

Warwickshire Police and Crime Panel

21st November 2014

Domestic Abuse and Sexual Violence

Recommendations

That the Warwickshire Police and Crime Panel considers the report from Warwickshire Police, asking questions in relation to its content and making any recommendations to the Police and Crime Commissioner, if considered appropriate.

1.0 Background

- 1.1 At its meeting on 18th July 2014, the Police and Crime Panel raised concerns in respect of the low reported 'conversion rate' (i.e. the number of reported crimes that result in a prosecution) for cases of Domestic Abuse and Sexual Violence.
- 1.2 In response, a report from Warwickshire Police is attached at **Appendix A**.

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RAPE INVESTIGATIONS – WARWICKSHIRE UPDATE – NOVEMBER 2014

1. PURPOSE

The purpose of this report is to update the Warwickshire Police and Crime Commissioner on the investigation of Rape within Warwickshire, and in particular in relation to the reported low proportion of cases resulting in a prosecution or caution. This follows a discussion at the Warwickshire Police & Crime Panel on 18th July 2014 regarding a reported prosecution/caution rate in Warwickshire of 6% for 2013, compared to a national average of 18%.

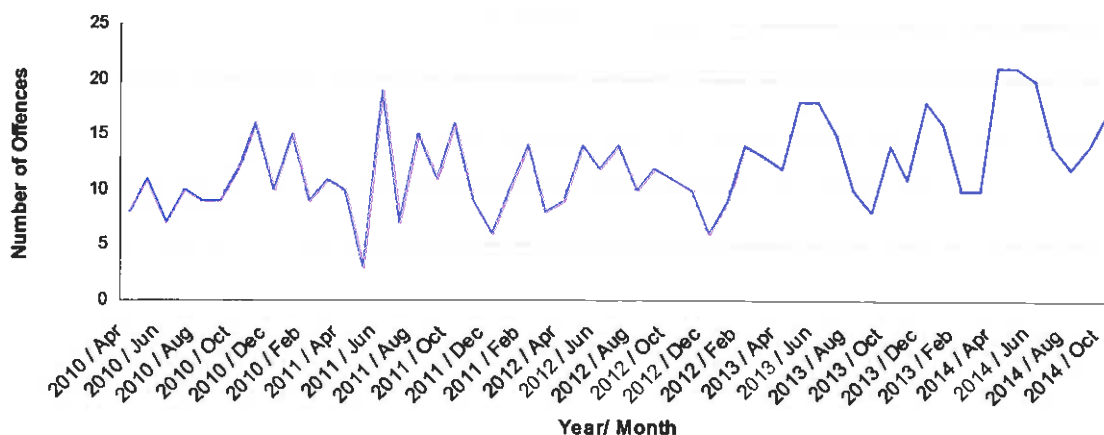
2. OFFENCE LEVELS

Warwickshire Police acknowledge that a 6% prosecution rate would be low, but it is not a figure that is recognised by the Force's own recorded performance statistics. For the year 2013 there were 160 recorded Rapes in Warwickshire and the number of cases which proceeded to court was 16. This gives a figure of 10% of Rapes resulting in a charge not 6%, albeit this is still below the national average and still in need of improvement.

The table and graph below show the volume of Rape offences recorded in Warwickshire each month over a five year period. Figures for the current financial year represent year-to-date data (YTD; 01 Apr – 26 Oct 2014).

No. of Rape Offences Recorded in Warwickshire by Month

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
2010	8	11	7	10	9	9	12	16	10	15	9	11	127
2011	10	3	19	7	15	11	16	9	6	10	14	8	128
2012	9	14	12	14	10	12	11	10	6	9	14	13	134
2013	12	18	18	15	10	8	14	11	18	16	10	10	160
2014	21	21	20	14	12	14	17						119



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Further analysis of the above data highlights the following:

- A higher volume of offences have been recorded in the YTD 2014-15 than during the same period of time in previous financial years, (29% increase on 2013-14)
- 57% of offences (68 offences) recorded YTD 2014-15 were non-recent (i.e. recorded over 28 days after the committed date).
- 27% of offences (32 offences) recorded YTD 2014-15 were committed over 5 years ago
- Non-recent offences accounted for a larger proportion of total recorded Rape offences in the YTD than in previous years

3. BACKGROUND

There have been several factors that have influenced Warwickshire's historic poor standing in the national figures.

