

## North Worcestershire Community Safety Partnership

### Action Plan – DHR23

Recommendation	Scope of recommendation	Action to take	Lead Agency	Named responsible person	Key milestones achieved in enacting recommendation	Target date	Completion date and outcome
<b>Risk assessments undertaken ensure historical factors are considered and recorded</b>	Local	Agenda item at Trust Integrated Safeguarding Committee (ISC)	Herefordshire and Worcestershire NHS Health and Care NHS Trust	Claire King Safeguarding Services Manager	ISC meeting is held and information shared	March 2023 <b>Completed</b>	Domestic abuse risk assessments will capture all risk factors (past and present) and ensure historical factors are considered  An increase in the number of risk assessments undertaken locally  Risk assessments will accurately reflect the level of risk resulting in appropriate response
		Domestic Abuse training to include risk assessments and historical factors	Herefordshire and Worcestershire NHS Health and Care NHS Trust	Lisa Screen Domestic Abuse Lead	A review of training packages is completed and the necessary amendments are made	October 2023 <b>Completed.</b>	
		Historical risk factors to be included in Trust wide review of Risk Assessment	Herefordshire and Worcestershire NHS Health and Care NHS Trust	Claire King Safeguarding Services Manager	Review of risk assessment is completed  A new risk assessment is developed to include historical risk factors	October 2024 <b>Completed</b>	
		Train all frontline officers on the use of the new Domestic Abuse Risk	West Mercia Police	Jordan Baker	All frontline officers will be trained prior to the DARA launch date. <i>This training was delivered to front line staff from the 10th January-</i>	<b>Completed</b> March 2023	

		Assessment (DARA)			<i>7th March 2023. Key messages delivered during the inputs highlighted the need to have a holistic understanding of all relevant incidents – past and present – to be able to accurately determine the most suitable level of risk. The completion of DARA is a mandatory when attending domestic related incidents.</i>		
		Undertake audit of domestic abuse cases	Worcestershire Safer Communities Partnership		<p>Audit to be completed</p> <p>Report to the CSP on results and recommendations</p> <p>Partners to take back to their agency/service to implement recommendations</p> <p>To be delivered through the MARAC and DHR Oversight processes</p>	<p>April 2024</p> <p><b>Ongoing (Will be incorporated in new combined review structure)</b></p>	
		Learning Brief to be developed and disseminated			Learning Brief will be circulated Trust wide to inform practice via Team Brief	<p>May 2023</p> <p>Learning Brief circulated Trust</p>	

					<p>Learning Brief will be circulated via the Trust Integrated Safeguarding Committee for representatives to take back to their respective areas of responsibility</p> <p>The Learning Brief will be available to practitioners via the Safeguarding Pathway on the Trust intranet A-Z</p>	<p>wide via Weekly Brief 14.03.2023 and Integrated Safeguarding Committee 28.03.2023</p> <p><b>ACTION COMPLETE</b></p>	
		Identify appropriate Risk Assessment training and monitor and evaluate impact on practice and case management.	Community Services Managers – Redditch Borough Council		<p>Training dates set Record and evaluate training take up and learning.</p> <p>Case Management system holds record of completed risk assessments for review and corporate memory</p>	<p>April 2024</p> <p>Bespoke training delivered to RBC Housing Services Managers – 19/12/2024</p> <p>Bi-monthly training updates to Safeguarding Champions Group (corporate multi-service forum)</p> <p><b>Complete</b></p>	
	National	Discuss the inclusion of historical context in DA risk	Safer Communities Board	Paul Kinsella	Discussion is completed and outcome confirmed with CSP	<b>Complete</b> April 2023	

		assessments with Safelives					
<b>Increase practitioner understanding and competence in applying a Think Family approach</b>	Local	Undertake education sessions for GPs which will include promoting the Think Family Approach. These sessions are recorded, minuted and feedback is encouraged from the GPs.	Herefordshire and Worcestershire Integrated Care Board Safeguarding Team		An evening education session is held to share the learning from the DHR and to encourage the Think Family Approach	June 2023 THIS IS NOW COMPLETE – WE HELD A SESSION FOR GP's IN <b>May 2024</b> There was good attendance at the meeting and good discussions were had. <b>Complete</b>	Practitioners will have regard to all members of a family and how their needs and experiences impact on each other  Practitioners will be able to identify risk to others resulting in more robust risk assessments for victims and their families
		Include Think Family within all safeguarding policies, training, and supervision.	Herefordshire and Worcestershire NHS Health and Care NHS Trust		Included within ISC annual workplan <b>Completed</b>	February 2023 Completed	
		Learning Brief to be developed	Worcestershire Acute NHS Trust		Learning Brief will be circulated Trust wide to inform practice via Weekly Brief  Learning Brief will be circulated via the Trust Integrated Safeguarding Committee for	May 2023  Learning Brief circulated Trust wide via Weekly Brief 14.03.2023 and Integrated Safeguarding	

