### Strategy & Action Plan 2009 - 2012

### Draft 1:

- o Drafted 22.01.09
- Action needed:
  - Red text agreement/information needed
- o Discussed at SIG 27.01.09

### Draft 2

- Updated following SIG 27.01.09
  - o LAA checked and approved 11.02.09
  - Children's Services checked and approved 11.02.09
  - Community Safety checked and approved 10.02.09
  - Supporting People checked and approved 27.01.09
- o To be discussed at COG on 12.02.09

### **Draft 3**

- o Updated following COG on 12.12.09
- o 2 week consultation period ending on 4<sup>th</sup> March 2009
- o Approval at COG & SIG on 09.03.09 & 17.03.09 respectively

### **Final Draft**

 For approval by both Central Bedfordshire Community Safety Strategy Group and Bedford Borough Community Safety Strategy Group (dates to be confirmed)

### **Foreword**

I am delighted to introduce the second Bedfordshire Domestic Abuse Strategy developed by our Bedfordshire Domestic Violence Partnership.

Tackling violent crime is a key priority for Bedfordshire and we know that domestic violence accounts for about 25% of all violent crimes reported to the police. Domestic abuse affects thousands of people in Bedfordshire every year. The human and financial costs of domestic abuse are immeasurable, causing harm, disruption and even the possibility of death to many adults and their children.

To address this huge task effectively, agencies need to work together to provide accessible and appropriate services for all those who experience abuse and their children, to ensure there are appropriate sanctions for perpetrators, to increase community awareness and support, and to develop preventative educational work.

This strategy is building on the incredible achievements of the first strategy and the work of the Partnership in the last three years. We will continue to ensure that people who experience domestic abuse receive effective support from all Statutory Agencies and Voluntary Organisations within Bedford Borough and Central Bedfordshire.

It is recognised that with the transition in local government arrangements, this document will be reviewed on a regular basis to take into account any changing partnership structures and to ensure consistent delivery of a vitally important agenda.

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Need to confirm who should sign

### **Domestic Abuse Strategy**

### **Vision and Purpose**

The overall vision of the strategy is to create a society in Bedford Borough and Central Bedfordshire where domestic abuse is not tolerated, and to reduce the level and impact of abuse in the two unitary areas.

This strategy provides a framework with shared definitions, understanding and action points. It will allow agencies to co-ordinate and collaborate to ensure that women and children and all those affected by domestic abuse will receive better protection and support and challenge and prevent abuse.

The strategy will lead to an action plan and targets for dealing with the specific nature and effects of domestic abuse (please see p.16).

### **Definition of Domestic Violence**

"Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are, or have been in a relationship, or between family members. It can affect anybody, regardless of their gender or sexuality. The abuse can be psychological, physical, sexual or emotional. It can include "honour based violence", female genital mutilation and forced marriage."

Home Office, 2008

### **Bedfordshire Domestic Violence Partnership**

The Domestic Violence Partnership in Bedfordshire comprises:-

- Domestic Abuse Delivery Group (DADG) consisting of Chief Officers from Children's Services Social Care, Adult & Community Services, Bedfordshire Police, Bedfordshire Probation Service, Central Bedfordshire Council, Bedford Borough Council, the Crown Prosecution Service, HM Courts Service and the Health Service. The DADG has clear links to both Community Safety Strategy Groups.
- Strategy Implementation Group (SIG) consisting of key Senior Managers from Children's Services Social Care, Community Safety teams, Supporting People, Bedfordshire Police, Bedfordshire Probation Service, the CPS, the NHS Trust, Housing (Statutory and Voluntary providers), Voluntary Organisations and the Court Service. The SIG has clear links to both Community Safety Strategy Groups.
- Domestic Abuse Forum (DAF) consisting of key middle managers and practitioners from those agencies from the voluntary sector and service users.
   Meeting four times a year and reporting into the Strategy Implementation Group with a direct representative on SIG.

# Central Bedfordshire Community Safety Strategy Group Domestic Abuse Delivery Group Domestic Abuse Strategy Implementation Group Domestic Abuse Forum

### **Domestic Abuse Co-ordinator & Commissioning Manager**

### **Roles and responsibilities**

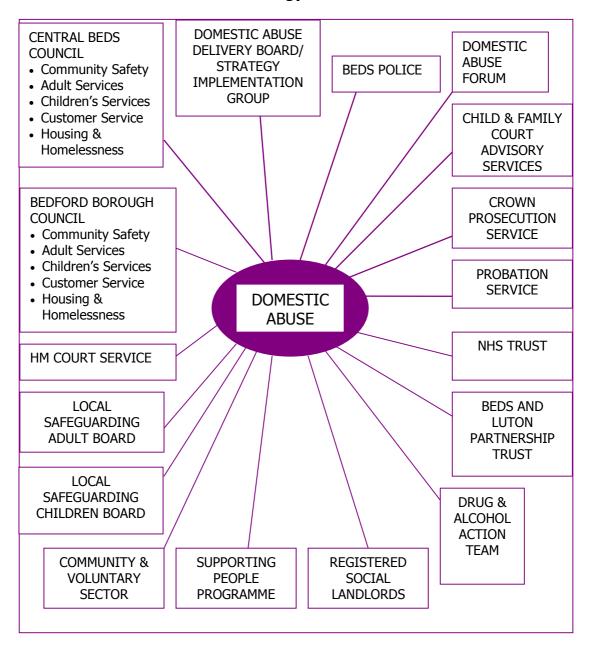
Works to and is accountable to the Domestic Abuse Delivery Group & the Strategy Implementation Group with management responsibility within Community Safety & Public Protection Directorate at Central Bedfordshire Council while remaining as a shared service with Bedford Borough Council. The post is also accountable to Central Bedfordshire's Community Safety Strategy Group and Bedford Borough's Community Safety Strategy Group.

The Domestic Abuse Co-ordinator & Commissioning Manager is responsible for the development of this multi-agency strategy over time, its implementation and minimum standards. She/he is also responsible for effective interagency work with statutory and voluntary agencies working towards service provision that meets individual case management/service user's needs. She/he is responsible for representing the Partnership at all times.

Service providers will work with the Co-ordinator to develop practice, ensure that services are provided to prevent domestic abuse in Bedfordshire and to ensure that all victims receive the necessary support.

All work, funding proposals and consultancy will be submitted to the Bedfordshire Domestic Violence Partnership and both Community Safety Strategy Groups for agreement.

# All Organisations or Partnerships involved in the delivery of the Bedfordshire Domestic Abuse Strategy



### **Domestic Abuse in Central Bedfordshire & Bedford Borough**

Due to the developments in the last three years, it is now possible to provide a local context to the prevalence of domestic abuse in Central Bedfordshire & Bedford Borough.

