



Metropolitan Police Authority

Domestic Violence Board – 5th April 2006

Havering Borough Response to Domestic Violence

Summary

This report is forwarded to give members of the MPA Domestic Violence Board an insight into the work undertaken by Havering Borough Operational Command Unit (Havering BOCU) to support the MPA-owned multi-agency boards ability to monitor and scrutinise MPS performance on domestic violence; highlight best practice and innovate, and support the MPS to identify solutions to improving performance in keeping survivors safe and holding perpetrators to account.

A. Recommendations

That the report be received.

B. Supporting information

Keep survivors safe

1. Havering BOCU has recognised and embraced that the prevalence and seriousness of domestic violence places a responsibility on the MPS to ensure that this pattern of crime, which affects women disproportionately, is tackled appropriately and robustly. This Borough responds positively to “any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults [18 or over] who are or have been intimate partners or family members, regardless of gender or sexuality. This includes issues of concern to black and minority ethnic communities such as so called ‘honour killings’.” We use the Domestic Violence Standard Operating Procedure and Victims Of Crime Codes Of Practice, as reference to underpin our core MPS values and priorities, which also go to strengthen the police resolve to tackle this important issue.
2. ‘Keeping survivors safe’ is the focus on which the Borough and it’s specialised taskforce, the Community Safety Unit, prioritise their response. The improvements shown in this Borough’s results, has been directly achieved by ‘partnership working’. This is reflected from the initial response of first line officers, where the officers and their supervisors have enforced Domestic Violence policy and do all they can to arrest at the time of the incident or as

soon after as they can effect it. The support and continuum of supervision and leadership from incident by the First Line Supervisors, then follow-up by Morning Review meetings, ensures strategies are put in place for dealing with the survivor's safety as well as providing a positive action against the perpetrator.

3. The survivors safety is achieved by consideration being given to all available information relevant to the incident and parties involved, this includes historical information. An immediate risk assessment being carried out by the attending officers to the scene, referrals to Agencies or Legal Advice and then Secondary Risk Assessments where applicable. The use of alarms in the homes of survivors and the 'tagging' of addresses needing an urgent police response is used in all serious cases. The 'tagging' of addresses is carried out through the Computer Aided Despatch system and immediately highlights premises to operators who receive incoming calls to police for help. In instances of 'High Risk' cases, once they have come to police notice, further Risk Assessments and follow up calls are repeated regularly.
4. Then Risk Management is considered and targeted action plans are formulated to further provide a positive action being taken against repeat perpetrators. All Medium and High Risk assessment details are maintained on a spreadsheet to ensure the appropriate support is given and the risks managed effectively. Every incident of Domestic Violence is subject to a CRIMINT report and where there are young persons involved or present a Merlin record is created. Every allegation of domestic violence where the offender has not been arrested from the outset, will be afforded an Investigation Strategy by the Detective Sergeant outlining what actions have to be undertaken to resolve the crime. This ensures no opportunities are missed in detecting the crime and safeguarding the victim.

Tackle domestic violence

5. As previously mentioned, the work undertaken on Havering BOCU to tackle domestic violence is initially provided by front line officers attending the scenes when called and the actions and referrals they make there, including support offered. The secondary response is the Community Safety Unit who work together as a highly motivated team and are proactive in seeking Court appearances for offenders where possible. They also actively seek Sanction Detections and drive towards making both survivors feel protected and perpetrators of violence realise that both the police and the Courts will not tolerate their actions against vulnerable persons.
6. The CSU has developed a partnership approach to meeting the needs of the survivors of crime in domestic violence. The Unit works within the guidelines as contained in the MPS Domestic Violence Policy and its Standard Operating Procedures, making the safety of victims and their children paramount. By

using the Domestic Violence Risk Identification and Assessment Model (SPECSS+), members of the Team in the CSU are able to ensure that where necessary, a Risk Management targeted action plan is acted upon. In partnership with volunteers working in the neighbouring Victim Support Scheme (VSS) housed in a neighbouring building, instant referrals can be made. Also the CSU has engaged itself with being a supporter of a pilot to enable 'Student' Social Workers to work from the Unit base, again permitting instant referrals to Social Services where applicable.

