



Metropolitan Police Authority

Domestic Violence Board – 6 February 2007

Training for Police officers and Police staff on domestic violence within the MPS

Summary

To provide the MPA with an understanding and awareness of the type of training the MPS offers to its police officers and police staff. To identify potential opportunities to enhance training

A. RECOMMENDATIONS

- 1. For the MPA to accept this paper**

B. SUPPORTING INFORMATION

1. Background.

The MPS is committed to the investigation of all DV offences in line with its own and ACPO priorities. It therefore recognises to achieve these priorities both police officers and police staff must have sufficient and adequate training. With a current workforce in excess of 44,000 employees involved in hugely diverse and varied activities this presents a significant challenge. The MPS priority in respect of training has to be that as many staff as possible have some form of training in DV, especially those officers and members of staff that will be directly involved in DV investigations. Not only must these officers and staff have training but it also needs to be bespoke to their particular role.

This report will be completed in a matter so to inform the reader of the core DV training delivered. Firstly it will deal with the mandatory training that all officers of constable to inspector rank must undertake before dealing with the specific training given to DV secondary investigators on Community Safety Units (CSU) and the associated courses offered by the Crime Academy. It is from these two core courses that the basis of all the other bespoke DV training is derived from. The report will then deal with aspects of bespoke training offered to various units and personnel to fit their role. Finally the report will detail non-classroom/seminar based training that is accessible to all MPS personnel.

2. Mandatory Training.

2.1 In 2005 the MPS through the CSU Delivery Team, now part of the Violent Crime Directorate (VCD), in partnership with several partners introduced mandatory training. Initially 2-day training inputs by the VCD and a partner agency representative were delivered to all Borough trainers. It was then the responsibility of the Borough to ensure joint agency delivery to all response officers up to the rank of Inspector and other identified support staff i.e. CAD controllers, SROs, CSU agency workers. Each officer trained was then given a specific code on the MetHr database (Human Resources database for MPS employees) to enable tracking of trained officers. Staff from the VCD monitored many of the Borough training sessions to ensure quality delivery and to identify any problems so they were addressed at the earliest opportunity. The latest figures from the MPS Territorial Police (TP) Training manager as at 3rd January 2007 informs us that 89.2% of all TP staff are DV trained. Further 'training the trainer' sessions are planned for January 2007 with a push for completion of all mandatory training to be completed by mid-year.

The content of the course consists of raising the awareness of DV, barriers to reporting and continuing with the criminal justice process, support of partner agencies, risk management and identification, introduction to the DV Incident Report Book (Form 124D), Honour Based Violence & Forced Marriage Issues, investigating same sex DV incidents and highlight age & disability issues in respect of DV. The training input lasts for a day and is delivered by MPS trainers and local partners.

2.2 The issues of DV are now firmly embedded at the very start of a police officers career at recruit school. Police Recruits receive a 2-day specific DV training input. This has been developed from the mandatory Constable to Inspector training on DV in liaison with Barbara Young (Croydon Family Justice Centre). The recruit trainers supported by the VCD deliver the respective training. The training was introduced in May 2006. It gives a basic introduction to power & control issues, barriers to reporting/supporting criminal justice process, civil remedies, risk assessments, evidence gathering and partnership working.

2.3 Further into the training of a probationer constable, after leaving the recruit school and prior to 2 years service, they also receive additional DV training at about 1 year's service. This enhances the knowledge they have already gained and includes same sex relationships, HBV issues and partnership working. The following objectives are achieved:

- State the types of incidents that could be defined as Domestic Violence.
- Identify the standard operating procedures for the initial investigation of a Domestic Violence Incident.
- Discuss the risk factors to take account of when investigating incidents of domestic violence ('SPECSS').
- Discuss the potential measures available for vulnerable victims.
- Discuss the difficulties victims of domestic violence face in prosecuting their abuser.
- Explain how a multi-agency response can be effective in relation to domestic violence.

This training element is to be reviewed in the New Year as the classroom-based training for probationers is reviewed. It is intended that strategic

partners will be involved in this review process however at time of writing there are no time scales for this review nor have partners been approached. The MPS recognises that an important element missing here is the issues of DV where disability or age is a factor. The vulnerable adult element needs expanding. The intention will be members of UMBRA will be the most appropriate people to consult. The VCD is working directly with the course writers to ensure the new product is up to date, relevant and appropriate. It is anticipated that this will be rolled out in 2007. Domestic Violence is included in the attendance two syllabus. It reinforces the learning that is achieved in the recruit training sessions.