### Police data:

 In the year 07-08, 3774 incidents of domestic abuse were reported to, and recorded by, Bedfordshire Police, with 48% of these being repeat incidents;

- Precisely 1700 of these incidents occurred in Bedford Borough;
- o 2075 incidents occurred in Central Bedfordshire;
- To the end of December 08-09, 3395 incidents of domestic abuse were reported to, and recorded by, Bedfordshire Police, with 35% of these being repeat incidents. Disaggregated information is not currently available.

### Probation (Integrated Domestic Abuse Programme) information:

- o To the end of Q3 in 08-09, 45 perpetrators were referred to the IDAP.
- o 38 perpetrators began the programme
- o The average waiting time for the IDAP stands at 4.6 months
- The Women's Safety Worker has successfully contacted 70 partners or expartners of men on the IDAP

### Bedford Borough MARAC data 08-09:

- To the end of January 2009, 73 cases were referred to MARAC;
- o Of these, 33% were repeat referrals;
- o 128 children reside in the households referred in this period;
- o 32% of referrals were victims from BME communities;
- o 1% were male victims.

### Central Bedfordshire MARAC data 08-09:

- To the end of January 2009, 54 cases were referred to MARAC;
- o Of these, 19% were repeat referrals;
- o 109 children reside in the households referred in this period;
- o 2% of referrals were victims from BME communities;
- o 4% were male victims.

### Bedford Borough IDVA data 08-09 (to end of Q3):

- o 162 cases referred;
- o 11% were re-referrals;
- o 81% of referrals engaged with the IDVA service;
- o 30% were referrals for victims from BME communities;
- 69 cases resulted in no additional visits to A&E or police call outs since the referral was made.

### Central Bedfordshire IDVA data 08-09 (to end of Q3):

- 175 cases referred;
- o 15% were re-referred;
- o 72% engaged with the IDVA service;
- o 14% were victims from BME communities;
- 134 cases resulted in no additional visits to A&E or police call outs since the referral was made.

### Bedford Borough Housing:

- o in 07-08, 148 people approached the Housing Options service due to domestic abuse;
- o In 08-09 to the end of Q3, 147 people approached.

### Children's Services Social Care:

- o For the year 07-08:
  - 353 cases were referred where domestic abuse was a factor;
  - 289 of these referrals were generated from Beds Police;

- 73% of the referrals were for children aged 0-9 years.
- o For the year 08-09 (to the end of Q3):
  - 311 cases were referred where domestic abuse was a factor;
  - 264 of these referrals were generated from Beds Police;
  - 77% of the referrals were for children aged 0-9 years.

### The National Domestic Violence Delivery Plan 2005/06.

This document states that 'Domestic Violence has a devastating effect on victims, their families and the wider community regardless of race, geography or social background'. One in four women and one in six men will be affected in their lifetimes, with women suffering higher rates of repeated victimisation and serious injuries. It is estimated that there were about 12.9 million incidents of Domestic Violence against women and 190,000 against men in 2004.

There is a need to capture and present evidence based statistics for Bedford Borough & Central Bedfordshire so that all stakeholders can understand how Domestic Abuse is affecting the locality.

Although confidentiality regarding Domestic Abuse is paramount there is a strong need to ensure that data sharing (supported by robust controls) is promoted between agencies so that victims including children are adequately protected.

### **Framework for Operation**

The National Domestic Violence Plan, March 2005 sets out five key objectives:

- o Reduce the prevalence of domestic abuse;
- o Increase the rate that domestic abuse is reported;
- Increase the rate of reporting domestic violence offences that are brought to justice;
- Ensure victims of domestic abuse are adequately protected and supported nationwide;
- Reduce the number of domestic violence related homicides.

### **Tackling Domestic Violence**

'Interventions and Approaches' (Hester and Westernland, 2005) reports results of an evidence based intervention programme (within the Home Office's Crime Reduction Programme) including:-

- Primary prevention raising awareness and challenging attitudes among young people;
- Supporting women includes enabling disclosure;
- Supporting women through outreach and group work;
- Supporting women to report to the police and through the courts;
- o Reduce repeat victimisation and attrition.

### **Diversity**

As identified in the action plan in the second half of this document, the need to develop appropriate service provision for diverse communities in Bedfordshire has been identified. There is a disproportionately high level of offences involving BME victims or offenders. This can be tackled through increased awareness raising via publicity campaigns and in developments in service provision.

### The Local Area Agreement (LAA)

The LAAs for Bedford Borough and Central Bedfordshire include the top partnershipdelivered priorities for 2009-11. The LAA is a three year performance contract with Government and is one of a number of ways of delivering the Sustainable Community Strategies for the new unitary areas.

Domestic abuse is identified as a key priority for both Bedford Borough and Central Bedfordshire.

The Local Area Agreements aim to:

- Strengthen partnership working between agencies and across tiers;
- o Improve performance in priority services.

The Local Area Agreements include National Indicator 32 to reduce repeat incidents of domestic abuse for the following reasons:

- o Focus on protecting the most vulnerable victims from serious harm;
- o Domestic abuse victims currently have the highest level of repeat victimisation, often with the severity of incidents escalating over time

The rationale contained in the LAA is as follows:

Activity by police and local partners should be focused on protecting the most vulnerable victims from serious harm. Domestic abuse (DA) victims currently have the highest level of repeat victimisation, often with the severity of incidents escalating over time. Multi-Agency Risk Assessment Conference (MARACs) focus on high risk victims of DA as indicated through the use of risk assessment tools. By sharing information, agencies get a better picture of victims' situations and so develop responses that are tailored to the needs and goals of individual victims and their children. Safe information-sharing also allows agencies to manage the perpetrator in ways that reduce risk. The aim of the MARAC is to construct jointly and implement a risk management plan that provides professional support to all those at risk and that reduces the risk of harm and to reduce repeat victimisation. The responsibility to take appropriate actions rests with individual agencies; it is not transferred to the MARAC. Local authority services will need to ensure that they have in place a framework to identify those victims at risk and will need to carry out the appropriate risk assessments when presented with victims of domestic abuse and their children. Jointly with the police, services commissioned by local authorities and health agencies will have a primary role to play to ensure that the MARAC is an effective process.

### National Indicator 32:

"A Percentage reduction in repeat victimisation for those domestic violence cases being managed by a MARAC"

LAA targets for 09-10 and 10-11 have been agreed with GO East. While Bedford Borough & Central Bedfordshire will each have an LAA, the target for NI32 will be the same across both local authority areas.