7. This enables survivors of domestic violence to get control of their own future again with self-help, supported by the MPS and 'partnership agencies'. The Unit also enjoys the co-ordinated approach to dealing with the safety of survivors' children by liaison with and shared working practices of the Child Protection Unit locally. The provision of available contact numbers for help groups is readily offered at all points of contact with the survivor.

Hold Offenders to Account

8. The improvements shown in results for this Borough have been directly attributable to the putting in place of an enthusiastic and committed Team Leader to the CSU Unit, who has encouraged the Team members and led by example in being proactive towards bringing offenders to account. This has had a snowball effect on both the team working as a unit and the front line officers who have also been enthused by the same level of encouragement. Offenders have been brought to account in various ways.
9. The most basic being the notification of police awareness and advice being given in letterform re future behaviour in minor domestic matters. Additionally the CSU have actively sought to hold offenders to account by the issue of 1st Instance Harassment Warnings, Formal Caution's and prosecutions. It has always been the Team's intention to seek 'primary' Sanction Detection by way of charge, caution or summons before accepting the 'secondary' Non - Sanction Detection that follows Home Office Counting Rules. Havering BOCU would support the view that a Sanction Detection provides a tangible result for the victim and punishes the offender, whereas a Non – Sanctioned Detection is an administrative detection, which provides neither support for the victim or punishment of the offender.
10. This has given the Officers delivering the service to the survivors the confidence that they are addressing the public needs within their remit. The Team of the CSU on Havering BOCU has in turn been shown good support and leadership from the Management. This is particularly evident where the Borough Commander has supported the Victim Support Scheme locally to finance a Domestic Violence Advocate to support and encourage victims through the Court process. This is to reduce the number of ineffective trials at

Court with the aim of narrowing the justice gap. The Domestic Violence Advocate is a part time role that has been funded by the Police for one year at a cost of £17,000. The Advocate is currently dealing with approximately 30 cases. Since January 2006 14 cases referred to the Domestic Violence Advocate have been completed. Of these, 7 victims attended court at which point the defendants pleaded guilty on the day and 5 defendants changed their plea to that of guilty (possibly when made aware the victims would be attending court). Of the 14 concluded cases only 2 victims did not attend court. The cases are referred to the Advocate by the Community Safety Unit and the Witness Care Team. The early feedback to this initiative is encouraging.

11. The work of the CSU has caused a 41.9% Sanction Detection rate return on cases handled through the Borough OCU in comparison to 35.1% return for it's nearest performing Borough. The CSU have developed partnership working as has previously been mentioned and have a Community Safety Champion Diane EGAN who works for Havering Local Authority, who has also actively developed partnership initiatives. One such initiative that Diane progressed was the purchase of 30 ICEFLO (Immediate Capture of Evidence for Front Line Officers) cameras for use in taking pictures of survivors injuries. The CSU have been instrumental in training and keeping informed their partners, Magistrates, Crown Prosecution Service, Probation Officers, Social Services and all other responsible agencies and MPS Units.

Prevent Domestic Violence

12. Apart from the proactive work undertaken by Havering BOCU there has been a parallel promotion to ensure a prevention of domestic violence. This has been effected by the circulation of posters and booklets produced by the MPS Publications Unit at all Stations and Major Stores supported by the work and commitment of the Safer Neighbourhoods Teams (SNT's) in place. Where considered practical the Safer Neighbourhood Team's have followed up minor domestic incidents reinforcing the Service's initial postal response advising and seeking to reassure survivors of our commitment to their safety. The Safer Neighbourhood Teams are Ward based and as such are controlled by the Ward. Although not responsible for the initial response to domestic incidents the SNT's respond to complaints by the Ward of excessive noise, regular disturbances, anti-social behaviour and drug related crime. These incidents are all consistent with breakdowns in domestic relationships and domestic stress. The Borough of Havering has seen a reduction of 7.9% of calls to police in relation to anti-social behaviour (includes domestic incidents). This reduction is more apparent in areas where Ward Teams are established e.g. Hornchurch has seen a reduction of 21%. In dealing with the 'fallout' of domestic violence the SNT's have assisted in reducing the numbers of Anti-Social Type incidents reported to Police.

