



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:12/03/2024

2024/207 - Domestic abuse

In response to your recent request for information regarding;

1. How many reports of domestic abuse have been logged against serving police officers and police staff between January 2020 and January 2024?

41

2. How many of those reports made between January 2020 -and January 2024 resulted in: a) a criminal trial, b) criminal charges, but no trial; c) a formal misconduct investigation; d) a misconduct hearing; e) a finding of misconduct; f) a finding of gross misconduct; g) a written warning; h) No further Action /No case to answer

Crime / Non Crime	HO Code	HO Description	Status Q 2 A & B	Resigned, retired or left	Later rejoined	Q2 C -H
Crime	008/06A	Sec 47. Assault occasioning actual bodily harm	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Crime	008/67	Engage in controlling-coercive behaviour in an intimate/family relationship	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	PSD review resulting in NFA
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	No PSD investigation

Crime	105/01	Common assault and battery (Violence without injury)	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD review resulting in NFA
Non Crime	0000 A	non crime occurrence	Not a crime (NCRS compliant)	N - current employee	-	Defined as a non-crime occurrence so cannot be DA related
Non Crime	0000 A	non crime occurrence	Not a crime (NCRS compliant)	N - current employee	-	Defined as a non-crime occurrence so cannot be DA related
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim not support/withdrawn support - Named suspect identified	Y - Resigned Sept 2022	N	Gross misconduct hearing - Would have been dismissed if had not resigned
Non Crime	0000 A	non crime occurrence	Not a crime (NCRS compliant)	Y - Resigned Jan 2023	N	Defined as a non-crime occurrence so cannot be DA related
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	Y - Retired Dec 2023	N	No PSD investigation
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	No PSD investigation
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	N/A
Crime	008/06A	Sec 47. Assault occasioning actual bodily harm	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	N/A
Crime	008/06A	Sec 47. Assault occasioning actual bodily harm	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD review resulting in NFA
Crime	105/01	Common assault and battery	New	Y - Retired Aug 2023	N	PSD investigation resulting in NFA

		(Violence without injury)				
Crime	008/06A	Sec 47. Assault occasioning actual bodily harm	Police - formal action not in the public interest	N - current employee	-	PSD investigation resulting in NFA
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	No PSD investigation
Crime	105/01	Common assault and battery (Violence without injury)	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD review resulting in NFA
Crime	008/67	Engage in controlling-coercive behaviour in an intimate/family relationship	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Crime	008/06A	Sec 47. Assault occasioning actual bodily harm	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Non Crime	0000 A	non crime occurrence	Not a crime (NCRS compliant)	N - current employee	-	Defined as a non-crime occurrence so cannot be DA related
Crime	105/01	Common assault and battery (Violence without injury)	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	Ongoing PSD case
Crime	105/01	Common assault and battery (Violence without injury)	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Crime	105/01	Common assault and battery (Violence without injury)	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	N/A
Crime	008/	Engage in	Victim supports/evidential difficulties	N - current	-	No PSD investigation

	67	controlling-coercive behaviour in an intimate/family relationship	- Named suspect identified	employee		
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Crime	105/01	Common assault and battery (Violence without injury)	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Crime	008/67	Engage in controlling-coercive behaviour in an intimate/family relationship	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Crime	149/00D	Other criminal damage, other (Under £5000.00 damage)	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	Ongoing PSD case
Crime	105/01	Common assault and battery (Violence without injury)	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	Ongoing PSD case
Crime	008/67	Engage in controlling-coercive behaviour in an intimate/family	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	Ongoing PSD case

		relationship				
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	Ongoing PSD case
Crime	008/67	Engage in controlling-coercive behaviour in an intimate/family relationship	New	Y - resigned Feb 2024	N	Ongoing PSD case
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim supports/evidential difficulties - Named suspect identified	N - current employee	-	No PSD investigation
Crime	008/67	Engage in controlling-coercive behaviour in an intimate/family relationship	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	Ongoing PSD case
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	New	N - current employee	-	PSD review resulting in NFA
Crime	008/06A	Sec 47. Assault occasioning actual bodily harm	New	N - current employee	-	Ongoing PSD case
Crime	195/12	Pursue course of conduct in breach of Sec 1 (1) which amounts to stalking	Victim not support/withdrawn support - Named suspect identified	Y - resigned Feb 2024	N	Ongoing PSD case
Crime	149/00D	Other criminal damage, other (	Victim not support/withdrawn support - Named suspect identified	N - current employee	-	PSD investigation resulting in NFA

		Under £5000.00 damage)				
Non Crime	0000 A	non crime occurrence	Not a crime (NCRS compliant)	Y - resigned Feb 2024	N	Defined as a non-crime occurrence so cannot be DA related
Crime	008/66	Stalking involving serious alarm/distress	New	Y - resigned Feb 2025	N	Ongoing PSD case

3. How many police officers or police staff resigned, retired, or left for other reasons, following allegations of domestic abuse related offences from January 2020 to January 2024?

5

4. How many police officers or police staff who have resigned, retired, or left for other reasons following allegations of domestic abuse related offences from January 2020 to January 2024, have been rehired in any capacity by the police service?

0

5. Does your police service have policies and procedures specific to responding to allegations of police perpetrated domestic abuse?

a) Yes

b) No

Yes and College of Policing APP

6. If you answered yes to question 5, has your force updated policies and procedures specific to responding to allegations of police perpetrated domestic abuse since the Super-Complaint by the Centre for Women's Justice in March 2020?

a) Yes

b) No

Yes.

7. If you answered yes to question 6, please provide details of any updates and a copy of your current policy and operational guidance on PPDA. If you answered no, please still provide your policy and operational guidance on PPDA.

Please find attached.

8. Police forces are required to report the number of misconduct cases and criminal investigations involving PPDA and their outcomes to the Home Office, does your force currently do this?

a) Yes

b) No

Yes.

9. As of June 2022 in the IT system Centurian, VAWG-police perpetrated and VAWG- police injured party and domestic abuse should be available to select as an option. Does your police service currently use these options to capture this data?

Yes

10. Has your police service made any improvements since 2020 to the way it captures data relating to cases of PPDA? If yes, please explain.

Yes, NWP added a 'Flag' for VAWG PPDA perpetrator and PPDA Victim onto Centurion so the data could be identified easier.

11. Does your police service deliver training specific to responding to allegations of police perpetrated domestic abuse?

a) Yes

b) No

There was a PVPU bitesize session in relation to this for the force.

However, this is not covered in training given to new recruits or PCSOs. No other Domestic Violence training is currently being delivered by North Wales Police trainers.

12. If you answered yes to question 11, please advise in numbers how many officers and staff have received that training up to the end of January 2024.

397 Police Officers and 69 PCSOs (Staff)

13. Is the PPDA training

a) Mandatory

b) Voluntary

N/A please see above.

