

Select Committee Agenda



Stronger Communities Select Committee Thursday, 2nd March, 2023

You are invited to attend the next meeting of **Stronger Communities Select Committee**, which will be held at:

Council Chamber - Civic Offices
on **Thursday, 2nd March, 2023**
at **7.00 pm** .

Georgina Blakemore
Chief Executive

**Democratic Services
Officer**

R Perrin
Email: democraticservices@eppingforestdc.gov.uk

Members:

Councillors J Lea (Chairman), J Lucas (Vice-Chairman), C Amos, R Balcombe, I Hadley, S Murray, C Nweke, R Pugsley, D Stocker, D Wixley and S Yerrell
Co-opted Member W Marshall

SUBSTITUTE NOMINATION DEADLINE: 6.00PM

WEBCASTING NOTICE

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If you have any queries regarding this, please contact the Corporate Communications Manager on 01992 564542.

1. WEBCASTING INTRODUCTION

The Chairman will read the following announcement:

“I would like to remind everyone present that this meeting will be broadcast live to the internet (or filmed) and will be capable of repeated viewing (or another use by such third parties).

Therefore, by entering the Council Chamber and using the seating area, you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes.”

2. APOLOGIES FOR ABSENCE

To be announced at the meeting.

To report non-attendance before the meeting, please use the Members Portal webpage to report non-attendance at meetings [https://eppingforestdc-self.achieveservice.com/service/Member Contact](https://eppingforestdc-self.achieveservice.com/service/Member>Contact) to ensure your query is properly logged.

Alternatively, you can access the Members portal from the front page of the Council's website, at the bottom under 'Contact Us' <https://www.eppingforestdc.gov.uk/your-council/members-portal/>

3. SUBSTITUTE MEMBERS

To report the appointment of any substitute members for the meeting.

4. DECLARATIONS OF INTEREST

To declare interests in any item on the agenda.

5. NOTES OF PREVIOUS MEETING (Pages 5 - 22)

To agree the notes of the meeting of the Select Committee held on 15 November 2022.

6. TERMS OF REFERENCE & WORK PROGRAMME (Pages 23 - 28)

(Chairman/Lead Officer) The Overview and Scrutiny Committee have agreed the Terms of Reference and work programme for this Select Committee. Members are invited at each meeting to review both documents.

7. PRESENTATION FROM THE DISTRICT COMMANDER FOR EPPING FOREST AND BRENTWOOD

To receive a presentation from the District Commander for Epping Forest and Brentwood, Chief Inspector Tina Cooper on current policing and crime issues in the District.

8. EPPING FOREST COMMUNITY SAFETY PARTNERSHIP ANNUAL STRATEGIC ASSESSMENT, ANNUAL REPORT AND PLAN ON A PAGE (Pages 29 - 78)

To consider the Epping Forest Community Safety Partnership Annual Strategic Assessment, Annual Report and Partnership Plan on a Page.

9. DOMESTIC ABUSE & DOMESTIC ABUSE WORKPLACE POLICIES (Pages 79 - 106)

To consider and agree the Domestic Abuse and Domestic Abuse Workplace Policies attached.

10. DATES OF FUTURE MEETINGS

To note that the next meeting of the Select Committee will be held at 7.00pm on 21 March 2023.

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**EPPING FOREST DISTRICT COUNCIL
NOTES OF A MEETING OF STRONGER COMMUNITIES SELECT COMMITTEE
HELD ON TUESDAY, 15 NOVEMBER 2022
IN COUNCIL CHAMBER - CIVIC OFFICES
AT 7.00 - 8.45 PM**

Members Present: J Lea (Chairman), J Lucas (Vice-Chairman), C Amos, R Balcombe, I Hadley, S Murray, C Nweke, D Stocker, D Wixley and S Yerrell

Co-opted Member: W Marshall

Other members present: L Burrows, A Patel, D Barlow and S Rackham

Other members virtually: R Brookes, H Kane and J H Whitehouse

Apologies for Absence:

Officers Present: J Gould (Interim Strategic Director), G Wallis (Community, Culture & Wellbeing Service Manager), F Ferrari (Public Health Improvement Officer), F Pellegrino (Heritage & Venues Team Manager), N Cole (Corporate Communications Officer) and R Perrin (Democratic and Electoral Services Officer)

Officers present virtually: V Messenger (Democratic Services Officer) and J Nuth ((interim) Housing Strategy Manager)

23. WEBCASTING INTRODUCTION

The Chairman reminded everyone present that this meeting would be broadcast live to the Internet, and that the Council had adopted a protocol for the webcasting of its meetings.

24. SUBSTITUTE MEMBERS

The Committee noted that there were no substitute members.

25. DECLARATIONS OF INTEREST

There were no declarations of interest pursuant to the Council's Members' Code of Conduct.

26. NOTES OF PREVIOUS MEETING

That the notes of the previous meeting held on 21 September 2021 were agreed as a correct record subject to the inclusion of apologies for Councillor Lea and Councillor Brookes being in attendance.

27. TERMS OF REFERENCE & WORK PROGRAMME

The Committee noted the Terms of Reference. The Chairman advised the Committee that the items scheduled for the meeting on 17 January 2023 would need

to be deferred to the meeting on 21 March 2023. Therefore, the meeting on 17 January 2023 would now be cancelled.

Councillor S Murray advised that he would be asking for the following Cabinet decisions to be scrutinised, which may be referred back to this Committee.

- The adoption of an alternative operating model for Epping Forest District Museum; and
- the performance of housing repairs by Qualis.

The Portfolio Holder for Wellbeing & Community Partnerships advised the Committee that the Cabinet decision had included the requirement to scrutinise the process to achieve an alternative operating model.

The Co-opted Member, W Marshall enquired about the Housing Strategy and when it would be presented to the Committee. He was advised that the Overarching Housing Strategy had been presented to the Committee in July 2022 with no major changes and would be presented to Cabinet in December 2022. Officers advised that there was an ongoing consulting on the Resident Involvement Strategy, and it would be presented to the Committee on 21 March 2023.

28. MUSEUM COLLECTION RATIONALISATION PROGRAMME

The Team Manager for Heritage and Venues presented an update on the Museum Collections Projects and the rationalisation. The details were outlined in the report.

The Committee asked questions and made the following comments.

- Were items loaned out? Yes, items were loaned out, although any items which had been determined not have any significant to the authority through this process were permanent removed.
- What classified as hazard materials? It was noted that some of the items contained asbestos, arsenic and lead.
- What would happen to the project if the funding was reduced? The Team Manager for Heritage and Venues advised that the funding had been secured for the project. Although, officers were always looking out for funding opportunities, and they had a great group of volunteers.
- Would the museum return artifacts to country of origin, if required? Yes.
- How many volunteers assisted the museum? Nineteen.
- Does the museum approach the local community for their knowledge? Yes, the museum hosts a group where members of public can attend and assist the museum with future projects and knowledge of the local area.

RESOLVED:

That the Committee noted the progress and update on the Museum Collect Project.

29. REFRESH OF THE EPPING FOREST HEALTH & WELLBEING STRATEGY

The Service Manager for Community, Culture & Wellbeing, G Wallis and Public Health Improvement Officer, F Ferrari presented the refreshed Epping Forest Health & Wellbeing Strategy 2022 -2026 and the agreed partnership arrangements for this to be delivered.

The Committee asked a number of questions and made the following comments.

- Had there been any measures put in place for the cost-of-living crisis and potential recession? The Service Manager advised that they had been identified as one of the five strategic priorities. It was noted that the following had been set out in the Strategy in relation to this priority.
 - *Increasing access to available resources which support residents with the rising cost of fuel and food.*
 - *Working with employers and anchor institutions to enhance employment opportunities for residents.*
 - *Helping residents of all ages access education, training, skills development and volunteering opportunities to enable them to fulfil their potential.*
 - *Increasing knowledge and awareness of financial skills and support amongst children, young people and adults.*
- How would the messages be communicated to children? The Service Manager advised that the EF Health & Wellbeing Action Groups included partners such as the Essex Child & Family Wellbeing Service and Active Essex with partner agencies were frequently working and delivering initiatives directly into primary and secondary schools. Partners were also working with the parents, carers, and guardians of children to further disseminate the information.
- What were court and road champions? The Public Health Improvement Officer advised that this was an inclusive term for a type of Community Champion that lived either within courts or on roads in the community.
- That the Strategy confirmed the importance of green spaces in the urban areas of the district.
- What was a financial wellbeing hub? It was a service facilitated on behalf of the EF Health & Wellbeing Board by Epping Forest Citizens Advice to help resident's maximum their income and other services that could provide residents with support if they were experiencing financial difficulties.
- Were there any plans to deal with the effects of long term Covid? This would be considered by the Clinical Care Action Group action group and driven through the wider strategy.
- That the Committee should receive a report on the projects delivered by the Strategy and compare them against the success criteria.
- Could officers provide the static information basis on wards mentioned in the Strategy. It was noted that information mentioned for the district could be found at the following link [Local Authority Health Profiles - Data - OHID \(phe.org.uk\)](https://phe.org.uk)
- Had the Council been part of the Active Essex campaign? It was noted that the Council had obtain funding from Active Essex for projects within the district. They also chaired the Healthy Behaviours Action Group and were one of the partners within the Board.
- How was the success of the Strategy measured? It was noted that each Action Group would develop its own projects and initiatives and at that point, and at that point impact measures would be agreed collectively between the partners. Furthermore, both data and case studies would feed into the evaluation of the projects, capturing both quantitative and qualitative outcomes.
- That the Committee would like to receive an annual update on the Strategy, in an agreed format.

- It was noted that there were similar needs in Loughton for a financial wellbeing hub and other similar initiatives, especially relating to mental health. Officers advised that these issues would be reported back to Primary Network Colleagues. It was also noted that the Council worked closely with Sparks and Mind, which were both mental health charities. Offices advised that there was the will to roll out the support services to the other super out point areas in the district.
- What were the costs associated with the Strategy? It had no dedicated budget, but it did have a host of partner agencies, the community and a will to work together to align the existing resources ensuring a whole system approach and alignment of resources to achieve agreed common goals.
- How would the work be audited? As initiatives and projects were started, there would probably be an agreed benchmark made by agencies and partners that would reported back to the Board.
- It was noted that Frontline was a portal that captured all the events and activities going on in the district. Partners, organisation and the general public could submit information to this service which was found on the council's website.

RESOLVED:

1. That the Committee noted the revised Epping Forest Health & Wellbeing Strategy
2. That the Committee receive annual update on the Strategy.

30. ANNUAL LETTINGS REPORT 2021/22

The Interim Housing Strategy Manager presented the Social Housing Annual Lettings Report 2021-22, which had been outlined in the report.

The Committee asked questions and made the following comments.

- Why were the lettings to applicants in Band B higher than lettings to applicant in Band A? The Strategic Director advised that it was due to the fact applicants downsizing were in this category.
- Were officers able to advise whether the difference in 'affordable' or 'social' rent levels affected applicants' choices when bidding for a property? Unfortunately, no because the scheme was choice based. Although all affordable houses were bid for, and applicants were assessed to ensure they were financial suitability as part of the letting process.
- How could armed forces applicants be given priority in their hometowns, if they were discharged in another area of the country? The Strategic Director advised that there were two approaches, firstly they could apply to be on the housing register, or they could make a homeless application.
- What happens to tenants who were unable to afford private renting? The Strategic Director advised that welfare benefits were there to assist and if a person were in threat of losing their home, they could approach the council for advice.
- What is the process for appealing which band applicants were placed in? The Strategic Director advised that there was a Reviews and Performance Officer who considered appeals and decide, which would then be reviewed by another officer. This process was set out in the Allocation Policy.

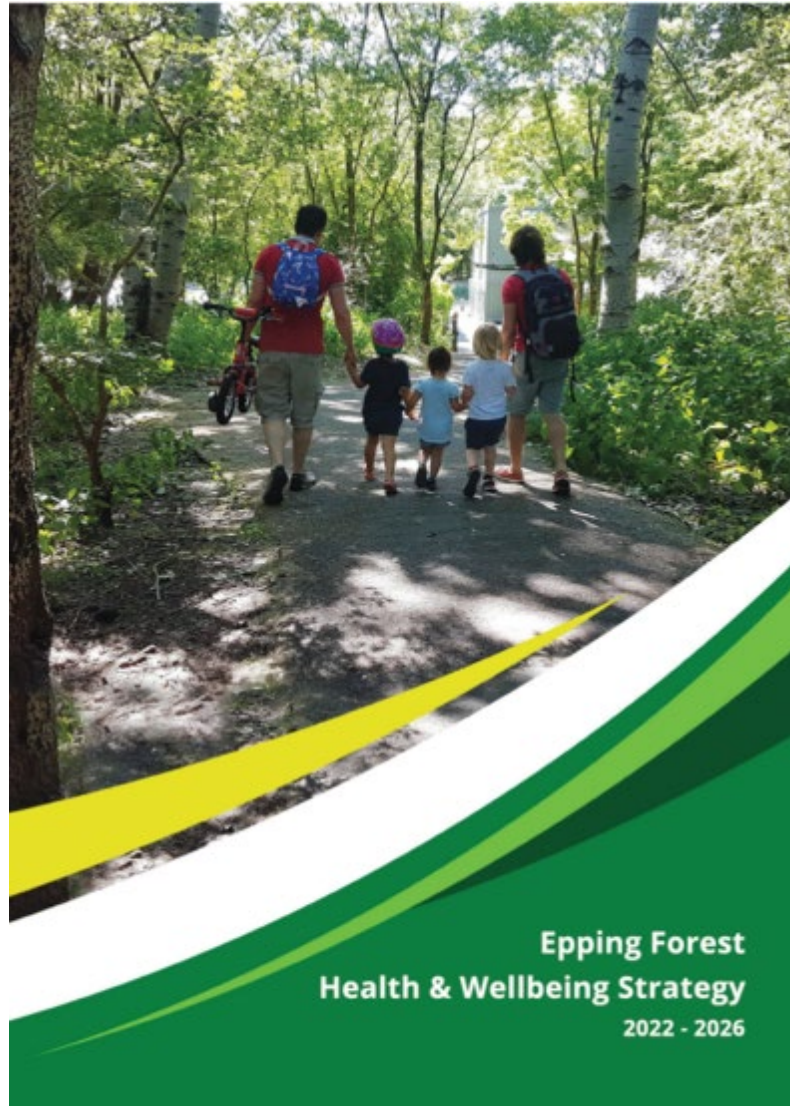
RESOLVED:

That the Committee noted the Social Housing Annual Lettings Report for 2021-22.

31. DATES OF FUTURE MEETINGS

The Committee noted that the date of the next meeting would be 2 March 2023.

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Epping Forest Health & Wellbeing Strategy 2022-26

Gill Wallis

Service Manager – Community, Culture & Wellbeing

Fabrizio Ferrari

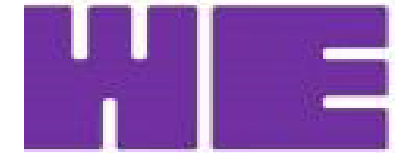
Public Health Improvement Officer – EFDC/ECC



Essex County Council



Essex Partnership University
NHS Foundation Trust



West Essex
Health and Care
Partnership



Epping Forest
District Council
www.eppingforestdc.gov.uk



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New City
College



CHANGING 1 MILLION LIVES



Epping Forest
District



Consultation & Insight



- Face to face focus groups with Community Champions representing communities district-wide
- Public consultation via an on-line questionnaire
- Engagement with the Epping Forest Youth Council
- Facilitated Community & Wellbeing Directorate input via workshops and discussion groups
- A stakeholder consultation event hosted at the Civic Offices attended by 55 representatives from 30 organisations, including the community and voluntary sector.

Data & Strategic context

- Essex County Council Joint Strategic Needs Assessment (JSNA)
- Department for Levelling Up, Housing and Communities and Ministry of Housing, Communities & Local Government – 2019 English indices of deprivation
- Office for Health Improvement & Disparities – Local Health Profiles for England
- Hertfordshire Health Evidence – District Profiles

Key Strategies

- Epping Forest District Council Corporate Plan 2023-27
- Essex Joint Health and Wellbeing Strategy 2022-26
- Herts & West Essex ICB 10 strategic year plan
- Levelling Up Essex – A white paper



Key Strategic Priorities

Reducing Health Inequalities

Improve Mental Health
& Wellbeing

Reduce Loneliness &
Social Isolation

Increase Physical
Activity

Support Residents in
Relation to the Rising
Cost of Living

Tackle Alcohol &
Substance Misuse
Issues

Principles

A Whole System Approach

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Robert Wood Johnson Foundation 2021

Principles cont.....