13. Internally the MPS has recognised the fact that Police Officers are equally susceptible to being survivors or perpetrators and awareness of this has also been provided by the distribution of posters and literature to all Police Stations and offices. In partnership with Havering Community Safety Partnership we have participated in a 'Havering Week of Action' (a community safety week). We have also taken opportunities to promote the work of the CSU through the media of local news radio, raising awareness to the public and ultimately with a view to prevent domestic violence. Information sharing days have also been held together with our 'partners' where displays of the unit's work and again an opportunity to raise awareness at these open days has been fully utilised.

Working in partnership with organisations and communities to continuously improve the BOCU's response to domestic violence

14. Partnership working is an integral part to ensuring the continuing development of our working practices and the delivery of service to the public, meeting their needs and giving public satisfaction. Partners include;

- ***Sapphire Unit***
- ***Child Abuse Investigation Team***
- ***Victim Support Scheme***
- ***Social Services***
- ***Refuge***
- ***MAPPA***
- ***Safer Neighbourhood Teams***
- ***Core Teams***
- ***Crown Prosecution Service Stratford***
- ***London Borough of Havering Community Safety Partnership***

Support is also provided by;

- ***Project Umbra***
- ***MPS Racial and Violent Crime Task Force***
- ***MPA Race and Diversity Unit***

Liaison with these and other known groups ensure a balanced delivery of service and consideration given to all affected parties taking into account the survivors, their children, even the perpetrators needs along the course of any investigations.

15. Havering CSU also participate/members of the following groups/panels for Domestic Violence

- ***Havering Domestic Violence Forum***
- ***Havering Domestic Violence Inter Agency Group***
- ***Havering Vulnerable Persons Action Group***
- ***Havering Victim Support***

As a member of these groups the BOCU informs our partners of the performance of the Borough, agrees objectives/targets and work in partnership to support the victims of crime.

Conclusion

16. We have enforced Domestic Violence Policy from the initial response of first line officers.
17. We have supported supervision and leadership from front line to Management Meetings and ensured strategies for positive action are in place.
18. We have carried out risk assessments and secondary risk assessments, maintaining contact with the survivor's to reassure them of our commitment to their safety. The Risk Assessment's have various benefits i.e. identifying repeat victims and those most at risk. Through the completion of Risk Assessments it is possible to identify victims in need of further protection and reassurance. This may be in the form of Panic Alarms and other special schemes.
19. We have placed alarms in the homes of 'high risk' survivors and created 'mid screen comments' (tagging) to the addresses identifying those requiring 'urgent police response'.
20. We have adopted Risk Management to cases of concern and created 'targeted action plans' to effectively provide a positive response meeting the survivors' needs.
21. We have made immediate referrals to VSS and Social Services by the inclusion of those agencies to close partnership working.
22. We have created a highly motivated and responsive team in a Community Safety Unit with an enthusiastic and dedicated team leader.
23. We have actively sought 'primary' Sanctioned Detections holding offenders to account before resorting to 'secondary' Non - Sanctioned detections following Home Office Counting Rules.
24. We have actively supported and provided finance for the VSS and the hiring of an advocate to oversee domestic cases at court.
25. We have worked closely with our Community Safety Champion and progressed the purchase of 30 ICEFLO cameras for use by front line officers.
26. We have embarked on training our partners and responsible authorities for heightening awareness of the issues concerning this prevalent and serious form of abuse of a vulnerable group.