14. What procedures does your force have in place to support police victims of PPDA?

We would use commissioned independent service (IDVA) and our own domestic abuse officers and seek to identify a DAO away from the area where the perpetrator worked to reassure the victim of independence. We use Operation Encompass to consider any children in the home and ensure schools are made aware of the family situation so appropriate support is considered for any child victims.

If the victim is also a police officers, there would be welfare support from line manager and referral to OHU.

15. Given that s.29(4) of the Police Reform Act 2002 precludes police officers and police employees from making a police complaint against anyone who is under the direction and control of the same Chief Officer, does your police service treat reports of PPDA where the victim is a police officer or police employee as a conduct matter (as defined in s.12 PRA 2002)?

Yes each case is reviewed by PSD.

16. If you answered yes to question 15, does your force treat the police victim as an “interested person” in the misconduct investigation?

Yes as per regulations.

17. Does your force have any policy or procedure for referring the investigation of PPDA allegations against a member of your force to an external force for investigation? If so, please provide details.

No, each case is reviewed and allocated to a different area of the force for independence. If this was not achievable then an external force would be approached to assist.

18. Does your police service have any policy or procedure for accepting referrals from another force of forces for your force to investigate allegations of PPDA made against members of their force? If so, please provide details.

Complaint and Conduct referrals passed from other Forces are handled in accordance with the relevant legislation ([The Police \(Conduct\) Regulations 2020 \(legislation.gov.uk\)](#)) and IOPC Statutory Guidance. All matters are recorded on Centurion systems, a nationally used system for PSD teams.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 08/03/2024



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

DOMESTIC ABUSE WORPLACE PRACTICE GUIDE

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PRACTICE GUIDE

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1. INTRODUCTION

This Practice Guide is underpinned by external and internal procedures that will seek to robustly address issues of Domestic Abuse (DA) and related matters that are experienced by our workforce. The safety and welfare of DA victims will be our priority and we will be compassionate and understanding of their needs and their families.

This practice guide should be read in conjunction with

- College of Policing APP: [Management of Personnel](#)
- North Wales Police: [Domestic Abuse Practice Guidance](#)
- North Wales Police: [Crime Management Practice Guide](#)
- North Wales Police: [Police Perpetrator DA Operational Guidance](#)

For some victims there are many barriers to reporting DA and / or rape and serious sexual assault and these incidents are still significantly under-reported. This is particularly pertinent to police personnel for a variety of reasons which may include

- A fear that their colleagues might discover their situation.
- Fear that the investigator will be known to them, or the perpetrator.
- Embarrassment and concern that Line Managers and others will see them as people who make poor decisions.
- Where the perpetrator is also an employee, fear that they might access reports or other information.
- Where the perpetrator is also an employee, fear of repercussions if the perpetrator is convicted and loses their job and pension rights.
- There may be additional barriers for LGBTQ+, male, and disabled victims.
- B. A. M. E. – Black, Asian, Minority Ethnicity men and women, and girls may face additional barriers in reporting, and it is known that migrant survivors and women with No Recourse to Public Funds (NRPF) may face increased barriers to accessing support.
- Difficulties in initial reporting with many victims describing intimidation by their partners to deter them from reporting. Especially where the perpetrator is an employee, their partners may claim that their role as a police employee means that they would be believed and the victim would be disbelieved, and stress that they would be protected by the system they work in.
- If a perpetrator is a police employee, concerns around use of police knowledge, status and powers will be pertinent.
- Improper manipulation of police processes – highlighted in the super-complaint by [Centre for Women's Justice](#). This concern is when the perpetrator is a police officer or member of staff and the potential for dishonest manipulation or police resources to protect those who have been reported for abuse.

This list is not exhaustive.

DA, rape and serious sexual assault can have a devastating effect on a victim's personal life. The effects of DA does not stay at home when a victim comes to work and the increased number of employees working from home adds a further layer of complexity to this issue. It is possible that perpetrators who are police employees could use workplace resources, such as NICHE, TEAMS, Skype and other databases, to threaten, harass or abuse their current or former partner from within the workplace.

There is a genuine cost to employers in terms of lost hours, lack of productivity, coupled with the effect on colleagues who may also fear for the safety of and be protective of their colleagues who are victims and those who fail to understand the reasons for increased absenteeism.

North Wales Police as a responsible employer will ensure an effective and supportive response to employees who may be experiencing DA or may have experienced rape / serious sexual assault, by supporting the victims and their families and investigating all reports diligently and effectively to build trust and confidence. We will ensure that decisions are properly documented and that risk assessments occur at relevant stages within the investigative process.

It is essential to employ workable and confidential solutions which encourage the reporting of information or intelligence relating to suspected incidents of DA by members of North Wales Police, giving due regard to the victims and any children's continued welfare, safety, general wellbeing, and human rights.

North Wales Police aims to:

- Support North Wales Police employees that disclose they are experiencing DA, in a sensitive and effective manner.
- Take a trauma informed approach to supporting any employee who discloses DA understanding that their experiences may have had a serious impact upon their emotional and physical health.
- Be mindful of the fact that if the perpetrator is an employee of North Wales Police being arrested, investigated, or charged has significant consequences and therefore increases the risks not only to their partner and family but also themselves. ~~We will therefore~~ It is therefore necessary to risk assess the impact of ~~our~~ decision making throughout the investigation upon their mental health.
- Work with partners to reduce the number of DA incidents and improve the quality of service and support to victims through positive action, and information sharing with partner agencies. Inter-divisional arrangements exist for investigations, information sharing and referrals to victim support. Please refer to section 3.15 to refer a victim to a specialist domestic abuse services in North Wales.
- Establish and maintain a professional approach when dealing with incidents of DA as outlined in our external and internal procedures, being aware of the risks involved and undertaking the necessary risk assessments.
- Have support systems to encourage partners, relatives, and colleagues of police employee who are perpetrators of DA to notify the police ensuring where necessary confidentiality.
- Respond to DA related criminal offences committed by a police employee in order:
 - to **protect** adult and child victims, potential future victims, members of the public, agencies/organisations and any police employees from further violence, serious injury and homicide (including psychological harm).
 - to ensure that police employee who commit DA related criminal offences are **held accountable** through the Criminal Justice System (CJS) and are dealt with appropriately through internal misconduct procedures; and
 - to ensure the maintenance of **public confidence and the confidence of victims** in the policing of DA and the integrity of the police service.
- Ensure that appropriate measures are in place to deal with police employees who are arrested and detained to safeguard the integrity and effectiveness of the investigation, ensuring early involvement of the Professional Standards Department (PSD).
- Reassure victims and their families, by providing information that all reported domestic incidents will be investigated in a positive, sensitive, and supportive manner, to secure a safe environment for those affected.

