

Name of meeting: Cabinet
Date: Wednesday 16 March 2021
Title of report: Place Partnerships - proposal to improve domestic abuse outcomes

Purpose of report:

To consider allocating funding of £400,000 from the Place Partnership Domestic Abuse themed budget to build capacity, train and equip staff and communities to recognise the signs of domestic abuse and make links to local support networks to help mitigate the impact of domestic abuse.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No – spend will take place over 2 financial years
Key Decision - Is it in the <u>Council's Forward Plan (key decisions and private reports)?</u>	No
The Decision - Is it eligible for call in by Scrutiny?	Yes
Date signed off by <u>Strategic Director</u> & name	Rachel Spencer-Henshall – 26.02.2021
Is it also signed off by the Service Director for Finance?	Eamonn Croston – 01.03.2021
Is it also signed off by the Service Director for Legal Governance and Commissioning?	John Chapman on behalf of Julie Muscroft – 02.03.2021
Cabinet member <u>portfolio</u>	Cllr Cathy Scott, Housing and Democracy

Electoral wards affected: All

Ward councillors consulted: All

Public or private: Public

Has GDPR been considered? Yes

1. Summary

Place Partnerships were established at Annual Council in May 2019 and involve a number of wards working together to address strategic issues. Their current themes are to improve mental health and domestic abuse outcomes, with funding allocated to support this.

A budget of £400,000 in total has been allocated by the Council to the seven Place Partnerships in to tackle domestic abuse and build local community capacity and resilience.

The Domestic Abuse funding is pooled across the seven place partnerships to ensure consistent provision and maximum impact across Kirklees, however there is an expectation that delivery will respond to the priorities and needs in each area rather than a universal offer. Accordingly, the funding will be used to deliver place-based improvements across all Place Partnerships. Councillors have also requested that the funding be used for activities that are sustainable without the need for ongoing funding, as this allocation is provided on a one-off basis.

From September to November 2020, the Service Manager for Domestic Abuse and Safeguarding Partnerships consulted with each Place Partnership to determine their priorities for this funding. Overwhelmingly, partnerships identified that they are concerned about:

- How we enable communities to identify and respond effectively to domestic abuse, particularly amid concerns that there is not enough awareness of coercive control and/or that abusive relationships are normalised in some families; and
- The impact of domestic abuse on our children and young people, and how we can support professionals working with families, particularly in schools, to put effective support in place.

The Domestic Abuse Strategic Partnership (DASP) is already planning activities (to be funded through the Domestic Abuse Budget) that will assist with addressing some of these concerns. There will also be opportunities to commission additional support for victims and children through funding provided by the Ministry for Housing, Communities and Local Government, which will be provided to all Tier 1 authorities with the introduction of a new statutory duty to support victims and children in safe accommodation. Kirklees will be allocated £918,922 in support of this work, and MHCLG are currently developing a memorandum of understanding with local authorities to define the scope of this funding.

There is ongoing work to engage communities and to support professionals across the partnership and the third sector that are working with families (i.e. in Pennine Domestic Abuse Partnership's new offer to support victims transition from safety to long-term recovery, Children's implementation of the Formulation Model, Early Support's 'Family Hubs', the new Youth Engagement Service offer and Education Psychology offer around emotion coaching) so it will be key to support work in these areas in a way that complements this offer without adding to its complexity for staff working in the community.

Given this context, and following consultation with the Domestic Abuse Strategic Partnership to ensure the place partnerships' budget can build on and add value to planned activity it is proposed that this funding be prioritised to: -

- Build capacity and train staff and voluntary community sector organisations to identify signs of domestic abuse early, to know how and where to signpost for support so intervention can take place at the earliest opportunity; and
- Equip staff in all our communities to mitigate the impact of domestic abuse on our children and young people, and to support professionals working with families, particularly in schools, to respond effectively to domestic abuse.

