

DMPC Decision – PCD 869**Title: Domestic Abuse Matters Training****Executive Summary:**

Domestic Abuse (DA) Matters training is a programme of classroom based learning designed specifically for UK police first responders, licenced by the College of Policing (CoP). The training provides UK police forces with a sustainable programme of change, aligning training standards across the country to provide consistency of service to victims experiencing Domestic Abuse.

This paper requests the approval of the funding and procurement of Domestic Abuse training through our Managed Training Service Provider to 75% of all frontline Officers (Frontline Policing), equating to a minimum of 7,800 staff.

The DA Matters training will directly support the Mayor's Violence Against Women and Girls Strategy. The proposal is that the DA Matters Project is to be funded from the underspend in the Mental Health programme.

Recommendation:


The Deputy Mayor for Policing and Crime is recommended to:

1. Approve the funding of up to £700,000 revenue in 21/22 for DA Matters training, commencing delivery in April 2021;
2. Approve the procurement via the Managed Training Services Provider for the Domestic Abuse Training Programme for 75% (minimum) of frontline officers (7,800) to a maximum contract value of £700,000 over a period of 6 months;
3. Approve that the Director of Commercial Services is given delegated authority to approve the award of the contract via the Framework.

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 4/11/2020

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

1. Introduction and background

- 1.1. In 2014 'Her Majesty's Inspectorate of Constabulary' (HMIC) 'Everyone's Business: Improving the Police Response to Domestic Abuse' report found that the overall police response to victims of DA was inadequate, concluding that all relevant officers and staff should be trained to understand the dynamics of different types of domestic abuse, particularly coercive control.
- 1.2. The Police and Crime Plan, HMIC recommendations and Violence Against Women and Girls (VAWG) Strategy are reflected in the DA Matters learning objectives and outcomes; namely enhanced training for frontline responders to DA to ensure increased empathy and decreased negativity around Domestic Abuse when making first contact with a survivor. It outlines what interventions responders can provide to survivors at each stage of an abusive relationship, and also covers best practice in recording and reporting the responses to domestic abuse incidents which can maximise evidential value and minimise victim blaming, including Body Worn Video (BWV).
- 1.3. To address this, the College of Policing (CoP) created a new training programme for police forces to improve their response. Three providers are now licenced to deliver the training: SafeLives, Women's Aid and Women's Aid Wales.
- 1.4. The DA Matters training is a programme of classroom based learning designed specifically for UK police first responders. A one-day interactive learning package enables officers to improve their response to domestic abuse by increasing their awareness of coercive and controlling behaviour in intimate relationships and its impact on victims and their willingness to engage with the police. The training utilises real-life footage, case studies and exercises to demonstrate how to identify and gather evidence of coercive controlling behaviour, recognise perpetrator tactics and understand the dynamics of domestic abuse. It also covers responding to vulnerable people, honour based violence, child protection and adult abuse as well as how to deal robustly with perpetrators.
- 1.5. The College of Policing have been approached to ascertain if all or any of the DA Matters training content could be digitised and delivered remotely due to the current social distancing restrictions. However, due to the nature of the course content, the need to land it properly, and staff disclosures during classes, this is not something that the CoP will consider at this time. However, prior to finalising the delivery, FLP will discuss this further with The CoP to see if there is any movement regarding remote learning.
- 1.6. The cohort size will be a maximum of 25 per training day as agreed with CoP, this averages at 312 sessions in total for 7,800 officers. To ensure value for money and continued development it is estimated that 10% of trained officers will complete additional Training so they can support and mentor, this forms part of the total cost. The costed scope will also include the following areas: 1) A force health check (to see

how well equipped the MPS are in dealing with domestic abuse). 2) Change workshop for senior managers (planning how the MPS will sustain the change). 3) Evaluation (immediate and a 6-month follow up to assess the impact of the training).

- 1.7. Learning and Development are currently reviewing the requirement to see if it can be delivered in the allocated Professional Development Day (PPD) slots to reduce the need for abstraction. The delivery will be designed to reduce abstraction as much as possible if this is not the chosen route.