2.4 SNT – At present there is no additional training given to the SNTs above and beyond their basic DV training and the mandatory training. There is a need to develop this area in line with the work undertaken by Hammersmith and Fulham borough and their SNTs. This work is subject to review and analysis to scope out what the additional training will consist of and how to best utilise SNT in combating DV and supporting the survivors of DV.

3. CSU Investigators Training.

The MPS Crime Academy provides training for investigators and police staff forensic specialist investigators across a wide range of subject areas. The Specialist skills faculty within the Crime Academy has responsibility for delivery of training with regard to CSU, which is the main delivery platform for DV training as a specific subject. The CSU course is owned and monitored by the VCD and is designed to equip investigators with broad strategies and tactics around the investigation of domestic violence, racial violence and abuse, homophobic violence and abuse and crimes against vulnerable adults. A key aim of the course is the value of partnership working, both as an investigative tool and to provide a support structure for victims of such crimes. Although referred to and discussed at length, the course does not teach officers risk assessment completion (SPECSS+ & F124D) as this is delivered at a local level by borough based trainers therefore the officers will already be trained.

3.1 The Community Safety Course is primarily designed for Borough based investigators of any rank (but usually constable to inspector) who work within a CSU who have at least a 6 month retention period or tenure. Formal training, though not only limited to this group, aims to provide the MPS with a core group of investigators who having received initial an input to become subject matter experts through workplace experiential learning. This is in line with other training schemes to provide similar experts within the Crown Prosecution Service (CPS) and Court Services. In relation to DV, key presentations within the CSU course timetable cover 'Domestic Violence - Victim Care Including Children', 'Making the Links and Risk Assessment', 'CPS- DV related Issues', 'Civil Legislation', 'DV Case Study' and 'Use of Intelligence'. The course lasts for 5 days.

Also eligible for the course are other Hate Crime Investigators i.e. Lesbian Gay Bi-sexual Transgender (LGBT) Liaison Officers (LO).

There is an aspect of instruction on the civil justice process. This session is 2 hours long. There are two speakers that alternate delivering this session a practising Family Law Solicitor, and a Barrister & Assistant District Judge. Both speakers receive good feedback and provide the students with

comprehensive reference material to take away. Civil Legislation has been maintained on the timetable, as it is believed that this is an integral part of the work of the CSU particularly in gaining the confidence of victims and lowering risk levels. It is appreciated that primarily, as police officers, we are interested in pursuing criminal investigations however Civil Legislation is used as a tactical option and as part of our multi agency approach can prove to be extremely valuable.

The overall Aims and Objectives are: To ensure students to professionally investigate Race, Homophobic, Vulnerable Adult and Domestic Violence crime in accordance with service policy. To gain an understanding on how difference cultures, communities and stereotypes impact on policing.

The last formal review of training in respect of the CSU and associated course was on the 8th Dec 2005, when a meeting was held between the Crime Academy and TP Crime.

However informally the course is reviewed at the end of each week when the feedback is received. The course instructor with the course manager will read all the comments and act on them where necessary. They will liaise with the guest speakers where appropriate and make alterations to lesson plans and presentation styles. Where new material or legislation is introduced the Crime Academy will review this and incorporate it in the course where appropriate.

For 2007 the Crime Academy have reviewed the entire timetable. They have restructured some elements, such as the 'Domestic Violence Victim Care' session, this was delivered first thing on a Monday morning and the speakers wished to change the slot as the students are hardest to fully engage at this point in the week.

The number of courses has increased for 2007 and all guest speakers were interviewed to obtain their views on the course aims and how their modules work towards that common aim. This exercise ensured cohesion of differing strands within the course and that speakers were willing to maintain their commitment over the training year.

All students are asked to complete comprehensive feedback sheets relevant to the particular courses that they have attended. The feedback reminds the student of each session in order and the overall aims of the sessions, they are asked to pass comment on their opinion of the training received, the instructor delivering, whether the course achieved its aim or not. There is also space for students to write additional comments either by each session or at the end.