27. We have made best use of resources of the Safer Neighbourhood Teams to give reassurance to that vulnerable group.
28. We have ensured development of our working practices and partnerships and promoted awareness at all opportunities.
29. We have enforced equality and diversity in our dealings whilst providing the quality service meeting the communities needs.

C. Equality and Diversity Implications

30. Havering BOCU works continually to eliminate unlawful discrimination, promote equality of opportunity and good community relations. The Borough strides towards ensuring that equal treatment and access to services is not regarded as an issue for any person that it deals with. This is particularly considered in dealing with survivors of domestic violence irrespective of sex, colour, race, sexual orientation or belief. There are no proposals in this report likely to affect any group or section of the community we serve. We attempt to provide an individual delivery of quality service to all members of the community whilst giving all due considerations to diversity. Domestic Violence affects all members of society regardless of their background, every victim of this crime is treated as an individual and their needs are met on this basis.

D. Financial implications

31. There has been found to be a positive financial implication to having Student Social Workers placed on attachment to the Unit, as there is a financial benefit of £10.00 per day per student.
32. The funding towards the placement of an Advocate in a Magistrates Court to oversee Domestic Violence cases has reaped more benefits than expense in securing convictions.

E. Background papers

Data

33. The Data obtained for this report has been received from PIB. There were a number of suggested areas to be included for this report. Unfortunately many of them are not searchable Data on the CRIS database or any other database held. It has not been possible to address these matters without support from Data supplied from PIB. The Data has been supplied from 1st March 2005 – 28th February 2006, to encompass a 12-month period. It is not possible to include the Data for March 2006, as the completion date of the report is 13th March 2006.

- The number of incidents flagged as Domestic Violence over the last 12 months is 2259. Of these 1452 were criminal allegations, the remainder being non - crime book Domestic Incidents. This compares with the previous 12 months (February 2004 – March 2005) 2273 Domestic Violence Incidents of which 1410 were criminal allegations.
- The number of incidents resulting in an arrest where the power existed is 769. This relates to 53% of all allegations. The previous twelve months there were 465 arrests made this accounts to 33% of all allegations.
- 25% of incidents of Domestic Violence represent repeat victimisation. This relates to 364 victims. The previous 12 months 12% of Domestic Violence were repeat victims equating to 170 people. The Borough currently employs a Repeat Victimisation Policy that focuses on initial response and investigation as well as long-term prevention using a “graded” response system.
- The Sanction Detection rate currently stands at 41.9%. This relates to 527 Sanction Detections. This compares with a Sanction Detection rate of 23% the previous 12 months relating to 273 Sanction Detections.
- There have been 13 domestic violence cases brought to justice where there are charges of GBH and ‘above’. In the previous year there were six cases of GBH and “above” which were brought to justice.
- There has been no Domestic Violence incidents also ‘flagged’ as honour-based violence and / or forced marriage in the last 24 months.
- There have been 5 survivors of Domestic Violence identified as having mental health issues in the past twelve months. There were no incidents the previous year.
- There have been no Domestic Violence homicides in Havering BOCU in the last 24 months.
- There have been no domestic violence homicide reviews undertaken in the last 24 months.

Policy compliance, implementation and quality assurance

34. Havering BOCU is satisfied that currently that no discrepancy exists between the number of domestic violence incidents that the BOCU has responded to, and the number of those domestic violence incidents that are subsequently ‘flagged’ as such on CRIS. The Borough is confident that the processes in place safeguard incidents not correctly being flagged. All Domestic Incidents responded to are flagged from the outset in the control room as such. These

incidents cannot be completed without a CRIS reference being inserted. All Domestic Violence CRIS's are Screened in by the Crime Management Unit when the correct flagging on the CRIS will be checked. These reports are dip sampled by the Supervisors in the Crime Management Unit. Upon allocation to the Community Safety Unit the flagging will be further checked by the Detective Sergeants to ensure the Unit is correctly monitored on its performance.

