



Metropolitan Police Authority

Domestic Violence Board – 6 November 2007

HACKNEY BOROUGH RESPONSE TO DOMESTIC VIOLENCE

Overview

The London Borough of Hackney is a challenging inner city environment. It is a priority borough for gun crime and is working closely with Operation Trident to address this. Hackney is also acknowledged to have a significant gang culture problem in parts of the borough, which it is addressing with partners as well as policing tactics.

Hackney is a multi-cultural borough with a diverse ethnic, faith and language mix. The borough has large Black African, Black Caribbean, Turkish Speaking, Kurdish, and Orthodox Jewish communities. Hackney is also a socially deprived borough; this is reflected in housing overcrowding, in high levels of rented accommodation (50.8%), through unemployment and in lower household incomes than are found in other London Boroughs.

The Borough Operational Command Unit's (BOCU) achievements against domestic violence must be seen within this context. For the year 2006/7 a target of 35% sanctioned detections for domestic violence offences was set. This was exceeded and a sanctioned detection rate of 38.6% was achieved for that performance year. Although the arrest rate appears low the effectiveness of the arrests made is shown in the high charge rate of 53.9% of cases. The CSU at Hackney always seeks to charge rather than caution whenever this is possible and appropriate.

The BOCU recognises that greater effort must be made to improve performance for arrests and completion of the form 124D at all incidents. A new protocol has been introduced at the start of September 2007 that is expected to achieve this. The Senior Management Team (SMT) for Hackney Police is fully committed to improved performance. The London Borough of Hackney has Stretch Targets for domestic violence as part of its Local Area Agreement (LAA), this demonstrates how important this area is to the Local Strategic Partnership (LSP).

A. Performance data from MPS performance information bureau

1 Between 1 April 2006 and 31 March 2007 there were 4348 domestic violence incidents recorded on the Borough Operational Command Unit (BOCU), of these incidents 2180 (50.12%) were criminal offences.

2 An arrest rate of 33.7% (1128 arrests) was achieved across all domestic violence incidents. This was below the target of 40%, which had been set for that performance year.

3 Hackney has a Local Area Agreement (LAA) target to reduce repeat victimisation in domestic violence cases, this is a stretch target for the Borough. This target is measured over a rolling twelve-month period and the borough supplies the data once a quarter¹. The stretch target is to reduce repeat victims from the baseline of 418 to 274 by the end of the performance year 2009/10. The 418 victims for the baseline period suffered 1038 incidents. The latest performance data for the period 1 October 2006 to 30 September 2007 shows that we have had 392 repeat victims who suffered 939 incidents.

4 In the performance year 2006/7 a sanctioned detection rate of 38.6% (842 offences) was achieved and this exceeded the target set for that year of 35%. Of these detections 53.9% were charges, 44.8% were cautions. The remaining 1%² were other diverse disposals. Nine cases were charged as GBH or above.

5 No offences were flagged as forced marriage in 2006/7. The MPS has no separate flag for honour based violence. The CSU dealt with a very small number of honour cases in the performance year 2006/7. The Detective Inspector who took over the CSU in April 2007 was briefed concerning two on going cases, no other cases from that period can be identified by interrogating the crime recording system. Honour-based and forced marriage cases are brought to the attention of the CSU DI who supervises them closely and determines an appropriate investigative strategy.

6 Four honour-based violence/forced marriage cases have been identified for the year 2007/8 to date (17 October 2007). Two alleged criminal offences and two did not. One criminal allegation was resolved by a harassment warning and the other resulted in a charge of making threats to kill. In both cases careful risk assessment revealed that these actions would resolve the cases to the satisfaction of the victims and were likely to reduce future risks. The two non-crime cases were; a victim from another force area who was housed in Hackney and given support and assistance by officers from the Community Safety Unit (CSU) whilst she was on the borough; and a third party allegation of forced marriage where the victim had already left the UK. The second case was resolved with the assistance of the British Embassy for the Eastern European country concerned, they interviewed the victim in private and she expressed no concerns that she was being forced into marriage. For cases of this type consultation with the Violent Crime task

¹ This data is obtained locally by the Hackney Police Performance Unit utilising a 'Globally shared FBOC' enquiry established by the higher analyst within the Territorial Policing Directorate of the MPS. The data is subject to data cleaning that identifies cases where a minor variation in the spelling of a name might have resulted in a repeat victim being missed by the computerised name matching process. The data cleaning process increases the number of repeat victims and produces a more accurate picture.

