

**Force' Police Stalking Action Plan:** in response to the Super Complaint submitted by Suzy Lamplugh Trust on behalf of the National Stalking Consortium

<b>Force:</b>	<b>Northamptonshire</b>
<b>Executive Lead:</b>	<b>ACC Emma James</b>
<b>Operational Lead:</b>	<b>DCS Paul Rymarz</b>

Rec. No.	Recommendation:		Evidence requirements of progress/completion:	Recommendation Owner:	Force Update:	Date	Status	Supporting Documents
7	By 27 March 2025, where required, seek changes to their crime recording systems to enable staff and officers to document and search for crimes not recorded as the principal crime, as included classifications on crime records.	7.1	Processes should be put in place to make sure this system capability is effectively used by officers and staff.	Chief Constable	This is not technically possible in the Niche system, which is true for all forces that use Niche. Therefore the force lead will initially liaise with regional forces and then nationally with the provider Minerva. A more detailed update can be provided following the next Public Protection Working Group chaired by Minerva in December.	20/11/2024	In Progress	
		7.2	While any necessary system changes are pending, chief constables should put alternative measures in place to make sure stalking and related offences are fully searchable. This could, for example, be the submission of intelligence reports	Chief Constable	Our force crime registrar is working with other forces to find interim or temporary solutions to this recommendation and we are exploring each one with our Niche specialists. This is linked to principal crime and Home Office counting rules.	20/11/2024	In Progress	
10	By 27 March 2025, review and update their learning and training provision relating to stalking.  Chief constables should also make sure that their policies and practice are reviewed and updated in accordance with the findings in the super-complaint investigation report.	10.1	Meets the learning outcomes on stalking within the public protection national policing curriculum	Chief Constable	Northants Police accept this recommendation and all the points within and having liaised with the training lead for the force, the current lesson plan for Stalking and Harassment meets the National Curriculum, includes the relevant policies and practice and the force mandates the completion of this e-learning product in line with the recommendation.	20/11/2024	Action Complete	
		10.2	Makes appropriate use of the stalking or harassment e-learning product developed by the College of Policing.	Chief Constable	The current lesson plan for Stalking and Harassment meets the National Curriculum, includes the relevant policies and practice and the force mandates the completion of this e-learning product in line with the recommendation.	20/11/2024	Action Complete	
		10.3	Uses the skills and knowledge of local victim advocates or others from outside policing with relevant expertise.	Chief Constable	The force do not utilise the skills of a local victim advocate but this is now being actively considered within Learning and Development (L&D) and will be tracked via the Domestic Abuse Working Group, as will all the recommendations in this paper.	20/11/2024	In Progress	
		10.4	Includes information on relevant local policies and practice where necessary	Chief Constable	The current lesson plan for Stalking and Harassment meets the National Curriculum, includes the relevant policies and practice and the force mandates the completion of this e-learning product in line with the recommendation.	20/11/2024	Action Complete	
		10.5	Provide to the officers and staff who will most benefit from the learning.	Chief Constable	The training is provided to all student officers with the mandated e-learning product to those with more service but this recommendation is now being considered by L&D for PIP1 training next year. DA Matters 2.0 training is being delivered to all officers in the coming financial year.	20/11/2024	In Progress	