Prevention & Early Intervention

Self-Care & Management of Own Wellbeing

Place-Based Approach

Life-Course Approach





Epping Forest Health & Wellbeing Board



Healthy Behaviours Action Group

Socio - Economic Action Group

Clinical Care Action Group

Built Environment Action Group

Action Group Membership

Healthy Behaviours

Board Representative:

Rachel Lewis – ECC Active Essex

- ECC Active Essex
- EFDC – Community Culture & Wellbeing
- Essex Child & Family Wellbeing Service
- Mind in West Essex
- VAEF
- Essex Wellbeing Service
- EPUT
- ECC Social Care
- Places Leisure
- Red Balloon Foundation
- EFDC – Public Health
- Other TBC

Socio Economic

Board Representatives:

**Jo O’Boyle – Citizens Advice
Cllr Holly Whitbread – ECC
Caroline Wiggins – EFDC**

- EF Citizens Advice
- EFDC – Community & Culture
- New City Collage
- EFDC – Economic Development
- VAEF
- Essex Wellbeing Service
- ECC- Adult Social Care
- EFD Chamber of commerce
- Department for Work & Pensions
- EPUT
- EFDC – Public Health
- Other TBC

Community Safety Partnership

Chair – Cllr Holly Whitbread
Specialist – Caroline Wiggins

Clinical Care

Board Representatives:

**Jessica Steele – ICB Primary Care Transformation
Amy Jackson – ICB Interim Assistant Director Transformation**

Epping North PCN - Health Inequalities

Lead – Dr Kataria

Epping North - Integrated Neighbourhood Team

Lead – Sara Chaudhry

LBC Health Inequalities and Partnership Working

Lead – Dr Lasker

LBC - Integrated Neighbourhood Team

Lead – Sara Chaudhry

Built Environment

Board Representative:

TBC

- Harlow & Gilston Garden Town
- EFDC – Sustainable Transport Officer
- EFDC Planning Implementation
- Country Care
- EFDC Land & Estates
- EFDC Climate Change Officer
- EFDC Planning Policy
- ICB Built Environment Lead
- EFDC – Clean Air Officer
- City Of London
- Essex Wildlife Trust
- EFDC – Public Health
- Other TBC



Ninefields Waltham Abbey

- Key successes:
 - Half a million pound of investment
 - 1,333 doorstep interactions
 - 18 new projects and initiatives started
 - 20 different partners engaged in area
 - Over 900 residents directly engaged in projects
 - 165 most vulnerable residents supported by Financial Wellbeing Hub
 - Recruitment of Court and Road Champions to build on success





Thank you Questions?



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STRONGER COMMUNITIES SELECT COMMITTEE

TERMS OF REFERENCE 2022/23

Core Areas of Responsibility

- (1) To provide scrutiny for the following corporate projects:
 - Customer Excellence - Delivering services that put the customer at the heart of everything we do;
 - Behaviours and Insights - Future-proofing the Council's service provision by understanding customer needs and expectations over the next ten years and beyond; and
 - Partnerships - Working with public, private and third sector partners to deliver and develop services to our community, businesses and visitors to the district including shared and cross-border working.
- (2) To monitor levels of customer satisfaction and provide scrutiny of services that are not performing to standard and develop proposals for their improvement. This will also include matters of concern that are identified by the Stronger Council Select Committee in its review of Corporate Key Performance Indicators.

Scrutiny Role of the Select Committee

- (1) To engage in policy review and development, with a focus on improvement and how this can be best achieved;
- (2) To develop a work programme each year that effectively scrutinises the areas of responsibility outlined above;
- (3) To consider any matter referred by the Overview and Scrutiny Committee, Cabinet or a Portfolio Holder and to make recommendations as appropriate;
- (4) To look outwards and show community leadership;
- (5) To consider the effect of Government actions or initiatives that affect the Select Committees areas of responsibility and the impact on customers, residents, businesses and visitors to our district, and to respond to consultation activities as appropriate;
- (6) To establish working groups and task and finish panels to undertake any activity within these terms of reference;
- (7) To undertake pre-scrutiny through the review of specific proposals of the Council and its partner organisations or other local service providers to help develop policy;
- (8) To monitor and review relevant projects and associated closure and benefits reports; and
- (9) To engage with the community and encourage community engagement.

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Stronger Communities Select Committee

Work Programme 2022/23

Chairman: Cllr J Lea

Stronger Communities Corporate Programme Alignment focuses on People living longer, healthier and independent lives; Adult and Children were supported in times of need; and People and Communities achieve their potential.

No.	Item	Meeting	Progress and Comments	Owner (Officer)	Programme of Meetings	
12 July 2022						
1.	Overarching Housing Strategy	EFDC's current Housing Strategy reaches end of life in March 2022. A revised strategy will need to be taken through governance structure ahead of formal adoption in August 2022.	Completed	J. Gould	July	
		July 22		Considering the draft Strategy and make recommendations to Cabinet.		
2.	Sheltered Housing Refurbishment Programme	July 2022		Review of Frank Bretton Court and further recommendations.		D Fenton
3.	Changing Landscape of Housing Paper 1 – Building Safety Bill & Fire Safety Bill & H&S Analysis	July 2022		To review the report on the new social housing regulation		D. Fenton
4.	Cash paying customers at Debden Broadway	July 2022		To consider the report		S. Lewis
5.	Transfer of services from the Broadway Housing Office	July 2022	To consider the proposed closure and re-provision of the service	D. Fenton		
20 September 2022						
6.	"What are our customers telling us?" and the		Update reporting on a 6-month basis	S. Lewis	September	

	Customer Services Strategy			Completed		
7.	Six-month report on the work of the Council-funded Police Officers		Six-month update report		C. Wiggins	
8.	Sheltered Housing rebrand and support model		Introduction and approval to progress to Cabinet.		D. Fenton	
9.	Harveyfields		Report on the impact of the estate improvements at Harveyfields, Waltham Abbey. Creating great places where people want to live	Completed	R. Smith	
15 November 2022						
10.	Annual Lettings Report		To scrutinise allocations and lettings performance for 21/22	Completed	J. Gould	
11.	Domestic Abuse Act	An item to be placed in the members Bulletin	A briefing to members on the Act and the Strategy and impact on EFDC.		J Gould/C Wiggins	
12.	Museum collection rationalisation programme		To scrutinise the rationalisation programme of work that is reducing and consolidating the museum collection		J. Gould / F. Pellegrino	
13.	Epping Forest Health & Wellbeing Strategy 2022-2026		To be refreshed.		G Wallis	
17 January 2023 – Meeting cancelled (All items moved to 21 March 2023)						

2 March 2023						
14.	Community Safety Partnership annual report and review of the district Strategic Intelligence Assessment	2 March 2023	Annual Report		C. Wiggins	March
15.	Presentation from the District Commander for Epping Forest and Brentwood	2 March 2023	Annual report		C. Wiggins	
16.	Domestic Abuse Workplace Policies	2 March 2023			C. Wiggins	
21 March 2023						
17.	“What are our customers telling us?” and the Customer Services Strategy	21 March 2023	Update reporting on a 6-month basis		S. Lewis	March
18.	HRA Business Plan		Yearly Performance update		P. Wharfe	
19.	Resident Involvement Strategy	Moved due to further consultation /information sessions required.	Introduction and approval to progress to Cabinet.		P. Wharfe	
Next Municipal Year 2023/24						
20.	Tenant Satisfaction Measures Consultation				P. Wharfe	
21.	Review of caretaking in blocks		To review the proposal. (Links to TSM, residents will rate the cleaning in blocks)		P. Wharfe	
22.	Annual Housing performance report		Report on annual housing KPI's including compliance around the Building Safety Act.		P. Wharfe	
Date to be confirmed						

23.	O&S (3.11.22) Older Persons Services – To establish whether this should be an update in the members bulletin or whether this should be referred to the Committee for inclusion and a report to follow 2023/24.			D Pegler	
24.	That the Committee determines whether quantitative KPI performance data for housing repairs should be added to the work programme; (O&S 17.11.22)			P Wharfe	
25.	Customer Services (Overall satisfaction)		To receive a recovery plan on this failing KPI. This will be reported via O&S with the KPI's.	S Lewis	
26.	Unaffordable rents	Completed	To report on the numbers of social rents and affordable rents for properties being built under the Council Housebuilding programme and those being bought under right to buy receipts. (O&S 12.10.21)	completed	J. Gould/ D Fenton Verbal report at O&S 16.06.22 and written report attached to the minutes



SCRUTINY



Report to Stronger Communities Select Committee

Date of meeting: 2 March 2023

Portfolio: Community & Partnerships Cllr. Holly Whitbread

**Subject: Epping Forest Community Safety Partnership Annual Strategic Assessment,
Annual Report and Plan on a Page**

Officer contact for further information: Caroline Wiggins – Specialist Technical Services

Democratic Services Officer: R Perrin

Recommendations/Decisions Required:

To note the attached Epping Forest Community Safety Partnership Annual Strategic Assessment, Annual Report and Partnership Plan on a Page.

Report:

Community Safety Partnerships are required to complete an annual Strategic Assessment which is used to direct and guide their activities, under the requirements as responsible authorities, of the Crime and Disorder Act 1998.

A strategic assessment should include

- an analysis of the levels and patterns of crime and disorder and substance misuse in the area.
- an analysis of the changes in those levels and patterns since the previous strategic assessment.
- an analysis of why those changes have occurred.
- the matters which the responsible authorities should prioritise when each are exercising their functions to reduce crime and disorder and to combat substance misuse in the area.
- the matters which the persons living and working in the area consider the responsible authorities should prioritise when each are exercising their functions to reduce crime and disorder and to combat substance misuse in the area.
- an assessment of the extent to which the partnership plan for the previous year has been implemented.

The CSP has produced an Annual Report which is available for consideration.

The CSP Plan on a Page provides information at a glance on the planned delivery of Epping Forest CSP going forward.

Reason for decision: There is no decision related to this Report.

Options considered and rejected: N/A

Consultation undertaken: N/A

Resource implications: N/A

Legal and Governance Implications: N/A

Safer, Cleaner, Greener Implications: N/A

Consultation Undertaken: N/A

Background Papers: CSP Strategic Assessment, Annual Report and Plan on a Page

Impact Assessments: N/A

Risk Management

Equality:

Community Safety Partnership Annual Report 2022



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Epping Forest District Community Safety Partnership Foreword

This is my third year of chairing the Community Safety Partnership and this year has seen some excellent partnership work around the district.

Last year we changed one of the strategic priorities to: “To continue effective partnership working in order to meet emerging local threats and issues”. During the year there has been some great work that has been instrumental in working towards this priority.

We were fortunate to be awarded Home Office funding under Safer Streets round 4, securing £330,000 for a project in Ninefields, Waltham Abbey. This was match-funded with £169,000 from Epping Forest District Council. Different projects and initiatives will be implemented over the 2-year project, with an increase in CCTV, a new play area, youth centres and proactive work to tackle fly tipping in the area.

In August Essex County Fire and Rescue Service led on a successful Safe Well and Secure Event, that was pivotal in bringing partners together to provide advice and guidance to members of the public within the Paternoster Ward in Waltham Abbey.

Crimestoppers zones were launched at Limes, Chigwell and Ninefields, Waltham Abbey. We were the first in Essex to launch the zones.

Going forward into 2022-23 our priorities will change in line with the emerging community safety trends and will be:

- 1) Working to reduce ASB in public places
- 2) Tackling violence in all its forms and reducing reoffending with an emphasis on:
 - Gangs, drugs and county lines
 - Knife crime
 - High harm
- 3) Supporting vulnerable people
- 4) Continuing effective partnership working, in order to meet emerging local threats and issues.

The strategic priorities will enable us to continue to protect our most vulnerable residents, detect and deter crime and work effectively with our partners, continuing to share vital information.



Cllr. Holly Whitbread

Community and Partnership Services
Portfolio Holder

Community Safety Partnership

The Crime and Disorder Act 1998 introduced Community Safety Partnerships to provide a multi-agency response to crime and the fear of crime within communities. They support the work of the police and other statutory agencies and are widely considered as the most effective approach to finding joint solutions to local community safety issues.

In Epping Forest District, the responsible authority group is made up of:

Essex Police

Epping Forest District Council

Essex County Council

Essex Fire and Rescue Service

The National Probation Service

The Community Safety Partnership has a statutory responsibility to:

- reduce crime and disorder
- protect the community
- reduce reoffending
- combat the misuse of drugs, alcohol and other substances
- help people feel safe

However, the delivery of the community safety agenda is not restricted to the agencies identified as responsible authorities. The partnership includes and works with other agencies and voluntary sector groups including Neighbourhood Watch, Crimestoppers and Voluntary Action Epping Forest (VAEF).

The work of the CSP does not replace the work of the police or the day-to-day business of the organisations involved, instead it is a channel for agencies to work together, delivering against agreed priorities, co-ordinating resources, achieving efficiencies and value for money.

The Strategic Board of the partnership meets on a quarterly basis and much of the work emanating from the CSP is undertaken and led by the various departments in the Council including the Community Resilience Team and the Community and Wellbeing Team.

Strategic Assessment

Each year the CSP is required to produce a Strategic Assessment (SA) about crime and disorder levels in its area. This will be attached to the CSP annual report.

CSP Budget 2021-22

Organisation	Funding received
Police Fire Crime Commissioner (PFCC) - core funding	£19268
Epping Forest District Council Community Safety Budget	£4500
Overall total	£23768

Local Profile

Epping Forest district is a mixture of rural and urban areas and stretches northward from its boundary with Greater London right into the heart of rural Essex.

Covering an area of 131 square miles, the key population centres are the commuter towns of Loughton, Chigwell and Buckhurst Hill, as well as the market towns of Epping, Waltham Abbey and Ongar. Some areas of the district have relatively good transport links with both the M11 and M25 motorways running through the area. Mainline railway networks run south to London and the Central Line tube has five stops in the district from Buckhurst Hill to Epping. However, in rural areas there are accessibility issues for some without private transport, especially in outlying villages.

Policing Structure

Epping Forest District forms part of the Essex Police West Local Policing Area (LPA). The West is also made up of Harlow, Brentwood, and Thurrock. The current structure is:

Local Policing Team	Community Policing Team	Criminal Investigation Department
5 Inspectors	1 Inspector	1 Detective Inspector
5 Sergeants	2 Sergeants	3 Detective Sergeants
57 Constables	12 Constables	20 Detective Constables
	4 Town Team Constables	
	2 Children & Young Persons Officers (CYP)	
	1 Community Safety Engagement Officer (CSEO)	
	7 Police Community Support Officers	
	Community Safety Team (EFDC-funded)	
	1 Sergeant	
	3 Constables	

Correct as of 22/11/2022

Performance Summary Highlights

Engagement

Safe Well and Secure Event

Essex County Fire and Rescue Service led on the event in Ninefields, Waltham Abbey in the Summer. Over the three days a total of 88 partners across 13 organisations were involved and 1333 doors were knocked in the area. Questions were asked about the safety of the property (i.e. if the appropriate smoke detectors were fitted etc) and questions about wellbeing and support and how to contact services should occupants need them. As well as the door knocking there were partner stalls giving out advice and materials to keep the community safe.

Some of the feedback:

Essex County Fire & Rescue Service

Evaluation Comments

"Excellent event, very well done. I am proud to have been there for all three days to support it. Well done, great work and well organized"

"A brilliant event! thank you."

"Well done to everyone involved for the 3 days and to the organisers for all their hard work!"

"Thank you for the opportunity to participate it really was better than I have made it sound!"

"Thank you very much for organizing this event. You did an incredible job and I think the event went down well with the local community and met the objective."

"Event was positive, learnt that our stand could maybe be more interactive next time, which is something for me to think about."

"Thank you for the opportunity and we look forward to working together in the future."

"Please can you follow our get involved facebook page - www.facebook.com/efdcgetinvolved. You can pick up photos and videos from the day on there and also you will note residents are asking if we can do similar events on their estate. Excellent event, very well done. I am proud to have been there for all three days to support it."

The partner I was door knocking with was very thorough with the questionnaire and therefore, we did not actually cover many properties. I felt uncomfortable asking some of the questions on the questionnaire

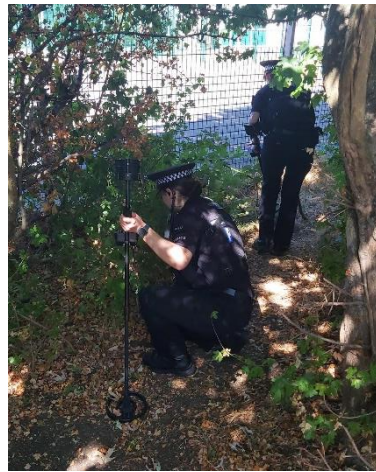
"Thank you for a really productive couple of days. We have got some additional clients as a result of taking part"

Anti-social Behaviour Awareness Week

ASB awareness week - 8-22 July 2022 - is a national initiative which aims to encourage communities to take a stand against ASB and highlights actions that can be taken by those experiencing it.

Crime and ASB statistics from the Police and Council systems were analysed and hotspots were identified as:

- Shelley, Ongar
- Ninefields, Waltham Abbey
- Limes, Chigwell



Epping Forest District Council, Essex Police and the residents' associations teamed up to have a presence in the area, conduct knife sweeps, give crime prevention advice, hand out materials and conduct proactive patrols and visits in the areas.

