



Metropolitan Police Authority

**Notes from the
Metropolitan Police Authority Domestic Violence Board
6th November 2007**

Introductions:

Board Members

Cindi Butts, MPA (*Co-Chair of Board*)
Anni Marjoram, GLA
Anthony Wills, Standing Together
Dru Sharpling, CPS
Davina James-Hanman, Greater London Domestic Violence Project
Hilary McCollum, London Councils
Margaret Barker, GoL

MPS

Shaun Sawyer
Sharon Stratton
Laura Nicholson, Borough Commander, Kingston
Victoria Kielinger
Gerry Campbell
Penny Banham, Kingston
Rachael Porter, Kingston
Steve Dann, Borough Commander, Hackney
Elaine Casey, Hackney

MPA

Michael Wadham, Equality & Diversity
Gemma Deadman, Planning & Performance
Timothy Ivil, Equality & Diversity

Other Attendees

Marion Todd, Royal Borough Kingston
Nazir Martin, Hackney
Kelly Whitehead, Royal Borough Kingston
Marion Todd, Safer Kingston Partnership Manager
Bill Spring – RBK LGBT Forum
Paul Edward, Re-Settlement Team Royal Borough of Kingston
Sharon Fleming, Age Concern Kingston
Kelly Whitehead, DV Coordinator Kingston Council
Graham Goldspring, DV Forum Kingston & Chair Kingston LGBT Forum.
Dave Gaywood, Bromley Council
Mark Coulter, Respect/Mens Advice Line
Rachael Cross, Victim Support London



Metropolitan Police Authority

Caitriona Scanlan, Camden Council
Ian Jarman
Helen Sturgess, Camden Council
Caitriona Scanlan, Camden Council
Annalise Elliott, Merton Council
Victoria Hill, Tower Hamlets Council
Erica Rolle, Hillingdon Council
Tarjinder Sehangea, Havering Council
Sawsan Satim, Uk Online

Minutes of Previous Meeting 12th June 007

1. Service Level Agreement.

Shaun Sawyer said neither Dru Sharpling nor himself have had the resources to start the Service Level Review. Shaun Sawyer said he had sent Cindy Butts a letter updating the Board on what has been done in the meantime, particularly around cautions and repeat cautions and the Service Level Agreement (SLA). The SLA will be reworked around cautions. For three or more cautions the decision maker will be the Violent Crime Directorate (VCD). Second cautions will be dealt with by the Detective Chief Inspector for the Community Safety Unit (CSU) and wider public protection. The impact should be an extra 2000 offenders appearing before the courts and consequently there will need to be a lot more support around the victims.

2. Anni Marjoram asked what the timescale is going to be. Shaun Sawyer said it would go live on the 26th November 2007.

3. Anthony Wills asked how many cautions there are if Shaun Sawyer thinks the Service Level Review (SLR) will increase offenders appearing in court to 2000? Shaun Sawyer said he and Dru Sharpling feel approximately 4000 will get a second caution but the data would need to be checked. Anthony Wills asked if these were just domestic violence cases. Shaun Sawyer said they are linked to other offences but substantially focused on domestic violence (DV).

4. Cindy Butts asked if there is something else that could be done around first cautions. Shaun Sawyer said where the CSU deal with the case on the day as is often the case then they are informing the decision making process. Where the assault is 'minor' or Actual Bodily Harm (ABH) then the Crown Prosecution Service (CPS) protocol leads to a caution. A secondary caution is either a referral to the CPS and/or the decision making is raised beyond the relief inspector and even the CSU Detective Inspector (DI) to a member of the Senior Management Team.

5. Anni Majoram said that presumably this will bring consistency to the process. At the moment it seems there is a disparity in the use of cautions between the different boroughs. Shaun Sawyer said consistency is the aim. As the caution gets fed up the line of command there are less people involved and this makes the process tighter.



Metropolitan Police Authority

6. Cindy Butts said the Board give this their blessing but we need to keep an eye how it is implemented and the issues that are subsequently raised so that we can respond quickly. The next stage is the final Service Level Agreement and the plan around this.

Action: Shaun Sawyer to update on SLA

7. Dru Sharpling said we need an SLA that has some grounding on what success looks like. She said she would like to have a better understanding of what we are actually driving towards and to see a reduction in the attrition rate. The London Criminal Justice Board (LCJB) are doing a piece of work that should be complete around the the end of November. Dru Sharpling would like to see the SLA have a clear focus on success stories. The police have the Sanction Detection Rate and the CPS have the attrition rate and Dru Sharpling feels that perhaps more work should be done on making these two targets meet. Dru Sharpling said she would like to see more use of the non-molestation order. It is easier to prove and so it is easier to hold perpetrators to account using it.
8. Anthony Wills said the Specialist Domestic Violence Courts (SDVC) review is struggling with exactly this issue of finding common targets between the police and the courts. Anthony Wills said he hopes that the combination of the LCJB research, the work on the SLA and the SDVC review will allow some kind of consistency in what everyone is trying to achieve.
9. Anni Majoram suggested raising the Home Office (HO) guidelines on cautions and DV with the Home Secretary at the next meeting with the Mayor. There is already a standing item on the agenda for DV and rape. Jackie Smith is very keen to make her mark as Home Secretary with the issue of DV and rape. Perhaps the Board could write to her on these issues. Anni Majoram said we are effectively conducting a huge educational programme with the public with the Service Level Agreement. We are sending the message that DV is being taken very seriously and we expect to increase the number of offenders being taken to court. The more offenders taken through the court system the better the court system will become at prosecuting them.
10. Margaret Barker said there are already quite a lot of HO initiatives and performance frameworks within which the SLA can take place. There is controversy around the Assessments of Policing and Community Safety (APACS) framework but local area agreements are being re-negotiated. The HO approach is now that any local area agreements will be reward funded and based on the reduction of repeat victimisation through Multi-Agency Risk Assessment Conferencing (MARAC). In addition the 32 boroughs are being looked at whilst doing their strategic assessments, which lead on to new performance regimes and outcomes for the Public Service Agreements (PSAs). The challenge for Borough Commanders is that DV does not get lost amongst all the other local priorities. Our challenge is to make sure that the local priorities knit with the national performance framework. It would be a step in the right direction to see Local Strategic Partnership (LSP) Chairs attending this board so that DV outcomes are delivered through other work streams.
11. Shaun Sawyer said the Territorial Policing (TP) command team are meeting with Tim Godwin to go through what TP want to see in the Borough Commander's Local Area Agreements (LAAs).