- Signpost the individual (victim or perpetrator) to specialist employees within North Wales Police as well as support groups. This should include welfare support for employees, refer to sections 3.8 and 3.15 for further information.
- Undertake where necessary Community Impact Assessments and identify any incidents which are critical.
- Make full use of all current and relevant legislation when required and provide the necessary links between related policies, procedures, guidance, and protocols.
- Help to eliminate discrimination, harassment and victimisation whilst advancing equality of opportunity as outlined in the Equality Act 2010.
- Ensure actions taken are justified, strictly proportional to and the least intrusive and damaging option to the achievement of the organisation's legitimate aims.
- Gather, secure, and preserve all available evidence in order that offenders can be placed within the CJS.
- Employ common sense and discretion in decision making and ensure such decisions are always documented.
- Robustly assess all available and relevant information and feasible options and ensure actions are monitored and reviewed and lessons learned.
- Ensure that our employment and vetting processes are orientated towards screening those individuals who may have a previous history of DA.

2. TARGET AUDIENCE

This practice guide should be used by all NWP employees who may experience domestic abuse at home, or may be investigation an incident of domestic abuse which involves a NWP employee.

3. PROCEDURE

This procedure applies to all employees irrespective of gender, age, sexuality, race, faith, religion, culture, or disability. This procedure follows the aims of the North Wales Police [Domestic Abuse Practice Guidance](#). North Wales Police recognises that every employee who is experiencing or has experienced DA has the right to raise and discuss the issue with their manager and/or other departments which can lend support and advice, in the knowledge that the matter will be dealt with in an empathetic, sensitive, non-judgmental, confidential, and effective manner. The organisation will regularly monitor and evaluate its performance to ensure compliance with this procedure.

3.1 What support is available to Police employees disclosing or reporting domestic abuse?

North Wales Police recognises that for some members of the force there may be significant barriers to disclosing DA. To help support employees in overcoming any barriers and provide confidence to enable them to disclose DA, North Wales Police would encourage them to consider all the following options:

- Reporting DA as a crime by speaking to any member of North Wales Police.
- Speaking to the Professional Standards Department (PSD) if they are a victim, or they have witnessed DA or if they are concerned that a colleague may be a victim or perpetrator of DA.
- Alternatively, if they do not feel ready or able to involve North Wales Police they can talk to the specialist DA support services in North Wales in confidence. They are independent from the police and can provide advice, advocacy, and support. They will also be able to help them decide whether they wish to report abuse to NWP and support them to report if they wish but they will not ask them to make any decisions they are not comfortable with (see section 3.15 for contact details).
- Report anonymously

- [Police Integrity Line](#) (Confidential Reporting) 0800 111 4444
- [CrimeStoppers](#): 0800 555111

3.2 Identifying the Problem

It is unlikely, in the first instance, that employees experiencing DA will approach their manager with problems. It is far more likely that the manager will become aware of the situation through associated issues such as:

- Sickness
- Absence monitoring
- Poor performance, including behaviour and language used
- Disclosure from a colleague
- Disclosure by a colleague or the perpetrator
- Police incident
- Intelligence

As with other welfare issues, identifying that an employee is experiencing difficulties at an early stage will lead to appropriate help being offered, and allow that employee to deal with their situation far more effectively.

3.3 Signs and Symptoms

It may be hard for victims of DA to separate home and work issues if they are experiencing DA, and this may impact on their working lives. Where both the victim and perpetrator are employed by NWP the perpetrator may also use the workplace as somewhere to perpetrate abuse and specifically target the victim's career and work reputation. The effects of experiencing DA may manifest into physical and/or psychological symptoms and line managers must be alert to the following possible signs and symptoms:

- Changes in character, for instance colleagues who are normally outgoing may become introvert or reserved.
- They may display a lack of participation with a reduction in normal performance.
- A change in the quality of work/performance.
- Visible bruising or the wearing of clothing not conducive to weather conditions to cover injuries; excessive use of make-up to hide injuries may be indication of physical abuse.
- Uncharacteristic lateness, last minute requests for time off or annual leave, regular periods of self-certified sick leave.
- The receipt of repeated upsetting telephone calls, e-mails, Lync/Skype/Teams or texts etc.
- They may be nervous about finishing a shift late.
- They may be reluctant to attend work social events and/or their partner may interrupt these occasions.

This list is not exhaustive and there will be some victims who do not display signs of coercive control, violence, or abuse. However, where line managers fear that a team member is displaying signs they should sensitively enquire as to their well-being and offer support and advice where appropriate.

There may be other occasions where an individual will voluntarily advise their line manager or colleague that they are experiencing DA and advice on how these may be dealt with is contained in this document.

3.4 Manager / Supervisors Role

Research has shown that whilst victims of DA may be reluctant to disclose what is happening to them, often they are also hoping that someone will realise that something is wrong and ask them

about it. Managers should therefore offer the employee the opportunity to discuss personal issues which may be affecting their health, performance at work etc.

If a line manager has just cause and reason based on intelligence or observations made to raise the subject of DA with an individual, that line manager needs to take the earliest opportunity to have that conversation with them in a private and confidential one to one meeting.

Managers must be non-judgemental – an employee may need some time to decide what to do. They should in no way feel pressured to act as this could have serious implications for their safety. However positive action must always be considered where appropriate, in line with the DA practice guide. **Any crime reported must also be recorded to comply with Home Office Counting Rules (HOCR).**

- Take the employee seriously, listen and believe what is being said regardless of whether the threshold for criminal investigation has been reached.
- Ensure that any discussion about their circumstances, takes place in private.
- Respect confidentiality as far as possible - the consequences of DA are serious, and managers and colleagues need to respect this.
- Understand that the employee may not wish to discuss any details with their line manager and may prefer to involve a third party such as a colleague, trade union representative, Police federation, or specialist from North Wales DA services (see section 3.15).
- Find out what the employee wants and whether a manager, another colleague or another agency can help them achieve it. Be honest about what can be offered.
- Be aware of any additional issues faced by the employees, due to their protected characteristics such as age, gender, sexuality, ethnic background, or disability etc.
- Be aware of what support is available and explore these options with the employee. Ensure they are offered a referral to one of the North Wales DA services and that they are made aware that as a member of North Wales Police they can access support services regardless of whether their home address is outside of North Wales, and they can access any of the community-based services i.e. they may not be comfortable accessing the same service that covers their work area so they are welcome to access an alternative.
- With police employees who are perpetrators make them aware of [RESPECT](#). The Respect Phonenumber is a confidential helpline, email, and webchat service for domestic abuse perpetrators and those supporting them. They support men and women who are using abuse in same-sex or heterosexual relationships, from anywhere in the UK.
- You must ensure appropriate recording of the incident/situation on North Wales Police systems in line with crime recording standards to maintain records of disclosures.
- Under **no** circumstances should line managers conduct mediation between the victim and perpetrator. Line managers must also bear in mind that they are not required to undertake a role of counsellor; this must be left to trained counsellors or DA specialist's services.

When suspecting, becoming, or being made aware of a case of DA, the manager should seek help and advice from Human Resources, PSD, Occupational Health Unit (OHU) and the Protecting Vulnerable Persons Unit (PVPU).