Given this context, and to build on and add value to planned activity it is recommended that this funding be used to recruit four Domestic Abuse Consultant and Community Engagement roles on a

two-year fixed term contract, each linked to one of the four place based Community Hubs (not to confuse with school hubs) in order to upskill staff across the partnership and increase their confidence in supporting families affected by domestic abuse; lead on engaging under-represented victims in services; and build capacity and train community assets to recognise the signs of domestic abuse and ensure links are made to local support networks and locally based activity. The four posts will be allocated particular ward areas and each Place Partnership will have a designated point of contact for any queries, recommendations for engagement or project work and/or concerns relating to domestic abuse.

And to recruit a community engagement/communications lead on a one-year fixed term contract to establish place based survivor forums that represent the diversity of victims of domestic abuse and can provide input into our communications activity and messages we give to staff during training; and work with local community groups to increase our communications and engagement activity (i.e. supporting community groups to become accredited with the White Ribbon campaign, which supports men to stand against male violence against women).

Current multi agency response to domestic abuse in Kirklees

The DASP provides oversight of domestic abuse arrangements in Kirklees through delivery of the Domestic Abuse Strategy 2019-21.

As part of the work of the strategy, it is already planning activities (to be funded through the Domestic Abuse Budget) that will assist with addressing some of the priorities identified by Place Partnerships. Specifically, the DASP will be:

- Working with the third sector to review our current branding and communications activity across the Council through a dedicated communication plan, including links to national initiatives (i.e. ask for ANI scheme being rolled out in pharmacies).
- Working with the Youth Intervention Team (that have worked directly with schools to address gender inequality, misogyny and the pressure on young men to be dominant in their relationships with women) to expand on this offer in schools.
- Supporting the Parenting Team to engage with partners in the third sector to implement Caring Dads, a child centred parenting programme aimed at abusive fathers.
- Working with the University to ensure our response to victims, perpetrators and children affected by domestic abuse is evidence based and able to respond to local need; and
- Implementing a programme of skills-based training for professionals across the partnership and in the third sector that work with families to improve our engagement with victims; our understanding of the impact of coercive control on children and young people; and capacity to hold perpetrators to account for their abusive behaviour.

It is also important to note that the Ministry for Housing, Communities and Local Government will be providing new funding to assist local areas to meet a new statutory duty to provide support to victims and children in safe accommodation. It is envisaged that the funding will be provided from the beginning of April 2021, pending royal assent of the Domestic Abuse Bill. The DASP will be undertaking a comprehensive mapping exercise of current provision in the community to comply with new statutory duty and is likely to recommend that the new funding be used to provide ongoing, specialist support to children affected by domestic abuse.

Existing priorities in communities, schools and early help

Through our coordinated community response to Covid-19 restrictions, we have brought together the council, councillors, partners, voluntary and community groups and individual volunteers to offer practical assistance to people in need. Any work undertaken to support our communities to tackle domestic abuse should build on this strong foundation.

Similarly, there is ongoing work across the partnership, including in the third sector, to support professionals working with families. It will be essential to link in with these existing initiatives to

ensure that our proposals complement ongoing work and do not add to the complexity of the offer for frontline professionals. Specifically: -

- Pennine Domestic Abuse Partnership are developing a new programme of work to assist victims of domestic abuse to transition from safety to long term recovery. Victims will be offered a package of tailored 1-1 support that could include economic abuse, honour-based abuse, recognising the impact on children etc.
- Children's Services are implementing the Formulation model for developing a shared understanding of a family's needs. (In those cases where short term interventions have not sustained long term improvements, Formulation aims to better understand why previous interventions did not sustain positive change; and to upskill practitioners to work restoratively with families to develop a shared understanding of their strengths and needs. This can travel with the family into different services and reduce the number of assessments needed).
- Early help is moving to a place-based approach to delivering services, including their 1-1 work with families and prevention work.
- Educational Psychology is currently running a pilot on 'emotion coaching' with those schools that are involved in Mental Health Support Team pilots (39 schools in phase one and an additional 35 schools involved in the second wave of funding).
- Existing provision through Early Support case consultants (working with schools to support professionals and deliver preventative interventions); and Education Safeguarding provide training and support to schools, including with Operation Encompass notifications (police sharing information about incidents where children are linked).
- Community safeguarding to understand the impact of child sexual exploitation on our communities and to ensure our commissioning arrangements and service delivery respond effectively to those affected and support our communities to heal.
- Further strengthening of the community anchor network to build local resilience, using learning from mutual aid groups and the wider third sector, including the development of Communities Champions based within anchor organisations.