Metropolitan Police Authority

12. Cindy Butts said she would like to pick up on the point of inviting LSP Chairs to a future Board meeting.

Cindy Butts said there is a challenge for Boards like this to be involved in the SLA and to look at what success looks like in both quantitative and qualitative terms. Cindy Butts agreed with Anni Marjoram that the Board should approach the Home Secretary and the HO.

Action: Board staff to invite LSP Chairs to a meeting

Action: Board staff to write to Jacqui Smith

Action: Board staff to find information on molestation orders

13. Shaun Sawyer said that he and Dru Sharpling will go through the LCJB piece of work and then bring back a document for the Board to look at. He wanted to make sure it was clear that the SLA will be a criminal justice SLA.

Action: Shaun Sawyer to inform Board how LCJB learning will be incorporated into SLA

14. **Tower Hamlet Response**

Shaun Sawyer said Tower Hamlets now work very closely with the East London Mosque. There is now a six monthly community based training event. Cindy Butts said she was happy to see the requested information in the letter sent by them.

15. **The LCJB Audit**

Shaun Sawyer said he had spoken with Andrew Morley, Chief Exec of LCJB, who has confirmed the draft audit is near to being signed off. Andrew said he would be happy to send it to the Board in its draft format.

Action: Board staff to obtain LCJB Audit report

16. **Disproportionality Meeting**

Cindy Butts said this meeting has not yet taken place. We will see what comes out of the discussion on disproportionality today and then take that forward.

17. **Met Call**

Cindy Butts had a response back from Commander Simon Foye. Cindy Butts has since met with him and discussed how DV calls are treated. He has offered to attend the Board to discuss any concerns we have.

Action: Board staff to invite Simon Foy to report to Board on Met call

18. **SNT Training**

Shaun Sawyer said there are now two training packages available. A pilot has been agreed with the Westminster Safer Neighbourhood Team (SNT). There is still not a corporate buy-in that all SNTs should have training, but we do now have two pilot products. Basic training needs analysis will be done but any feedback on what members of the Board feel would make good training would be welcome. Shaun Sawyer said he would need a three month evaluation period for the training.

19. Anni Majoram said she does not see the issue being one of training but that SNTs should have access to the information they need at their fingertips so that they can disseminate this to the public. Havens posters and information leaflets are now put in every mess room so that they have access to the correct information.



Metropolitan Police Authority

20. Shaun Sawyer said he has spoken informally with Len Duvall about what the next stage is for SNT and feel that it is around public protection. Those people who don't normally come into the sightline of officers.
21. Cindy Butts asked why we are doing this training if this is the case. Shaun Sawyer said SNT teams see themselves as referral points for crime and don't understand the broader picture around public protection: it is about a deeper understanding of DV and ways to tackle it.
22. Cindy Butts asked what the timescale is. Shaun said we are looking at going live some time in December ideally. By April at the latest he will be able to report back to the Board. Cindy suggested a quick meeting be organised to discuss the pilot programme with Steve before it goes ahead.

Action: Cindy Butts to meet with Shaun Sawyer to discuss pilots

23. **Suicides within DV relationships.** Shaun Sawyer said he does not have the data on suicides linked to DV as suicide is not always recorded as a criminal case. It's about homicide prevention. This takes us into the wider piece about harm reduction. The mechanism to identify DV suicide is not easy to achieve.
24. Dru Sharpling said this issue is one of development in common law in which it can be established that the perpetrator of DV was the cause of the suicide. The law recognises psychiatric damage caused by a perpetrator but it is more reluctant to recognise psychological damage and as a result is less likely to find that the perpetrator was the cause of the suicide. The LCJB policy department is looking very carefully at how this area can be developed within the common law context.
25. Davina James-Hanman said the Health Service have Suicide Reduction Officers. Barking and Dagenham have both expressed an interest in taking this work further.
26. Anni Majoram asked if there is any case law on this? Dru Sharpling said there is lots of case law on this. There is a difference between what is termed unlawful act manslaughter and gross negligence manslaughter. The former is easier to prove than the latter. In gross negligence manslaughter you have to prove a duty of care. It is more conventionally used in corporate manslaughter cases. In the case of a private relationship then if the suicide is the result of 'the last straw' then the defence can say there was another intervening cause that resulted in the suicide. It is very hard to prove criminality.
27. Cindy Butts asked if Dru Sharpling agrees with Davina James-Hanman that suicide is better dealt with through Health Service rather than the Criminal Justice System? Dru Sharpling said that she feels strongly that where there is criminal activity identified then no perpetrator should be outside the reach of criminal law.
28. Anthony Wills said the police do get called to every suicide. Could they not check if there is a DV link and if there is consult with the CPS? Shaun Sawyer said you would ask for a search on the victim's history both in the home and externally. If we are saying that the MPS



Metropolitan Police Authority

need to re-visit the Standard Operating Procedures in terms of suicide then it would be a massive piece of work.

