



Making Suffolk a safer place to live, work, travel and invest

ORIGINATOR: POLICY OFFICER (VS)

DECISION NO: 10-2016

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: AWARD OF GRANT FOR DOMESTIC ABUSE MATTERS – 25 DAYS OF ACTION TRAINING PACKAGE

SUMMARY:

1. The Police and Crime Commissioner can commission services that:
a) secure, or contribute to securing, crime and disorder reduction in Suffolk;
b) are intended to help victims or witnesses of, or other persons affected by, offences and anti-social behaviour.
This is in accordance with the provisions in the Anti-Social Behaviour, Crime and Policing Act 2014. In applying this provision, the PCC will ensure that the services commissioned are also consistent with the Suffolk Police and Crime Plan 2013 – 2017.
2. This paper proposes to commission the training of first responders and supervisors in a new training package called Domestic Abuse Matters – 25 Days of Action. The funding will enable a critical mass of first responders and supervisors to undertake recently developed and piloted training which is designed to enhance skills and knowledge to enable a better service to victims of domestic abuse.

RECOMMENDATION:

1. That the PCC approves a grant of £60,350 to commission Safelives to deliver 'Domestic Abuse Matters - 25 days of action' training package to officers and staff of Suffolk Constabulary by the end of May 2016.

APPROVAL BY: PCC

The recommendation set out is agreed.

Signature *Tina Parnmore*

Date 29/02/2016

DETAIL OF THE SUBMISSION

1. INTRODUCTION

- 1.1 The Police and Crime Commissioner can commission services that:
- a) secure, or contribute to securing, crime and disorder reduction in Suffolk;
 - b) are intended to help victims or witnesses of, or other persons affected by, offences and anti-social behaviour.
- This is in accordance with the provisions in the Anti-Social Behaviour, Crime and Policing Act 2014. In applying this provision, the PCC will ensure that the services commissioned are also consistent with the Suffolk Police and Crime Plan 2013 – 2017.
- 1.2 This report seeks approval for a Crime and Disorder Reduction Grant of £60,350 to commission Safelives to provide in-depth training on domestic abuse to 80% of first line responders and additional training to 188 supervisors within the Constabulary during May 2016.

2. POLICE AND CRIME PLAN OBJECTIVES

- 2.1 One of the key objectives within the Police and Crime Plan is 'supporting victims and vulnerable people'. In meeting that objective the PCC will consider use of crime and disorder grants to support tackling sexual and domestic abuse and improve the service of the police to victims of those crimes.
- 2.2 In 2014, the PCC funded research into domestic abuse victims' perceptions of the criminal justice system. The findings published in March 2015, included some positive feedback about Suffolk Constabulary but also highlighted some issues regarding the service provided by Suffolk Constabulary (including the perception of negative and outmoded attitudes of some officers). A key recommendation was to ensure officers have up-to-date training on domestic abuse. The proposed training is intended to benefit and upskill officers so the service to victims of domestic abuse will be improved. It also focuses on newer elements of legislation such as identifying coercive and controlling behaviour.
- 2.3 In addition to the recommendations from the research an inspection of domestic abuse by was conducted by Her Majesty's Inspectorate of Constabulary (HMIC) in 2014, with a follow up in 2015. Nationally the consistency of training was highlighted as a concern. In Suffolk, HMIC stated that "*victims of domestic abuse in Suffolk can have confidence in the service they receive from police*". However it made a number of recommendations including that the force should review how it assesses risk and should review the training currently provided.

3. DOMESTIC ABUSE MATTERS - 25 DAYS OF ACTION

- 3.1 The training package 'Domestic Abuse Matters – 25 Days of Action' has been developed to address recommendation 7 of the national HMIC inspection on Domestic Abuse in 2014 which recommended that the College of Policing conduct a fundamental review of the sufficiency and effect of training and development on forces' response to domestic abuse. It also recommended that training should be evidence based and tackle specific problems such as lack of knowledge and poor attitudes.
- 3.2 The programme has been developed by the College of Policing in partnership with the national domestic abuse charity SafeLives. It is entitled 'Domestic Abuse Matters -25 days of action' because it takes a large force area a maximum of 25 training days to train a critical mass of responders, coaches and supervisors to create attitudinal change. The skills developed are then maintained within the workforce by the

supervisors having received training to re-inforce messages and support officers and staff. The 'Train the Trainer' training further ensures that the force has the ongoing capacity to sustain future training provision on this important subject.

