

Leicester Inter-Agency

Domestic Violence

Strategy

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Leicester Inter-Agency Domestic Violence* Strategy 2009-2014

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* This document uses the terms aggrieved, victim, survivor, perpetrator, abuser and offender dependent on the context. We use these terms to denote harm, resourcefulness and responsibility. The term violence is used to include a range of behaviours, and as such can be interchangeable with 'abuse'.

** A delivery plan is produced annually, as is a progress report on performance against that plan. Please see www.saferleicester.org for up to date copies of these documents.

1 Foreword

This strategy is in place to secure and showcase our commitment to, and ownership of, the need to reduce domestic violence in Leicester. No one agency or partnership can deal with this issue effectively alone.

There is a clear financial and moral imperative to reduce domestic violence. One in three women and one in six men report experience domestic violence at some point in their lifetimes, with women experiencing more serious injury, more frequently, than men. This is not inevitable; we know that there are interventions which make people safer.

Two women are killed in Leicester, by a partner or ex-partner, each year. Perpetrators of domestic violence can be family members or partners / ex-partners (including husband and wife). Our local figures show that people are often suffering abuse from more than one perpetrator.

There is a national plan for domestic violence and we have made a local commitment to improvement through our local area agreement. In the current economic climate in particular it will be a challenging five years, where the prevalence and severity of incidents may increase whilst services struggle to hold on to funding. Working together in a co-ordinated manner is the only way to bring about meaningful, efficient change. We must build on our understanding and create effective pathways to safety. It is the only way to reduce the short and long term cost domestic violence has on our lives.

This strategy directly supports several One Leicester priorities, including creating safe and thriving communities, investing in our children, building skills and enterprise and improving well-being and health. Being confident in our response to domestic violence allows us to talk up Leicester.

Silence and denial remain significant barriers to reducing domestic violence. Having a strategy states very clearly that this is not a taboo subject for us and that we are ready to listen and support those affected. We will work to create a city that encourages healthy and equal relationships, holding those who perpetrate abuse to account and supporting those who have suffered. Through this strategy and delivery plan we hope that individuals and organisations will be better equipped to address this corrosive problem in our city.



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2 Executive Summary

2.1. Domestic violence has a significant and negative impact on our vision for One Leicester; specifically a safer, healthier city that invests in children, skills and enterprise. To tackle it effectively we must have an inter-agency strategy that makes the most of the resources we have in a commitment to invest to save.

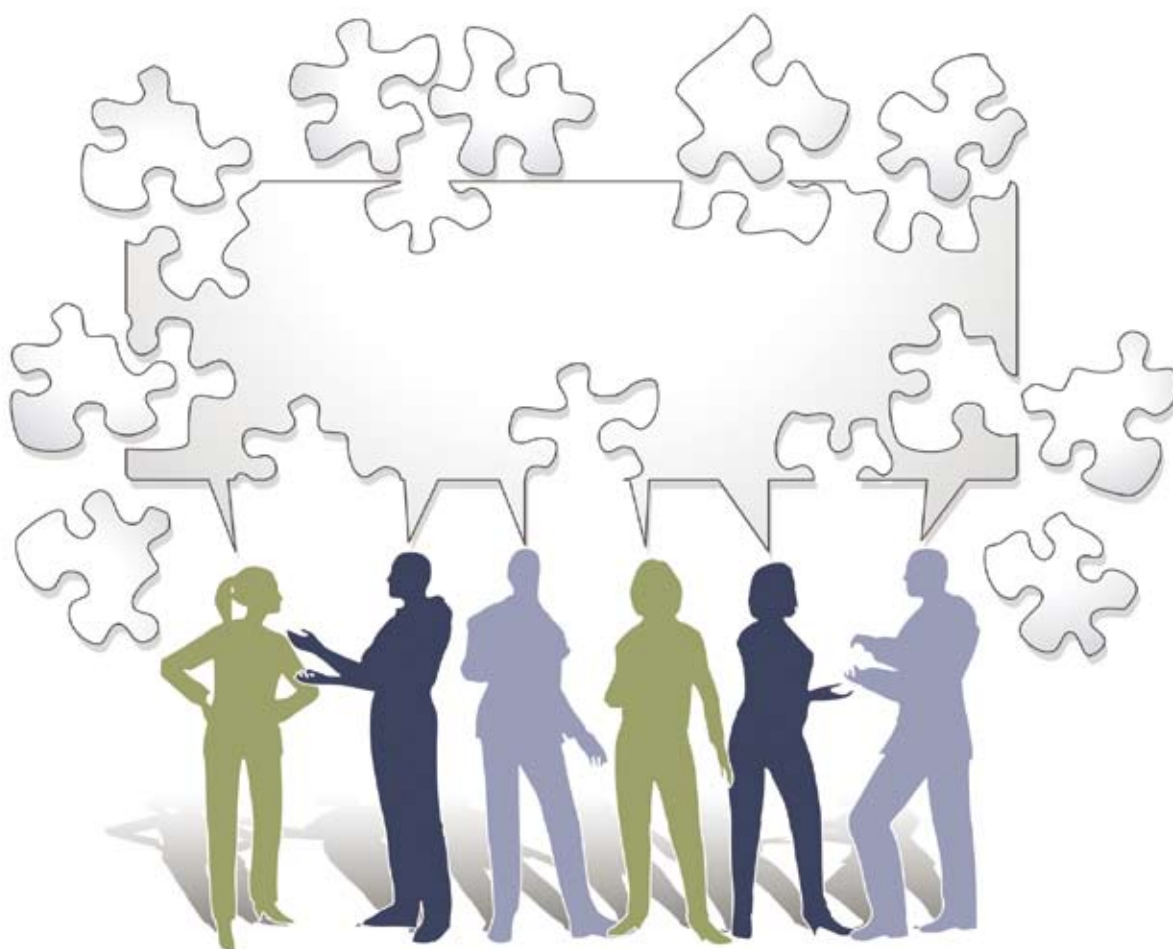
- 2.2. It has been our vision since 2007 to work together to prevent domestic violence and to provide support and protection to anyone who has been affected by domestic violence, with an underpinning commitment to equality, evidence based practice and partnership working.
- 2.3. In preparing this document we reviewed the progress made to date, consulted with partner agencies and members of the public on the emerging issues and analysed local and national data on domestic violence.
- 2.4. We have a positive history of both preventative and inter-agency work in Leicester, with a higher than average level of refuge provision and both specialist and generic support services. Our work on data collation and prevention and education work with children and young people has been established for over 10 years.
- 2.5. In the first Leicester Inter-Agency Domestic Violence Strategy 2007/2009 we highlighted the need to improve our risk identification, assessment and management processes. There have since been substantial improvements in this area, with a stream of new multi-agency working systems introduced in line with the National Plan for Domestic Violence.
- 2.6. Specialist Courts, Independent Advisors and Multi-Agency Risk Assessment Conferences have independently and collaboratively evidenced positive outcomes for reducing domestic violence and these services are now in place in Leicester.
- 2.7. The Map of Gaps 2 (Equality & Human Rights Commission 2009) stated that “over one third of local authorities had no specialised provision at all. Only a minority had a range of services... and types of support.” Leicester is a member of that small group (22 out of 408 local authorities). The challenge now is to build on these achievements.
- 2.8. In the last three years we have increased reporting to the police, decreased the level of repeat victimisation (securing £445,000 of reward grant for the city), increased the number of interventions for male perpetrators, increased the proportion of offences brought to justice and increased the satisfaction of victims. From April 2007 to March 2009, we improved substantially on 70% of our assessment areas (of which there are 12), sustaining standards in the remaining 30%.
- 2.9. Leicester has a diverse and changing population of just under 300,000 people. Domestic violence contributes to and reflects societal inequality and we are aware of some specific challenges. Several equalities issues have emerged from our work in the last two years, including:
- the needs of those fleeing domestic violence with no recourse to public funds,
 - the concept of family and community ‘honour’ as an excuse and context for abuse,
 - tolerance of domestic violence amongst communities newly arrived in Leicester,
 - how to engage with men as both potential victims and perpetrators,
 - those adults aged 14-21 using and suffering violence in their relationships,
 - identification and support of disabled women and lesbian, gay, bisexual and transgender (LGBT) victims.
- 2.10. Common threads throughout all of these areas remain: the need to increase awareness of domestic violence, reduce acceptance, and ensure that people know of their rights and that they have access to good quality specialist and generic support services when they need them.
- 2.11. Domestic violence cuts across all communities and yet remains surrounded by secrecy and shame. Leicester Domestic Violence Forum Partnership (LDVFP or ‘the Forum’) acknowledges the prevalence and harmful impact of domestic violence and believes in change. It is in existence to ensure a robust and co-ordinated strategic response to domestic violence across Leicester.

2.12. Emerging strategic and operational priorities for 2009-2014 include:

- reducing repeat appearances at Multi-Agency Risk Assessment Conference (National Indicator 32), i.e. improving safety of those at the highest risk of homicide,
- improving staff confidence in identifying and managing risk,
- establishing longer term funding plans for sustainable and integrated support services,
- early implementation and prevention work
- exploring creative interventions with young people and young adults,

- co-ordinating and expanding activity around so called 'honour' based violence.

2.13. The challenges that remain are clear. This is a volume crime causing significant harm. The economic climate is one of cutbacks and not growth. It requires people and organisations to work collectively and pool resources. Even as we celebrate and acknowledge the significant progress we have achieved over the last two years, we cannot ignore domestic violence or become complacent regarding our progress. The costs are too great.



3 Introduction

3.1. If we are to reduce domestic violence, we must have a co-ordinated inter-agency response. This strategy reflects local and national information on population needs, emerging best practice and legislation or statutory guidance.

- 3.2. Domestic violence continues to exact a moral and financial cost to our area. It includes:
- Personal and emotional cost
 - Health service costs (mental and physical health)
 - Criminal justice system costs
 - Housing costs
 - Safeguarding and social care costs
 - Economic costs of lost productivity

- 3.3. We have on average two domestic violence related murders occurring in Leicester each year. A single domestic violence homicide is estimated to cost in the region of £1 million. One in three women will experience domestic violence in their lifetime; our population includes around 150,000 women and girls. There are clear reasons why we need to invest to save.

3.4. Understanding and Definition

Domestic Violence is a systematic abuse of power and control that takes place within particular relationships.

The government adopted the following cross-departmental definition in 2005:

'Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of their gender or sexuality'

The definition adopted by Leicester Domestic Violence Forum Partnership (LDVFP) is wider:

'Domestic violence involves the misuse of power and is based on a range of control mechanisms which include: physical, sexual, psychological, social or economic abuse or neglect of an individual by a partner, ex-partner, carer or one or more family member, in an existing or previous domestic relationship. This is regardless of age, gender, sexual orientation, religious, cultural or political beliefs, ethnicity, disability, HIV status, class or location.'

Domestic violence includes the issues of forced marriage, female genital mutilation and some other aspects of so called 'honour' based violence where family and community members can act to control and punish perceived transgressions.

We know that under identification and reporting of domestic violence is a significant issue across society, and can particularly be an issue for older people, people with disabilities, those from black, minority ethnic and refugee communities, and those who identify as lesbian, gay, bisexual or transgender.

There is also some anecdotal evidence of white women on housing estates and middle class women under reporting to Police.

Under-reporting can be due to many reasons including viewing agencies as unsympathetic and judgemental, shame and stigma surrounding disclosure of the issue, safety concerns, a lack of faith in receiving an appropriate response and a lack of awareness of options and the support attached.

Nationally, the gap between experience and reporting to police appears to be reducing but it is still significant. Some of our figures indicate that 48% of people never tell anyone.



3.5. One Leicester

Domestic violence has a significant impact on victims and their children. This can be mapped against each of the One Leicester priorities, particularly:

Creating safe & thriving communities

Domestic violence is a volume crime, with over 8,000 incidents reported to the police each year. Over the past six years there has been on average two domestic violence homicides a year. Social isolation and a raft of criminal offences can be core components of DV. Many of those involved in anti-social behaviour and in prison have experienced domestic violence.

Investing in our children

More than 50% of domestic violence incidents have children resident in that household. Domestic violence is the single most common feature in serious case reviews and around 25% of reports to Duty and Assessment Services. Domestic violence is a barrier to children and young people achieving their potential, sustaining their mental and physical health and making a positive contribution.

Building skills and enterprise

Domestic violence negatively impacts on employment, training and education. Harassment can take place in a work environment, leading to time off work and reducing productivity. Domestic violence can have a corrosive impact on self esteem and professional development, with time off work due to injury and depression.

Improving well-being and health

There are significant physical and mental health issues related to domestic violence. People can experience an average of 37 incidents before they make a report. Domestic violence has one of the highest rates of repeat victimisation and can continue for decades. There are implications of accumulative stress on the mind, body and spirit and a level of direct physical injury that can result in loss of life through homicide or suicide.