All such matters must be referred to PSD and the NICHE occurrence endorsed by the RO/RO's Supervisor with the details of the person in PSD to which this matter has been referred. PSD should then be kept updated with any significant developments in the investigation, including any outcome at the conclusion of the investigation.

The PVPU Domestic Abuse Officers (DAOs) can provide advice to individuals on the law and best practice. They can also liaise with other forces on the individual's behalf if the incidents take place out of the North Wales Police force area. Managers must contact the Detective Inspector (DI) in

the first instance for advice. If an individual does not want to make a complaint against an alleged perpetrator of DA, PVPU will consider the need for a Multi-Agency Risk Assessment Conference (MARAC) in high-risk cases. Contact information in relation to the support mechanisms and Independent Domestic Violence Advisers (IDVA) are also available from PVPU. The individual should be consulted as to whether they have any concerns with the PVPU DI being informed. There may be links (previously worked together or friends) between the perpetrator and the PVPU DI, and so this may be a barrier for the individual.

The OHU (Occupational Health Unit) can provide support in relation to the individual's fitness for work, well-being and can arrange for in-house or external counselling.

The line manager must attempt to undertake the DA risk assessment processes and liaise with a senior manager in the Protecting Vulnerable Persons Unit and PSD if the alleged perpetrator is an employee of North Wales Police.

HR can give advice to line managers and individuals in relation to temporary/permanent change of role, working hours, base of work, special leave and other related terms and conditions.

Where the perpetrator is identified as a police employee the relevant matter must be brought to the attention of the relevant SMT who will consider whether the formation of a Gold Group is necessary.

3.5 Colleagues

In some instances, police employees may be advised by a colleague that they are suffering DA or may have suspicions that it is taking place. Whilst colleagues may be able to lend support to the individual concerned, the importance of disclosing the information to a line manager cannot be over-estimated. Section 3.7 outlines the situations where confidentiality may be broken.

3.6 Victim Safety

Employers, employees, and others have responsibility for the health, safety, and welfare of persons at work as defined by the Health and Safety at Work Act 1974, and the Management of Health and Safety at Work Regulations 1999.

Managers may have to consider additional factors if incidents involve DA. Such incidents may involve violent partners or ex-partners visiting the workplace (including those who work from home), abusive phone calls, intimidation, or harassment of the employee by the alleged perpetrator. These issues could be addressed with the following measures:

- Improving security measures such as changing keypad numbers or ensuring that access to buildings is open to authorised persons only.
- General reminders to employees not to divulge information about colleagues, especially personal details such as addresses, telephone numbers or shift patterns (disclosing personal data is likely to lead to disciplinary action).
- Offering temporary or permanent changes in the workplace, work times and patterns, helping to make the victim less at risk at work, and on their journeys to and from work. This could include changes to the office layout, to ensure that the employee is not visible from the reception point or, from ground floor windows.
- Offering changes in specific duties, such as answering phones or working in reception or in exceptional circumstances, redeployment to another post.
- Agreeing what to tell colleagues and how they should respond if the perpetrator rings or calls at the workplace. Providing colleagues with a photograph of the perpetrator, and other relevant details such as car registration numbers, which may help to maintain security in the workplace.

- Making sure that the systems for recording the individual's whereabouts during the day are adequate, and if the work requires visits outside the office, considering how risks can be minimised (e.g., changing duties or allowing another colleague to accompany them on certain journeys).
- Recording any incidents of violence in the workplace, including persistent phone calls, emails, or visits to an employee by their partner/ex-partner. Details of any witnesses should also be recorded. These records could be used as evidence in subsequent proceedings.
- Where an employee works from home (WFH) and therefore vulnerable to abuse there, consideration should be made to work from an office. Where this may not be possible i.e., care responsibilities; home security measures can be assessed by NWP Community Safety teams.

Whilst an initial approach to a line manager could be seen or viewed as a help-seeking process, managers must still act in their role as a police employee. Therefore, in the interest of safety and justice, complainants must be informed that a crime report will be recorded in accordance with HOCR. Where there is a believed or identified risk of imminent harm to the victim, children, or another party or property then immediate action must be taken to protect all parties or property that are believed or identified to be at risk.

The safety of the victim, their children and any other person must be paramount. There may be additional barriers to reporting for partners of employees and further pressures for victims who are employees; this must be borne in mind when considering safety measures. Be mindful of the possibility of access to records and databases relating to DA, rape or sexual offences and take steps to restrict, sanitise or otherwise ensure confidentiality for the victim.

Disclosure or information sharing must only be conducted with the full knowledge and consent of the victim except in relation to child protection matters or high risk of harm or death to the victim or any other identified person e.g., current partner, relative, witness. This information is police information as defined by [Management of Police Information \(MoPI\)](#) and is required to be protectively marked (e.g., Official Sensitive) and is likely to be personal/sensitive data as defined by the Data Protection Act 2018 GDPR (General Data Protection Regulation). For all these reasons information security measures must be in place for its collection, processing, exploitation, movement, storage, and disposal.

PPDA cases involving children and adults must be dealt with in line with statutory guidance in the 'All Wales Safeguarding Procedures' Safeguarding Wales. Consideration must be given to arranging strategy discussions and other multi agency meetings including those under Section 5 (Safeguarding allegations/concerns about practitioners and those in positions of trust).

3.7 Confidentiality

Confidentiality must be afforded to all individuals in line with the Data Protection Act 2018 and GDPR Regulation (EU) 2016/679), (subject to the requirements of child and adult protection) and where options are provided and a decision made by the victim not to make an official report to police, a full risk assessment will be conducted by the line manager. In response to the risk, plans to keep the victim safe on route to work, whilst at work (which may be their home) and when off duty will be discussed.

This is intended to manage the risk posed by the perpetrator and not for sharing information on the victim. It should not be necessary to disclose the victim's identity for this purpose, even when seeking general advice from departments such as HR and PVPU and may even be prejudicial, particularly where the parties are in an LGBTQ+ relationship but have not disclosed their LGBTQ+ status to their colleagues or family members.

Confidentiality can only be broken in the following circumstances:

- With the consent of the individual.
- If disclosure is clearly in the individual's interest but it is not possible or is undesirable to seek consent.
- If it is required by law.
- If it is unequivocally in the public interest, where a failure to disclose information may expose the individual, or others, to risk of death or serious harm. In such circumstances you should disclose information promptly to an appropriate person or authority.
- If it will prevent a serious risk to public health and serious crime.
- If a child is involved, see below.

An exception to confidentiality may arise if the employee indicates that their children are also experiencing abuse (as defined by DA Act 2021). In these circumstances the manager must inform the employee that they will be referring the matter in accordance with the All Wales Safeguarding Procedures.

NWP must always take the necessary steps to ensure confidentiality for the victim and keep the victim informed throughout in accordance with the Victims Charter.