Finally students are asked to make an overall comment on the training received, the instructors and the aims achieved, they are then asked what were the most beneficial session and least beneficial if any.

There are several external speakers who are used on the 1-week CSU course. These include:

- Catherine Orr Deas – a DV trainer, Davina James-Hanman – Greater London Domestic Violence Project Director who speak about DV victims and their specific and sometimes unique requirements.
- The Assistant District Judge and the family law solicitor as mentioned above.

- A representative from the CPS
 - A community member who will give an input on community issues, Hate crime and perceptions of various communities to the MPS
- 3.2 The Crime Academy also on a monthly basis, delivers one-day seminars for CSU investigators who will be working within a CSU for less than six months. Included in the day are inputs on Making the Links and Risk Assessment, DV Victim Care, Civil Legislation. This course is designed to increase awareness of key areas for staff that will work within a CSU for a short period of time, usually as part of a developmental rotation for junior detective officers. This learning is then cascaded into other parts of the organisation as the officers move on.
- 3.3 The Crime Academy has developed a one-day seminar aimed at uniformed sergeants in charge of response teams on Boroughs. The training offered on this day is directed at initial investigations in line with the current MPS SOP's. The training is based around a case study and the importance of intrusive supervision and quality leadership. A case study is worked through allowing the officers a chance to put into practice what they were being taught and check understanding. Though at present this is not routinely trained it is hoped that it can be offered to all front line supervisors on borough.
- 3.4 Police Staff are welcome on the CSU courses. It is preferable for them to attend the one-day seminar, as this is more suited to their needs. However if they feel that they have not had the training they require they can either attend individual sessions from the 5 day course, or register for a space with line management support on the whole 5 day course.
- 3.5 The Crime Academy provides an Achieving Best Evidence Video Interviewing Course for CSU Investigators. The course is run by CSU instructors and aimed at the interviewing of vulnerable adults. The course is part theory part practicals. The practical element of the course is undertaken in the Peel Centre's PEACE suite. This replicates an interview room as would be found on borough and the students practise their new interviewing skills using external actors playing DV victims or witnesses.
- The staff at the Crime Academy who instruct are either police officers or retired police officers who have significant investigative experience, all been trained as trainers, some have progressed and hold a Certificate of Education. The guest speakers come from a variety of backgrounds; all are established trainers on this course and have credible reputations.

4. Detective training.

At present there are over 50 courses conducted by the Crime Academy to Detectives of varying ranks and experience. Though the majority of the training does not involve direct DV training the subject matter is interwoven through the primary course subject, e.g. on the Tier3 Advance Investigative Interviewing Course the practical sessions include interviews of DV perpetrators and HBV perpetrators. The students will receive a basic input to the background of DV and HBV but there is an expectation that students develop themselves in these areas to increase their knowledge and understanding of the subject matter thus enhancing their interviewing skills. However some core courses have specific inputs on DV.

- 4.1 Initial Detective Foundation Course – in addition to their mandatory DV training, trainee detectives receive additional input to enhance their DV training. The basic content is similar to the mandatory training but develops the more serious crime aspects such as: type of crime, detailed risk management and the links with other criminality allowing pro-active targeting of DV perpetrators.
- 4.2 Detectives on specialist units should have all completed the mandatory training. The VCD are promoting the delivery of a refresher DV package at the regular Detective seminars in 2007. This decision will be influenced by SCD20 who have to prioritise the competing priorities of the MPS. These seminars take place monthly throughout the year and the content remains static for the year. The current 2006 program has had an input on HBV issues delivered by Detective Inspector from the Specialist Crime Directorate.
- 4.3 Newly promoted Detective Supervisors currently attend a 3-week course at the Crime Academy. The course content is dependant on rank. The VCD is hoping to introduce enhanced DV input for these officers specific to their rank and roles. The aspiration is for these inputs to start in 2007.
- 4.4 The recently formed Violent Crime Directorate consists of analysts, researchers, surveillance officers, informant handlers, intelligence managers, mobile phone unit officers and strategic leads, all working to tackle violent perpetrators many of whom are DV perpetrators. Mandatory training has been delivered by officers from the CSU Service Delivery Team to most VCD members. It is anticipated the remainder to be completed early in 2007.