2. Information required to take a decision

Given the ongoing work described above, the Place Partnership funding provides a valuable opportunity to better coordinate our efforts and strengthen our reach through the local area hubs. Therefore, it is proposed that the funding be used to recruit four Domestic Abuse Consultant and Community Engagement roles and a community engagement/communications lead, who will: -

- Upskill our staff across the partnership and third sector to increase their confidence in supporting families affected by domestic abuse (establishing 'casework clinics' and support to enable professionals across agencies to receive advice and guidance on a live domestic abuse case; and delivering training to professionals about our approach to domestic abuse in Kirklees and how they can access further support).
- Deliver preventative programmes to support groups in communities /listening circles to build capacity within the community to recognise and challenge abuse behaviour.
- Lead on engaging victims that are under-represented in our services (i.e. Victims who are LGBT+, from BAME communities, disabled, older people and young people); and
- Build relationships, capacity and train community assets to recognise the signs of domestic abuse and ensure links are made to local support networks and provision.
- Establish survivor forums that represent the diversity of our communities and can provide input into our communications activity and messages we give to staff during training.
- Work with local community groups to increase our communications activity (i.e. supporting community groups to become accredited with the White Ribbon campaign, which supports men to stand against male violence against women); and
- Support consultant roles to capture feedback from professionals and the local community to inform further training and learning opportunities.

Further detail about these roles and proposed line management structure are provided in Appendix 1.

The budget required to deliver this work over 2 years is set out below: -

Role/ activity	£220,000 (2021/22)	£180,000 (2022/23)
4 x Domestic Abuse Consultant and Community Engagement roles (grade 10, 2-year secondment)	£169,822	£173,218,
1 x communications/community engagement role (grade 9, 1 year secondment)	£38,270	
Community engagement activity (hosting costs, room hire etc)	£10,000	£10,000
Total	£218,092	£183,218*

*NB: shortfall to be met through domestic abuse core budget

Evaluation

An evaluation framework will be developed to monitor the impact of these roles in the community and on professional practice.

To inform this work, a multi-agency partnership has been established to consider our current response to families affected by domestic abuse, including measuring professional knowledge/confidence in working with domestic abuse, capturing lived experience and service user feedback on their experience of services, and exploring datasets and performance information that can inform this work.

Anticipated outputs

As part of the evaluation framework, we will develop a series of outputs to report on the work undertaken by this staff, including summaries of: -

- Work done with communities to increase knowledge, awareness and confidence in responding appropriately to domestic abuse (including training, events, attendance at established groups and details of other engagement activity).
- Feedback that has been provided by local community groups, people with lived experiences, and professionals working in the community; and
- How collated feedback has (or will be) used to inform training for staff,

We will also review operational arrangements for staff working across Place Partnerships and make adjustments to working patterns (i.e. changing days of work in particular places); places of work; and/or areas to be covered to ensure that each area has equal representation.

It is also envisaged that reports will be fed back to Place Partnerships on a quarterly basis.

Anticipated Outcomes

Kirklees agencies are committed to shared outcomes for people in Kirklees to live in cohesive communities, feel safe and be protected from harm. Key to delivering this outcome, Kirklees is aiming to achieve: -

- A thriving voluntary and community sector; and
- High quality joined up and accessible services which safeguard children and adults from harm.