Crime Recording

During 2013, Warwickshire had a very robust and ethical response to the recording of Rape, whereby ALL reports of Rape were recorded as such immediately and an investigation instigated.

Some Forces at this time were using a '72 hour rule', which directed them to look into the allegation for up to 72 hours before it was officially recorded as a Rape. This resulted in some Forces being able to confirm that some of the allegations were in fact another offence or in some cases a false report. This had the effect of compromising the ability to make like for like comparisons between Forces, and influenced the accuracy of any results.

The Home Office has been very critical of the use of the '72 hour rule', and Forces have now adopted a similar approach to that of Warwickshire's in 2013.

Investigation Structures

Prior to the Alliance with West Mercia, Warwickshire Police were operating an investigative structure that was implemented under Operation Bletchley as part of the Force's 150*plus* Change Programme. This structure included a Local Investigations Unit (LIU) that investigated all local crime (including volume crime and serious crime) and a separate Sexual Offences Investigation Unit (SOIT) within the Protecting Vulnerable People (PVP) Department, which investigated reported Rape. The LIU was a mixed workforce of Detectives, Police Constables and Police Staff Investigators (PSI), with the SOIT a mixture of Detectives and PSI's.

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As the plans for the Alliance matured, a decision was made to disestablish both the Warwickshire LIU model and SOIT's and replace them with a more traditional CID structure (Detectives only, investigating serious crime only, including Rape). This model has been in effect since the Alliance Blueprint went live on 30th September 2013.

It is important to highlight that the first 9 months of September 2013 up until the Alliance Blueprint commenced, was a difficult period in respect of the Warwickshire SOIT's. In the knowledge that the units would be disbanding vacancies that arose were not filled to the point where the viability of the units within the PVP Department was called into question. Agreement was reached that what little remained of the SOIT's would transfer to the LIU for the remainder of the period until 30th September 2013 to ensure a resilient response to Rape investigation. This was a sensible move at the time given the knowledge that responsibility of Rape investigations in the Alliance model would rest with the LIU when it converted to a more traditional CID.

During 2013 as part of the Alliance programme, work was completed to compare Rape investigations in South Warwickshire, who were using the LIU model, with South Worcester who were using a traditional CID model. The results were difficult to interpret, due to comparing radically different models, but the conclusion was that the CID model was more successful at investigating Rape than the LIU model. This work did not compare the former SOIT model, which last operated effectively during 2012.

As highlighted, Warwickshire has now returned to the more traditional CID model for the investigation of serious crime including Rape. This is having a positive effect on results in 2014 compared to 2013.

Electronic Case Management/Investigation

In addition since April 2014, Warwickshire has adopted use of West Mercia's electronic crime recording and investigation system (CRIMES). This is a far more efficient data recording and investigation platform for all crime types including Rape.

The CRIMES system records 18 different types of outcome for crime investigations, which makes it far more accurate and easier to highlight why an investigation has been concluded. This allows greater scrutiny into investigation results and helps to identify key areas of vulnerability in the investigation process. This allow for a more focused approach to addressing any significant areas of attrition, which in turn assists in continuous improvement. This will provide a valuable opportunity to increase positive outcomes for victims of Rape in Warwickshire.

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Sexual Assault Referral Centre (SARC)

The Coventry & Warwickshire SARC officially launched on 26th June 2013. This specialist centre supports victims and survivors of Rape and other sexual offences and is utilised by Police for victim medical examinations and interviews when offences are reported. Specially trained Crisis Workers support victims while they are at the SARC, before referring them on to specialist Independent Sexual Violence Advisors (see below).

Over the course of its first year of operation into 2014, the SARC has grown in reputation and use and is now an integral part of the Police response to the investigation of Rape.

Independent Sexual Violence Advisors (ISVA's)

An important part of the overall service to victims of Rape and Serious Sexual Offences is the provision of an IDVA service by the third sector. This specialist service supports victims at a personal level through the investigation and prosecution and beyond, for as long as the individual requires. ISVA's are essential to maintaining the trust and confidence of victims and representing their interests.

Serious Sexual Assault Investigator Development Programme (SSAIDP)

During 2013/14, the National Policing Improvement Agency (NPIA), now the College of Policing (CoP), developed and published a new programme to accredit specialist investigators for the investigation of Rape and other Serious Sexual Offences. All investigations of Rape now have to be investigated by an officer accredited under this programme.