2009-2010 31% repeat cases at MARAC2010-2011 28% repeat cases at MARAC

### **Actions against Domestic Abuse**

The purpose of the Home Office Best Value Performance Indicator (BVPI 225) is to assess the overall provision and effectiveness of local authority services designated to help victims of domestic abuse and prevent further domestic abuse. While BVPI 225 is no longer in effect, the Partnership is continuing to work towards achieving the following:

# BVPI requirement: The Local Authority must satisfy itself that the following actions have been achieved.

- 1. A directory of local services that can help victims of domestic abuse;
- 2. A minimum of 1 refuge place per 10,000 of the population in Bedfordshire this equate to 38 places. Currently 23 across Bedford & Central;
- 3. The employment of a Domestic Abuse Coordinator;
- 4. The production of a multi agency strategy to tackle domestic abuse developed in partnership with other agencies;
- 5. The support and facilitation of a local Multi-Agency Domestic Abuse Forum that meets at least four times a year;
- 6. The development of an Information Sharing Protocol between key statutory agencies;
- 7. The development and launch of a 'sanctuary- type' scheme to enable victims and their children to remain in their homes where they chose to and where safety can be guaranteed;
- 8. A reduction in the percentage of cases accepted as homeless due to domestic abuse, that had previously been re-housed in the last 2 years as a result of domestic abuse;
- 9. The Council's tenancy agreement to have a specific clause stating that perpetration of domestic abuse by a tenant can be considered grounds for eviction;
- 10. The development and funding of a domestic abuse education pack in consultation with the wider Domestic Abuse Forum;
- 11. The delivery of a programme of multi-agency training in the preceding 12 months covering front line and management of staff across agencies.

In the last 3 years, significant progress has been achieved in meeting these targets. Work is continuing on meeting the requirement of refuge places with new purpose built refuges developing in Central Bedfordshire. It is anticipated that these will be completed in 2010.

### **Children and Young People's Plan**

The Children and Young Peoples Strategic Partnerships in the new unitary authorities will be responsible for delivering on the five outcomes; Be Healthy, Stay Safe, Enjoy and Achieve, Make a Positive Contribution and Achieve Economic Well Being. Domestic abuse remains a contributing factor to all five outcomes for children & young people and though the strategic plans for the new authorities are yet to be written, it is highly likely that domestic abuse will feature.

The Children & Young People's Plan 2006-2009, outlined the following priorities for domestic abuse. A review of this work has since found that all of these targets have been met.

### **Stay Safe Priorities**

Reduce the level of domestic violence by;-

- Developing a co-ordinated response to the set up and evaluation of programmes that support families who have experienced domestic abuse;
- Improve the system in place for recording and sharing information between agencies;
- Develop domestic abuse protocols for the Police and Children's Services with regard to referrals and assessments;
- Collecting multi-agency baseline data about the incidence of domestic abuse

Bedfordshire Local Safeguarding Children Board (BLSCB) role is to ensure coordination and monitor the effectiveness of the work carried out by partner agencies ensuring that children living with domestic abuse are safeguarded and their welfare promoted. BLSCB's role is to identify, evaluate and monitor the services provided to children and young people living within violent families. Where gaps in services are identified then the BLSCB will request information through the appropriate channels whether that be through the Bedfordshire Domestic Violence Partnership or Bedford Borough and Central Bedfordshire Children's Trusts.

Bedfordshire Domestic Violence Partnership will be required to regularly and formally report to BLSCB on progress regarding actions and data relating to children and young people in this strategy.

### **Community Safety Partnerships**

Both Central Bedfordshire Community Safety Partnership and Bedford Borough Community Safety Partnership have set the following objectives in relation to domestic abuse under Outcome 11(Working Together 2006): To reduce crime, the harm caused by illegal drugs and to reassure the public reducing the fear of crime. The following measures are introduced in relation to domestic abuse:

- 5% increase in the number of domestic violence incidents reported to the police.
- o 5% increase in the number of arrests for domestic violence.
- An increase in the number of victims reporting domestic violence for the first time.
- A decrease in the number of victims reporting incidents of domestic violence on more than one occasion.

Working Together has arisen from the Every Child Matters agenda which outlines five outcomes for children & young people. The outcomes are as follows:

- o Being Healthy
- Staying Safe
- o Enjoying & Achieving
- Making a Positive Contribution
- o Achieving Economic Well Being

At the time of writing this strategy, both unitary authorities are undertaking strategic assessments and following this, priorities for 2009-2010 will be identified. In 2008-2009, domestic abuse was highlighted as a priority area of work in all strategic assessments conducted across Central Bedfordshire & Bedford Borough.

### **Supporting People**

The Inter-Ministerial Group on Domestic Violence has responsibility for overseeing the national delivery plan. This has five outcomes, including increasing the rate that domestic abuse is reported and increasing the rate of reporting domestic violence incidents that are brought to justice. It is widely recognised that domestic abuse is grossly under-reported; these aims have potential to increase the requirement for support. Ensuring victims of domestic abuse are adequately protected and supported nationwide is another of the five strategic outcomes of the Group.

Within the government's agenda there are 15 commitments, the following are particularly relevant to the Supporting People programme in Bedfordshire:-

- o The introduction of Independent Support and Advice services
- Earlier intervention with offenders
- Supporting of the voluntary sector in setting of standards
- Specialist domestic violence courts Bedfordshire is a programme area
- Increasing access to justice has the potential to increase the recognised need for support

The Supporting People programme currently funds 3 accommodation based services which benefits 23 service users (and their children) at any given time. There is an acknowledgement that this level of service is inadequate and so the plan is to increase the provision over a period of the next 3 years to meet the target of accommodation based services for 38 users. New developments will be as self contained as possible with communal areas to provide privacy as well as mutual support as required.

In addition to refuge provision Supporting People, jointly with the Bedfordshire Domestic Abuse Partnership, are expanding the IDVA service to incorporate seven posts. The new service will ensure that specialist support of available to any victim of domestic abuse.

Furthermore, the provision of a generic floating support service and a service user engagement project for hard to reach groups (including domestic abuse service users) has been implemented and supports the delivery of the wider multi-agency agenda.

In addition to the work of the Bedfordshire Supporting People team, the Cross Authority Group for the Eastern Region has also identified a number of steps that need to be taken to address areas of concern with regard to domestic abuse services.

### These are:

- Regional Strategic Review to:
  - Take a systems approach, considering the logic and evidenced functionality of different patterns of service provision;
  - Focus on quality and consistency of service delivery and subsequent outcomes for service users;
  - Review referral and assessment procedures and the relation of service user needs to service intensity and security arrangements;
- Information Sharing and partnership working to co-ordinate formal process and protocols such as standardisation of data collection methods;

- Funding to ensure there is a co-ordinated revenue spending pattern across the region;
- Training to develop a co-ordinated approach across the region to training needs and identifying areas that require specific training.