35. Crime Management Units (CMU) will ensure that all domestic violence incidents recorded on CRIS fall within the definition outlined in the introduction of the Standard Operating Procedure and are all screened in and allocated to the appropriate unit as covered in the remit.

Further quality assurance checks will include:

- Correct use of CRIS (Crime Reporting Information System-Computer based) flags (information Tags).
- Correct use of repeat victim flags
- Correct classification
- Victims charter compliance
- Report supervised by recording officers line manager
- Support borough procedures for ethical reporting/recording
- Ensure compliance of SOP's by initial investigating officer particularly in relation to completion of Form 124D, CRIMINT (Criminal Intelligence System-Computer Based) entry, F78/MERLIN (**M**issing **P**ersons and Other **I**linked **I**ndices - a computer based recording system for Missing persons, vulnerable persons and children who come to notice of Police) for children in the relationship, record of previous history, risk identification and assessment using the MPS DV Risk Assessment Model (SPECSS+) and positive action policy, including a record on CRIS justifying any decision not to arrest where a power of arrest exists

36. Havering BOCU has not experienced a domestic violence homicide for a number of years. Should one occur, the Borough Domestic Violence Forum would carry out a case review. The review would be similar to a Part 8 Review, the purpose of which would be:

- Establish whether there are lessons to be learnt from the case about the way in which local professionals and agencies work together to safeguard victims;
- Identify clearly what those lessons are, how they will be acted upon, and what is expected to change as a result, and as a consequence;

- o to improve inter-agency working and better safeguards for domestic violence victims.

37. Officers on Havering Borough have been trained locally in the Standard Operating Procedures in Domestic Violence, Rape and Child Abuse. Part of the training covers the fact that where there are different allegations of crime with different SOP's that both of the SOP's have to be complied with independent of each other. Officers are aware that every incident of Domestic Violence requires the completion of form 124d no matter the seriousness of the allegation. This training has been reinforced by E-mail to all Officers on the Borough.

38. The form 124D, since its introduction, is being completed at all incidences falling within the definition of domestic violence, whether classified as a crime or a non-crime incident. All front line staff have been trained to use the form 124D. Data from the form 124D is imputed on excel spreadsheets to monitor repeat victims and offenders. Each form 124D is checked to ensure quality assurance. Those that fail the QA are returned to the officer's line manager for further remedial work to be carried out or further training to be given. Each CRIS report is checked to ensure relevant MPS intelligence systems are documented. Again, failure results in a referral to the line manager and adverse mark against the officer's/teams performance.

39. Havering BOCU considers the form 124D to be an effective tool in dealing with incidences of domestic violence. Its format allows evidence gathering, the CRIS record, arrest notes, statements, risk identification and assessment, intervention, safety planning and victims consent issues to be captured in one document. This has improved investigation, quality of reports and intelligence. The use of this form has increased the performance of the BOCU. This is reflected in the highest primary sanctioned detection rate for domestic violence in the MPS.

40. A comprehensive risk identification will be completed and recorded in all domestic violence cases to assess current and future risks to the victim and any children, to enable that risk to be effectively managed and the required intervention and safety strategies to be implemented. Risk assessment remains dynamic and is reviewed as circumstances change. The SPECSS+ model informs and provides a structure for defensible decision-making and effective intervention.

41. Once the risk has been identified it should be managed in accordance with the RARA model. Some examples of intervention strategies to manage risk are listed below. It should be possible to:

- **Remove the risk:** By arresting the suspect and obtaining a remand in custody.
- **Avoid the risk:** By obtaining non-molestation/occupation orders against perpetrator or re-housing the victim/significant witnesses or placement in refuge/shelter in location unknown to suspect.
- **Reduce the risk:** By multi agency intervention/victim safety planning, crime prevention and use of protective legislation i.e. bail conditions, injunctions etc., monitoring by Safer Neighbourhood teams.
- **Accept the risk:** By intervention and safety planning, constant review of the risk assessment and offender targeting within the PATP (Pro-Active Tasking Proforma)/MAPP (Multi Agency Public Protection) format.