5. CSU Seminars

These seminars generally occur twice a year and are for the entire day. The content being determined by identified good practise, areas for development and outcomes of critical incidents. They will include not only DV but also Hate Crime matters. The attendees are generally CSU investigators & supervisors and other hate crime investigators, i.e. LGBT liaison officers, though other guests will include MPS SMT members, MPS IAG members and MPS strategic partners. The most recent seminar was in December 2006 opened by Commander Steve Allen when the topic areas included investigation of HBV (Honour Based Violence) & FM (Forced Marriage), same sex intimate partner DV, stalking and Mental Health within a DV context.

6. Police Staff

It is recognised that not only police officers but also police staff have a significant role to play in the investigation of DV. As such dependant on their role, specific and appropriate DV training is provided to these members of staff.

- 6.1 Station Reception Officers (SRO) – The MPS now employs over 350 police SROs who receive formal training to undertake this role. Part of this includes a week's investigation course of which half a day is devoted to DV. The content of this course is taken from the mandatory training for constable to inspector. Experienced SROs who have not received the initial course will also receive a refresher 1-week investigation course (with the same content as the course for new SROs). Police Community Support Officers (PCSO) – As part of their initial training a section of their course is given over to DV training. The elements of this course include a basic awareness of DV. This

course is in need of further development and at time of writing is being reviewed to bring it in line with the constable to inspector mandatory training. It is anticipated this redeveloped course will be on line early in 2007.

- 6.2 Crime Scene Investigators (SOLO – Sexual Offence Liaison Officers). These staff members are mostly borough based crime scene examiners who have enhanced skills to exam sexual offences and DV crime scenes. The SOLOs are currently involved in a rolling training program that started in the spring of 2006. This is a two-day program that covers many aspects of their work. Part of the content of these two days is a 2-hour DV input from the Violent Crime Directorate (VCD). This is designed to give SOLOs an awareness of the power and control element of DV, the risk associated with DV, the link between DV and other criminality and provide them with a framework around positive evidence gathering.
- 6.3 SCD4 – Forensic Directorate including Crime Scene managers and forensic managers. There has recently been (Nov 2006) two forensic seminars in which the above directorate were given an input on DV by the VCD similar in content to the delivery to the SOLOs.
- 6.4 Criminal Justice Unit, Witness Liaison Officers on some boroughs have attended the 1-day CSU seminar to enhance their DV knowledge. This is not mandatory to all witness liaison officers and is a local decision as to whether boroughs wish to invest in this training for their staff. However it must be remembered the places are very limited because of the competing demands placed on SCD20's time and the priority will lie with CSU officers to attend this awareness day..
- 6.5 HR managers, though they at this present time do not receive any formal training the MPS is currently writing 2 policies; MPS personnel as DV victims and MPS personnel as DV perpetrators. Once these policies have been completed and after consultation with strategic partners a relevant training package will be designed and delivered. Work is in progress between the Directorate of Professional Standards and the VCD to ensure management of MPS employees who perpetrate domestic violence. Once these procedures are complete again it is intended that bespoke training will be provided to the staff working in this area.
- 6.6 The MPS currently has 2 systems of call dispatch. The new system that is being introduced, as part of a rolling introduction is known as C3i. New call handlers to the organisation receive 1-2 hours DV training raising their awareness of what DV is, it's causes, the offences likely to have occurred and the opportunities to garner evidence. Existing MPS Call Handlers transferring from the old CAD system to the new system get the same lesson but with an additional awareness quiz. This course was developed in liaison with the VCD.
- 6.7 New MPS police staff training in the 'old CAD system' receive basic DV awareness training. The foundation course for Computer Aided Dispatch (CAD) receive a very basic input around what a DV incident is, the definition of DV and the ages that will constitute a DV incident. This is then linked in with the codes given to the CAD calls and the response prioritisation given to such calls.