² Diverse disposals includes one Home office cleanup, 8 incorrectly issued Penalty notices which are not authorised for use in domestic violence cases, and one offence taken into consideration.

force and with the Cultural and Communities Resources Unit has proved very helpful in improving our understanding of the situations and the risks involved.

7 There was one domestic violence related murder in January 2007. The parties were not known to the CSU prior to this incident. Two men have been charged and await trial. The victim and suspects were economic migrants from the Lithuanian community.

8 The homicide review of the case mentioned above is being undertaken. A new MPS protocol for murder reviews has been developed which involves both the BOCU and the central CSU Delivery Team. The review process has been made more independent and less demanding for the local CSU as the review and report writing is now completed by Territorial Policing Headquarters. For the murder review currently being undertaken, Hackney BOCU will comply with the central policy by requesting information from the local agencies recommended within the protocol (but excluding agencies dealing with children as they are not relevant to this specific case), and by calling review meetings, as and when the reviewing officers require them.

9 Ethnicity data is gathered in two ways on the Metropolitan Police crime reporting system. The first method is to obtain the information from the victim by asking them to categorise themselves against a fixed range of responses, known as 'self defined ethnicity'. If no response is obtained to this request, then that individual will be categorised as 'unknown'. Using this ethnicity data for Hackney in the performance year 2006/7, 4.3% of victims were Asian, 23% were black, 3.1% Chinese and other, 2.4% mixed, 27.7% white and 39.5% were unknown. This compares with the 2006 Borough Profile (www.teamhackney.org/team_hackney_boro_Profile.pdf) which shows that 8.6% of the population is Asian, 24.7% black, 3.2% Chinese and other, 4.2% mixed, 59.4% white. The victim profile shows that White and Asian victims appear to be under represented whilst other groups are more reflective of their local population representation. Overall Black and Minority Ethnic (BME) reporting levels appear to be reasonably consistent with the borough profile. The second method of showing ethnicity is where it is categorised by the member of police staff who takes the crime report, known as 'police defined ethnicity' and this method is less accurate. Hackney Police defined ethnicity for the 2006/7 period categorised 39% of victims as white, which tends to indicate that white victims may be over represented in the group categorised as 'unknown' shown above.

10 Age data indicates that the majority of victims are 26 to 40, with 43% in that age range. Victims aged 17 to 25 are the next largest group at 29.5%, with 20% aged 41 to 55, 4.3% are over 56 and 2.8% are under 16. The CSU does not deal with cases where the principle victim or suspect is under 18 years and therefore the data will always be over representative of older people. The gender distribution of victims was 70% female and 30% male. This is expected in the domestic violence field where the majority of victims are women. 65 victims (2.2%) were identified as having mental health problems. The borough has a good working relationship with City and Hackney Mind who provide counselling and support to victims who suffer from

mental health problems. We have also referred victims to Mind who may benefit from the service because of mental health issues for other family members including perpetrators.

B. Policy compliance, implementation and quality assurance

11 About 81% of calls classified as domestic violence on the Computer Aided Dispatch (CAD) system were given a crime report number known as a CRIS number (April to July 2006). The latest data shows that 87% of calls have a CRIS number (April to July 2007). A dip sample in September by the Performance Management Unit indicated that:

- Calls may not be given a CRIS number if 72 hours passes before a CRIS number becomes available as it can not be updated after this time;
- If the parties to an incident in the street cannot be traced when police attend;
- If officers attend an alleged incident and the parties deny any incident has taken place and there is no evidence of any disturbance,
- And if the incident took place in another police force area.

Completion of CAD reports is the responsibility of the Integrated Borough Operations unit (IBO) and a dip sample process for compliance with Service Policy and National Crime Recording Standards is used. Performance success in this area is attributed to intrusive supervision within the IBO and to improved compliance as new IBO staff have gained experience in systems and procedures. The majority of calls that are classified as domestic violence but do not have CRIS numbers are those where police are called to an incident in the street which is believed to be domestic violence but no trace of the protagonists can be found. The borough now recognises that these calls should not be classified as domestic violence incidents, as this classification should only be used where cases are positively identified as domestic violence within the ACPO definition. Staff in the IBO will be advised and this error will be rectified.