- 3.3 The training programme is supported by a health-check assessment which supports the force to understand how its current processes and structures can maintain and sustain the best effects of the training.
- 3.4 The programme addresses all areas of advice provided by the 2014 HMIC inspection, in particular the understanding of coercive control, and it seeks to improve knowledge, skills and behaviour of officers. The training literature states that the key components of the approach are:
 1. **Interactive training for a critical mass of all responders in the force** – this are the people who might have initial contact with a victim of domestic abuse (breakdown provided at 4.2 below). The training focusses on coercive control, risk identification, murder prevention and safeguarding, and the prosecution, diversion and disruption of perpetrators. The training is impactful with real live footage and involves exercises that challenge the learners' belief systems and examines relationship rules and norms. The victims' voice is present with the use of real victim statements.
 2. **A train the trainer coaching programme**, responsible for the observation, support and continuous development of first responders. Their role is to give feedback to 4 responders 3 times a year which works out at one observation and feedback session per month. The two day training for coaches uses the GROW model of giving feedback and contains body worn video footage where coercive control, trauma bonding and internalisation by the victim. Perpetrator grooming attempts on responders are demonstrated and discussed.
 3. **Interactive training of supervisors** to support the responders and their coaches in their roles. This one day training event uses body worn video footage to assist the supervisors to recognise strengths and areas of development, how to supervise evidence led prosecution evidence gathering and recaps on coercive control and in addition allows supervisors to discuss challenging poor service by responders and their role in supporting great service.
 4. **Police area health check**: 2 days work to ensure the force is able to support the continuous development of the 25 days programme participants and is securely linked to the college of policing and local domestic abuse services.
 5. All coaches and supervisors will take part in the first responders training before they embark on their role specific training.
 6. The programme is evaluated
- 3.5 Training is provided by skilled trainers from both the police and third sector domestic abuse organisations. These trainers work in multi-agency pairings to train the responders, coaches and supervisors.
- 3.6 The programme was initially piloted in Hertfordshire Constabulary with other first phase pilots currently underway in Humberside and Devon and Cornwall constabularies. Suffolk is being invited to be a phase 2 pilot area.
- 3.7 A complete evaluation has been undertaken; however this has not yet been published. The author of the evaluation has advised that the work has focussed on the understanding of coercion and control and effects upon attitudes and behaviour. It has been difficult to measure the impact of the training on the knowledge of coercive control or on the attitudes of officers. However the evaluation has established is that the content and material delivered is good but suggests the training needs to

be delivered more interactively. As a result some improvements are being made to the training package. These improvements will have been made before the training is rolled out in Suffolk.

- 3.8 There is however anecdotal evidence of success of the training from Hertfordshire Constabulary including a news article and a newsletter attached in Appendix A.

4. COST BREAKDOWN AND TIMESCALES

- 4.1 The costs have been based on numbers provided by the force and the understanding that a critical mass is 80% of first responders. The timescales are based on all training and the healthcheck being undertaken by the end of May 2016.

- 4.2 The table below provides details on the number of potential first responders and supervisors within the force in key areas:

CATEGORY	HEADCOUNT
CCR	127
PCSO	90
PUBLIC ACCESS	11
RESPONSE	397
SNT	97
DETECTIVE	213
TOTAL	935

- 4.3 Based on the analysis of above and working on a critical mass of 80% of all first responders receiving the training the costs are as follows:

COST OF TRAINING:

First Responder training (for 80% of first responders including supervisors)	749	£44,000
Supervisor 1 day training	188	£12,100
Force Assessment Health Check		£ 3,000
Adminstration		£ 1,250

OVERALL PROPOSED COST £60,350

- 4.4 These costs will include members of staff from Suffolk Police taking part in the 'train the trainer' during April, to ensure sustainability of training. This will ensure that other key areas of the Constabulary workforce which are not covered by the numbers above, such as Special Constabulary officers, will get training provision later in the year.
- 4.5 The Constabulary has indicated that there will be approximately £1,200 venue related costs. These costs will be funded by the Constabulary.
- 4.6 In terms of the timescales it is anticipated that the training of the first responders/supervisors and the additional days of supervisor training we take place on dates in May 2016.

- 4.7 A condition of the award will be that the force produces a timeline for the programme including when the health check will take place, when the evaluation will be delivered and who will be attending the train the trainer course in April. This timeline should be produced by early March 2016.
- 4.8 Consideration was given as to whether the training could be undertaken in a staged approach, however it is recognised that for the training package to be fully effective the training should be delivered to first responders in a single programme and any delay could undermine the effectiveness.