11	By 27 March 2025, make sure that appropriate mechanisms are in place to fully understand the scale and types of stalking behaviour within their force and the effectiveness of their response. This should align with the VAWG national delivery framework.	11.1	Problem profiles using police data and intelligence and other sources of information to ensure that the full extent of stalking is well understood. This could include information sharing with local victims' services and other public services, and national and local statistics.	Chief Constable	Background analysis is available in the form of the VAWG 2022 profile where stalking contained throughout for each type of VAWG analysed (public, private, online and education) however there is no dedicated section as such. Stalking features in the DA Private Spaces profile 2024.  It is now proposed that a Stalking mini-profile is commissioned with the aim for completion by the <u>March 2025 deadline</u> .	20/11/2024	In Progress	
		11.2	Regular assurance work such as audits to better understand the force response and make improvements where appropriate, including monitoring the use of SPOs, investigation outcomes and the quality of investigations.	Chief Constable	Internal audit work into Stalking will be conducted as part of the next Senior Officer Review. The data has been collected for over 400 cases and the force leads and BTI are in the process of commissioning this review which will be completed by the end of January 2025.  We already hold a police and CPS Scrutiny Panel <u>each month</u> .	20/11/2024	In Progress 25%	
		11.3	Ways to regularly receive feedback from victims, such as victim surveys.	Chief Constable	The force now has stalking victim satisfaction surveys which commenced in February 2023 when Northants moved over to our new survey provider (SMSR). The methodology is exactly the same as the other thematic areas, a telephone survey conducted 6-12 weeks after the report with a structured interview including the same question with the 5 main metrics of: ease of contact, updates, actions taken, treatment and overall satisfaction.	20/11/2024	Action Complete	
		11.4	Force management statements which reflect current and future demand from stalking.	Chief Constable	The Force Management Statement includes data on current and future demand from stalking and the forces capacity and capability to meet that demand.	20/11/2024	Action Complete	
		12.1	Considering implementing the stalking screening tool to support the identification of stalking and the risks associated with stalking.	Chief Constable	The Stalking Screening tool has already been implemented with in person training delivered at briefings for Response and C&J and step by step video in the DAIU Learning Library.	20/11/2024	In Progress 25%	
		12.2	Having clear policies and procedures in place for assessing and managing risk in all cases. And where appropriate, embedding recognised risk assessment tools in force systems so that it is easy for officers to access, use and document their consideration of risk and safeguarding.	Chief Constable	There are a number of clear Risk assessment tools already in place for DA including:  - DASH. Embedded into NICHE. - Homicide timeline. - Stalking Assessment Tool. Will be added to NICHE. - Domestic Abuse Advisors (DAA) review of DASH levels. - VOICE business assurance of DASH levels. - DA supervisor review of High Risk Domestic Abuse.	20/11/2024	Action Complete	

12	<p><b>By 27 March 2025, take steps to make sure that risk identification, assessment and management is effective in all stalking and breaches of orders cases.</b></p>	<p><b>12.3</b> Recognising (in policies, guidance and training) the heightened risk associated with breaches of protective orders and measures.</p>	Chief Constable	<p>As part of the Domestic Abuse End to End review a new DA Safeguarding Team is in place from 6th January, part of their remit will be compliance checking suspects subject to DVPO. DVPN/O policies have recently been refreshed as we recognise the heightened risk associated with breaches of protective orders and a new staff position - Domestic Abuse Safeguarding Manager will monitor the application, compliance checking and review of such orders. Communications have also been circulated force wide regarding a new application and monitoring process that allows the number of DVPO applications and refusals to be tracked via a NICHE task</p>	20/11/2024	In Progress	
		<p><b>12.4</b> Implementing screening and checking processes to support the early identification, assessment and management of high-risk cases. This may require stalking and breach of order cases to be considered at daily management meetings.</p>	Chief Constable	<p>All Stalking offences logged through our crime recording processes are reviewed by DAIU DS's to ensure that opportunities for immediate disruption and consideration of SPOs occurs. A monthly review of all cases to ensure this occurs is completed by DAIU DCI.</p>	20/11/2024	In Progress 50%	
13	<p><b>By 27 March 2025, take steps to make sure that force strategies, structures and processes are in place so that police consider an SPO in every stalking case, and apply for an SPO where relevant and appropriate to prevent harm and further offending. To achieve this, chief constables should review, and revise policy, guidance and supporting processes where necessary:</b></p>	<p><b>13.1</b> Local training and guidance on SPOs, including training and guidance for supervisors.</p>	Chief Constable	<p>Training on SPO's is now available through the DAIU learning library for both applicants and Superintendents</p>	20/11/2024	Action Complete	
		<p><b>13.2</b> Mechanisms for supporting investigating officers to identify cases where SPOs would be appropriate and assisting them with SPO applications. This could be through dedicated teams or roles and/or through daily management meetings considering risk and safeguarding.</p>	Chief Constable	<p>A business case for 2 Ancillary Officer roles is being developed with a cost neutral solution being sought. This would take the responsibility of applying for SPO's away from the frontline, which would increase the numbers of SPO's, provide consistency and quality of applications and build better relations with the East Midland team and achieve, hopefully, better outcomes. Many of the forces who are performing well in this area have dedicated teams who apply for, reinforce and monitor SPOs. This is something that will be considered by the PVP Senior Leadership Team as there is a synergy between these ancillary orders and DVPOs</p>	20/11/2024	In Progress	
14	<p><b>By 27 March 2025, take steps to make sure stalking victims receive the rights they are entitled to under the victim's code and have access to support services.</b></p>	<p><b>14.1</b> Victim needs assessments are always completed</p>	Chief Constable	<p>The Voice standard operating procedures state that all victims of 4A offences should be assessed and supported by an IDVA/ISAC but again, this requires a flawless process of data transfer between the police and Voice, something the two agencies are working towards.</p>	20/11/2024	In Progress 50%	
		<p><b>14.2</b> Their force has appropriate processes to make sure all stalking victims are told about their rights and under the victims' code.</p>	Chief Constable	<p>All victims are referred to Voice, contacted by them and provided with documentation about the victim's code. This is automated on creation of a victim and agreement of a referral.</p>	20/11/2024	In Progress 50%	
		<p><b>14.3</b> Information about the national and specialist stalking support services available in their force area is easily available to police officers and staff, victims and the general public.</p>	Chief Constable	<p>Guidance is available on the Forces external website for the public and on the internal Intranet for staff and officers.</p>	20/11/2024	Action Complete	
		<p><b>14.4</b> Victims who would like to receive support are referred to an appropriate service in a timely manner.</p>	Chief Constable	<p>All victims are referred to Voice, contacted by them and provided with documentation about the victim's code. This is automated on creation of a victim and agreement of a referral.</p>	20/11/2024	Action Complete	