3.6. Equality and Diversity

Awareness and communication of the availability and detail of services is a key issue and still a significant barrier to reducing domestic violence. Many victims continue to say that they did not know there were any services out there that could help them and some perpetrators wish they could have received intervention earlier. Equality is an underpinning commitment of the Forum. For a copy of the statement of intent, principles and the equality impact assessment for this strategy, please see www.saferleicester.org/dv.

People need to know that services exist, and trust that those services will understand their personal situation in an appropriate and non-judgemental manner.

The Forum acknowledges the value of specialist support services for victims (for example black, minority ethnic and refugee communities) alongside skilled and accessible general support services.

AGE: The Forum's definition of domestic violence includes all ages, however many agencies will have adopted the Government definition of domestic violence, which is also adopted by the Association of Chief Police Officers. This currently states that domestic violence can only occur between adults aged over 18, but is under review.

In Leicester, there is a commitment within the Forum that appropriate support and signposting will take place whatever the age of the people involved. There can be high levels of acceptance of domestic violence amongst younger and older adults and there are specific needs in relation to the support of victim/witnesses and supporting the offender to change their behaviour according to age.

Leicester has a large, and growing, student population and high figures of domestic violence reported to the police from those aged 18-24.

Older people may have responsibilities as carers that need to be considered and may have other long term attachments to their house and other personal items. They may experience greater social isolation in general and have additional needs that make them vulnerable.

Disabled victims may also fit the criteria for 'adults in need of safeguarding'. Safeguarding adults procedures must be followed but with an understanding of the dynamics of domestic violence and the support that may be available around this particular issue.

DISABILITY: There is some indication of an invisibility of domestic violence as an issue for disabled people. There may be particular practical barriers for disabled people wishing to report domestic violence and in accessing the criminal justice system.

The Integrated Domestic Abuse Programme (accredited court ordered programme for perpetrators of domestic violence) is only suitable for those with a certain level of cognitive and literacy ability. One to one work is developing but groups are considered the most effective intervention.

There are also limited refuge spaces with aids and adaptations or capacity to provide space for a live-in carer. Nearly 20% of the population of Leicester report having a life limiting illness or disability (15% being of working age).

ETHNICITY: For new and established communities in Leicester there can be a tolerance of domestic violence and a desire to keep such matters within the private, family or community sphere.

There can also be perceptions of institutionalised racism in the criminal justice system and in other statutory institutions.

It is estimated that people from ethnic minority communities will form the majority of the population in Leicester after the 2011 census with more than 50

languages in use. This poses clear barriers for accessing services and information. Reporting figures currently reflect the census for police and non police agencies. This is positive.

GENDER: Domestic violence is predominantly perpetrated by men against women and there is emerging evidence surrounding the differences in terms of nature of incident, impact and frequency in relation to gender (see Hester 2009). Information is only just starting to emerge on the needs of male and female perpetrators.

RELIGION AND BELIEF: The population of Leicester has a mix of religions and beliefs. Christians, Hindus, Muslims, Sikhs and those identifying as having no religion or belief are amongst the most common.

Victims and witnesses may report to religious/belief leaders for support and guidance rather than the police. This can be both positive and negative, depending on the awareness of the leader, for example some people have been pressured to stay within an abusive relationship, and have had their confidentiality breached in this respect.

SEXUAL ORIENTATION: As noted above, we know that domestic violence is under reported by people experiencing same sex domestic violence in their intimate partner relationships, and that there can be a concern of institutionalised homophobia and heterosexism.

Leicester has an established Lesbian, Gay and Bi-sexual community¹ and we would expect higher reporting levels than those currently recorded (1-8%). Same sex domestic violence occurs at similar levels as within the heterosexual population.

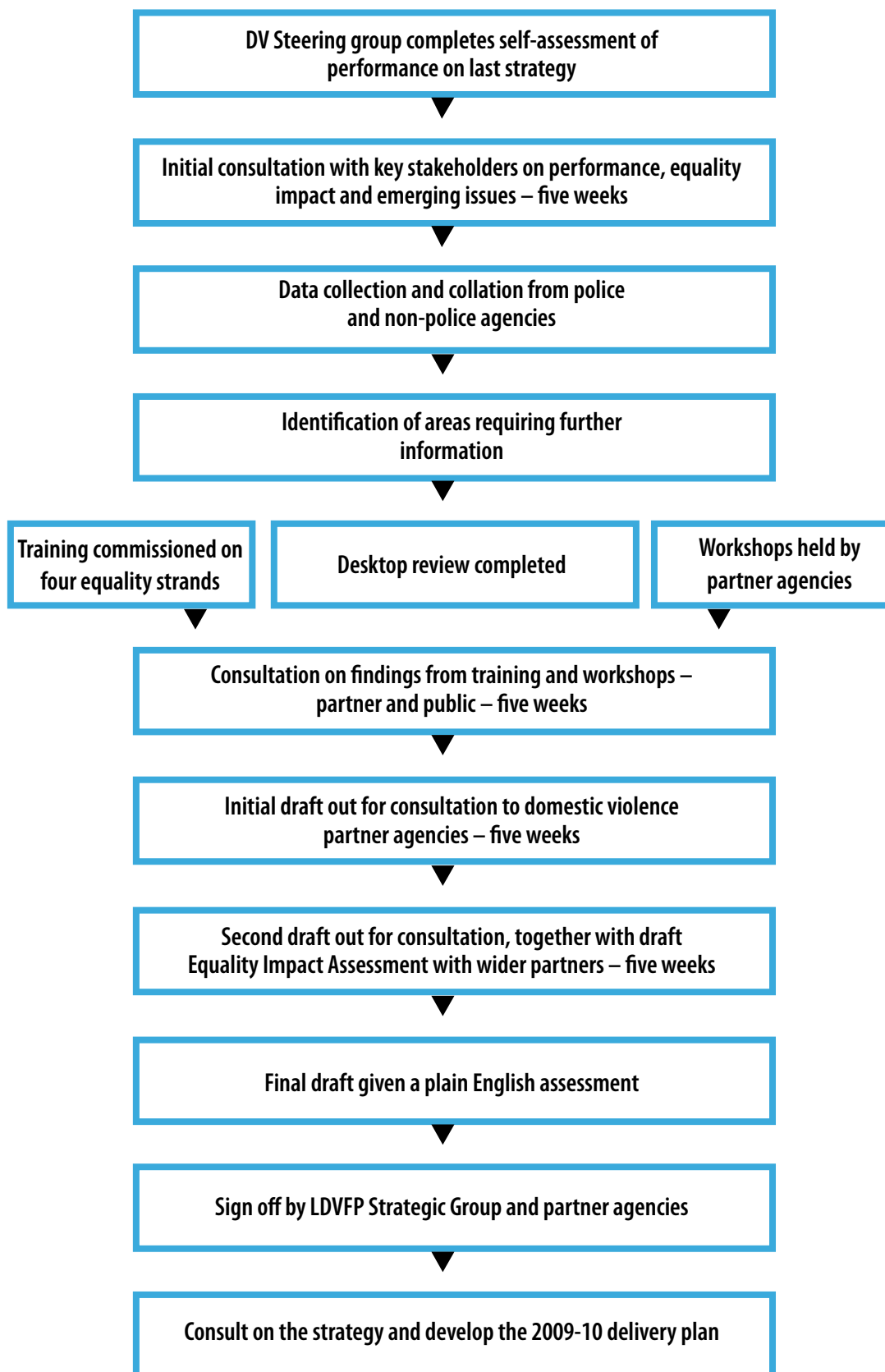
There can also be domestic violence due to homophobia from within the family and issues such as isolation and forced 'outing' can be additional dynamics that victims may have to manage.



¹ This document has, for expediency, used the term 'community' in places, but we recognise that people may not identify with any community / scene, are not homogenous and may define their identity in different ways at different times.

3.7. Strategy Development

In developing this strategy we followed the following process:



Leicester Domestic Violence Forum Partnership uses the four categories of self-assessment promoted for crime reduction partnerships. LDVFP undertook a self-assessment of performance at the close of the last strategy, and agreed for the standard for 'doing well' (please see www.saferleicester.org/dv).

The self assessment and accompanying review of the 2007-09 action plan highlighted a number of areas where further information was required:

- Parenting and domestic violence
- Domestic Violence in a lesbian, gay or bi-sexual context
- Contact and work with perpetrators of domestic violence
- Working with men
- Disabled women and domestic violence
- Children, young people and domestic violence
- Housing and domestic violence
- Policing and domestic violence

Training was then commissioned from national experts in relation to four of these areas (those surrounding equalities):

- Domestic Violence in a lesbian, gay or bi-sexual context
- Working with men
- Disabled women and domestic violence
- Children, young people and domestic violence

Additional workshops were delivered by local senior practitioners for the remaining areas.

The domestic violence data collection reports are drafted by a Safer Leicester development officer with the support of a multi-agency group drawn from all of the agencies submitting domestic violence data.

There is ongoing work to increase the number of agencies submitting data and improve the quality of data submitted.

See www.saferleicester.org/dv for the data management strategy produced by this group, and the latest data collection report.

Level of equalities data is particularly varied, for example no conclusions can be drawn from the religion and belief data we receive at present as it is so sparse with large amounts of 'unknown' responses. The forum has subsequently set a target to increase the amount of equalities data collected.

3.8. Service User Comment

Members of Leicester Domestic Violence Forum Partnership were asked to consult with their services users at different stages of strategy development. Consultation opportunities were also promoted online using the Safer Leicester and Leicester City Council web pages.

Another way LDVFP consults with service users is at public events. Attendance at several ward community meetings in 2008 for example allowed for some presentation and engagement opportunities with members of the public.

In 2007 we revised the public questionnaire and undertook a pilot at the LeicestHERday conference. Nearly 50 people completed questionnaires and 83% of them had directly experienced domestic violence or knew someone who had. 48% had never told anyone.

Echoing national surveys, many people who did talk to someone, talked to family and friends. A standard question for us is 'We are working to reduce domestic violence - what message would you like to give us?'

These are a sample of the responses given at LeicestHERday 2007:

"Carry on with your passionate work and all the best for the future"

"Make people more aware of this violence"

"Look more closely"

"We all need to work together to eliminate DV"

"Don't let it happen!"

"Help people who need your help"

"Keep up the good work, we never know when we might need you"

"Women must talk about it more"

"I think it should be talked about more often"

"Keep trying. I'm glad someone is working in this area"

"That DV exists in all communities"

"Thank you and keep up your good work"

Responses from service users to the draft strategy itself were scarce and further information is required from service users and members of the public in general. This has subsequently been incorporated into an action for the delivery plan. Work is needed to develop a model for routine service user involvement. This could include widening the use of online feedback facilities and considering the development of mystery shoppers.

We receive feedback forms for our information booklets. 75% of those returning the forms said they found the latest booklet 'very easy to read'.

3.9. The National Picture

Our work on domestic violence is guided by several national documents, which reflects the cross cutting nature of the issue. Criminal justice agencies, children, schools and families, housing, safeguarding, immigration, health provision and civil justice remedies all have a part to play in reducing domestic violence. See www.saferleicester.org/dv for further details on some of these national drivers and inter-relationships.