7. BOCU SMT Members.

This training could involve officers from Chief Inspector rank to that of an OCU Commander (Chief Superintendent). Though there is no formal DV training for these officers and staff, they do receive DV inputs via various means. These include:

- Presentations delivered by the VCD at the Command Control and Strategy Meetings (CCSM). Two of these CCSM meetings this year have had a DV theme; the latest has just been completed (Nov/Dec06).
- Briefing papers prepared by the VCD in relation to incidents, investigations and reviews
- Specific presentations to OCU Commanders by the VCD and Territorial Policing (TP) HQ. The last such one was over 2 years ago and it is anticipated that resources allowing this can be replicated at a future date, however there are no time scales in respect of this.
- Recent CSU seminars as detailed above.

Though there is at present no specific training given to borough SMT members, however once key service providers, i.e. those at the front line have been fully trained more specific training will be directed at other officers and staff in line with their specific roles and responsibilities.

8. ACPO Officers.

Although there is no specific DV training given to ACPO officers on the subject of DV they are provided with briefing papers from the VCD as and when required to inform them of specific and current issues.

9. Supervisors Training

Newly promoted supervisors, ranks of sergeant and inspectors, do not get any additional DV input above and beyond their mandatory DV training

9.1 Sergeant: in respect of this rank it is the intention to devise a DV training input that covers the initial supervision of DV incidents including: managing scenes, evidence gathering and risk management.

9.2 Inspector: at Inspector level it is the intention to add to that given to sergeants but also include links with partners and longer-term strategies in managing DV.

Both of these inputs are at the very early stages of discussion and a full training needs analysis is needed to establish the individual ranks requirements. It is intended that any discussions and design will be done in partnership with the Leadership Academy, VCD and external strategic partners.

9.3 In December 2004 and January 2005 staff from the VCD delivered several one-day training inputs to all CSU managers and supervisors on risk identification, assessment and management in DV cases enhancing their mandatory training.

10. The MPS is not solely reliant on classroom/seminar based training and will seek to utilise other mediums to inform, train and develop its staff. However it must be recognised that in using these mediums there is a reliance on the self-motivation of individual officers and staff to access these resources.
- 10.1 CSU Intranet Site – This site has only very recently been revamped (June 06) and contains all the MPS' policies and SOPs in relation to DV. It also contains good practise guides and information on the investigation and management of DV incidents. Everybody within the organisation has easy access to the site and it has been designed with the brief of being user friendly especially those officers delivering at the front end.. This site can be accessed 24 hours a day 7 days a week. There are links to relevant partner agency websites with information on 24hr helplines. This site is regularly reviewed and updated by a member of the CSU Delivery Team.
- 10.2 Crime Academy – DV Virtual Academy is a computer cased learning package. The core elements of which are taken from the constable to inspector Training. It is a modular package and at time of writing there are currently 3 modules: DV awareness, evidence gathering & risk identification and risk management. It is anticipated these modules will go live to the entire MPS in January 2007. An e-learning package specific to forced marriage and honour-based violence is already completed and published. It is anticipated that future modules will be designed to further enhance the organisational learning from this medium, though there are no time scales for this at present.
- 10.3 CSU Managers meetings – these are held once every 6 weeks and all 32 CSU Detective Inspectors or their deputies are required to attend. Senior managers from the VCD chair them. The meetings are used to share best practise, highlight recent issues and provide presentations from speakers on current issues. The ethos behind this is to ensure CSU Managers knowledge remains up to date and they can disseminate information back to their boroughs. These meetings generally last 2-3 hours and are minuted. The minutes and presentations appear on the CSU intranet site.

11. Executive Summary.

In conclusion though the Violent Crime Directorate do not own all the DV training within the MPS there is an expectation that we will be consulted on delivery and will quality assure content

The core areas of DV training delivered by the MPS are the:

- Inputs on the police recruit program
- Inputs on the Probationer program
- Constable to Inspector mandatory training delivered by local trainers with local partners where all officers of these ranks will be trained.
- CSU course for secondary DV investigators and other Hate Crime investigators.

Dependant on their specific role, police officers may get enhanced DV inputs to compliment the DV knowledge they already have. Officers benefiting from these deliveries are:

- Detectives on their initial foundation course
- CSU officers, hate crime investigators and SMT members attending CSU 1-day seminars

- CSU managers via the 6 weekly managers meetings chaired by the VCD
- Sapphire, SOIT and investigating officers get DV inputs from the VCD at their seminars.