Some of the outcomes were:

- Weapon sweep conducted on the estate
- Joint patrols with residents' association
- Over 20 bikes marked under the bike marking scheme
- 10 intelligence reports submitted to Essex Police
- Air rifle handed into Police and seized
- Community engagement with a range of residents
- Proactive patrols for existing ASB cases
- 4 safeguarding reports as a result of visits

Crucial Crew

Crucial Crew is a national scheme that aims to promote life skills to year six children. It's an event that allows young people to engage and discuss safety issues in a safe open environment.

Epping Forest Crucial Crew took part on 5 – 8 October 2022. In its eighteenth year, and second year delivering in a virtual format. 68% of the district's state primary schools booked onto the Crucial Crew event week this year; 21 schools out of 31 state primary schools who were contacted. This resulted in over 900 Year 6 pupils engaged from the district.

Epping Forest District Council continued in coalition with the other Councils across Essex investing in Tic Box productions to deliver the 'Lines' production and workshops.

Theatrical production

'Lines' is an immersive theatre production created by Tic Box productions. The powerful theatrical performance dramatically unravels the story of PJ, a Year 7 boy groomed and criminally exploited by a gang.

Live Interactive Workshop

The film was followed by a live interactive workshop. The objective of the one-hour live workshop was to educate young people on the warning signs of an exploitative relationship and how to seek help and support. Guided by a facilitator, the interactive Zoom session featured a Q&A with GiGi, played by the actor who remained in character. This provided the young people with the opportunity to explore how Gigi was groomed and how different life choices could influence the outcome of her story and that of PJ's. The workshops were kept interactive by the facilitator asking questions and each pupil responding with their thoughts, holding up coloured paper to show their feelings and ask/answer questions relating to the film.

The participants were asked to describe the experience in 3 words:



Prevention

Domestic Abuse

In December 2021 Epping Forest District Council introduced a new role of Domestic Abuse Support Specialist. The role sits within the Homelessness Team and offers specialist advice and support to victims of domestic abuse. Domestic abuse cases can be complex and can be daunting for victims. The specialist officer supports the victims and enables them to remain safe within the community. Case studies of work that has been undertaken by the specialist are as follows:

Case study A

Survivor is currently open to Epping Forest District Council and currently living in a 2-bed Council property. Survivor approached EFDC in 2020 after a domestic abuse incident occurred. All appropriate referrals were made to Safeguarding/MARAC/Changing Pathways and the police. The survivor did not wish to go to a refuge so was placed in temporary accommodation. In 2021 the survivor was moved to their current 2-bed property. Perpetrator was not previously aware of this address until survivor had informed him due to perpetrator seeing his son. The abuse escalated in December 2021, it was referred to the specialist, the specialist provided the below support:

- Listening support to survivor for them to talk about what had been happening which had resulted in perpetrator arrested for Breach of SPO and Malicious Communications.
- After listening and meaningful interaction discussed with survivor, she was offered Flex fix term 10 year tenancy agreed by temporary accommodation team.
- Survivor was not sure if they wanted to stay in this property due to concerns property was not safe.
Due to the support network they had in the local area family and friends, survivor's part time work and son happy and settled in his home and school. Survivor decided she would like to stay but would feel safe with better security.
- Discussed Sanctuary Scheme, survivor happy for this to be looked at to make her feel safe.
- Sanctuary Scheme not required, instead general maintenance through Qualis. Broken front door lock. Communal entry system at entrance is not closing properly which is how perpetrator managed to gain access at last incident.
- With this fixed survivor felt she would feel safe. All other safety features were in place, door chain, UPVC windows and door, no previous arson attacks letter box remained open. Contact made with Qualis expressing importance – works carried out
- Support offered for Changing Pathways referral – NTU
- Safety plan discussed
- DASH completed Medium risk. Perpetrator in custody until court hearing at Crown Court. Regular telephone support for the survivor.
- Agreed to monitor court hearing and release date to reassess risk and to look at Safety plan again.
- Constant liaising with the Police

Sanctuary Scheme

The Sanctuary scheme is a victim-centred service installing security measures in and around properties to enable households at risk of domestic abuse to live safely in the property of their choice. Many victims of domestic abuse are reluctant to move home, away from their support networks. To move often means their children have to change schools and leave their friends. Sanctuary schemes aim to make it possible for victims to remain in their own home and feel safe.

The Sanctuary scheme in Epping Forest District supports all residents regardless of their housing tenure.

Safe Partnership are commissioned by Epping Forest District Council to deliver the Sanctuary scheme for the district.

Safe Partnership was founded in 1987 by John McCarthy and has been working hard to help victims of domestic and sexual abuse in England and Wales

On behalf of Epping Forest CSP they secure the homes of victims of domestic abuse and vulnerable victims of crime.

Referrals to date:

Year	Referrals
2020/2021	7
2021/2022	19

Phoenix Futures

The Horizon project delivered by Phoenix Futures supports clients identified as suffering from significant multiple disadvantage, substance issue, offending behaviour and homelessness.

The cohort is limited to a maximum of 10 clients at any one time, enabling practitioners to spend as much time with the client as they need. They bring experts from a range of services to the table with the aim of providing a wraparound support service to each client. Agencies meet on a regular basis (every 6-8 weeks) to discuss the cohort and make plans to move each individual forward with their needs.

Case Study 'G'

G is a 29 year old female with a history of childhood trauma and current Class A substance and alcohol misuse. At the time of referral she was sofa-surfing with her mother but this was not a long term solution due to a fragile relationship possibly linked to the trauma. G was initially referred to our OCAN service in September 2021 following an assault on her mother and an overdose. Support requested around client's anxiety and depression, and binge drinking.

Shortly after the referral G informed us that her mother had evicted her from the family home and with the support of EFDC, she was placed into temporary accommodation. Over the following 4 or 5 months, G was in and out of temporary accommodation, sofa surfing and sleeping rough. Each time she was referred back to EFDC for support.

In January 2022 G was admitted into a Mental Health unit in Basildon Hospital and received Detox. Upon discharge, support was provided into temporary accommodation in Loughton, for a period of 1 month. G was stepped up to the Epping Horizon Project in February 2022. In April 2022 G reported using alcohol and crack cocaine in exchange for sexual favours, which she had reported to the police.

In May 2022, client was supported into supported accommodation at Norway House. Due to the nature of the accommodation, client reported feeling as though she was in a container, and this led to a further increase in drinking and anti-social behaviour at the accommodation. Followed by a further overdose in June 2022. Client was given a Section 202 Notice from the Council, which set her back further. Norway House was unable to continue support due to behaviour through alcohol use.

In July 2022 client was supported into temporary accommodation in Waltham Cross and she was referred to Essex ARC for alcohol support. At the same time the client was supported to re-engage with Rectory Lane CMHT in Loughton.

Client was supported to complete the housing register form to start bidding and was offered permanent accommodation that she accepted, in October 2022.

Supported with Universal Credit tasks to change all passwords not linked to her perpetrator, supported with PIP Application, supported with starter pack and food parcel for new home. Since July 2022 G has maintained more regular contact and will often make contact herself.

Safer Streets

Epping Forest District Council was successful in a bid to the Home Office for £330,000 Safer Streets round 4 which was match funded by Epping Forest District Council with £169,000.

The project focuses on the environment, increased CCTV, diversionary activities, healthy relationships, community safety and bin store improvements.

Updates about the project can be found here: [Safer Streets funding for Ninefields estate - Epping Forest District Council \(eppingforestdc.gov.uk\)](#)

Enforcement

Operation Spitfire

From 12- 16 January 2022 the Community Policing Team launched “Op-Spitfire” focused around cross-border activity and proactive use of ANPR. Due to the district being on the Metropolitan Police borders there is always cross border activity that needs to be targeted. The operation was very effective and a number of results were achieved throughout the week:

- 8 arrests ranging from drugs offences, robbery, driving offences and theft.
- 4 out of court disposals for drug offences.
- 13 stop searches
- Multiple stolen cars recovered
- Intelligence gathered

Epping Forest Community Safety Team Policing Hub Activity

The funded police team continues with the following primary functions:

- 1. Support to Epping Forest District Council services/teams**
- 2. Added value to the district in supporting the Community Policing function**
- 3. Targeted action against criminality in the district**

The police team accepted 36 tasks during 2022. The tasking log is included in the Appendix but some highlights are:

- Providing support to Neighbourhoods in preventing a breach of the peace as a fence was repaired. The tenant presented high risk to council officers and repairs team. Without police presence there was the potential of threat, harm and risk.
- Reports were received from Epping Town Council in April 2022 that pickpockets had been active on market days (Mondays). There were no corroborating crime reports however in order to increase engagement, reporting and public satisfaction, high visibility patrols have been conducted by the team each Monday. This was only going to be short term but such is the positive response from the town council, public, stallholders and shop staff that the patrols have continued since then. The team uses high visibility patrols as well as a more covert approach. There have been 3 reports of 'theft from person' in that time, which is actually a positive result as under-reporting was an issue. In July the team arrested and convicted a woman who had just pickpocketed in the High Street. These patrols will continue for the foreseeable future.
- The funded team Sergeant took on the position of 'Community Bronze' for Ride London 2022. Working with various police and council teams in the planning and preparation stages as well as throughout the event. The funded team lead the local response on both days of the event in Epping Forest. The event passed with no police incidents reported in this district.
- Service of 18 County Court Injunctions at service stations across the district in relation to 'Just Stop Oil' protests.
- For ASB Awareness Week in July, the team worked in partnership with a number of council teams in three separate community engagement events in Waltham Abbey, Ongar and Limes Farm. These were 'days of action' where officers from both organisations met with the public, gave out crime prevention advice and materials and conducted joint patrols in the local area to highlight and address any concerns raised by residents.

- Supported the council in evicting a 'high risk' tenant who had recently been arrested for public nuisance offences after making threats and setting up 'boobytraps' in his home. Police officers supported the court appointed bailiffs. The tenant was not present and no incidents were reported.
- The team provided additional resilience for Halloween this year working alongside EFDC CCTV officers. Any patches of disorder were quelled quickly with the use of dispersal powers and there were far fewer incidents than in previous years.
- The team provided policing oversight of the district elections in May. The team Sergeant was involved in the planning stages with the team providing cover at the polling stations and subsequent count.
- Assist Neighbourhoods with 'prevent breach of peace' at a property in Waltham Abbey. The address and tenants presented risk to staff. EFDC was executing a gas warrant. This was two-fold in that officers were present to reduce risk but also to gather vital police intelligence about the occupiers and the layout of the premises.
- Targeted patrols at a number of separate locations across the year – Ongar, Waltham Abbey, Debden, Loughton, Buckhurst Hill and more – in relation to specific reports around anti-social behaviour and crime. These have generally consisted of additional high visibility patrols and using police powers and tactics to disrupt activity.

The priority remains to focus upon the first two primary functions however there have been a number of quality 'self-generated' activities this year. These are two examples:

- The team, responding to a TRACKER activation, located a 'chop shop' near Ongar. Two offenders were arrested in the process of stripping a stolen car. This was a significant site where 54 stolen vehicles were located (27 were intact, the rest in parts) with a value of approximately £500k, many of them from within the Epping Forest district.
- Working alongside Metropolitan Police and Roads Policing Unit, the team located another 'chop shop' in the Nazeing area. An offender was arrested in the process of dismantling a recently stolen car.
- The daily crime enquiry highlighted two exposure investigations with a vehicle index linked to a high risk registered sex offender from another part of the county. The offender had exposed himself to two children at a school fence. The funded team Sergeant took the lead on the initial investigation, deploying officers to gather evidence whilst the council-funded team deployed as an arrest team as ANPR data showed the offender was currently mobile in the London area. Plans were put in place at key points on the Essex/London border however the offender was able to slip through. The offender was arrested a short time later at home. The case was handed to specialist

investigating officers and the offender was arrested, charged and remanded for this offence plus one other from Southend. He was later convicted of all these matters. The fast actions of the team prevented re-offending in the district, protecting further victims.



Epping Forest Community Safety Partnership Strategic Assessment 2022/23

Document Owner: **Epping Forest Community Safety Partnership**

Authors: **Caroline Wiggins**
Melissa Faux

Date: **12/12/2022**

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1 EXECUTIVE SUMMARY

Aim & Purpose

The aim and purpose of this document is to assist the Epping Forest Community Safety Partnership (CSP) determine their strategic priorities for the financial year of 2022/23.

Data Parameters

Unless otherwise stated all data will be from 01 October 2021 to 30 September 2022.

Data has been taken from the following sources (any open source data will be referenced)

Essex Police's crime recording system, Athena

Essex Police's incident reporting system, STORM

iQuanta (Home Office)

Partner Contributions (references provided)

Epping Forest District Council recording system, M3

Section source has been identified at the start of each section.

Key Findings

Further detail relating to these Key Findings can be found within the document itself.

Strategic Priorities

The Crime and Disorder Act 1998 places responsibility on the Community Safety Partnership to annually review levels and patterns of crime and disorder. This will support local communities to counter the perception, threat, and consequence of criminal and anti-social behaviour by striving to reduce both crime and the fear of crime, and to reduce reoffending.

Community Safety work encompasses Anti-Social Behaviour, disorder and the misuse of drugs, alcohol, and other substances.

The findings of this assessment have informed the decision to select the CSP Priorities for Epping Forest District which will be:

- 1) Working to reduce ASB in public places
- 2) Tackling violence in all its forms and reducing reoffending with an emphasis on:
 - Gangs, drugs, and county lines
 - Knife crime
 - High harm
- 3) Supporting vulnerable people
- 4) Continuing effective partnership working, in order to meet emerging local threats and issues.

To assist in the identification of the community safety priorities, a risk matrix of crime types was completed. A risk matrix is a visual risk assessment tool that allows the user to define the level of risk associated to multiple factors (e.g. types of crime), against a range of criteria.

The following areas scored the highest for Epping Forest (*See Section 10*):

1. Violence with Injury
2. Domestic Abuse
3. Homicide
4. Violence against the person

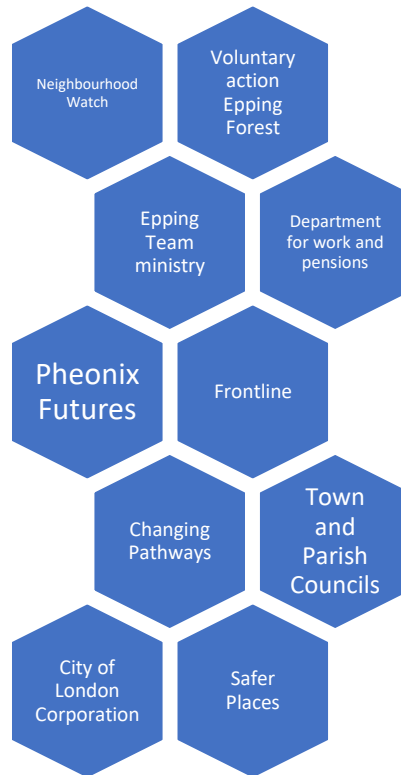
2 BACKGROUND INFORMATION

2.1 The Partnership

In addition to the statutory partners of;

- Epping Forest District Council
- Essex Police
- Essex County Fire and Rescue Service
- Essex County Council
- The National Probation Service
- West Essex and Herts Integrated Care Board

The Partnership has maintained the list of previously engaged additional Partners:



The CSP works closely with the Health and Wellbeing Board, there is a membership across both groups and there is a commitment to work towards each other's priorities.

2.2 Horizon Scan

The partnership should be aware of the following recent government activities:

- Following on from the Police & Crime Commissioner Review Part 2, the review of Community Safety Partnerships by the Home Office has been paused during recent ministerial changes and is expected to re-commence Autumn 2022. This review aims to identify how (if at all) they can increase their overall effectiveness in protecting local communities from crime and ASB.

- The Home Office has announced its intention to refresh and update the UK's counterterrorism strategy, CONTEST, which covers all four elements of the UK's counterterrorism approach: Prevent, Pursue, Protect and Prepare. The updated strategy is expected to be published in 2023 and will take into account findings from a series of important reviews, including the Manchester Arena Inquiry and Independent Review of Prevent. Consultation arrangements have not been announced. (The Home Office has received the final version of the Independent Review of Prevent and is preparing its response before publishing it alongside the full report.)
- The Serious Violence Duty requires local authorities, the police, fire and rescue authorities, specified criminal justice agencies and health authorities to work together to formulate an evidence based analysis of the problems associated with serious violence in a local area, and then produce and implement a strategy detailing how they will respond to those particular issues. The Strategy for Essex is being developed by the Violence & Vulnerability Unit, with the aim to finalise by March 2023 in line with the requirements of the duty.
- The new guidance from the Government's Joint Combatting Drugs Unit requires the creation of a Combatting Drugs Partnership in each area to ensure local delivery of the National Drug Strategy "From Harm to Hope". These partnerships will be responsible for delivering a joint local needs assessment and agreeing a local drugs strategy delivery plan.

