

	Freedom of Information Act Publication Scheme
Protective Marking	Official
Publication Scheme Y/N	Yes
Title	Investigation of Domestic Abuse - EIA
Version	1.0
Summary	The purpose of the policy is to provide a review of existing Metropolitan Police Service (MPS) Domestic Abuse Investigation policy and standard operating procedures (SOP) in order to produce a policy toolkit for implementation across the MPS.
(B)OCU or Unit, Directorate	Domestic Abuse Investigation
Author	Domestic Abuse Investigation
Review Date	11/08/2022
Date Issued	01/10/2021

**EQUALITY IMPACT ASSESSMENT**

The Equality Impact Assessment (EIA) Standard Operating Procedure (SOP) must be used when completing this form. Click the link below to view the EIA SOP.

Need some help? If you are unsure of any of the questions, click the 'GUIDANCE' button which provides key information about each step.

You can also contact your Diversity and Citizen Focus Directorate (DCFD) Advisor for guidance and support.

FOIA INFORMATION					GUIDANCE	
Protective Marking	Not Protectively Marked	Publication Scheme	Yes			
Title	Investigation of Domestic Abuse					
Branch / OCU	Domestic Abuse Investigation					
Date Created	1108/2021	Review Date	11/08/2022	Version	1.0	
Author	DS Viran Wiltshire					

EQUALITY IMPACT ASSESSMENT

STEPS 1 TO 7

STEP 1. Aims and purpose of the proposal / policy	GUIDANCE
<p>The purpose of the policy is to provide a review of existing Metropolitan Police Service (MPS) Domestic Abuse Investigation policy and standard operating procedures (SOP) in order to produce a policy toolkit for implementation across the MPS.</p> <p>The toolkit will provide guidance and minimum standards for the response, recording and investigation of domestic abuse offences and ensure that it incorporates guidance and recommendations from:</p> <ul style="list-style-type: none"> College of Policing Home Office Her Majesty's Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) Crown Prosecution Service <p>and considers and incorporates ongoing recommendations and changes across the MPS infrastructure. It shall ensure that the following overarching consideration is adhered to:</p> <p>Authorised Professional Practice on domestic abuse emphasises the importance of evidence-led investigation and prosecution, building a strong case which does not rely exclusively on the victim's support. It also underlines the critical nature of risk assessment and safety planning at an early stage.</p>	

STEP 2. Screening process for relevance to diversity and equality issues	GUIDANCE
<p>Each "protected characteristic" in Section 5 has guidance as to what implications / issues you may need to consider.</p>	

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Does this proposal / policy have any relevance to:		Internal, relevant to staff / or working practices	External, relevant to service delivery	Not relevant to either
A	Age	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
B	Deaf and disabled / Disability	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
C	Gender Reassignment	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
D	Marriage and Civil Partnership (employment only)	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
E	Pregnancy and Maternity	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
F	Race	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
G	Religion or Belief	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
H	Sex	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
I	Sexual Orientation	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
J	Other Issues	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

STEP 3. If you have ticked yes to any protected characteristic box in Step 3, a full impact assessment is required.

GUIDANCE

Full assessment required? (If Yes, a full EIA is required.)

Yes

No

STEP 4. Examination of available information

GUIDANCE

Existing SOP's on Domestic Abuse Investigation
 Existing Policy on Domestic Abuse Investigation
 Achieving Best Evidence 2011
 Home Office Guidance
 College of Policing Domestic Abuse Investigation - Authorised Professional Practice
 Crown Prosecution Service Guidance

Consultation with:
 Public Protection DI's
 Met Rape and Harmful Practices Central Team,
 Met Stalking Threat Assessment Centre
 Existing Metropolitan Police Training Packages

If there is anything you are unsure of in this first section you can visit the Diversity and Citizen Focus Directorate (DCFD) intranet site for further information and advice, or contact one of the DCFD Diversity and Citizen Focus Advisors by clicking below.