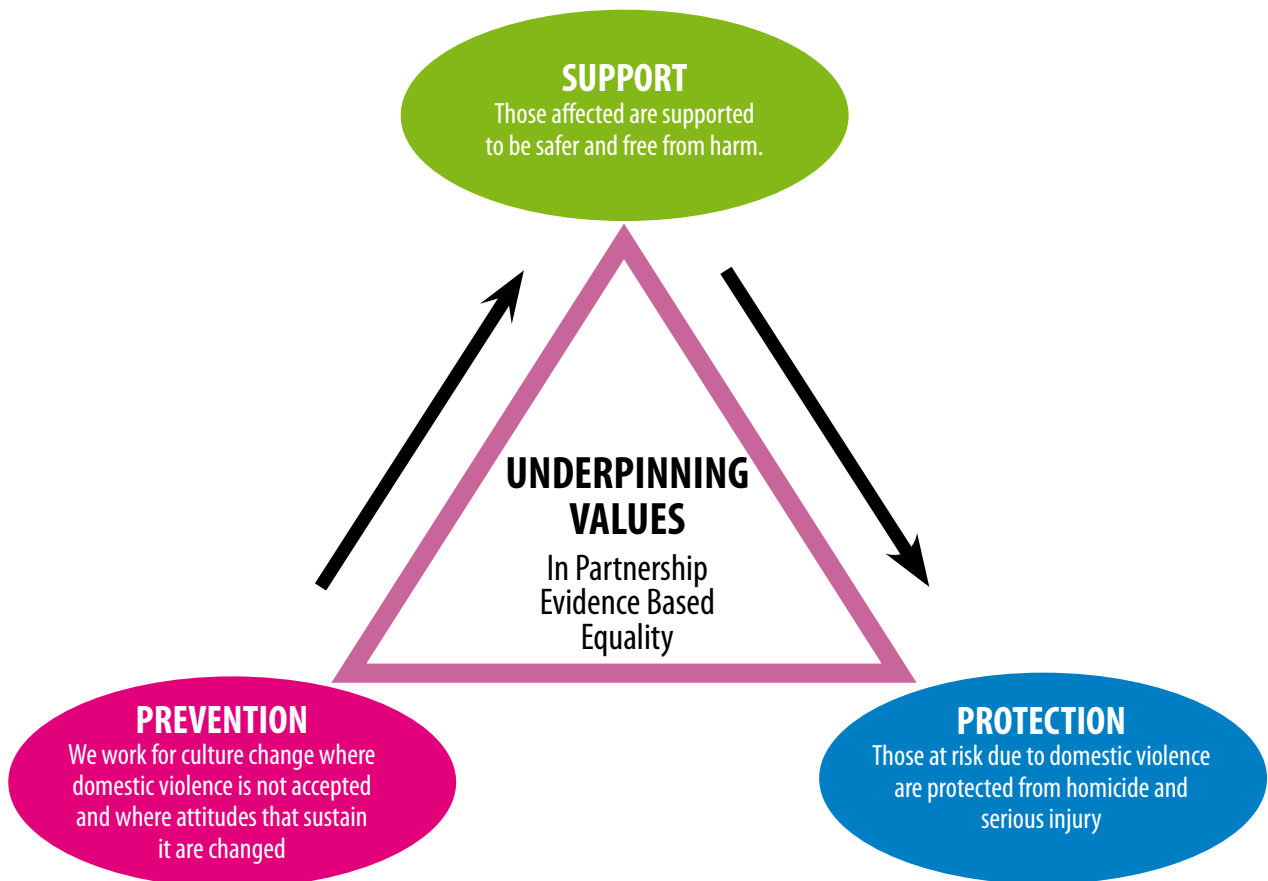
The Government has a cross-departmental group for the issues of domestic violence and sexual violence and seeks to

realise a 'co-ordinated community response' in every area. The Violence against Women Strategy was launched autumn 2009 and reflects the essential interweave of culture change, protection and provision of support services.

The co-ordinated community response model reflects the people, groups and departments that have a role in reducing domestic violence and it is one that we have adopted locally. It is similar to the 'think family' model in that it recognises that victim, perpetrator and child have to be considered and that there are multiple 'doors' to positive change. You can access the co-ordinated community response model in full at <http://www.crimereduction.homeoffice.gov.uk/violentcrime/dv01.htm>

3.10. Local Vision and Strategic Principles

In order to achieve our vision we established a number of strategic objectives in 2007. These objectives help to ensure development and sustained progress in the prevention of domestic violence and the support and protection of those affected.



Leicester Inter-Agency Domestic Violence Strategy Framework 2007-09

STRATEGIC PRINCIPLE 1: PREVENTION

PRIMARY OBJECTIVES:

- Sustain and develop campaigning and promotional activity
- Improve strategic commitment and response to domestic violence through the LDVFP
- Sustain and develop therapeutic and preventative work with children and young people

STRATEGIC OBJECTIVES

- A: Preventative work with CYP
- B: Identification of children and adults
- C: Self identification
- D: Organisational recognition

STRATEGIC PRINCIPLE 2: SUPPORT

PRIMARY OBJECTIVES:

- Improve the evidence base
- Sustain current levels of support for victims
- Improve performance on equality and diversity

STRATEGIC OBJECTIVES

- A: Organisational commitment
- B: Partnership work
- C: General and specialist support
- D: Strong evidence base

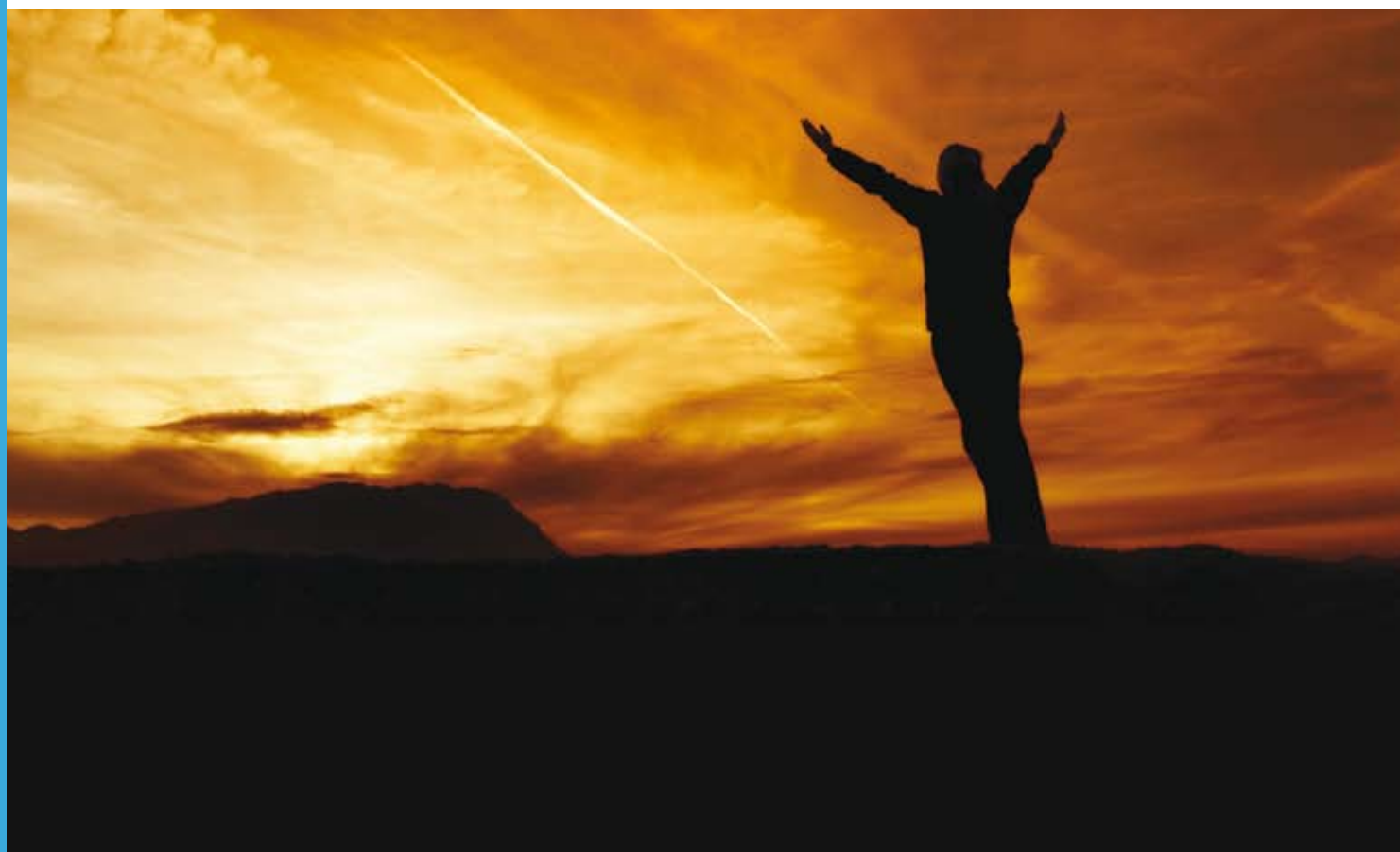
STRATEGIC PRINCIPLE 3: PROTECTION

PRIMARY OBJECTIVES:

- Improve Court response
- Increase capacity for best practice interventions for perpetrators
- Improve performance on equality and diversity

STRATEGIC OBJECTIVES

- A: Early help seeking
- B: Employees skilled
- C: Organisations sharing information
- D: Multi-agency risk management



4 Delivery Structures

4.1. Since the previous strategy we have established a joint strategic group for domestic violence across Leicester, Leicestershire and Rutland. This group meets every 12 weeks, as does the city specific strategic group. This means a meeting commitment every six weeks for those involved at strategic level.

- 4.2. The strategic groups report as appropriate to the Safer Leicester Partnership (via Violent Crime Delivery Group), the Local Criminal Justice Board (LCJB) and the Community Safety Programme Board. There are links through named representatives from the Local Safeguarding Adult's Board, the Local Safeguarding Children Board, the Sexual Violence Strategy Development Group (time limited) and the Equality and Diversity Partnership.
- Local Safeguarding Adults Board
 - Leicestershire County Council ³
 - District and Borough Councils ⁴
 - Leicester & Leicestershire NHS Family
 - Voluntary sector organisations commissioned to provide domestic violence services in the region.
 - Crown Prosecution Service
 - CAFCASS (child and family court advice and support service)

Vision Statement of the Joint Strategic Group for Domestic Violence, Leicester, Leicestershire and Rutland

To work together across Leicester, Leicestershire and Rutland to deliver a coordinated strategic response to domestic violence, informed by best practice. To aspire to a joint inter-agency domestic violence strategy and co-ordination team for the area, that eliminates the dangers of a postcode lottery.

- 4.3. The purpose of the group is:
- to join up the response to domestic violence across Leicester, Leicestershire and Rutland.
 - to ensure complementary approaches and the best use of resources with adequate attention paid to the diversity of our populations.
 - to work from the strategic foundations of prevention, protection and support.
 - to hold overall accountability for cross area work streams and monitor and report on performance in relation to these projects.
- 4.4. Core members include:
- Leicestershire Constabulary
 - Leicestershire and Rutland Probation Trust
 - Victim Support Leicestershire and Rutland
 - Leicester City Council ²
 - Local Safeguarding Children Board
 - Domestic Violence Forums

4.5. City Governance

The city strategic group has the responsibility for ensuring that there is a strategic approach to domestic violence in Leicester. This means that work on domestic violence is co-ordinated and that collaboration between agencies is actively encouraged in order to improve provision and effectiveness.

The LDVFP operates as a Partnership rather than as a registered charity or company limited by guarantee. It supports the framework of the Leicester Strategic Partnership (LSP). As such, it provides an effective body for consultation, planning, and commissioning domestic violence work.

It is recognized that domestic violence is a key issue within Leicester that cuts across a number of Local Strategic Partnership (LSP) priority groups. The Health and Well Being, Investing in Children and Thriving, Safe Communities Boards all currently commission domestic violence services.

Within this structure, lead responsibility for monitoring and reducing Domestic Violence previously sat with the Violent Crime Group of the Safer Leicester Partnership, however the creation of a new Safeguarding Delivery Group in 2010, whose task it will be to oversee the effective performance of safeguarding vulnerable adults, has provided an opportunity to raise the profile of Domestic Violence as a key safeguarding issue.

This safeguarding group will have future responsibility

² to include CYPS, Housing, Community Safety- representatives to be agreed internally

³ to include CYPS, Adult Social Care, Community Safety- representatives to be agreed internally

⁴ to include Housing and Community Safety- representatives to be agreed internally

for overseeing the delivery of the Leicester Inter-Agency Domestic Violence Strategy, and as part of that will bring domestic violence service commissioning together under one branch of the LSP.

The Chair of LDVFP strategic group is a Councillor of Leicester City, identified with the support of the Cabinet Whip. Key stakeholders are invited to become members of the group and additional agencies may be invited to present papers as appropriate.

Each group within the structure of the LDVFP works to an annual delivery plan, under an agreed terms of reference, with a clear membership list, each of which can be accessed through the domestic violence co-ordinator

4.6. Groups

The steering group consists of service managers and senior officers who can input into planning and delivery of services required for the strategic vision to be realised. This group monitors progress against plans and reports to the strategic group on emerging gaps or areas where improvement is required. Additional working groups are established as necessary.

The Open Forum Network meets three times a year and is an opportunity for wider information sharing and consultation amongst practitioners and members of the general public interested in the area of domestic violence work. The mailing list for this Network incorporates all of the aforementioned group members and items of importance are distributed as necessary.

4.7. Membership

Members of the voluntary, statutory and commercial sectors are invited to join the work of the Domestic Violence Forum Partnership. There are a number of groups at operation level within LDVFP. These include:

- Publicity
- Data
- Cracking Conflict – Alternatives to Violence

Membership for these working groups is generally open to all members of the Open Forum Network (OFN). Participation is actively encouraged due to the inherent resource challenges the LDVFP faces. To ensure transparency, accountability and fairness, members are asked to:

- be part of an organisation that is signed up to the domestic violence strategy for Leicester and have a committed presence at the strategic level, and/or
- be clear that any work produced is for the use of LDVFP and not for single member agency use without prior permission of the LDVFP.

