

## PFCC Decision Report

**Report reference number:** 076-24

**Classification:** Official

**Title of report:** Home Office Domestic Abuse (DA) Matters Training Grant 2024/25

**Area of county / stakeholders affected:** Countywide

**Report by:** PC Kerry Auger – 42001407 (DA Project Team)

**Chief Officer:** ACC Mariner - 42077155

**Date of report:** 11/06/2024

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### 1. Executive Summary

This decision report proposes the acceptance and allocation of up to £116,434 grant funding from the Home Office to Essex Police for the purpose of delivering 'Domestic Abuse (DA) Matters' training to frontline officers. DA Matters is a training package accredited by the College of Policing for delivery to front line policing, to enhance awareness of coercive and controlling behaviour and reduce domestic homicides.

The Home Office has requested that the agreement appended to this decision report is signed and returned by 14<sup>th</sup> June 2024. This decision report replaces an earlier version which was not submitted until 10 June 2024 following an internal review on 21 May 2024.

### 2. Recommendations

It is recommended that the Commissioner accepts the Home Office grant terms and conditions attached in section 16 of this report to enable Essex Police to receive the grant of up to £116,434.

### 3. Background to the Proposal

In December 2022 and additionally in May 2023 Essex Police made an expression of interest to the Home Office in relation to a funding contribution relating to Domestic Abuse Matters Training. Essex Police has now received confirmation from the Home Office that grant funding up to the value of £116,434 has been agreed.

#### **4. Proposal and Associated Benefits**

The funding will be invested into training frontline Essex Police officers who attend incidents of DA as well as specialist officers who deal with both victims and perpetrators of DA within the force. Essex Police is seeking initially to deliver the training to 75% of the frontline officers. This training will be completed by Essex Police officers qualified to deliver the training alongside the approved external training provider, as per the College of Policing (CoP) guidelines. The remaining 25% of staff will be trained by Essex Police officers qualified to deliver the training. The qualified Essex Police trainers will then seek to plan an ongoing programme to deliver the training to new starters to continue the programme's aim to achieve the best overall service to victims of DA in Essex.

The programme recognises the difficult role police responders play in dealing with domestic abuse given demand is often outstripping resource. It takes account of the helper conditions responders develop and responds to domestic abuse experienced by serving officers and staff.

The main aim of the training is to achieve cultural, attitudinal and practice transformation for officers.

#### **5. Options Analysis**

The key options are to either deliver the training, or not do so.

Essex Police made the conscious decision not to deliver the training during the last financial year, choosing to deliver its own internal program. This was documented through the DA Oversight Board.

However, the Home Office is keen for all police forces to complete this training and have therefore offered to fund the program for those forces who have not yet completed it. Given the funding is agreed, it seems sensible to deliver this training, which has been seen as cost-prohibitive to date.

With regards to the Home Office grant, this will be awarded within 2024/25 in order for training to begin in the latter part of 2024, to be completed by the end of April 2025.

The Commissioner could choose not to accept the Home Office grant funding offer. However, the financial implication of this training means that, without this Home Office funding, it is unlikely Essex Police would have sufficient resources to deliver this training programme, thereby weakening the frontline police response to DA-related incidents.

## 6. Consultation and Engagement

There has been consultation between ACC Mariner, Det Supt Cornish (Domestic Abuse Thematic Lead) and representatives from the Home Office regarding this funding and process, dating back to December 2022 through to current time. It was agreed that, if funding was provided, Essex Police would commit to the training, ensuring that 75% of frontline officers would be trained within the agreed timeframe, with the remaining officers being trained in-house thereafter.

## 7. Strategic Links

The training being provided works in line with both the priorities set out in the Police and Crime Plan 2021-2024 and the Essex Police Force Plan 2024-2026 in the areas of protecting vulnerable people and breaking the cycle of domestic abuse and preventing, responding to and investigating stalking and harassment, violence against women and girls and DA, with continued investment in officer training to achieve the best service for victims of crime.

