

Birmingham Domestic Abuse Prevention Action Plan 2018-2023

About this action plan

Birmingham's Domestic Abuse Prevention Strategy 2018-2023: Changing Attitudes Changing lives, sets out a radical and ambitious framework for delivering change in order to realise the goal of Birmingham move towards becoming a Domestic Abuse free city

This action plan has been developed by range of strategic operational partners overseen by Birmingham Violence and Against Women and Children Steering Group (formerly the Violence against Women and Girls Steering group).

This plan sets out a cross-sector approach with input and activity coordinated across number of delivery groups and organisations required to achieve the best possible outcomes set out the strategy and is grouped under four headings in the body of this document:-

- **Section 1 (page 3) *Whole systems actions***
- **Section 2 (page 4) *Changing Attitudes and Behaviours***
- **Section 3 (page 5) *Early Identification & Early Help***
- **Section 4 (page 6) *Safety and Support***

The Violence Against women and Children Steering Group will continue to support and coordinate the actions contained in this action plan, regardless of which agencies and other organisations lead on delivery.

Whilst there is not a specific Strategy Monitoring Team in place to oversee its implementation, officers within the Commissioning function of the Adult Social Care and Health Directorate will support the VAWC with this role. VAWC Steering Group meets once a month and is currently reviewing its representation with a view to ensuring representation is sufficient to steer implementation of the strategy action plan including developing a set of key performance indicators and reviewing and updating actions where appropriate. A suite of suggested indicators are included on page 2 related to the themes and aims set out in the strategy.

Abbreviations and acronyms

BCSP	Birmingham Community Safety Partnership
BCSPCB	Birmingham Community Safety Police and Crime Board – The strategic group overseeing the BCSP is the Birmingham Community Safety Police and Crime Board, also known as the Executive Board
BCT	Birmingham Children's Trust
BASB	Birmingham Adult Safeguarding Board
DA	Domestic Abuse
JCP	Job Centre Plus
VAWC SG	Violence against Women's and Children Steering Group
HPB	Homelessness Partnership Board
BSWA	Birmingham Solihull Women's Aid
MARAC	Multi Agency Risk Assessment
BWC NHS FT	Birmingham Women's and Children's NHS Foundation Trust

Suggested Key Performance Indicators TBC

DAPS Theme	KPI Measure	Baseline	Q1	Q2	Q3	Q4
Changing Attitudes and Behaviours	1. Number of service users from protected characteristics					
	2. Number of reports of FGM, Honour Based Abuse and Forced Marriage					
Early Identification and Early Help	3. % of below high risk incident reports to the police					
	4. Number of referrals from non-police sources for early help					
	5. Number of sectors engaged in early identification and help referral services					
Safety and Support	6. Number of children and young people living in high risk DA households					
	7. % of children protection plans with DA as factor					
	8. Numbers of people engaged with perpetrator programmes					

Section 1: Domestic Abuse Prevention Strategy 2018-23, Action Plan: Whole Systems Actions

Ref	Whole Systems Actions	Lead Partner/s	Success Measure	Timescale Completion
1a	<p>Transform Birmingham's approach to domestic abuse and coercive control in line with the findings from DHRs through the design and implementation of a trauma informed Birmingham workforce development strategy that:-</p> <ul style="list-style-type: none"> • Undertakes a domestic abuse training needs analysis for all organisations and delivers both multi-agency and service specific training • Draws on the expertise of the specialist domestic abuse sector • Designs best practice guidelines and toolkits to support mainstream workers • Delivers against the learning from domestic homicide reviews • Enables staff to work with domestic abuse to understand the multiplicity of need and respond effectively to prevention, early identification, early intervention and the safety and support needs of women and children according to their function. 	BASB, VAWC SG	<p>Employees & sectors engaged in transformational actions</p> <p>Workforce equipped (training) and capability</p>	<p>Engagement years 1-2, (2018/19-2019/20)</p> <p>Capabilities of workforce years 3-4 (2020/21)</p>
1b	<p>Ensure the quality of domestic abuse service provision through the design and implementation of a quality assurance framework that incorporates:</p> <ul style="list-style-type: none"> • Assessment of agencies against the new Kite Mark Accreditation informed by West Midlands Domestic Abuse Standards, • Specific analysis of domestic abuse through the Children's Safeguarding workforce through Section 11 Safeguarding Audit, • Specific analysis of domestic abuse response across the Birmingham Workforce through the Adult Safeguarding Assurance process • Quality assurance of Domestic Homicide Reviews and child safeguarding reviews where domestic abuse is a feature. 	VAWC SG	DA service provision working to and achieving kite mark accreditation	Years 1-5, (2018/19-2022/23)
1c	<p>Ensure strategic leads across the city work together to collaboratively shape and drive key priorities and actions across related strategy areas including Housing, Homelessness, Early Help, Financial Inclusion, Safeguarding, Health and Wellbeing, and LGBT to recognise, enable and ensure a robust response to domestic abuse.</p>	VAWC SG	Representation and attendance at VAWC	Years 1-5 (2018/19-2022/23)