					representatives to take back to their respective areas of responsibility  The Learning Brief will be available to practitioners via the Safeguarding Pathway on the Trust intranet A-Z	Committee 28.03.2023 <b>ACTION COMPLETE</b>	
			West Mercia Police	Jordan Baker	The Learning Briefing will be disseminated force wide		
		Include a feature on Think Family Approach within internal safeguarding briefings and training	Community Services Managers – Redditch Borough Council		Four “Think Family Approach” briefings or training sessions are delivered per year	April 2024 Bespoke training delivered to RBC Housing Services Managers – 19/12/2024  Bi-monthly training updates to Safeguarding Champions Group (corporate multi-service forum) <b>Complete</b>	
<b>Improve information sharing with relevant agencies when risk is identified</b>	Local	Remind GPs of the importance of considering perpetrators when reviewing DA	Herefordshire and Worcestershire Integrated Care Board Safeguarding Team		The learning of DHRs is shared as a basis to improve practice	June 2023 We have undertaken different education sessions with GPs to discuss	Information is shared in a timely manner  Agencies are in possession of relevant information to inform their own

		reports, where the victim is a patient and also consider when the perpetrator is not registered at the practice how the information be shared between Safeguarding Leads to establish a more holistic view				Domestic Abuse in sessions in May, September and December 2023 including the importance of thinking about cases where the perpetrator and victim are at different practices. This also sat within the Think Family discussions as above.  <b>COMPLETED</b>	assessments of risk enabling appropriate response from their agency and onward sharing of information  Agencies hold all 'pieces of the puzzle' <b>Update:</b> <b>ICB are currently working to initiate IRIS programme Dec 24</b> <b>2025 Update – this is still an ongoing discussion</b>
		Offer specific education to GP practices to highlight the importance of understanding the impacts of Domestic Abuse on victims and perpetrators and the importance of information sharing to	Herefordshire and Worcestershire Integrated Care Board Safeguarding Team		An evening education session is offered to share DHR learning and rationale for inter-professional conversations regarding those patients at risk of harm because of DA	June 2023 <b>Complete 2025</b> <b>We have undertaken education sessions during 2023/2024 relating to Domestic Abuse ad DHRs and the relevance of sharing interagency information as above.</b>	

		prevent harm and potential future DHRs.			Ensure the documentation used to support safeguarding visits to practices reflects the conversations to highlight the need to information share where victims and perpetrators are registered at different practices	<p><b>COMPLETED</b></p> <p><b>The documentation includes adding DA related questions to the assessment tool that the ICB use when undertaking visits – we also discuss the need for information sharing between partner practices where the victim and perpetrator are at different practices. This also includes those who move out of area</b></p> <p><b>COMPLETED</b></p>	
		Audit of domestic abuse cases (QAPP)	WSCB – DHR Sub Group and MARAC Governance Group		<p>Audit is completed</p> <p>Report to the CSP on results and recommendations</p> <p>Partners to take back to their agency/service to</p>	<p>Apr 2024</p> <p><b>QAPP complete and report(s) to DAPB in Spring 2024</b></p> <p><b><u>JN2425.094 AS Learning Brief</u></b></p>	

					implement recommendations		
		Learning Briefing to be developed	Worcestershire Acute NHS Trust		<p>Learning Brief will be circulated Trust wide to inform practice via Weekly Brief</p> <p>Learning Brief will be circulated via the Trust Integrated Safeguarding Committee for representatives to take back to their respective areas of responsibility</p> <p>The Learning Brief will be available to practitioners via the Safeguarding Pathway on the Trust intranet A-Z</p> <p>Learning Brief circulated Trust wide via Weekly Brief 14.03.2023 and Integrated Safeguarding Committee 28.03.2023 <b>ACTION COMPLETE</b></p>	May 2023	
		A gap analysis of all Harm Assessment Unit sites will be undertaken to determine	West Mercia Police	Jordan Baker	<p>A gap analysis is completed</p> <p>Results of the gap analysis are shared and remedial action taken</p>	<p>June 2023 June 2023 <b>WMP Update?</b> HAU transformation plan has been announced. One</p>	