5. MONITORING THE PROGRAMME AND EVALUATING THE IMPACT

- 5.1 A condition of the grant award is that a documented timeline will be produced by early March 2016 as outlined at 4.6 above.
- 5.2 It is also a requirement that an end of programme monitoring report will be produced by 30 September 2016. That report will include the final costs, number of officers and staff who attended the training. It will also evidence the key lessons learned from the healthcheck and an evaluation of how practice, service delivery, knowledge and attitudes have changed as a result of the training. The report will also need to include how the train the trainer capacity built will support ongoing training.
- 5.3 The evaluation needs to be well-designed before the training begins so that any necessary baseline information is captured in advance. Progress with the development of that should be provided, with the documented timeline, in early March 2016.

6. MISCELLANEOUS CONDITIONS OF AWARD

- 6.1 Full 'Conditions of Award' including conditions relating to transfer of funds, monitoring, and publicity and marketing are specified separately but include the following:
- 6.2 This award is a one-off award and outputs/outcomes should be delivered in the period 1 April 2016 to 31 October 2016.
- 6.3 Payment of the award does not confer any ongoing obligation on the PCC to make payments towards future training programmes.
- 6.4 This award may not be used for any activities other than those set out within this decision paper or as approved in writing by the PCC.
- 6.5 This award is made on the condition that if the grant is not used for the purposes set out within this decision paper the funding must be repaid to the PCC.
- 6.6 The Constabulary must be able to demonstrate that the grant is being managed in an efficient and effective manner, and that they are actively seeking to minimise bureaucracy and streamline processes in order to deliver the best possible outcomes.
- 6.7 Payment will be made within 21 working days of the receipt of a payment request.
- 6.8 An interim report on the grant outcomes identified in paragraphs 4.7, 5.1 and 5.3 will be produced by the Constabulary by early March 2016 and a final programme review report (as outlined in paragraph 5.2) by 30 September 2016.
- 6.9 The Constabulary must notify the PCC as soon as reasonably practicable if an underspend is forecast and any underspend must be returned to the PCC.

- 6.10 The Constabulary will appropriately assess the risk to operational resilience of undertaking the training in the timescale.
- 6.11 By accepting the award from the PCC, the Constabulary makes a commitment to acknowledge the PCC's support in funding this training.
- 6.12 The Constabulary shall ensure that third party recipients have adequate insurance coverage (including but not limited to public liability insurance) in place, appropriate processes for staff direction, and shall provide evidence of such to the PCC on request.
- 6.13 The PCC accepts no liability to the Constabulary or any third party recipients for any costs, claims, damage or losses, however they are incurred, except for to the extent that they arise from personal injury or death which is caused by the PCC's negligence.

7. SERVICE AND FINANCIAL IMPLICATIONS

- 7.1 Monitoring and evaluation should provide evidence there are service and financial benefits to the Constabulary as a direct result of the training and that the training support the Constabulary's approach better supporting victims of domestic abuse and preventing domestic abuse.

8. RISKS:

- 8.1 There are no major implications or risks associated with this decision paper. An assessment of risk will be undertaken by Learning and Development and Protecting Vulnerable People directorate in the delivery of the training both in terms of the on-going operational resilience of the force during the training period and the welfare of staff who might be affected by the training.
- 8.2 The training supports improved service delivery and mitigates the risk of vulnerabilities such as coercive control not being identified by first responders.

9. RECOMMENDATIONS

- 9.1 It is recommended that the PCC approves a grant of £60,350 to commission Safelives to deliver 'Domestic Abuse Matters - 25 days of action' training package to officers and staff of Suffolk Constabulary by the end of May 2016.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	Yes
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

APPROVAL TO SUBMIT TO THE DECISION-MAKER

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the ~~(add decision-maker's title e.g. the PCC).~~

Signature: 

Date

25 February 2016

Birthday battering victim who rebuilt her life shares her story to give others courage

'Love should never hurt'



Richard Covington has been bailed by magistrates and will be sentenced next month.

A woman, who was battered by her bodybuilder ex-boyfriend on her birthday is urging other victims of domestic abuse to have the courage to bring their attackers to book.

Richard Covington was convicted at Stevenage Magistrates' Court last week of assaulting his former partner four times on October 10 and 19 last year.

The woman, who does not wish to be named, was beaten so badly by the personal trainer that she had to be rushed to the Lister Hospital's emergency department by her friends.

She said: "I do not know how I was in that situation. He made me feel so worthless and said everything was my fault."

"We were together for more than two years and things came to a head on my birthday last year. We had an argument and he beat up me so badly."

"He left me with bruises and cuts everywhere but I didn't want to go to A&E because I didn't want to get him in trouble. He only stopped attacking me when one of my friends came round.

by Oliver Pritchard

oliver.pritchard@hertfordnet.net

"They dragged me to hospital and called the police who took him away."

