The Vulnerable Persons

Unit has a close working relationship with Scene of Crime officers based at the borough. The unit is co-terminus with these officers and the Borough Forensic Manager.

67. There is a Daily Management Meeting held at 1000 hours Monday to Friday where Domestic Violence is a standing agenda item. The Detective Chief Inspector and the DI have personal DV related sanction detection targets set within the Performance Development Review process and both hold regular performance meetings with their respective line managers. Management information is contained in the Monthly Management report and discussed at the monthly performance meetings. In June 2006 the Borough's poor positive arrest rate, as it was for Domestic Violence, was subject to a thematic review as part of the monthly performance process. The outcome has been an increase as outlined above.
68. All Domestic Violence is screened in. There are two experienced DS's within the CSU whose specific functions are to allocate, supervise and mentor ongoing investigations. The DI deals with shortcomings identified in the initial report on a personal basis. The borough has invested in a Detections and Review team, which identifies potential areas of vulnerability in all areas of investigation. CSU specific cases are referred to the DI in charge.
69. TP supports Hammersmith and Fulham BOCU in a number of ways. The Violent Crime Directorate (VCD) on a daily basis reviews all Domestic Violence CRIS reports to ensure that they are compliant. Any areas of concern are brought to the attention of the DI immediately. On a weekly basis they provide statistics on our performance, which provides focus for the borough. We have a Single Point of Contact (SPOC) who liases on a regular basis and provides support where appropriate. The VCD have monthly meetings for CSU managers, at which this BOCU is always represented. Earlier in the last performance year a request was made to the VCD to review practices and procedures on the borough.

#### **CRIME AND DISORDER REDUCTION PARTNERSHIPS (CDRP)**

70. The overall budget for the CDRP is £360,000
71. The dedicated funding from the CDRP is £37,000
72. Domestic violence is included under Theme 4 of the Hammersmith and Fulham Community Safety, Crime and Drugs Strategy 2005 – 08, 'Crimes that affect specific groups and individuals'. The overall aim is 'To reduce levels of domestic violence and provide support for victims.'
73. There are two specific targets, which are 1) to produce a Domestic Violence Directory by December 05 and to update it by December 2007, and 2) to achieve a sanctioned detection rate for domestic violence of 27% by 2005-06 (this target was increased to 30% for 2006-2007).
74. Progress: A Directory for practitioners was produced in March 2006 and distributed via the Domestic Violence Forum. The Directory was updated in April 2007. Sanctioned detection rate for domestic violence for 2006-07 was 33.0% and is still showing an upward trend.

75. A Domestic Violence Coordinator post was created within the local authority with effect from 15 May 2006. This post is funded by the CDRP. The post is part time, 28 hours per week. The post has had a significant effect on improving the coordination of domestic violence services in the borough. For example the DV Coordinator has set up and now services the high level Domestic Violence Strategic Partnership Group that oversees the Hammersmith and Fulham Domestic Violence Strategy 05-08.
76. A report produced by the DV Coordinator in July 2006 identified that in 2005-06 a total of £1,242,900 had been spent on domestic violence services in the borough. This was estimated to rise to around £1,264,000 in 06-07. Of the 06-07 figure approximately 72% comes from the local authority. The other main funding stream was from charitable trusts, which would be contributing around 20%. The remainder was mainly made up from central and cross London government funding.
77. The report showed the police contribution was £43.6k in 05-06 and £41k in 06-07, approx 3.7% of the total spend in the borough.
78. During the last year the local authority has funded the Sanctuary Project providing improved safety measures for survivors wishing to stay in their own homes. This is linked to the provision of specialist DV advice to those presenting as homeless because of domestic violence. Advice and support for this project is provided by the voluntary sector.
79. There is also a Domestic Violence Prevention Project in Schools to run initially over two years from November 2006. This project was set up by the DV Coordinator and is funded by Children's Services. The Schools project has its own coordinator and has already started running DV awareness sessions for school staff and activities for children focusing on respectful relationships and domestic violence prevention.
80. The CDRP allocated £5000 funding to the Domestic Violence Forum out of this year's under spend for publicity and information. This will finance the following: design and production of a leaflet and beer mats for a campaign aimed at perpetrators, design and production of a poster publicising domestic violence services, updating and reprinting of the Service Directory for Practitioners, production of a credit card size leaflet for DV victims.
81. Although not a CDRP project, the borough also funds the DV Prevention Project in Schools as outlined in the previous paragraph.
82. In addition the DV Coordinator takes the lead in organising publicity events e.g. in the period surrounding the International Day for the Elimination of Violence Against Women, 25 November.

## **TRAINING**

83. A rolling programme of training to all police officers and relevant police staff is provided in partnership with Standing Together, Advance and CPS. Specifically probationers and officers new to the borough receive this input. There is regular input at team training days and Domestic Violence training has been received by all Safer Neighbourhood Offices in 2006/2007. Future training needs are being collated through a feedback process. The steering

committee recently identified that the next round of training should be geared towards custody officers and duty officers.