Specially Trained Officers (STO)

Prior to the Alliance, Warwickshire Police utilised officers called Sexual Offence Liaison Officers (SOLO) who were trained in supporting victims, from a Police perspective, through the early part of the investigation process. Since the Alliance these officers have now been trained to the higher standard of a Specially Trained Officer (STO), which is a much more integral role within the whole investigation. This has led to better retrieval of early evidence and an improved service to victims.

4. PROSECUTION PERFORMANCE SINCE APRIL 2014

Provisional data for 1st April 2014 and 22nd October 2014, based on the new outcomes framework, indicates that 21.6% of Rape offences were dealt with by way of Charge/Summons. This is a significant improvement on the outcomes from 2013 and is well above the national average of 18%. It places Warwickshire 2nd when compared to its 8 Most Similar Grouped (MSG) Forces.

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5. CONCLUSION

Rape in Warwickshire is now being investigated by specialist accredited Rape investigators (SSAIDP) within a traditional CID department, supported by Specially Trained Officers (STO) working directly with the victim as part of the investigation.

Forensic examinations at SARC's, and the services of ISVA's are now embedded in the investigation pathway and have led to a better service to the victim, assisting in long-term support and therefore reducing attrition.

For the first 6 months of 2014-15 there has been a substantial improvement in Warwickshire's Rape prosecution performance compared to 2013. Although we cannot be complacent, this does appear to be a positive step-change.

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**DOMESTIC ABUSE – WARWICKSHIRE
UPDATE – OCTOBER 2014**

1. PURPOSE

The purpose of this report is to update the Warwickshire Police and Crime Commissioner on the response to Domestic Abuse by Warwickshire Police & West Mercia Police, following the inspection of both Forces in December 2013.

2. BACKGROUND

From the 2nd to the 6th December 2013 the HMIC carried out a thematic Inspection of both Warwickshire Police and West Mercia Police around Domestic Abuse. The Inspection was part of a national Inspection regime commissioned by the Home Secretary. The Inspection was in the light of Government concern around Domestic Abuse and reinforces that violence against women and girls remains a key priority for the Home Office.

The Inspection formed part of a range of HMIC Inspections which have either taken place or are planned around Protecting Vulnerable People (PVP). Other areas under scrutiny include Child Sexual Exploitation, Child Abuse, Missing Persons and Modern Slavery. All of these areas may have an indirect link to Domestic Abuse.

The HMIC team inspected both forces independently but recognised the links that exist between Warwickshire and West Mercia.

The HMIC team acknowledged the scale of the Alliance change programme and recognised Protective Services and PVP are on a journey to harmonise policy, practice, resourcing and assets as we move forward in terms of delivering the Blueprint.

The Inspection itself was wide ranging with HMIC visiting a number of policing areas and departments across both Forces in order to undertake reality testing and facilitate focus groups with officers, staff and key partners.

The Inspection and feedback was based around 4 key questions

- Q1. Is the force effective at identifying victims of Domestic Abuse, and in particular repeat and vulnerable victims?
- Q2. Is the initial force response to victims effective?
- Q3. Are victims of Domestic Abuse made safer as a result of the police response and subsequent action?
- Q4. Does the Force have appropriate systems, processes and understanding to manage Domestic Abuse and risk to victims in the future?

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The HMIC subsequently published their review of all Forces response to Domestic Abuse and it received widespread media attention. Warwickshire was highlighted as one of the better performing Forces and West Mercia were viewed to be in a reasonable position. Overall nationally, the HMIC were concerned and critical of the Police Services' response to Domestic Abuse.

The publication of the review was followed by a robust letter from the Home Secretary to all Forces where she too was openly critical and made it clear she expected to see the service showing significant improvement.

3. STRATEGIC ISSUES

Whilst the HMIC review concentrated on policing, in order to tackle Domestic Abuse effectively the service requires the support of a range of public sector and third sector agencies. Many of these agencies are facing austerity measures with fragile funding arrangements.

From a policing perspective, the Protecting Vulnerable People (PVP) Command has strategic responsibility for Domestic Abuse across Warwickshire and West Mercia. However, given the scale of Domestic Abuse the policing response is provided by Local Policing staff with investigations carried out by a range of Specialist PVP DA, CID and Uniform Officers dependant on the severity of the incident and the level of associated risk.