The proposed allocation of funding under Place Partnerships will support these aims through a number of outcomes, as demonstrated below: -

- Community engagement activity: -
 - Increased number of community specialists that respond appropriately to domestic abuse and can be a champion for the domestic abuse agenda within the community.

- Greater engagement of victims from groups that are currently under-represented in reports to Police and engagement with specialist domestic abuse agencies.
- Changes to operational processes to ensure they are more inclusive.
- Domestic abuse consultancy: -
 - Increased staff confidence in responding to domestic abuse cases
 - Greater family engagement in support
 - Reductions in re-referrals
 - Behaviour change
 - Reduction in reported incidents
 - Reduction in statutory intervention:
 - Reduction in numbers of LAC children
 - Reduction in number the number of children subject to a CPP plan
 - Reduction in the number of children subject to a CIN plan
 - Reduction in inappropriate referrals to the Front Door
 - Reduction in referrals for 1-1 targeted early support

*The consultancy aspect of these roles will also be included in an outcomes framework that is being developed by the Early Support.

Sustainability

Given the one-off nature of available funding, the intention is for these roles to build capacity within the community and in existing services.

The roles will be subject to a rigorous evaluation framework and, following 12 months in post, we will begin to explore options for sustainability, whether that is through accessing other sources of funding to extend the roles or for elements of their work to be 'handed over' to established roles. For example:

- there are a number of Safeguarding Consultant roles within the Early Support Service, and across the system, that will subsequently be able to offer specific advice and support to professionals working in domestic abuse cases.
- community based roles within the council may continue to deliver preventative domestic abuse programmes.
- the DA Strategic Partnership will build on the initial work undertaken by these posts to increase engagement of victims that are currently under-represented (i.e. victims who are LGBT+, from BAME communities, disabled. Older people, male victims or young people).
- established survivor forums will continue to feed into our communications activity and messages we give to staff during training. Coordination of this activity will fall within the Council Domestic Abuse and Strategic Partnerships team.
- local community groups will continue to feed into our communications planning and activity through an established communication working group; and
- the Domestic Abuse Strategic Partnership will have established mechanisms to capture feedback from professionals and the local community to inform further training and learning opportunities.

3. Implications for the Council

- **Working with People**

Place Partnerships and partner organisations via the DASP have informed the need for this programme of support. Through engagement with them their experiences have informed the agreed outcomes and priorities set out in this report.

- **Working with Partners**

The place partnership approach is data and intelligence led and involves stakeholders and partners, including from the third sector, working together to identify the outcomes that are most important and how these could be addressed.

- **Place Based Working**

Place partnerships involve a number of wards working together to address strategic issues. A framework has been developed that utilises data, intelligence and insight, gathered through engagement with partners and stakeholder, that is specific to each place to inform collaborative approaches that will help maximise impact on outcomes in those places.

As previously mentioned, the domestic abuse funding is pooled across the seven place partnerships to ensure consistent provision and maximum impact across Kirklees with an expectation that delivery will respond to the priorities and needs in each area rather than a universal offer.

- **Climate Change and Air Quality**

No change

- **Improving outcomes for children**

This proposal links through the Children and Young People's Plan's ambition for children to feel safe in a loving secure family and a strong cohesive community as outlined above.

- **Other (e.g. Legal/Financial or Human Resources)**

The legal power for grants is section 1 of the Localism Act 2011 (general Power of Competence). Also, the council must when providing grants comply with Financial Procedure Rules contained in the Council's Constitution and in particular FPR 20.7 to 20.13.

Place partnerships have been allocated a total budget of £400K to tackle domestic abuse. This proposal is seeking funding of £400k to build capacity, train and equip staff and communities to recognise the signs of domestic abuse and make links to local support networks to help mitigate the impact of domestic abuse.

Do you need an Integrated Impact Assessment (IIA)?

A stage one assessment has been carried out. This indicated a positive impact and no detriment to the protected categories, and that a stage two assessment is not necessary.