Any recorded Domestic incident concerning North Wales Police employees on NICHE must only be accessed by those investigating the matter and therein for a policing purpose. It should be noted that any employee accessing the record will leave a footprint and will be required to justify the reason for accessing the record.

3.8 Welfare and Support

The needs of police employees experiencing DA will be varied. There might be concerns in relation to child contact, financial implications or accommodation issues that will require that the victim be present at solicitors' meetings, court hearings etc. In addition, where criminal proceedings are pending there may be demands on them to comply with requests for statements, photographs, medical examinations, or attendance at court.

Police employees must be afforded flexibility with requests for time off, varied duties, annual leave, compassionate leave, or other requests to enable them to attend appointments. It may be necessary to adjust workloads. Reasonable requests for alternative or temporary postings, particularly where the perpetrator is also a member of North Wales Police should be considered. Decisions must be made on the basis that the victim has a fundamental right to be believed and matters of safety and work-life quality are addressed.

For support in other areas assistance may be available from the Police Federation, the Superintendents' Association, Unison, or the Force Welfare Officers. Contact numbers and website addresses of support agencies are in section 3.15, PVPU can assist in making contact on behalf of the individual if preferred too.

Where a North Wales Police employee is the victim of domestic abuse and in need of **emergency** accommodation, to safeguard and protect themselves and their children, an officer of the rank of Inspector or above can authorise (Force Incident Manager in Force Control Centre) this. This provision is to ensure the safety of our employees and allow them to seek appropriate support from partner agencies, family, or friends. The on-going provision of **emergency** accommodation will be reviewed on a case-by-case basis by the employee's SMT.

Accommodation can be arranged using Capita, telephone: 0330 390 0005

- **Option 1:** Online Support
- **Option 2:** Hotel
- **Option 3:** Rail

- **Option 4:** Travel
- **Option 5:** Conference, Meeting and Events

Email: bookings@agiito.com

An email must be sent to jen.hughes@northwales.police.uk with relevant booking details too.

3.9 Special Leave and Other Supportive Measures

SMT's will give consideration, and view sympathetically requests for special leave for employees experiencing DA.

An employee leaving a partner may face considerable financial hardship or have concerns about finding suitable accommodation for themselves and their family. Managers should consider approving a salary advance if needed, (e.g., to move house or to make other significant financial outlay). Additionally, consideration should be given to changing the method of salary payment if an employee has disclosed that their partner has access to their finances or is exerting financial pressure upon them. North Wales Police Wellbeing staff will be able to assist in signposting victims to available financial support services.

3.10 Investigation

In instances of Domestic disputes /abuse involving employees of NWP the entire investigation will be dealt with by a different division from that of the party/parties involved (unless impracticable to do so), with a Senior Investigating Officer (SIO) appointed to provide the management oversight.

It may be appropriate to refer a case for external force investigation when there are concerns that truly independent investigators cannot be found in-force, e.g., in cases involving a suspect who, due to seniority or length of service, is well known in the force; or victim trust and confidence cannot be secured another way.

The role of the SIO is to provide an independent overview and oversight of the investigation. They must deal with any disagreements and act as the ultimate decision maker regarding the investigation. The SIO must also have regard to the welfare and wellbeing of any employee involved. The SIO must ensure all relevant information is shared with PSD.

An [Internal Domestic Abuse Investigation Disclaimer](#) must be signed by those concerned in any DA investigations where a North Wales Police employee is the complainant or perpetrator. This is to establish any association with the parties concerned in the investigation, this includes connections such as social media. The signed form will be uploaded to the NICHE investigation occurrence. The form can be found on the PVPU DA SharePoint page.

The investigating officer must complete the DA risk assessment tool with the victim. If the victim is uncomfortable completing the risk assessment tool and safeguarding template with the investigation officer, the option to complete it with a DAO should be offered and then reviewed by a supervisor. The NDM model (national decision-making model) should be used when completing safeguarding templates for victims.

A decision by an individual to make an official report to police will not have been made lightly. In the case of DA, it is likely that they would have experienced several incidents and may have taken advice or sought help through other avenues e.g., civil remedies, prior to informing the police.

NWP employees reporting DA should be afforded all the support and protection provided to the public and must be aware that positive action will apply in relation to the arrest of the perpetrator where criminal offences are alleged. However due regard will be given to the increased risks

posed by dealing with a perpetrator who has a unique insight into policing and policing tactics and who is used to being in a position of power.

Investigators must consider the fact that the victim may work in the locality where the incident occurred and may not want to attend the local police station. The perpetrator may be employed in the locality where the incident occurred, and the victim may wish to avoid contact with them or their colleagues. The varying circumstances are too many to list, but it is important that in all cases the needs of the victim and their protection is priority, and every effort must be made to prevent contact with the perpetrator or to allay any embarrassment to them.

Officers must ensure that intelligence in relation to risk assessment and risk management is disclosed to persons who might be part of the safety planning process. This may include line managers and work colleagues; however, blanket sharing of this information should be avoided at all costs. Again, the wishes of the victim in relation to information sharing will be paramount except in relation to child protection matters or high risk of harm or death to the victim or any other identified person e.g., current partner, relative, witness. Any intelligence reports should be sanitised and passed through to PSD.

Where another force is investigating a case where the victim is an employee of North Wales Police the line manager or other notified employee, supporting the victim in the workplace, where appropriate, should have contact with the investigating officer on a regular basis, ensuring that there is holistic support for the victim and that issues of risk management are addressed throughout the criminal justice process. Local plans should include procedures to mitigate any unintended consequences to the speed and quality of the investigation and/or victim engagement in the investigative process that may be caused by referring a case to an external force for investigation.

North Wales Police have a duty to maintain a secure environment for all employees. When they become aware that one of their employees is a victim of DA, it may be easier to maintain the secure working environment if all employees within a particular area are aware of the problem and the potential risks. It is however essential that the manager agrees with the victim, how much and what information, if any; other employees will be told.

Managers must remind their employees that any information must remain confidential and that any unauthorised breaches of information could result in disciplinary action being taken. This is important, as the consequences of breaching confidentiality could have serious effects for the individual experiencing DA. Statistics have shown that the risk of more serious assaults, permanent injury and homicide take place when a victim of abuse decides to confide in others, decides to leave or leaves the relationship or immediately after leaving. It is therefore important that the manager and other employees do not underestimate the dangers or assume that the fear of abuse by the victim is exaggerated.

3.11 Applying Access Controls to an RMS Occurrence (ACL)

When conducting their initial review, the Detective Inspector should consider whether they apply an Access Control List (ACL) to any relevant RMS occurrences relating to an ongoing criminal investigation. An ACL should not routinely be applied to all police perpetrator DA cases as this can hinder victim safeguarding. The existence of the investigation involving police employees alone is not sufficient justification to apply an ACL. An ACL should only be considered if its absence might interfere with the administration of justice (e.g. creating a risk that evidence may be lost), risk injury to others or reveal sensitive personal information such as sexual orientation or religious convictions. All ACL's must be authorised by the on-duty FIM.

