

DMPC Decision – PCD 1732

Title: Employee Independent Domestic Violence Advisor (IDVA) & Independent Sexual Violence Advisor (ISVA) Funding

Executive Summary:

IDVAs/IDVAs are accredited specialist support workers focused on working with victim survivors of DA, rape and sexual assault. Following the introduction of the Employee DA Policy and the Domestic Abuse and Sexual Offences Unit in DPS, the MPS has funded an employee IDVA since 2019 and an additional ISVA service since April 2022. This has continued with the MPS's pledge in 2024 to support victims of police perpetrated domestic abuse and sexual offences, and the VAWG Action Plan, which commits to providing an internal IDVA and ISVA service for officers and staff.

The current service provider's contract is due to expire at the end of this financial year. Authorisation is required to approve the release of funding for IDVA and ISVA services for officers and staff over the next three financial years.

Recommendation:

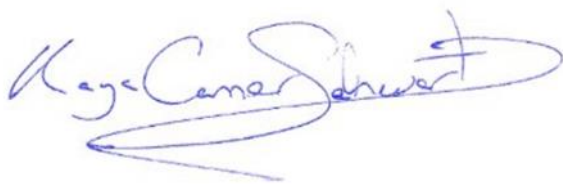
The Deputy Mayor for Policing and Crime, via the Investment Advisory and Monitoring meeting (IAM), is asked to:

1. Approve the initial assignment of c£780,000 from the Mental Health Training budget to fund the MPS' internal IDVA and ISVA service over the next 3 financial years and the option for subsequent funding thereafter.

Deputy Mayor for Policing and Crime

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. Any such interests are recorded below.

The above request has my approval.



Signature

Date 13/11/2024

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC

1. Introduction and background

- 1.1. The MPS has a responsibility to provide all staff, officers, volunteers and contractors with a safe working environment. This responsibility is outlined in the statutory guidance that accompanies the Domestic Abuse Act 2021.
- 1.2. Following the introduction of the Employee DA Policy and the Domestic Abuse and Sexual Offences Unit in DPS, the MPS has funded an employee IDVA since 2019 and an additional ISVA service since April 2022. This has continued with the MPS's pledge in 2024 to support victims of police perpetrated domestic abuse and sexual offences, and the VAWG Action Plan, which commits to providing an internal IDVA and ISVA service.
- 1.3. IDVAs/ISVAs are accredited specialist support workers focused on working with victim survivors of DA, rape and sexual assault.
- 1.4. In the last financial year (23-24), the current provider of the service received 119 IDVA referrals and 31 ISVA referrals from officers and staff. Approximately 10% of referrals related to police perpetrated offences. From April 2024, 31 referrals have been made and 19 (61%) are police perpetrated.
- 1.5. The current service provider's contract is due to expire at the end of this financial year. It is therefore necessary to seek approval for the release of funding from the Mental Health Training budget, as authorised by AC Rolfe in order to commission a new service.

2. Issues for consideration

- 2.1. A risk of not continuing with the proposed recommendation of funding the IDVA/ISVA service is insufficient provision of the appropriate level of care towards MPS staff & officers experiencing domestic abuse as well as the removal of service for those already being supported by an IDVA/ISVA. There is also the reputational damage and the perception of the MPS not taking its responsibility towards victims seriously, contradicting commitments made publicly including in the VAWG Action Plan.
- 2.2. There is a risk that the funding available and requested may not be able to support growth in demand for the service.
- 2.3. As the contract with the current provider is coming to an end, the MPS will commission a new service for financial years 2025-28. This will be achieved through a regulated open procurement process in line with the new procurement regulations, which come in to force on 28 October 2024. The new contract will include KPIs and Service level measures which will allow the MPS to quantify service performance levels. This will help inform our long term strategy from 2028 onwards.