Whilst Warwickshire's position was viewed more positively by the HMIC, in terms of context it is important to note that work was already in place to address many of the areas of improvement. In particular the implementation of the Harm Assessment Units in West Mercia by the summer of 2014, which was important in terms of addressing the disparity that existed between the two Forces.

Overview

Overall the HMIC were more reassured with the Warwickshire approach to tackling Domestic Abuse, particularly in terms of the consistent management of risk and supervisory oversight. Undoubtedly this is partly attributable to the established Harm Assessment Unit as well as an embedded culture in terms of reducing harm.

The implementation of the PVP Blueprint, the development of Harm Assessment Units in West Mercia, together with the introduction of CRIMES in Warwickshire all provided opportunities to develop a consistent effective approach to Domestic Abuse across both Forces.

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4. IMPLICATIONS**(a) Financial**

Domestic Abuse is fundamentally a partnership based activity. However, there is currently no financial stability regarding partnership funding, with the third sector (who provide IDVAs) particularly affected by the year on year fragile nature of the funding.

Meeting a vulnerable victims need is often challenging and requires a balanced approach, in particular when a victim's assessment of their needs does not allow or support the management of risk towards them or others. Efforts can be made to overcome barriers through the use of IDVA's, normally from third-sector agencies, who can provide support to victims and facilitate a better understanding between relevant parties. It is widely accepted that the existing IDVA provision across Warwickshire is insufficient in terms of existing and potential future demand around Domestic Abuse.

A visit to Warwickshire in October 2014 from the Chief Executive of CAADA, the charity responsible for overseeing the MARAC (Multi-Agency Risk Assessment Conference) has reinforced this situation. CAADA report that Warwickshire have one of the lowest IDVA to victim ratios in the Country and their Chief Executive has strongly advised Warwickshire's MARAC Steering Group to do no more work to encourage Domestic Abuse referrals until IDVA capacity is significantly improved.

The Warwickshire PCC is keenly aware of the capacity issues for the IDVA service and has agreed funding for two additional IDVA's in Warwickshire using the Ministry of Justice (MOJ) 'Victim Commissioning Fund'. Warwickshire County Council is now in the process of commissioning these 2 additional IDVA's.

(b) Legal

Following successful national pilots in a number of Force areas, the Home Secretary Theresa May announced the roll out of Domestic Violence Protection Orders and Clares Law across all Forces in England and Wales from April 2014.

Domestic Violence Protection Orders (DVPOs) can be used where the Police have reasonable grounds for believing that a perpetrator has used or threatened violence towards the victim and the victim is at risk of future violent behaviour. DVPOs allow Police to prevent abusers from contacting victims and family and provide immediate protection in the aftermath of a Domestic Abuse incident.

West Mercia Police were one of the Pilot Forces for DVPOs. Whilst there were some challenges around IT and capacity, there are numerous examples of DVPOs being used in a positive way to protect vulnerable victims from harm.

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In June 2014 the use of DVPOs was rolled out to Warwickshire. The process is still embedding but has already been used very successfully on a number of occasions to protect vulnerable victims of domestic abuse.

Clares Law is a scheme named after Clare Wood, who was tragically murdered by her ex-boyfriend George Appleton at her Salford home in February 2009. Clare was unaware of his history of violence against women. Clares Law is a scheme which allows Police to disclose to individuals details of their partner's abusive pasts. Clares Law provides people with the information they need to escape an abusive situation before it ends in tragedy.

Clares Law is now implemented across Warwickshire and West Mercia and even at this early stage we have had a number of victims protected as a result of using this legislation.

Domestic Violence Protection Orders and Clares Law are part of a raft of measures the Government are introducing to tackle Violence against Women and Girls.

(c) Risk Management

As stated, Domestic Abuse remains very high on the Government agenda. The letter from the Home Secretary reaffirmed this position.

As with every other Force, we are only ever one critical incident away from suffering significant reputational damage.

The Forces' response to Domestic Abuse is primarily managed via the Domestic Abuse Steering Group chaired by the Head of PVP. The Office of the Warwickshire PCC is engaged with this group to ensure join-up.