42. Those victims identified as either Medium or High Risk, their details are maintained on a spreadsheet outlining the risks identified and the safeguards put in place. These include PR alarm, Mid Screen Comments. This allows effective monitoring of risks.

Resources

43. The number of posts within the CSU at Havering are as the following:

- 1 x Detective Inspector
- 2 x Detective Sergeants
- 7 x Detective Constables/Trainee Detective Constables/Police Officers
- 2 x Police Constables seconded to the brigaded Sapphire Unit

44. The demographic profile of Havering CSU officers.

- 1 x Male Detective Inspector
- 1 x Female Detective Sergeant
- 1 x Male Detective Sergeant
- 3 x Male Detective Constables
- 1 x Male Trainee Detective Constable
- 2 x Female Trainee Detective Constables
- 1 x Female Police Officer

45. There are currently no officers of ethnic background working on the unit, the Detective Inspector previously heading the unit is of an ethnic background, he has been rotated recently to improve his portfolio for purposes of career development.

46. There are no vacant posts with the CSU. Officers seconded to the CSU will receive additional training. This will be in the form of a one-week CSU courses based at Hendon, which, incorporates specific training on the dynamics of domestic violence. Currently all the Officers in the CSU at Havering have undertaken this training. Furthermore, on a borough basis, additional training opportunities exist from courses administered by other statutory and voluntary organisations and agencies.
47. Havering BOCU has a full time member of staff who provides administrative support to the CSU. There are an additional three members of staffs, both police officers and police staff who are currently restricted or on recuperative duties. They provide supplementary support to the full time member of staff but primarily concentrate on risk assessment and risk management. These Officers make an invaluable contribution to the performance of the CSU. By undertaking the administrative support it allows the Investigative Officers to focus on victim care and prosecution of offenders.
48. The domestic violence champion for Havering BOCU is Detective Inspector Chris Krelle. His function is as the following:
- A requirement to remain on the unit for at least 12 months to prevent loss of expertise and ensure continuity with victims and partner agencies
 - Terms of reference for CSU staff
 - Staff compliance with SOPs
 - Welfare support for CSU Staff
 - Whilst embracing the staff needs for flexible working, ensure an effective rota system to provide a professional level of service and operational efficiency
 - Effective training for investigating officers
 - Representation at Borough DV Forums
 - Domestic Violence Murder Review process implemented
 - Inclusion of DV in local CDRP strategies including the Prolific and Priority Offenders Scheme
 - Inclusion of DV in Borough Strategic and Tactical Coordinated Tasking groups
 - BIU (Borough Intelligence Unit) focus desks for DV
 - Protocols for information sharing, referrals and Third Party Reporting with partner agencies
 - Representation on MAPPA

- Support for TP Crime Directorate Athena Days
- Provision of literature and contact numbers for partner agencies for victims
- Identify and share good practice through the Diversity Directorate website
- System for timely victim updates re: charge/bail, court appearances, bail conditions, court results etc
- System for improving detection opportunities
- Robust monitoring of the positive action policy
- Partner agency workers within CSU
- Use of media to promote DV strategy
- Strategy to prevent re-victimisation
- Compliance with the MPS/CPS Service Level Agreement
- Identify designated liaison officer to link CSU to other internal units
- Supervise and monitor investigations by regular dip sampling of CRIS

49. Most officers within Havering BOCU hold the perception that the work undertaken by the CSU does with high regard. The work conducted by the Unit is recognised by the Senior Management Team. The Unit was nominated by the SMT in the recent RVCTF awards in which Havering CSU received a Chief Superintendents Commendation for their performance, as did the Detective Inspector for his leadership. Domestic violence incidences are the subject of a daily review by the SMT. Arrest of perpetrators are expedited fast time. Staff and resources are being increased in the CSU. The CSU ensures that the performance of the Unit is brought to all Officers attention. Good and less effective work is brought to Officers attention on an individual basis. Team performance is highlighted at Training Days and through the use of e-mail. This approach has resulted in Officers who are now actively seeking secondments/attachments to the unit.