### **Bedford Alcohol Strategy**

Domestic abuse has been identified as an area of work within Bedford Borough Council's alcohol strategy 2008-2011, specifically:

"To target support to those most at risk of harm including the family harms that are associated with alcohol misuse through domestic abuse and child abuse to reduce repeat incidents"

The work being undertaken through the Alcohol Strategy will provide additional opportunities to begin exploring the level of drug use linked to domestic abuse. The development of the DIP (Drug Intervention Programme) will enable the Domestic Abuse Partnership to begin planning for this area of work.

### **Cost of Domestic Abuse**

As accurate data about prevalence is not currently being captured, it is impossible to predict the cost of domestic abuse in Bedfordshire.

The aim of the Bedfordshire Domestic Violence Partnership will be to reduce all agency costs so that financial resources can be re-invested into primary prevention, raising awareness and supporting women and men through specialist support work.

### **Information Sharing**

There is an agreed information sharing protocol between all the services and agencies represented within the Bedfordshire Domestic Violence Partnership and the LSCB. Following the local government reorganisation, this will need to be reviewed and updated accordingly.

While work has begun on effective data collection, it is early days and this remains a priority within this strategy and action plan. The implementation of Modus has provided a starting point with which anonymised data collection can begin. There are clear steps to take to develop the use of this system with all partner agencies to enable effective and robust evidence.

### **Aims and Objectives**

The Strategy Implementation Group intends the following in Bedfordshire.

Data Collection and Information Sharing

- Build up an accurate and useful picture of domestic abuse in Central Bedfordshire & Bedford Borough including the accurate & consistent reporting and collation of data;
- Agencies effectively exchange and coordinate information on specific cases of domestic abuse to help the victim and others monitoring the family.

### Partnership Working

- Regular meetings of domestic abuse groups to promote the domestic abuse agenda and delivery of the domestic abuse strategy.
- Clear performance reporting within the Partnership and to both Community Safety Strategy Groups.

Workforce is knowledgeable and confident when dealing with domestic abuse

- o Continuation & improvement of a rolling multi-agency training programme;
- o Standards for service delivery are set.

### Prevention and Early Intervention

- Raising awareness of domestic abuse and the support available to assist prevention and early intervention;
- To work with children and young people as a preventive measure and to provide early interventions for children living with domestic abuse;
- Health service to develop pro-active ways of working to tackle domestic abuse;
- o To explore the options for perpetrator programmes for domestic abuse perpetrators which will contribute to a reduction in re-offending.

### Protection and Justice

- Increase the number of incidents of domestic abuse reported to the police and increase the proportion of those reported that end in an offence being brought to justice;
- Ensure that there are sufficient refuge spaces in cases of urgency;
- o Children living within violent families are helped and protected;
- o Continue the Specialist Domestic Violence Court;
- Continue the Domestic Abuse Multi-Agency Risk Assessment Conferences (MARACS);
- Continuation of the Sanctuary Scheme.

### Support

- o Those affected by domestic abuse have appropriate and accessible information and on going support to survive abusive relationships;
- The IDVA service is successfully re-tendered to provide specialist support to victims of domestic abuse.
- The particular needs of victims from Central Bedfordshire & Bedford Borough communities are understood and catered for.

### **Activities**

The areas of activity that provide the greatest advantage towards achieving our outcomes, and which form the basis of a more detailed action plan covering April 2009-2010 are as follows:

### Data Collection and Information Sharing

- To develop the use of Modus as a data collection system and case management tool which regularly gathers information from a wide range of agencies
- When data collection is established the action plan will be amended to include exploring how anonymised data could be tracked through the system
- To share information effectively and coordinate information on specific cases of domestic abuse to help the victim and others monitoring the family.

### Partnership Working

 The DA Delivery Group and the Strategic Implementation Group continue to meet to direct and manage domestic abuse work across Bedfordshire

- Performance monitoring and reporting mechanisms to be established into the Central Beds Community Safety Strategy Group & the North Beds Community Safety Strategy Group
- o To continue the Domestic Abuse Forum
- To identify and establish sub groups who will take forward particular sections of the Action Plan
- Conferences are held annually to keep all levels of workers updated about domestic abuse services and initiatives in Bedfordshire

### Workforce is knowledgeable and confident when dealing with domestic violence

- Delivery of training by a domestic abuse training pool underpinned by a training strategy
- Develop clear pathways, policies and protocols to ensure consistent support and advice across all agencies
- To ensure that stakeholders have clear policies in place to support employees who are victims of domestic abuse and to address employees who are perpetrators of domestic abuse

### Prevention and Early Intervention

- o To continue to raise awareness of domestic abuse
- To work with children and young people as a preventive measure and to provide early interventions for children living with domestic abuse
- The health service will continue to develop a more pro-active approach to tackling domestic abuse
- The introduction of a community based perpetrator programme will be explored

### Protection and Justice

- Increase the number of domestic abuse incidents reported to the police and increase the proportion of those that end in a positive disposal.
- o To continue the Specialist Domestic Violence Court
- o To ensure that there is 1 refuge place per 10,000 population
- o Children living within violent families are helped and protected
- To continue and embed Domestic Abuse Multi-Agency Risk Assessment Conferences (MARACS)
- Percentage reduction in repeat victimisation for those domestic abuse cases being managed by MARAC
- Continuation of the Sanctuary Scheme

### Support

- Successful re-tender of the Independent Domestic Violence Advisors service to expand the number of posts within the service
- Ensure that women are able to access regular group and 1:1 services run by the Community
- o To assess the feasibility of the continuation of the local information line
- To assist people who have no recourse to public funds within the confines of legislation who are fleeing domestic abuse
- Ensure that staff are aware of the diverse and specific needs of the different communities that make up Bedfordshire

### **Key Measures**

- The achievement of all BVPI targets;
- Decreased number of repeated referrals, particularly to MARAC;
- o Increase in the number of domestic violence incidents reported to the Police;
- Increase in the number of domestic violence incidents reported to the Police that result in a conviction;
- o The increase of data reporting by all key agencies;
- Identification of the number of children on Child Protection Plans due to factors relating to domestic abuse. This can then be monitored in subsequent years;
- o Number of perpetrators completing a perpetrator programme;
- Victim satisfaction with the support received from key agencies;
- o The number of additional refuge places achieved;
- The number of IDVAs used to support victims;
- The number of training days arranged and the number of participants who attended;
- The delivery of family support services to resolve domestic abuse within the family to ensure children remain within their family of origin;
- o Information reported by SIG relating to agreed "measures".