Within this Steering Group a Domestic Abuse Delivery Plan (attached at Appendix 'A') is closely tracked in terms of mitigating risk. The Plan is led and owned by the Head of PVP, supported by portfolio leads at DCI and DI level. The plan is very much a fluid document and the RAG ratings will change over time.

The Delivery Plan is co-ordinated by a PVP Detective Sergeant who is currently seconded from an operational role.

The Delivery Plan is primarily Police-focused at present but will be developed and expanded as further engagement and consultation takes place with partners and other key stakeholders.

The delivery plan includes three of the national HMIC recommendations where there is action for Chief Officers at a local level. The remainder of the national recommendations are predominantly for the attention of College of Policing, ACPO and the Home Office.

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From an operational perspective high risk Domestic Abuse features prominently and frequently at the Daily Management Meeting. There is clear evidence of 'joined up' cross departmental activity in tackling such cases.

The roll out of the national Public Protection Training Programme (which includes Domestic Abuse) later this year, complimented by a range of 'in Force' tailored learning products will help professionalise our response to Domestic Abuse and seek to address any cultural barriers.

Over and above these arrangements Business Assurance and Improvement ensure ongoing engagement with the HMIC and monitor progress.

Areas for improvement are cross-referenced with recommendations arising out of Domestic Homicide Reviews, which are overseen by the Strategic Governance and Scrutiny Panel.

(d) Criminal Justice

In addition to the recommendations from the HMIC, the Domestic Abuse delivery plan includes a range of actions that will have a positive impact on the attrition rate of Domestic Abuse cases through the Criminal Justice system, which has historically seen a low conversation rate for persons arrested for domestic abuse being subsequently prosecuted by the CPS. Outcomes include:

- Training Needs Analysis (TNA) identifying the need for joint Women's Aid/Stonham and Police training to be delivered to all frontline police officers/staff with the objective of improving the outcome to the victim;
- Investigation aspects being further communicated via various medias in support of the World Cup, launch of Claire's Law and DVPO's, and changes in recording DASH risk assessments;
- Further work planned in relation to producing an 'investigators tool-kit' to support officers in completing a thorough investigation and preparing a suitable file for submission to CPS;
- The use of Body Worn Video (BWV) being progressed and anticipated that the use of BWV will become common place amongst response officers, with domestic abuse incidents being specifically considered;
- The introduction of Detective Constable's into Warwickshire Domestic Abuse Unit's as a positive step towards specialist DA investigators that will manage High Risk crime investigations (implementation ongoing);
- Recirculation of the IDVA referral process and highlighting other agency services that are available to support victims;
- The transferring of Warwickshire Case Data (CATS system) onto the joint Warwickshire/West Mercia systems (CRIMES and GENIE) to allow all staff access to relevant background intelligence/information
- Define and recirculate support for 'positive action' in relation to DA crimes

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Current data would indicate a step-change in the conversation rate in Warwickshire from its historical position, with a marked improvement in the percentage of Domestic Abuse cases prosecuted:

Domestic Abuse

Year	Incidents	Crimes	Prosecutions	Convictions	Pros. as % of Crimes	Conv. as % of Crimes	Conv. as % of Pros.
2008-09	7842	2141	396	345	18.5	16.1	87.1
2009-10	7744	1827	409	355	22.3	19.4	86.8
2010-11	7784	1864	375	321	20.1	17.2	85.6
2011-12	8033	1720	340	274	19.8	15.9	80.6
2012-13	7247	1323	248	217	18.7	16.4	87.5
2013-14	7253	1114	347	289	31.15	25.94	83.3

As can be seen, from 2012/13 to 2013/14:

- Prosecutions rose from 248 to 347, representing a percentage increase in prosecutions from 18.7% to 31.15% as a proportion of all Domestic Abuse Crime.
- Convictions rose from 217 to 289, representing a percentage increase in prosecutions from 16.4% to 25.94% as a proportion of all Domestic Abuse Crime.

This positive step-change shows signs of continuing into 2014/15. In their quarterly publication of prosecution data, the Crown Prosecution Service identified Warwickshire as being the 3rd best performing in the Country for Quarter 1 for Domestic Violence performance:

Top 3 Constabulary Areas for DV performance. Q1 2014-15:

DV Conviction Rate	Convictions	Defendants	Percentage	Rank
Humberside	230	262	87.8%	1
Suffolk	273	314	86.9%	2
Warwickshire	103	120	85.8%	3

It should be noted that whilst the overall percentage is indeed good news, perhaps the more encouraging indicator is the number of actual convictions, which for one quarter was 103 compared to 289 for all of 2013/14.