		whether current pathways and processes are being undertaken correctly				<p>central HAU in Bridgenorth will service the needs of all areas and provide a more consistent approach. Relevant pathways will be discussed/agreed with partners. Update 27/02/25 - All staff have been consulted and are fully aware of the proposed model and implications to themselves.</p> <p>One vulnerability hub. This will include the integration of constables and sergeants into the existing staff with a view to [producing a more effective centralised approach. This will cover core hours between 0700 –</p>	
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						<p>1800 hours Mon-Fri and 0800-1600 weekend working to provide subject matter expert advice for high risk cases and EDT liaison.</p> <p>This will be updated by the summer subject to the management of change process. Governance is being improved as part of CPD. Bimonthly meetings are commencing imminently (end of March?) with a view to consultation with partners across all areas to standardise processes within the HAU.</p> <p><b>Complete</b></p>	
		Include Information	Community Services		All frontline staff will receive specific training	April 2024	

		Sharing best practice in Risk Assessment Training and Safeguarding Training for all frontline officers.	Managers – Redditch Borough Council		<p>regarding Information Sharing with relevant agencies in Domestic Abuse and Safeguarding casework</p> <p>Case Managers will record and monitor relevant partner agencies involved in casework and ensure relevant information is shared</p>	<p>Bespoke training delivered to RBC Housing Services Managers – 19/12/2024</p> <p>Bi Monthly training updates to Safeguarding Champions Group (corporate multi-service forum)</p> <p><b>Complete</b></p>	
<b>Improve practitioners' recognition, consideration and response to individuals' protected characteristics</b>	Local	Practice staff to undertake appropriate mandatory training to understand and respect the protected characteristics of the patient population under their direct care	Herefordshire and Worcestershire Integrated Care Board Safeguarding Team		GP practices commission their own providers for supplying mandatory training to the practice teams. This is readily available and free for staff who are employed by the practice. Guidelines/responsibilities for renewing training and policing staff compliance sit with the management teams within the practices.	<b>Completed</b> October 2023	<p>Practitioners recognise, consider and respond to a person's protected characteristics</p> <p>Reasonable adjustments are made for victims of domestic abuse in response to protected characteristics</p> <p>Specialist services are provided victims of domestic abuse in response to protected characteristics</p>
		Domestic Abuse training to include recognition, consideration,	Herefordshire and Worcestershire NHS Health		Training packages reviewed and amended to ensure inclusion of the topic of protected characteristics	October 2023 <b>completed</b>	

		and response to individuals' protected characteristics	and Care NHS Trust				Victims of domestic abuse have a more positive experience
		Audit of domestic abuse cases	SCB DHR Sub Group and MARAC Governance		Audit is completed  Report to the CSP on results and recommendations  Partners to take back to their agency/service to implement recommendations	<b>Update: Safe Lives Audit ongoing</b>	
		Include Equalities Act training and consideration of protected characteristics as part of regular Risk Assessment and Think Family training sessions and briefings.	Community Services Managers – Redditch Borough Council		Take up of Equalities Act training will be monitored and recorded for all frontline staff  All frontline staff will have received specific training regarding the Equalities Act and protected characteristics in Domestic Abuse and Safeguarding casework	April 2024 Bespoke training delivered to RBC Housing Services Managers – 19/12/2024  Bi-monthly training updates to Safeguarding Champions Group (corporate multi-service forum)	
		Learning Briefing to be developed	Worcestershire Acute NHS Trust		Learning Brief will be circulated Trust wide to inform practice via Weekly Brief	May 2023 <b>Completed</b>	

					<p>Learning Brief will be circulated via the Trust Integrated Safeguarding Committee for representatives to take back to their respective areas of responsibility</p> <p>The Learning Brief will be available to practitioners via the Safeguarding Pathway on the Trust intranet A-Z</p> <p>Learning Brief circulated Trust wide via Weekly Brief 14.03.2023 and Integrated Safeguarding Committee 28.03.2023 <b>ACTION COMPLETE</b></p>		
	Local	All protected characteristics to be recorded at the point of contact when recording criminal investigations.	West Mercia Police	Jordan Baker	Training package to be devised and implemented for control room staff to raise awareness of the new processes.	June 2023 Update 27.02.25 – the design and implementation of this piece of work has been drafted, however, due to competing demands it has not been possible to	

						progress this further.	
Worcestershire Community Safety Partnerships to seek the specialist advice from the suicide prevention team in future domestic abuse suicide reviews, including the team in scoping meetings, and keeping the team updated on the DHRs being undertaken, as part of a mortality review.						<b>Complete</b>	Complete – Suicide officers are invited to appropriate DHRs