STEP 5. Full Impact Assessment Process

STEP 5a. Consultation Log			GUIDANCE
Where are the consultation records stored? (e.g. General Registry, S-Drives etc)			
General Registry Docket XXXX and Continuous Improvement Team Shared Drive.			
Name of Business Group / Unit, Association, Stakeholder (Internal)	Why are you approaching / not approaching them?	Date and method of planned consultation	Outcome of consultation
Public Protection Investigation DI's	Guidance on material contained in the toolkit.	01/04/2021– drafted toolkit sent by email for review.	Minor corrections and adjustments. Positive feedback.
DSU Matt Pilch LRO Domestic Abuse Investigation	Review and approval	Engaged throughout process, drafted toolkit sent by email for review. XXXX - final draft consultation / approval.	Minor corrections and adjustments. Positive feedback.
Commander Dales HoP Public Protection	Review and approval	Engaged throughout process, drafted toolkit sent by email for review. XXXX - final draft consultation / approval.	Corrections and adjustments. Positive feedback.

STEP 5b. EIA Action Plan

From your consultation activities and available information explain within the appropriate Action Plan template the potential positive and / or negative impact of the proposal / policy, internally on members of your workforce and externally on your communities / service delivery:

Age	GUIDANCE	Race	GUIDANCE
Deaf and disabled / Disability	GUIDANCE	Religion or Belief	GUIDANCE
Gender Reassignment	GUIDANCE	Sex	GUIDANCE
Marriage and Civil Partnership (employment only)	GUIDANCE	Sexual Orientation	GUIDANCE
Pregnancy and Maternity	GUIDANCE	Other Issues	GUIDANCE

STEP 5c. Action Plan Template Workforce Impacts (Internal)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring

STEP 5d. EIA Action Plan Template Service Delivery Impacts (External)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring
<p>AGE: The policy instructs officers to apply the VAF and DASH in all cases. Should the victim and suspect have any children, young people or elderly in their care, safeguarding measures will be employed for their wellbeing and protection, if appropriate, including referrals to key MPS policies such as safeguarding children as well as referrals to partnership agencies. If there are DA cases that highlight elder abuse officers and staff are instructed to follow the vulnerable adult's policy. For further information on</p>	Implementation of the Domestic Abuse Toolkit	DSU Matt Pilch		Ongoing

<p>Vulnerable Adults, including how to respond, see <u>Vulnerability and Adults at Risk</u>. Honour-based abuse is a form of domestic abuse and as such, a crime perpetrated in the name of 'so called honour'. Policy users are directed to the HBA and FM policy and FGM policy should any of these issues or incidents arise.</p>				
<p>DISABILITY: This policy recognises that disability can make one vulnerable to domestic abuse. Officers and staff are advised that a disabled person can be a victim of forced marriage or / and honour based abuse The VAF will be applied to capture other vulnerabilities. MPS personnel are instructed to consider the protected characteristics of the victim/suspect (as defined by Equality Act 2010) and treat according to their needs and avoid making assumptions or stereotyping.</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>
<p>GENDER REASSIGNMENT: The policy recognises that those wishing to undergo gender reassignment surgery or having transitioned may be victims of domestic abuse. The policy recognises that Trans or non-binary may not wish to disclose a domestic abuse incident especially if they are in a relationship. MPS personnel are instructed to consider the protected characteristics of the victim/suspect (as defined by Equality Act 2010) and treat according to their needs including avoiding making assumptions or stereotyping, and apply correct gender pronouns.</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>
<p>MARRIAGE AND CIVIL PARTNERSHIPS: Civil partners are protected from domestic abuse in the same way as a spouse. MPS personnel are instructed to consider the protected characteristics of the</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>

