

Southampton Domestic Homicide Review Action Plan



DHR reference: Ana

Action Plan following the death of: Ana

Action Plan produced by Kerry Owens

Date 15th June 2022

Updated 28th September 2023

Recommendation	Scope of the recommendation	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Completion Date and Outcome
<p>Recommendation 1: Hampshire Constabulary as a matter of urgency implement the further training identified by the Child Abuse HMICFRS report for the Quality Assurance coordinators (QA's) relating to the DASH. The Panel would suggest that either subject matter experts are used to undertake the quality assurance process itself, or if Hampshire Constabulary decide to continue using internal staff as subject matter experts that a process of assessment and a means of demonstrating competence in the role should be evidenced, as a condition of taking that role. This could be achieved, by training a cohort of QAs by a subject matter expert using a case study completed by the candidates to be assessed and marked using a model pro forma. Graduation to a QA role will be dependent upon completing that case study to a satisfactory standard.</p>	Local	<p>The Panel have been, assured it was an exception that an Officer who was not at the incident completed the DASH.</p> <p>All assessment documents completed by student officers with implications for the safety of adults at risk or children be either completed or quality checked by an experienced officer.</p> <p>That practice in completing DASH by officers be regularly scrutinised by the dip sampling of completed DASHs as part of supervision and appraisal.</p>	Hampshire Constabulary	<p>Established a Multi-Agency Public Protection Notice (PPN1) Scrutiny Panel. Insert Terms of reference.</p> <p>Quarterly Multi-Agency DA Scrutiny Panel established.</p>	March 2021	<p>9th March 2021</p> <p> Terms%20of%20Ref erence%20-%20PPN' May 2021</p>
<p>Recommendation 2: That Hampshire NPS review the knowledge and awareness of its frontline staff in the dynamics of Domestic Abuse, focussing particularly on identifying and managing 'Coercive and Controlling' Behaviour and the dynamic risk factors that indicate risk to victims. Provide learning opportunities for front line staff -</p>	Local	Clarify training offered to Probation Service Staff	HM Prison & Probation Service	Mandatory Domestic Abuse Training for all staff, delivered via eLearning and virtual classroom course.	Ongoing, rolling programme	<p>Ongoing – every staff member completes training every 3 years.</p> <p> Probation DA Training.pdf</p>

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<p>particularly those involved in the assessment process both in the community and in custodial settings- those writing PSR's, assessment reports for Parole, Conditional Release etc. to identify risk to victims from perpetrators as outlined in P12 HMPPS Domestic Abuse Policy Framework 2020.</p>						
<p>Recommendation 3: The failure of Ana's employer to allow her colleagues and line manager to be interviewed by the Review is of concern. As a significant employer in the Southampton area, they have a relationship with the Local Authority. The Review recommends that the relevant business support departments in the City Council encourage all employers with whom they have a working relationship to adopt a Domestic Abuse Policy for their employees.</p>	<p>Local</p>	<p>Briefing messages in relation to DA and Staff policies to be sent via the SCC 'social value through procurement' Supplier Portal (approx. 4000 suppliers) The same message will be sent via the Economic Development Team to local businesses / Chamber of Commerce</p>	<p>Southampton City Council</p>	<p>Following message with local support distributed to approximately 7000 businesses.</p> <p>Domestic Abuse Do you have a domestic abuse staffing policy?</p> <p>There are 2.3 million victims of domestic abuse each year, aged 16 to 74. Two thirds of whom are women, one third men. It takes place at all levels of society, regardless of social class, race, religion, gender identity, sexuality or disability.</p> <p>As a socially responsible employer it is highly recommended that you have a domestic abuse staffing policy because the workplace</p>	<p>Ongoing rolling programme</p>	<p>Ongoing reminders will be sent during various times of year i.e., White Ribbon Day, International Women's Day, International Men's day.</p>

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				<p>is a place of safety and respite for many victims of domestic abuse. Colleagues and managers can often be the only other people outside the home that they talk to each day and are therefore uniquely placed to help spot signs of abuse.</p> <p>The Employers' Initiative on Domestic Abuse has a free toolkit to help you produce or refine your Domestic Abuse Policy as well as advice lines to support victims and offenders. Southampton City Council can also help with free advice for victims of domestic abuse along with providing helpline cards, leaflets and posters to employers.</p>		
<p>Recommendation 4: The Home Office share this DHR with the Ministry of Justice, in light of information available at Bail hearings as our understanding is the file size for Body Worn Camera footage cannot be currently accommodated in the Courts IT system.</p>	National	Reviewing how Body Worn Camera footage can be shared within the court IT Systems.	Ministry of Justice			