

DHR – Partnership Action Plan (Nicole).

Recommendation	Scope of Recommendation	Action to Take	Responsible Organisation & Panel Action Owner.	Actions / Key Milestones achieved in enacting recommendation	Target / Completion Date	Progress / Outcome
<p>Recommendation 1:</p> <p>The Hampshire Safeguarding Children Partnership and CSD should work with schools to reinforce expectations, processes and good practice around raising safeguarding concerns, with the aim of achieving full and timely referral processes to enhance the safety of children.</p>	Countywide	<ol style="list-style-type: none"> 1. Incorporate this recommendation within lessons learnt workshops. 2. Revisit the referral process – expectations, processes, good practice – through DSL conferences, local forum, and DSL networks. 3. Raise profile through HSCP education sub-group and use headteacher representatives to disseminate the 	HSCP & CSD (Sophie Butt & Karen Nye)	<ol style="list-style-type: none"> 1. Recommendation is within the training offer re lessons learnt. 2. Awareness raising in schools across the county through DSL conferences etc. 3. Message disseminated through headteachers and incorporated within schools' training for KCSI 2020 and local child protection policy/procedure with related updated training. 	<p>December 2020</p> <p>Spring 2021</p> <p>October 2020</p>	<p>Complete: HSCP have held virtual lessons learnt learning sessions already and have more planned.</p> <p>Virtual DSL Conferences completed during autumn term run by HSCP.</p> <p>Education Group met in September 20 and this was discussed.</p>

		learning/key messages.				
<p>Recommendation 2:</p> <p>Hampshire Safeguarding Children Partnership should incorporate the learning from this review into the annual Safeguarding in Education Assessment that is undertaken in all schools, especially focussing on recognising signs and symptoms of abuse, local referral pathways and record keeping.</p>	Countywide	<ol style="list-style-type: none"> 1. Review the annual audit tool (self-assessment) offered to all schools) for academic year 2020-21 to ensure sufficient strength and focus on the aspects highlighted in this recommendation. 2. Consider these aspects for further quality assurance sampling in relation to the 2020-21 audit. 	HSCB (Andrew Lund / Sophie Butt)	<ol style="list-style-type: none"> 1. Audit tool for 2020-21 reviewed and adapted if necessary. 2. Completion of audit return by all schools, with audit tool used to underpin self-assessment. 3. Quality assurance sampling suggests consistent effective/good practice in respect of signs and symptoms of abuse, local pathways and record keeping. 	<p>April 2021</p> <p>October 2021</p> <p>December 2021</p>	<p>Completed and recommendations implemented – Dec 2021.</p>
<p>Recommendation 3:</p> <p>Subject to the outcome of the IOPC investigations, Hampshire Constabulary and Dorset Police should review the impact of their training and supervision of domestic violence and abuse to ensure that their officers and staff are applying it to undertake full and broad investigations</p>	Countrywide	<p>We were an early adopter of the DA Matters training. It started in 2018 and is still core training to all officer and staff today.</p> <p>We had to pause under Covid, however we have a plan to return to full implementation. We have recommenced the DA champion training in August this year. We have</p>	Hants Constabulary (PS Debbie Ashthorpe - Domestic Abuse Champions Lead)	<p>DA champions review our response to domestic crimes and we take the theme for these reviews from the lessons to be learned identified from DHRs, SCRs, internal and external inspections.</p> <p>We provide qualitative data on DA response to key leads within our force. Areas that we have covered in recent months include: Voice of the Child;</p>	Ongoing during 2021.	<p>Complete: Trained 3000 staff in DA Matters training</p> <p>450 DA champions, and recommenced the DA champion training in August this year.</p> <p>First Responder training recommenced in Jan 2021 to all staff.</p>

<p>that do not hinge on the co-operation and/ or support of victims. In so doing both police services should ensure the signs and symptoms of coercion and control are well understood and applied.</p>		<p>been getting more volunteers under Covid, and run champion courses each month.</p>		<p>Safeguarding and Safety planning; Children connected to a family but not present at a domestic incident; Adolescent to Parent violence</p> <p>These reviews involved a close look at the written record and assessment that officers make at an incident. It looks at how well we responded, how compliant we are with our own policies in this area, and therefore how well we think we are doing.</p> <p>We have a deep commitment to learning lessons, and measuring how well we have done that.</p>	<p>In September 2020, we took this a stage further back, and review 30 pieces of BWV footage of our attendance at DA incidents, so that we could see from the outset how the officer attending responded, how they engaged with victims, witnesses, children, and perpetrators, and then what action they took.</p> <p>One of the main areas for this was to see how well the officers looked for and/or identified Coercive and Controlling Behaviour. This was a hugely valuable exercise. We immediately undertook a number of actions from this.</p> <p>One of them was that we undertook to train all R&P at the frontline training to all staff that started on 16th Oct 2020, and worked with our R&P frontline team to develop a learning package that</p>
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						<p>took it main learning objectives directly from our deep dive exercise. Individual feedback was also sent to every officer whose BWV we watched. This was so valuable that we have committed to repeating this exercise 6 times a year and are planning the next one for Dec 2020.</p>
<p>Recommendation 4: The Hampshire Safeguarding Children Partnership should develop a comprehensive Information Sharing Agreement between the safeguarding partners and all 'Relevant Agencies' which provides a shared commitment to what information is to be shared and how. This should be informed by the learning from this review and the outcomes of the biannual MASH Multi Agency audit which focuses explicitly on</p>	Countrywide	Work to agree a HSCP wide multi agency information sharing agreement is underway.	HSCP (Sophie Butt)	Draft in place and being reviewed by HCC Legal prior to ongoing discussions with education and health to agree the best mechanism to gain sign up across the two broad sectors.	Dec 2020	Complete: ISA in place.

information sharing, assessment and decision making.						
<p>Recommendation 5:</p> <p>Hampshire Constabulary should review its revised domestic abuse risk management arrangements to assure themselves and partners that they are achieving the desired outcomes in terms of recognition of vulnerability and provision of services to reduce escalation of risk.</p>	Countywide	<p>Both high risk and medium risk victims can be referred to specialist domestic abuse providers who are commissioned by the OPCC and the Local Authorities.</p> <p>There are three points of safeguarding by Police Officers and Police Staff:</p> <ol style="list-style-type: none"> 1. Initial attendance at the scene of an incident. 2. During the course of an investigation into a crime of domestic abuse. 3. A District based review of repeat victims / perpetrators / high volume of calls for service to an address. <p>The HRDA / MARAC processes that follow the identification of high risk cases.</p>	Hants Constabulary (Chief Inspector Dave - Force Safeguarding lead)	<p>There are a number of reviews / evaluations of MARAC / HRDA that are being undertaken by different Local Authorities, one of which includes academic evaluation.</p> <p>There is also a task and finish group, led by a Public Health chair, specifically looking at the processes in terms of medium risk victims as the changes have increased the referral rates to the Commissioned Services.</p>	Ongoing.	<p>Complete: High risk victims are referred automatically and the medium risk victims are referred where they consent to the provision of the domestic abuse service.</p>

<p>Recommendation 6:</p> <p>The Hampshire Domestic Abuse Partnership should assure that guidance, policies and practice supporting routine and targeted enquiry for domestic abuse are fully understood and applied so that opportunities to identify abuse and signpost or offer services appropriate to need are taken.</p>	<p>Countywide</p>	<p>HDAP have discussed this at the Hampshire Domestic Abuse Executive Group, and whilst we recognise the importance of the action in terms of frontline delivery of services, our discussion concluded that it is not necessarily appropriate or realistic that HDAP holds the responsibility for its implementation at organisational level. HDAP is a partnership of organisations in Hampshire who work together to deliver effective responses to domestic abuse across the whole system. However, HDAP does not have any governance or authority over individual organisations, their policies or their procedures.</p> <p>HDAP will work to support processes and workstreams and will promote good practice</p>	<p>HDAP / HCC (Jude Ruddock-Atcherley)</p>	<p>HDAP are heavily involved in planning and delivering various domestic abuse related training courses (including webinars in the current virtual climate). This training covers a range of topics/themes, including how to identify domestic abuse, how to enquire / have difficult conversations, risk assessment, safety planning, onward referral etc.</p> <p>We are also about to publish a new free introduction to DA e-learning course in partnership with HCC's Adults Health and Care department – this will be available to a multi-agency audience. In addition, as part of the commissioned services contracts, our providers have a requirement to deliver a certain number of training sessions to the partnership each year – this is determined via the HDAP training and communications sub group. Requests for training go via this group.</p>	<p>Ongoing</p>	<p>Complete: HDAP have:</p> <p>Developed and published a Hampshire Domestic Abuse Referral Pathway https://documents.hants.gov.uk/adultservices/DomesticAbuseReferralPathwayforHampshire.pdf</p> <p>Developed and published a series of web pages holding wide ranging information for victims, children, perpetrators and professionals – these pages include clear signposting to appropriate services https://www.hants.gov.uk/socialcareandhealth/domesticabuse</p> <p>As part of HDAP, HCC's Public Health team have commissioned both victim and perpetrator services, with a specific 'front-door' function designed to deliver advice, take referrals, triage cases and signpost to other services</p>
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		amongst partners, and individual organisations will then hold responsibility for implementing and monitoring processes, plus ensuring their effectiveness and staff understanding.				<p>as appropriate. This service has been widely promoted throughout Hampshire on a regular basis, including via a series of social media communications campaigns since April 2019 to the present.</p> <p>CCG as a member of the HDAP have also completed a review of its practices in this case and implemented its findings.</p>
<p>Recommendation 7</p> <p>The Test Valley CSP develops a wide-reaching communication strategy that publicises the full nature of domestic abuse services with particular emphasis on the supportive nature of those services, aimed especially towards those who may have had negative experiences of statutory services in the past. The purpose should be to improve confidence in all</p>	Districtwide	TVP to consult with partners and draft / agree a DA Communications strategy	<p>TV Partnership</p> <p>(Andy Pilley - TVBC Community Engagement Manager TVBC)</p>	<p>Linking drafting of TV strategy with the planned review of HCC's countywide DA Communications strategy from October 2020 to co-ordinate approach with services and commissioning body, and with other TVP partners.</p>	<p>Draft for consideration by TVP in March 2021</p>	<p>Completed: Agreement reached to co-ordinate local district plan with HCC HDAP communications plan. HCC plan produced in draft 6.21 for comment.</p> <p>TVP has piloted implementation of plans actions, including a myth busting campaign completed in Feb 2022, and which will continue to be developed and promoted.</p>

<p>survivors, perpetrators and third parties, of any gender, to seek help and to reduce fear of negative consequences in raising concerns.</p>						<p>A new project working with the hair and beauty sector has been developed and launched which trains front line staff to become DA ambassadors, and to identify possible DA issues to give advice, and make referrals to commissioned professionals (Stop Domestic Abuse). This is hoped to be expanded once the pilot evaluation has been assessed.</p> <p>TVP reviewed and adopted final joint communications plan in Oct 2021.</p>
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- Each lead responsible organisation is responsible for implementing the recommendations actions with the agreed timeframe, and advising the partnership.
- Multi Agency Risk Assessment Conference (MARAC) referrals can be made without consent
- The process will be monitored via the Test Valley Partnership