4. Consultees and their opinions

The DASP is a multi-agency group that involves colleagues from the Council and a range of external and third sector partners such as Pennine Domestic Abuse Partnership, Women's' Centre the Police, Locala, Department of Work and Pensions, South West Yorkshire Trust, Calderdale and Huddersfield Foundation Trust and Connect Housing.

The approach and outline summarised above was shared with the DASP at their meeting in December and was felt to complement the work of the partnership and its direct work with communities about recognising domestic abuse and responding to it appropriately was welcomed.

The Chair of the DASP, Jo Richmond, Head of Communities has commented that these proposals provide a welcome opportunity to engage directly with our communities to tackle domestic abuse and ensure that there is collective ownership of our Communities Board's response to victims, perpetrators and children affected by domestic abuse.

5. Next steps and timelines

Subject to Cabinet decision, the Service Manager for Domestic Abuse and Safeguarding Partnerships will start the recruitment process with the aim of commencing delivery by June 2021. An evaluation framework will be developed to monitor the impact of this approach and progress reports will be reported to Place partnerships on a quarterly basis.

6. Officer recommendations and reasons

The Cabinet is asked to approve £400,000 revenue funding from Place Partnerships Domestic Abuse budget to deliver place partnerships priorities to: -

- Build capacity and train staff and voluntary community sector organisations to recognise the signs of domestic abuse and ensure links are made to local support networks and provision; and
- Equip staff in all our communities to mitigate the impact of domestic abuse on our children and young people, and to support professionals working with families, particularly in schools, to respond effectively to domestic abuse.

Reasons for the recommendation – to meet the seven place partnership’s shared priorities that will: -

- Enable communities to identify and respond effectively to domestic abuse, particularly amid concerns that there is not enough awareness of coercive control and/or that abusive relationships are normalised in some families; and
- Help improve the impact of domestic abuse on our children and young people by supporting professionals working with families, particularly in schools, to put effective support in place.

7. Cabinet Portfolio Holder’s recommendations

The Cabinet Portfolio holder for Housing and Democracy, Councillor Cathy Scott, supports the recommendations in this report and would ask Cabinet to approve funding of £400,000 from the Place Partnership domestic abuse theme budget as outlined in section 6 of this report.

Reasons for recommendation - to meet the place partnerships agreed outcomes to build capacity and equip staff and voluntary sector organisations to recognise the signs of domestic abuse, ensure links are made to local support networks and help mitigate the impact of domestic abuse on our children and young people by supporting professionals working with families, particularly in schools, to respond effectively to domestic abuse.

8. Contact officer

Chani Mortimer, Service Manager (Domestic Abuse & Safeguarding Partnerships), email chani.mortimer@kirklees.gov.uk Tel 01484 221000

Vina Randhawa, Democracy Manager (Active Citizens & Places), email vina.randhawa@kirklees.gov.uk Tel 01484 221000

9. Background Papers and History of Decisions

Annual Council 22nd May 2019 – item 7 Ward and Place Partnerships – establishment of place partnerships

10. Service Director responsible

Rachel Spencer- Henshall, Strategic Director Corporate Strategy, Commissioning & Public Health

Domestic Abuse Consultant and Community Engagement roles

It is recommended that these roles each cover designated Place Partnership areas and undertake:

- Case consultation work, to be based in a council owned building in the relevant local area hub; and
- Community engagement work, to be based in an anchor or third sector organisation within the relevant hub.

The proposed line management structure for these roles is set out at Appendix 3.

Case Consultant work

- Being trained in the ‘Safe and Together’¹ model for engaging with families affected by domestic abuse, which is being rolled out across the partnership.
- Offering ‘casework clinics’ to enable professionals across the partnership and the third sector an opportunity to get advice and support on a live domestic abuse case.
- Offer brief (i.e. usually an hour, no more than half day) training on either the Safe and Together model, specific domestic abuse issues (i.e. economic abuse) or our local services; and
- Capturing feedback from professionals on further training or learning opportunities that would assist them.