3. Financial Comments

- 3.1. The decision requests the authorisation of £780,000.00 funding to be used to commission IDVA and ISVA services for MPS officers and staff for the next three years and an authorisation for subsequent yearly funding. This will be financed from the Met's Mental Health Budget as domestic abuse and sexual violence often leaves long-lasting impacts on victims' mental health.
- 3.2. The Government's assessment of the cost of domestic abuse to society sets out the significance of the cost (£14b in 2019) of lost output due 'to time off work and reduced productivity as a consequence of domestic abuse'. Ensuring that staff and

officers are supported and feel safe at work aims to reduce lost productivity in the long term. Ensuring officers are supported should consequently allow for a better service to be provided to Londoners.

4. Legal Comments

- 4.1. MOPAC is a contracting authority as defined in the Public Contract Regulations 2015 (the Regulations). All awards of public contracts for goods and/or services valued at £214,904 or above shall be procured in accordance with the Regulations. This report confirms the value of the proposed contract exceeds this threshold. This report confirms that MOPAC's route to market is compliant with the Regulations.
- 4.2. The MOPAC Scheme of Delegation and Consent provides the Deputy Mayor for Policing and Crime ("DMPC") has delegated authority to approve:
 - Business cases for revenue or capital expenditure of £500,000 and above (paragraph 4.8); and
 - All requests to go out to tender for contracts of £500,000 or above, or where there is a particular public interest (paragraph 4.13).
- 4.3. Paragraph 7.23 of the Scheme provides that the Director of Strategic Procurement has consent for the approval of the award of all contracts, with the exception of those called in through the agreed call-in procedure. Paragraph 4.14 of the Scheme provides the DMPC reserves the right to call in any MPS proposal to award a contract for £500,000 or above.

5. Commercial Issues

- 5.1. As the contract with the current provider is coming to an end, the MPS will commission a new service for financial years 2025-28. This will be achieved through a regulated open procurement process in line with the new procurement regulations, which come into force on 28 October 2024. The new contract will include KPIs and Service level measures which will allow the MPS to quantify service performance levels.

6. GDPR and Data Privacy

- 6.1. The MPS is subject to the requirements and conditions placed on it as a 'State' body to comply with the European Convention of Human Rights and the Data Protection Act (DPA) 2018. Both legislative requirements place an obligation on the MPS to process personal data fairly and lawfully in order to safeguard the rights and freedoms of individuals.
- 6.2. Under Article 35 of the General Data Protection Regulation (GDPR) and Section 57 of the DPA 2018, Data Protection Impact Assessments (DPIA) become mandatory for organisations with technologies and processes that are likely to result in a high risk to the rights of the data subjects.
- 6.3. The Information Assurance and Information Rights units within MPS will be consulted at all stages to ensure the contract change meets its compliance requirements.

7. Equality Comments

- 7.1. MOPAC is required to comply with the public sector equality duty set out in section 149(1) of the Equality Act 2010. This requires MOPAC to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations by reference to people with protected characteristics. The protected characteristics

are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

- 7.2. Whilst anyone can be a victim of domestic abuse and sexual violence, women are more likely to be victims than men. The IDVA and ISVA service will be required to provide support to any staff or officers regardless of their sex or gender.
- 7.3. Similarly, the service will be required to provide support that is suitable for other protected characteristics – including race and sexual orientation.

8. Background/supporting papers

None.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? YES/NO

If yes, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form – **NO**

| ORIGINATING OFFICER DECLARATION | <i>Tick to confirm statement (✓)</i> |
|--|--------------------------------------|
| Financial Advice: The Strategic Finance and Resource Management Team has been consulted on this proposal. | ✓ |
| Legal Advice: The MPS legal team has been consulted on the proposal. | ✓ |
| Equalities Advice: Equality and diversity issues are covered in the body of the report. | ✓ |
| Commercial Issues Commercial issues are covered in the body of the report. | ✓ |
| GDPR/Data Privacy GDPR compliance issues are covered in the body of the report . | ✓ |
| Drafting Officer Omo Okuonghae has drafted this report in accordance with MOPAC procedures. | ✓ |
| Director/Head of Service: The MOPAC Chief Finance Officer and Director of Corporate Services has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities. | ✓ |

Chief Executive Officer

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Deputy Mayor for Policing and Crime.

Signature

A handwritten signature in black ink, featuring a circular loop at the beginning followed by a series of connected loops and a long horizontal stroke.

Date 12/11/2024