

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

MPS Employee Independent Domestic Violence Advisor (IDVA) and Employee Independent Sexual Violence Advisor (ISVA) services

MOPAC Investment Advisory & Monitoring meeting [Date]

Report by Commander Kevin Southworth on behalf of the AC Louisa Rolfe

Part 1 – This section of the report will be published by MOPAC. It is classified as OFFICIAL – PUBLIC

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.

Recommendations

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

- 1. Approve... the initial assignment of £780,000.00 over three financial years to fund the MPS internal IDVA and ISVA service and the option for subsequent funding thereafter**

Time sensitivity

A decision is required from the Deputy Mayor by 30/09/2024. This is because of the timescale required to complete tender process in time for 01/04/2025.

The contract with the current provider expires on 31/03/2025. Due to nature of the services they will cease to take new referrals from 01/02/2025. If the current supplier is successful in securing the new contract then they will continue to take referrals post 01/02/2025. The delay to requesting approval has been due to the mayoral elections and change in government resulting in restrictions on funding requests during the election period. Commercial Services have outlined that the tendering process needs to be completed by the end of December 2024 to enable the elected provider to start the services from 01/04/2025.

Non-confidential facts and advice to the Deputy Mayor for Policing and Crime

Introduction and background

1. Tackling violence against women and girls is one of the key priority areas set out in the Metropolitan Police's New Met for London 2023-25 Plan. The MPS has a responsibility to provide all staff, officers, volunteers and contractors with a safe working environment and a part of that is ensuring that any staff and officers who experience domestic abuse or sexual violence are provided with support.
2. IDVAs/IDVAs are accredited specialist support workers focused on working with victim survivors of DA, rape and sexual assault. They are engaged from the point of crisis, and offer multiple resources to victims by accessing a wide range of agencies, and there is evidence to show that victims have high level of satisfaction with service received by IDVAs in particular.
3. 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.

Issues for consideration

4. 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 initial funding for IDVA and ISVA services for officers and staff over the next three financial years and to authorise subsequent funding thereafter. IDVA and ISVA services for members of the public are commissioned separately.
5. Police officers and staff who experience domestic abuse are victims who face unique barriers to reporting and seeking help. This provision will provide them with confidential, specialist support when they need it most. The service is directly relevant to addressing many of the concerns that have been raised through the Casey review and other forums.

Contributes to the New Met for London (NMfL) Plan and / or MOPAC Police & Crime Plan 2022-25¹

6. The New Met for London Plan includes a commitment to better support victims of sexual offences and domestic abuse. Officers and staff who have experienced domestic abuse and sexual violence are victims, and deserve to be provided with support as victims.

Financial, Commercial and Procurement Comments

7. 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

¹ [Police and crime plan: a safer city for all Londoners | London City Hall](#)

from the Met's mental health budget as domestic abuse and sexual violence often leaves long-lasting impacts on victims' mental health.

8. 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.
9. 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'.² 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.

Legal Comments

Equality Comments

10. 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.
11. Similarly, the service will be required to provide support that is suitable for other protected characteristics – including race and sexual orientation.

Privacy Comments

12. 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.

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.

The Information Assurance and Information Rights units within MPS will be consulted at all stages to ensure the programme meets its compliance requirements.

² [The economic and social costs of domestic abuse \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

The programme does not use personally identifiable data of members of the public, so there are no GDPR issues to be considered.

Real Estate Implications

13. There are no real estate implications.

Environmental Implications

14. There are no environmental implications.

Background/supporting papers

15. N/A

Report author: D/Superintendent Andrew Wadey, LRO Domestic Abuse

Part 2 – This section refers to the details of the Part 2 business case which is NOT SUITABLE for MOPAC Publication.

Not applicable