

ACTION PLAN: DOMESTIC HOMICIDE REVIEW: CONCERNING THE HOMICIDE OF 'CAROL' IN 2017

The 4 key learning points and recommendations are:

1. Key learning point / **Recommendation 1**: The review has highlighted that 'controlling behaviours' take many different forms and can be very difficult to recognise as a significant risk factor for domestic abuse. There is a need for ongoing work to publicise and raise workplace awareness and understanding of coercive and controlling behaviours. This should include work with employers to promote:
 - Greater awareness and understanding of coercive control and possible warning signs for this aspect of domestic abuse
 - Confidence on the part of managers and work colleagues to open a discussion with the person potentially at risk, if they have concerns about possible coercive and controlling behaviours.
 - Knowledge of sources of specialist advice and support, where needed.

It is recommended that learning from this DHR should be disseminated widely through the Workplace Domestic Violence Champions initiative.

2. Key learning point / **Recommendation 2**: There is an urgent need to increase general public awareness and understanding of coercive and controlling behaviours. Publicity needs to target all sections of the community, to ensure that people affected by coercive control - and their family members, friends and neighbours - recognise the warning signs for this type of abuse and can access relevant advice and support at the earliest possible opportunity.
3. Key learning point / **Recommendation 3**: Lessons from this DHR highlight the importance of routine enquiry about domestic abuse, including coercive control, in professional settings such as GP practices. There is currently a Domestic Abuse Health Advocates in GP Practices Pilot, working with 12 GP practices in Sunderland with the aim of promoting routine enquiry in primary healthcare settings. Early evidence is that the pilot is making good progress. If the evidence continues to show positive outcomes, it is recommended that this approach should be further developed and expanded to as many primary healthcare settings as possible.
4. Key learning point / **Recommendation 4**: The background to this homicide highlights that confronting a family member with evidence of previously unknown behaviours may be a trigger point for violence, especially where disclosure is likely to be catastrophic for the person being confronted. This type of risk factor needs to be included within multi-agency domestic abuse training so that it is considered as part of risk management strategies.

Key learning point / Recommendation	Scope of recommendation local, regional or national	Action to take	Lead Agency	Progress to date in enacting recommendation	Target Date	Completion Date and Outcome
<p>1. There is a need for ongoing work to publicise and raise workplace awareness and understanding of coercive and controlling behaviours. This should include work with employers to promote:</p> <p>a) Greater awareness and understanding of coercive control and possible warning signs for this aspect of domestic abuse</p> <p>b) Confidence on the part of managers and work colleagues to open a discussion with the person potentially at risk, if they have concerns about possible coercive and controlling behaviours.</p> <p>c) Knowledge of sources of specialist advice and support, where needed.</p>	Regional and local	<p>1.1 Increase the number of domestic abuse workplace champions across the public sector, to equip champions with knowledge on identifying coercive control, the warning signs, and sources of help and support</p>	Safer Sunderland Partnership	OPCC has scheduled a series of level 1 and level 2 workplace champions training throughout 2019-2020 which public sector champions can attend. A refresh of public sector champions is being carried out in 2019-20	By March 2020	
		<p>1.2 Identify those public sector organisations with workplace champions, but without workplace policies, and provide them with advice around adopting a policy</p>	Safer Sunderland Partnership	Example policies have been collated and will be sent to organisations once identified	By March 2020	
		<p>1.3 Deliver Change That Lasts 'trusted professionals' training in Sunderland in order to increase opportunities to create 'spaces for action' and 'safe disclosure' spaces for victims and children. This includes increasing knowledge of help and support options based on the needs of the victim.</p>	Women's Aid and Sunderland Change That Lasts Implementation Group	The trusted professionals training package was developed with Women's Aid in consultation with the OPCC, and delivery began with early help staff in October 2019 and other core staff groups will be trained up until March 2021	By March 2021	
<p>2. There is an urgent need to increase general public awareness and understanding of coercive and controlling behaviours. Publicity needs to target all sections of the community, to ensure that people affected by coercive control - and</p>		<p>2.1 Publish advice and key messages, on how friends and family can support survivors, on the Help and Support section of the Safer Sunderland Webpages</p>	Safer Sunderland Partnership	Key messages are being gathered on advice to give to survivors	By February 2020	Increased confidence on the part of friends and colleagues to open a discussion with the person potentially at risk, if they have concerns about
		<p>2.2 Identify key messages and target audiences with whom to raise awareness of coercive control. This will include a review of existing campaigns on coercive</p>	Safer Sunderland Partnership	Research has begun on existing campaigns (e.g. Knowsley and Sefton's 'escape the control' campaign).	By July 2020	

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<p>their family members, friends and neighbours - recognise the warning signs for this type of abuse and can access relevant advice and support at the earliest possible opportunity.</p>		<p>control (national and international) to identify what key messages and communication methods have worked with relevant target audiences that could help shape any future local and/or regional campaigns</p> <p>2.3 Increase the number of Change That Lasts 'ask me' community ambassadors, aimed at spreading knowledge and early warning signs for those 'first responders' (i.e. friends and family) who can help have conversations about coercive control and the difference between care and control, at the most early point and who often see things before the victim is ready/able to acknowledge it. This includes signposting to help and support agencies</p>	<p>Women's Aid and Sunderland Change That Lasts Implementation Group</p>	<p>40 community ambassadors were trained in 2018-2019. Additional training dates are set for May and June 2019 and training will continue into 2020-2021</p>	<p>By March 2021</p>	<p>possible coercive and controlling behaviours</p> <p>Increased awareness of how to signpost to specialist advice and support, where needed</p>
<p>3 Routine enquiry in primary healthcare settings: if the evidence continues to show positive outcomes, it is recommended that this approach should be further developed and expanded to as many primary healthcare settings as possible.</p>	<p>Local</p>	<p>3.1 Secure funding to continue the domestic abuse health advocates (routine enquiry) pilot in 12 GP practices in Sunderland from March 2019-March 2020</p> <p>3.2 Depending upon the outcomes of the pilot, CCG to develop a business case for wider roll-out from March 2020.</p>	<p>Sunderland CCG</p> <p>Sunderland CCG</p>	<p>Match funding has been secured by CCG for 2019-2020. Training within the 12 GP practices will be completed by March 2019</p>	<p>By March 2019</p> <p>By March 2020</p>	<p>Funding is in place to allow the pilot to operate until March 2020 to assist with earlier identification of abuse via routine enquiry by clinical staff in GP settings.</p>

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<p>4 The background to this homicide highlights that confronting a family member with evidence of previously unknown behaviours may be a trigger point for violence, especially where disclosure is likely to be catastrophic for the person being confronted. This type of risk factor needs to be included within multi-agency domestic abuse training so that it is considered as part of risk management strategies.</p>	<p>Local</p>	<p>4.1 Awareness of high risk 'trigger points' (when confronting a family member with previous unknown behaviours) to be included within the multi-agency domestic abuse training so that it is considered as part of the risk assessment process.</p> <p>4.2 Also see actions 1.4 above</p>	<p>Safer Sunderland Partnership (SSP)</p>	<p>CHSFT/STFT has included trigger point awareness within L3, bespoke training and at Safeguarding Champions forums.</p> <p>The lead officer developing the Northumbria Domestic Abuse Practitioner Standard (DAPS) training is updating the content around learning from DHRs to include this key risk factor.</p>	<p>By March 2020</p>	