29. Dru Sharpling said that we would only need to capture one case that has led to a prosecution to highlight the issue to the public. Shaun Sawyer said he would look into finding such a case and bring it to the board.

Action: Shaun Sawyer to identify case

30 **Hammersmith & Fulham**

The letter from Hammersmith & Fulham outlined the following points.

- The four additional posts within the CSU were filled by the end of May 2007. A number of DCs on the borough successfully applied for posts and the borough is now 10 DC under strength and this has had an impact across the borough including the CSU. It is now a priority to fill the now vacant four CSU posts.
- All victims will now be referred to Advance on a daily basis. Advance has concerns about their resilience to cope with the increased numbers but will be addressing this internally.
- Community engagement is recognised as important aspect of work. Standing Together has developed safe and respectful ways of consulting with survivors. This is fed back to the MPS. Standing Together has consulted with local LBGT survivors of DV. The work done on this consultation will be replicated with black and minority ethnic communities. The CSU make use of the MPS Cultural & Communities Resource Unit to assist survivors. Hammersmith & Fulham have victim and Achieving Best Evidence suites (ABE). All officers on the Vulnerable Persons Unit are ABE trained on arrival at the unit. The borough has a Racial Incident Panel. There is a DV Prevention Project in schools to run initially over two years from November 2006.

31. Shaun Sawyer said he has got a commitment to an end-to-end review. He has got Prof Betsy Stanko on standby. The same model will be used for the end-to-end review as for the rape review. The core focus will be the police action piece rather than the criminal justice outcomes. It is about cases in Newham, Croydon, Hammersmith & Fulham and Harrow in 2006. It will be up to the prosecution phase but not including it. Shaun Sawyer will give both Dru Sharpling and the Board a copy of the Terms of Reference (TOR).

Action: Shaun Sawyer to update on end-to-end review including TOR

32. Davina James-Hanman asked what the timescale is. Shaun Sawyer said it will be worked on before the next meeting. The person appointed should be in post before Christmas.
33. Davina James-Hanman said that one in five cases fail in court because of a lack of evidence offered. She is keen to see this review look at this issue so we can work out where the problem is. Dru Sharpling said 14.3% of cases of DV had unsuccessful outcomes in the month of September. Nearly 50% of offenders do plead guilty. The main reasons for the 14.3% unsuccessful outcomes are discontinuance and acquittal. Davina James-Hanman said that victim behaviour is often the reason why cases fail but for the whole of 2006 CPS data showed that 47% of cases failed because of victim behaviour which means that 53% of cases fail because of either CPS or MPS behaviour.

34. Dru Sharpling mentioned the CJSSS (Simple Speedy Summary Justice) project which is aimed as securing more early guilty pleas by getting cases brought into the charging centre in a high state of preparedness.

35. Cindy Butts said we need to get Tim Godwin to attend the Board.

Action: Board Staff to invite Tim Godwin to the Board

36. **Sutton**

Anni Majoram asked Shaun Sawyer what Sutton did with all the constructive feedback we gave them. Shaun Sawyer said their response has been far more future looking and working with the partnerships. They know not to be complacent about always striving to do better.

37. Davina James-Hanman said there is an assumption that all DV incidents are reported and recorded which we know is not the case. When Sutton makes assertions like cautioning does not increase repeat victimisation this does not seem a good assumption to make. A victim may not report incident two because the offender only received a caution on incident one. Davina James-Hanman said she was concerned that for the information sharing protocol they have not visited the specific information sharing guidance which came out four years ago. It was not clear on the specific workings of how the SNT's work. Shaun Sawyer said he would ask Bob Reed for an update on this.

Action: Shaun Sawyer to request update

For the ward profiles it seems odd that they are targeting areas of social deprivation and single mothers for DV.

38. Anthony Wills said he got the impression that Sutton only speak to selected organisations rather than those that might give them a more challenging response.

39. Shaun Sawyer said that at the London Criminal Justice Awards DC Vonroden was awarded for work with honour based victims. The Sapphire Teams and the Havens got awards for work with victims as well.

40. Anni asked for a copy of the HMIC report.

Action: Shaun Sawyer to provide copy of HMIC report to Board

Further Research on DV Sanction Detection Rates in 2006 – Vicky Kielinger and Susan Paterson.

41. Vicky said there has been a concern about performance data that has been presented at Diversity Board meetings, particularly concerning differential levels of victimisation according to ethnic appearance across violence against person offences and DV. Also differences in sanction detection rates between Black Minority Ethnic (BME) and non-BME victims of DV and disabled and non-disabled victims.

42. The analysis was carried out in five stages. The first was to compare the characteristics of DV victims to the general population of London using some of the British Crime Surveys as a



Metropolitan Police Authority

context. The arrest rate was then focused on by comparing it to incidents rather than offences. Then the sanction detection rate was focused on, looking within that at offences of violence against the person with a focus on the caution rate and the charge summons rate.