### **Delivery of Strategy**

- Multi-agency Action Plan April 2009 to be reviewed every three months by Strategy Implementation Group and overseen by the Domestic Abuse Delivery Group and both Community Safety Strategy Groups against the objectives and indicators above;
- Annual published report on work achieved by Strategy Implementation Group to the DA Delivery Group & both Community Safety Strategy Groups;
- Domestic Abuse Forum to feed into the Action Plan up to Strategy Implementation Group and the DA Delivery Group. This group is to be consulted about local performance.

### **Bedfordshire Domestic Violence Partnership Action Plan – April 2009 – March 2010**

### Objective 1 - Data Collection and Information Sharing

- Build up an accurate and useful picture of domestic abuse in Central Bedfordshire & Bedford Borough including the
  accurate reporting and collation of data.
- Agencies effectively exchange and coordinate information on specific cases of domestic abuse to help the victim and others monitoring the family.

	Objective	Action	Responsibility	By Whom	Resources needed	Timescale Plan	Outcomes
1.1	To develop the use of Modus as a data collection system and case management tool which regularly gathers information from a wide range of agencies  To encourage and promote domestic abuse data collection within all partner agencies. Data collection will be pertinent to each	MARAC Co-ordinator to ensure all MARAC members trained and using system  Review of the Modus system  DA Co-ordinator to arrange initial meetings with key individuals	North Beds Community Safety Strategy Group  Central Beds Community Safety Strategy Group  DA Delivery Group & SIG  LSCB	DA Co-ordinator and key individuals in Police, Probation, IDVA service, Children's Services, NHS Trust, Hospital Trust, Housing agencies, Victim Support, Refuge providers	Time of individuals  Funded by GO East 09-10 £2475	Ongoing  September 2009  July 2009	<ul> <li>Uniform method of data collection in place</li> <li>Baseline data will be established.</li> <li>Data analysis will be used to develop a locally evidenced based strategy</li> </ul>
	agency	The data will be analysed and findings disseminated		DA Co-ordinator and key individuals in		January 2010 and then ongoing	There will be no
		uisseiliiliateu		Police (data	Financial		double counting of

	When data collection established the action plan will be amended to include exploring how anonymised data could be tracked through the system	Decision to be made about how system could be set up that would allow anonymised tracking to take place.	North Beds Community Safety Strategy Group  Central Beds Community Safety Strategy Group  DA Delivery Group & SIG	analyst), Probation, IDVA service, Children's Services, PCT, Hospital Trust, Housing agencies, Victim Support, Refuge providers	resources Time of individuals	December 2009	clients leading to more valid data  • Access to services can be identified which will enable effective service provision
1.2	To share information effectively and coordinate information on specific cases of domestic abuse to help the victim and others monitoring the family.	Information sharing protocol, which includes the MARAC protocol to be reviewed taking into account new local authorities	North Beds Community Safety Strategy Group  Central Beds Community Safety Strategy Group  DA Delivery Group & SIG	SIG	Time of partners	March 2010  September 2009	Appropriate information is shared between agencies for the purpose of safeguarding and promoting the welfare of children and young people who are living with domestic abuse     Appropriate information is shared between agencies about victims of domestic abuse when it may be justified to prevent serious harm to the victim or others

### **Objective 2 – Partnership Working**

- The DA Delivery Group and the Strategic Implementation Group continue to meet to direct and manage domestic abuse work across Bedfordshire
- Multi-agency domestic abuse forum operates to effectively coordinate information and work across agencies leading to domestic abuse being mainstreamed with more consistent service delivery.
- Conferences are held annually to keep all levels of workers and elected members updated about domestic abuse services and initiatives in Bedford Borough & Central Bedfordshire

	Objective	Action	Responsibility	By Whom	Resources needed	Timescale Plan	Outcomes
2.1	The DA Delivery Group and the Strategic Implementation Group continue to meet to direct and manage domestic abuse work across Bedfordshire	Regular meetings are planned, held and minutes circulated	DA Delivery Group members and SIG members	DA co-ordinator to ensure meetings are arranged and minutes circulated in liaison with the Chairs of the groups	Time of group members	Ongoing	<ul> <li>All agencies will be involved in delivery of the multi-agency Action Plan of the DA strategy</li> <li>Key stakeholders will be fully involved in performance monitoring processes</li> </ul>
	Performance monitoring and reporting mechanisms to be established into the Central Beds Community Safety Strategy Group & the North Beds Community Safety Strategy Group	DA Co-ordinator to meet with Chairs to agree standardised reporting to both groups	Central Beds Community Safety Strategy Group & the North Beds Community Safety Strategy Group  DA Delivery Group	CSSG Chairs, DA Delivery Group, DA Co-ordinator	Time of group members	June 2009	

2.2	To continue the Domestic Abuse Forum	Regular meetings are planned, held and minutes circulated	SIG	DA Co-ordinator to ensure meetings are arranged and minutes circulated in liaison with the Chair of the group	Time of group members £300 p.a. – venue and refreshments	Ongoing	<ul> <li>Agencies will work in partnership to provide an effective and consistent service delivery</li> <li>A robust and transparent DA Forum is in place where information is</li> </ul>
		To promote service user involvement at the DA Forum	SIG	Understanding Us, DA Co- ordinator & Chair of the Forum			disseminated in a timely manner and there are recognised routes for people to feedback
2.3	To identify and establish sub groups who will take forward particular sections of the Action Plan	Identification of areas where subgroups would assist to move the agenda forward  Health sub-group  Diversity sub-group	SIG	DA Co-ordinator with representatives as agreed at SIG	Time of members	Ongoing	<ul> <li>Subgroups will feed back to SIG</li> <li>There will be a shared response to domestic abuse, from the agencies involved and also across both unitary areas</li> <li>There will be shared ownership of the multi-agency Strategy and Action Plan</li> </ul>
2.4	Conferences are held annually to keep all levels of workers updated about	Small group established for conference planning	DA Delivery Group & SIG	DA Co-ordinator with representatives as agreed at SIG	£3500 venue & refreshments	Ongoing	Workforce will have a good knowledge and understanding of domestic abuse and

domestic abuse services and	Conference delivered annually			of available services in Bedfordshire
initiatives in				
Bedfordshire				<ul> <li>Workforce will be</li> </ul>
				able to network with
				other agencies which
				will lead to improved
				domestic violence
				referrals

# Objective 3 - Workforce is knowledgeable and confident when dealing with domestic abuse • Establishment of a rolling multi-agency training programme

- Standards for service delivery are set.