2. Issues for consideration

- 2.1. The performance of the MPS is directly influenced by the capability of its workforce. By completing this training, officers are better able to achieve the aims of the Police & Crime Plan to keep London safe, and demonstrate best value for money in the procurement of this requirement. DA training, in particular around coercive and controlling behaviours, remains a HMIC recommendation that would be fulfilled by this training and the subsequent Continuous Professional Development that comes as part of the purchase.
- 2.2. The funding for this training will be from the Mental Health programme underspend. The underspend has occurred due to the cost of the mental health training being less than anticipated and changes to the operating model for the MPS and partners in responding to people in mental health crisis. 10,000 MPS officers have already received training in dealing with mental health crises under the project in the 2019/20 financial year.

3. Financial and Commercial Comments

- 3.1. The total cost of the project will be a maximum of £700,000 as indicated by early engagement with the market.
- 3.2. The costs of the project are wholly revenue and are to be fully funded from the underspend in the Frontline Policing Mental Health budget. The Mental Health budget has been ring-fenced by MOPAC. There are no Capital financial implications.
- 3.3. The cost of the budget is solely training costs and forecast to occur in 21/22. Estimates have been received from potential suppliers and used as the forecast spend here. Costs forecasts are predicated on the fact that training will commence in April 2021.
- 3.4. The remaining Mental Health Budget is being considered by the MPS Mental Health Board, which will include forecast expenditure for all remaining budget after allowing the transfer to fund DA Matters.
- 3.5. It is recommended that the management and procurement of the DA Matters training requirement will be sourced via the preferred Managed Service Provider - Premier Partnership who support the MET with all training needs. They have the expertise and resource to manage the programme. Commercial Services will form part of the evaluation panel prior to award.

- 3.6. The Managed Service Provider (MSP) is a compliant procurement route and will be managed from within existing commercial and L&D resources. This is the primary route to market for all external training requirements, providing fast and rigorous access to markets, ensuring appropriate competition and value for money in the commissioning of training. The MSP, along with the successful provider will manage the course bookings, scheduling and course feedback requirements.
- 3.7. Preliminary market research has been completed to assess the costs to ensure the in scope requirements can be met.
- 3.8. Each workshop will have a maximum of 25 delegates; part of the delivery requirements set by the CoP is for there to be two tutors per session due to the nature of the course content. The class size cannot increase above the 25, but can be less. A reduced class size will not reduce the costs in this instance as the price is per workshop as indicated by the market. The cost would only be reduced if we decreased the number of workshops / officers being trained below the 75% target.

4. Legal Comments

- 4.1. The Mayor's Office for Policing Crime is a contracting authority as defined in the Public Contracts Regulations 2015 (the Regulations).
- 4.2. Vocational training services are included under Schedule 3 of the Regulations. All contracting authorities seeking to award public contracts for Schedule 3 services contracts valued at £663,540 or above shall do so subject to the "light touch regime" of the Regulations. This report confirms the value of the proposed call-off contract exceeds this threshold.
- 4.3. The report confirms that the MOPAC intends to procure the services under the Managed Training Services contract. Procuring from a compliantly procured framework agreement where its terms and ordering processes are adhered to will constitute compliant award under the Regulations. Section 4, Conclusion in the Commercial section confirms this is the case.
- 4.4. Under paragraph 4.13 of the MOPAC Scheme of Delegation and Consent (the Scheme) the Deputy Mayor for Policing and Crime (DMPC) has delegated authority to approve all requests to go out to tender for contracts of £500,000 or above. Under Paragraph 7.23 of the Scheme the Director of Strategic Procurement has consent to approve the award of all contracts, with the exception of those called in through the agreed call in procedure. Paragraph 4.14 provides that the DMPC reserves the right to call in all proposals to award contracts for £500,000 or above.

5. GDPR and Data Privacy

- 5.1. 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.