After the assault the woman was supported by officers from Hertis police who took her phone away so Covington, who once served in the French Foreign Legion and works as a personal trainer at Pumped Gym in Walkern Road, couldn't contact her.

After recovering from the physical trauma the woman had six months of intensive counselling to help her rebuild her life.

She now has this advice for anyone who is in a similar situation: "I think anyone in a controlling or violent relationship needs to know it is never their fault, no matter what their partner or his family members say."

"Each individual is responsible for their own behaviour."

"One of the key things that made me accept this wasn't my fault was when my psychologist asked me if I was in an argument with someone else would they react the same way, by using violence? And the truth is they wouldn't. Love should not hurt."

Covington, 29, from Poston, was bailed on the condition he did not contact the Stevenage woman and will be sentenced at the same court on Tuesday, July 14.

If you are suffering from domestic abuse, whoever from it takes, call police on 101 or the Hertis Sunflower Centre (0800 080 080, www.hertisinfoflow.org)



Black and blue: the victim recorded her injuries after suffering at the hands of the man she says she didn't want to get into trouble.

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Mercury, Thursday, July 23, 2015 11

Man who tried to kill wife gets an eight-year jail term

Victim left husband because of his interest in violent porn

By Court Reporter

mercury@hertfordshiremercury.co.uk

A MAN whose wife left him because of his interest in violent pornography has been jailed for eight years for attempting to murder her.

The 45-year-old from Waltham Cross tried to have sex with his unconscious wife after choking her. St Albans Crown Court was told on Friday.

Ann Evans, prosecuting, said the couple had been married for 25 years and had one son, but were living separate lives and sleeping in separate beds.

Violent

She was to tell the police their relationship was affected by his interest in violent pornography.

In May last year, she began a relationship with another man and in December told her husband she was leaving, which she did on February 15.

On February 23 she arrived back home, in Waltham Cross, with bags

of shopping, which the husband believed, mistakenly, were for him and his son.

Mrs Evans said: "When she said it was for her new address, he lost it. He flung the shopping around and a bottle of fabric conditioner smashed on the floor."

"He said, 'I am going to kill you', and he put something around her neck. She said it felt like rope. He told her he would kill her and then himself. He pulled the ligature tighter and tighter and pushed her onto a sofa."

"He stood over her, still with the ligature around her neck, and put his hand over her mouth."

"She kicked out and hit the coffee table and bit him before she lost consciousness."

The wife came around at about 2.20pm and saw her rousers and knickers had been removed.

She called for an ambulance and was found to have ligature marks around her neck, scratches to her buttocks, blood bubbles on her face and a large chunk of her hair pulled

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out.

The next day the husband dialled 999 from a phone box in Epping High Street.

He said he had strangled his wife and admitted removing her clothes in an attempt to have sex with her.

Mrs Evans said he believed he had killed her and he pleaded guilty to attempted murder.

Silas Reid, defending, said: "He can't remember what he used. It is quite likely it was a belt."

"He has utter and complete remorse and wishes he could turn back time."

He said he had admitted what he

had done from the outset.

Addressing the judge from the dock, the husband said: "I want to say out loud how sorry I am and how I wish it had never happened. I want to apologise to everyone I have hurt."

Jailing him, Judge Andrew Bright QC said: "You have a history of viewing violent pornography."

"It is not clear whether you used the ligature so you could try to have sex with your wife after she lost consciousness or whether you decided to after she had."

Spontaneous

The judge accepted it had been a spontaneous, rather than planned, attempt to kill his wife.

Detective Sergeant David Taylor from the Hertfordshire Major Crime Unit reassured the public.

He said: "These kinds of offences do not happen very often, thankfully, and the sentence reflects how seriously crimes of this nature are dealt with by the courts."

Coaches play a pivotal role in improving our response to domestic abuse. We have already seen recent examples of officer using the skills they have learnt at the College of Policing training and identifying cases of coercive control and being able to recognise trauma bonding. Officers are looking deeper and uncovering DA.

It is of utmost importance that coaches keep peoples knowledge up to date and keep the training fresh in their mind. The DA coaching process is based on the theory that learning integrated into routine practice is evidentially one of the best ways to change attitudes and behaviours.

So what now?

Now is the time to start putting all that you have learnt in to practice. You have been selected for this role because of your skill and your position. By this stage you should be aware of the 3-5 colleagues which you are responsible for assessing. So if you haven't already started assessing colleagues now is the time to do it.

What is expected of you?