		14.5	They monitor the number of stalking victims who are referred to specialist support services and take action when referral numbers are low.	Chief Constable	All victims are referred to Voice, contacted by them and provided with documentation about the victim's code. This is automated on creation of a victim and agreement of a referral.	20/11/2024	Action Complete	
16	By 27 March 2025, work together to review commissioning arrangements and make changes as soon as possible to ensure they embed collaborative working and information sharing between policing and services providing victim support to stalking victims.	16.1		CCs, PCCs and their mayor equivalents	The current arrangement where Voice provide victim support on behalf of policing and the OFPCC is a strong commissioning arrangement but further work is required on the sharing of information.	20/11/2024	In Progress 25%	
17	27 March 2025, make sure the new College of Policing investigations APP content on case allocation is reflected in the relevant policies relating to the allocation of stalking and breach of order cases for investigation.	17.1	Force policies should support the allocation of stalking cases to officers with the right skills and experience, taking into account the potential risk and complexity involved in stalking and breach of order cases.	Chief Constables	The force fully accepts this recommendation and as part of the force review of Crime Allocation linked to Project Sherlock, all s4A Stalking (with fear of violence) will be allocated for investigation by the specialist Domestic Abuse team, the DAIU. All non-DA related 4A stalking offences will be investigated by CID.	20/11/2024	In Progress 75%	
18	By 27 March 2025, take steps to improve the quality of stalking investigations by taking a victim centred, suspect focussed and context led approach.	18.1	Their workforce has the capacity and capability to undertake effective stalking investigations and can apply new and innovative investigation techniques to pursue digital lines of enquiry.	Chief Constables		20/11/2024	In Progress 25%	
		18.2	All reasonable lines of enquiry are pursued, supported by good supervision.	Chief Constables	Northants Police fully accepts this recommendation and the rationale behind it. Our stalking policy has been refreshed to reflect the guidance.	20/11/2024	In Progress 25%	
		18.3	Arrest and search powers are used to gather evidence from and about suspects.	Chief Constables	Multiple strands of work are being completed under the Project Sherlock banner to address this by the deadline in the recommendation.	20/11/2024	In Progress 25%	
		18.4	The impact on victims is evidenced in witness statements, so it can be used to inform charging decisions and improve the likelihood of successful investigation outcomes.	Chief Constables		20/11/2024	In Progress 25%	
		20.1	The scale and nature of online stalking behaviours informs their strategic understanding of, and the response to, stalking.	Chief Constables	A number of reports dealt with in the force's Cyber Protect and Pursue are related to domestic incidents and claims that partners/ex-partners have used or configured technology to enable abuse (eg. installing spyware - not online abuse). Cases are manually reviewed for cyber stalking and where evident, joint visits with the OIC are conducted.	20/11/2024	In Progress	