	Objective	Action	Responsibility	By Whom	Resources needed	Timescale Plan	Outcomes
3.1	Delivery of training by a domestic abuse training pool underpinned by a training strategy	Training strategy to be written and endorsed	SIG	DA Co-ordinator & DA Support Officer	Time of individuals	May 2009	Awareness of domestic abuse embedded in all key organisations
		Training programme to be developed arising from the training strategy  o Maintenance of existing training pool to deliver foundation courses  o External trainers to deliver specialist courses	SIG	DA Co-ordinator & DA Support Officer	£1,200 venue & refreshments  £5,880 (already paid 08-09)	June 2009	<ul> <li>Improved knowledge and confidence within staff when dealing with disclosure</li> <li>Frontline staff will be able to offer appropriate advice, support &amp; sign-posting</li> </ul>
		Evaluation of training programme	SIG	DA Co-ordinator & DA Support Officer		March 2010	<ul> <li>A comprehensive programme of DA training will be available.</li> </ul>
3.2	Develop clear pathways, policies and protocols to ensure consistent support and advice	Develop a good practice guide/code of practice that all key organisations will sign up to	SIG	DA Co-ordinator	Time of individuals	June 2009	There will be a consistent standard of response to disclosure across agencies and areas

	across all agencies			DA Co-ordinator			of Bedfordshire
	across all agencies	Work with agencies to obtain their support for this guide	SIG	& SIG  Key members of	Time of individuals	August 2009	Frontline workers     will have clear     knowledge of their
		Each key organisation to develop specialist policies to add on to the above guide	Stakeholders	each organisation with support of DA Co-ordinator		December 2009	responsibilities in relation to domestic abuse issues. This will increase their confidence in
		Good practice guide/code of practice + specialist policies to be evaluated annually	Stakeholders			Annually	responding to concerns and ensure service users obtain accurate information about services
3.3	To ensure that stakeholders have clear policies in place to support employees who are victims of domestic abuse and to address employees who are perpetrators of domestic abuse	Corporate Alliance Against Domestic Abuse to be invited to present at the SIG  Each partner to ensure HR managers are trained and aware of the impact of domestic abuse on victims and therefore their work performance.	Central Beds Community Safety Strategy Group & the North Beds Community Safety Strategy Group  DA Delivery Group	DA Co-ordinator  SIG members	Time of individuals  Resources available from Corporate Alliance Against Domestic Abuse	June 2009 September 2009	Staff will feel supported over both professional and personal issues arising from experiencing domestic abuse      Reduction in work time lost & cost to services due to issues relating to domestic abuse
		HR departments to adopt a robust policy in	,				Perpetrators will know that it will

combating the use of		not be tolerated
company email, phone		by their employing
and fax to harass or		agency/
abuse victims		organisation

### **Objective 4 – Prevention and Early Intervention**

- To raise awareness of domestic abuse and the support available to assist prevention and early intervention
- To work with children and young people as a preventive measure and to provide early interventions for children living with domestic abuse
- Health service to develop pro-active ways of working to tackle with domestic abuse
- To explore the options for community based perpetrator programmes for domestic abuse perpetrators that will reduce reoffending

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	Objective	Action	Responsibility	By Whom	Resources needed	Timescale Plan	Outcomes				
4.1	To continue to raise awareness of domestic abuse	Leaflets and posters are available in public places	All agencies in conjunction with DA Co-ordinator & DA Support Officer	All agencies	£1000	Ongoing	Increased knowledge and awareness of domestic abuse amongst public				
		Domestic abuse website is kept up to date	DA Co-ordinator & DA Support Officer	DA Support Officer	Time of individuals	Ongoing	Increased knowledge of new research and of local initiatives and				
		Online directory of services is kept up to date	DA Co-ordinator & DA Support Officer	DA Support Officer		Ongoing	local services for practitioners				
		Production of the quarterly newsletter	DA Co-ordinator & DA Support Officer	DA Support Officer	£400	Ongoing					
4.2	To work with children and young people as a preventive measure and to provide early interventions for	Launch of the year 7 & year 9 education pack	SIG	DA Co-ordinator, DA Support Officer, Education	Time of individuals	April 2009	Staff working with children will be able to offer appropriate help and support				
	children living with domestic abuse	Monitor implementation of the packs in schools	SIG	DA Co-ordinator, DA Support Officer		Ongoing	Middle and secondary school aged children will have a raised				

		Evaluation of the packs	SIG	DA Co-ordinator, DA Support Officer		March 2011	awareness of domestic abuse which should lead to a decrease in future numbers of abusive relationships  Vulnerable children will be identified earlier and given
							appropriate support
4.3	The health service will continue to develop a more pro-active approach to tackling domestic abuse	Midwives, health visitors, Mental Health service staff, A&E staff will continue or commence routine enquiry once training is completed and policies in place o Health sub-group to be developed to enable delivery of this  Monitoring of routine enquiry will take place o Health sub-group to be developed to	SIG  Department leads  Stakeholders in conjunction with DA Co-ordinator	Child protection/ domestic abuse leads within Hospital trusts and NHS Trust in conjunction with the DA Co- ordinator	Time of individuals  Time of individuals	September 2009 March 2010	Health professionals will have a good understanding of domestic abuse and will feel confident to discuss the issue with service users      Identified health professionals will routinely enquire about domestic abuse with service users      Health professionals will routinely provide information and/or
		enable delivery of this					<ul> <li>refer to specialist support services</li> <li>Any disclosures of domestic abuse will be recorded safely</li> </ul>

4. 4	The introduction of a community based perpetrator programme will be explored	Paper to be considered by:  Central Beds Community Safety Strategy Group & the North Beds Community Safety Strategy Group DA Delivery Group  Decision to be made on moving forward on interventions for perpetrators, including possibilities of joint working with Luton	Central Beds Community Safety Strategy Group & the North Beds Community Safety Strategy Group  DA Delivery Group	Tbc	To be confirmed subject to agreement with both Central Beds Community Safety Strategy Group & Bedford Borough Community Safety Group	April 2009  June 2009	<ul> <li>A well researched and costed plan will enable a decision on whether developing a community based programme will fit into future strategy plans.</li> <li>Women will feel safer</li> <li>There will be a reduction in repeat offending (LAA NI 32 target)</li> </ul>
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### **Objective 5 – Protection and Justice**

- Increase the number of incidents of domestic abuse reported to the police and increase the proportion of those reported that end in a conviction.
- Ensure that there are sufficient refuge spaces in cases of urgency.
- Children living within violent families are helped and protected.
- Continuation and development of the Specialist Domestic Violence Court for domestic abuse cases
- Continuation and development of the Domestic Abuse Multi-Agency Risk Assessment Conferences (MARACS)
- Continuation of the Sanctuary Scheme