- It is expected that coaches will send a short email to the supervisor and the coachee outlining the time and date of the incident they observed, then in bullet point format the coach will highlight areas of good practice, areas identified for development and the resulting action that was agreed.
- It is expected that they will observe each of their staff members/officers three times per year with four month intervals, where possible. This does not account for any follow up observations needed. These will be extra.
- The DA Matters coach is responsible for reporting themes to the DA Matters '25 Days of Action' force area lead. These themes may be about improvement in practices seen and congratulations or rewards to be considered. They may also be themes of poor practice, misunderstanding or misuse of procedure or policy. It is anticipated that the DA Matters '25 Days of Action' force area lead will manage this process via regular DA coaches meetings and networking events.

What will we do for you?

We will be providing a regular newsletter with any changes in law or procedure and best practice as is identified by the college of policing. This will be via training events and networking opportunities. You will also gain support from each other and nationally via a POLKA community group. In addition it is expected your supervisor will support you in your role as they have been trained to do so during the DA Matters '25 Days of Action' programme.

There is an expectation that all of our coaches are registered on POLKA, so please join up. It takes a few minutes and all you need is a PNN email address and you can register on POLKA and join the DA community.

This is where as a DA Coach, this is where you can access information across forces and keeps yourselves up to date on DA.

Please join the **POLKA community for domestic abuse**, stalking and honour based violence at the link below.

<https://polka.pnn.police.uk/en/Communities/Home/?clubId=338>

The College Of Policing plan to have a Coaches area in the future – and we expect the coaches to keep themselves up to date on developments... with an eye on the new coercive control legislation that will be going live next year. Keep your eye out for updates on the Domestic Abuse One Stop, Operation Oak, site which can be found through the home page under the "Corporate Info" tab.

Should you find you have any queries relating to coaching or DA Matters training I have created an inbox for you to make use of DAMatters@Herts.pnn.police.uk which can also be reached using **R DA MATTERS** in the address field.

It is often said the "Feedback is a gift" I am a firm believer in this. I would encourage you to feedback on the experience of coaching to the above mail box including any challenges or benefits you have found. I am particularly interested to learn if officers have been using their "coercive control question" and if it has it been effective? I am also interested whether we have been able to progress a difficult case because we have changed our approach?

We value your views and any feedback you can provide. If you find that there are barriers or issues affecting your ability to deal effectively we want them brought to our attention so we can try and tackle any organisation issues that are thwarting the officer's ability to do their best. We intend to run a coaches event to share best practice later on in the year and to look at future developments of the coaching role.

We thank everyone for their continued hard effort.

Chris Puddy

A/Detective Inspector.

Pilot Scheme a Huge Success

BY OLIVIA FINUCANE

A College of Policing Domestic Abuse pilot scheme trialled in Hertfordshire has already played a significant role in preventing a domestic incident from escalating.

The course, which has trained more than 1,000 officers and front line staff and 200 supervisors and coaches, encouraged officers and staff to think about that first response and 'think outside of the box' when responding to a domestic abuse incident.

It has been hailed a resounding success by the hundreds of staff who attended the sessions which have been running in Robertson House, Stevenage, since February. One officer was able to identify a clear case of coercive behaviour during a job he was working on, as a result of attending the course.

He said: "When the call came in it was a missing person's report from a family member concerned that the perpetrator had gone missing and had threatened to take his life. We carried out our routine checks and investigations, but after speaking with the ex-partner and injured party who had ended the relationship and left the marital home a few months previously - it became very clear that there was a serious history of coercive control involved, ranging from financial control and revenge porn. Once this had been established we immediately did a search for the perpetrator's phone and located him. We then realised there was an immediate threat to his ex-partner due to the close proximity of his location to where she was at that moment. After a search of his vehicle we discovered several items of a disturbing nature, which we believe he would have used to cause significant harm to his victim had we not intervened.

"I have no doubt in my mind that the College of policing pilot course helped both myself and my team make decisions that night that prevented a situation from escalating. It was an outstanding course and well worth every minute. I cannot sing its praises highly enough."

Detective Superintendent Paul Maghie, from the Safeguarding Command said: "What we have achieved here in Hertfordshire with the help of the College of Policing through this pilot scheme has been ground-breaking. What we have achieved and all of those outcomes will now be used to shape future domestic abuse training nationally.

"This training, as demonstrated in the example above, has encouraged us to challenge our culture, attitudes and how we approach incidents of domestic abuse. It has forced us to look at how we think about such incidents and look at alternative ways of pursuing a criminal prosecution and keeping victims safe. Over the coming months further information will be available to officers to ensure that we build on this knowledge and embrace the changes to our culture in dealing with these incidents. We want all officers and frontline staff dealing with these situations to think: 'What I do now can affect lives tomorrow'.



The course in action