Ref	Whole Systems Actions	Lead Partner/s	Success Measure	Timescale Completion
1d	Strengthen evidence and intelligence gathering and sharing to inform policy, practice and priorities for future action. This includes ongoing collation of intelligence to better understand areas of underreporting in particular cohorts e.g. groups sharing protected characteristics.	VAWC SG	Sectors engaged in evidence and intelligence sharing and gathering	Years 1-5 (2018/19-2022/23)
1e	Develop and implement an integrated and multi-agency commissioning model in line with the Violence Against Women and Girls: National Statement of Expectations (2016). This should strike the balance between provision for safety and protection, as well as earlier intervention and recovery models for both adults and children.	VAWC SG	Multi-agency commissioning model developed in line with VAWG National Statement of Expectations.	Years 1-2 (2018/19-2020/21)
1f	Recognise and build upon Birmingham based projects that are effective in their response to domestic abuse and are supported by a strong, locally developed, practice informed evidence base.	VAWC SG		TBC
1g	Develop and implement a Domestic Homicide Review (DHR) Action Plan to monitor progress and hold the whole system and / or specific organisations to account in responding to recommendations made in DHRs.	BASB, VAWC SG	DHR action plan	Years 1-5 (2018/19-2022/23)
1h	Work with strategic leads in Housing, Homelessness and Safeguarding Adult leads to drive improvement in Houses in Multiple Occupancy (HMOs) and non-regulated accommodation provision through the development of quality standards and local markers.	BASB, HPB, BCC Housing Options Services (including Private Rented Sector Regulation & Enforcement	commissioners and regulators know where all refuge provision and provision that receives DA client referrals	TBC

2. Changing Attitudes and Behaviours

Aim: Prevent domestic abuse by challenging the attitudes & behaviours that foster it.

Changing attitudes means working with children from a young age to raise their awareness and educate them about equality and respect.

Changing attitudes means increasing public awareness so that those experiencing abuse will be better able to understand what they are experiencing and know that help is available

We want to encourage major employers in the city to adopt a common approach to supporting employees who experience domestic abuse

Suggested Measures:

- Number of service users from protected characteristics
- Number of reports of FGM, Honour Based Abuse and Forced Marriage