	Objective	Action	Responsibility	By Whom	Resources needed	Timescale Plan	Outcomes
5.1	Increase the number of domestic abuse incidents reported to the police and increase the proportion of those that	Other agencies will encourage victims to report incidents to the police	All stakeholders	All stakeholders	Time of individuals	Ongoing	The number of incidents reported to Police will increase
	end in a positive disposal.	All frontline Police Officers will receive appropriate training to use the DASHH booklet (Domestic Abuse, Stalking, Harassment & Honour Crime)	Bedfordshire Police	DCI Public Protection Unit		Ongoing	<ul> <li>The number of arrests in relation to these will increase</li> <li>Referral to MARAC for all victims identified as high risk</li> </ul>
		Use of booklet will be monitored	Bedfordshire Police	DCI Public Protection Unit		Ongoing	Increase the proportion of
		Bedfordshire Police have now employed a dedicated Public Protection Crime analyst	Bedfordshire Police	DCI Public Protection Unit		Ongoing	offenders with a positive disposal  • There will be a

		and have commissioned a Domestic Abuse problem profile which will seek to accurately report Domestic Abuse data particularly in relation to repeat victimisation and will make recommendations on ongoing prevention, intelligence and enforcement tactics designed to reduce harm, exposure of children to domestic abuse and bring more offenders to justice.				Ongoing	reduction in repeat incidents of domestic abuse  • All these actions should increase convictions and reduce repeat offences
		The police will continue with their positive arrest policy and will look to gather evidence so that more incidents will be taken to court	Bedfordshire Police	DCI Public Protection Unit		Ongoing	
		The CPS will continue to follow its policy for prosecuting cases of Domestic Violence and will work with court services to this end	CPS	CPS, IDVA service, Court Witness Service, Witness care units		Ongoing	
5.2	To continue the Specialist Domestic	SDVC Operational Group to meet bi-monthly until	LCJB	Bedford Magistrates	Time of group members	Ongoing	The time taken between first

	Violence Court	otherwise stated  Joint bi-annual strategic meetings with Luton SDVC Group to ensure best practice and consistency and to share	DA Delivery Group	Court, Police, Probation, CPS, IDVA service & DA Co-ordinator		Ongoing	<ul><li>appearance and conclusion of the case will be reduced</li><li>Increase in number of convictions</li></ul>
		data collection information  Data collection to be completed quarterly by all member agencies for submission at end of year to the Home Office				Ongoing	Victims will be better supported and have more confidence in the Criminal Justice System
		Reporting mechanisms into the LCJB to be agreed		HM Court Area Manager		April 2009	
5.3	To ensure that there is 1 refuge place per 10,000 population	Funding for Bedford refuge, and Santosh Women's refuge is maintained  Continuation of planning for new build refuges in	Supporting People Commissioning Group  Central Bedfordshire	Stakeholders  Central Beds Council,	SP budget	Ongoing Ongoing until completion	<ul> <li>Increased safety of women and children by the provision of a place of safety when required</li> <li>Increase in</li> </ul>
		Central Bedfordshire	Council, Supporting People Commissioning Group	Supporting People, Aragon Housing Association, DA Co-ordinator		(expected 2010)	provision of present 23 bed spaces to the 38 bed spaces needed
		Review the standard of refuge provision in		Bedford Borough Council, Christian		March 2010	

		Bedford Borough to ensure that it is fit for purpose and meets modern day standards		Family Care			
5.4	Children living within violent families are helped and protected	The DA policy and procedures introduced in June 2006 re DA referrals to Children's services from Police to be reviewed	Bedfordshire Police, Children's Services	Police Domestic Violence Unit	Time of individuals	June 2009	<ul> <li>Vulnerable children will be identified earlier and given support</li> <li>Risks to children</li> </ul>
		Review of interventions needed to support Children who live or have been affected by domestic abuse.	Children's Services Commissioning Local Area Board	Christian Family Care, CSSC Commissioning & LSCB		March 2010	living with violence will be considered when putting into place risk management plans
		Increase the knowledge of front line professionals though multi agency training in the responses given to children at tier 1 and 2 services					Children living with domestic abuse are supported and helped to understand what has happened to provide improved health, well-being and safety outcomes for them
		Exploration of alternative specialist therapeutic interventions for children & young people	LSCB, SIG, CSSC Commissioning	CSSC Commissioning & DA Co-ordinator	Time of individuals	December 2009	outcomes for them
		Investigation of the use of Family Group	SIG, Children's	FGM Co- ordinator, DA Co-	Time of individuals	September	Regular reporting to BLSCB to update on the progress of this

		meetings in low risk domestic abuse cases as an early intervention tool	Services Social Care (BBC & CBC)	ordinator, Head of QA for CSSC		2009	Strategy in regards to safeguarding children and young people living within
		Report on the needs analysis regarding young men over the age of 13 and refuge access	SIG & LSCB	DA Co-ordinator & LSCB Manager	Time of individuals	June 2009	violent families.
		Develop Working with Children living with domestic abuse guidance DV strategy to be presented to LSCB. BLSCB to ensure the needs of C&YP experiencing violence in	LSCB	LSCB Policy & Procedures subgroup	Time of individuals	June 2009	Professionals     working with     children and young     people have a clear     practice guidance to     assist them in     working with these     children and young     people.
		the home are addressed.  Service gaps and risks to be reported to the LSCB Strategic Board, Bedford Borough and Central Bedfordshire Children's Trusts	SIG	Bedfordshire Police and DA Co-ordinator	Time of individuals	June 2009  As identified	Children living with domestic abuse are supported and provided with services that meet their individual needs.
			310	Commissioning	individuals	As identified	
5.5	To continue and embed Domestic Abuse Multi- Agency Risk Assessment Conferences (MARACS)	Training to be delivered to key groups re: referral pathway into MARAC and risk indicator checklist.	SIG	MARAC Co- ordinator	Time of individuals	Ongoing	<ul> <li>Information will be shared effectively to increase the safety, health and well- being of victims</li> </ul>