43. Ethnicity was broken down into white, black, Asian and Other. It was found that black victims were overrepresented. Asians were underrepresented. It was found that the British Crime Survey result showed that there was no differential in terms of victimisation according to ethnicity. BME victims tend to report high levels of common assault and white victims don't report high levels of ABH or GBH. The arrest rates, caution rates and charging summons rates are lower for BME victims.
44. The majority of DV victims are female. However, when focusing on GBH in particular male victims are 1.5 times more likely to be charged and 3 times more likely to be cautioned than expected, whereas female victims are slightly less likely to be charged and half as likely to be cautioned than to be expected based on the rate of victimisation.
45. Arrest rates and sanction detection rates are significantly lower for disabled victims.
46. Vicky said this was done on data for the calendar year of 2006, but the results of the 1st quarter of 2007/2008 are also attached.
47. Davina James-Hanman said it was an excellent piece of work. She found the disability monitoring alarming but realises the findings are based on the data available. If we had better disability monitoring then we may find very different patterns. Davina James-Hanman was appalled that fixed penalty notices are being used to resolve DV cases. Davina James-Hanman said we know from research on the help seeking patterns of BME women that African Caribbean women are twice as likely as any other group to report DV to the police. What a PR disaster that they are then not being dealt with properly!
48. Gerry Campbell said the current Crime Reporting Information System (CRIS) is being updated and will better encompass measures around disability monitoring. Gerry said the issue of boroughs using fixed penalty notices will be dealt with.
49. Shaun Sawyer said this was an excellent piece of work. He agreed with Davina James-Hanman that it is terrible that African Caribbean women do approach the police on DV incidents and yet there is a widening sanction detection rate for this area. Is this racism? Is it to do with the SLA? Does it involve particular boroughs? Differing arrest rates cannot be justified and Shaun Sawyer said he will investigate this.
50. Anni Majoram said that we need to see a snapshot of these cases. We need to ask these women what exactly happened. What was the response? If we do find out it is indeed some kind of institutional racism then we need to know this fast.
51. Cindy Butts said she wants to schedule a meeting between herself, Lee Jasper, Shaun Sawyer and Davina James-Hanman on this matter before the next Board meeting.

Action: Disproportionality to be discussed at separate meeting



Metropolitan Police Authority

52. Dru Sharpling said she is concerned about disability and elderly victims as well. She feels this is not discussed enough.

Kingston Borough Report

53. Laura Nicholson said the data relates to the last financial year. During that year Kingston have had 14074 DV incidents. 54% of these were recored as crimes. The sanction detection rate was 48.2%. The borough is currently at 41% and there is currently a review into this difference. DV incident arrest rates was 56.3%. It is currently at 68% and is one of the highest in the Met. The arrest rate where the perpetrator is present at the scene was around 96% which is very positive. Laura Nicholson said that she believes that many areas of success are down to working closely with partners in the community. The Safer Kingston Partnership, which was previously the Crime and Disorder Reduction Partnerhsip (CDRP), has invested both financially and in terms of personnel on DV.

54. Laura Nicholson said that although the arrest rate is healthy the only satisfactory one is 100%. There have been improvements in the quality of things like the initial investigation in terms of the 124D forms. The CSU have had an effect on both continuity and leadership in the borough.

55. Others are partly responsible for successes in partnership and prevention. For example the One Stop Shop has been a great success. Initial data from it shows that reporting from BME groups, men and some of the other hard to reach groups have greatly improved. Laura Nicholson said Kingston was not successful in getting funding for a MARAC; however they have been undeterred and the first meeting is due to take place tomorrow. There is a healthy attitude in the borough to continuous improvement.

56. Improvements could be made to the cultural views internally. Staff have been focused on acquisitive crime for many years and Kingston have now started putting the best staff into high risk areas of public protection.

57. The breakdown of the population shows we have made strides with some groups in the borough. The African Caribbean community still needs to be reached. The elderly population needs to be reached. Work also needs to be done with the disabled and vulnerable adults but more victims are coming forward.

Questions

58. Davina James-Hanman said she feels Kingston is doing some excellent work. The crime rate shows that 54% of DV incidents are crimes and yet the arrest rate is 56.3%. How does this work? Davina said that the feedback from the CSUs is that 124Ds are only partly filled in rather than completed. 90% seems extremely high. What are the risk assessments made on men attending the One Stop Shop given that it is a fact that a lot of perpetrators like to present themselves as victims? The LCJB, the Government Office for London (GoL) and the GLA has formed a partnership which will be rolling out MARACs to all London Boroughs over the next 18 months. Davina James-Hanman said she would be happy to provide further information on Lesbian, Gay, Bi-sexual and Transgender (LGBT) communities, working with DV drug and alcohol and the young people and children mentioned at the end of the report.