Ref	Primary Prevention - Changing Attitudes	Lead Partner	Success Measure	Date for completion
2a	Widen community engagement and public awareness of domestic abuse, including forced marriage and honour-based violence, by encouraging community-led preventative approaches.	VAWC SG	<ul style="list-style-type: none"> ▪ KPIs ▪ Development of community led DA prevention services 	Years 1-2 (2018/19-2020/21)
2b	Undertake targeted community engagement with groups currently underrepresented in services such as BME communities, LGBT communities, disabled and /or older women.	TBC	<ul style="list-style-type: none"> ▪ KPIs ▪ Completed engagement events, training, awareness raising, campaigns 	TBC
2c	Explore potential of practices and programmes to raise awareness and develop young people's expectations of healthy and positive relationships.			
2d	Work with Birmingham Education Partnership and specialist services to agree a Birmingham-wide whole school approach to domestic abuse through strengthening equality and respect, and in line with statutory guidance (Keeping Children Safe in Education - 2016).			
2e	Refresh and roll out guidance to schools, colleges, universities and youth settings on dealing with domestic abuse, including the use of nationally available campaign materials and the local development of curriculum materials.		Schools, FE & HE sector participation with campaign	
2f	Develop and implement campaign and public awareness methods to effectively challenge attitudes to violence against women.		Campaign agreed and launched	
2g	Develop and implement the Birmingham Domestic Abuse Prevention workplace standard in line with the West Midlands Combined Authority work on the Public Health England Workplace Wellbeing Charter and encourage Birmingham wide adoption of workplace policies on domestic abuse through Birmingham Chamber of Commerce.	WMCA, PHE	Develop workplace standard	

3. Intervene early to prevent harm and reduce the impact of domestic abuse on victims and families.

Aim: Early Identification & Early Help

Early identification and early help means strengthening our first responses in every organisation so that all workers are able to identify domestic abuse and intervene at the earliest opportunity

Improving the effectiveness of domestic abuse support pathways and working with 'Trusted Professionals' to encourage people to share their experiences and identify abuse early

Strengthen our partnership arrangements – from strategic plans to frontline practice – so that we can identify and respond to domestic abuse as early as possible in an effective, co-ordinated way

Suggested Measures:

- % of below high risk incident reports to the police
- Number of referrals from non-police sources for early help
- Number of sectors engaged in early identification and help referral services

Ref	Secondary Prevention - Early Identification & Early Help	Lead Partner	Success Measure	Completion Date
3a	Strengthen the city-wide understanding of need by accessing and analysing available data, evidence, service standards and intelligence with input from victims and key partners including the City Council, Health, Criminal Justice, Education, Housing, Specialist and wider Third Sector.	BCP, BCC Corporate Research	Establish data and analytics sub group to support VAWC Data & evidence used to inform commissioning	Establish data analytics working group year 1 2018/19
3b	Establish early contact points and required actions in Primary Care and Emergency Care to improve the effectiveness for the identification of and response to domestic abuse.		DA NHS sector champions/leads KPIs	Year 2, 2019/20
3c	In line with requirements set out in the Homelessness Reduction Act 2017, ensure that appropriate prevention and relief duties are in place for victims of domestic abuse. This includes information, advice, guidance, and support from the Voluntary Sector to prevent homelessness.	BCC Housing Options	Sanctuary scheme take up	Year 2, 2019/20
3d	Establish a holistic, positive pathway and intervention hub for victims of domestic abuse that is capable of addressing multiple needs.	BCC Commissioning	DA Hub established and operational	Year 1, (Feb-March) 2018/19
3e	Stabilise and expand the general practice – based domestic abuse training, support and referral programme.		Domestic Abuse training & support referral programme take up levels	
3f	Define and effectively communicate 'what works' and 'what is safe practice' for 'whole family' approaches to domestic abuse.	BCT Think Family		Year 2, 2019/20
3g	Embed Birmingham's current domestic abuse support pathways across all relevant services to improve and optimise effectiveness.	BCC Commissioning, WMPCC	Prevention services include referral routes and services equipped to recognise and respond to DA	Year 3, 2020/21

Ref	Secondary Prevention - Early Identification & Early Help (continued)	Lead Partner	Success Measure	Completion Date
3h	Expand current helpline provision.	VAWC	Helpline call volumes, caseloads.	Year 2, 2019/20
3i	Introduce early identification and early help pathways with 'Trusted Professionals' and across health and social care.		Trusted professionals working with health and social care sector in place for services covering:- <ul style="list-style-type: none"> ▪ Sexual Health, ▪ Substance Misuse ▪ Adult Social Care ▪ NHS Acute Trusts ▪ Birmingham Children's Trust 	Year 3, 2020/21
3j	Evaluate the Child to Parent abuse pilot currently being undertaken in Birmingham Youth Offending Service with a view to extending the programme across wider services if effective.	BCT?	Independent evaluation of Child to Parent abuse pilot	TBC
3k	Support initiatives to improve multi-agency responses to domestic abuse such as the Social, Emotional and Mental Health Pathfinder which seeks to transform education for children and young people with multiple needs, including domestic abuse.	BCT		TBC
3l	Introduce an 'Ask Me' – type scheme where a person experiencing abuse can disclose in places they trust and where staff have been trained to provide an initial safe response.	BSWA	<ul style="list-style-type: none"> ▪ Community Ambassador's that have signed up to Ask Me schemes ▪ KPIs 	Years 1-5 (2018/19-2022/23)