In addition to this, OFN members wishing to volunteer their time to operational groups on a voluntary and/or individual basis may be co-opted onto the group via consideration of the Chair of that group upon written submission outlining what is being offered to the group. OFN members should also demonstrate a commitment to the aims and terms of reference for the group in question by contributing to working group meetings and projects on a regular basis.

4.8. Finance & Resources

Leicester City Council fund and employ the post of domestic violence co-ordinator (with part time administrative support) for the LDVFP with an accompanying running costs budget of £15,000 to cover printing, campaigns and hospitality. LDVFP funds are held within Leicester City Council, and managed as stated within the Service Level Agreement between Leicester City Council and the LDVFP Strategic Group.

4.9. Staff

The LDVFP, through Leicester City Council, employs one full time domestic violence co-ordinator and a part time administrative assistant to aid the delivery of the Domestic Violence Inter-Agency Strategy. The successful delivery of the strategy is dependent upon the support of many agencies offering their staff time and other resources.



5 Analysis of Local Picture

5.1. For a copy of the latest data collection report and a summary of the consultation and training responses, together with a progress report on the first Domestic Violence Strategy, please see saferleicester.org/dv.

5.2. Summary of Key Findings

Scale

- Nearly 8,000 reports of domestic violence were made to the Police in 2008-09: this equates to around 20 reports made every day, and a 26% increase since 2006
- 24% of children referred to the Children and Young People's Duty & Assessment team are affected by domestic violence (three month snapshot from 2008)
- 22.2% of all reports to the Police in 2008-9 were from people identified as previously being a victim of a domestic violence incident (in the last 12 months), which is a reduction of 10% since 2005
- Over 200 victims of domestic violence assessed as being at very high risk of homicide or serious injury were supported by our Independent Domestic Violence Advisor Service in 2008-9
- The number of men completing perpetrator programmes increased by 145% (from 33-81) from 2006 to 2009
- In Leicester, analysis of homeless acceptances over the last six years shows that the main causes of homelessness includes domestic violence (16%), despite the number of cases reducing
- Between 2006 and 2008, there were 90 harassment cases dealt with by what was formally known as Leicester City Council Housing Management Service, half of which involved domestic violence

Who

- Those aged 16 - 24 experience the highest level of victimisation, making up 27% of victims recorded by voluntary and other non-police agencies (38% in police figures)
- Domestic violence is an issue that Refugee Action find presented in their advice sessions across all communities and the Forum received new requests in relation to domestic violence affecting Polish, Congolese, Chinese and Roma people in the city 2007-2009

- Reporting of domestic violence to the police and to non-police agencies roughly echoes the general census demographics in terms of ethnicity
- The gender of domestic violence victims for 2006-2008 was 77% female and 23% male
- Offenders of domestic violence remain mainly male over this period: 86% of offenders (Police data from the Domestic Violence Data Collection Report 2006-7 & 2007-08)
- Less than 10% of service users defined as being in a same sex relationship in 2007-08 (DVIRP). Police figures show less than 1% of reports involve a lesbian, gay, bi-sexual or transgender victim
- There are areas of the city that consistently feature having the highest reporting of incidents per 1,000 of the population. However, this is thought to be attributable to higher likelihood to report / be reported rather than necessarily higher prevalence. Areas thought to have 'under-reporting' include Knighton, Evington and Rushey Mead

Context

- Around 4% of all reports to police are estimated to be at very high risk of homicide or serious injury. This equates to 280 cases each year
- Domestic violence constitutes 32% of the violent crime taking place in the city (national indicator 20: assault with less serious injury)
- There is some indication that whilst reports are increasing, they are incidents of a lower level of violence
- The largest category of relationships is partner/ ex-partner, with family relationships the next prominent. The parent/child relationship features significantly (15%) in police figures
- Only 14% of practitioners feel very satisfied regarding their organisation's response to domestic violence (Symposium 2008)
- The domestic violence helpline in Leicester had an increase of 20% in service user calls between 2006 and 2009

- 143 very high risk cases were discussed at a Multi-Agency Risk Assessment Conference (MARAC) in 2008-09, featuring 250 children. Only 12% of MARAC cases were repeat referrals during 2008-09.
- Successful court outcomes were reached in 71.8% of Crown Prosecution Service cases in 2008-09 which represents an increase of nearly 5% since 2006
- 25% of those accessing the ASK service reported multiple perpetrators, not just one single perpetrator.

5.3. Areas requiring further information

Data on domestic violence is improving, with more organisations working to improve identification, flagging and monitoring systems. Several areas of information are still sparse. These include:

- Religion and belief
- Disability
- Parenting (adults experiencing or perpetrating domestic violence accessing parenting services)
- Context of young people experiencing domestic violence - in teen dating relationships; affected by parental domestic violence and/or perpetrating domestic violence against parents or caregivers
- Risk indicators and service needs of heterosexual, gay and bi-sexual men
- Local information on why people do not report to the police



6 Prevention

6.1. A number of information and awareness resources have been developed by the Forum in the past two year, including:

- ◆ An information booklet for parents and carers of children and young people
 - ◆ An information booklet for members of the public
 - ◆ An information booklet for practitioners
 - ◆ Options and key principles posters for practitioners
 - ◆ Leaflets and posters on reporting domestic violence: the 'Tell Someone About It' range, designed to be disabled, lesbian, gay and bi-sexual 'friendly'
 - ◆ Keyrings, water bottles and drink mats to encourage engagement and promote the helpline number,
 - ◆ 'Anonymous' lip balms with the helpline number
 - ◆ Safety cards
 - ◆ Perpetrator leaflet
- 6.2. Bi-annual domestic violence awareness campaigns are held in Leicester, and have been over the last eight years. Each year involvement grows and new materials are developed to raise the profile of the issue. As many materials are translated as possible and these are available electronically and in printed copy where appropriate.
- 6.3. There has been an increase in the amount of multi-agency training opportunities for practitioners, and those attending have reported a significant increase in knowledge and awareness – 62% in 2007 and 83% in 2008.
- 6.4. In 2008 the training sessions focused on issues of equality and covered working with men, disabled women experiencing violence from men they know; young people and domestic violence; and lesbian, gay and bi-sexual 'communities'⁵ and domestic violence. We also received support from Unite and Unison to deliver an event for local employers, encouraging them to see the benefits of getting involved with local domestic violence work, training employees and having an employee domestic violence policy in place.
- 6.5. Both Leicester City Council and the local NHS family have strengthened their employee domestic abuse policies. NHS Leicester City, NHS Leicestershire & Rutland and NHS Partnership Trust include domestic violence in their induction and mandatory training programmes and NHS Leicester City include a statement on domestic violence in job descriptions and contracts.
- 6.6. The Police are training all officers and staff up to the rank of Inspector in basic awareness of honour based violence and forced marriage. All domestic abuse investigation officers (DAIOs) are now detective investigators in recognition of the specialist nature of the role and the attendant support and training requirements.
- 6.7. Our multi-agency work with children and young people on prevention: Cracking Conflict – Alternatives to Violence (CC-AV), was shortlisted for a national Healthy Kids award in 2009 and has reached nearly 1,000 children and young people a year since 2007. 90% of children and young people receiving these sessions reported an increase in understanding of domestic violence or sexual violence. 60% reported a change in attitudes about violence in relationships and 85% reported an increase in knowledge about where to get help.
- 6.8. HOPE Training and Consultancy (a new private organisation in the region), together with the Police, lead on the production of a DVD resource on the issues of forced marriage and honour based violence.

Performance Indicator	Aim	06/07	07/08	% change from baseline	08/09	% change from baseline
Reports to police	Increase	6202	6588	+6%	7798	+26%
DVIRP helpline calls (service user)	Increase	365	484	+33%	439	+20%
CC-AV sessions held	Increase	35	65	+86%	40	+14%
CYP receiving CC-AV sessions	Increase	825	1191	+44%	837	+1.45%

⁵ This document has, for expediency, has used the term 'community' in places, but we recognise that people may not identify with any community/scene, are not homogenous and may define their identity in different ways at different times.

6.8. Impact on Service Users

“I understand domestic violence as you have taught us a lot”

Domestic violence workshop at Moat Community College 07/02/07

“know more about it and where to go for help”

Domestic violence workshop at Sir Jonathan North 08/02/07

“the open discussion with the group was the best part”

Sexual violence workshop at Lancaster Boys School 16/01/07

“since calling the helpline, I have seen a lot of change in my life and feel more confident talking about my problems”

Helpline caller, male victim, June 2007

“has given me an insight to what options I have available and know that there is help out there”

Helpline caller, March 2008

“excellent service – my life has changed for the better, thanks to DVIRP. I’m more prepared and want to help others.”

Helpline caller, July 2008

“very helpful service – it is a life saver!”

Helpline caller, February 2009

6.9. Finance

Money received from the St Matthews week of action funded the translation of the reporting leaflet into Somali. The Stay Safe Delivery Group of Children & Young People’s Services paid for the design, printing and translation of the new information booklet at £8,500.

The Violent Crime Delivery Group of the Safer Leicester Partnership supported each annual campaign at £6,000 per annum and domestic violence training for local practitioners in violent crime hot spot areas. More than £2,000 was generated through fundraising activities taking place as part of the campaigns.

Leicester City Council mainstreamed £10,000 pa for the Domestic Violence Co-ordination budget to support resource design, publication and distribution, networking events and general co-ordination activities.

The Local Safeguarding Children Board supported the Breakthru project and a networking event with a budget of £15,000 and a successful Children In Need application from DVIRP supports Breakthru for three years.

CC-AV received small amounts of funding from various sources, including Violent Crime Delivery Group, Child and Adolescent Mental Health Services and the Neighbourhood Renewal Fund. This project works on the basis of 0.25 of a full time post, with partner organisations offering facilitator and steering group support.

6.10. Areas for improvement:

- Sustained funding plan for CC-AV so that the issues are covered in every primary and secondary school, with specialist facilitators available in support
- Clarify the reporting and accountability relationships for the LDVFP
- Healthy relationships work with children and young people affected by domestic violence (perpetrating and having experienced) with YOS, Probation, Family Intervention Project (FIP) and DVIRP
- Ongoing development of targeted literature, particularly at potential perpetrators and for new communities
- Expand the community and employer profile
- Better links with the parenting agenda for early identification and support
- Increase engagement in midwifery, A&E, mental health, engagement in identification and preventative work

7 Support

7.1. Good support reduces the negative impact of domestic violence and can prevent further incidents. At the time the last strategy was written research was already emerging on the positive impact of integrated services that encourage early disclosure of domestic violence. Since then quality standards for domestic violence work have been promoted by Women's Aid and CAADA (Co-ordinated Action Against Domestic Abuse).

7.2. Independent Domestic Violence Advisors (IDVAs) are central to both the Multi-Agency Risk Assessment Conferences and the Specialist Domestic Violence Courts. They are present to ensure that the needs of the victim remain central to the process. CAADA report that these 20% of victims (those at high and very high risk of homicide or serious injury) represent 80% of the criminal justice costs of all cases of domestic violence.

There is a 'golden hour' where fast and appropriate intervention can be most effective – this is just after the initial report is made. It is about getting the response right first time.

7.3. In 2007 we introduced an IDVA service in Leicester, with an IDVA manager and three full time IDVAs, one being a specialist post for black and minority ethnic victims. In 2008-09 the IDVA service supported 224 high or very high risk victims of domestic violence.

7.4. The sanctuary type scheme we have in the city, ASK, allows victims to stay in their own home with additional emotional and physical security where safe to do so. The ASK service supported 123 people in 2007-08. 99% of service users expressed feeling safer as a result of this intervention and 82% reported that they had not experienced a repeat incident of domestic violence.

7.5. We expanded counselling options, developed a protocol across all of the domestic violence support services and started to look at improving the measurement of outcomes, including the satisfaction of victims.

7.6. HOPE training & consultancy, in partnership with the police, delivered a national conference to launch an intensive period of work on honour based violence, including forced marriage. DVIRP produced an information booklet for survivors of forced marriage and carried out a small programme of work on female genital mutilation.

7.7. The local refuges continue to support women and children fleeing violence, developing their services and increasing user involvement and staff training on equalities issues.

Supporting People services (housing related support via refuges and outreach) were market tested, allowing for members of the Forum's strategic group to incorporate best practice in the revised service specification to meet changing needs.

The Supporting People Commissioning Board took the decision to fund all clients accessing domestic violence support services across all tenures, including those with no recourse to public funds.

7.8. The Schools Admission Policy now includes provision for families affected by domestic violence and domestic violence is now considered as a priority under admission arrangements for city schools.

The Home to School Transport Policy of the city council now includes provision for children under 16 who have had to move due to domestic violence.