84. Training is provided jointly by Advance advocates, CPS and Standing Together and the CSU DI. The training is a one-day session but is a rolling continuous programme. There is regular input from the DI at team training days and further guidance is given to the team single point of contacts on a one to one basis when required.
85. A document has been prepared by Standing Together, which gives an overview of the training provided between April 2006 and March 2007, and also gives collated summary of student feedback, which indicates the training given was very favourable received. (See Appendix 6)

## **EMPLOYEE DOMESTIC VIOLENCE**

86. In all cases of employee domestic violence the CSU DI will personally conduct the investigation. In his/her absence another DI will conduct the investigation under the direction of the Crime Manager.
87. The BOCU is confident in supporting police staff / police officers who may / or are experiencing domestic violence. The safety of the victim is paramount. Additional barriers and pressures have to be borne in mind when considering safety measures. Accessibility to records and databases are restricted and sanitized to ensure confidentiality for the victim. Disclosure or information sharing is only conducted with the full knowledge and consent of the victim. There are opportunities for staff to seek early intervention where problems relating to partner or family relationships emerge and which cause concern. Colleagues will not act as mediators and as such, Occupational Health are able to provide advice and support in this capacity.
88. The BOCU is confident in the accountability of suspected perpetrators of domestic violence who are police staff / police officers. A Standard Operating Procedure outlines the procedure of such an occurrence and ensures compliance with service policy. The Borough CSU where the offence was committed will be responsible for the interview, investigation and case preparation. The Operational Commander of the Borough where the domestic violence incident occurred and that of where the suspected officer/employee worked will be informed. The DPS Borough Support will maintain responsibility for all suspension and restriction reviews throughout the investigation and will consult on these matters with individuals concerned.
89. In autumn 2006, the Borough Commander under the Gender Agenda strategy identified the need for a focus group, which she chaired. During the focus group the need for mentors and support networks was identified and approved and the VPU have undertaken to provide personal safety talks to all staff and guidance on support should they be a survivor of Domestic Violence.

## **PROJECT UMBRA**

90. Strand 1 – Improving Performance and Data Sharing

The borough funds a post within Standing Together where the post holder collates data on various areas of Domestic Violence performance providing quarterly updates.

91. Strand 2 – Advocacy and Support to Survivors

The borough has received sterling support from Advance who engage with our survivors to ensure support from incident to court conclusion.

92. Strand 3 – Children in Domestic Violence Households

Domestic violence reports where children have been present are disseminated to the CPT and Children's Services via the Merlin system.

93. Strand 4 – Offender Management

The Borough Commander is the TP lead on this strand. As of the 1 April 2007 the borough has made the decision to employ a full time Offender Management Inspector. This role will encompass Prolific Priority Offenders, Persistent Young Offenders, Warrants and Domestic Violence Offenders who are involved in a wide range of criminality.

94. Strand 5 – Integrated Laws and Courts

The borough is fortunate to have a Specialist Domestic Violence Court, which is serviced by a Court Management Group, on which the CSU DI sits. Each week a CSU investigator attends the court to assist the smooth running of Domestic Violence cases.

95. Strand 6 - Domestic Homicide Review

Whilst there has not been a recent Domestic Violence Homicide to review, 2 reviews have been undertaken within the last 24 months of what are now somewhat historic cases. Standing Together has responsibility for leading and ensuring actions are completed through the Boroughs quarterly Domestic Violence Strategic Group.

## **INTERFACE WITH THE MET MODERNISATION PROGRAMME**

96. One of the strands of the MET Modernisation Programme was to draw all Vulnerable Persons Investigations under one line command. The borough took the decision internally to do this 12 months ago and is already reaping the benefits of improved performance. We believe that co-locating Sapphire, CSU, Public Protection and Missing Persons within one unit is the way forward.

## **EQUALITY AND DIVERSITY IMPLICATIONS**

97. The Vulnerable Person Unit is situated in Fulham Police Station where there are electric doors, a wheelchair ramp and specially designed front counters, which include hearing loops. The building has a lift to the VPU.

98. The unit makes full use of the MPS Cultural and Communities Resource Unit to assist our survivors. We have LGBT liaison officer within the unit. Both

Hammersmith and Fulham have victim and Achieving Best Evidence (ABE) suites. All officers on the VPU are ABE trained on arrival at the unit.

99. The borough has a Racial Incident Panel, which is attended by police, local authority and other support agencies. Linked to that group, the borough now has third party reporting sites for visible ethnic minority groups. More recently the borough has identified the need for LGBT third party reporting sites. These have been identified and implemented. The CSU DI has had direct involvement in the development of the reporting forms and personally receives notification of all such incidents in order to ensure an excellent standard of investigation.
100. The borough has paid for the instalment of a video link (via ISDN) to Southwark Crown Court to assist a disabled survivor of racially motivated assault give evidence. This video link now gives access to all Crown Courts in England and Wales. The borough has invited surrounding BOCUs to share the funding and make use of this facility, however currently the Borough is funding alone.

### **FINANCIAL IMPLICATIONS**

101. The decision to place another four officers into the CSU will potentially have a negative impact in other key areas of business, which may require additional funding. However, it is felt this investment is necessary to ensure an appropriate response to domestic violence and a continued improvement in our performance.
102. The borough is continuing to fund, through the Borough Command Unit (BCU) Fund the work of data analysis, training and coordination.
103. The cost of setting up the remote link to Crown Courts has been borne by the BOCU (Police), but again has proved a worthwhile investment especially in the support of vulnerable and/or disabled victims.
104. The borough proactively sought and received external funding in support of some initiatives, i.e. Hammersmith and Fulham Partnership Against Crime (HAFPAC) match funding the personal safety training initiative, and GOL funding a six-week operation to support front line officers in gathering Best Evidence at scenes of Domestic Violence. An independent review by the Policing Standards Unit was very complementary and we will seek to introduce this as core practice within the next year, subject to resources being available.

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## **Background Papers**

### Appendix 1

Recommendations based on consultation with survivors of Domestic Violence

### Appendix 2

Domestic Violence Problem Profile

### Appendix 3

Review report of dip sampling of 2006 DV cautions

### Appendix 4

Honour Based Violence Standard Operating Procedure

### Appendix 5

Consulting survivors of domestic violence in LBHF

### Appendix 6

Summary of Training delivered and feedback.