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Despite the good indicators, Warwickshire Police & West Mercia will not be complacent and will continue to strive to improve the conversation rate from arrest to prosecution. The previously highlighted actions/outcomes from the Domestic Abuse Delivery Plan will ensure that a strong focus remains on the Criminal Justice aspects of the Force's response to domestic abuse.

(e) Equality and Diversity

West Mercia and Warwickshire police a diverse community. The Police Domestic Abuse Strategy and Local Partnership Strategies seek to identify and meet the needs of diverse communities and harder to reach groups to increase their trust and confidence. We are acutely aware that within many communities such the Muslim or travelling communities Domestic Abuse is significantly under reported to the authorities. Together with partners we have a clear responsibility to address this gap.

5. CONSULTATION

Warwickshire's Deputy PCC attended the initial presentation to the HMIC and supported the need for an enhanced focus on Domestic Abuse and PVP Issues within the 2014-15 Policing Plan, with greater synergy with West Mercia.

Clearly Domestic Abuse is a multi-agency responsibility and there is excellent communication between both the two Forces, Local Authorities and other statutory, voluntary and third-sector agencies, in respect of the joint response to domestic abuse.

6. CONCLUSION

The HMIC Inspection allowed Warwickshire Police & West Mercia Police to reflect on where we are currently positioned in relation to Domestic Abuse.

The emphasis on protecting the vulnerable from harm and the removal of targets clearly helps in terms of increased focus on public protection areas such as Domestic Abuse.

The next strategic change programme also affords us the opportunity to fundamentally review risk and realign our resources, assets and finance accordingly.

Much has been achieved since the visit from HMIC and whilst both Forces have some clear strengths that we continue to build upon, there remains some significant work to be done to continue to move forward in line with our vision of protecting the vulnerable from harm.

7. RECOMMENDATION

The Warwickshire PCC is invited to review the latest Domestic Abuse Delivery Plan and satisfy themselves that Warwickshire Police continues to be in a strong position to protect victims of Domestic Abuse from harm.

<p>National HMIC Rec. 3 In order to inform 2 above, CC's should review how they and senior officers give full effect to their forces' stated priority on DA</p>	<p>CC Shaw, supported by ACC Lewis, Supt. Cullen, DCI Pettit and DS Wall</p>	<p>Consider how action to tackle DA is prioritised and valued and how staff are given the appropriate level of professional and conspicuous support and encouragement.</p>	<p>Specific assessment of the following issues in respect of DA: 1. the force's culture and values; 2. the force's performance management framework; 3. the reward and recognition policy in the force and the roles and behaviours that this rewards currently; 4. the selection and promotion processes in the force; 5. the messages and communications sent by senior leadership team to the rest of the force about tackling DA; 6. the development opportunities for officers and staff in the force; and 7. force policy on how perpetrators and victims of DA in the force are managed</p>									
<p>National HMIC Rec. 10 Police and Crime Commissioners to consider HMIC findings and recommendations when commissioning services for victims of DA.</p>	<p>CC Shaw and PCC Longmore and PCC Ball</p>	<p>Police and Crime Commissioners to consider HMIC findings and recommendations when commissioning services for victims of DA.</p>	<p>Take note of the strong value placed on the role of IDVA by victims, police and other criminal justice agencies.</p>									
End of HMIC Recommendations												
Ancillary work to support HMIC recommendations												
<p>Explore risk assessment for perpetrators (x-ref HMIC Rec. 9 & 11)</p>	<p>DS Wall HQ PVP</p>	<p>There is no RA for perpetrators being used to make a more accurate assessment of risk of harm/reoffending or to assist and support the judicial process</p>	<p>Liaise ACPO Lead and leading academics to ID and such validated RA.</p>	<p>Information supplied by Prof Hazel Kemshall. ACPO Lead already identified this issue and are looking to explore further from a national perspective</p>		<p>No RA tool</p>	<p>No RA tool</p>					
<p>Trial a pilot of risk assessment (x-ref HMIC Rec. 9 & 11)</p>	<p>DS Wall HQ PVP</p>	<p>Pilot a RA in one TPU to test its effectiveness in identifying risk, informing effective offender management and support of the judicial process</p>	<p>DTPU identified for the pilot</p>	<p>Awaiting outcome of above action as to which risk assessment to pilot</p>								
<p>Statistical analysis to determine if RA is effective in ID offender management (x-ref HMIC Rec. 9 & 11)</p>	<p>Gordon Stovin</p>	<p>Analytical support to quantify effective offender management ie: reduction in offending</p>	<p>Liaison with Gordon Stovin</p>	<p>Awaiting outcome of two above</p>								