3.12 If Police Employee is a Perpetrator of Domestic Abuse (PPDA)

When a police employee is a perpetrator of DA; the following should be considered:

- Any North Wales Police employee arrested in connection with a DA related offence should not be taken to a custody suite covering their place of work, or where the victim works (if a police employee), or where the integrity of the investigation will be at risk. (Unless for safety reasons). It may be deemed more appropriate by the Duty Officer to use a custody suite outside the North Wales Police force area. If required, this will need to be escalated to Force Gold.
- Perpetrators who are arrested must be given the [Wrap Around](#) leaflet that gives details of support services they can access on leaving custody.
- Welfare concerns in relation to the perpetrator must be recorded, escalated, and actioned.
- PPDA cases will be reviewed and managed by a Detective Inspector in the first instance who will record an investigative strategy, ensure appropriate safeguarding is in place, and make an allocation decision which will be documented within the crime management system.
- A welfare officer must be appointed with careful consideration to their role. This should be noted with rationale as to the suitability of the officer.
- It is mandated that all PPDA criminal investigations are managed by PIP level 2 investigators.
- North Wales Police should make sure they have plans in place to ensure PPDA allegations are investigated (both in terms of the criminal investigation and misconduct response) by someone with no prior connection to any of those involved in the allegations. Rationales for investigation ownership decisions should be fully recorded.
- A person must not be appointed if their involvement in that role could give rise to a concern about whether they could act impartially.
- The line management of the perpetrator and/or victim, if a police employee should be notified so they can discharge their duty of care obligations while the investigation progresses.
- PPDA cases will be reviewed by the Detective Chief Inspector (DCI) for the relevant area as soon as practicable to oversee the investigative strategy, ensuring that referrals have been made to PSD and that safeguarding is in place. The DCI will retain SMT oversight of the case.
- Where the victim of a PPDA case is a police employee the case will be reviewed by a DAO and support will be offered to the individual.
- In the event of the area DCI being unavailable the case will be reviewed by the DCI from an alternative area.
- Where any person who is involved in PPDA is in a position of seniority, within the force, silver and gold command structures will be utilised to ensure appropriate allocation to an outside force and to support the DCI in setting initial investigative actions.
- The investigating officer for criminal matters will liaise with the PSD investigating officer at regular intervals throughout the investigation.
- The Force must ensure the investigator is not known personally to the victim or perpetrator.
- It may be appropriate to refer a case for external force investigation when there are concerns that truly independent investigators cannot be found in force, e.g., in smaller forces, or in cases involving a suspect who, due to seniority or length of service, is well known in the force; or victim trust and confidence cannot be secured another way.
- Local plans should include procedures to mitigate any unintended consequences to the speed and quality of the investigation and/or victim engagement in the investigative process that may be caused by referring a case to an external force for investigation.
- The Force must ensure no police mediation is undertaken on behalf of victims and perpetrators.
- Officers must ensure confidentiality is afforded to the perpetrator unless strictly necessary to disclose information.
- Officers must consider the employee's current role and the likelihood of their contact with the victim if they are also a North Wales Police employee. The protection of the victim is essential.
- PSD and PVPU strategic and tactical leads will meet monthly to discuss all ongoing PPDA cases for an added layer of scrutiny.

North Wales Police will robustly investigate allegations of DA in line with the Domestic Abuse Practice Guide and police employee perpetrators who are found guilty in subsequent criminal proceedings will be referred to accelerated disciplinary proceedings .

In the absence of a criminal conviction, disciplinary proceedings may still take place, with the full range of disciplinary sanctions being available, including dismissal. When implementing disciplinary measures, it is essential that the safety of the victim and their children is not compromised.

3.13 Investigation Outcome Decision

The DA risk assessment must be reviewed when a case of DA towards a police employee leads to prosecution of the alleged perpetrator.

Where the evidential threshold has been met a charging decision must be sought from the CPS (Crown Prosecution Service). If the evidential threshold has not been met and before any other outcome is considered i.e., NFA etc. An area DCI must be consulted, to consider whether, based on the available information, there are additional lines of enquiry available or there is insufficient evidence to consult the CPS. In cases where there are no further obvious lines of enquiry, the DCI will decide to take no further action and their rationale fully documented. Should a suspect be of a similar rank, or senior to the SIO, the matter should be escalated to a more senior Department / Division Head for review.

The CPS Policy on prosecuting cases of domestic violence recognises that sometimes, victims will ask the police not to proceed any further with the case and say that they no longer wish to give evidence. There may be several explanations for this including continued coercion by the perpetrator, friends, family, and concerns that the perpetrator will lose their job etc. This does not mean that the case will be automatically stopped as evidence led prosecution may continue. Managers must consider the issues involved in this and ensure that supportive measures remain in place and the risk assessment is regularly reviewed.

North Wales Police will still consider use of disciplinary proceedings against employees that are alleged to have committed domestic violence even if a criminal prosecution is not pursued. Again, risk assessment measures must be reviewed by the line manager, and in conjunction with the PSD.

3.14 Raising Awareness

North Wales Police is committed to promoting “zero” tolerance of DA against and by its entire workforce. It is essential therefore, that the working environment promotes the view that domestic abuse or violence against any person is unacceptable and that such abuse or violence will not be condoned or made the subject of jokes or graphics.

North Wales Police will aim to raise awareness through the following means:

- Publicising its policy and procedures on dealing with Domestic Abuse and notifying employees of changes via Weekly Orders.
- Including issues relating to DA in relevant in-house training sessions.
- Enabling employees to attend DA awareness training.
- Posting information on the force intranet and internet.
- Publicising the internal support services available.
- Publicising local support agencies.

3.15 Local and National Support Agencies

North Wales Police should review support available to these victims, including that provided by the force, staff associations and other workforce support bodies and take any action needed to strengthen these provisions.

North Wales Police should assure themselves that case updates and information are shared with victims in an accessible way that encourages trust and confidence in the police response - consideration should be given to appoint a nominated senior person(s) in force, or from an external force, to have oversight of PPDA cases to ensure these are conducted in a victim-focused way and act as a SPOC for victims.

North Wales Police should ensure they provide accessible information for all non-police and police victims on how they can report PPDA and access confidential support (including external agencies, e.g., Refuge 24-hour helpline) - North Wales Police should also ensure accessible information is provided on how allegations will be investigated to ensure confidentiality and independence from the alleged perpetrator.