Metropolitan Police Authority

59. Laura Nicholson said she sees the 56.3% as a percentage of the 54%.
60. Rachel Porter said the 90% compliance relates as a comparison to the CRIS so for each CRIS there is a 124D. A dedicated officer checks the information on the 124D marries up with the Crime Report. There has been a problem with the quality of the initial investigation. The supervision of 124Ds was a real issue on the borough. A template is now used to monitor the process.
61. Rachel Porter said a risk assessment is done for every person that attends the One Stop Shop. Checks are made to see if someone has been a perpetrator in the past. In these cases if the male perpetrator is also a victim they are pointed to a different avenue of support. However incidents of this happening are rare.
62. Anni Majoram asked if Kingston MPS are running the One Stop Shop. Rachel Porter said it is funded by the police. It is co-ordinated on behalf of the police and about 12 support agencies attend it. It is a real partnership project.
Anni Majoram said this seems extraordinary. She thought it was funded by the local authority. Does the local authority buy-in and how does this manifest itself in terms of resources and support?
Laura Nicholson said the local authority does buy-in. A substantial amount of MPS money is invested and this shows our commitment.
63. Anthony Wills said he feels this is an excellent report. He asked if Laura Nicholson feels she gets the credit for performance around DV crime. How does this affect personal performance development?
64. Laura Nicholson said her performance development review objectives are more general in terms of sanction detection and reductions in crime. More objectives are being set around the Citizens Focus agenda. Laura Nicholson said she does feel supported. Helping vulnerable victims is a hugely important role of the police.
65. Anthony Wills said the arrest rate is very high. The sanction detection rate has gone down slightly. The conversion of arrests into charges and cautions is a concern. Kingston has had a Domestic Homicide review, and the report said there was no recommendation to come out of the review. This seems surprising.
66. Laura Nicholson said the sanction detection rate target for the borough is also one of the LAA stretch targets. A concern was that Kingston had never left that low 40% bracket this year and didn't want to wait to find out why. The CSU performs well but at critical points in the process the front line officers dealing with arrests differ in their approach. Laura Nicholson said they wanted to look at any consistencies in the quality of evidence going to the CSU to be built on. There was a concern around the CPS and the criteria being used there with evidence. Rachel Porter said she did a DV murder review in partnership with other agencies. She described the case study used of a young man who murdered his father. All the agencies who had been involved in the process looked at their interaction with the family and it was felt at the end of the review that there was not anything that could have been done to prevent this tragedy. However, it appeared that all the data that was collected was not then analysed and we do need to continually learn from work that is done.



Metropolitan Police Authority

67. Hilary McCollum said she wondered where the challenge was in the review. She said she does not believe there was nothing that could have been done differently. No-one is beyond reach.
68. Laura Nicholson said they will go back through the review process both for this case and in general.
69. Margaret Barker said there is likely to be no funding from the HO next year for the MARACs. What will be the borough's planning process in this case?
70. Laura Nicholson said it will be a challenge. Hate crime will still be seen as a key priority. The structure still has hate crime sitting alone rather than being folded into other areas.
71. Dru Sharpling asked Kingston to go through the set up for the Witness Care Unit (WCU), post charge file building and the supervision arrangements in place post charge.
72. Laura Nicholson said the relationship with the CPS is one of the reasons Kingston has had a pretty consistent sanction detection rate. The witness care unit staff have had training in DV awareness and have visited the One Stop Shop. It was noticed that there was quite a high attrition rate post charge so work was done with victims if it looked like they were beginning to disengage from the prosecution process.
73. For post charge file building and supervision Kingston try to keep defendants in custody, where that is not possible they are given a short bail date whilst the case is built. Post charge cases now go to court very quickly and the supervision of these cases is done by the Criminal Justice Unit (CJU) and the cases are tracked closely by the Community Safety Unit (CSU).
74. Cindy Butts said Kingston is clearly doing some very good work and there is evidence of good practise in their report. Cindy Butts said the stereotypical image of Kingston is a nice sunny leafy borough. Are the demographics of the borough contributing to this good practice?
75. Laura Nicholson said that Kingston is still a challenging borough; it is still part of London. There is a middle aged, retired, predominantly white section of the community, but the 2001 census showed the BME population to be 21% and it is now likely to be approximately 27%. 40% of the school population is BME. The borough is very much geared around the town centre but at night this turns from a retail centre to a nightlife centre. It is very targeted at young people and the large student population in Kingston.
76. Cindy Butts asked if the good practice seen in Kingston could apply to other boroughs.
77. Laura Nicholson said that if other boroughs see DV crime as a key issue to be tackled then the good practice would be relevant. Kingston doesn't have the level of critical incidents that other boroughs contend with, this has an impact on resources and where they are directed.
78. Anni Majoram said she does not think it is any coincidence that all the representatives of Kingston MPS including the Borough Commander are women. The leadership from the top on DV crime is absolutely critical. You need to see a strong buy-in from the Borough Commander.