- 5.2. 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.
- 5.3. The Information Assurance and Information Rights units will be consulted at all stages of the work arising from the current paper to ensure that all compliance requirements in respect of GDPR and Privacy are met. A Data Protection Impact Assessment (DPIA) has been completed for this procurement.

6. Equality Comments

- 6.1. DA Matters training explores the dynamics and inequalities of domestic abuse; it addresses the effect of multiple controlling behaviours on survivors, other vulnerable persons and children impacted by the perpetrator's behaviour. It also increases knowledge and awareness around dealing with Male Victims, LGBT victims and Forced marriage victims of DA, as well as highlighting the nuances of elder abuse and financial abuse. It upskills officers to recognise that domestic abuse affects everyone, regardless of age, race, gender, nationality or social status. It also breaks down the stigma surrounding being a police officer and a survivor.
- 6.2. In other training programmes there are disclosures in each training session. To assist staff, the MPS's DA internal policy and the Independent Domestic Violence Advisor (IDVA) employed by the MET to support staff to manage any disclosures and difficult feelings as a result of the training and material. It breaks down internal stereotypes of DA, recognising police officer can be victims also, leading to an enhanced, more empathetic service externally.

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? 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

Tick to confirm statement (✓)

Financial Advice

The Strategic Finance and Resource Management Team has been consulted on this proposal.

✓

Legal Advice

The MPS legal team have been consulted on this proposal.

✓

Equalities Advice:

Equality and diversity issues are covered in the body of the report.

✓

Commercial Issues

The MPS Commercial team have been consulted on the commercial issues within this report. The proposal is in keeping with the GLA Group Responsible Procurement Policy.

✓

GDPR/Data Privacy

- GDPR compliance issues are covered in the body of the report
- A DPIA is has been produced.

✓

Director/Head of Service

The Head of Workforce and Professional Standards 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



Date 28/10/2020

**Domestic Abuse Matters (DA Matters)****MOPAC Investment Advisory & Monitoring Meeting – 24th September 2020**

**Report by Dan Byron, Continuous Policing Improvement Command,
Safeguarding HQ**

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

EXECUTIVE SUMMARY

Domestic Abuse (DA) Matters training is a programme of classroom based learning designed specifically for UK police first responders, licenced by the College of Policing (CoP). The training provides UK police forces with a sustainable programme of change, aligning training standards across the country to provide consistency of service to victims experiencing Domestic Abuse.

This paper requests the approval of the funding and procurement of Domestic Abuse training through our Managed Training Service Provider to 75% of all frontline Officers (Frontline Policing), equating to a minimum of 7,800 staff (75% of 10,400).

The DA Matters training will directly support the Mayor's Violence Against Women and Girls Strategy. The proposal is that the DA Matters Project is to be funded from the underspend in the Mental Health programme.

RECOMMENDATIONS:

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

- 1. Approve the funding from the Frontline Policing Mental Health underspend budget, commencing delivery in April 2021 (2021/2022 spend);**
- 2. Approve the procurement via the Managed Training Services Provider for the Domestic Abuse Training Programme for 75% (minimum) of frontline officers (7,800) to a maximum contract value of circa £700k over a period of 6 months;**
- 3. Approve that the Director of Commercial Services is given delegated authority to approve the award of the contract via the Framework.**

Issues for Consideration:

Approval is required in October 2020 to enable the process to commence, ensuring training can be secured and scheduled with a provider to begin April 2021.