Performance Indicator	Aim	06/07 (baseline)	07/08	% change from baseline	08/09	% change from baseline
ASK referrals	Increase	94	120	+28%	162	+72%
ASK service users increase skills and knowledge	Increase	89%	80%	-9%	95%	+6%
ASK service users feel safer	Increase	96%	94%	-2%	98%	+2%
ASK service users no repeat incidents	Increase	83%	78%	-5%	90%	+7%
IDVA service referrals	Increase	-	23 Jan-Mar	N/A	224	Baseline year
IDVA service no repeat incidents	Increase	-	N/A	N/A	86% ⁶	Baseline year

7.9. Impact on service users

“A big thank you to the project!”

ASK recipient April 2008

“Feel safe in my home, response time was very quick”

ASK recipient September 2008

“Without your support I would not have taken the injunction forward”

IDVA service user 2007-08

“If you had not believed me I would never have reported the abuse again, as I have had negative response from other statutory agencies”

IDVA service user 2007-08

“I would like to work in the DV field in future so I can make a difference like you have made to my life”

IDVA service user 2007-08

7.10. Finance

All Housing Related Support Services were sustained throughout 2007-09 from the Supporting People Fund, for which the Local Authority is the accountable authority. The total for this for 2008-09 was £2,362,568. Social Care & Safeguarding Grant Contracts from Leicester City Council continued their support of children’s work in two refuges and a contribution to the domestic violence helpline. £16,000 for ASK per annum was secured from the homelessness grant held by Leicester City Council. The Ministry of Justice gave £40,000 for IDVA services in 2007-08 and £30,000 in 2008-09. The remaining funding for the IDVAs came from the Safer Leicester Partnership (Neighbourhood Renewal Fund) and Government Office East Midlands (£60,000 in 2008-09).

7.11. Areas for Improvement

- Sustainability of IDVA services
- Partnership funding of IDVA services by Health, Police and Local Authority
- Protection of outreach service levels
- Expansion of ASK budget
- Expansion of domestic violence support focussed on worklessness
- Further multi-agency training on awareness, equalities and risk
- Knowledge base for supporting young people using or at risk of violence in their close relationships
- Knowledge of what works/ is needed for male victims
- Knowledge of what works/ is needed for LGBT victims /survivors / perpetrators
- Service user involvement
- Multi-agency debrief system for sharing lessons learnt on challenging cases
- Referral and assessment exchanges between agencies to be streamlined
- Mandatory training for frontline health professionals from Housing and CYPs practitioners

⁶ Only 29 evaluations were completed



8 Protection

8.1. Domestic violence continues to feature in a significant amount of adult and child deaths. It is a safeguarding issue for both adults and children. Domestic violence has one of the highest rates of repeat incidents. Whilst having a relatively low number of domestic violence homicides in Leicester, these cases still form a significant proportion of the total number of homicides in the city and have a devastating impact.

Domestic Violence Homicides ⁶

8.2. On average two people are murdered every year in Leicester as a result of domestic violence. We cannot say for sure that this represents all deaths attributable to domestic violence as these are not easily identifiable (e.g. suicide).

For example, it has not been possible to include the number of domestic violence manslaughters recorded by the police in the last four years.

8.3. Whilst the criminal justice system is a key route for reducing domestic violence it has inherent challenges in terms of the dynamics and context of domestic violence and standard legal evidential requirements. These challenges have necessitated innovative and joint working, such as that around Multi-Agency Risk Assessment Conferences and the use of head cameras for police call outs.

A MARAC is a one off meeting whereby those at the highest level of risk of homicide or serious injury (but not under the care of Multi-Agency Public Protection Arrangements) are discussed and new interventions agreed in order to reduce that risk.

MARACs have evidenced significant improvements in safety in what are often cases with the highest levels of reoccurrence.

There has been a series of evaluations of MARAC systems, and more detail is available on the CAADA website: www.caada.org.uk

8.4. The Specialist Domestic Violence Court Programme has similarly evidenced strong outcomes across the country, with better use of court time, more people brought to justice and better satisfaction for victims. An SDVC has 12 core components that embed the court in a co-ordinated community response. These include ensuring that there are sound inter-agency protocols in place, sufficient support services for victims and children and appropriate interventions for perpetrators.

At the court itself, staff are trained in domestic violence and an IDVA is present to offer support to the victim at an early stage. A Specialist Domestic Violence Court commenced in Leicester in February 2009 and received accreditation in March 2009. The court sits weekly within the Magistrates Court and aims to hear all domestic violence cases (it currently hears around 11 cases week).

8.5. Perpetrator programmes have evidenced positive outcomes in American research, and longitudinal studies have now begun to take place in the United Kingdom. In an American longitudinal study, at the 30 month follow up 80% of men on the programmes had not used violence in the past 12 months.

At the 48 month follow up 90% had not used violence in the past 12 months and 75% had not used violence in the previous 2.5 years.

⁶ Manslaughter, like murder, is the unlawful killing of another human being. However, manslaughter does not require the intention to kill or cause serious harm, whereas murder does. The term homicide incorporates both murder and manslaughter.

- 8.6. Leicestershire and Rutland Probation Trust paid significant attention during 2007-09 to the supply and demand issues of the Integrated Domestic Abuse Programme; which is the accredited perpetrator programme delivered in Leicester. There was an increase in the number of staff trained to be group tutors and groups subsequently ran on evenings and weekends
- 8.7. The Local Safeguarding Children Board developed a domestic violence work plan which included development of inter-agency protocols, frameworks for commissioning support services for children affected by domestic violence and a series of best practice and networking events.
- 8.8. The police introduced a new recording mechanism for honour based violence, invested in staff and created two Inspector posts for domestic abuse, one for the city and one forcewide.
- The police also delivered a headcam project that produced better outcomes within the confines of the trial than any other Force in the country and in 2008 implemented the MARAC system across Leicester, Leicestershire and Rutland. The police took the lead for MARAC co-ordination, in line with national guidance. Leicester City Council led on an information sharing agreement for the MARAC to cover the sharing of personal data in relation to domestic violence.
- 8.9. The NHS delivered training and workshops on self harm and suicide for BME (black and minority ethnic) women and have instigated a number of changes through the human resources department, supporting a number

of staff around disclosures. NHS Leicester City funded a specialist domestic violence nurse to support the MARAC process in Leicester City Community Health Services.

8.10. Impact on service users

"Listening to other men talk about their experiences made me feel that I wasn't the only one with problems"

"In the past its been easy to just blame the drink, but I can see that it wasn't all down to alcohol, there was a lot going on in my head"

"I didn't think it would be any use to me but it is. I am not in a relationship at the minute but have used the learning with other situations. I am grateful to the staff and group"

"The programme has really helped me. When I started the group I thought I should not be here because it was her fault. I can see now that it was me. We can talk about things more now and I know how to listen"

(Men from IDAP groups)

Performance Indicator	Aim	06/07 (baseline)	07/08	% change from baseline	08/09	% change from baseline
IDAP Requirements	Increase	93	163	+75%	182	+97%
IDAP Commencements	Increase	55	95	+73%	118	+115%
IDAP Completions	Increase	33	58	+76%	81	+145%
Repeat Victimisation (all police reports)	Decrease	23%	27.7%	+4.7%	22.2%	-0.8%
CPS Successful Court Outcome *	Increase	66.9%	74.5%	+7.6%	71.8%	+4.9%
MARAC repeats	31%	-	-	-	12%	Baseline year
Victims feeling safer	>70%	-	-	-	80%	Baseline year
MARAC actions completed	>90%	-	-	-	100%	Baseline year
Number referrals meeting criteria not accepted	<25%	-	-	-	30 or 20.97%	Baseline year

* Leicestershire courts figure

8.11. Finance

The police mainstreamed the cost of the MARAC co-ordinator and elements of the running budget. Probation resourced their additional capacity and employed an additional women's safety worker for IDAP, with the Safer Leicester Partnership assisting with one additional group in 2007-08 for £9,000. The Specialist Domestic Violence Court work was supported by GOEM and there is a commitment in place until 2012 with contributions from Leicester City Council, Police, Her Majesty's Court Service and the County Council (for one full time SDVC Co-ordinator to cover Leicester and Loughborough Courts).

8.12. Areas for Improvement

- Information on factors featuring in repeat MARAC cases
- Identification and recording of repeats
- Identification and flagging of domestic violence cases
- MARAC capacity/ city specific MARAC
- Civil justice route information
- Expansion of interventions for perpetrators
- Multi-agency training and interventions surrounding alcohol and drugs misuse
- Links with sexual violence
- Make use of integrated offender management developments in regard to domestic violence perpetrators
- Health to sign up to ISA



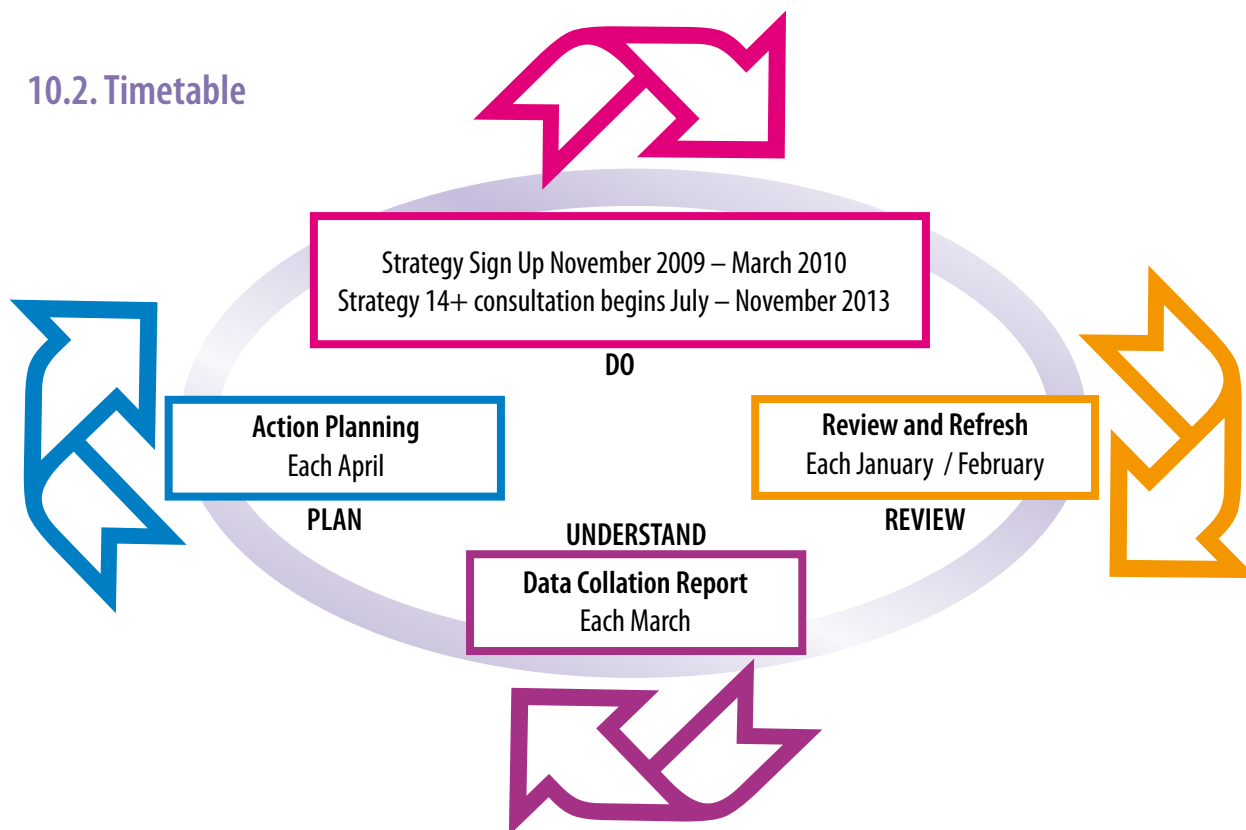
9 Areas for Improvement 2009-2014

PRIMARY OBJECTIVE 1 Sustain and develop campaigning and promotional activity.	ACTIONS a) Preventative work with young people b) Raise profile of local services c) Challenge tolerance in communities d) Expand work with employers
PRIMARY OBJECTIVE 2 Improve strategic commitment and response to domestic violence through the LDVFP.	ACTIONS a) Longer term funding for core services b) Improve staff confidence in identifying and managing risk c) Further multi-agency training/debrief opportunities d) Clarify links and accountability relationships for the LDVFP e) Establish cross linkages with other strategies, including Parenting
PRIMARY OBJECTIVE 3 Improve performance on equality and diversity	ACTIONS a) Activity around 'honour' based violence b) Improve pathways for LGBT and disabled victims of DV c) Continue to develop targeted literature
PRIMARY OBJECTIVE 4 Improve the evidence base	ACTIONS a) Gather more equality data b) Collate outcome data c) Increase frequency of reports d) Establish system for service user involvement
PRIMARY OBJECTIVE 5 Sustain current levels of support for victims.	ACTIONS a) Increase capacity & stability in the support sector b) Co-located teams c) Better links with sexual violence and worklessness d) Increase MARAC capacity and effectiveness e) Further work on parenting, and alcohol
PRIMARY OBJECTIVE 6 Increase capacity for best practice interventions for perpetrators	ACTIONS a) Increase capacity of accredited programmes and one to one interventions following best practice b) Explore interventions for young people/young adults using DV behaviours c) Multi-agency training, including drug and alcohol use
PRIMARY OBJECTIVE 7 Sustain and develop therapeutic and preventative work with children and young people	ACTIONS a) Sustain and expand CC-AV into more primary and all secondary schools b) Work with young people using and experiencing DV
PRIMARY OBJECTIVE 8 Improve Court response	ACTIONS a) Increase performance of the SDVC b) Improve links with civil justice routes

10 Moving Forwards

10.1. The strategy will be delivered by the structures outlined earlier in this document. More detailed action plans for specific areas will be published as they are developed on the saferleicester.org website. There will be an annual refresh of the overarching delivery plan in line with the following schedule.