Metropolitan Police Authority

79. Anni Majoram asked if the Safer Neighbourhood team have all the information they need to be able to disseminate it.
Who devised the Forced Marriage Plan?
Anni Majoram said that City Hall have extensive connections with virtually all communities in London and could be of some help engaging the Korean community and other communities in Kingston.
80. Cindy Butts asked how Kingston aims to ensure they have adequate planning for succession. What happens when Laura Nicholson moves on in her career? How will the passion and drive for tackling DV crime be continued? How are staff being developed?
81. Laura Nicholson said she wanted to make it clear that Kingston do have some fantastic and committed male officers as well. Key colleagues have already moved on to new posts in the last six months and it is a true test of the systems in place and the culture within the Kingston Met. They are very careful about nurturing the development of officers in the CSU. It has to be hoped that the process of development ensures standards are met to ensure officers care about these key issues. Officers take pride in the success achieved. Compliance with the systems and processes is key.
82. Penny said the SNT do play an integral part in intelligence gathering. On a small borough you can't afford not to utilise the SNT. The SNT have DV awareness training and visit the lower risk victims. The SNT are used in relation to any offenders dealt with at Multi Agency Public Protection (MAPPA) Level 2 because Kingston does not yet have a MARAC.
83. Penny Banham said that with regards to the development of officers, Kingston have invested quite heavily to ensure the PPU have all the relevant staffing they need. All the different units including SNT are all under one roof which aids linking evidence in an investigation.
84. Kingston produced crisis cards this year which have basic information and emergency helplines. All the SNT carry these cards so they can be given to victims straight away.
85. Rachel Porter said the SNT have a weekly drop in session at the local Mosque and the CSU try to attend as many of these sessions as possible. The SNT did a leaflet drop in two areas identified as DV hot spots in Kingston. As a result a week later a couple of people from those areas attended the One Stop Shop and asked for help.
86. Anthony Wills said this is the best description of the use of the SNT the Board have heard yet.
87. A community representative said that the phrase 'hot spot' concerns her as DV happens everywhere. Davina James-Hanman said that hot spots tells us where resources are working so that this information can be used in other areas.
88. The comment was made that DV crime does exist in the LGBT community and the level of awareness about this needs to be raised. There are also cases of DV crime against family members who come out as being gay.
89. Davina James-Hanman said that same sex DV crime is covered in the CSU training course. Standing Together recently published a document looking at the needs and experiences of the



Metropolitan Police Authority

LGBT community when involved in DV. The National LGBT Domestic Abuse Forum is hosted on the Greater London Domestic Violence Project (GLDVP) website.

90. Dave Gaywood from Bromley said they have a One Stop Shop which has now been going for eight years. They have found it is very useful to have a private consulting room and the facility for victims to remain anonymous.
91. Cindy Butts said that in summary the Board are very impressed with the work done by Kingston. The key is not to become complacent and to keep striving! Cindy Butts outlined some key points that the Board would like hear more about.
- The murder review. Look at if there was sufficient challenge and if there were any points that should have been picked up on.
 - The arrest rate. Please clarify the figures.
 - Please look at the quality assurance and the supervision of the 124D forms. Is there sufficient supervision of this?
 - Please clarify the work done with the LGBT community on DV.
 - Please clarify work done with schools and colleges.
 - Please pass on our congratulations to all the staff for their excellent work.

Action: Kingston

92. Shaun Sawyer said he will take away the crisis cards the SNT carry and look at disseminating this to other boroughs as good practice.

Hackney Borough Report

93. Steve Dann said he recognises that Hackney have not been performing in the area of DV on the initial arrests. Steve Dann said this process has given the borough the opportunity to focus on DV as a particular area of vulnerability and one that Hackney takes very seriously. It is recognised that there is a problem around the arrest rate. In September the figure was up to 55% which is a massive improvement. The report details a number of interventions that have taken place. We are now looking at an arrest rate of 53% for October and are looking at reasons for this change. There has been a massive improvement in filling out 124D forms and this is still getting better.

Steve Dann said that as Borough Commander it is taking some time to turn some issues around in Hackney. The borough is very crime orientated and is very proactive in tackling these issues. Steve Dann said he feels the focus of the borough has been on crime reduction and there are a number of other areas that need work including mental health and domestic violence. Elaine Casey has been brought on board in April 2007 to specifically tackle these more vulnerable areas.

CSU resourcing has been looked at to ensure it is adequate to deal with DV issues. Steve Dann said he is currently running 11 DCs short in the borough. There is a problem recruiting DCs. However the CSU is still run at full strength. DV is reviewed by the duty officers in their hand over at the end of every shift. It is considered in the daily intelligence meetings. Performance updates are given to Steve Dann twice a week. It is part of the Hackney LAA targets.

94. Hilary McCollum asked what Steve Dann sees as the key areas that need improvement?



Metropolitan Police Authority

94. Steve Dann said initial arrests need to be improved on. There needs to be a cultural change as officers feel like they are constantly operating under siege conditions all the time. The areas that officers may consider to be more low key crime is not tackled as well as critical incidents. Hackney has just initiated an action called Right First Time because the borough has had to employ a missing persons reporting car. Officers say they are so busy going from call to call they are not documenting and dealing with an incident correctly.

124D forms still need further work although there has been dramatic improvements. Steve Dann feels that how the borough could best use SNT in the DV arena also needs to be looked at. Steve Dann said he is not sure how they can be best used to support such a high risk area. Do they have the necessary level of expertise?

96. Anni Majoram said to remember that Al Capone was 'done' for tax evasion in the end and that people committing visible crime in Hackney that the officers are so focused on could also be committing DV offences behind closed doors. We need to see an imaginative look at arrest for repeat offenders of which there are a lot in Hackney.

Anni Majoram said that as Hackney are the only borough to have received MARAC training then the borough will be closely watched to see how this develops, who is targeted and what kind of results come out of it.

Anni Majoram suggested Hackney could do worse than look at how Kingston utilise their SNT. If used properly they need to be utilised as intelligence gathers. They should know a lot of detail about what goes on in their ward, they should be picking up on DV and sexual assault incidents and if they don't know then they should know. Hackney MPS need to ensure that the SNT have access to relevant information to disseminate to victims, so that rather than being highly trained they can refer victims to the correct agencies to help them.

97. Steve Dann said that the SNT work within the Intelligence Unit. The briefings should capture this information. Briefings that go out usually deal with people who are wanted or are considered high risk. SNT are brought in to carry out arrests on warrants for domestic violence. Elaine Casey has worked with Chief Inspectors around providing support around crime prevention officers. The Crime Prevention Officer goes in with support of an SNT officer. Steve Dann said Hackney does get a lot of intelligence back from the SNT but he is not sure how much of it relates to DV crime. It is not the focus of their work at this time.