2.3 Police Fire and Crime Commissioner

The priorities set out in the Police & Crime Plan 2021-2024 are as follows:

- Further investment in crime prevention
- Reducing drug driven violence
- Protecting vulnerable people and breaking the cycle of domestic abuse
- Reducing violence against women and girls
- Improving support for victims of crime
- Protecting rural and isolated areas
- Preventing dog theft
- Preventing business crime, fraud and cyber crime
- Improving safety on our roads
- Encouraging volunteers and community support
- Supporting our officers and staff
- Increasing collaboration

2.4 Essex Police

The Crime Prevention Strategy has five strategic aims (or "assets"):

- We will promote safer communities
- We will cut crime and criminality
- We will evolve our workforce, culture and infrastructure
- We will support Safer Essex to realise partnership capabilities and capacity
- We will support ECVS to unlock community potential, develop and deliver community led solutions.

Across the five strategic aims, the Crime Prevention Strategy covers 14 priority areas organised into four categories:

- Serious Violence
 - Knife crime
 - Rape
 - Night-time economy
- Organised Crime
 - County lines / exploitation

- Serious organised crime
- Cybercrime and fraud
- Complex Needs
 - Child abuse / child sexual exploitation
 - Domestic abuse
 - Drugs and alcohol
 - Mental health
- Vulnerabilities
 - Places
 - Dwelling burglary and street robbery
 - Prevent
 - Hate crime

2.5 Essex County Fire & Rescue Service

The Essex County Fire & Rescue Plan sets out the following priorities:

- Protection and response
- Improve safety on our roads
- Help the vulnerable to stay safe
- Promote positive culture in the workplace
- Develop and broaden the roles and ranges of activities undertaken by the service
- Be transparent, open and accessible
- Collaborate with our partners
- Make the best of our resources

2.6 Safer Essex

Safer Essex has the strategic lead for co-ordinating the partnership response to community safety issues and initiatives across Essex, Southend and Thurrock. Safer Essex acts as the county-wide Strategy Group for community safety.

Safer Essex brings together key partner organisations / stakeholders to work jointly and effectively to facilitate a collaborative approach between agencies and partnerships in delivering the following community safety outcomes:

- i. Prevent crime and anti-social behaviour
- ii. Prevent fires from happening
- iii. Understand and tackle hate crime
- iv. Understand and tackle violence, including violence against women and girls
- v. Improve community confidence in the multi-agency response to community safety issues
- vi. Continue to deliver effective Community Safety Hubs across Greater Essex

3 POPULATION

3.1 District Profile

Epping Forest is one of the most sought-after places to live in the UK.

Our District is one of 12 district, borough and city local housing authorities located in the County of Essex, alongside two Unitary Authorities Thurrock and Southend. We are classified statistically as urban with significant rural populations, covering an area of approximately 339 square kilometres, divided into 24 town and parish councils.

These are mainly rural and lightly populated in the north and east, and more densely populated in the south (bordering the London boroughs of Enfield Waltham Forest Redbridge and Havering).

The majority of residents live across four suburbs; Buckhurst Hill, Epping, Loughton, and Waltham Abbey.

The district is unique in Essex for its transport network with its 9 tube stations within the southern part of the district and railway station at Roydon which includes access to Stansted Airport and excellent road networks including the M25 and M11 which cuts across the district north to south.

The more rural areas of the district have reduced access to public transport in comparison to the south of the district.

In 2019 our District was ranked 200 out of 317 lower tier authorities in England in relation to six indices; income, employment, health, education, crime, barriers to housing and services, and the environment (one being the most deprived).

Our overall ranking has improved gradually in recent years, achieving its highest level when last recorded in 2019 since 2007. Our total score is made up of mainly affluent geographical areas with several pockets of relative deprivation.

Data Source: (source Gov.UK National Statistics English indices of deprivation 2019)

3.2 Population Profile

The 2021 National Census recorded the District as having a resident population of around 135,000. This is an increase of 8.3% from around 124,700 in 2011.

We have an aging population. Over the last ten years the number of residents aged 65 years and over has increased by 16.6%, the number of residents aged 15 to 64 years has risen by 5.7% and the number of children aged under 15 years has increased by 9.6%.

Data Source: Office for National Statistics

<https://data.essex.gov.uk/dataset?q=census%202021>

3.3 Health Profile

Data Source: Essex County Council

Key Findings – (please use the link below for the full findings)

WIDER DETERMINANTS OF HEALTH

- The average weekly income for an Epping Forest resident working full time in 2018 was £681.9, £63.30 (9.3%) higher than the average for Essex and £107 (15.7%) higher than the average for England. This was the third highest average income out of 12 Districts.
- The amount of residents claiming out of work benefits is lower than average but has increased to its highest level in 5 years from 1.3% in April 2015 to 1.5% in April 2019. This is lower than the averages for Essex (2.1%) and England (2.6%)

LIFESTYLE, SEXUAL HEALTH & SUBSTANCE MISUSE

- In 2017/18 that 17.3% of pupils in Reception year were classed as overweight or obese. This lower than the level for England and Essex. The sample of pupils in Year 6 showed that 33.4% of pupils in this year group were classed as overweight or obese, lower than England but higher than Essex.
- Of residents aged over 18 years, 58.77% were classified as overweight or obese in 2016/17. This is lower than the prevalence of adult overweight or obesity across the whole of Essex (63.56%), but higher than England (61.29%).
- In the Epping Forest District in 2017, the prevalence of current smokers among persons aged over 18 years was 7.84%. This was the third lowest across the Districts in Essex and was significantly lower than the prevalence of current smokers across Essex as a whole (13.84) and England (14.87).

LIFE EXPECTANCY & MORTALITY

- The average life expectancy at birth for a child born in Epping Forest (2015-2017) was 84 years for females and 81 years for males, higher than the average for England for both sexes (Females = 83.1, Males = 79.6).
- Life expectancy at age 65 (the number of additional years a person could expect to live) was 21.1 years for females and 19.1 years for males, the same as the England average for Females (21.1 years) and slightly higher for Males (18.8 years).

Epping Forest had a rate of 78.76 people per 100,000 killed or seriously injured on roads. This was above the England and Essex levels and was the highest in Essex. Rates have also increased by 11.83 per 100K or 17.7% compared to 2011-13

MENTAL HEALTH

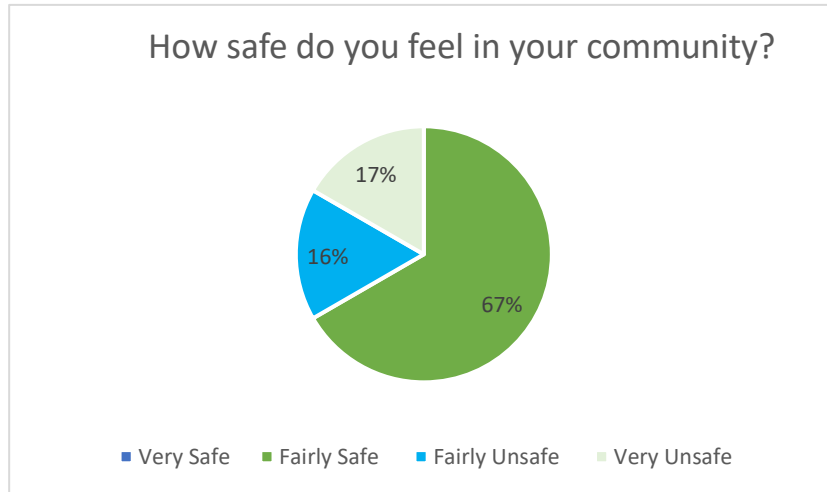
- The prevalence of reporting a long-term mental health condition among persons aged over 18 years in the NHS West Essex CCG according to the GPPS, was 7.19% in 2017/18. This was lower than the prevalence across the whole of Essex (8.23%) and England (9.06%) and was ranked as being the lowest prevalence compared across the CCGs of Essex (highest: NHS North East CCG 9.63%).
- Severe mental health conditions include schizophrenia, bipolar affective disorder and other psychoses. The prevalence of these as recorded on general practise disease registers in Epping Forest in 2017/18 was 0.78. This was the 5th highest prevalence compared across the other Districts in Essex.
- The age-standardised mortality rate per 100,000 population from suicide and injury of undetermined intent among persons aged over 10 years in Epping Forest was 5.23 in 2015/17, which was ranked as being the lowest rate across the Districts in Essex. This was significantly lower than the rate across Essex as a whole (10.88) and England (9.57).

4 PUBLIC PERCEPTION

4.1 Local Area Survey

During Anti-Social Behaviour week 19th- 25th July 2022 anecdotal results were collated through public perception crime surveys which were conducted on the three hotspot locations within the district. The hotspot locations were; Limes, Chigwell, Ninefields, Waltham Abbey and Shelley, Ongar.

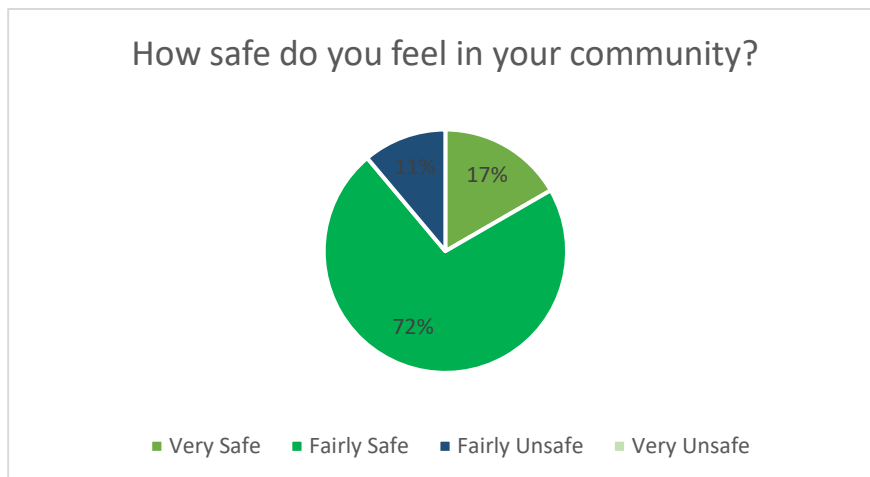
Shelley, Ongar:



What Community Safety issues need to be prioritised in your community?

- Youths causing damage in the community, vandalism. Noise late at night. Lots of rubbish and litter. CCTV cameras not working.
- Police do not turn up
- There is a lot of drug dealing and people smoking weed frequently
- Increase in ASB and crime. Youths outside Shelley shops
- The lighting is bad, a lot of the bushes are overgrown down the alleyways, lots of litter
- None

Ninefields, Waltham Abbey:

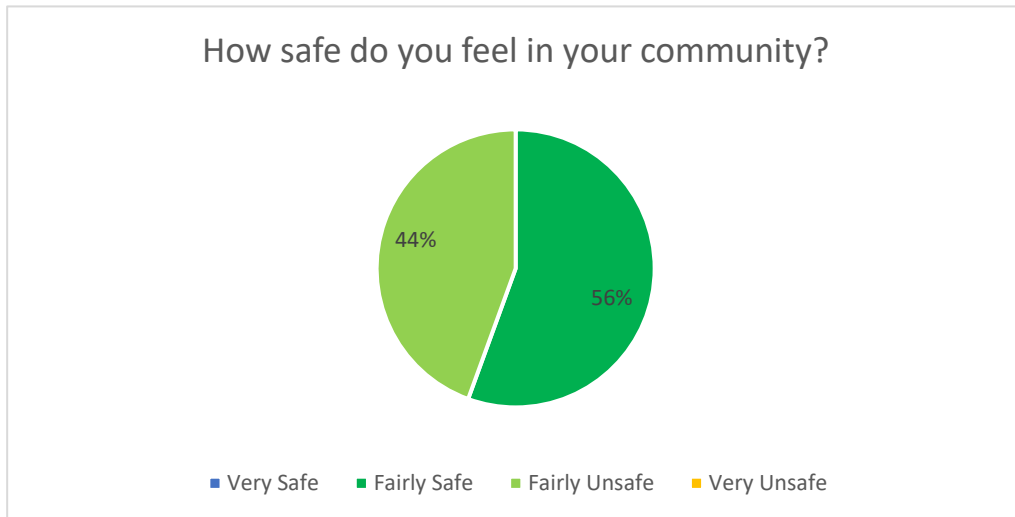


What Community Safety issues need to be prioritised in your community?

- Traffic Issues, Preventing Burglaries, Preventing Drug Dealing

- None
- More Police Presence
- Burglary
- Drug dealers on field behind shops, groups of boys hanging around, underage drinking, smashing bottles, Dog poo – Just letting their dog mess not cleaning up.

Limes, Chigwell:



What Community Safety issues need to be prioritised in your community?

- Young kids bullying others
- We know a 13-year-old stealing phones. We think the Police know him because we see Police looking for him often
- I have been robbed and had my money taken. My car has also been broken into a lot
- The teenagers of this area are becoming very violent now a days they are teasing people and mocking, shouting, and creating problems with the women with children. So, CCTV cameras should be provided and take care of this issue
- Drugs
- Cars speeding under foot bridge and around estate
- Drugs green block

We hope to incorporate a more district wide survey going forward in 2023.

4.2 Essex County Council Residents Survey

Data Source: Essex County Council

In the 2022 survey, 91% of all Essex residents responded that they felt very or fairly safe in their local area during the day, compared to 93% of residents in Epping Forest District.

In the 2022 survey, 55% of all Essex residents responded that they felt very or fairly safe in their local area after dark, compared to 60% of residents in Epping Forest District.

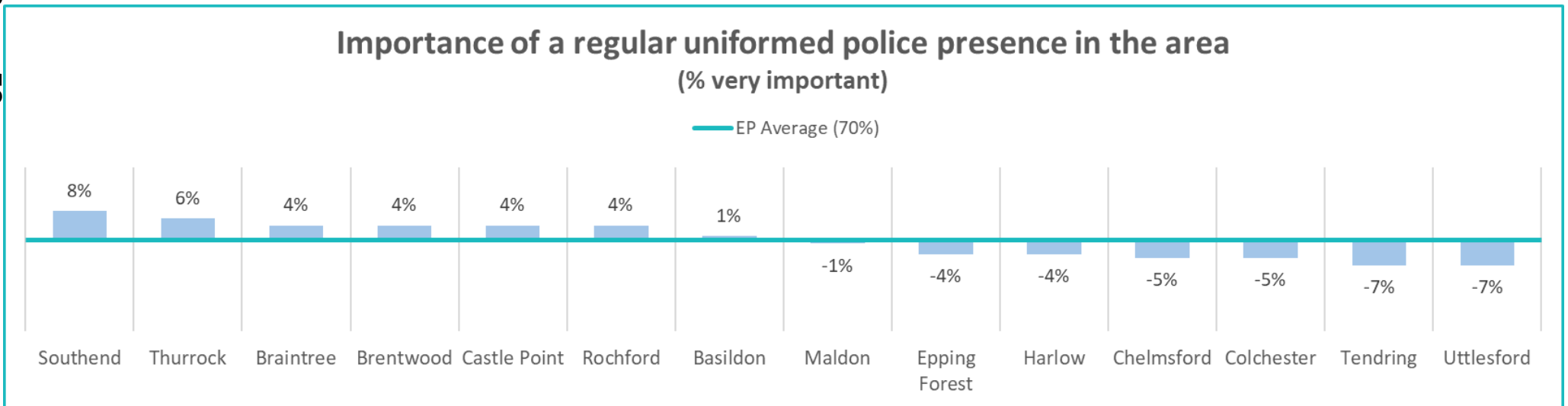
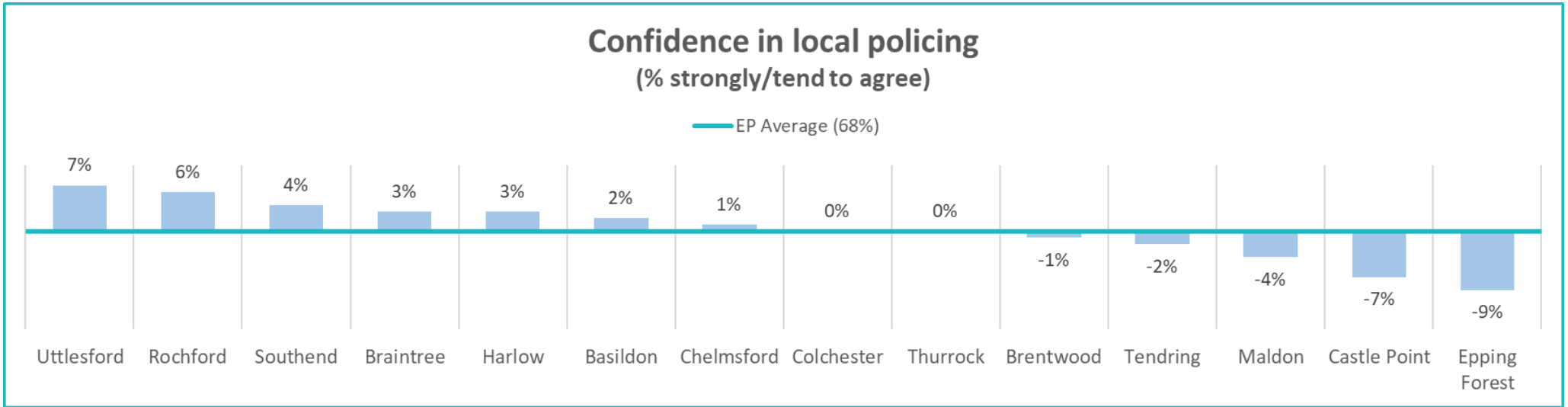
Felt very or fairly safe in their local area	Essex		Area	
	2020	2022	2020	2022
During the day	92%	91%	91%	93%

At night	54%	55%	50%	60%
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4.3 Essex Police Public Perceptions Survey

Data Source: Essex Police Fire & Crime Commissioner

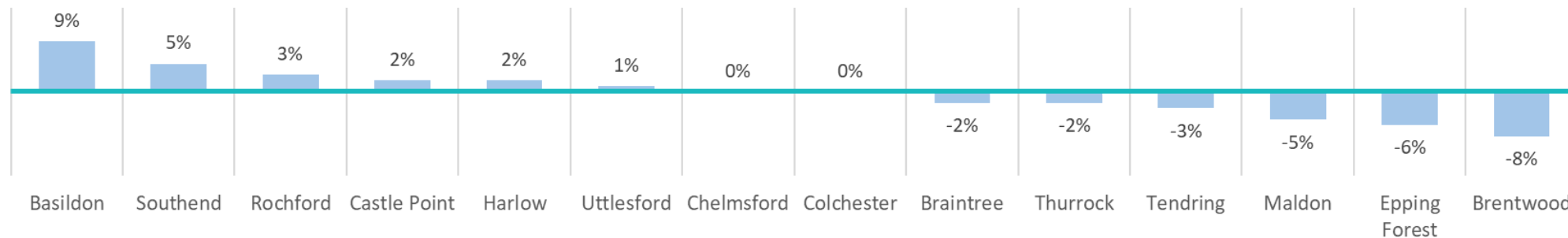
See below tables.