10.2. Timetable



10.3. Prioritising Actions

To prioritise actions the Forum will take into account the findings of the self-assessment (appendix 1) and in particular those areas identified as at the lowest level of performance:

- Organisations build a strong evidence base of positive outcomes;
- Organisations to identify manage and reduce the risk of (further) harm to staff, volunteers and service users, sharing information (personal and anonymous) appropriately in a safe manner;

and other areas emerging from the consultation process.

Appendices

1 Self Assessment

STRATEGIC OBJECTIVES SELF ASSESSMENT	2007	2009
PREVENTION		
Children and young people to receive education related to domestic violence and healthy relationships	Working towards	Some success
Children, young people and adults affected by domestic violence are identified and receive appropriate interventions	Working towards	Some success
Adults to have a basic understanding of domestic violence issues and the resources available	Some success	Some success
Organisations have a local understanding of the issues of domestic violence	Some success	Some success
SUPPORT		
Organisations to recognise the issue of domestic violence and make a commitment to take appropriate responsibility for the welfare of their clients and employees	Some success	Some success
Public sector organisations to actively engage in partnership work on domestic violence, including making a commitment to the domestic violence forum/partnership at all appropriate levels	Some success	Some success
The Leicester Domestic Violence Forum Partnership (LDVFP) to ensure that there is accessible, appropriate and sufficient, good quality specialist and general provision for people affected by domestic violence	Working towards	Some success
Organisations build a strong evidence base of positive outcomes	Gap identified	Working towards
PROTECTION		
Those aware of domestic violence, suffering from domestic violence or perpetrating domestic violence seek assistance at an early stage	Working towards	Some success
Employees to have the skills, knowledge and confidence to identify domestic violence and take appropriate measures	Working towards	Some success
Organisations to identify, manage and reduce the risk of (further) harm to staff, volunteers and service users, sharing information (personal and anonymous) appropriately in a safe manner	Gap identified	Working towards
Multi-agency systems and protocols in place for risk management and safety planning of high-risk domestic violence victims	Gap identified	Some success

2 Acronyms

- ASK** Additional Security Keepsafe (Sanctuary type scheme)
- CC-AV** Cracking Conflict – Alternatives to Violence
- CDRP** Crime and Disorder Reduction Partnership (Safer Leicester Partnership)
- CPS** Crown Prosecution Service
- CSPB** Community Safety Programme Board
- DVIRP** Domestic Violence Integrated Response Project
- DAIOs** Domestic Abuse Investigation Officers (Police)
- GOEM** Government Offices for the East Midlands
- HMCS** Her Majesty's Court Service
- IDVA** Independent Domestic Violence Advisor(s)
- LAA** Local Area Agreement
- LCC** Leicester City Council
- LDVFP** Leicester Domestic Violence Forum Partnership
- LGA** Local Government Association
- LCJB** Local Criminal Justice Board
- LSCB** Local Safeguarding Children Board (previously ACPC: area child protection committee)
- LPSA** Local Public Service Agreement
- MARAC** Multi-Agency Risk Assessment Conference
- PCT** Primary Care Trust
- SDVC** Specialist Domestic Violence Court
- SLP** Safer Leicester Partnership (City CDRP)

3 Domestic Violence in Leicester – Our Vision

Domestic violence can affect anyone at anytime, anywhere across the city. We want to create a city where no matter how you are affected by domestic violence, you receive support and protection.

We want to create a city of healthy, safe and thriving relationships. Everyone has a role to play in this: friends, family and neighbours.

For a full copy of the Leicester Inter-Agency Domestic Violence Strategy 2009-2014, please contact the Safer Leicester Partnership on 0116 252 6667.

**The Leicester Domestic Violence Helpline number is 0116 255 0004.
You CAN do something about it.**



Prevention



Think domestic violence is unacceptable

Create and encourage healthy relationships



Create a more equal society



Spotting the signs

Notice something is wrong

Ask

Respond appropriately



Knowing what to do

Know the risks

Offer support

Signpost

Know the options

Staying safe



Safe and supported accommodation

Perpetrator work

Emotional support

Police action

Protection Orders

Services work together

Reducing harm

New life skills

Confidence building

Financial independence

Counselling

Rebuilding

Healthy relationships



Useful numbers

family ♦ friends ♦ doctor ♦ police ♦ neighbours ♦ tutors ♦ colleagues ♦ housing ♦ probation ♦ nurses ♦ health visitors ♦ teachers

4 Delivery Plan 2009-2010

Working document

Primary Objective 1

Sustain and develop campaigning and promotional activity

Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Strengthen preventative work with young people ■ Raise profile of local support services ■ Deliver public events in local neighbourhoods and city centre ■ Improve knowledge and skills of practitioners ■ Challenge tolerance of communities ■ Expand work with employers 	● Deliver 2009 campaign	SMcB
	● Attend community ward meetings prior to the campaign with stalls/ presentations	SMcB
	● Secure visible profile in the city centre for the campaign	SMcB
	● Support the HOPE honour based violence conference	PW
	● Develop 'Communities against domestic violence' poster series	SMcB
	● Explore feasibility of embedding commitment to domestic violence issues in job descriptions and person specifications (based on local NHS model of good practice)	CD
● Training 20 Leicester City NHS human resources staff	CD	
<p>Performance Indicators</p> <p>1.1 Police reports</p> <p>1.2 Number of calls to the helpline</p> <p>1.3 % of attendees for campaign events who feel that their knowledge and skills have increased due to the event</p>		

Primary Objective 2

Improve strategic commitment and response to domestic violence through the LDVFP

Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Agree and promote the Inter-Agency Strategy ■ Longer term funding plan for core services ■ Improve staff confidence in identifying and managing risk ■ Expand multi-agency training and lesson share opportunities ■ Clarify links and accountability of LDVFP within LSP (Leicester Strategic Partnership) ■ Expand cross linkages with other strategies, including parenting 	<ul style="list-style-type: none"> ● Establish commissioning principles for domestic violence services 	SMcB
	<ul style="list-style-type: none"> ● Complete snapshot audit with parenting groups on context of domestic violence experienced 	CD
	<ul style="list-style-type: none"> ● Develop practitioner 'essentials' cards with risk indicators listed 	SMcB
	<ul style="list-style-type: none"> ● Deliver multi-agency training opportunities on domestic violence and risk 	SMcB
	<ul style="list-style-type: none"> ● Develop a financial plan for the strategy 	AH
	<ul style="list-style-type: none"> ● Publish a new domestic violence strategy and promote as necessary 	SMcB

Performance Indicators

- 1.1 Number of staff attending multi-agency risk training on domestic violence
- 1.2 Number of staff receiving domestic violence awareness training
- 1.3 Number of agencies submitting business cases for joint funding of domestic violence services

<h2 style="margin: 0;">Primary Objective 3</h2> <p style="margin: 0;">Improve performance on equality and diversity</p>		
Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Co-ordinate and progress activity around 'honour' based violence ■ Improve pathways for LGBT victims ■ Improve pathways for disabled women ■ Develop targeted literature for victims, perpetrators, children and third parties focussing on equalities strands 	<ul style="list-style-type: none"> ● Complete EIA and action plan for the SDVC, strategy and YP project ● Review notes from the HOPE HBV conference ● Review findings from the NHS work with gypsy and traveller women ● Develop new information booklet for young adults ● Review findings from police consultation on barriers for LGBT victims reporting and agree joint actions ● Review which statutory partners have a forced marriage champion at board level ● Consider health research into experiences of lesbian women and domestic violence ● Clarify links to regional NRPF network ● Deliver workshop on equalities monitoring connected to the symposium ● Language audit 	<p>SMcB</p> <p>PW</p> <p>CD</p> <p>SMcB</p> <p>PW</p> <p>PW</p> <p>CD</p> <p>MA</p> <p>SMcB</p> <p>SMcB</p>
<p>Performance Indicators</p> <p>3.1 Number of EIAs completed</p> <p>3.2 Number of new resources and events delivered relating to particular equality strand</p> <p>3.3 Number (%) of LGBT victims accessing support services</p>		

Primary Objective 4

Improve the evidence base

Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Gather more equalities data ■ Report on data more frequently ■ Collate and improve outcome data ■ Establish system for collating service user feedback 	● Establish a system for quarterly reports from the data harmonisation group	CD
	● Establish quality assurance and evaluation group for MARAC	PW
	● Make a business case for using the unique identifier software and promote adoption	CD
	● Update the DV1 data set for equalities monitoring	SMcB
	● Update the DV1 data set for drug and alcohol issues	SMcB
	● Pilot validated outcome measures for improvements in health and well being for support services	CD
	● Write a data management strategy	CD
	● Map domestic violence data sources	SMcB
	● Produce the annual data report for 2006-2008 and 2008-09	CD

Performance Indicators

- 4.1 Number of agencies submitting domestic violence data
- 4.2 Number of agencies using unique identifier software
- 4.3 Number of domestic violence data reports produced

Primary Objective 5

Sustain current levels of support for victims

Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Increase capacity and stability of support services ■ Sustain current levels of refuge bed spaces ■ Establish best practice principles for parenting programmes in relation to domestic violence ■ Improve links between sexual violence and domestic violence services ■ Further assessment of support needs of men ■ Expand integration of services where appropriate ■ Improve work to support employment, training and education of victims ■ Increase MARAC capacity 	<ul style="list-style-type: none"> ● Financial plan created to establish longer term funding arrangements ● Introduce DASH 2009 ● Integrate referral processes where possible ● Establish 'worklessness' specific support post/IDVA ● Support best use of refuge and outreach services ● Map support services ● Update the support services protocol ● Explore joint volunteering promotion project ● Establish close links between IDVA and any ISVA ● Embed domestic violence training to all parenting group facilitators ● Deliver parallel parenting group to young perpetrators group 	<p>AH</p> <p>PW</p> <p>MA</p> <p>SP</p> <p>MA</p> <p>PR</p> <p>PR</p> <p>SMcB</p> <p>MA</p> <p>AC</p> <p>JF</p>
<p>Performance Indicators</p> <p>5.1 Number of women accessing HRSS</p> <p>5.2 Number of women reporting an improvement in health and well-being following attendance at HRSS (support group and refuge)</p> <p>5.3 Number of victims reporting an improvement in health and well being following IDVA support</p> <p>5.4 Number (%) of victims reporting no further incidents following ASK intervention</p> <p>5.5 Number (%) of reports to the police that are repeat incidents for victims</p> <p>5.6 Number (%) of victims reporting no further incidents following MARAC (NI 32)</p> <p>5.7 Number (%) of MARAC referrals meeting threshold but not being heard</p> <p>5.8 Number (%) of victims engaging with IDVA</p>		

Primary Objective 6

Increase capacity for best practice interventions with perpetrators

Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Embed and develop the 'IDAP one to one' programme in line with best practice findings ■ Increase capacity of IDAP groups ■ Improve the collation of outcome data from perpetrator interventions ■ Explore interventions with young perpetrators ■ Explore options for non court mandated perpetrator work ■ Increase literature/interventions aimed at perpetrators ■ Expand work with fathers ■ Embed cross training on drug and alcohol issues 	<ul style="list-style-type: none"> ● Pilot the Respect toolkit for young people ● Train practitioners as facilitators for work with young people on DV ● Perpetrator grading on risk (Police) ● Disseminate findings from the young persons project and highlight future actions required ● Support offender managers to deliver IDAP one to one ● Develop and promote perpetrator leaflet ● Progress drug and alcohol (DV) joint activities (data, training, resources) 	<p>JF</p> <p>SMcB</p> <p>JFy</p> <p>SMcB</p> <p>JW</p> <p>SMcB</p> <p>AM / EM</p>