98. Cindy Butts said it is not necessary to change their focus; it is more about them having access to information that can then be disseminated to the public on DV.

99. Steve Dann said the SNT do have DV leaflets already as well as for LGBT issues. Steve Dann said Hackney is a pilot borough for Operation Swale. This is an immigration operation. The remit is around reducing harm. They have removed a number of people from the country who the Police have not been able to capture for DV charges. Hackney is very engaged with the MARAC. Three cases have now been referred to them.

100. Steve Dann said he recognises Annie Majoram's point about perpetrators for crime outside the home could also be DV offenders. Hackney is doing a lot of work on the issue of the gang culture and siblings who do not want to be a part of this. Hackney has just initiated a Youth



Metropolitan Police Authority

Offenders Management Team which is due to start on the 19th November 2007 and will tackle this issue.

101. Cindy Butts said this does not sound like it is purely about DV crime but involves other issues like intimidation and bullying. She would like Steve Dann to talk more specifically about how domestic violence fits into this gang culture.

102. Davina James-Hanman asked why the DV review started in January 2007 is still ongoing. The report says on the one hand that Hackney has very few cases of rape and then says that 124D compliance is low. Surely there is a connection between these two things. Davina James-Hanman says it is known that front line officers are particularly reluctant to ask the question about the history of sexual assault.

Davina James-Hanman asked Steve Dann to comment on the fact that less than 4% of the budget appeared to be allocated to DV.

Davina James-Hanman said she was interested in the use of the conditional tense in the paragraphs relating to employee domestic violence. Does this mean that there are no employees who have experienced domestic violence in Hackney?

The report refers to the number of cases that break down due to victim withdrawal and this represents a minority of cases. What is being done to address the 53% of cases which break down to either MPS or CPS failure?

Davina James-Hanman asked for more information on para 16 which relates to Crimint Plus.

103. Steve Dann said he has not had the murder review back yet. The offenders were arrested a couple of weeks after the offence and have not been to trial yet. The Murder Review Team conducts the review.

Steve Dann said a lot of training has been done on filling in 124D forms. Officers did not see it as a priority but this has improved dramatically. However it is still hoped to be improved upon.

104. Cindy Butts asked how DV crime fits as a priority for Steve Dann and how is this filtered down to front line officers?

105. Steve Dann said he feels front line officers feel that everything is a priority. It is difficult to continually push the latest thing to come down from management. Steve Dann says he feels that the appointment of Elaine Casey shows his commitment. The fact that the CSU is fully staffed when other areas are not shows his commitment. DV is on the duty officers' hand over every day.

106. Anni Majoram asked what the message is to officers when no arrest has been made. Who looks at this? Are the officers interviewed? What rigours are there around the policy of no arrest?

107. Steve Dann said an open incident CAD is created when no arrest takes place. The incoming duty officer will pick this up initially. There are designated Patrol Supervisors who are the four sergeants who work separately to the teams. They continue to push on why no arrest was made. It is then picked up at the daily management meeting.

108. Steve Dann said he has been made aware of one incident of employee DV at Hackney. Steve Dann said they worked with the SOP and the two officers were given referral opportunities.



Metropolitan Police Authority

Davina Jame-Hanman said that if officers do not have faith in the system to report domestic violence, and the extremely low figure would suggest this, then what kind of message are officers giving out to the public about reporting DV? Steve Dann said he will take these comments away with him.

109. Steve Dann said a review is taking place by external consultants of the Community Safety Team. It is safe to say there will be changes to the way the budget is allocated. It would appear a malaise has built up over time. The Community Safety Team has 77 staff currently which amazes Steve Dann and the team will be reshaped. It appears that a small core of perpetrators have a vast majority of the budget thrown at them rather than investment being made in more preventative work.

Steve Dann said Hackney is also a pilot site for Integrated Prosecution Teams (IPT). The CPS is now housed within the police station. Hackney is leading the country in DGQP: Directive General Quick Process. There have been tensions between two cultures being brought together. There have been tensions around charging; too many people are released on bail. CPS has now fully embraced IPT. It seems the CPS targets and the MPS targets on a case differ. Steve Dann thinks that eventually the relationship will improve and casework will be all the better for it.

110. Anthony Wills asked Steve Dann what is his vision for DV crime in light of the drastic changes that appear to be happening to the Local Authority. It is a concern that Nazir Martin is working on both hate crime and DV crime whilst the Local Authority have 77 people in the Community Safety Team.

111. Steve Dann said that apparently they intend to bring the gun and knife crime under the DV and hate crime banner as well. Steve Dann said he does feel that he has the ear of the MARAC Chief Executive and can challenge decisions like this. Steve Dann said he finds it strange that Nazir Martin is placed where she is when there is a separate hate crime and DV co-ordinator that she does not report to.

112. Nazir Martin said her work involves more of the commissioning process and partnership work. She feels there is confusion around who is the accountable person to be reported to. She has raised concerns herself about merging the DV and hate crime co-ordinator posts which is pretty unworkable at the moment. Nazir Martin said she is the lead for the Service areas around the Safer Communities and the equality impact assessments etc.

113. Steve Dann said that until the structure of how violent crime will work then it is hard to say how work on domestic violence will progress.