12 A performance regime to check the flagging of domestic violence matters has been recently introduced by the CSU Delivery Team at Territorial Policing Head Quarters (CSU DT). This identifies any apparent errors by examining relationship codes shown between victims and suspects and produces a list of crime reports that may have flagging errors. The Detective Inspector in the CSU checks these at BOCU level and any remedial action required is taken. Errors can occur if the relationship code is incorrectly entered on the crime recording system (CRIS) or where offences do not meet the ACPO definition of Domestic Violence but the relationship code shows one that could fit the criteria. For example, an incident where a son takes his father's car is not likely to attract a DV flag but would be identified for verification. Local supervision in the Crime Management Unit and by the CSU supervisors should also identify any errors. Crimes sent to units other than the

CSU that are within its remit are usually identified at Detective Sergeant level and sent to the CSU for investigation.

13 Cases that involve rape and or child abuse are fortunately rare. For rape offences the Sapphire Unit will take the investigative lead and obtain support in DV risk assessment and for victim welfare from the CSU and in particular our victim liaison officer. She is funded by the LAA and provides personal assistance to medium and high-risk victims with the assistance of local voluntary and statutory agencies. Her role includes Multi Agency Risk Assessment Committee (MARAC) administration and assisting victims involved in the court process to attempt to reduce attrition rates. The London Borough of Hackney Domestic Violence and Hate Crime Team (DVHCT) have indicated that they will apply for funding after September 2008 as part of a growth bid. Cases that involve child abuse will normally be taken by the Child Abuse Investigation Team except where the harm to the child is the lesser offence or was a direct result of domestic violence aimed at another adult. Discussions at DI level take place where primacy is difficult to determine. The CAIT team and CSU will work closely and assist each other with specialist skills and advice when needed. For those cases where children suffer as a result of Domestic Violence in the home the CSU will take the lead and liaison with Children's Services is likely to be directly with CSU officers.

14 Hackney BOCU recognises that 124D compliance is poor across the BOCU and has put in place a new protocol to address minimum standards for domestic violence reporting, and to remind officers that they are expected to take positive action to arrest perpetrators where powers to do exist. The protocol is a local arrangement to reinforce service policy with frontline officers. It follows the MPS domestic violence standard operating procedure but concentrates on actions at the scene for front line officers. In suitable cases, where the offender has not been traced by initial arrest enquiries, the protocol allows the Duty Inspector to create an arrest enquiry for the next shift coming on duty so that efforts by the uniform teams continue until the offender has been traced or enquiries have eliminated the address given. Arrest levels have improved this year with the most recent interim PIB data showing 48% (for the year to 1 April to 26 August 2007), however we recognise that further effort is needed to achieve the demanding target of 60% for domestic violence offences that has been recently introduced.

15 The BOCU has introduced the role of independent patrol supervisor to provide robust day-to-day supervision regarding compliance in relation to minimum standards across the range of operational front-line duties. This includes domestic violence reporting standards and ensuring arrest enquiries are completed. Four sergeants are allocated shifts to provide supervision between 6.30am and 10.30pm; they are not aligned to any particular team and have been selected as strong experienced supervisors. Compliance in relation to the new Domestic Violence protocol is enforced at Daily Management Meetings (DMMs) where intelligence and operational matters from the previous 24 hours are discussed. A Superintendent chairs the DMM; Inspectors are tasked to respond when reports that do not appear to meet the protocol are identified. These would be cases where suspects were not

arrested at the scene or where arrest enquires do not appear to have been made.

16 The BOCU has now started using the new CRIMINT Plus intelligence system and Metropolitan Police policy for this new system is that the recording of domestic incidents is no longer required unless there is intelligence that should be recorded because it is relevant to the safety of police officers or the public, or it may require operational action to be taken. Supervisors on teams and in the CSU should identify any case where a Merlin report reference has not been entered on the crime report where one is needed. A memo will be sent to the reporting officer requiring one to be done and to be entered on the CRIS report.