Essex Police understand the issues that affect your community

(% strongly/tend to agree)

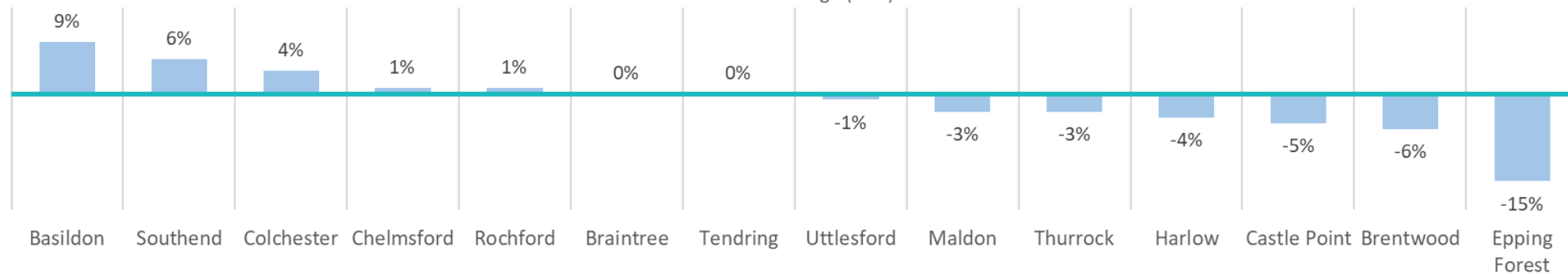
— EP Average (54%)

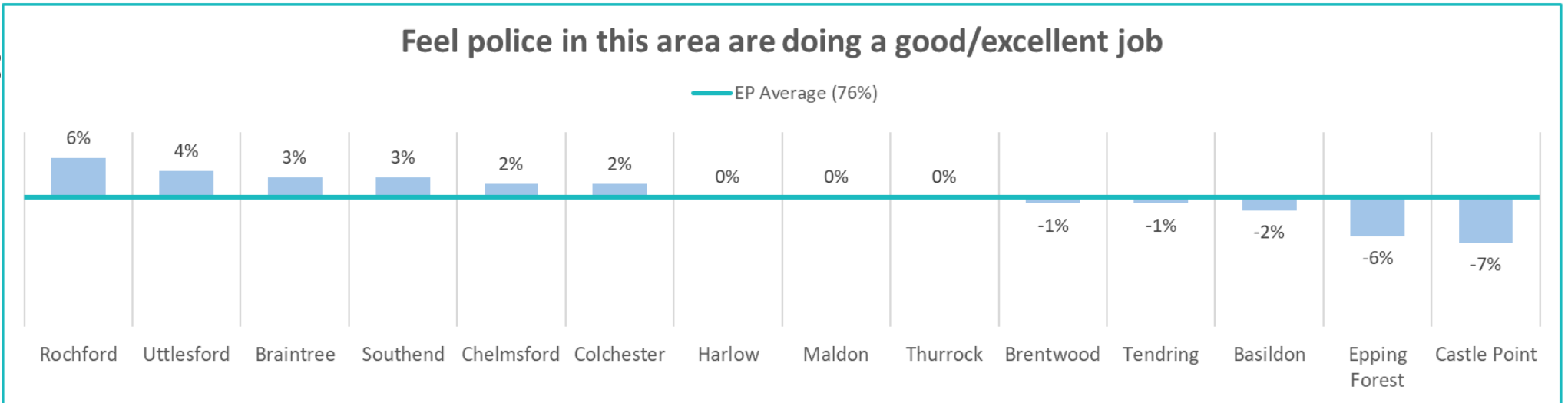
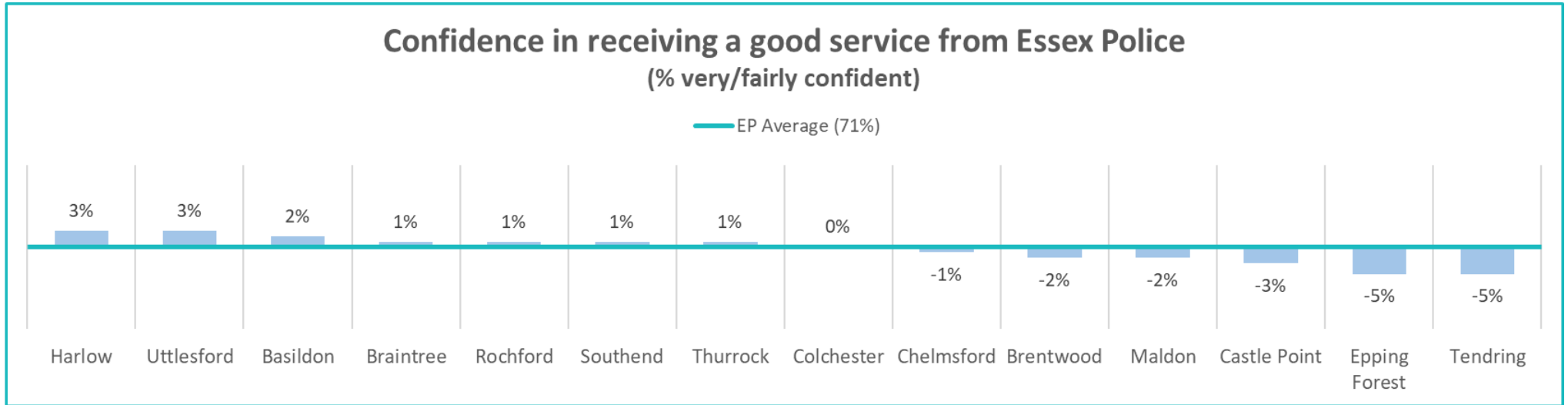


Essex Police are dealing with crime & ASB

(% strongly/tend to agree)

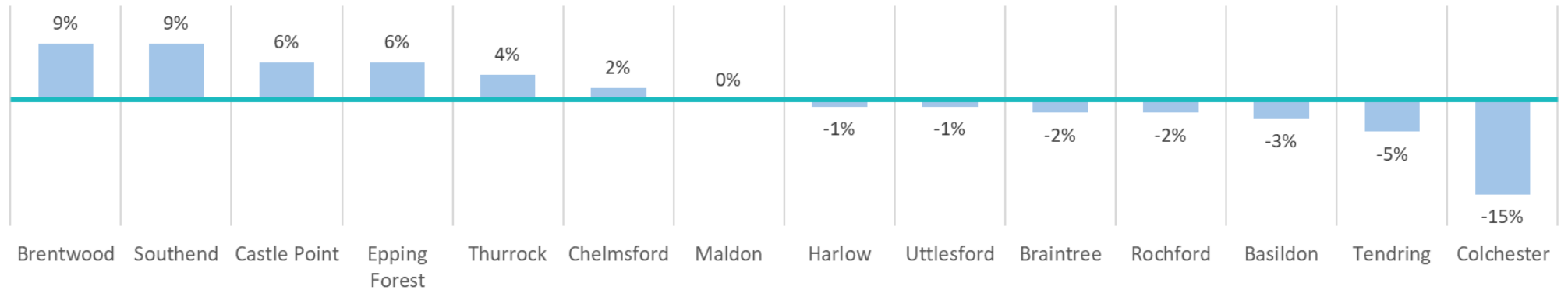
— EP Average (51%)





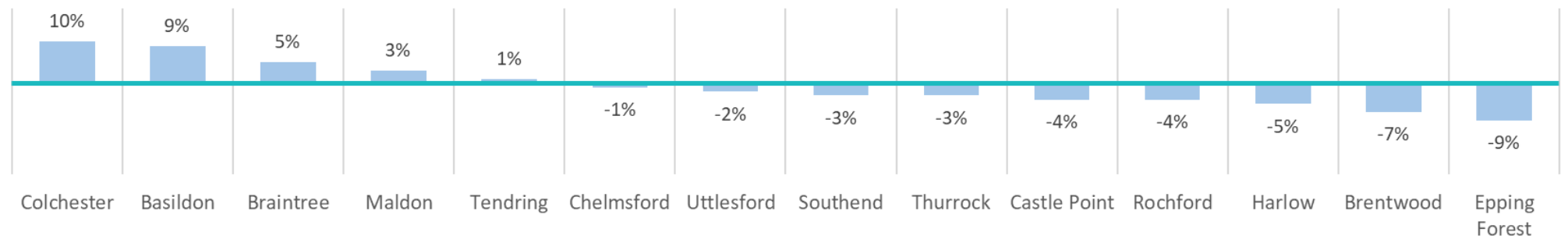
Feel crime and ASB have become more of a problem in your area in the last 12m

EP Average (30%)



Feel informed about what the police are doing in my local area (% very/fairly informed)

EP Average (45%)



5 ESSEX POLICE DATA

5.1 Crime Data

Data Source:

In Essex a total of 153,683 offences (excl. Action Fraud) were recorded by Essex Police, of which 10,433 were recorded in Epping Forest District (the 9th highest of all 14 areas).

Area	Offences			
	Oct20 to Sept21	Oct21 to Sept22	# diff.	% diff.
Basildon	18,492	20,411	1,919	10.4%
Braintree	10,539	11,572	1,033	9.8%
Brentwood	5,384	5,800	416	7.7%
Castle Point	5,772	6,082	310	5.4%
Chelmsford	14,408	15,909	1,501	10.4%
Colchester	16,883	19,029	2,146	12.7%
Epping Forest	10,592	10,433	-159	-1.5%
Harlow	10,230	11,501	1,271	12.4%
Maldon	3,562	3,864	302	8.5%
Rochford	4,298	4,696	398	9.3%
Southend	19,327	21,225	1,898	9.7%
Tendring	13,497	14,410	913	6.8%
Thurrock	15,919	17,070	1,151	7.2%
Uttlesford	4,467	5,112	645	14.4%
Essex (Excl Stansted)	153,683	167,641	13,958	9.1%

Epping Forest District were the only district within Essex to see a reduction in Crime which is a contradiction to the responses on the public perception survey.

5.2 Anti-Social Behaviour Data

Data Source: Essex Police

In Essex a total of 24,154 ASB incidents were recorded by Essex Police, of which 1,467 (6%) were recorded in Epping Forest (which ranks us 9th in the County across the 14 areas).

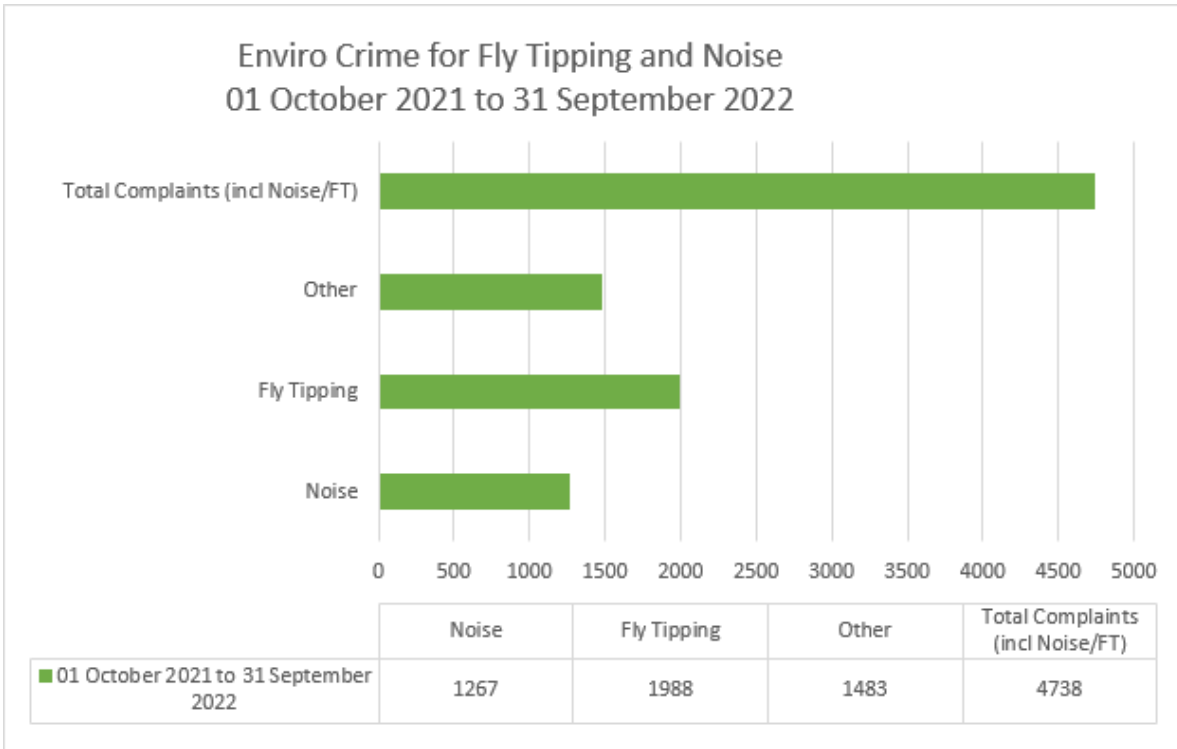
Incident Type	Essex	Epping Forest	Ranking	% of Essex
ASB – Environment	1,060	81	8 th	7%
ASB – Nuisance	7,572	427	7 th	5%
ASB – Personal	15,944	959	9 th	6%
Total	24,576	1,467		

Across Essex, there was a reduction in incidents of -25,846 (-105.2%), compared to Epping Forest where there was a reduction in incidents of 1,902 (-32%). It should be noted that the large

reductions in offences is due to the way that Covid related breaches were recorded, resulting in higher than usual numbers in the previous year.

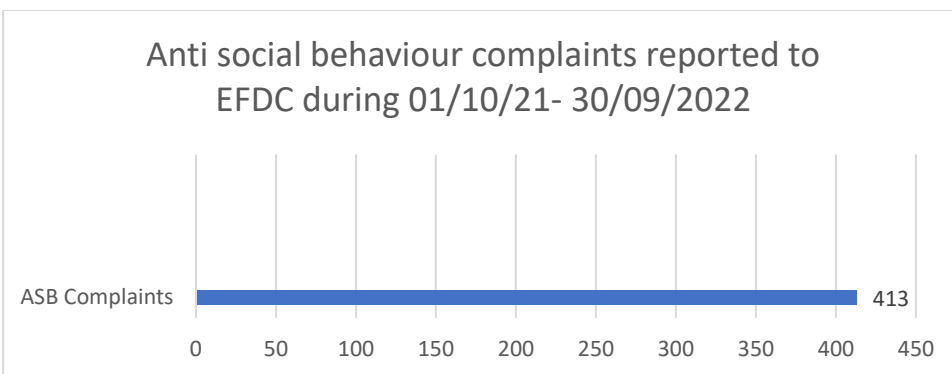
6 EPPING FOREST DISTRICT COUNCIL DATA

6.1 Environmental Crime



From comparison purposes we had 1924 fly tip. Noise 1931- 3855 total- 4944- 1089 (other)

6.2 Anti-social Behaviour



The total number of complainants for the same period for 2020/21 was 323 but this would not have reflected housing ASB complaints.