Rolling Handovers (X-ref HMIC Rec. 5)	HQ Intelligence	Ensure that there is a recognised process with regards to 'rolling handovers' for perpetrators of DA	Utilisation of STEPS	Currently paper and electronic process are being used at the same time with relevant information being split between the two and sometimes not accessible to all. Does not allow for effective management of DA risk and investigation.									
End of ancillary work to support HMIC recommendations													
Beginning of DVDS & DVPO's													
Roll-out DVDS to WP & WMP by 10th March 2014.	DS Wall HQ PVP	Completed	Completed	Completed									
Review of current DVDS process	DS Wall HQ PVP	Review current DVDS process across the Alliance to achieve consistence with service delivery and to identify ways to reduce bureaucracy and embed further into existing processes and procedures	ID any areas of victim / organisational risk and scope proportionate and appropriate method of change. Implement necessary change across the alliance	Ongoing as each application is received. Some areas for reduction in bureaucracy and utilising more appropriate staff to undertake certain functions have already been identified. Work underway to scope change.									
Roll-out DVPO's to Warwickshire	DS Wall HQ PVP	Implement DVPO's in Warwickshire Police	See 5 points below	Go-Live' date of 2nd June 2014									
Internal Stakeholders	DS Wall HQ PVP	Communicate remit of the scheme to internal strategic leads to alleviate concerns, identify any issues arising from implementation and seek support for ongoing work	Meeting booked and agenda set, powerpoint and process map available for circulation. Relevant members identified.	Date identified: Thursday 10th April, relevant members duly invited. Meeting taken place and no major issues raised. Work ongoing now within Warwickshire police from a strategic level down to operational level to ensure readiness for implementation date of 02/06/14.									
External Partners	DS Wall HQ PVP	Communicate remit of the scheme to external partners to alleviate concerns, identify any issues arising from implementation and seek support for ongoing work	Meeting booked and agenda set, powerpoint and process map available for circulation. Relevant members identified.	Date identified: Thursday 1st May, relevant members duly invited via letter from ACC Benjamin.									
Training	DS Wall HQ PVP / PS Mel Paley / Kriss Ewing	Train all relevant members of police staff in the use of DVPO's relevant to their role	Training packages created for: Response/PCSO/SNT, Custody Sgts, Specialist PVP staff, Authorising Officer (Supt), Court Services (Legal Advisors)	eLearning circulated, powerpoint presentations sent to custody Sgts, Supts and training dates set for Court room skills training (8th and 15th May). National guidance circulated to Legal Advisors, date for training to be set.					Train all relevant members of police staff in the use of DVPO's relevant to their role	Training packages created for: Response/PCSO/SNT, Custody Sgts, Specialist PVP staff, Authorising Officer (Supt), Court Services (Legal Advisors)	eLearning circulated, powerpoint presentations sent to custody Sgts, Supts and training dates set for Court room skills training (8th and 15th May). National guidance circulated to Legal Advisors, date for training to be set.		

HMCTS	DS Wall HQ PVP / Kriss Ewing	Train all relevant Legal Advisor's in the use of DVPO's relevant to their role	National training packages created and localised powerpoint training package created which will be delivered face to face.	National guidance circulated to Legal Advisors, date for training to be set. National guidance to be cross referenced to localised training to ensure consistency.								
IDVA	DS Wall HQ PVP	Ensure IDVA services are separately engaged to ensure aware of responsibilities and have the capacity to manage.	Conduct a scoping exercise to accurately ID likely number of DVPN's. Set up face to face meeting with strategic lead IDVA services Warwickshire Police to work through the process.	Figures for scoping exercise have been finalised. Meeting booked for 25/04/14 with Sarah Simpkins IDVA Manager for IDVA service provision for Warwickshire Police.								
End of DVDS & DVPO's												