50. All Officers have the facility to collect evidential materials prior to their start of duty, which would include; Domestic Violence Report Books (Book 124D), Early evidence kits and ICEFLO cameras for capturing evidence at the scene of any incident to which police are called. Training is also available locally to all new and established officers through the Training Unit based at Rainham and within the Borough. Officers have the recourse to Scenes Of Crimes Officers at Havering at all times. This recourse is encouraged at serious Domestic Violence incidents. The ICEFLO Cameras have proved to be an extremely valuable tool for the recording of Photographic evidence. The cameras produce immediate and good quality photographs that assist the Crown Prosecution Service in their decision-making process, officers during the interview of

suspects and the court (Magistrates, Judges and Jury) during the trial process. The cameras are used widely across the Metropolitan Area.

51. Daily Morning Review meetings are held to enable the BOCU SMT to fulfil their responsibilities regarding performance management of domestic violence. Domestic Violence is an agenda item where performance management issues are raised. This meeting is minuted to record all decisions taken.

52. A committed and determined team comprising a Detective Inspector and two Detective Sergeants undertakes the Supervision of the Community Safety Unit. They are aware of the demands and performance targets in relation to Domestic Violence. Each incident is scrutinised and where there are shortcomings in the Police performance at an incident these are addressed. On the first occasion this is addressed by E-mail. If there are further occasions then this matter is addressed in person and the Officers line manager informed. A spreadsheet of Officers falling into this category is maintained for PDR and development issues to be addressed. All allegations of crime screened into the Community Safety Unit are afforded a bespoke Investigation Strategy. These are monitored on a regular basis to ensure crimes are being investigated expeditiously. Officers are fully supported at all stages of the investigation, whether to give advice, assist in arrest, completion of risk assessments and supervision of their crimes. Team meetings are held bi-monthly in the CSU Office, where Officers are appraised of recent legislation, best practice and performance of the Unit. The quality of the work undertaken is reflected in the Officer's PDRs and all Officers attached to the CSU have recently been recommended for a Commendation for their performance. This continued support and robust supervision has resulted in Officers who are highly motivated and achieve great job satisfaction.

53. TP supports Havering BOCU in its performance in a number of ways. Monthly meetings are held at New Scotland Yard with the CSU Managers of each Borough. Guest speakers are invited to each meeting to highlight best practice and to offer the advice of a Specialist Unit. TP have offered to undertake a Review of the Borough CSU to highlight areas of improvement. Havering Borough have a nominated member of TP staff for Havering BOCU to offer advice and guidance. This is DC Yvonne Rhoden whom has always been extremely helpful. Analysts at TP review all Domestic Incidents on a daily basis. On occasion where CRIS reports have not been fully updated and there have been areas of concern regarding the safety of the victim, this has been brought to the BOCU's attention. This further safeguard is very much welcomed.

Crime and Disorder Reduction Partnerships (CDRP)

54. The overall budget of the CDRP for the year 2005/2006, Havering Community Safety Partnership received £287,204.00

55. There is no fixed budget for Domestic Violence, however the following was allocated to DV projects from the SSCF:

- £30,000.00 for Sanctuary Scheme
- £14,000.00 for DV Drop in Clinics and Support Group
- £5,500.00 for publicity campaigns and annual conference
- £1,500.00 for phones for victims of domestic violence

56. Domestic Violence is a priority within the Crime and Disorder Strategy with a separate Domestic Violence Strategy in place.