7 ESSEX COUNTY FIRE & RESCUE SERVICE DATA

7.1 Fire Data

Data Source: Essex County Fire & Rescue Service. Data is for financial year 2021/22.

In Essex a total of 15,327 fire incidents were recorded by Essex County Fire & Rescue Service, of which 1212 (7.9%) were recorded in Epping Forest district (the 7th highest of all 14 areas).

In Essex a total of 772 accidental dwelling fires were recorded by Essex County Fire & Rescue Service, of which 47 (6%) were recorded in Epping Forest district (the 7th highest of all 14 areas). There were a total of 8 fatalities from these fires, of which 0 were recorded in Epping Forest district. 73 injuries were recorded in Essex, of which 6 were recorded in Epping Forest.

7.2 Road Safety Data

Data Source: Essex County Fire & Rescue Service

In Essex a total of 1,107 road traffic collisions were recorded by Essex County Fire & Rescue Service, of which 154 (13.9%) were recorded in Epping Forest (the highest of all 14 areas).

8 HIDDEN HARMS

8.1 Domestic Abuse

Data Source: Essex Police

Domestic Abuse	2021	2022	Number -/+	Percentage -/+
High Risk	119	130	+11	+9.2%
Medium Risk	156	145	-11	-7.1%
Standard Risk	1420	1605	+185	+13%

For last year's strategic assessment, we were able to access 2021 EP Domestic abuse problem profile partnership edition. Epping Forest has seen an increase in domestic abuse incidents reported as crimes. Outreach services are seeing an increase from Epping Forest residents but we won't be able to provide a full update until next year.

Information from the Office of National Statistics Domestic Abuse overview advises the below:

- The Crime Survey for England and Wales (CSEW) estimated that 5.0% of adults (6.9% women and 3.0% men) aged 16 years and over experienced domestic abuse in the year ending March 2022; this equates to an estimated 2.4 million adults (1.7 million women and 699,000 men).
- Approximately 1 in 5 adults aged 16 years and over (10.4 million) had experienced domestic abuse since the age of 16 years.
- There was no significant change in the prevalence of domestic abuse experienced by adults aged 16 to 59 years in the last year, compared with the year ending March 2020; a year largely unaffected by the coronavirus (COVID-19) pandemic and the last time the data were collected.
- The number of police recorded domestic abuse-related crimes in England and Wales increased by 7.7% compared with the previous year, to 910,980 in the year ending March 2022; this follows increases seen in previous years and may reflect increased reporting by victims.
- The Crown Prosecution Service (CPS) domestic abuse-related charging rate in England and Wales increased for the first time in four years to 72.7% in the year ending March 2022 but remains below the year ending March 2018 (75.9%).

- The National Domestic Abuse Helpline delivered 50,791 support sessions through phone call or live chat in the year ending March 2022, a similar number to the previous year.

(Office of National Statistics Domestic abuse in England and Wales overview: November 2022)

8.2 Hate Crime

Data Source: Essex Police

Year	2021			2022								
	Quarter	Qtr 4		Qtr 1			Qtr 2			Qtr 3		
Type	October	November	December	January	February	March	April	May	June	July	August	September
Racial	13	17	11	13	12	20	14	33	15	27	12	20
Homophobic	5		2	2	1	1	2	1	7	1	5	6
Disability	3	5	3	2		2		1	1	2	1	
Multiple Types		1					2	4	1	2	3	
Religious - Jewish	1					5	2	2	1			1
Transgender		1			1	2						
Religious - Christian								1		2		
Age		1							1			
Religious - Muslim	1								1			
Alternative Sub-culture						1						
Religious - Unknown								1				
Total	23	25	16	17	19	28	20	41	27	34	21	27

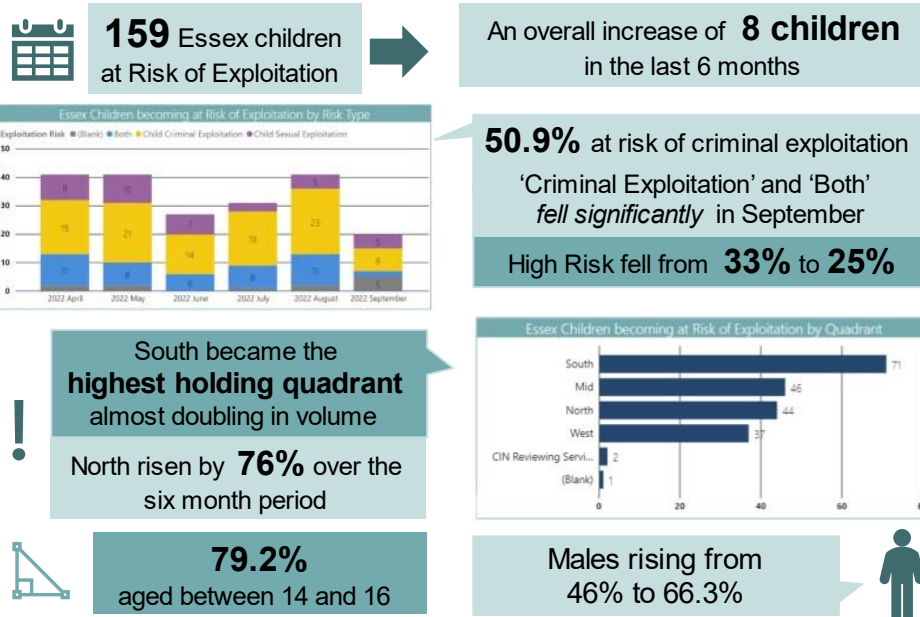
8.3 Missing & Child Exploitation

Data Source: ECSB

The reports refers to Essex Children at Risk of Exploitation:

- Children aged 0-17
- With a current address district in Essex (12 districts not including Thurrock and Southend)
- Recorded as at risk of exploitation as at the 3rd October 2022

Essex Children at Risk of Exploitation



The full report can be emailed on request, please email saferrcommunities@eppingforestdc.gov.uk

8.4 Violence & Vulnerability Unit

Data Source: Essex Violence and Vulnerability Partnership

The Essex Violence and Vulnerability Partnership addresses issues that lead to serious violence. The Partnership aims to:

- ✓ Reduce hospital admissions for assaults with a knife or sharp object
- ✓ Reduce knife enabled serious violence
- ✓ Reduce all non-domestic homicides

The focus of the partnership is to tackle serious violence and drug driven harm linked to gangs and County Lines for those under 25 years of age.

The Serious Violence Duty (Chapter 1 of Part 2 of the Police, Crime, Sentencing and Courts Act 2022) places a statutory duty on a range of authorities (called responsible authorities) to collaborate to prevent and reduce serious violence in the area.

Each responsible authority must collaborate with every other responsible authority in the area to:

- Develop a local problem profile / strategic needs assessment.
- Develop and implement a local strategy which outlines the collective action to be taken.

The duty includes the responsibility for sharing data and information with each other for the purpose of preventing and reducing serious violence.

All organisations and agencies subject to the duty will be accountable for the activity and co-operation with each other.

Alongside the duty the Police, Crime, Courts and Sentencing Act also amends the Crime and Disorder Act 1998 to include a requirement for Community Safety Partnerships to formulate and implement a strategy to prevent people from becoming involved in serious violence, both as victims and perpetrators, and reduce instances of serious violence in the area.

As part of the Serious Violence Duty there is a requirement for a strategic needs assessment focussing on serious violence (as defined locally and taking in to account the issues within the national Serious Violence Strategy published in 2018).

As a 'Violence Reduction Area' there is a requirement to produce the strategic needs assessment by 31 March 2023. As such Epping Forest CSP will be working with all relevant partners to ensure that this happens.

9 SERIOUS & ORGANISED CRIME

9.1 Modern Slavery & Human Trafficking

Data Source: Essex Police

Across Essex there were 476 Modern Slavery & Human Trafficking cases considered by Essex Police, of which 17 (3.6%) were recorded in Epping Forest (the 10th highest of all 14 areas).

9.2 Organised Criminal Networks & Drugs Lines

Data Source: Essex Police

A total of 28 drugs lines have been recorded as operating within the Essex Police force area. The table below shows this broken down by Op Raptor area. NB: Orochi are a team who focus on lines impacting Essex where that line originates outside of Essex.

It should be noted that these figures show a significant reduction from previous assessments. This is due to a change in how drugs lines are recorded. Essex Police have now adopted the national scoring system using 'Management of Risk in Law enforcement metrics', similar to how Organised Crime Groups are recorded. This now provides a true reflection of what is being tackled by Essex Police and the Serious Violence Unit (SVU), and does not record a line based on limited and/or aged intelligence.

Owning Department	Volume of lines Targeted
SVU - Orochi	2
SVU - Raptor North	6
SVU - Raptor South	14
SVU - Raptor West	6
Grand Total	28

10 OFFENDER MANAGEMENT & CRIMINAL JUSTICE

10.1 Integrated Offender Management

Data Source: Essex Police

Integrated Offender Management (IOM) is a joint initiative between the Home Office and Ministry of Justice to address Neighbourhood Crime, focusing on serious and frequent acquisitive offending. A partnership jointly led locally by Essex Police and the Probation Service, IOM activity consists of two main pillars:

1. Rehabilitation – Access to Rehabilitative Services / Provision supporting & prioritising access to resources across 7 pathways:
 - Accommodation
 - Substance misuse
 - Family / Significant others
 - Wellbeing
 - Attitude, Thinking and Behaviour
 - Education, Training and Employment
 - Finance, Benefit and Debt
2. Reduce Recidivism – Share information, joint planning & implementation of support control & enforcement.

A multi-disciplinary approach is taken to this work, to offer an enhanced package of support and controls to IOM nominals. The range of IOM activity consists of:

- Prison in-reach for release preparation
- Joint visits by agencies to integrate the support and controls for nominals
- Increased levels contact
- Weekly tasking meetings (Multi Agency Panel)
- Information sharing between IOM partners
- Supported referrals to universal and specialist services
- Electronic monitoring on licence (for eligible acquisitive offences)

IOM in Essex is arranged in 6 working areas:

- Basildon and Brentwood
- Braintree, Chelmsford and Maldon
- Castle Point, Rochford and Southend
- Colchester and Tendring
- Epping, Harlow and Uttlesford
- Thurrock

Across Essex there were 119 IOM nominals recorded by Essex Police, of which 2 were recorded in Epping Forest District.

Note: The access to Integrated Offender Management (IOM) data is in its very early stages of adoption within Essex Police. IOM data is stored on a national system called IDIOM and the reporting process is still being developed. Work is ongoing to establish true performance reporting frameworks from the IDIOM system with the aim of a month by month breakdown of active offenders by management area.

10.2 Youth Offending Service

Data Source: Essex County Council

Between 1st October 2021 and 30th September 2022, 492 young people were active on Youth Offending Team (YOT) programmes in Essex (including POWER prevention programmes). This number includes Looked After Children from Essex who may have been placed out of county during all or part of their programme(s). The total excludes any cases that were from other Local Authorities. Of these, 60 were from Epping Forest.

Across Essex, 85% were male and 15% were female, compared to 88% male and 12% female in Epping Forest.

Across Essex, 16% were from a black and minority ethnic background, compared to 38% in Epping Forest.

Based on the young person's age at the commencement of their programme, across Essex most young people were aged 16 (22%) or aged 17 (22%). This compares to area, where most young people were aged 16.

The top three offence types across Essex were violence against the person 349 (34%), drugs 137 (13%) and sexual offences 108 (10%). This compares to Epping Forest, where the top three offence types were violence against the person 43 (31%), motoring 34 (25%) and drugs 20 (14%)

Programme Type	Essex	Epping Forest
Prevention	132 (22%)	14 (19%)
Pre-court disposal	114 (19%)	9 (13%)
Community	274 (46%)	40 (56%)
Custodial order:	12 (2%)	0 (0%)
Licence:	4 (1%)	0 (0%)
Bail programme	39 (7%)	7 (10%)
Remand	21 (4%)	2 (3%)

10.3 Probation Service

Data Source:

In 26 June 2021, the new probation service will be responsible for managing all those on a community order or licence following their release from prison in England and Wales. The new probation service will also deliver unpaid work and behavioural change programmes in England and Wales. Due to the restructures in Probation there isn't data available for this year. We are working to have the data for the next Strategic Assessment.

11 RISK MATRIX

To ensure partnership data is managed in a consistent way, and that the right priorities are identified, a risk matrix was completed. This process assists the CSP with justification as to why an issue is or is not included as a strategic priority.

The completion of a risk matrix is a method used as part of a risk assessment process to be able to define the level of risk associated to multiple factors, against a range of criteria.

The matrix considers the following:

Thematic Area: This includes specific crime types/themes and issues across the Borough which can range from acquisitive crime to Modern Slavery.

Impact: This scores the impact, harm and risk against the victim, community, public expectations, and the environment.

Confidence Score: This is a non-scoring column and does not affect the risk score, unless it is felt the crime type discussed is under reported and data does not accurately depict the prevalence of the crime. It is therefore used for mitigation.

Risk: This is automatically calculated, based on the overall results (before any mitigation has been considered).

Organisational Position: This is aimed at identifying how the CSP is collectively responding to a thematic area. It considers if the thematic area should be a CSP priority based on capacity, capability, reputation, and politics.

Factors	Volume (3.1)		Year-on-year		Criterion												
	Oct 2020 to Sept 1	Oct 2021 to Sept 2022	# diff	OFFICIAL- % diff	Performance	Harm	National Priority	Cost Impact	PFCC Priority	Local priority	Community Priority	Harm to Property	Physical Harm to People	Psychological Harm to People	Risk to vulnerable groups	Hidden crime	Is a CSP approach of benefit?
Violence against the person	4037	3978	-59	-1%	0	2	2	0	2	2	2	1	2	2	1	1	1
Homicide	4	1	-3	-75%	0	2	2	2	2	2	2	0	2	2	1	2	0
Violence with injury	840	859	19	2%	1	2	2	2	2	2	2	1	2	2	1	2	1
Death or Serious Injury caused by unlawful driving	0	0	0	0%	0	1	1	0	2	0	2	1	2	2	0	0	0
Violence without injury (new definition)	1590	1643	53	3%	1	2	2	1	2	1	1	1	2	2	1	1	1
Stalking and Harassment	1603	1475	-128	-8%	0	1	2	0	2	2	0	1	1	2	0	2	1
Sexual Offences	266	295	29	11%	2	1	2	0	2	2	1	0	2	2	1	2	0
Rape	108	137	29	27%	2	1	2	0	2	2	2	0	2	2	1	2	0
Other Sexual Offences	158	158	0	0%	0	1	2	0	2	2	1	0	2	2	1	2	0
Robbery	73	111	38	52%	2	1	2	0	1	2	2	2	2	2	1	0	1
Robbery - Business	4	9	5	125%	2	1	2	2	2	1	1	2	2	2	0	0	0
Robbery - Personal	69	102	33	48%	2	1	2	0	1	2	2	2	2	2	1	0	1
Burglary	531	466	-65	-12%	0	1	1	0	1	1	2	2	0	2	1	0	1
Burglary - Residential	405	352	-53	-13%	0	1	1	0	1	1	2	2	0	2	1	0	1
Burglary - Business And Community	126	114	-12	-10%	0	1	1	2	2	0	1	2	0	2	0	0	0
Vehicle offences	1398	1403	5	0%	0	1	1	0	1	1	2	2	0	1	0	0	1
Theft From a Motor Vehicle	689	644	-45	-7%	0	1	1	0	1	1	2	2	0	1	0	0	1
Theft Of a Motor Vehicle	506	585	79	16%	2	1	1	0	1	1	2	2	0	1	0	0	1
Vehicle Interference	203	174	-29	-14%	0	1	1	0	1	0	2	1	0	1	0	0	1
Theft	1514	1540	26	17%	2	1	1	0	1	1	2	1	0	1	1	0	1
Theft from the person	67	57	-10	-15%	0	1	1	0	1	1	2	1	0	1	1	1	1
Bicycle theft	25	37	12	48%	2	1	1	0	1	0	0	1	0	0	0	0	1
Shoplifting	649	530	-119	-18%	0	1	1	0	1	1	1	1	0	0	0	0	1