## 8. Police operational implications

Funding will be allocated to Essex Police to deliver the training, working alongside operations colleagues to allocate training to officers with minimal disruption to daily policing needs.

## 9. Financial implications

A summary of the proposed expenditure plan for the available grant funding is included in the table below. Note that not all of the maximum grant allocation has been identified for allocation at this stage, hence the balance as shown will cover some costs not fully identified in the delivery of the training. As the project develops, this unallocated budget will either be allocated to new streams or, if it is not required, will not be claimed from the Home Office.

<b>Provider</b>	<b>Purpose</b>	<b>Proposed allocation</b>	<b>Balance available</b>
Home Office	Grant	-	£116,434
DA Matters training provider	Delivery	£106,542	£9,892
AET (Award in Education and Training) course	Training for EP officers to deliver the course	£2,250	£7,642
Essex Police	Mobilisation expenditure to cover mileage claims for attending officers (HQ) and OT claims if necessary	£5,000	£2,642
Essex Police	Any further costs associated with this training and delivery.	£2,642	£0

All costs associated with this training will be funded from the Home Office grant. Acceptance of this offer will not place any financial burden on current or future force revenue budgets.

## **10. Legal implications**

There are no additional specific legal implications associated with the recommendations contained within this decision report. The grant will be governed by the standard grant agreement issued by the Home Office.

## **11. Staffing implications**

This training will require officers to attend a one-day training session away from their home station. Allocations will be managed by a dedicated resource management officer who will plan and manage to ensure that all attending officers are given sufficient notice if duty changes are required. Officers attending will be taken from across the force for each session so as not to deplete one area. This significantly reduces the likelihood of overtime and the backfill of officers being needed.

There are no other direct staffing implications associated with the recommendations contained within this decision report.

## **12. Equality, Diversity and Inclusion implications**

There are no equality, diversity and inclusion implications associated with the request to endorse the recommendations contained within this decision report. There will be no disadvantages to people with protected characteristics.

## **13. Risks and Mitigations**

There are no material risks associated with this proposal. In agreeing to accept the Home Office grant funding, the Commissioner will enable the force to deliver an extensive DA training programme to frontline police officers.

## **14. Governance Boards**

DA Matters has been discussed at the Essex DA Oversight Board (DAOSB), DA Governance Board (DAGB) and the Strategic Vulnerability Board.

The proposal has the approval of the Chief Officer Group.

## **15. Links to Future Plans**

Ensuring that new recruits receive DA Matters training post April 2025 is a consideration in order that Essex Police can continue to invest in this programme for future officers.

## **16. Background Papers and Appendices**

Home Office grant agreement for DA Matters funding

[Essex - DA Matters Funding Draft Grant Agreement](#)

**Report Approval**

The report will be signed off by the PFCC's Chief Executive and Chief Finance Officer prior to review and sign off by the PFCC / DPFCC.



Chief Executive / M.O.

Sign:

Print: P. Brent-Isherwood

Date: 12 June 2024

Chief Financial Officer

Sign:



Print: Janet Perry

Date: 14 June 2024

**Publication**

Is the report for publication?

YES

NO

**If 'NO', please give reasons for non-publication** *(Where relevant, cite the security classification of the document(s). State 'None' if applicable)*

None

If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

**Redaction**

If the report is for publication, is redaction required:

1. Of Decision Sheet?	YES	<input type="checkbox"/>	2. Of Appendix?	YES	<input type="checkbox"/>
	NO	<input checked="" type="checkbox"/>		NO	<input checked="" type="checkbox"/>

If 'YES', please provide details of required redaction:

N/A

Date redaction carried out: .....

**Chief Finance Officer / Chief Executive Sign Off – for Redactions only**

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign: .....

Print: .....

**Chief Executive / Chief Finance Officer**

**Decision and Final Sign Off**

I agree the recommendations to this report:

Sign: 

Print: Roger Hirst

**PFCC**

**Date signed:** 14/06/2024

I do not agree the recommendations to this report because:

.....  
.....  
.....

Sign:

Print:

**PFCC/Deputy PFCC**

**Date signed:**