17 All 124D forms are sent to the CSU from our three stations in Hackney, Shoreditch and Stoke Newington. They are checked and an entry is made on the CRIS report indicating whether a statement may be found in them and giving a reference number so that they can be retrieved at a later date. All 124Ds are retained in the CSU for 12 months and then sent to divisional archives for further retention.

18 At the point of reporting in the 124D and on the CRIS report, risk assessments are completed by officers on teams. In exceptional cases where a threat to life is identified officers, the Duty Inspector is alerted who evaluates the risks and directs immediate actions required to minimise them. Between 8am and 10pm the CSU will normally take the lead and ensure urgent actions are completed with the assistance of partner agencies. Outside those hours teams will take the lead under the direction of their Inspector. For all domestic violence cases CSU officers complete another risk assessment, and this includes a check for historic incidents for the last 5 years or longer. Incidents or offences that require follow up and additional interventions are highlighted to the victim liaison officer who provides support in the most serious cases and to repeat victims in an effort to break the cycle of violence. A borough wide risk assessment tool has been agreed for the MARAC process for high-risk cases and will be implemented by all agencies once casework starts. This risk assessment is sent to the MARAC co-ordinator by all referring agencies once it has been completed with a client. If the risk assessment made is high risk it triggers the MARAC process. Agencies have agreed to review the tool, and the quality of risk assessments being made, once the process has been in place for 6 months. If inappropriate cases are referred to the MARAC, a screening system may be introduced.

19 The domestic violence murder review process is being re-evaluated by the CSU DT and this central unit is likely to play a greater role in the future, once the new protocol is agreed. Hackney BOCU does not have a separate policy and will implement the MPS process. A review of the murder in January is taking place, the matter is awaiting court proceedings against two men who were charged.

C. Resources

20 Detective Superintendent Goode is the domestic violence champion and oversees BOCU performance and policy in this specialist area. He is head of the CID and crime management functions at the BOCU. He determines resource levels within the CSU, sets local policies and provides guidance for all BOCU officers, and he leads on most domestic violence performance targets at senior management team (SMT) level.

21 The CSU is under the control of a Detective Chief Inspector who reports to the Detective Superintendent. The CSU has a suite of performance indicators focused on detections. Risk management is also a key issue and is dip sampled at SMT level for offences identified by the CSU Delivery Team or by partner agencies as being of particular concern. Cases of GBH and above receive supervision at DCI level directly with the CSU DI who acts as SIO.

22 The resources of the CSU are as follows: one Detective Inspector who has only this unit to manage, four Detective Sergeants, 19 Investigative officers of Detective Constable and Police Constable rank and two administrative staff.

23 As of 15 October 2007 the CSU has 12 male investigators, six female investigators and one vacant investigator post. Supervisors are three male Detective Sergeants, one female Detective Sergeant, and one female Detective Inspector. Both administrators are female. One officer works compressed hours but all staff are full time. There are no disabled staff in the CSU. Four staff members are from BME communities. Of the investigating officers, there are two substantive detectives, four Police Constables and eleven Trainee Detectives at different stages in their training.

24 The vacant post is likely to be filled as soon as more officers are recruited to the CID portfolio. There is currently a shortage of officers across the CID portfolio. The vacancy is not related to training issues. CSU officers receive a one day CSU familiarisation course and then a further five day course.

25 The CSU is seen as a specialist investigative unit within the BOCU. Advice is often sought in relation to matters involving seeking assistance from partner agencies as the CSU has a good network of local contacts. The risk management role of the CSU is a different and demanding role for investigating officers and requires a different approach to other crime investigation. This does cause some concern for officers joining the unit because the process is unfamiliar, but they are given advice and guidance from other colleagues and supervisors and appear to enjoy the role once they have learned the requirements.

26 The BOCU has 16 cameras available to patrol officers to take photographs at the time of reporting an incident. The CSU also has a digital camera for victims who report offences directly at the station or are available for subsequent photography. The recently published domestic violence protocol (Appendix 1) provides further guidance to reporting officers taken

from the MPS Standard Operating Procedure and based on local experience. CSU supervisors have attended response team training days to provide advice to frontline officers and answer any questions they may have. This is done on request by teams but the intention is to cover all teams within this performance year. A victim suite is available within the CSU and is also offered to the Sapphire Unit. It allows victims to relax in a more comfortable environment within the police station and has some toys and games for children.