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<p>victim/witness/suspect (as defined by Equality Act 2010) and treat according to their needs and to avoid making assumptions or stereotyping</p>				
<p>PREGNANCY AND MATERNITY: It is recognised that pregnancy may be a trigger in domestic abuse and this is reflected within the DASH risk assessment. Officers and staff are instructed to assess a victim's vulnerability and risk levels. The policy advises MPS personnel to remove the victim from the premises if there is a risk to their safety and they are diverted to the Safeguarding Children and the Safeguarding Adult policies to ensure correct appropriate action is taken. Officers and staff are aware that the mothers may be victims of a forced marriage and / or honour based abuse and to act accordingly should this be the case.</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>
<p>RACE: Officers are instructed to use language line or consider another officer fluent in the language spoken, they are also told never to use children, family members, witnesses religious or community leaders as interpreters. They must ensure interpreters are not left alone with victims to take statements and/or do not pressure victims to withdraw statements or make them feel uncomfortable about engaging with police. MPS personnel are instructed to consider the protected characteristics of the victim/suspect (as defined by Equality Act 2010) and treat according to their needs and avoid making assumptions or stereotyping. Officers and staff are made aware of cultures and must be sensitive to cultural traditions.</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>
<p>RELIGION AND BELIEF: Officers and staff should be respectful of any cultural or</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>

<p>religious beliefs when dealing with the victim and/or the suspect, e.g. having female officers and staff to assist with female victims if available. Some victims of certain religious beliefs may not wish to report domestic abuse to police out of fear that this will bring further 'dishonour' on the family. MPS personnel are specifically instructed do not attempt mediation, reconciliation, counselling or the use of religious arbitration. MPS personnel are instructed to consider the protected characteristics of the victim/witness/suspect (as defined by Equality Act 2010) and treat according to their needs and avoid making assumptions or stereotyping. Policy users are directed to the Honour based abuse (HBA) and Forced Marriages (FM) policy and Female Genital Mutilation (FGM), should any of these issues or incidents arise</p>				
<p>SEX: The policy raises awareness and removes any myths relating to gender in domestic abuse. Officers and staff are reminded that men can also be victims of domestic abuse and women can also be suspects of domestic abuse. Policy users are directed to the HBA and FM policy and FGM policy should any of these issues or incidents arise.</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>
<p>SEXUAL ORIENTATION: The policy recognises people who identify as either lesbian, gay, bisexual, or Trans (LBGT+) or another sexual / gender minority may not be willing to come forward and report a domestic abuse incident. Domestic abuse does take place within same-sex relationships. Officers are instructed to not disclose the LBGT+ status of the victim or suspect to their colleagues or family members. MPS personnel are instructed to consider the</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>

NOT PROTECTIVELY MARKED

<p>protected characteristics of the victim/suspect (as defined by Equality Act 2010) and treat according to their needs and avoid making assumptions or stereotyping. Policy users are directed to the HBA and FM policy and FGM policy should any of these issues or incidents arise</p>				
<p>OTHER ISSUES: for example: Low income groups, single parents, rough sleepers.</p> <p>This policy recognises that financial abuse is another form of domestic abuse in which the suspect controls the victim's income and finances. The policy raises awareness of the role income and financial abuse can play within domestic abuse cases. In such circumstances, victims will be referred to either partner agencies for support and trade unions, if they are a member.</p>	<p>Implementation of the Domestic Abuse Toolkit</p>	<p>DSU Matt Pilch</p>		<p>Ongoing</p>

STEP 6. Ensure monitoring and review arrangements are put in place	GUIDANCE
How will the implementation of the proposal / policy be monitored and by whom?	
The toolkit will be monitored by the Continuous Improvement Command (CPIC) to ensure it is current and correct. This will be done in partnership with LRO Domestic Abuse Investigation, MOPAC and partner agencies to identify emerging trends, best practice and monitor compliance, reviewing and updating the toolkits as and when required.	
<p>All Public Authorities such as the Metropolitan Police Service (MPS) have to comply with section 149 of the Equality Act 2010 more commonly known as the General Duty.</p> <p>The Duty requires us to:</p> <ul style="list-style-type: none"> ▪ Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. ▪ Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it. ▪ Foster good relations between people who share a relevant protected characteristic and those who do not share it. <p>One of the ways we can demonstrate that we are complying with the General Duty is to document how decisions are reached and resulting activities including monitoring and review arrangements. In the MPS, the way we evidence this is by completing EIAs.</p>	
What is the timetable for monitoring, with dates?	
2 years from publication with continual monitoring.	

STEP 7. Public availability of reports / result. What are the arrangements of publishing, where and by whom?	GUIDANCE
MPS Policy Co-ordination Unit	