57. There are a number of CDRP domestic violence projects in progress:

- 'Safe as Houses' – which provides target hardening and Sanctuary schemes to vulnerable groups
- DV Drop-in Clinics – three weekly drop-in clinics held across the Borough
- DV Support Group – 40 Sessions held annually
- Annual DV Conference in November
- DV Training for Partners
- DV Advocate at Magistrates Court funded by Police

58. The preventative work undertaken by the CDRP is as follows:

- Education – All schools in the Borough have received a DV Pack, which shows how DV Preventative work can be incorporated into the Curriculum.
- Publicity Campaigns to raise public awareness.
- Training for Staff in DV Awareness.

59. As part of the development for the 2005-2008 CDRP CS Strategy, a focus group is held with Havering Women's Aid to inform the work undertaken.

Partnership working

60. The voluntary and statutory organisations that the BOCU is working with locally are as follows:

- **Voluntary**

- Havering Women's Aid
- Havering Victim Support
- Ashiana Women's Refuge
- Havering Homestart
- HAVCO
- Alcohol Advisory Service

- **Statutory**

- London Borough of Havering: Community Safety, Education, Housing and Social Services
- Havering Primary Care Trust
- Barking, Havering and Redbridge Acute Trust
- London Probation Service
- Sure Start Programme
- Havering Magistrates Court

61. There is no crisis intervention provision co-located.

62. All Domestic Violence Offences are referred to Victim Support Scheme through the Witness Care Unit to enable the victims to receive an appropriate level of support. Referrals for victims for Safe As Houses scheme also exist via the Havering Community Safety Unit. In addition to this agencies have shared individual agencies referral forms etc, through the DV Forum.

63. The feedback the borough receives from victims/survivors of domestic violence, their families and community voluntary agencies is through DV Advocates and Victim Support.

Training

64. The specialist Domestic Violence training of officers and police staff that has been delivered within the BOCU is that of the Mandatory Training in Domestic Violence with particular reference to the Book 124. In addition to this Team Training Days are attended by the Detective Sergeant of the CSU to update with Best Practice and new Standard Operating Procedures. Officers who are on attachment to the Community Safety Unit are also provided with a one-day training in DV awareness at Hendon.

65. This training is delivered in partnership with the community; the Co trainers were DV Co-ordinator and Ashiana refuge.

66. Currently 96% of officers and staff are trained. Within the past two months there have been three further catch up days to address those new to the Borough and those not previously trained. This data is disaggregated according to officer ranks and staff job roles as follows:

4 Detective Inspectors, 10 Inspectors, 14 Detective Sergeants, 42 Sergeants, 22 Detective Constables, 249 Constables, 23 PCSOs, 11 Station Reception Officers, 18 CAD operators and 6 Special Constables.

67. This training package has been delivered in full.

Employee Domestic Violence

68. 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.
69. 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.

Project Umbra

70. Havering BOCU has engaged with Project Umbra through performance management framework for domestic violence. All CSU DI's are engaged in the project and kept abreast of developments etc through monthly DI's meetings with the central CSU Service Delivery Team. Havering BOCU engages all five strands of Umbra at a local level. Of note, "increasing advocacy and support" Havering BOCU funds a DV advocate through the Victim Support Scheme, "perpetrator management" through the local MAPPA, "integrate laws and courts" membership of a local panel (DV Inter Agency Group) which addresses all DV matters at the local Magistrates Court.

Interface with the Met Modernisation Programme

71. The area that the MPS response to domestic violence can be improved through the Met Modernisation Programme is that of Risk Assessment. Officers attending Domestic Violence Incidents should be afforded a thorough risk assessment prior to attending. The rationale for this in the first instance should be so that the Officers safety can be safeguarded so that they are aware of who resides in a property, dangers at the property, previous criminal history, previous allegations of crime, previous criminal intelligence, in addition to this

when arriving at a decision to arrest this can be carried out with a full previous history of all parties. Officers on patrol provided with this information are best able to protect themselves and the victims of Domestic Violence.

F. Contact details

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