27 The DMM has already been mentioned. Superintendent Operations has responsibility for the key targets of the domestic violence arrest rate and monitors compliance with standards at this meeting. Domestic Violence features on the handover sheets completed after each shift by the Duty Inspector to account for performance by the patrol team and to encourage attention to policy and standards. The borough performance unit highlight any incidents that may be below standard and patrol team Inspectors are asked to respond to these matters in the DMM. Domestic violence performance indicators are produced for response teams and issues addressed at the monthly Inspectors meetings chaired by Superintendent Operations.

28 Support from territorial policing HQ is provided by the monitoring of crimes of particular concern on a daily basis and the provision of advice in relation to them. A set of weekly performance indicators is also produced covering a range of targets and other related statistics relevant to the full range of CSU matters. The CSU DT monitor Crown Prosecution Service performance with the assistance of local CSUs and raises issues of concern at a high level. Monthly CSU DI's meetings allow information and best practice to be shared. Advice can be obtained through their intranet site and by direct contact with the team.

D. Crime and Disorder Reduction Partnerships (CDRP)

29 In Hackney the CDRP is the Safer Cleaner Partnership, which in turn is a themed sub partnership of the Local Strategic Partnership (LSP). Funding for the LSP is effectively the Local Area Agreement (LAA) grant and supports delivery of all LAA outcomes across the full range of LSP themed partnerships. Budgets drawn from the full LAA grant are not allocated to themed partnerships at the beginning of the year. Partnerships such as Safer Cleaner are asked to commission interventions which will deliver the outcomes they have set out to achieve and budgets are then allocated for these interventions. For 2007/08 interventions addressing Safer Cleaner outcomes come to a total value of £7,397,200. Out of this £275,000 is being spent on interventions specifically targeted at domestic violence. £155,000 of matched funding has been secured which is not drawn from the LAA grant and a further £74,000 is being sought from London Borough of Hackney core budgets.

30 Domestic violence is a key priority for the Partnership and LAA stretch targets have been agreed to reduce repeat victimisation and increase the level of sanctioned detections. Other LAA targets are to increase the

proportion of DV perpetrators that are convicted; decrease the number of GBH/ABH incidents that occur as a result of DV; and increase DV reporting rates.

31 A strategic domestic violence group including voluntary sector representatives (one is co-chair), as well as statutory bodies, reports to the Safer Cleaner Partnership Board on progress towards the LAA targets and on implementation of wider goals on domestic violence contained within the London Borough of Hackney Domestic Violence and Gender Strategy 2007 – 2010. The Safer Cleaner Partnership Domestic violence strategic subgroup provides quarterly reports to the Partnership Board. The LAA stretch targets are to reduce repeat victims to 274 from a baseline of 418, and to increase the domestic violence sanctioned detection rate to 44% from a baseline of 31.2% by the end of the performance year 2009/10.

32 The Safer Cleaner Partnership has commissioned a number of DV projects these are to employ independent domestic violence advocates, funding for the MARAC co-ordinator and victim liaison officer within the CSU, and funding for a sanctuary-type project to provide additional physical security for victims in their homes. Four IDVA posts have been advertised and specific skills have been sought to reach out to new communities as well as more established groups. The posts are a full time Turkish speaking IDVA for Turkish, Kurdish, and Turkish Cypriot women and children (recruited), a full time IDVA who speaks Somali (or another relevant language) for Somali and east African women and children (recruited), a part-time IDVA who speaks an Eastern European Language for women and children from that region (not yet recruited), a part time IDVA who speaks Vietnamese for women and children from that background.

33 The MARAC initiative is aimed at reducing repeat victimisation together with the independent domestic violence advocates (IDVAs) who will be working for two voluntary sector agencies. This process has strong support from all agencies in the domestic violence area. In consultation with the MARAC, membership protocols and procedures are being agreed and an information sharing agreement is being worked through. A number of meetings have been held but case-work can not start until processes and procedures are finalised, these will be common to all agencies and will allow smaller groups to access the MARAC for clients through the IDVAs or via another member agency. The first MARAC casework meeting will take place on 24 October 2007.