4. Safety and Support

Aim: Ensure that those individuals experiencing domestic abuse are protected from harm and supported to recover.

Ensure that those who experience domestic abuse and their children are safe and protected from harm and have access to the right support at the right time

Ensure the first response of front line agencies is consistent and includes recognising types of domestic abuse, identifying threat of risk or harm, and collecting robust evidence.

Victims of abuse and their children are supported and protected, whilst action is taken against their abusers

An increased focus on preventing abusers from harming others.

Suggested Measures:

- Number of children and young people living in high risk DA households
- % of children protection plans with DA as factor
- Numbers of people engaged with perpetrator programmes

Ref	Crisis Prevention and Relief - Supporting Actions	Lead Partner	Success Measure	Completion Date
4a	Ensure there is access to refuge and effective community based support.	VAWC SG, HPB	Refuge provision in place for (young people and older adults)	Years 1-5 (2018/19-2022/23)
4b	Strengthen the multi-agency response for those affected by domestic abuse including homeless prevention and health and wellbeing support – recognising that people cannot be kept safe without holistically addressing all of their needs.	BCC Commissioning		
4c	Agree a common tool across agencies for assessing risk and threat from domestic abuse, following the review being undertaken by the College of Policing.	VAWC	Standardised Risk Assessment Tool in place	Year 2, 2019/20
4d	Ensure appropriate referrals across public protection processes and consistent multi agency attendance at Multi Agency Risk Assessment Conferencing (MARAC), Domestic Violence Tasking, Child Protection and Integrated Offender Management meetings.		Public protection referrals	
4e	Guarantee a proportionate level of independent support for complex, high need victims of domestic abuse (e.g. Independent Domestic Violence Advisors).			
4f	Establish a clear pathway for Homeless Prevention and Home Options including civil interventions and home security measures.			
4g	Develop a multi-agency abuser management framework which involves management, diversion, disruption and wherever possible, prosecution of abusers with the aim of protection of women and children. This must be supplemented by effective wrap around support for the victims of domestic abuse.	VAWC SG		Year 3,
4h	Undertake a review of the Enforcement and Judicial System response to domestic abuse.		Complete review	Year 2, 2019/20
4i	Assess and address local specialist provision for abusers in line with the RESPECT accreditation.		Assessment of provision	Year 2, 2019/20
4j	Develop and embed a service user led quality assurance approach to measuring victim satisfaction with the support they receive.	BCC Commissioning		
4k	Ensure intelligence and learning from Domestic Homicide Reviews is used to inform frontline practice, policy and commissioning direction.			

Appendix 1: ACTION PLAN TRACKING TEMPLATE

This form is to be completed to assist the DAPS strategy monitoring team to record your actions supporting delivery of the specific action plan *aims* and *objectives* and *strategy themes*.