OFFICIAL-SENSITIVE

Other theft	773	916	143	19%	2	1	1	0	1	1	1	1	0	0	0	0	1
Arson and criminal damage	933	1001	68	7%	1	1	2	0	1	1	1	1	0	1	0	0	1
Criminal Damage	875	921	46	5%	1	1	1	0	1	1	1	1	0	0	0	0	1
Arson	58	80	22	38%	2	1	1	0	1	1	2	1	0	1	0	0	1
Domestic Abuse	1769	1939	170	10%	1	2	2	0	2	2	1	0	2	2	1	2	1
High Risk Domestic Abuse	119	130	11	9%	1	2	2	0	2	2	1	0	2	2	1	2	1
Medium Risk Domestic Abuse	156	145	-11	-7%	0	2	2	0	2	2	1	0	2	2	1	2	1
Standard Risk Domestic Abuse	1420	1605	185	13%	2	2	2	0	2	2	1	0	2	2	1	2	1
Drug offences	392	311	-81	-21%	0	2	2	0	2	1	2	0	0	0	0	1	1
Trafficking of drugs	56	56	0	0%	0	2	2	0	2	1	2	0	0	1	1	2	1
Possession of drugs	336	255	-81	-24%	0	2	2	0	2	0	2	0	0	0	0	0	1
Possession of weapons offences	59	66	7	12%	2	2	2	0	1	2	2	0	0	1	1	2	1
Public Order Offences	1134	1056	-78	-7%	0	1	1	0	1	1	1	0	0	1	0	0	0
Hate Crime HO Definition	279	252	-27	-10%	0	N/A	1	0	1	1	2	0	0	2	2	2	1
ASB (Police)	3387	1466	-1921	-57%	0	N/A	2	0	1	1	2	0	0	1	2	2	2
Environment	585	81			0	N/A	2	0	1	0	1	0	0	0	1	0	2
Nuisance	2605	427			0	N/A	2	0	1	1	1	0	0	1	2	2	2
Personal	132	959			0	N/A	2	0	1	1	1	0	0	1	2	2	2
KSI					0	N/A	0	0	2	1	1	0	2	2	0	0	0

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Epping Forest Community Safety Partnership (CSP) PLAN ON A PAGE 2022/23

Priorities

1. Working to reduce ASB in public places with an emphasis on:

- Youth nuisance
- Improved partnership visibility
- Designing out crime



- Local Action Group
- ASB awareness week
- Safer Streets
- Youth Projects- Ninefields, Limes, Ongar and Epping

2. Tackling violence in all its forms and reducing reoffending.



- Fortnightly Police Tasking
- CCTV
- Gangs awareness
- #consequences
- IOM MACC meetings
- Phoenix Futures- Horizons project

3. Supporting vulnerable people



- Hate crime incident reporting centre
- Missing and Child Exploitation Group (MACE 1&2)
- Independent Advisory Group (IAG)
- Essex Safeguarding Adults Board
- Essex Safeguarding Child Board
- Senior person Safety awareness day
- Crucial Crew
- West Stay Safe
- J9 training
- Sanctuary scheme
- Phoenix Futures- Vulnerable Adults Service
- Buddy up project
- Inclusion Project
- Broadcast Junior
- Multi Agency Hubs

4. To continue effective partnership working, to meet emerging local threats and issues



- Local Action Group
- Community Safety Partnership meeting
- EF Health and Wellbeing Board & Action Groups
- West Essex Children's Partnership Board

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Report to Stronger Communities Select Committee

Date of meeting: 2 March 2023

Portfolio: Communities and Partnerships Cllr. Holly Whitbread

Subject: Domestic Abuse and Domestic Abuse Workplace Policies

Officer contact for further information: Caroline Wiggins

Democratic Services Officer: R Perrin

Recommendations/Decisions Required:

To note and agree The Domestic Abuse and Domestic Abuse Workplace Policies

Report:

1. The Domestic Abuse Housing Alliance (DAHA) was launched in 2014 and is managed by Standing Together. EFDC aspire to achieve a DAHA Accreditation to support our residents and staff in providing a positive, safe environment and encouraging them to have the confidence to approach us as a council at a time of need.
2. These two policies set out our commitment as a local authority to take efficient and effective action to deal with all reports of incidents and it explains how we will provide support tailored to the needs of the individual working in partnership with specialist services to provide a coordinated response. They indicate the position and values of the Council and set out how we intend to comply with standards and best practice.
3. The latest Crime Survey for England and Wales (CSEW) completed in October 2021 estimated 2.4 million adults aged 16 years and over experienced domestic abuse in the year ending March 2022 (1.7 million women and 699,000 men).¹ In Epping Forest there were 1939 recorded incidents of domestic abuse (1st October 2021 – 30th September 2022) an increase of 9% (170) on the previous year.

Reason for decision:

These two policies are essential in giving guidance as to both staff and residents as to how we will endeavour to support those experiencing domestic abuse and evidence our commitment to end violence against women and girls in line with the government's Violence against Women and Girls Strategy. The policies are also integral in our bid for DAHA accreditation. They sit across the whole organisation, with specific procedures outlining how each team will implement these policies in practice.

¹ ONS

Options considered and rejected:

Not to agree the adoption the policies preventing a robust, consistent and transparent approach to tackling domestic abuse and supporting any members of staff who may be experiencing domestic abuse.

Consultation undertaken:

Epping Forest Community Safety Partnership (CSP)
EFDC Tenants & Leaseholder Panel
Standing Together (DAHA)
EFDC Corporate Safeguarding Group

Resource implications:

Policies and associated action will embed across the organisation into existing resource. Most frontline teams already operate a trauma informed practice on the basis of 'making every contact count' and specific funding for DA has been secured from Essex County Council to the sum of £23,330. In addition to that, there is £11,866 Homelessness Prevention Grant Funding and £35,439 New Burdens Funding from the Department for Levelling Up, Housing and Communities (DLUHC).

Funding for the DAHA accreditation (£3125) is budgeted for from the New DA Burdens Funding.

Legal and Governance Implications:

- Anti-social Behaviour Act 2003
- Anti-social Behaviour, Crime and Policing Act 2014
- Care Act 2014
- Crime and Security Act 2010
- Data Protection Act 2018
- Domestic Abuse Act 2021
- Domestic Abuse Crime and Victims Act 2004
- Equality Act 2010
- Housing Act 1996 as amended
- Local Government Act 1972
- Policing and Crime Act 2009
- Protection from Harassment Act 1997
- Serious Crime Act 2015
- Serious Violence Duty 2022

Safer, Cleaner, Greener Implications: These Policies fall within the priorities of Police & Crime Plan 2021-2024, Essex Police Crime Prevention Strategy and Southend Essex & Thurrock Domestic Abuse Board Domestic Abuse Strategy 2020-2025.

Background Papers:

Impact Assessments:

Risk Management: Procedures and practice are reviewed by our Safeguarding Service and information is disseminated across services via our Corporate Safeguarding Group.

Equality:

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www.eppingforestdc.gov.uk



Domestic Abuse Policy 2022–2025

If you would like this document in an accessible format then please contact:

The Housing Strategy Team

Housingstrategy@eppingforestdc.gov.uk

DRAFT

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Domestic Abuse Policy 2022 - 2025

1. SECTION ONE: POLICY STATEMENT

- 1.1. We believe that no person should live in fear of violence or abuse. This policy sets out our commitment to take efficient and effective action to deal with all reports of incidents of domestic abuse. It explains how we will provide support tailored to the needs of the individual, working in partnership with specialist services to provide a coordinated response.
- 1.2. We aim to improve the safety of people affected by domestic abuse and prevent further incidents by encouraging earlier reporting and responding rapidly. You can report domestic abuse to us through any contact you have with us, for example, through our website, by telephone, by email, in person or in writing. If you are in an emergency situation, you should always call the police on 999.
- 1.3. We take all reports of domestic abuse seriously and employ staff trained to deal with reports of domestic abuse. We will always treat people experiencing domestic abuse in a sympathetic, supportive and non-judgmental way.
- 1.4. We take a zero-tolerance approach to domestic abuse and will hold perpetrators of abuse to account. Our approach is survivor-centred and we will take into account the views and ongoing safety of the individual when deciding the most appropriate course of action.
- 1.5. If you have any queries about this policy or our approach to domestic abuse, you should contact the Directorate Specialist, Technical Services, who oversees our response to domestic abuse, with support from other employees across our services. This is currently Caroline Wiggins cwiggins@eppingforestdc.gov.uk

2. SECTION TWO: INTRODUCTION

2.1. Context

- 2.1.1. The policy applies to all residents of Epping Forest District Council. We will use the range of tools, powers and support available - which may vary based on the circumstances of the individuals involved and the type of tenure they have. We will be fair and equitable in the services we provide and the tools, powers and support measures we consider.
- 2.1.2. Epping Forest District Council has defined duties and powers, and provides support services around Domestic Abuse available for all residents. We also cooperate with Southend, Essex and Thurrock Domestic abuse Board (SETDAB) - the overall lead for Domestic Abuse partnerships in the county.
- 2.1.3. We are a Local Housing Authority. This means we have specific duties to help people in housing need due to Domestic Abuse.
- 2.1.4. We are a stockholding authority with landlord/tenant rights and responsibilities that apply to residents living in Council accommodation.
- 2.1.5. Other registered providers of social housing in the District will also have Domestic Abuse related conditions within their tenancy agreements and have a duty to co-operate with us.
- 2.1.6. This Domestic Abuse Policy (the 'Policy') is effective from **April 2023**

Domestic Abuse Policy 2022 - 2025

2.2. Purpose

2.2.1. The policy sets out our commitment to take efficient and effective action to deal with all reports of incidents of domestic abuse. It explains that we will take them seriously and provide support tailored to the needs of the individual and their children. Working across services and with partners we will:

- ensure survivors are supported
- perpetrators recognise their behaviour and seek help to change that

2.2.2. We have a separate Employee Domestic Abuse Support Policy.

2.3. Definition

2.3.1. Within the [Domestic Abuse Act 2021](#) and this policy, domestic abuse is defined as:

- physical or sexual abuse
- violent or threatening behaviour
- controlling or coercive behaviour
- economic abuse
- psychological, emotional or other abuse

2.3.2. The definition includes modern day slavery, coercive control, honour-based violence, forced marriage and female genital mutilation.

2.3.3. Economic abuse is any behaviour that has an adverse effect on a person's ability to do either to:

- acquire, use or maintain money or other property
- obtain goods or services.

It doesn't matter whether the behaviour consists of a single incident or part of an ongoing pattern of behaviour.

2.3.4. For the definition and policy to apply, both people must be aged 16 or over and personally connected. This means people who:

- are married to each other
- are civil partners
- have agreed to marry (whether or not the agreement is still in place)
- have entered into a civil partnership agreement (whether or not the agreement is still in place)
- are, or have been, in an intimate personal relationship with each other
- are, or have been, parents of the same child or children
- are relative/parents

2.3.5. Children under 18 are also recognised as survivors in their own right if they see, hear or experience the effects of abuse or are related to the survivor or the perpetrator.

3. SECTION THREE: POLICY DETAILS

3.1. Reporting domestic abuse

3.1.1. You can report domestic abuse to us through any contact you have with us, for example, through our website, by telephone, by email, in person or in writing. We ensure anyone

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can report domestic abuse to us, providing interpreters and translating information into other languages or formats as needed.

- 3.1.2. If you report a case of domestic abuse, we will aim to respond within a one working day and will liaise with you about next steps.
- 3.1.3. Once you have reported domestic abuse, we will consider your situation and preferences when selecting an employee to assist you. For example, we will offer the option of being interviewed by an employee of the gender requested by you.
- 3.1.4. We will agree the method of contact you wish us to use when communicating with you. This includes talking to us over the phone, through an online video call, at our offices or another safe venue.
- 3.1.5. We will carry out a risk assessment using a Domestic Abuse, Stalking and Honour Based Violence Risk Identification Checklist (DASH 2009 risk model) which is a UK- wide accredited form to plan how we will support the survivor and any children.
- 3.1.6. We will base our support on your individual needs. We recognise that not all people see themselves as victims so we will make sure that these labels are not associated with you. We will always be sympathetic and supportive.
- 3.1.7. We will use the full range of remedies as appropriate, considering each case individually. We will advise about possible courses of action, both to respond to the immediate situation and to deal with it longer term. We will not pressure survivors to take legal action but will offer advice if it is something they wish to pursue. This may include helping to get legal advice about a non-molestation order, demotion of tenancy or possession proceedings.
- 3.1.8. We will provide relevant advice and help, including information about alternative housing, additional security measures in the home and suitable support from specialist organisations (such as Changing Pathways, Next Chapter or Finding Legal options for Women Survivors (Flows) flows.org.uk).
- 3.1.9. We recognise that housing is one of the main reasons why survivors do not leave abusive homes. If you fear for your immediate safety, we will work in partnership with the relevant local authority and others to consider your housing options.
- 3.1.10. If you need to move home, we will work with you to identify areas that will minimise the risk of future abuse. We will also continue to take action against the perpetrator where relevant.
- 3.1.11. A significant number of adults or children who experience domestic abuse will require safeguarding. Employees are trained to be aware of this and to make safeguarding referrals as needed in line with our safeguarding policy.
- 3.1.12. We will keep all cases of domestic abuse under review until the survivor is satisfied it's been resolved.
- 3.1.13. Whilst we are dealing with the case and after it has been resolved we will provide support for survivors, their families and witnesses to make sure they feel safe in their homes and community.

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3.2. Raising awareness

- 3.2.1. We will widely publicise information to raise awareness of domestic abuse, telling our customers how to get help if they need it and the type of response they can expect from us. We will also support national campaigns to increase awareness.
- 3.2.2. We will carry out a rolling programme of employee training to make sure domestic abuse is always at the forefront of our minds. Our employees are trained to spot signs of domestic abuse when working in homes or having conversations with customers. They are aware of how to act and report concerns confidently and sensitively, such as through our Whistleblowing (Confidential Reporting) Policy.

4. SECTION FOUR: WORKING IN PARTNERSHIP

- 4.1. We work in collaboration with relevant agencies when responding to incidents of domestic abuse.
- 4.2. We will maintain strong partnership working with local agencies and will share information through the Multi Agency Risk Assessment Conference (MARAC) and Essex Police.
- 4.3. We will refer survivors to relevant support agencies dealing with financial and legal advice.
- 4.4. We will work in partnership with appropriate agencies to support or signpost perpetrators of domestic abuse who recognise and want to change their behaviour.

5. SECTION FIVE: GENERAL DUTIES

5.1. Privacy

- 5.1.1. We respect customers' right to privacy. We collect and process a lot of personal information and we have a duty to comply with the Data Protection Act 2018 when storing or using that data.
- 5.1.2. Information provided will be securely held by the Council and will only be accessed by authorised persons with appropriate access controls. The Council will only use this information for the purposes set out in this Policy, unless you have given your consent, or it is required or permitted by law, as in the case of a safeguarding issue or prevention/detection of crime.

5.1.3. Full details are set out in our [Privacy Policy](#).

- 5.1.4. If you have any questions or concerns about Privacy, please contact:

Data Protection Officer,
Epping Forest District Council,
Civic Offices, High Street,
Epping,
Essex,
CM16 4BZ.
(01992) 564180

dataprotection@eppingforestdc.gov.uk

5.2. Safeguarding

5.2.1. We have a duty to work together with other professionals in promoting the welfare of children, young people and adults with needs for care and support, and safeguarding them from abuse and neglect.

5.2.2. If you have any concerns about the welfare of a child please contact [Essex Safeguarding Children Board](#).

5.2.3. If you have any concerns about the welfare of an adult, please contact [Essex Safeguarding Adults Board](#).

5.2.4. Full details of our Safeguarding role and responsibilities are set out in our [Safeguarding Policy](#).

5.3. Information Sharing

5.3.1. When working with other organisations we may need to share some information about the case and individuals. We will only share information with the survivor's permission, unless:

- there is a risk to the safeguarding of children or a vulnerable adult, and it is a duty of care
- if agencies such as the police request personal data as part of their own investigation.

In these cases, the Safeguarding Team will assess the sharing of data on a case-by-case basis.

5.4. Equality and Diversity

5.4.1. We have carried out an Equalities Impact Assessment of the Policy in accordance with our public sector duty under the Equality Act 2010.

When making decisions we will have due regard to:

- eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act
- advancing equality of opportunity between people who share a protected characteristic and those who do not
- fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.

5.4.2. We will make sure our services are accessible. This includes providing different ways to report domestic abuse, arranging interpreters, and translating information into other languages or formats. This ensures we do not create additional barriers and that everyone can access our services in the way they need.

5.4.3. We recognise survivors' experiences may be partly defined by background, economic status, gender, sexual orientation, ability, age, religion or beliefs ethnic group or immigration status. We understand that some may face discrimination and we will consider the individual needs of each survivor when tailoring our approach.

5.4.4. Although domestic abuse can affect anyone, certain people may be disproportionately affected or particularly vulnerable and some groups will experience specific forms of domestic abuse. We also understand there are cultural and other barriers to reporting domestic abuse. We will take all of this into account in the support we provide.

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5.4.5. We will train employees to understand how domestic abuse affects individuals differently and work with specialist providers to make sure survivors get the right support.

5.5. **Complaints and Appeals**

5.5.1. We appreciate that sometimes things can go wrong. If there is a problem please tell us or contact the Council's [Complaints officer](#) via our website, by telephoning the Contact Centre on 01992 564000 or writing to:

Complaints Officer
Contact Centre
Civic Offices
High Street
Epping,
Essex CM16 4BZ

5.5.2. We can investigate and put things right where necessary, and if you remain dissatisfied you can contact the [Local Government Ombudsman](#) (or the [Housing Ombudsman](#) if you are a Council or Housing Association tenant.)