34 A consultation exercise was conducted as part of the commissioning process project for LAA funding. The result of this consultation process was that the projects already mentioned above were put forward to the Safer Cleaner Partnership Board for funding. The Safer Cleaner Partnership Board rejected a project focused on domestic violence perpetrators and this has been returned to the commissioning process for further consultation to improve the bid. There are a number of stakeholder meetings within the Domestic Violence framework at Hackney and these were integrated into the commissioning process to identify service gaps and areas where continuation

funding was needed following the change over from Neighbourhood Renewal Funding. The Domestic Violence Forum and its subgroups on specific themes ensure that there is a flow of information from frontline service providers to the strategic level.

35 The BOCU has found that the initial process for accessing LAA funds in this first year has been lengthy and lacks in-year flexibility. Policing is a fluid environment and the Safer Cleaner Partnership has a wide remit. The commissioning process, which is necessarily drawn out, appears to limit opportunities to address emerging issues quickly. Team Hackney are reviewing the commissioning process for future years.

E Partnership working

36 The BOCU is fully integrated into the domestic violence network in Hackney. The CSU Detective Inspector (DI) chairs MARAC meetings and attends the Domestic Violence Forum, as well as being part of the Domestic Violence Strategic Sub Group that reports to the Safer Cleaner Partnership Board. Close liaison is maintained between the CSU DI, the Hackney Domestic Violence Co-ordinator, and the Head of the Domestic Violence and Hate Crime team at the council. A Detective Sergeant from the CSU attends the BME and Refugee subgroup of the domestic violence forum. A Detective Sergeant from the Sapphire team who investigates rape offences attends the Sexual Violence Task Group. In addition to these meetings another Detective Sergeant from the CSU attends vulnerable adults meetings. This is an area where we have identified a knowledge gap for CSU officers and practitioners from the field have been invited to the unit to give talks on relevant issues. The first one on mental capacity has already taken place and two others are being arranged.

37 The LAA-funded MARAC administrator and victim liaison officer is based in the CSU and provides day-to-day assistance to victims through contact with local support agencies in the voluntary and statutory sector. She has assisted victims to access housing, mental health, substance abuse, and many other services. A directory of DV services available in London as well as on the borough is maintained in the CSU and is available for consultation by officers at all times. Consideration is being given to commissioning a perpetrator-focused programme through the LAA process in the next financial year.

38 A network of LGBT liaison officers works across the BOCU to assist LGBT people who have suffered any type of crime and the CSU has referred victims for additional support to these officers. A representative from the LGBT community attends the Domestic Violence Forum. LGBT meetings under the Hate Crime Forum had fallen into disuse and efforts to revive these are being undertaken by the borough Hate Crime Coordinator.

39 Work 'to provide children and young people with the knowledge and skills to build relationships based on respect, mutual understanding, with shared power and a commitment to non-violence' is priority area four of the

Hackney Domestic and Gender Violence Strategy. The Community Safety Team lead on most of the actions for this priority. Prevention work with schools, increasing awareness and services, developing partnership working for children and young people, and improving knowledge of referral procedures, are all strands of this priority.

40 Agencies that form part of the DV Forum for Hackney are:

- LBH Domestic Violence and Hate Crime Team (provides services to both male and female victims)
- LBH Community Safety Team
- The nia project (Hackney Women's Aid)
- Hackney Asians Women's Aid
- Victim Support
- Hackney DAT
- Ashiana Network (South Asian, Turkish and Iranian women)
- City and Hackney PCT
- Learning Trust
- Homerton Hospital
- Hackney Homes Landlord Services
- LBH Community Services
- LBH Children's Services
- Probation
- Hackney BOCU
- LBH Housing Services

41 The meetings are open to all practitioners in the area and aim to provide information exchange and networking opportunities, advice guidance and support and to identify and share good practice. This meeting can also help to identify barriers in achieving best practice that need to be addressed, or gaps in service provision.

42 As an example of partnership working, this month (October 07) a domestic violence victim from the Vietnamese community suffered a serious assault from her partner in front of their children. The victim liaison officer was asked to assist the victim with emotional support and referrals to other agencies. The victim declined emergency accommodation and wanted to return to her own home. She was referred to housing for a long term move, to enhance her immediate safety police installed an alarm, she was referred to our local sanctuary project who changed the locks immediately and reviewed the physical security of her home to implement improvements. The victim and her children had had previous engagement with the nia project (Hackney Women's Aid) and she was referred to them again. This victim has been referred to the MARAC. Efforts to trace and arrest the perpetrator are ongoing.

