



BDHR2017/18-02 ACTION PLANS

Overview Report Recommendations

	Recommendation	Scope	Action to take	Lead	Key milestones achieved in enacting recommendation	Target Date	Impact Monitoring	Completion/ RAG/ Outcome
1.	Safe Therapeutic Work Birmingham Community Safety Partnership should seek assurance from its partner agencies, in keeping with West Midlands Domestic Violence and Abuse Standards, that they do not engage in, or commission, unsafe work with couples where there is domestic abuse. This requires agencies having robust mechanisms for screening and identifying domestic abuse, enabling safe disclosure and finding safe ways to work with the individuals concerned.	Local	Ensure that all partners and commissioned services have robust domestic abuse procedures and that adequate, effective training is delivered to all members of staff.	BCSP	December – All BCSP partners and commissioned services provided evidence of commitment and delivery of safe therapeutic work/robust mechanisms for screening of domestic abuse February – workforce training analysis completed for all BCSP partner organisations.	April 2020	Workforce is better able to identify domestic abuse and find safe ways to work with service users– feedback through training. Domestic abuse victims feel safer – case studies.	Ongoing Mapping with NHS Completed



Overview Report Recommendations

	Recommendation	Scope	Action to take	Lead	Key milestones achieved in enacting recommendation	Target Date	Impact Monitoring	Completion/ RAG/ Outcome
2.	The Workplace Birmingham Community Safety Partnership should set the standard and ensure that all agencies in the city have up-to-date, robust workplace domestic abuse policies that enable employers and colleagues to both support victims and deal with perpetrators of domestic abuse in their workforce.	Local	All organisations to agree workplace Domestic Abuse Policy.	BCSP	All organisations to confirm workplace domestic abuse policy in place – December 2019.	April 2020	HR case studies to show staff experiencing domestic abuse feel supported and action to deal with perpetrators is taken.	Ongoing
3.	Public Awareness Birmingham Community Safety Partnership defines the extent of the activities needed in the City to effectively change attitudes to violence against women and girls and the extent to which the Partnership is able to deliver them.	Local	Cabinet members to meet with the Director of Education to agree a plan across all educational establishments in the city. Violence Against Women and Children Steering Group identifies opportunities, resources and gaps Birmingham Community Safety Partnership enables prioritization of resources to meet needs	BCC Commissioning	Agreement on prevention in education reached between strategic and political leads Opportunities, resources and gaps identified Prioritisation of resources enabled	April 2019 April 2019 Dec. 2019	Achieved Achieved Ongoing	Ongoing



Individual Agency Recommendations – Relate Birmingham

	Recommendation	Scope	Action to take	Lead	Key milestones achieved in enacting recommendation	Target Date	Impact Monitoring	Completion/ RAG/ Outcome
1.	Relate Birmingham implement update to counselling processes so all clients in couple counselling are seen individually for all or part of a session.	Local	1.1 Management & Trustee briefing	Chief Executive	Trustees and Management team briefed	1/8/18	Delivery of safe and appropriate services for all clients.	Completed
			1.2 Admin training – admin processes, paperwork and client correspondence updated.	Chief Executive	Admin team trained. Admin processes and client information updated to support new process. Reports from Admin Manager. Appointment system reports. Client feedback.	15/8/18	All admin staff trained and have increased awareness and understanding of importance of seeing all clients separately.	Completed
			1.3 Counsellor training	Chief Executive	Counsellors trained. All couples seen individually for all or part of a session from 1 September 2018. Reports from Clinical Lead.	31/8/18	Provision of safe and appropriate interventions for all clients.	Completed. New process started from 1 September 2018.





Individual Agency Recommendations – Relate Birmingham

	Recommendation	Scope	Action to take	Lead	Key milestones achieved in enacting recommendation	Target Date	Impact Monitoring	Completion/ RAG/ Outcome
2.	Specific training on coercive control in couple relationships for adult and relationship counsellors in Relate Birmingham	Local	Arrange training dates on coercive control.	Chief Executive	Adult and Relationship Counsellors have increased awareness of coercive control in couple relationships. Reports from Admin Manager. Reports from Clinical Lead.	31/12/18	All counsellors trained. Change in number of cases with coercive control issues identified.	Completed. 2 days bespoke training on Understanding Coercive Control, Stalking and Harassment and Forced Marriage/ Honour based abuse delivered in December 2018 by The Haven Wolverhampton.



Individual Agency Recommendations – Relate Birmingham

	Recommendation	Scope	Action to take	Lead	Key milestones achieved in enacting recommendation	Target Date	Impact Monitoring	Completion/ RAG/ Outcome
3.	Relate Birmingham to make a recommendation to their National Federation that new procedures should be introduced to ensure that direct questions about domestic abuse are routinely asked as part of all individual sessions.	Local	Make recommendation to Head of Service Quality and Clinical Practice	Chief Executive	Direct questions about domestic abuse are routinely part of all individual counselling sessions. Relate's DA Policy and ongoing policy development.	30/09/18	Good practice/learning for Relate nationally and development of safer services.	Completed. Recommendation passed to Head of Service Quality and Clinical Practice by the target date.



Individual Agency Recommendations – GP Practice

	Recommendation	Scope	Action to take	Lead	Key milestones achieved in enacting recommendation	Target Date	Impact Monitoring	Completion/ RAG/ Outcome
1.	The GP Practice introduces a domestic abuse policy and becomes an IRIS domestic abuse aware practice.	Local	1.1 Develop and endorse a domestic abuse policy supported by the CCG.	Practice lead	Domestic Policy endorsed.	31/12/18	All practice staff are trained. There is a lead for DVA within the practice. Increased awareness of DVA, and increased referrals to the IRIS advocate educator.	Completed Sept 2018. All staff have a heightened awareness of the signs and symptoms of domestic abuse. There is an identified lead for domestic abuse in the Practice. Clinical staff are able to ask patients direct questions about domestic abuse and refer victims through a dedicated pathway to domestic abuse specialist services.
			1.2 Engage with Birmingham's IRIS Programme.	Practice lead, Practice Partners CCG designated professional	Iris training has been completed on 6 March 2019. The Practice is awarded 'IRIS domestic abuse aware practice' status.	31/03/19	The practice has become IRIS accredited, there is an increased awareness of DVA among the reception and clinical staff.	Training on coercive control and domestic abuse provided and refreshed to a minimum of 75% all staff in practice. An



	Recommendation	Scope	Action to take	Lead	Key milestones achieved in enacting recommendation	Target Date	Impact Monitoring	Completion/ RAG/ Outcome
				onals team and IRIS team.				increase in identification of domestic abuse amongst patients. Increased and appropriate referrals made to Women's Aid.