20	<b>By 27 March 2025, take steps to improve how their force effectively recognises and responds to online elements of stalking.</b>	20.2	Examples of online stalking are included in locally produced training and guidance material about stalking.	Chief Constables	The NPCC and NCSC have since created a Cyber Domestic Abuse presentation for Practitioners working with victims of Cyber Domestic Abuse. This was initially delivered regionally as a 4-hour workshop but is now offered both regionally and locally as a 90-minute presentation. EMSOU will be running webinars for this on 10/12/24 and 22/1/25.  Northants Cyber Protect and Economic Crime Fraud Protect regularly deliver presentations to organisations and groups who work with or may include those suffering from domestic abuse such as Eve Refuge, WNC Adult Safeguarding, VOICE and other local DA organisations and charities.	20/11/2024	In Progress 25%	
		20.3	Clear online safety advice is available to officers and staff, drawing on the College of Policing APP on stalking or harassment when it is developed.	Chief Constables	Northants Cyber also deliver Protect and Prevent training for new officers, Detectives and FCR training sessions. These could be expanded to cover basic cyber stalking threats and advice.	20/11/2024	In Progress 25%	
		20.4	Appropriate tools, technologies and support services to digitally safeguard victims are procured and officers and staff use these resources when appropriate.	Chief Constables	Northants Cyber Protect and Prevent are now actively working to increase the support to OICs to provide further advice to victims of stalking. A referral mechanism is not in place, so this is being developed.	20/11/2024	In Progress 25%	
22	<b>By 27 September 2025, using the information collated by the NPCC lead under recommendation 21, to consider whether and how dedicated stalking officers and staff, or other subject matter experts, can be used to add value and support the force response to stalking.</b>	22.1		Chief Constables	This will be actively considered by the force lead for Domestic Abuse, the PVP lead and force lead for vulnerability. The new DAIU team will form part of this response but there may be support for additional dedicated stalking support.  At this time, the early screening of crimes is completed by the Crime Compliance Team and our force compliance with Home Office Counting Rules is officially and unofficially 'outstanding', as illustrated in our previous HMIC PEEL Inspection.	20/11/2024	In Progress	
23	<b>By 27 March 2025, implement a mechanism for early screening of crimes to improve the identification, recording and management of all stalking cases.</b>	23.1	Forces should consider screening crimes similar to stalking or where stalking behaviours may be present as part of a course of conduct, like harassment, malicious communications and breaches of orders.	Chief Constables	Further screening of crimes is conducted in the Force Intelligence Hub but there is an opportunity to expand and enhance the force's screening tool and this is being built into the work of the Project Sherlock team.  DA Detective Inspectors attend all DA related Cat 3 MAPPAs and the DAIU conduct visits to safeguard victims. There is currently however no force wide Adult MASH, something that has been raised at the Adult Safeguarding Board and this presents a weakness for the county.	20/11/2024	In Progress	
25	<b>By 27 March 2025, explore opportunities to improve how their force works with partners to contribute to a multi-agency response to stalking. This should include considering:</b>	25.1	How the force works in partnership with healthcare, the CPS, probation services and other criminal justice partners to manage stalking perpetrators and address their behaviour.	CCs, PCCs and their mayor equivalents	All of the partners in the first bullet point are involved in MAPPA/MARAC/ARM (Adult Risk Management) processes. The new DAIU Proactive Team will pay a large part in identification of persistent perpetrators and will seek resolutions across the partnerships through the MARAC process or CJ system dependant the outcomes available to that individual.	20/11/2024	In Progress 50%	
		25.2	Whether and how they should collaborate with other forces to effectively and efficiently contribute to multi-agency partnerships on stalking.	CCs, PCCs and their mayor equivalents	The force attends an East Midlands regional stalking and harassment forum which shares knowledge and best practice.	20/11/2024	In Progress	

		25.3	How multi-agency public protection arrangements (MAPPA) are being used to effectively manage stalking offenders.	CCs, PCCs and their mayor equivalents	Rehabilitative courses are in place with S2S, Project PIPA and Red Snapper (for those for whom English is not their first language). If the offenders are female, there is a female offender programme through the Good Loaf.	20/11/2024	In Progress	
27	By 22 November 2024 (56 days from publication), write to HMICFRS, the IOPC and the College of Policing setting out their response to the recommendations made to them. Chief constables should direct their response to the NPCC which should provide a collective response on behalf of all police forces. PCCs and their mayor equivalents should direct their response to the APCC which should provide a collective response on their behalf.	27.1		All bodies subject to recommendations	A report detailing the Forces response to the recommendations has been prepared and forwarded to the NPCC	20/11/2024	Action Complete	
28	By 22 November 2025 (56 days from publication), publish on their force website an action plan which explains what their force will do in response to each of the recommendations made to them and send the NPCC a link to where this action plan can be found.  By 27 March 2025 (six months from publication) provide an update to the NPCC describing the progress they have made against their action plans.	28.1		Chief Constables	The action plan detailing the Forces response to the recommendations has been published on the Force Website and the link shared with the NPCC.  A Task and Finish Group has been established to manage progress against the ongoing actions.	20/11/2024	In Progress 50%	