- **Dewis** - maintains a DA directory giving information about north Wales & national support agencies: [Search - Dewis Wales](#)
- **Domestic Abuse Safety Unit (DASU)** - covering NW excluding Western <http://www.dasunorthwales.co.uk/>
- **Gorwel** - <https://www.grwpcynefin.org/en/eich-cymuned/gorwel/> covering Western 0300 111 21 21
- **Women's Aid** –working to end DA against women & children www.womensaid.org.uk/
- **Live Fear Free** - <https://www.welshwomensaid.org.uk/what-we-do/live-fear-free-helpline/> 0808 80 10 800
- **Refuge** – working to end DA against women and children. www.refuge.org.uk/
- **National Domestic Violence 24hr Helpline** - 0808 2000 247 (run by Refuge)
- **BAWSO**: services for BME communities <http://www.bawso.org.uk/> 0800 731 8147
- **Galop** - UK's only LGBT+ anti-violence charity - www.galop.org.uk 0800 999 5428
- **Men's Advice Line** – for male victims of DA 0808 801 0327 www.mensadviceline.org.uk/
- **Mankind**– for male victims of DA 01823 334244 www.mankind.org.uk/
- **Respect** - Referral & support service for perpetrators provides advice & information to professionals. Helpline 0808 802 4040 www.respectphoneline.org.uk/
- **NSPCC** –working to end child cruelty. Helpline 0808 800 5000 <http://www.nspcc.org.uk/>
- **PVPU - Home (nwp.net)** – For all related documents, guidance, and advice.



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POLICE



Police-Perpetrated Domestic Abuse (PPDA)

Operational Guidance on Mandatory Actions

Version	Date	Amended by	Approved by
1	10/01/23	DS Sofiah Valentine 3243	

This document includes the minimum actions which are required in cases of PPDA and is designed to act as a quick-guide. The full operational guidance and procedure can be found [HERE](#).

The North Wales Police Police-Perpetrated Domestic Abuse Policy will be underpinned by external and internal procedures that will seek to robustly address issues of Domestic Abuse (DA) and related matters that are experienced by our personnel. The safety and welfare of victims of DA will be our priority and we will be compassionate and understanding of the needs of victims and their families.

The areas of guidance in this document are in addition to and should be read in conjunction with:

- College of Policing APP: [Management of Personnel](#)
- North Wales Police [Domestic Abuse Practice Guidance](#)
- North Wales Police [Crime Management Practice Guide](#)

All procedures within this document apply to all members of staff irrespective of gender, age, sexuality, race, faith, religion, culture, or disability. The procedures detailed follow the aims of the North Wales Police Domestic Abuse Workplace Guidance. North Wales Police recognises that every member of staff who is experiencing or has experienced DA has the right and confidence to raise and discuss the issue with their manager and/or other departments which can lend support and advice, in the knowledge that the matter will be dealt with in an empathetic, sensitive, non-judgmental, confidential, and effective manner. The organisation will regularly monitor and evaluate its performance to ensure compliance with this procedure.

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Reporting Mechanisms for PPDA

Reports received via the Control Room

In instances where PPDA is reported via the control room, the following procedure should be adhered to;

- FCC Supervisor to ensure that FIM, Pace and Ops Inspector and Divisional on-duty DI are made aware of incident.
- DI to provide early investigative strategy which includes;
 - consideration as to which department is most appropriate to initially respond to prevent any conflict of interest
 - Assurance that any responding officer does not have a personal or close professional connection to any involved persons
 - Early evidential opportunities
 - Maintenance of victim confidence
 - Other appropriate action to preserve the integrity of the investigation
- DI to make PSD aware via direct dynamic communication during office hours, or via email out of hours
- In cases where the perpetrator is employed by another police force, DI to ensure that the appropriate force is notified by emailing their control room and PSD department.
- FIM to consider whether the iCad log needs to be blocked or restricted to specific-person access.

As is the case with any report of domestic abuse, the safety and wellbeing of the victim is of paramount importance and should be prioritised. If a dispatched officer has genuine concern that they have a conflict of interest in responding, this should be raised via the control room and rationale given. However, no victim should receive a delayed response because the abuse which they are reporting involves a member of the organisation. North Wales Police acknowledges that there may occasion where a named suspect is known professionally to the attending officer(s). Maintaining the integrity of an early investigation must not be prioritised over victim safety, but should form part of the DI's considerations around victim welfare. **Any officer from any department should utilise a body-worn video when responding to reports of PPDA.**

When there is a danger to the victim, response should be dispatched to ensure the safety and welfare of the victim. However, if there are no risk implications, it may be more conducive to victim welfare if a PIP2 Investigator respond in the first instance to prevent the victim from having to repeatedly provide their account to several officers if it is not necessary to do so. The attending officer should complete the DARA questionnaire with the victim however if the victim is uncomfortable, the option should be offered for these questions to be completed alongside the DASH questionnaire with a DAO. The attending officer should provide an early update to the control room and complete an EOEL1 and CID16 as soon as practicable after leaving the scene.

Disclosures received by Police Officers

North Wales Police recognises that there can be barriers for victims who are part of the organisation to report abuse through the typical channels, such as the control room, and it may be easier to disclose abuse to directly to an officer.

In instances where PPDA is disclosed to an officer, they should;

- Offer the victim reassurance and document the disclosure made
- Inform the on-duty Sergeant that an allegation of PPDA has been made
- Request that an RMS occurrence be created and complete an investigation template and CID16
- Offer to complete the DARA questionnaire with the victim. If the victim is uncomfortable completing DARA with the officer, the option to complete it with a DAO, along with the DASH questionnaire should be offered.
- Complete a disclosure witness statement

The on-duty Sergeant should;

- Inform PSD, the CID DI and PVPU DI that an allegation of PPDA has been made. If the disclosure is made out of hours, DI CADRE to be made aware
- Inform the line-managers of both the victim (if relevant) and suspect that an allegation of PPDA has been made
- Ensure that necessary safeguarding actions are taken to maintain both the safety and wellbeing of the victim
- Advice for line-managers on managing both suspect and victim welfare is available below

Any reports of PPDA must be investigated by a PIP2 Investigator and cases should be re-allocated from the officer who received the disclosure to CID.

Reporting directly to PSD

Any person wanting to report an incident or PPDA can report the matter directly to PSD...

However, it should be noted that any necessary criminal investigation will be investigated by an appropriate PIP2 Investigator (who may sit outside of PSD) and the purposes of safeguarding and maintaining welfare, it may still be necessary to inform the line-managers of the victim and suspect that a disclosure has been made.

Other avenues to reporting PPDA

Concerns relating to PPDA can be reported anonymously via;
Police Integrity Line...

CrimeStoppers: 0800 555111

Criminal Investigations

Early Actions

All cases of PPDA are to be managed by a Detective Inspector in the first instance, with an investigative strategy being recorded as appropriate on either the iCAD or OEL. If the suspect works

for a police force other than North Wales Police, the DI should notify PSD of the employing force of the reported incident. If the matter has been reported via the control room, this should have been completed by the FIM, as per above instruction.

