

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 140-22

Classification: Not protectively marked

Title of report: Domestic Abuse business awareness pilot

Area of county / stakeholders affected: Countywide

Report by: Greg Myddelton

Date of report: 17th August 2022

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Executive Summary

- 1.1. This report proposes the allocation of £39,962.50 funding from the PFCC's Victims' Fund to The Essex Chambers of Commerce, working in conjunction with Practical HR, to undertake a pilot project delivering awareness raising of domestic abuse to Essex businesses.

Recommendations

- 2.1. The PFCC agrees to allocate £39,962.50 from the 2022-23 Victims' Fund to Essex Chambers of Commerce.

Background to the Proposal

- 3.1. Domestic Abuse is often an unspoken crime, and an employer may think it has little to do with the workplace, but we know that it costs the national economy billions of pounds per year. This can be felt directly by employers through lost work days, absence and lower productivity, but also indirectly through mental health issues, distracted and frightened workers and low morale across a team. It has a far-reaching impact not just on individuals but on the whole workforce.
- 3.2. Following discussion with senior stakeholders, Essex Chambers of Commerce and Practical HR recognised an opportunity to improve

understanding and promote action by businesses in support of victims of domestic abuse within their workforce, and have come up with this proposed six -month pilot project to disseminate information on DA via a business's HR portal.

Proposal and Associated Benefits

- 4.1. Practical HR will create a range of support tools that will improve awareness of DA. It will then use its HR portal to disseminate information to 20 businesses during the pilot phase. This will be aimed at giving business owners and managers confidence and knowledge to understand the impact of domestic abuse and improve awareness of support for victims.
- 4.2. Practical HR's business portals are an ideal platform to deliver information and raise awareness about domestic abuse in the workplace. The proposition would be (with the client's agreement), to add a domestic abuse policy and information to the HR Portal (within the wellbeing area) and communicate this to all employees. The policy would be supported by videos that employees would watch via the HR Portal. This could also be incorporated into the induction process via the HR Portal and regular reminders could be sent to employees to encourage them to revisit the policy and videos. All this could be managed via the system without taking up the employer's valuable time.

Options Analysis

- 5.1 The initial proposal from Essex Chambers of Commerce was for a more expensive pilot. This version represents a smaller, more affordable option but is still expected to be a high-quality project that tests the case for this approach being rolled out further. The PFCC has the option not to endorse this pilot, but the idea emerged from a recognised gap in our current provision/activity so to miss this opportunity would mean forgoing the chance to raise awareness with a new cohort.

Consultation and Engagement

- 6.1. This proposal was presented and discussed in detail at the SETDA Strategic Development Group meeting on 26th July 2022. The proposal was also presented to the PFCC on 13th June 2022.

Strategic Links

- 7.1. This work delivers against the PFCC's Police and Crime Plan objectives to invest in crime prevention and protect vulnerable people & break the cycle of domestic abuse.

Police operational implications

- 8.1. No operational implications.

Financial implications

- 9.1. The PFCC will allocate a one-off grant of £39,962.50 from the 2022-23 Victims' Fund to Essex Chambers of Commerce.

Legal implications

- 10.1. This grant will be governed by the PFCC's standard grant agreement.

Staffing implications

- 11.1. The monitoring of this grant will require PFCC resource. It is expected that this will be delivered by the Commissioning Officer (once in post)

12. Equality, Diversity and Inclusion implications

- 12.1 Domestic abuse affects many people, but is predominantly perpetrated to women by men. This project seeks to raise awareness of abuse, improve understanding, and give employers confidence to spot it and signpost or refer employees to appropriate support organisations. The project focuses on working-age people in employment, but the general, awareness-raising nature of the work means it should improve awareness for all victims, regardless of their protected characteristics.

13. Risks and Mitigations

- 13.1 No identified risks associated with this funding

14. Governance Boards

- 14.1 This proposal is supported by the DPFCC Jane Gardner; chair of the countywide SETDA partnership. It was also presented and discussed at the SETDA Strategic Development Group meeting on 26th July.

15. Links to Future Plans

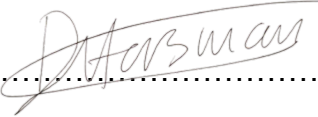
- 15.1 This proposal will support the PFCC to deliver against the Police & Crime Plan as well as the priorities in the SET Domestic Abuse strategy.

16. Background Papers and Appendices

- 16.1 Proposal document from Essex Chambers of Commerce

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: Darren Horsman - Deputy MO
Date: 19/8/2022

Chief Finance Officer Sign: 
Print: Janet Perry
Date: 05 October 2022

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*)

The names of unsuccessful bidders should be removed.

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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:

.....
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:

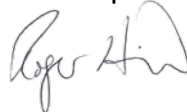
Print:

Chief Executive / Chief Finance Officer

Decision and Final Sign Off

I agree the recommendations to this report:

Sign:



Print:

Roger Hirst

PFCC/~~Deputy PFCC~~

Date signed: 18 October 2022

I do not agree the recommendations to this report because:

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.....
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Sign:

Print:

PFCC/Deputy PFCC

Date signed: