

## Haringey Domestic Homicide Review Panel: Action Plan

Progress update: March 2014

Recommendation	Scope of recommendation (e.g. local, regional)	Actions to take	Lead agency	Key milestones in enacting recommendation	Target date	Date of completion & outcome
The school can be commended for having a peer mentoring scheme. This could be strengthened by ensuring that domestic violence and issues around parental separation are covered as part of the peer mentor training. The school should explore effective ways of developing this.	School	<p>Seek peer mentor's views on incorporating domestic violence parental separation into peer mentor training</p> <p>Review peer mentor training, and decide how to incorporate these issues into peer mentor training</p> <p>Following from the above, implement revised peer mentor training</p>	School	<p>Collate feedback from mentors</p> <p>Consider a range of ideas from other sources</p> <p>Deliver review peer mentor training</p> <p>Seek views of mentors of the revision</p>	Complete	Peer mentoring training now includes DV awareness
The visibility of sources of advice and help, and invitations to pupils to access these, should be reviewed. The school may wish to consider using the peer mentors to shape and inform this review.	School	<p>Consult with peer mentors on how to make the schools materials prompt support services</p> <p>Develop engaging, inviting materials that inform pupils of the school's support services</p>	School	<p>Collate views of peer mentors</p> <p>Develop new materials in consultation with peer mentors</p> <p>Display new materials across the school</p>	<p>May 2013</p> <p>June 2013</p> <p>Sept 2013</p>	<i>Update requested</i>
The school should review the breadth of its PSHE curriculum to ensure that issues on domestic violence, risk and sources of help are effectively covered.	School	<p>Ensure the current Ofsted recommendations are part of current practice</p> <p>Adjust curriculum in line with the above, exchanging ideas with other faith schools addressing these concerns if</p>	School	<p>PSHE Coordinator to review curriculum</p> <p>Implement any additional areas as required</p>	July 2014	PSHE coordinator looking to include DV awareness at some stage 2013/14

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		<p>necessary</p> <p>Update PSHE curriculum</p>				
<p><b>University A</b> to explore ways to promote its support services in ways that speak specifically to young men, to consult with agencies with expertise in engaging with men and access appropriate materials.</p>	<p>University A</p>	<p>Consult with agencies with expertise in engaging men/young men in support services on how to make their services as inviting for young men</p> <p>Review current support offer to young men</p> <p>Ensure that materials and resources are available to speak specifically to the needs of young men</p>	<p>University A</p>	<p>Consult with specialist agencies</p> <p>Campaign focused on young men October to December 2013</p> <p>Review changes in engagement, evaluate 2013 Autumn campaign and adjust 2014 campaign accordingly</p> <p>Service promotions tailored to young men included in standard campaign material</p>	<p>Complete</p>	<p>Closely collect and monitor separate statistics for young men accessing Counselling Service</p> <p>Researched strategies for encouraging more young men to access services; actions implemented (group work; information on website for those not wishing 1-2-1 service)</p> <p>All Student Support staff who work with students in crisis, inform them</p>

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						of Counselling Service and other support available to them
<p><b>University B</b> to improve consistency across all the university's sites of the information displayed about sources of help for domestic violence.</p>	University B	Review whether sufficient and up-to-date materials to raise awareness of domestic violence and sources of help are available across all sites/ websites	University B	<p>Consult student services professionals in other HEIs and others with safeguarding expertise in order to assess what is best practice</p> <p>Develop internal briefing on best practice</p> <p>Reach decision on whether suitable materials exist that can be adapted</p> <p>Adapt materials or develop own so that the offer of help to students on domestic violence is visible and engaging</p>	Complete	<p>University's Counselling Service has safety protocol with students seen in Service</p> <p>Agencies supporting students with domestic violence are listed on the Counselling Service web site</p> <p>Resources to be displayed on notice boards</p>
<p><b>NMUHT</b> to review its guidance on how the Trust will respond where domestic violence is identified, specifically</p>	NMUHT	Review and update the Safeguarding Adults at Risk Policy to clarify process to be followed for domestic violence referrals and where they	NMUHT Senior Project Manager Corporate	Safeguarding Adults at Risk Policy updated with clarification regarding process to be followed for Domestic Violence referrals	Complete	Safeguarding Adult Strategy and Policy updated to

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where perpetrators and victims will be referred or signposted to.		<p>should be referred to</p> <p>All staff to have undertaken Safeguarding Adults Level 1 mandatory training</p> <p>All staff to be made aware of the relevant sections in the updated Safeguarding at Risk Policy which signpost victims of Domestic Violence to support agencies</p>	<p>Nursing</p> <p>Head of Education &amp; Carer Development</p> <p>Head of Communications</p>	<p>100% of Trust staff trained at level 1 Safeguarding Adults</p> <p>All NMUHT staff are notified when the Safeguarding Adults at Risk Policy has been updated and are advised to refer to the updated section on Domestic Violence referrals</p>		<p>include sections on Domestic Abuse.</p> <p>Trust website updated with information on domestic abuse support services</p> <p>87% of Trust staff trained at level 1 Safeguarding Adults</p> <p>Updating staff at ward managers meetings</p>
<b>London Probation Trust (LPT)</b> should establish such a mechanism so that in the future GPs will be informed when their patient is sentenced to attend an alcohol or substance misuse treatment programme.	Regional - primarily for LPT but with national relevance	<p>Develop a proposal to be considered by the LPT board</p> <p>Develop procedure changes required, information to offenders and treatment programme providers.</p> <p>Develop implementation strategy</p>	London Probation Trust (LPT)	<p>Regional – primarily for LPT but with national relevance</p> <p>Policy change agreed</p> <p>Procedure changes communicated across LPT and subcontracted service providers</p>	Complete	Information sharing with GPs is in place by LPT
The current compliance	Regional - LPT	LPT to ensure via staff	LPT	This is already part of ongoing	Complete	Reported on

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with enhanced risk management processes is not consistent and LPT should put in place quality assurance processes that bring practice in line with procedures in assessing hidden harm.		performance/appraisal/ Supervision objective(s) Framework that home visiting and regular Borough Intelligence Unit checks are utilised to manage risk in all cases where there are hidden harm/adult/child safeguarding issues		child/adult safeguarding practice  Local managers to monitor performance of individual staff		an ongoing basis via Data Quality Analyst and individual staff supervision & appraisal. Risk Practice is monitored as part of ongoing supervision and OM's are completing home visiting on all cases where there is a child present and or an adult safeguarding issue.
<b>HAGA</b> to change their records retention policy and bring this in line with other agencies attending the Haringey Multi Agency Risk Assessment Conference (MARAC).	Local	Discussions to take place with the DAAT to specify a time frame for retention of personal data which is uniform across all substance misuse agencies in Haringey  HAGA to re-draft records retention policy	DAAT	Specific record retention time frame agreed with DAAT across agencies and MARAC  Signed off ISA with MARAC	Complete	New data retention policy in place  Signed up to MARAC ISA
HAGA to improve the assessment process in	Local	Undertake training for staff to improve skills in exploring	HAGA	Organising training by a specialist provider	Complete	Initial training taking place

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relation to domestic violence. This will require improving the skills and knowledge of staff undertaking these assessments, including skills in exploring abusive behaviour with those who may be perpetrating domestic violence. This approach will need to be risk focussed as well as acknowledging the vulnerability of HAGA service users.		abusive behaviour with those who may be perpetrating domestic violence. To revise assessment form to improve the identification and management of risk related to DV		Addition to annual training plan  Revision of assessment questions		March / April 2014; follow up planned  Assessment questions have been revised
HAGA to improve the level of expertise available to HAGA staff in responding to domestic violence, specifically skills in responding to domestic violence perpetrators. This will require external expertise and training for HAGA staff, particularly in relation to risk assessment and management.	Local	As above	HAGA	Receiving quotes from specialist providers  Implementation of training	Complete	As above re training
HAGA to develop a service response to perpetrators of domestic violence that responds to the risk, alcohol issues and the use of violence and abuse in relationships.	Local	To liaise with the local DV co-ordinator regarding the development of targeted responses to DV perpetrators presenting to substance misuse agencies locally	HAGA	Development of service specification to address this client group	Ongoing	DAAT and Community Safety Team working together to implement improved responses

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						and programme in all drug and alcohol services, including HAGA
HAGA to work with the Community Mental Health Services to strengthen and clarify referral pathways and joint working arrangements, ensuring these are clear and understood across the service.	Local	To develop an information sharing agreement with the Mental Health Trust that clarifies responses and time frames for responding between HAGA and Mental Health Services. To explore joint training arrangements with MH staff	HAGA/BEH Mental Health Trust	Draft Information Sharing Agreement  Outline joint training brief	Complete	Draft information sharing agreement produced, agreed by HAGA's clinical governance group, awaiting ratification by BEH-MHT  Joint DV Training attended by BEH and HAGA staff has taken place
The Haringey DAAT to require commissioned services to have training on identifying domestic violence perpetrators and victims, in line with the Recognise, Respond, Risk	Local	Consult with DGBV Strategic Lead on the scope of the Recognise, Respond, Risk Assess and Refer model and the most appropriate training programme for Haringey	DAAT	Meeting with DGBV Strategic Lead	Complete	Training for drug and alcohol agencies commissioned from DVIP, along with

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Assess and refer model.		Develop a training programme for agencies to adopt – in line with newly commissioned services and a referral pathway for perpetrators	DAAT & DGBV Strategic Lead	Model developed	Complete	engagement with managers and scoping for development of programme
		Model rolled out to all agencies	DAAT	All agencies adopt training programme	Complete	of programme
DAAT to monitor the level of service users of DAAT commissioned services identified as experiencing domestic violence or perpetrating domestic violence to ensure that current screening processes are effective.	Local	Work with commissioned organisations to ensure that all clients for whom DGBV is an issue are ‘flagged’ on the system to enable data collection	DAAT	Flagging of case files established in all organisations	Complete	Questions are in the assessment suite of documents
		Reporting of this data to be made as part of standard data reporting process to DAAT	DAAT	At the end of each reporting period	Start: April 2014	Training in DV issues is in the action plan for services and has been discussed at implementation meetings
		Collate statistics from commissioned services on the level of domestic violence	DAAT	Data shared with DGBV Strategic Lead (frequency to be agreed)	Start: April 2014	
		Enable comparison of domestic violence levels identified through DAAT services with known prevalence data on domestic violence and alcohol substance misuse (via partnership)		Data collected and shared with partnership to enable comparison with prevalence data	As part of JSNA	
		Decide whether current level of domestic violence identified		Monitor data and review impact of training being rolled out	Sep 2014	



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		by DAAT indicates that screening process are effective				
DAAT to ensure that commissioned services are in no doubt as to the need to respond effectively to service users who are using domestic violence by referring to and working with Respect Accredited Services and London Probation Trust.	Local	To consult with the Haringey DGBV Strategic Lead to develop the recommended referral pathways for Haringey services coming into contact with perpetrators of domestic violence  To communicate with DAAT commissioned services what agencies they need to be developing joint working protocols with when providing a service to a perpetrator of domestic violence. The protocol will include information sharing regarding risk, progress in treatment and procedure for if someone drops out of treatment	DAAT	Develop guidance on perpetrator referral pathways, this will need to be in line with current service provision for Haringey (in development)  Information sharing protocols drafted  Communicate guidance to DAAT services consider joint briefing with DV services	April 2014  May 2014  June 2014	See action above re DVIP scoping and preparation for co-located specialist programme for substance misusing perpetrators
All DAAT commissioned services should have a clear contractual direction regarding their file retention policy.	Local	Service specifications should include a minimum requirement for file retention, in line with Council retention policies	DAAT	Develop text for include in DAAT contracts	Complete	Complete; included in contracts
<b>Circle 33</b> to check all records to ensure that no other requests for transfer or support were missed during the period of time	C33 local and regional	Following the IMR a review of C33 transfer applications was undertaken Transfer cases will be subject to 6 monthly reviews	C33	Start review	Review completed	Review completed no missed transfer requests

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where administration systems were weak.		All DV cases are discussed at our exceptional rehousing panel meetings and are subject to 6 monthly reviews				found
Circle 33 to ensure that current systems and procedures are able to identify tenants who may be at risk of domestic violence as early as possible.	C33 local and regional	Existing transfer cases reviewed  Staff are subject to periodic briefings on the importance of reading all forms received before scanning. The DHR will highlight the serious consequences and inform	C33 Neighbourhood team	Existing transfer cases reviewed	Dec 2012  Periodic reviews carried out in ERP Completed	665 existing transfer cases on our system were reviewed between Jul-Dec 2012  No issues pertaining to DV or safeguarding were identified in this review
All Circle 33 staff to have domestic violence training that is commensurate with their role, this includes administration staff where appropriate.	C33 local and regional	C33 have met with Peabody Housing Trust to discuss training  Contacting other providers with DV expertise to establish on-going relationship as critical friend and provide specialist advice  Develop skills development programme  A DV champion for neighbourhoods to be	C33	Suitable Provider identified  Contract with the provided provider  Training delivered  A DV champion for neighbourhoods identified and linked to H DGBV operational group	Complete	June 2013 – 60 frontline staff underwent DV training – delivered by Peabody  Developed operational expertise in this area

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		identified to develop in house expertise				
Circle 33 to review the current Domestic Violence and Safeguarding policy and ensure it is fit for purpose and in line with best practice in the housing sector.	C33 national	<p>Policies are reviewed periodically and updated by our policy team to ensure our policies are in line with our legislative responsibilities</p> <p>Safeguarding training will be rolled out to staff. We are engaging with our partner LA and take up training opportunities available to partners</p>	C33 policy team	<p>Policy reviewed</p> <p>Training rolled out</p>	<p>Periodically</p> <p>On-going e- learning rolled out to staff engaged with LB Islington</p>	<p>Review of DV policy completed June 2013 MARACC form adopted</p> <p>Ongoing</p>
Circle 33 to seek out learning from other housing associations on how to improve responses to domestic violence and adopt best practice from elsewhere (e.g. Metropolitan Housing Association and Peabody Trust).	C33 local and regional	Meet with other Housing Associations to ensure that C33 is up-to-date with all developing practice in this area	C33	Meet with other Housing providers i.e. Peabody Trust	Complete	
<b>GP</b> to develop a policy on domestic violence that includes a requirement that all staff have training on domestic violence in line with their responsibilities. That information on sources of help for those experiencing domestic violence and for perpetrators of domestic	General Practice	<p>Develop a domestic violence policy</p> <p>Contact local DV co-ordinator and identify appropriate materials increasing patient awareness of domestic violence and sources of help</p>	GP practice	<p>Implement domestic violence policy</p> <p>Display appropriate domestic violence materials</p>	Complete	Policy in place and information available

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violence is visible and readily available within the Practice.						
The Panel would wish the General Practice to consider adopting the RCGP guidance on responding to domestic violence.	General Practice	Review RCGP guidance on responding to domestic violence	General Practice	The Panel would wish the General Practice to consider adopting the RCGP guidance on responding to domestic violence	Complete	
The Panel would like clinical commissioning groups to be assured that primary care are adopting the RCGP guidance and considering the IRIS model to improve the early identification of domestic violence.	Haringey and Enfield	CCG to seek assurance that primary care is aware of, and adopting the RCGP guidance on domestic violence  Consider adopting the IRIS model	Haringey CCG & Enfield CCG	Information sought from primary care settings as to whether the RCGP guidance on domestic violence has been adopted  CCGs to make a decision on whether to move forward with the IRIS model	Complete	All GPs sent RCGP guidance  Impact of DV on children is included in GP training delivered by CCG S/G children team  HCCG and Public Health working to gain commitment to implement IRIS locally
<b>Tyrer Roxburgh</b> to ensure that all staff working with clients who are at risk from domestic violence, or who may be perpetrating abuse, have training on how to	Tyrer Roxburgh but linked to other recommendations for wider quality marking of	To identify appropriate training  Consult with Hearthstone on relevant training, share information on risk assessment and other	Tyrer Roxburgh	Paralegal to attend Rights of Women Course “Breaking the cycle using civil and criminal remedies to protect women from violence”  Risk identification and respond	Complete	Met with Hearthstone; training available to all solicitors and

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recognise risk, how to respond effectively (including referrals to MARAC) and to have information visibly available in its offices about local domestic violence services and services for perpetrators of abuse.	responses to domestic violence	information to protect clients at risk from DV  To send relevant staff on training  To identify appropriate materials on domestic violence support services for Tyrer Roxburgh clients and have these visible		training to be identified or developed, starting 8 February 2013  Staff attend training  Hearthstone to suggest or provide information leaflets to be displayed in the TR office.  TR to develop their own materials on domestic violence		organisations in Haringey via Hearthstone  TR refer cases to Hearthstone  Posters on display  DV and Family Law factsheet produced
Tyrer Roxburgh to review whether sending a letter outlining the legal options for removing an ex-partner from the family home should continue as a standalone response when someone is experiencing threats from an ex-partner, or whether this be accompanied by actions that identify and respond to risk.	Tyrer Roxburgh but linked to other recommendation for wider quality marking of responses to domestic violence	To consult with other Haringey agencies on the feasibility and value if developing a risk identification process for clients seeking legal remedies to remove ex-partner from the home or where seeking protection from an ex-partner  To participate in the consultation process with Hearthstone, the Haringey Domestic and Gender Based Violence Coordinator and others relevant stakeholders  Implement risk identification process	DV Co-ordinator/ TR  DV Co-ordinator  TR	Meeting to scope the parameters of risk ID tool and its place within the response of family law solicitors  Develop a briefing pack and materials for family law firms and consult on this with relevant stakeholders	Complete	Met with Hearthstone; provided us with the CAADA-DASH Risk Identification Checklist; discussed at Family Team meetings
<b>Haringey DV Operational</b>	DV Operational	To compile a list of solicitors	DV	Discuss proposal for list with	tbc	Actions

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<p><b>Group</b> to consider the key role that family law solicitors have in providing routes to safety for those experiencing domestic violence. The solicitor or paralegal may be the only professional who has any knowledge that someone may be at risk and they may need support to work safely and appropriately. The Borough's specialist domestic violence services work closely with some of the family law solicitors in the area, to the benefit of clients of both services. The partnership between domestic violence.</p>	Group	<p>who have completed specific domestic violence training within a specified time period. The list should include administrative staff such as receptionists</p> <p>To consult the DV Operational Group about other criteria for inclusion on the list</p> <p>To make the dated list available to service providers</p> <p>The Operational Group will consider an event bringing together legal practitioners at a CPD qualifying event to raise awareness of good practise and consult with them about the possibility of kite marking as an extension</p>	Operational Group	<p>Operational Group</p> <p>Circulate information about list to local Solicitors and legal practices including law centres</p> <p>Event for legal practitioners held to raise awareness of good practise and consult on kite marking</p> <p>Dated list available</p>		<p>under review</p> <p>Hearthstone works very closely with Solicitors within Haringey and two law firms provide a valuable surgery to Hearthstone clients on a weekly basis, offering free family law advice. The feedback from these sessions are collated and regularly checked by the Hearthstone manager. Feedback is also collated from the H/S clients that access this service.</p>
The Operational Group to consider a	Haringey	Discuss possible criteria for inclusion	DV Operation	As above	tbc	Actions under review

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recommendation that Haringey domestic violence services will recommend legal firms that have achieved the kite mark mentioned above.		Consult with practitioners (legal and DGV) about process  Identify mechanisms to update list  Identify methods of dissemination of list	al Group			
<b>Haringey DV Strategic Group</b> should consider the development of an awareness raising programme to assist recognition, response and referral of those at risk from domestic violence to specialist services. This should focus on behaviour and situations of risk beyond physical violence.	Local/Haringey	Develop or find materials that will support an awareness raising campaign to improve early identification and response to domestic violence  Deliver a targeted campaign across the borough to improve early identification of domestic violence with the public and professionals	DV Strategic Group	Scope the forthcoming campaigns from MOPAC or MPS to see if opportunities exist to use for a Haringey Campaign  Ensure that materials address non-physical abusive behaviour  Deliver Campaign and link to opportunities to access training	Complete  Complete  tbc	Materials circulated (ongoing)   Action under review
<b>Haringey Children and Young People's Service</b> to find a way to recognise the valuable contribution that can be played by a family friend when they step into a crisis where children are suddenly bereaved.	Local	Develop a way to recognise the contribution made by family friend	Haringey CYPS	Communicate this to friend of family	Complete	Family friend acknowledged that they felt their contribution was recognised and valued