All cases of PPDA should include;

- CID16 submission
- DAO contact with the victim
- IDVA referral (to offer the victim support from outside of the organisation)

The line manager of the suspect and victim (if they are police officers / staff and provide consent) should be notified of the incident as to discharge their duty of care obligations whilst the investigation progresses. Further guidance for line-managers can be found below.

If the suspect is arrested, they should not be taken to a custody suite covering their place of work or where the victim works, or where the integrity of the investigation will at risk (unless it becomes necessary for safety reasons). On release from custody, the Wrap Around leaflet should be provided to the suspect.

Applying Access Controls to an RMS Occurrence (ACL)

When conducting their initial review, the Detective Inspector should consider whether it apply an Access Control List (ACL) to any relevant RMS occurrences relating to an ongoing criminal investigation. An ACL should **not** routinely be applied to all PPDA cases as this can hinder victim safeguarding. The existence of the investigation involving police officers / staff alone is not sufficient justification to apply an ACL. An ACL should only be considered if it's absence might interfere with the administration of justice (e.g. creating a risk that evidence may be lost), risk injury to others or reveal sensitive personal information such as sexual orientation or religious convictions.

All ACL's must be authorised by the on-duty FIM.

Allocation and Oversight of Investigation

All cases of PPDA should be allocated to a PIP level 2 investigator in a separate division to the place of work of the suspect, and if applicable, the victim. The allocation decision and rationale should be recorded on the OEL.

It must be ensured that the allocated investigating officer does not work, directly or indirectly under the management of a person being investigated.

It may be appropriate to refer a case for external force investigation when:

There are concerns that truly independent investigators cannot be found in force, e.g., in smaller forces, or in cases involving a suspect who, due to seniority or length of service, is well known in the force; or Victim trust and confidence cannot be secured another way.

An Internal Domestic Abuse Investigation Staff Disclaimer must be signed by officers/staff concerned in the investigation of all DA investigations where a member of North Wales Police (staff or Officer) is the complainant or perpetrator. This is to establish any association with the parties concerned in the investigation and this is to include connections such as social media. The signed form must be uploaded to the NICHE investigation occurrence. Form can be found on the PVPU DA Intranet page.

The investigating officer should regularly liaise with PSD to provide updates on their investigation.

PPDA Scrutiny Panel

The PPDA Scrutiny Panel meet on a monthly basis for the purpose of ensuring that;

1. PSD are aware of all ongoing PPDA investigations
2. Appropriate actions have been / are being taken in PPDA criminal investigations and any related misconduct investigations or proceedings
3. Victims of PPDA are receiving appropriate support
4. Appropriate safeguarding measures are in place

The panel is formed of DI representation from PVPU and PSD senior management. It is the responsibility of the PVPU DI and PSD DI to brief senior management on the status of any ongoing cases during the meeting.

Investigation Outcomes

Before any PPDA investigation is filed, it must be reviewed by the Detective Chief Inspector for the relevant area who has overseen the investigative strategy to ensure that referrals have been made to PSD, safeguarding measures are in place and all investigative opportunities have been exhausted.

Misconduct Investigations

North Wales Police will still consider use of disciplinary proceedings for police officers or police staff that are alleged to have committed domestic violence even if a criminal prosecution is not pursued. The misconduct investigator should ratify their details on the OEL of the criminal investigation. The criminal investigator should provide the misconduct investigator with regular updates. It must be ensured that the allocated investigating officer does not work, directly or indirectly under the management of a person being investigated. When a misconduct investigation remains ongoing after a criminal investigation has ended, risk assessment measures must be reviewed by the line manager, and in conjunction with the PSD.

The Police Reform Act 2002 prevents an officer from being treated as a Complainant in a misconduct investigation. If an allegation of PPDA is progressed as a misconduct investigation and the victim is a North Wales Police officer or staff member, they will be formally acknowledged as an Interested Person and provided updates at least every 28 days by the investigating officer. They will also be updated on the outcome of the misconduct investigation and granted the opportunity to discuss this outcome with the investigating officer. This will also be the case for both victims and perpetrators who raise grievances regarding a criminal investigation into PPDA.

Line Manager Responsibilities (victim and suspect welfare)

In the event of a PPDA investigation, the line manager of both the suspect and victim (if they are officers / staff of North Wales Police) should be informed of the investigation. Line managers hold a duty of care to their staff but should also risk assess the deployment of their staff to maintain public

safety. The full responsibilities, options and contingencies for Line Managers can be found in the Domestic Abuse Working Guidance however minimum considerations should include;

- Has a welfare SPOC been appointed?
- Should HR and OHU be notified to support the officer / staff member?
- Has the Fed Rep been allocated or relevant Unison rep been informed?

When speaking with the officer / staff member, ensure that any discussion with a member of staff about their circumstances, takes place in privacy. Be honest about what support is available; victims can access internal DA services even if they reside outside of North Wales, perpetrators can receive support from RESPECT: Respect Phoneline is a confidential helpline, email, and webchat service for domestic abuse perpetrators and those supporting them. They support men and women who are using abuse in same-sex or heterosexual relationships, from anywhere in the UK.

Line managers should familiarise themselves with the Domestic Abuse Workplace Guidance whenever dealing with a case of PPDA.

Seeking Support

The full rights and entitlements of victims of PPDA, including seeking alternative accommodation, counselling and OHU support, workplace adjustments and leave can be found in the Domestic Abuse Working Guidance.

External support can be found via;

- **Dewis** - maintains a DA directory giving information about north Wales & national support agencies: [Search - Dewis Wales](#)
- **Domestic Abuse Safety Unit (DASU)** - covering NW excluding Western <http://www.dasunorthwales.co.uk/>
- **Gorwel** - <https://www.grwpcynefin.org/en/eich-cymuned/gorwel/> 0300 111 21 21
- **Women's Aid** –working to end DA against women & children www.womensaid.org.uk/
- **Live Fear Free** - <https://www.welshwomensaid.org.uk/what-we-do/live-fear-free-helpline/> 0808 80 10 800
- **Refuge** – working to end DA against women and children. www.refuge.org.uk/
- **National Domestic Violence 24hr Helpline** - 0808 2000 247 (run by Refuge)
- **BAWSO**: services for BME communities <http://www.bawso.org.uk/> 0800 731 8147
- **Galop** - UK's only LGBT+ anti-violence charity - www.galop.org.uk 0800 999 5428
- **Men's Advice Line** – for male victims of DA 0808 801 0327 www.mensadvice.org.uk/
- **Mankind**– for male victims of DA 01823 334244 www.mankind.org.uk/

For the full Domestic Abuse Working Guidance click **HERE**

- **Respect** - Referral & support service for perpetrators provides advice & information to professionals. Helpline 0808 802 4040 www.respectphoneline.org.uk/
- **NSPCC** –working to end child cruelty. Helpline 0808 800 5000 <http://www.nspcc.org.uk/>
- [PVPU - Home \(nwp.net\)](http://nwp.net) – For all related documents, guidance, and advice.