It is envisaged that this work would identify training needs, barriers to accessing services and/or referral mechanisms that are proving to be problematic for professionals on the front line. Accordingly, there will need to be established processes to enable these consultants to feed into the development of training plans (both across the partnership and in single agencies) and identify where changes in process or approach within particular organisations or across multi-agency arrangements may be required. Responsibility for establishing and overseeing these processes will lie within the Domestic Abuse and Safeguarding Partnerships team.

Community engagement work

- Spending one day a week engaging with local community groups to raise awareness of domestic abuse and ensure links are made to local support networks and provision.
- use community development approaches to enable members of the community to develop collective responses domestic abuse, including interventions which will engage and involve communities and individuals.
- Working with well-placed third sector organisations to improve our reach with victims that are currently under-represented in our referrals for support, specifically:

○LGBT+	○BME communities	○People with disabilities	○Older People	○Male victims	○Young people
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It is envisaged that across work case consultancy and community engagement will identify barriers to accessing services and/or referral mechanisms that are proving to be problematic for people in the community. Accordingly, there will need to be established processes to enable these consultants to

¹ Safe and Together an internationally recognised, evidenced based systems change framework that provides skills-based training and tools for professionals working with families that increase accountability for perpetrators as parents, reduce victim-blaming and improve outcomes for children and families.

feed into the development of training plans (both across the partnership and in single agencies) and identify where institutional advocacy may be required.

The Community Engagement/Communications lead role (articulated further below) will be able to support with collating some of this feedback.

It is envisaged that the officers would stagger their working patterns to ensure that case consultation clinics and professional/community based training activities were available four days a week; and each officer had protected time to reflect on their work, coordinate their activities and collate feedback, as follows:

Officer	Mon	Tues	Weds	Thurs	Fri
Batley and Spen	CC Clinic	Training			Targeted engagement
Dewsbury and Mirfield	Targeted engagement	CC Clinic	Training		
Huddersfield		Targeted engagement i.e. Brunswick Centre	CC Clinic	Training	
Rural			Targeted engagement	CC Clinic	Training

	Case consultant work, including training for professionals		Coordination of activity, reflection work, updating records etc		Community engagement activity
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This timetable is indicative and would need to be flexible to tap into existing community networks/ meetings as required. However, it is envisaged that each officer would dedicate one full day each week to case consultation and 40% of their time to community engagement.

It is envisaged that the roles would meet regularly with each other (and the communications/ community engagement officer) to share best practice, collate feedback from communities and professionals, highlight the need for institutional advocacy and feed into the development of communications activity and training plans.

It is also envisaged that the roles would meet regularly with place partnerships to share, discuss and plan community engagement, provide an opportunity for councillors to feed in local intelligence, issues and opportunities and to update on progress.

Domestic Abuse Community Engagement/Comms lead role

Survivor Forums

This role would establish survivor forums that can inform our activity across the partnership. This role would establish whether we needed to establish more than one; whether specific groups were commissioned for specific pieces of work; and/or how we ensure that the voices of under-represented victims are heard through survivor forums.

In the first instance, survivor forums could provide feedback on our communications activity and be a valuable source of input into the messages that we give to communities.

Going forward, it is envisaged that this role could support survivor forums to improve the training that we give to professionals. Through conducting exercises around the key messages, we aim to give survivors, the forums could provide an opportunity to explore the disconnect between what professionals say and what survivors hear.

It is also envisaged that survivor forums could shape the development of our service planning and commissioning arrangements.

Support case consultant/community engagement roles

This role would work closely with the case/consultant community engagement roles to capture feedback that can:

- Feed into communications activity.
- Inform the development of training plans (both across the partnership and in single agencies); and
- Evidence the need for changes in process or approach within particular organisations or across multi-agency arrangements.

Support the Domestic Abuse Forum

This role could play a key role in rejuvenating the domestic abuse forum and coordinating some of the activity that will be tasked to the forum (i.e. engaging with sporting clubs/music venues around domestic abuse).

Proposed line management structure