Performance Indicators

- 6.1 Number of referrals for IDAP
- 6.2 Number of men commencing IDAP
- 6.3 Number of men completing IDAP
- 6.4 Number of young people referred to 'healthy relationships' group
- 6.5 Number of young people commencing 'healthy relationships' group
- 6.6 Number of young people completing 'healthy relationships' group
- 6.7 Number (%) of young people showing improvement in behaviour following 'healthy relationships' group
- 6.8 Number (%) of young people showing improvement in attitudes/awareness following 'healthy relationships' group

Primary Objective 7

Sustain and develop therapeutic and preventative work with children and young people

Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Expand CC-AV work in primary schools ■ Sustain CC-AV work in secondary schools ■ Expand the facilitator base for CC-AV (including teachers) ■ Sustain the support group capacity for children and young people affected by domestic violence following best practice ■ Promote the commissioning of best practice services for children and young people affected by domestic violence across the windscreen of need 	<ul style="list-style-type: none"> ● Expand the work of CC-AV in primary schools ● Establish a fee structure for schools and hostels ● Submit a business case to the CYPSP for core funding ● Progress the commissioning guides and best practice documents with LSCB following city split ● Explore a domestic violence protocol for schools in Leicester ● Confirm a speaker relating to prevention at the annual symposium ● Expand preventative and targeted interventions with vulnerable groups at risk, including young offenders 	<p>NF</p> <p>NF</p> <p>SMcB</p> <p>CD</p> <p>CT</p> <p>SMcB</p> <p>NF</p>
<p>Performance Indicators</p> <p>7.1 Number of children and young people receiving CC-AV sessions</p> <p>7.2 Number of partner agencies supporting CC-AV</p> <p>7.3 Number of CC-AV sessions delivered</p> <p>7.4 Number of primary schools supporting CC-AV</p> <p>7.5 Number of secondary schools supporting CC-AV</p> <p>7.6 Number of non-school settings supporting CC-AV</p>		

Primary Objective 8

Improve the court response to domestic violence

Secondary Objective	Actions	Lead
<ul style="list-style-type: none"> ■ Increase performance of the SDVC ■ Improve access to civil justice ■ Clarify contact centre provision 	<ul style="list-style-type: none"> ● Embed the SDVC process ● Undertake a self assessment against the core components 6-9 months after court start date ● Complete an EIA for SDVC ● Clarify new governance arrangements with LCJB ● Map contact centre provision and associated issues ● Explore system for acknowledging and promoting local solicitor firms expertise in domestic violence partnership work (family law and immigration) ● Expand the number of victims supported with a DIY injunction ● Explore the use of ASBOs as a MARAC intervention 	<p>KS</p> <p>KS</p> <p>SMcB</p> <p>DP</p> <p>AC</p> <p>SMcB</p> <p>MA</p> <p>PW</p>
<p>Performance Indicators</p> <p>11.1 Number (%) of successful court outcomes (CPS)</p> <p>11.2 Number (%) of victims engaging with IDVA service through SDVC</p> <p>11.3 Number of cases heard within SDVC</p> <p>11.4 Number of victims supported to obtain an injunction (protection order)</p>		

5 Measuring Improvement - Key Performance Indicators 2009-2010

Strategic Objective	Indicator	Lead	Baseline 2008-9	Desired direction of travel	Target for 2009-2010
2.1, 2.2	Number of staff receiving training on domestic violence	SP PW SMB	LCC (25) Police (342) Forum (92)	Upwards	50 350 100
1.2	Number of calls to the domestic violence helpline (service user)	MA	439	Upwards	500
1.1	Number of domestic violence incidents reported to the police	SP	7,798	Upwards	8,000
8.1	Crown Prosecution Service % of Successful Court Outcomes	SP	71.8%	Upwards	73%
6.3	Number of men completing IDAP	AC	81	Upwards	85
5.5	% of repeat victimisation incidents amongst all reports made to Police	PW	22.2%	Downwards	22%
7.1	Number of CYP receiving CC-AV sessions	NF	837	Upwards	1,500
5.5	% of MARAC cases that are repeats	PW	12%	Upwards	31%
7.3	Number of CC-AV sessions delivered	NF	40	Upwards	50
5.7	Number of victims engaging with IDVAs	MA	144	Upwards	200
5.1	Number of victims accessing HRSS	AA		Baseline year	48 (refuge) 80 (floating support)
3.2	Number of equalities focused materials/events	SMB	5 events 1 material	Upwards	6
4.1	Number of agencies submitting routine DV data (full and partial DV1)	CD		Upwards	6

6 Cross Linkages

Source	Link	DV Strategy Link
Parenting Action Plan 2009-2010	<p>3.7 Improve identification and support to parents where is/has been DV, substance misuse, offending or mental health issues – develop Living with Teenagers programme</p> <p>3.9 as above – Build on joint consultation with DV and parenting workers to identify service improvements</p> <p>3.15...Further develop parenting and family support for parents of older children/ young people – develop groupwork materials</p> <p>5.1...Standardise approach to delivering sex and relationships training for parents</p> <p>5.2 Improved information available for parents about support services available and how to access them</p> <p>6.5 Ensure there are sufficient workers across agencies who are trained to deliver evidence based parenting programme – including training input from DV support services</p>	
Children and Young Peoples Plan 2009-10	Ensure positive impact of domestic violence action plan and strategy on children and young people and their families	7a 7b
Safer Leicester Partnership Strategic Assessment Summary & Partnership Plan 2009	Ensure sustained domestic violence provision and improve reporting of domestic violence	5a, 5b, 5c, 5d, 5e, 1a, 1b, 1c, 1d,
Leicestershire & Rutland Probation Trust Annual Business Plan 2009/10	Contribute to the reduction in the use of short term custodial sentences	6a 6b 6c
Leicester, Leicestershire & Rutland Mental Health Promotion Strategy	Tackling Violence and Abuse	1c, 1d, 2e, 5e
NHS Domestic Violence Strategy	All	1b, 1c, 1d, 2b, 2c, 2e, 3a, 3b, 3c, 5e
Youth Justice Plan	<p>Improving victim satisfaction</p> <p>Safeguarding</p> <p>Risk of serious harm</p>	1a, 1b, 1d 2b, 2c, 2d 3a, 3b, 3c, 3d

7 Equality Impact Assessment *

Equality Impact Assessment	
Name of service, function or policy	Leicester Inter-Agency Domestic Violence Strategy 2009-14
Date of assessment	Start date: June 2009 Completion date: August 2009
Lead officer & contact details	Stephanie McBurney 0116 252 8565 (internal 29 8565) Stephanie.McBurney@leicester.gov.uk
List others involved in the assessment	LDVFP members / Sukhi Biring, LCC Equality Officer

Stage 1: Scope the Terms of Reference

The first stage of beginning the EIA is to reflect on the current service/function or policy and its impact on the six equality strands.

Equality and diversity issues	
<p>What are the equality and diversity issues in relation to the service, function or policy?</p>	<p>Societal inequality is used as a tool of abuse in domestic violence and can be a cause of domestic violence.</p> <p>We know that under identification and reporting (of domestic violence) is a significant issue across society, and can particularly be an issue for older people, people with disabilities, those from black & minority ethnic communities, and those who identify as lesbian, gay, bi-sexual or transgender. This can be due to viewing agencies as unsympathetic and judgemental, the shame and stigma that can surround disclosure of domestic violence, safety concerns, a lack of faith in receiving an appropriate response, a lack of awareness of options available and the potential isolation post disclosure.</p> <p>Awareness of services is an issue across the equality strands as people need to feel that they can identify that information is for them, be able to access that information and understand what options are available. Visibility is a significant issue for people affected by domestic violence. It is something many societies would not wish to acknowledge. Secrecy can be actively employed as part of the abuse and all areas of potential power imbalance exploited by the perpetrator(s).</p> <p>Age: We know that domestic violence happens across all ages, although reports to Police tend to be more common in the 16-24 and 25-34 age ranges. The LDVFP definition of domestic violence does not restrict domestic violence to a specific age group. The cross departmental government definition of domestic violence, which is the same as the ACPO (Association of Chief Police Officers) definition, specifies incidents occurring 'between adults' (those aged 18 and over). Locally, there is commitment to gather statistics outside of this definition in relation to victim and perpetrator in order to increase the likelihood of appropriate support services being offered and also to gather trend data. There can be high levels of acceptance of domestic violence amongst both younger and older adults.</p> <p>Disability: There may be particular practical barriers in relation for disabled people to making a report of domestic violence to the police and following such a complaint through to court. National research from the last couple of years indicates high levels of prevalence of domestic violence amongst people identifying as disabled, and that identification/ appropriate support is not received whether seeking help via a disability organisation or a domestic violence organisation.</p>

* Actions have been incorporated into the delivery plan

(CONTINUED)

Equality and diversity issues

	<p>Ethnicity: Amongst all ethnic groups there can be a high tolerance of domestic violence. For both new and established communities in Leicester there can be a tolerance of domestic violence and a desire to keep such matters within the private, family or community sphere. There can be specific language and immigration barriers.</p> <p>Gender: Domestic violence is predominantly perpetrated by men against women. Gender is an issue within domestic violence whether that abuse is taking place in a heterosexual or same sex intimate partner relationship or a familial relationship.</p> <p>Religion / Belief: Religion can be misused to justify or condone domestic violence, and it can be misinterpreted as a duty to stay in the relationship regardless of the level of harm. Victims and witnesses may also choose to talk about domestic violence with religious / belief leaders rather than the police / other agencies.</p> <p>Sexual Orientation: Research is scant, but what has taken place indicates that domestic violence takes place in similar levels in lesbian and gay relationships as it does within heterosexual relationships. There can also be homophobic or bi-phobic domestic violence where a family member is targeted for abuse because of their sexual orientation. Lesbian women and gay women or men may also experience domestic violence from a partner from a previous heterosexual relationship. As noted above, we know that domestic violence is under reported to the police by those experiencing same sex domestic violence in their intimate partner relationships.</p>
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Terms of reference

Terms of reference/scope for the EIA	This EIA will cover all six equality strands and the breadth of this strategy. Specific EIAs will be completed for certain initiatives referred to within the document.
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Stage 2: Preliminary Assessment

PART 1:

Information on the service/function or policy

What are the aims/objectives /purpose of the service or policy?	<p>STRATEGIC OBJECTIVES</p> <p>Prevention</p> <p>[a] Children and young people to receive education related to domestic violence and healthy relationships.</p> <p>[b] Children, young people and adults affected by domestic violence are identified and receive appropriate interventions.</p> <p>[c] Adults to have a basic understanding of domestic violence issues and the resources available.</p> <p>[d] Organisations have a local understanding of the issues of domestic violence.</p> <p>Support</p> <p>[a] Organisations to recognise the issue of domestic violence and make a commitment to take appropriate responsibility for the welfare of their clients and employees.</p> <p>[b] Public sector organisations to actively engage in partnership work on domestic violence, including making a commitment to the domestic violence forum/partnership at all appropriate levels.</p>
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Information on the service/function or policy (CONTINUED)

What are the aims/objectives /purpose of the service or policy?	<p>Support</p> <p>[c] The Domestic Violence Forum Partnership to ensure that there is accessible, appropriate and sufficient, good quality specialist and general provision for people affected by domestic violence</p> <p>[d] Organisations build a strong evidence base of positive outcomes</p> <p>Protection</p> <p>[a] Those aware of domestic violence, suffering from domestic violence or perpetrating domestic violence to seek assistance at an early stage</p> <p>[b] Employees to have the skills, knowledge and confidence to identify domestic violence and take appropriate measures.</p> <p>[c] Organisations to identify manage and reduce the risk of (further) harm to staff, volunteers and service users, sharing information (personal and anonymous) appropriately in a safe manner.</p> <p>[d] Multi-agency systems and protocols in place for risk management and safety planning of high-risk domestic violence victims.</p>
What are the key performance targets/ indicators for the service or policy?	<ul style="list-style-type: none"> • Staff receiving training on domestic violence • Reporting of domestic violence to the police • Crown Prosecution Service successful court outcomes • Repeat victimisation • CYP receiving CC-AV sessions • Repeat incidents for MARAC cases • CC-AV sessions delivered • BVPI 225 (Sustain attainment of 11 sub indicators)
Who are the key stakeholders, partners, groups for your service or policy?	<p>Key stakeholders include:</p> <p>Police, Probation, NHS Family, City Council, Voluntary Sector DV agencies, Crown Prosecution Service, CAF/CASS, HMCS, victims and perpetrators of domestic violence and the general public</p>

PART 2:

Initial equality considerations

What are the equality aims/ objectives for the service or policy?	<p>To reduce the barriers to gaining a successful response to domestic violence regardless of age, ethnicity, sexual orientation, religion or belief, gender or disability. To reduce domestic violence in the long term.</p>
What are the current equality targets/indicators for the service or policy?	<p>The domestic violence data harmonisation group of Leicester Domestic Violence Forum Partnership (LDVFP) has targets to increase the number of agencies submitting data on the equality strands in relation to their service. This group, alongside the steering group, will explore any disproportionality in relation to service data where possible and will highlight and specific trends and set new targets as appropriate.</p>

(CONTINUED)

Initial equality considerations (CONTINUED)	
What equality outcome for your service or policy are you working towards?	An equality outcome is the cessation of domestic violence; an act of oppression. The project is working towards access and outcome figures for DV services that reflect the local population (where appropriate) as domestic violence occurs across all groupings, including those of age, gender, ethnicity, religion or belief, disability and sexual orientation.
Are there any equality barriers for your service or policy?	<p>We are aware that there is a wider reporting issue of domestic violence generally and with regard to the criminal justice system. We are also aware of levels of tolerance of domestic violence and limited understanding of its nature and the dynamics involved. It can be challenging for domestic cases to meet the evidential requirements for a criminal prosecution, due to the nature and dynamics of domestic violence. Funding issues are apparent for general domestic violence support services and specialist support services such as those for BME victims/ perpetrators, LGBT victims/ perpetrators.</p> <p>Reducing resources (staff and funding) can create barriers as translation, training and adaptation budgets are reduced or frozen.</p> <p>Those who have experienced domestic violence are considered to be a socially excluded group as without such status the issues for them are often ignored.</p> <p>IDAP (court mandated perpetrator programme) is only suitable for male offenders.</p>

Stage 3: Monitoring

Collection of monitoring data (for both service users and internal users of services)		Evidence Please list type and location																												
What service user/staff feedback information do you collect and how often?	<table border="1"> <thead> <tr> <th></th> <th>Race</th> <th>Gender</th> <th>Disability</th> <th>Age</th> <th>Sexual Orientation</th> <th>Religion</th> </tr> </thead> <tbody> <tr> <td>Satisfaction</td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Complaints</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Workforce</td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table> <p>Much of this remains unknown. The Data Harmonisation Project encourages data collection for service users across all of the equality strands, but not specifically on satisfaction, workforce or complaints.</p> <p>Each partner agency has a general complaints policy and we have process error reports for the SDVC specifically (for partner agencies to complete).</p> <p>The IDVA service is responsible for collating satisfaction data and analysing it across the six strands.</p> <p>Representative workforce – as a Forum it is difficult for this to be monitored as it includes so many different agencies. Several partner agencies are only just starting to monitor this.</p>		Race	Gender	Disability	Age	Sexual Orientation	Religion	Satisfaction	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Complaints	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Workforce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>IDVA case management systems</p> <p>Modus</p> <p>WCU needs assessment forms</p>
	Race	Gender	Disability	Age	Sexual Orientation	Religion																								
Satisfaction	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>																								
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Collection of monitoring data (for both service users and internal users of services)																							
What information on user take up do you collect?	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #e91e63; color: white;"> <th></th> <th>Race</th> <th>Gender</th> <th>Disability</th> <th>Age</th> <th>Sexual Orientation</th> <th>Religion</th> </tr> </thead> <tbody> <tr> <td style="background-color: #e91e63; color: white;">Service use</td> <td>☒</td> <td>☒</td> <td>☒</td> <td>☒</td> <td>☒</td> <td>☒</td> </tr> <tr> <td style="background-color: #e91e63; color: white;">Workforce</td> <td>☐</td> <td>☐</td> <td>☐</td> <td>☐</td> <td>☐</td> <td>☐</td> </tr> </tbody> </table> <p>See above for the limitations with this.</p>		Race	Gender	Disability	Age	Sexual Orientation	Religion	Service use	☒	☒	☒	☒	☒	☒	Workforce	☐	☐	☐	☐	☐	☐	i.e. databases, workforce profiles, etc
	Race	Gender	Disability	Age	Sexual Orientation	Religion																	
Service use	☒	☒	☒	☒	☒	☒																	
Workforce	☐	☐	☐	☐	☐	☐																	
What other monitoring information do you collect on service users/ staff?	See the DVI. This information includes pregnancy, relationship to perpetrator, number of children, length of relationship (ASK project), housing tenure (ASK)	SDVC monitoring forms																					
How do you track changes in user needs?	<p>There is annual monitoring of all domestic violence data via the data harmonisation group initially and then with an additional layer of analysis from the domestic violence steering group.</p> <p>There is also a standing agenda item on equality at the DV Steering Group, SDVC OMG Operational Management Group and DV Strategy Group.</p>	Minutes from DV Reports																					
Thinking about the six equality strands, and the monitoring information you have, are there any gaps for particular equality group?	<p>All strands will shortly be included in the DV1 data set. Agencies are committed to providing the most comprehensive and robust data possible, however gaps do remain. This is due in part to compliance issues, but also due to data management systems, identification issues and the sensitive nature of the issue and the appropriateness of asking such questions at a point of crisis.</p> <p>Religion/ belief is amongst the most poorly collected data, and disability information is not available from the police or the CPS; key criminal justice agencies.</p> <p>Challenges in being able to track changes confidently from start to conclusion and across agencies also presents gaps in equalities information.</p>	<p>Domestic Violence Data Collection Report 2003-4, 2004-6, 2006-08</p> <p>Access to Justice (MOJ 2009)</p>																					

Stage 4: Consultation

Consultation will be an ongoing process throughout an EIA and will involve your colleagues from the outset. In developing your views on the service, function or policy you should also involve a number of stakeholders (both internal and external) including people who might challenge the views you have developed.

Consultation	Evidence Please list type and location
<p>Have you involved staff groups, other members of staff, and other council departments in your assessment?</p>	<p>Invitation and pro forma sent to all domestic violence contacts and open consultation on the city council and safer Leicester websites. Each of the strategy workshops (parenting, perpetrators, housing and police) were encouraged to gather equalities information on needs and gaps.</p> <p>Domestic violence steering group members have been consulted on the strategy document itself at various stages. This draft was circulated for comment from 13/5/09 – 17/6/09.</p>
<p>Have you involved your Departmental Equality Officer and/or Departmental Equality Group/Forum?</p>	<p>Yes – feedback incorporated</p>
<p>What consultation have you carried out with service users/ stakeholders/partners to inform this EIA? What problems did users/ stakeholders/partners raise that need to be addressed to improve your service/policy?</p>	<p>See above response for partner agencies and members of the public. Support services were encouraged to discuss the document with their service users for comment.</p> <p>Issues raised within this feedback are included in the main body of the document, including:</p> <ul style="list-style-type: none"> • Support for people fleeing domestic violence with no recourse to public funds • Support for men with children fleeing domestic violence • Awareness of local support services and interventions for people from new communities • Need for an accredited perpetrator programme that is suitable for non-English speakers and for women • Need to increase reporting from LGBT communities • Need for interventions work with young people using violence in their relationships • More basic information on domestic violence from a wider range of groups
<p>How does the service impact on your users/stakeholders/ partners?</p>	<p>National evaluations of MARAC, SDVC and IDVA work have evidenced better support, increased safety and satisfaction and fewer repeat incidents. There has been an increase in guilty pleas and improved brought to justice outcomes over all.</p> <p>All partners will benefit from a reduction of domestic violence and more effective early interventions.</p>

Consultation		Evidence Please list type and location
<p>What positive impacts have been identified?</p>	<p>Age Earlier intervention - less harm of DV</p> <p>Gender Men and women accessing services and becoming safer</p> <p>Religion / belief Acknowledgement of issues and support from Council of Faiths</p> <p>Sexual orientation Positive involvement in consultations on literature and offer to discuss issues further</p> <p>Disabled Service users do appear in the non-police statistics at similar levels to the UK population, which is encouraging.</p> <p>Ethnicity Data on reporting largely reflects the local population in terms of census information, and BME specific services are in high demand.</p>	<p>Minutes</p>
<p>What negative impacts have been identified?</p>	<p>Age 16 - 18 year olds inconsistently included as 'DV'</p> <p>Disability</p> <p>Ethnicity</p> <p>Gender</p> <p>Religion/belief</p> <p>Sexual orientation</p> <div style="margin-left: 20px;"> <p>— N/A or already mentioned.</p> <p>— Strategy should address all - keep monitoring</p> </div>	<p>Email. Shared folder DV</p>

Organisational Barriers		
<p>Are there any potential organisational barriers in place that could adversely affect any of your users? If yes, what are they?</p>	<p>There are barriers in funding and releasing staff to attend training on the issues of domestic violence and equality issues.</p> <p>Perceptions of partner agencies can count as an organisational barrier; however through networking and partnership working a greater understanding of partner organisations has been realised and this understanding is increasing throughout the operation of the various projects.</p> <p>The criminal justice system may not be the safest or desired option for some people affected by domestic violence. There has been some evidence nationally of legislation having negative impact for these groups.</p> <p>Funding for domestic violence support services, and initiatives, together with culturally specific (BME) specialist provision is stretched and will probably reduce rather than increase.</p> <p>There are clear legislative restrictions to providing services (funded by public money) to those identified as having no recourse to public funds.</p>	

(CONTINUED)

Organisational Barriers	
<p>Are there organisational barriers that only affect certain user groups?</p>	<p>Age Criteria for entry, 16-18 year olds</p> <p>Disability The disability specialist support providers in Leicester have expressed concern that they do not feel they have the financial capacity to train / release staff to increase DV awareness.</p> <p>Ethnicity Those whose immigration / national status doesn't allow entry to certain services.</p> <p>Gender Best practice only just emerging in relation to services for male victims. Not safe to adopt same approach.</p> <p>Religion / belief there may be specific organisational barriers connected to religion or belief that seek to attain internal solutions to domestic violence which may collude, deny or act in isolation.</p> <p>Sexual orientation Best practice is not known as yet in relation to female perpetrators or male perpetrators of same sex domestic violence.</p> <p>Fear of reporting issues to the police is an issue that can be particularly prominent for people with insecure immigration status, who have fled or otherwise left a country where the police were feared, for those where the perpetrator has links to the criminal justice staff or judiciary and for those who have a historically poor/suspicious relationship with the police and courts (LGBT, BME, those with learning disabilities).</p>

Stage 5: Analysis and Recommendations

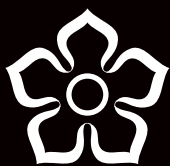
Assessment findings and impact	
<p>Summarise the main equalities issues that you have identified, from the monitoring data and consultation you have carried out. (continued...)</p>	<p>Age: Domestic violence occurs across all age groups. Younger and older adults are thought to under report incidents to the police. Younger adults are identified as potentially requiring longer term support. Specific literature is being developed to target these age groups. There is a shortage of supported accommodation for families with older male children.</p> <p>Disability: Disabled people are known to be affected by domestic violence at significant levels and monitoring data and alternative safe accommodation is an issue.</p> <p>Ethnicity: Challenges of sustaining funding for specialist services where the service user may present more complex issues (language, immigration, isolation) requiring longer term involvement and direct costs (translation services).</p>

Assessment findings and impact

	<p>Gender: Domestic violence predominately is experienced by women and perpetrated by men. Women only services are important. Perpetrator interventions for women are only available on a one to one basis at the moment and this work is not accredited. Good practice is only just emerging for work with male victims.</p> <p>Religion / belief: Information is scarce in this area and so conclusions cannot be drawn, however tentative.</p> <p>Sexual orientation: Same sex domestic violence is under reported in the police figures and specialist interventions are very limited.</p>
<p>What are the main problems/ barriers/issues that need to be addressed for specific equality groups?</p>	<p>Ongoing training is required for staff. Barriers to that include funding and capacity to release staff, alongside restrictions on who can deliver training (see HMCS requirements) and procurement requirements, and acknowledging the benefit of such training.</p> <p>Funding for aids and adaptation to old buildings is an ongoing issues identified by partners.</p> <p>Tolerance and lack of awareness is an ongoing issue for all communities.</p>

Recommendations

<p>What are your proposed recommendations for the equality strands?</p> <p>What are your proposed recommendations for other areas?</p>	<ul style="list-style-type: none"> • Input into marriage and citizenship ceremonies • Consultation in barriers for LGBT victims / perpetrators • Greater monitoring for all strands. • Reciprocal training • Pool and increase training opportunities • Monitoring and review of data • Encourage completion of process error forms for equality and diversity related issues • Equality & diversity issues brought to the attention of the domestic violence strategic group • Continue standing agenda items on equality at both steering group and strategic group level • Work with young people / young adults both experiencing and using DV behaviour
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