Percentage reduction in repeat victimisation for those domestic abuse	Monitoring of groups receiving training	SIG	Chair of MARAC, DA Co-ordinator	Time of individuals	Ongoing	both adult and children • Referrals from MARAC to MAPPA
cases being managed by MARAC	Performance will be monitored with repeat cases at MARAC (LAA target) and will be provided for both Central Beds & Bedford Borough	SIG/ MARAC Central Beds Community Safety Strategy Group & the North Beds Community Safety Strategy Group	MARAC Co- ordinator	£25k for MARAC Co- ordinator	Ongoing	will be improved and vice versa  • Multi-agency risk management plans will be constructed jointly which will provide support and reduce the risk of
	Ensuring appropriate and consistent membership of MARAC by all key partner agencies	SIG	MARAC Chair	Time of individuals	Ongoing	harm • Repeat victimisation will be reduced • Agency accountability will
	o Partner agencies to assess the feasibility of introducing MARAC responsibilities into key job descriptions as appropriate	SIG	Domestic Abuse Co-ordinator & key individuals from partner agencies	Time of individuals	September 2009	<ul> <li>be improved</li> <li>Improved support for staff involved in high risk cases</li> <li>Domestic abuse will be firmly embedded in all partner</li> </ul>
	Consistent use of Modus for MARAC by all MARAC members	SIG	MARAC Co- ordinator	Time of individuals	Ongoing	agencies thereby improving responses to victims of domestic abuse
	Bedfordshire MARAC to develop to meet all CAADA Hallmarks & Principles	SIG	MARAC Chair, MARAC Co- ordinator, DA Co- ordinator, & MARAC members	Time of individuals	July 2009	

		Protocol to be developed and agreed between MAPPA & MARAC	SIG	MARAC Chair, MAPPA Co- ordinator & DA Co-ordinator	Time of individuals	April 2009	
		Referrals to MARAC are monitored and reported to the LSCB	SIG	MARAC Co- ordinator	Time of individuals	6 monthly	
5.6	Continuation of the Sanctuary Scheme	Central Bedfordshire Council and Bedford Borough Council to continue to deliver the Sanctuary Scheme  Monitor use of the scheme	Central Bedfordshire Council and Bedford Borough Council  Central Bedfordshire Council and Bedford Borough	To be determined by the Councils	Councils to identify budget	Ongoing	<ul> <li>Prevent         Homelessness</li> <li>Reduce repeat         incidents of DA         LAA NI 32</li> <li>Increase stability         and support for         women and children         by enabling them to         remain in their own         homes</li> </ul>

### **Objective 6 - Support:**

- Those affected by domestic abuse have appropriate and accessible information and on-going support to survive abusive relationships.
- The IDVA service is maintained to support victims of domestic abuse (This is also be part of a co-ordinated response through the SDVC)

• The particular needs of victims from Bedfordshire communities are understood and catered for.

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	Objective	Action	Responsibility	By Whom	Resources Needed	Timescale Plan	Outcomes
6.1	Successful re-tender of the Independent Domestic Violence Advisors service	Current service contract with Victim Support to be extended to 31 <sup>st</sup> May 2009	SP Commissioning Body	Head of SP	SP budget	April 2009	Specialist support     will be provided to     all victims of     domestic abuse     regardless of risk
		New service to launch on 1 <sup>st</sup> June 2009 with 7 posts following tender process	SIG & SP Commissioning Body	SP Commissioning Manager & DA Co-ordinator	£230,000 (Supporting People) £50,000 (DA)	June 2009	<ul> <li>level</li> <li>Reduction in repeat incidents of domestic abuse</li> <li>Improved access to</li> </ul>
		Performance information to be submitted monthly	IDVA Service Manager	IDVA service	Time of individuals	Ongoing	other services for victims of domestic abuse
		Accreditation of the IDVA service according to CAADA standards	SIG	IDVA Service Manager, DA Co- ordinator	Time of individuals	March 2010	<ul> <li>Improved safety outcomes for victims of domestic abuse</li> <li>Specialist support will be provided to victims going through civil and criminal court proceedings</li> <li>Specialist support to</li> </ul>
							the MARAC process

							and victims subject to MARAC
6.2	Ensure that women are able to access regular group and 1:1 services run by the Community.	To offer outreach services with 1:1 / group support where appropriate for women who do not access services. To support the delivery of the Freedom Programme as a women's group	Children's Services Commissioning Local Area Board	Christian Family Care, CSSC Commissioning & LSCB		March 2010	<ul> <li>Improve Stay Safe outcomes in C&amp; YPPP</li> <li>Improve Enjoy &amp; Achieve outcomes in C&amp;YPPP</li> <li>Reduce Repeat incidents of DA LAA NI 32</li> <li>Women who are or</li> </ul>
		To develop a Freedom Programme group where English is not the first language	SIG	CSSC Commissioning & DA Co-ordinator			have experienced DA will be empowered and gain in self esteem and confidence
6.3	To assess the feasibility of the continuation of the local information line	Evaluate the extended pilot	SIG	DA Co-ordinator, Aragon Housing Association	Time of individuals	April 2009	Victims will be able to access a local point of information, advice
		Recommendations for continuation to be considered  Depending on outcome, funding to be agreed to continue and/or develop further	SIG	Aragon Housing Association, DA Co-ordinator	Time of individuals  To be confirmed subject to agreement with both Central Beds Community Safety Strategy Group & Bedford	May 2009	<ul> <li>Appropriate signposting will be offered</li> <li>It will act as a central point of information for professionals, friends and family</li> </ul>

					Borough Community Safety Group		
6.4	To assist people who have no recourse to public funds within the confines of legislation who are fleeing domestic abuse	To ensure the joint protocol between Adult Services & Children's Services Social Care is being consistently implemented	DA Delivery Group, SIG & DA Forum	Refuge providers, IDVA service, Bedford Borough Council Social Services, Central Beds Social Services & DA Co-ordinator	Group members time	Quarterly	When protocol and procedure implemented  Prevent serious injury and/or death  Decrease risks of harm to both adult and children  Improved health and social outcomes for adult  Improved health, social and educational outcomes for children
6.5	Ensure that staff are aware of the diverse and specific needs of the different communities that make up Bedfordshire  Issues will include:	To establish a sub group whose work will be informed by the Diversity needs analysis due for completion April 2009	SIG	DA Co-ordinator, SIG & Forum	Initial time of group members.	June 2009	<ul> <li>Staff respond to clients appropriately and sensitively</li> <li>Staff are aware of specific services available for specific groups</li> </ul>
	<ul> <li>Cultural issues</li> <li>Forced marriage</li> <li>Male victims</li> <li>Same sex victims</li> <li>Abuse perpetrated by teenage children on parent(s)</li> </ul>	To explore the opportunities for joint working with Luton who have an established Diversity working group	SIG	DA Co-ordinator & key representatives from specialist agencies	Time of individuals	September 2009	<ul> <li>Clients experiencing domestic abuse are referred appropriately</li> <li>Outcomes for victims</li> </ul>

Gypsies & travellers     Honour crime			with additional needs are improved by agencies working
			more closely
			together