SUPPORTING INFORMATION

Non-Confidential Facts and Advice to the Deputy Mayor for Policing and Crime

Background & Context

1. In 2014 'Her Majesty's Inspectorate of Constabulary' (HMIC) 'Everyone's Business: Improving the Police Response to Domestic Abuse' report found that the overall police response to victims of DA was inadequate, concluding that all relevant officers and staff should be trained to understand the dynamics of different types of domestic abuse, particularly coercive control.
2. The Police and Crime Plan, HMIC recommendations and Violence Against Women and Girls (VAWG) Strategy are reflected in the DA Matters learning objectives and outcomes; namely enhanced training for frontline responders to DA to ensure increased empathy and decreased negativity around Domestic Abuse when making first contact with a survivor. It outlines what interventions responders can provide to survivors at each stage of an abusive relationship, and also covers best practice in recording and reporting the responses to domestic abuse incidents which can maximise evidential value and minimise victim blaming, including Body Worn Video (BWV).
3. To address this, the College of Policing (CoP) created a new training programme for police forces to improve their response. Three providers are now licenced to deliver the training: SafeLives, Women's Aid and Women's Aid Wales.
4. The DA Matters training is a programme of classroom based learning designed specifically for UK police first responders. A one-day interactive learning package enables officers to improve their response to domestic abuse by increasing their awareness of coercive and controlling behaviour in intimate relationships and its impact on victims and their willingness to engage with the police. The training utilises real-life footage, case studies and exercises to demonstrate how to identify and gather evidence of coercive controlling behaviour, recognise perpetrator tactics and understand the dynamics of domestic abuse. It also covers responding to vulnerable people, honour based violence, child protection and adult abuse as well as how to deal robustly with perpetrators.

Training Delivery

5. The College of Policing have been approached to ascertain if all or any of the DA Matters training content could be digitised and delivered remotely due to the current social distancing restrictions. However, due to the nature of the course content, the need to land it properly, and staff disclosures during classes, this is not something that the CoP will consider at this time. However, prior to finalising the delivery, FLP will discuss this further with The CoP to see if there is any movement regarding remote learning.

6. The cohort size will be a maximum of 25 per training day as agreed with CoP, this averages at 312 sessions in total for 7,800 officers. To ensure value for money and continued development it is estimated that 10% of trained officers will complete additional Training so they can support and mentor, this forms part of the total cost. The costed scope will also include the following areas: 1) A force health check (to see how well equipped the MPS are in dealing with domestic abuse). 2) Change workshop for senior managers (planning how the MPS will sustain the change). 3) Evaluation (immediate and a 6-month follow up to assess the impact of the training).
7. Learning and Development are currently reviewing the requirement to see if it can be delivered in the allocated Professional Development Day (PPD) slots to reduce the need for abstraction. The delivery will be designed to reduce abstraction as much as possible if this is not the chosen route.

ORGANISATIONAL & COMMUNITY IMPLICATIONS

Contribution to the MOPAC Police & Crime Plan 2017-2021¹

1. The performance of the MPS is directly influenced by the capability of its workforce. By completing this training, officers are better able to achieve the aims of the Police & Crime Plan to keep London safe, and demonstrate best value for money in the procurement of this requirement. DA training, in particular around coercive and controlling behaviors, remains a HMIC recommendation that would be fulfilled by this training and the subsequent Continuous Professional Development that comes as part of the purchase.

Equality and Diversity Implications

1. DA Matters training explores the dynamics and inequalities of domestic abuse; it addresses the effect of multiple controlling behaviours on survivors, other vulnerable persons and children impacted by the perpetrator's behaviour. It also increases knowledge and awareness around dealing with Male Victims, LGBT victims and Forced marriage victims of DA, as well as highlighting the nuances of elder abuse and financial abuse. It upskills officers to recognise that domestic abuse affects everyone, regardless of age, race, gender, nationality or social status. It also breaks down the stigma surrounding being a police officer and a survivor.
2. In other training programmes there are disclosures in each training session. To assist staff, the MPS's DA internal policy and the Independent Domestic Violence Advisor (IDVA) employed by the MET to support staff to manage any disclosures and difficult feelings as a result of the training and material. It breaks down internal stereotypes of DA, recognising police officer can be victims also, leading to an enhanced, more empathetic service externally.

Financial Implications

1. The total cost of the project will be a maximum of £700k as indicated by early engagement with the market.

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

The costs of the project are wholly Revenue and are to be fully funded from the underspend in the Frontline Policing Mental Health budget. The Mental Health budget has been ring-fenced by MOPAC.