1. Whole System Actions: (write in action plan reference number in left column e.g. 1a, 1b, 1c, 1d)					
Strategy Action Plan Ref	Action Taken	Individual(s) Responsible	Target Date		Status of Action
			Start	Finish	
1a					
2. Changing Attitudes Actions: (write in action plan reference number in left column e.g. 2a, 2b, 2c)					
3. Early Identification and Early Help Actions (write in action plan reference number in left column e.g. 3a, 3b, 3c)					
4. Safety and Support (write in action plan reference number in left column e.g. 4a, 4b, 4c)					

Action Plan Ref	Progress updates reported in 16 October 2018
1a	<p>Workforce programmes:-</p> <ul style="list-style-type: none"> ▪ Birmingham Community Safety Partnership developing domestic abuse policies and procedures document which has been devised for use by Birmingham City Council staff. This is to be made available on People Solutions which is used by the city council with an e-learning portal used by both managers and employees. ▪ Work is in progress to identify learning from the Domestic Homicide Reviews reports so that critical actions can be monitored through the DA action plan. ▪ BCC Landlord Services have launched a Domestic Abuse comprehensive continuous improvement programme. This involves:- <ul style="list-style-type: none"> • Undertaking a Health Check of the existing Domestic Abuse approaches in Housing Management. It began on 1 September and ends on 31 January 2019 and data is being collated by completing the data capture form and providing a single return from each area by the deadline in February via the Health Check form. • As a part of the review Housing Management will also work with partner agencies in order to speak with women regarding their journey to learn how the service should be shaped. The organisations include Bharosa, BSWAID, Shelter, Freedom Project and WAITS (Women Acting in Today's Society). • Housing Management have also appointed 6 Domestic Abuse Officers who work with BCC tenants to ensure they are safe, supported, and housed appropriately. They also take enforcement action against perpetrators. • Currently, the majority of housing investigations are referred through the Multi Agency Risk Assessment Conference (MARAC). However a new "referral to domestic abuse officer form" has also been created which will allow referrals from other sources and will ensure that they are able to working with victims earlier to make a real difference. • Housing Management has also signed up to Make the pledge to the Chartered Institute of Housing's 'Make a Stand' against domestic abuse. ▪ WMP have launched a 2018/19 Domestic Abuse Delivery Plan to improve its organisational response to handling DA. This plan covers a number of areas like ensuring DA crime is recorded more accurately, improving the way the police assess the risk for DA victims and their families and improve the way they protect them. It also outlines early intervention and prevention as a key area and recognises the need to work closely with partners to intervene early in domestic abuse cases.
1b	<p>To ensure the quality of domestic abuse service provision through the design and implementation of a quality assurance framework, initial work has started on Kite Marks/Quality Assurance by Commissioning and Community Safety Partnership.</p>
3d	<p>Through its work on the HPB BSWA are scheduled to establish a pilot DA services hub in February 2019.</p>
4a	<p>BCC Commissioning supported a bid to MHCLG which sought to expand refuge provision in the city. This bid was successful and has secured funds to provide additional refuge spaces, maintain 7 units which were at risk and provide dedicated specialist Housing IDVA's (Independent Domestic Violence Advocates) . This will help enable us to develop a sustainable, flexible, responsive approach to meeting the housing needs of domestic abuse victims, across the West Midlands. The funding is for 2 years and Birmingham and Solihull Women's Aid is our provider and will have responsibility for administering our element of the bid.</p> <p>BCC are also undertaking a review of commissioned DA services which includes refuge accommodation and support services.</p>

Action Plan Ref	Stakeholder Progress updates reported in 14 November 2018
1a	<p>Workforce programme update Birmingham Women's and Children's Hospital NHS Foundation Trust BWCHFT</p> <ul style="list-style-type: none"> Introduced 1) Draft Domestic Abuse Policy across BWCHFT; 2) Staff domestic abuse policy across BWCHFT Domestic abuse pathways are on the BCH intranet site and the BWH sites. Safeguarding induction training incorporates domestic abuse. Domestic abuse level 2 training is optional on the BCH site and essential training on the BWH site. Face to face training is offered by the Specialist Midwife for Domestic Abuse at BW for all Midwives and Nurses. Face to face training is offered at BC through external organisations including Women's Aid and the Loud Mouth Theatre Company. All pregnant women at BW are seen alone and asked Routine Enquiry Questions at their booking appointments and again at 28-34 weeks of pregnancy. Routine Enquiry is also asked during the Postnatal period. BW have designed Domestic Abuse cards with contact details that are available for Women to take in all toilets to enable self-disclosures. BWCHFT safeguarding undertake lateral checks for the 3 Birmingham MARACs and attend if there is significant information to share. Birmingham Children's Hospital (BC) safeguarding team leader attends the MARAC governance group led by Public Protection Unit.(PPU) BC Safeguarding Team Leader attends the VAWCG and liaises with PPU Domestic Abuse Leads. <p>Service developments: All qualified staff (band 5 and above) across BWCHFT complete the on line domestic abuse training module and 3 yearly updates. The adult safeguarding intercollegiate document (August 2018) competency framework requires "all practitioners who have regular contact with patients, their families or carers, or the public" to have undergone level 2 adult safeguarding training which includes an additional 3-4 hours refresh every 3 years . Staff would achieve compliance through the completion of the level 2 adult safeguarding module and the level 2 domestic abuse modules.</p>
2	<p>Birmingham East Local Community safety Partnership (LCSP) are looking to establish a Domestic Abuse Forum within its operational locality – This forum will look at its role/purpose in awareness raising around HBV/FGM/MS</p>
4	<p>Birmingham South LCSP are working to :</p> <ul style="list-style-type: none"> Support and promote city and national campaigns aimed at raising awareness of Domestic Abuse Support services in the South of Birmingham for victims of Domestic Abuse Continue to develop a local domestic abuse perpetrator programme Work in partnership with the DHR team to introduce learning and awareness within the local areas. <p>Birmingham Children's Trust (BCT) working collaboratively on DA and have undertaken the following:</p> <ul style="list-style-type: none"> Work with the independent reviewing officers (IRO's) who chair child protection conferences to ensure that they better understand the intricacies of domestic abuse and are better equipped to ensure the victim is not only protected but supported to have a voice in child protection meetings. The work was undertaken by Women's Aid. They also supported the IRO service to understand the perpetrator programme better and ensure referrals are made where needed. There are also a number of perpetrator programmes commissioned by the PCC and BCT have

	<p>been working with partners to map these out, understand the differences, and compile frequently asked questions sheets for practitioners and service users.</p> <ul style="list-style-type: none"> ▪ They have also started to look at how to develop social workers to become more skilled at having the conversations with perpetrators about the programme to ensure better and fully informed referrals are made. ▪ The perpetrator offer has just been opened up to early help cases in addition to Child Protection (CP) and Child in Need (CIN). ▪ Community safety partnership has supported some of Birmingham Children's Trust staff to be trained across the city in Respect. This accredited perpetrator programme compliments the domestic abuse work they are already doing, such as Freedom programmes and direct work with victims and their children. (The Freedom programme is a domestic abuse awareness raising programme for women to help them recognise the signs of abuse and make more informed choices about their relationships in the future) ▪ North Birmingham are piloting a perpetrator programme and currently taking referrals at present. The programme has been developed by Respect and Bristol University and is called "Reprovide". Staff are being supported by Respect to ensure safe standards of practice are met. The longer term aim is to roll this out across the city for early help and youth offending cases to ensure sustainable support for our children and families.
3g	<ul style="list-style-type: none"> ▪ Change Grow Live (BCC commissioned substance service) for adults has in place reporting and support protocols. Organisational policy provides a framework of practice (and associated procedures) for staff, volunteers and peer mentors to facilitate an understanding of when service users are in an abusive situation and how staff can respond appropriately to any witnessed event or disclosed information. Learning is disseminated monthly via CLGS's Integrated Governance Team Meetings which include learning from DHRs. ▪ DWP have assigned DA leads in each job centre plus office (JCP). All DWP staff have access to details of existing services and organisations that clients can be signposted to in order to access support via their Intranet. Specific guidance within DWP services to support this client group. Links and joint training opportunities established between DWP and Birmingham Children's Trust as outlined below. <p>Birmingham Children's Trust</p> <ul style="list-style-type: none"> ▪ The 4 DWP Job Centre Plus workers are involved in Birmingham Children's Trust and attend monthly social worker meetings. ▪ BCT meet with providers regionally across the west midlands to explore good practice, issues and barriers to accessing programmes and how to address these.