114. Anni Majoram said this needs to be drilled down with the cabinet minister who is responsible. Steve Dann needs to work on a strategic level with them. Anni Majoram advised that if he can't get through to them directly then to use this Board as a means to achieve this.

115. Steve Dann said the relationship with the cabinet minister is already excellent. It has been recognised that changes need to be made to the Community Safety Team.

116. Hilary McCollum said the gender distribution of victims is 70% female and 30% male. Hilary McCollum said this seems like a high percentage of male victims.



Metropolitan Police Authority

Hilary McCollum said that the report refers to incidents of domestic violence in the street and whether they are classed as domestic violence. Surely they are!

117. Elaine Casey said the figure of 30% male victims relates in part to crime recording errors around counter allegations made. Elaine Casey said she is carrying out a review of crime recording in this area. Some incidents of self defence are incorrectly recorded as DV crime. Elaine Casey said that apart from this there are cases of DV crime against men and she feels proud that the borough has a dedicated advocacy service for male victims.
118. Elaine Casey said that the borough was getting calls they were not able to trace. They would go to a call to a fight in the street between a man and a woman and colleagues at Met Call etc would be assumed it was domestic violence in the street. However, if police were attending and there was no one there it would be classed as DV without having any further information other than by those who saw it in the street.
119. Mark Coulter said he would be happy to work in Hackney with male victims and this would feed into his research.
120. Cindy Butts said she is surprised not to see any key partnership groups present today.
121. Nazir Martin said she did not know to invite them. She said partners include Hackney Women's Aid, the DV & Hate Crime Team and Homerton Hospital.
122. Elaine Casey said the Crimint Plus Intelligence is a new enhanced system which replaces the old one. There has been a reconsideration of the information that is input onto this system. Putting a Crimint report onto the system when there was no intelligence behind it was just duplicating work. The new system does not require the automatic generation of a Crimint report for DV crime. If there is valuable intelligence then a Crimint Plus report is done by either the front line officers of the CSU team. Davina James-Hanman clarified that if there is intelligence or a crime generated then it is put on Crimint, CRIS and MERLIN. If not then it still goes on Cris and MERLIN but not on Crimin Plus.
123. Anthony Wills wanted to check an officer going to a scene would have access to information about if they have visited that address before.
124. Elaine Casey said IT has moved on and there are now functions that allow officers to search across several systems at once. Steve Dann said he feels it has gone a bit from one extreme to another in as much as before all information is input and now perhaps there is not enough. There needs to be a balance found.
125. Anni Majoram asked what Hackney's involvement is with the huge and diverse community within Hackney? What steps have been made to build links with the Lithuanian community in light of the recent murder in Hackney?
126. Steve Dann said they have good engagement with these different communities. The social cohesion between the different communities in Hackney is very good. There are not the enclaves that exist in some other boroughs.



Metropolitan Police Authority

127. Elaine Casey said the Turkish and Kurdish communities are a big customer base for the police in Hackney. Some of the standard literature has been translated into Turkish. Some of the other key communities are harder to reach. More outreach work needs to be done to persuade these communities to come forward and report DV crime to the Police.
128. Anni Majoram said she wants to see a sense of domestic violence being put on the table with these communities as a mainstream issue and not just a niche area for women. Hackney need to use the social cohesion Steve referred to for uniting communities on this issue.
129. Steve Dann said it is hard to get through the cultural barriers communities put up around them. Annie said we must not think that these cultural differences are the same as these communities sanctioning domestic violence.
130. Nazir Martin said Hackney do have several themed groups like the BME subgroup. Around the table there are several faith and LGBT groups. Jewish Women's Aid has been commissioned to work with the Jewish Community on domestic violence.
131. Graham Goldspring asked what information there is on domestic violence in the LGBT community.
132. Elaine Casey said she did not have the statistics on this to hand. There is still a reluctance to report incidents of DV and work needs to be done on improving the perception the LGBT community have on reporting DV crime. Nazir is working on organising groups for LGBT and disabled victims. These are recognised as weaker areas and so this is very important work.
133. It was asked for the role of the Victim Liaison Officer to be clarified. How is the role linked to advocacy work?
134. Elaine Casey said the Victim Liaison Officer is also the MARAC coordinator and this takes up about 50% of her time. She has worked in the past in victim support and she will be doing risk assessment work for victims who are referred to MARAC. She will also be working on reducing the number of cases that breakdown once charged.
135. A representative from a refugee women's organisation said that a lot of her clients are from Hackney and Islington; however she has no contacts with the Hackney Police team.
136. Steve Dann said he would speak with her after the meeting to establish a link. He was not aware of her group and this is worrying.
137. Cindy Butts said that the structures operating under the current Local Authority seem a hindrance however we can not allow this to be used as a screen from preventing good practice. The issues the Board would like Hackney to come back on are:
- What does success look like? What is the plan going forward? What are the key milestones and the vision for DV work in the future?
 - Look at the issue of DV amongst MPS staff.
 - 124D forms. We need to see a better understanding of compliance issues and the supervision structures.
 - Look at the low reporting of rape and sexual assault and any link with 124Ds.



Metropolitan Police Authority

- Look at how DV crime can be tackled in amongst the other crime in the borough. Working innovatively with a more integrated approach.
- Look at counter allocations.
- Hackney is an Olympic borough. Look at the link between sporting events and domestic violence. The need to prepare for this.
- Working with community groups.
- Working with Mark Coulter from Respect on engaging male victims.
- Changing the culture of Hackney officers in relation to DV crime.