2. The cost of the budget is solely training costs and forecast to occur in 21/22. Estimates have been received from potential suppliers and used as the forecast spend here. Costs forecasts are predicated on the fact that training will commence in April 2021.
3. The remaining Mental Health Budget is being considered by The Mental Health Board, which will include forecast expenditure for all remaining budget after allowing the transfer to fund DA Matters. 10,000 MPS officers have already received training in dealing with mental health crises under the project in the 2019/20 financial year. The underspend has occurred due to the cost of the mental health training being less than anticipated and changes to the operating model for the MPS and partners in responding to people in mental health crisis.
4. Revenue/Capital budget - The costs of the project is entirely Revenue budget. There are no Capital financial implications.

Commercial and Procurement Considerations:

1. It is recommended that the management and procurement of the DA Matters training requirement will be sourced via the preferred Managed Service Provider - Premier Partnership who support the MET with all training needs. They have the expertise and resource to manage the programme. Commercial Services will form part of the evaluation panel prior to award.
2. The Managed Service Provider (MSP) is a compliant procurement route and will be managed from within existing commercial and L&D resources. This is the primary route to market for all external training requirements, providing fast and rigorous access to markets, ensuring appropriate competition and value for money in the commissioning of training. The MSP, along with the successful provider will manage the course bookings, scheduling and course feedback requirements.
3. Preliminary market research has been completed to assess the costs to ensure the in scope requirements can be met.
4. The proposal is for funding to be provided from the Mental Health underspend. Preliminary research has shown that the training of officers to the required numbers and other scoped requirements can be achieved within the £700k budget.
5. Each workshop will have a maximum of 25 delegates; part of the delivery requirements set by the CoP is for there to be two tutors per session due to the nature of the course content. The class size cannot increase above the 25, but can be less. A reduced class size will not reduce the costs in this instance as the price is per workshop as indicated by the market. The cost would only be reduced if we decreased the number of workshops / officers being trained below the 75% target.

Legal Implications

1. The MOPAC is a contracting authority as defined in the Public Contracts Regulations 2015 (the Regulations).
2. Vocational training services are included under Schedule 3 of the Regulations. All contracting authorities seeking to award public contracts for Schedule 3 services contracts valued at £663,540 or above shall do so subject to the “light touch regime” of the Regulations. This report confirms the value of the proposed call-off contract exceeds this threshold.
3. The report confirms that the MOPAC intends to procure the services under the Managed Training Services contract. Procuring from a compliantly procured framework agreement where its terms and ordering processes are adhered to will constitute compliant award under the Regulations. Section 4, Conclusion in the Commercial section confirms this is the case.
4. Under paragraph 4.13 of the MOPAC Scheme of Delegation and Consent (the Scheme) the Deputy Mayor for Policing and Crime (DMPC) has delegated authority to approve all requests to go out to tender for contracts of £500,000 or above. Under Paragraph 7.23 of the Scheme the Director of Strategic Procurement has consent to approve the award of all contracts, with the exception of those called in through the agreed call in procedure. Paragraph 4.14 provides that the DMPC reserves the right to call in all proposals to award contracts for £500,000 or above.

GDPR & Data Privacy

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.
2. Under Article 35 of the General Data Protection Regulation (GDPR) and Section 57 of the DPA 2018, Data Protection Impact Assessments (DPA) become mandatory for organisations with technologies and processes that are likely to result in a high risk to the rights of the data subjects.
3. The Information Assurance and Information Rights units will be consulted at all stages of the work arising from the current paper to ensure that all compliance requirements in respect of GDPR and Privacy are met. A Data Protection Impact Assessment (DPIA) has been completed for this procurement and is currently being reviewed by the Strategy and Governance Team.

Estate Implications

1. There are no changes to the MPS estate associated with this report.

Environmental Implications

1. There is no impact on the Mayor’s London Environment Strategy.

Risk (including Health and Safety) Implications

1. There are no specific Health and Safety considerations linked to the current proposal.

Background Papers: None