6. **SECTION SIX: CONSULTATION APPROVAL AND REVIEW**

6.1. **Consultation**

We value the views of our customers and ask for feedback about our policies and the service we provide. We will do this in a number of different ways, including through working groups and informal conversations.

Our Tenant and Leaseholder Panel reviewed the Policy on 29th November 2022 and we will continue to listen to feedback and use it to improve we work when dealing with domestic abuse.

6.2. **Approval**

The responsible officer for the Policy is: **Directorate Specialist-Technical Services**
The policy was approved by X on xx.xx.xx (date)

6.3. **Review**

The policy will be fully reviewed annually. We will regularly consider best practice, changes to legislation and feedback from our employees and customers, and review some or all of the policy more frequently if required.

The next full review is due by April 2024

7. SECTION SEVEN: GLOSSARY

Here is an alphabetical list of words and their meaning as they appear in this policy

Terms	Meaning within this document
Duties	Actions that the Council is required to take, set by UK laws or Government regulation
Equitable	Providing a fair, reasonable service to all residents
Perpetrator	A person who carries out an act of domestic abuse
Regulatory requirements	Rules or regulations issued by the government or other regulatory organisation such as the Regulator of Social Housing
Residents	People who live in Epping Forest District
Safeguarding	Protecting children and vulnerable adults from harm
Statutory requirements	Laws covering certain actions that the Council must take
Survivor	Anyone who has experienced domestic abuse
Tenant and Leaseholder Panel	Group of Council and Housing Association tenants, leaseholders and homeowners living on Council or mixed tenure estates. They give us their views and influence decisions about the delivery of housing across the district
Tenure	The housing arrangement - home ownership, renting from the Council, renting from a Housing Association, renting in the private sector, living with friends or family, homeless etc
The Council	Epping Forest District Council
The County	Essex County Council
The District	The District of Epping Forest
The Policy	This Domestic Abuse Policy
Zero-tolerance	Our refusal to condone any acts of domestic abuse

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8. SECTION EIGHT: LOCAL AND NATIONAL CONTEXT

The Domestic Abuse Policy supports the relevant parts of the following local and national legislation, regulation, strategies, policies and other information.

Context	Specific reference material
Corporate Strategy	This policy supports Epping Forest District Council's Corporate Strategy objectives.
Regulatory Standards	This policy supports the Neighborhood and Community Standard, which states that 'Registered providers shall publish a policy on how they work with relevant partners to prevent and tackle ASB in areas where they own properties. We have a specialised approach to dealing with domestic abuse, working in partnership to support individuals.
Legislation	<p>This policy supports the following legislation:</p> <ul style="list-style-type: none"> • Anti-social Behaviour Act 2003 • Anti-social Behaviour, Crime and Policing Act 2014 • Care Act 2014 • Crime and Security Act 2010 • Data Protection Act 2018 • Domestic Abuse Act 2021 • Domestic Abuse Crime and Victims Act 2004 • Equality Act 2010 • Housing Act 1996 • Local Government Act 1972 • Policing and Crime Act 2009 • Protection from Harassment Act 1997 • Serious Crime Act 2015
Related policies	<p>This policy is linked to the following policies:</p> <ul style="list-style-type: none"> • Allocations Scheme 2022-2027 • Anti-social Behaviour and Hate Crime Policy • Customer Complaints Policy • Employee Domestic Abuse Support Policy • Housing Rents Policy 2020 • Income Recovery Policy 2020 • Privacy Policy • Planned Maintenance Policy • Repairs Policy • Safeguarding Policy • Tenancy Policy 2022-202. • Whistleblowing Policy and Procedures (Confidential Reporting)

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Related strategies	This policy is linked to the following strategies: <ul style="list-style-type: none">• Asset Management Strategy• SETDAB Domestic Abuse Strategy 2020-2025)• Homelessness and Rough Sleeping Strategy 2022 -2027• Housing Strategy 2022-2027
Related documents	This policy is linked to the following documents: <ul style="list-style-type: none">• Domestic Abuse and Safeguarding procedure• Epping Forest District Council Tenancy Agreements

9. SECTION NINE: VERSION CONTROL

Version	Date	Details of changes included in update	Author
V00.01	x	Draft policy	C.Wiggins
V00.02	31.08.22	Reproduced in standard format	C.Wright
V00.03	09.09.22	Updated draft with standard policy information	J Nuth

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Epping Forest District Council

DOMESTIC
ABUSE
WORKPLACE
POLICY

People Guidance



22 November 2022



Epping Forest
District Council

Domestic Abuse Workplace Policy



**Epping Forest
District Council**

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OVERVIEW

- Policy Overview
- Aims of the policy
- How to respond
- DA workplace Champions

Domestic Abuse Workplace Policy

Policy overview:

As a council we are committed to a zero-tolerance approach to domestic abuse towards our employees.

The policy sets out our commitment to take efficient and effective action to deal with all reports of incidents of domestic abuse towards our employees. It explains that we will take them seriously and provide support tailored to the needs of the individual. Working across services and with partners we will provide non-judgemental, tailor-made support for those experiencing Domestic Abuse or perpetrators who voluntarily wish to seek advice and support to address their behaviour.

Definition

Within the [Domestic Abuse Act 2021](#) and this policy, domestic abuse is defined as:

- physical or sexual abuse
- violent or threatening behaviour
- controlling or coercive behaviour
- economic abuse
- psychological, emotional or other abuse

The definition includes modern day slavery, coercive control, honour-based violence, forced marriage and female genital mutilation.

Economic abuse is any behaviour that has an adverse effect on a person's ability to do either to:

- acquire, use or maintain money or other property
- obtain goods or services.

It doesn't matter whether the behaviour consists of a single incident or part of an ongoing pattern of behaviour.

For the definition and policy to apply, both people must be aged 16 or over and personally connected. This means people who:

- are married to each other
- are civil partners
- have agreed to marry (whether or not the agreement is still in place)
- have entered into a civil partnership agreement (whether or not the agreement is still in place)
- are, or have been, in an intimate personal relationship with each other
- are, or have been, parents of the same child or children
- are relative/parents

Children under 18 are also recognised as survivors in their own right if they see, hear or experience the effects of abuse or are related to the survivor or the perpetrator.

Aims of the policy:

- Support all employees experiencing domestic abuse and ensure their health, safety, and well-being at work with a supportive and flexible approach
- Assist line managers in helping employees experiencing domestic abuse
- Assist colleagues of employees who are experiencing domestic abuse
- Support perpetrators who voluntarily wish to seek advice and support to address their behaviour

Domestic Abuse Workplace Policy

- Maintain confidentiality and restrict information to those who need to know.

We recognise that any employee may be affected by domestic abuse as:

- a survivor/victim
- an individual witnessing domestic abuse in their household
- a perpetrator

Principles of policy

We understand that disclosure may be difficult and we aim to take a trauma informed approach allowing staff to disclose only when they feel ready and safe to do so.

We guarantee that information given by employees experiencing domestic abuse remains confidential. We will not ordinarily share this with other people without the survivors/victims permission.

Exceptions to this may occur when:

- there are safeguarding concerns about children or vulnerable adults
- we need to act to protect the safety of an employee

We will treat any disclosure, or conviction of a domestic abuse-related offence with due care, ultimately aiming to reduce risk and support change.

Guidance for Managers

Employees experiencing domestic abuse may not feel able to tell people at work of their situation or approach their manager. However, other issues may alert a manager to the possibility of domestic abuse.

We should follow the “4Rs”:

1. Recognise the problem (look for signs and ask)
2. Respond appropriately
3. Refer on to appropriate help
4. Record the details

How to Respond

Understand it can be difficult for employees to make a disclosure of domestic abuse, and your support is important:

- be sensitive/non-judgemental/practical/supportive/discrete.
- prioritise safety over work efficiency.
- allocate some private time and space to listen.
- Do not seek proof of abuse.
- Do not contact the abuser.
- Do all the survivor/victim to decline support offered.
- Do not adopt the role of being a support worker yourself.
- If the employee or any colleagues are in immediate danger, call 999.

All disclosures of domestic abuse and reported concerns should be treated as strictly confidential.

When responding to the employee, line managers should consider using their discretion, in line with existing policies on sensitive disclosures.

If the employee is uncomfortable discussing the situation with their line manager, consider offering an appropriate point of contact, possibly of the same gender, to advise the employee directly and on a confidential basis. This might be a one of the Domestic Abuse Workplace Champions, who can also advise managers on how to manage sensitive disclosures and proceed safely.

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The recommended option for anyone experiencing domestic abuse is to be referred to specialist practitioners trained to assess risk and advise on safety. Refer or signpost the employee to a domestic abuse helpline, web resource or external specialist domestic abuse service. Please refer to Southend Essex Domestic Abuse Board (SETDAB) Website for key contacts.

<https://setdab.org/>

Hybrid/Remote working

When employees are working from home it is even more important to ensure you stay in touch – particularly with those employees who may be experiencing domestic abuse. This contact could take the form of regular video or phone calls, or where this presents risk of being overheard, through emails or text messages. This could be the only access to support for those facing domestic abuse so it is important to make sure this contact is maintained for their protection. Should you lose contact, take swift action to re-establish it. If you believe there is an immediate risk of harm to someone, or it is an emergency, you should always call 999.

Employers Initiative on Domestic Abuse (EIDA)

EFDC is a member EIDA, it may be difficult to spot the signs of domestic abuse as it is often a 'hidden' crime. However, as members of EIDA, EFDC will help to end the misconception that 'what happens at home is not our business'. It is our business, and we should all feel a responsibility to help those who feel afraid or unable to speak out.

Perpetrators of domestic abuse within the workplace

The Council will not tolerate or condone domestic abuse, regardless of the identity or seniority of the perpetrator. However, it recognises the need to offer appropriate support to employees who disclose that they themselves are perpetrators of domestic abuse but genuinely want to change their behaviour.

If the Council becomes aware that an employee is, or may be, perpetrating domestic abuse, it will take appropriate action. Any domestic abuse that endangers another employee or uses company equipment to inflict that abuse, such as mobile phones or laptops, may result in disciplinary action under the organisation's disciplinary policy up to and including dismissal for Gross Misconduct.

In some cases, it may be appropriate to provide support to an employee who is seeking to address their behaviour, for example by providing access to specialist support services. This will be decided on a case-by-case basis.

Supporting employees/your team – making reasonable adjustments

The following is a list of possible adjustments that could be considered to help employees experiencing domestic abuse. Any possible adjustment will be fully discussed with the employee and their opinions sought as to suitability.

- If the employee is absent from work, a method of communication should be arranged with a line manager so that they are aware the individual is safe
- Identify a work contact for support and an emergency contact should the Council be unable to contact the individual
- Allow the employee to change work patterns or workload and allow

Domestic Abuse Workplace Policy

flexible (or more flexible) working or leave (which could be paid or unpaid) to facilitate any practical arrangements required. This could include seeking legal advice, attending counselling or support group meetings or to attend court. Arrangements could also be put in place to facilitate day-to-day activities such as the school run and childcare through school holidays

- Diverting telephone calls and e-mails to a separate folder
- Alerting reception if the perpetrator/alleged perpetrator is known to come to the employee's workplace
- Checking the employee has arrangements in place for safely getting to and from home
- Consider car parking arrangements
- Consider allowing the employee to use an assumed name at work
- Ensure communication is maintained with the employee during any absence, whilst maintaining the confidentiality of their whereabouts
- Review the security of their personal information, such as temporary or new address, bank or healthcare details
- If appropriate and possible, facilitate transfer to another post
- With the employee's consent, advise colleagues of the situation on a need-to-know basis and agree what the response should be if the perpetrator/alleged perpetrator contacts the workplace
- With the employee's consent provide a photograph with any relevant information of the perpetrator/alleged perpetrator to reception and the Concierge Team.

Equality and Diversity

We have carried out an Equalities Impact Assessment of the Policy in accordance with our public sector duty under the Equality Act 2010.

When making decisions we will have due regard to:

- eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act
- advancing equality of opportunity between people who share a protected characteristic and those who do not
- fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.

We recognise survivors'/victim's experiences may be partly defined by background, economic status, gender, sexual orientation, ability, age, religion or beliefs ethnic group or immigration status. We understand that some may face discrimination and we will consider the individual needs of each survivor/victim when tailoring our approach.

Although domestic abuse can affect anyone, certain people may be disproportionately affected or particularly vulnerable and some groups will experience specific forms of domestic abuse. We also understand there are cultural and other barriers to reporting domestic abuse. We will take all of this into account in the support we provide.

We will train employees to understand how domestic abuse affects individuals differently and work with specialist providers to make sure survivors/victims get the right support.

Epping Domestic Abuse Workplace Champions

Domestic Abuse Champions are colleagues who have completed specialist training to spot the signs of domestic abuse. They are fully equipped with the understanding,

Domestic Abuse Workplace Policy

knowledge, and skills to respond safely and appropriately, offer support and signpost survivors/victims to specialist support

The champions are

Caroline Wiggins – Directorate Specialist

Karan Morgan-Jones - Domestic Abuse Support Specialist

Lynn Maidment – Senior Safeguarding officer

Sevda Kaygili – Safeguarding officer

Their aim is to

- Be a point of contact for information relating to domestic violence and abuse;
- They are a safe 'go-to' person for any employee who wants to talk to someone about their situation or have concerns for a colleague;
- They will listen in a supportive non-judgemental way to colleagues who are living with or perpetrating domestic abuse;
- They will explain and explore measures that can be taken in the workplace to increase the individuals safety, agree a course of action and ensure what's agreed is implemented;
- Advocate between employer and employee should the need arise;
- Keep accurate records of any disclosures made;
- Be fully aware of confidentiality;
- Raise awareness within the organisation and enhance the overall knowledge and understanding of domestic abuse;
- Ensure up to date and accessible information is available in relation to support services for victims.

Resources

SETDAB <https://setdab.org/>

Please refer to the SETDAB Website for details of Support for Victims, Perpetrators and Professionals

Possible appendices (responding to colleagues experiencing domestic abuse Dept of Health)

Work productivity signs:

- Change in the person's working patterns: for example, frequent absence, lateness or needing to leave work early.
- Reduced quality and quantity of work: missing deadlines, a drop in usual performance standards.
- Change in the use of the phone/email: for example, a large number of personal calls/texts, avoiding calls or a strong reaction to calls/texts/emails.
- Spending an increased amount of hours at work for no reason.

Changes in behaviour or demeanour

- Conduct out of character with previous employment history.
- Changes in behaviour: for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed etc.
- Isolating themselves from colleagues.
- Obsession with timekeeping.
- Secretive regarding home life.
- Worried about leaving children at home with abuser.

Physical signs

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- Visible bruising or single or repeated injury with unlikely explanations.
- Change in the pattern or amount of make-up used.
- Change in the manner of dress: for example, clothes that do not suit the climate which may be used to hide injuries.
- Substance use/misuse.
- Fatigue/sleep/eating disorders.

Other signs

- Perpetrator stalking employee in or around the workplace.
- Perpetrator exerting unusual amount of control or demands over work schedule.
- Flowers/gifts sent to employee for no apparent reason.
- Isolation from family/friends.

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Questions for you to consider in relation to workplace safety and examples of workplace adjustments

Questions for the employee

Q Does the alleged perpetrator know where the employee works?

Q Have they ever been followed on their way to/from work?

Q Is the employee frightened of anything specific that might take place at work or to and from work?

Q Does the perpetrator have their work email address and/or work telephone number?

Q What information can be shared with the wider team or relevant staff to ensure any changes are implemented and they can deliver an appropriate response?

Contact arrangements

- Retain both a work contact and an emergency contact at home (not the perpetrator).
 - Arrange in advance when and who to contact if an employee doesn't come into work (family member/police/neighbour etc.).
 - Maintain communication with the individual during any absence, while keeping their whereabouts confidential from the perpetrator and other agreed persons.
- Safety to and from work
- Change the route to and from work (e.g. different bus or train time).
 - Change the location of where they work or consider a transfer.

- Change the start and finish time of work hours.
- Provide a security escort to and from a car / transport links.

Safety while at work

- Change the locks/codes to enter the workplace.
- Consider a personal or workstation alarm.
- Consider an alternative entrance to, or exit from the workplace.
- Consider screening access to the workplace. If possible and required, enable reception/security to identify the perpetrator (photo, car registration), and advise them on what to do if the perpetrator arrives at the workplace.

Communication safety

- Review the security of all employee records and personal information.
- Change email addresses/work phone number or divert incoming phone calls and emails.
- Issue instructions to all staff NOT to reveal the employee's personal details or their whereabouts to anyone, including family members. Managing responsibilities at work
- Consider flexible working or changing work patterns.
- Adjust workload (extend deadlines, reassign responsibilities).
- Consider additional support /supervision/debriefing sessions.
- Provide special leave or time off during the day to attend appointments or court.

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