F Training

43 Mandatory domestic violence training took place across the BOCU from August 2004 to December 2005. In that time 743 people were trained.

The majority of police officers and a small number of public-facing police staff who were on patrol teams. The training was given to police recruits as part of their basic training from January 2006. During the course of the training period, 590 detective and police constables were trained, 81 Detective and Police Sergeants were trained, 18 detective and police inspectors were trained and 2 officers of Chief Inspector and above were trained. In addition 35 police community support officers and 17 police staff members received the training. Some of these officers and staff would have left the borough following training and new staff would have joined and received training over the period. The Borough had a work force target of 772 police officers in this period, indicating that 93% off police officers were trained.

44 Three guest speakers from the London Borough of Hackney Hate Crime and Domestic Violence team assisted with the majority of the training sessions. Officers from the CSU have also had input into patrol team training in 2006/7 and we intend to continue this into this performance year with a focus on performance issues on initial arrests and completion of the form 124D. Sessions also allow patrol officers to raise concerns have a two-way dialogue with CSU Supervisors about the reasons for policy and its practical impact.

G Employee domestic violence

45 Assistance to staff who are having welfare problems is usually provided through line management to maintain confidentiality. The CSU has and will offer advice if it is sought to both managers and staff, but the employee may prefer to access services through their local CSU or the police force where they live. The assistance of the victim liaison officer can be offered if the employee wishes.

46 Staff who are suspected of domestic violence would be investigated by the unit that deals with such matters where the offence is committed. The local BOCU will alert the employing BOCU and the crime report will be flagged and restricted from general access on the CRIS system. Management will provide support to the suspected employee and a criminal investigation will proceed in the normal way. The Directorate of Professional standards would be consulted and the individual's role would be reviewed to ensure that it remained appropriate while the investigation was on going. If an employee was convicted this would be subject to the usual misconduct procedures. There is a Standard Operating Procedure (SOP) in place for employees suspected of Domestic Violence and this would be followed if a offence was reported to this BOCU or one of our staff was a suspect of an offence elsewhere.

H Project Umbra

47 The BOCU has assisted with project UMBRA, (the delivery plan for the Mayor of London's Domestic Violence Strategy) by providing information to the CSU DT. In particular we assisted with the collation of requests sent to the CPS for charging and the responses that were obtained. This enabled

evidence-based discussion to be held at a high level as part of joint working between the CPS and the police to improve performance. The CSU DI regularly attends pan London CSU meetings where barriers to performance and best practice are discussed. The CSU DI does not sit the project boards for any of the six strands at this time.

I Continuous improvement

48 Whilst the BOCU has a good level of charges as against cautions for domestic violence, many of these cases break down before trial due to witness withdrawal. The victim liaison officer is working with our victim care staff who are dedicated to domestic violence cases to provide an enhanced service to domestic violence victims in an effort to reduce this attrition rate. The BOCU would be interested in considering alternative options that might provide an effective sanction that falls short of court proceedings. Legislation does not allow the use of conditional cautions for common assault at present, but in some cases, with an appropriate programme aimed at rehabilitation and prevention of further offending it might be an option for the MPS to consider for the future. The BOCU would be willing to do some exploratory work on this possibility if agencies and the DV Board supported it.

J Equality and diversity implications

49 Hackney BOCU recognises our legal responsibilities to eliminate unlawful discrimination and to promote equality of opportunity and good community relations. Good partnership working, which we believe we have in place, is a key part of achieving this. It enables the BOCU to hear from agencies that have alternative lines of communication with the public and can tell us when we achieve success, and can also help us to improve where we have weaknesses.

50 Specific equality issues in regards to CSU performance have been addressed at paragraph 8.

K Financial implications

51 There are no financial implications in this report.

Report author: Detective Inspector Elaine Casey

Background Papers

London Borough Of Hackney Domestic and Gender Violence Strategy 2007-2010

Hackney Borough Profile 2006

www.teamhackney.org/team_hackney_boro_profile.pdf