In addition to this there is additional bespoke DV input provided to staff with specific skills, these include:

- Station reception officers (SRO)
- PCSOs
- Sexual Offence Liaison Officers (SOLOs)
- Borough Forensic Managers
- Criminal Justice Liaison Officers
- Call handlers/dispatchers

In addition to the above areas the entire MPS has access to:

- The CSU intranet site
- SCD20 (Crime Academy) Virtual Crime Academy

Which provides additional knowledge and training remotely.

The MPS recognises that further bespoke DV development is required for the following areas of the organisation. The progress the MPS has made of providing this development is at various stages. The areas that it is anticipated enhanced DV delivery will be provided are:

- Newly promoted uniform supervisors
- Response team and SNT sergeants
- SNT as a whole including PCSOs
- Newly promoted Detective supervisors
- Detective officers from both the Specialist Crime Directorate and Specialist Operations
- Directorate of Professional Standards
- HR managers

C. RACE AND EQUALITY IMPACT

The Diversity Learning and Development Branch (DLDB) of the Diversity and Citizen Focus Directorate (DCFD) are managing the implementation of the Home Office Strategy:

- *Police Race and Diversity Learning and Development Programme (PRDLDP)*

Within this strategy is a clearly articulated expectation for the police service around race and diversity learning and development, set out in the:

- *Race and Diversity National Learning Requirement (R&D NLR)*

At the heart of this learning requirement are two distinct strands, which are to be incorporated into all police service race and diversity learning and development.

The first part of the requirement is:

Strand 1

Generic race and diversity learning and development

Needs for the service based on the following areas:

- Race (primary focus).
- Gender.
- Disability.
- Age.
- Sexual orientation.
- Religion and beliefs.

(Race in the broadest sense should include issues around Gypsy, Traveler, immigrant or asylum seeker communities).

This first strand seeks to answer:

“What a police officer / police staff member / police volunteer needs to satisfy the basic requirements of the role in 21st century Britain”.

Knowledge and understanding in each of these seven areas should incorporate the service’s responsibilities under various strands of equality legislation awareness in areas such as the Race Relations (Amendment) Act (RR(A)A) and Disability Discrimination Act (DDA) for example.

This is not to underplay the significance of:

- Any other diversity issue,
- Localised issues,
- The need to support any knowledge with practical workplace application,

These issues are addressed through the second strand of the learning requirement.

The second part of the learning requirement is:

Strand 2

Contextual race and diversity learning and development

For this strand the generic curriculum needs to be embedded in an understanding of the context of the individual’s work environment.

These are race and diversity learning and development needs identified, which are specific to:

- Rank / Grade,
- Role,
- Environment,
- Area,

For example, issues where police officers (and where appropriate, police staff) respond to issues of domestic violence as part of their role, these can be viewed and managed through a better understanding of:

- The perspectives offered by the six strands of the generic strand of the R&D NLR.
- Any relevant MPS policies and SOPs.
- The experience of the citizen (as victim, witness or suspect).

If deemed appropriate, a particular issue, or issue within an issue (i.e. a particular faith or perspective) can be focused on in the learning or training intervention offered.

The Violent Crime Directorate will be meeting with Diversity Learning and Development Branch, Diversity & Citizen Focus Directorate in the new year to formalise the discussions we have had around progressing this matter, which hopefully will bring our respective areas of subject matter expertise together in order to improve the already high standard of development the MPS currently offers around Domestic Violence.

D. FINANCIAL IMPLICATIONS

The majority of the costs of providing DV training across the MPS are borne within the individual units delivering the respective training. As the units tend to be specialist-training units that deliver DV training as part of a entire training package they are unable to isolate the cost of providing the purely DV elements. The cost of meeting DV training on these individual units is met by a generic training budget.

The cost of the VCD providing training is met by the cost of running the CSU delivery team and direct financial costs therefore cannot be measured with any accuracy. Though for staff to deliver training there is obvious opportunity costs in other areas.

To obtain an overall MPS financial implication in respect of DV training would involve some complex calculations and would require the expertise of an accountant to apportion appropriate fixed and variable costs.

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Background Papers

Due to the size and content of the documents in relation to the DV training delivered by the MPS I am unable to include them as an appendix to this report. However should the MPA wish to view any of these documents they can be forwarded in either hardcopy or CD format.