



2018-2022

Identifying and responding to stalking – guidance for professionals

Ensuring Torbay remains a safe place to live



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This guidance has been replicated with the kind permission of Gloucestershire County DASV Co-ordinator

1 Introduction

This document has been produced to:

- Provide guidance on best practice for identifying and responding to cases of stalking.
- Provide guidance on risk assessing stalking cases and how to signpost and support victims.
- Outline the stalking clinic process for high risk cases of stalking.
- Establish accountability and responsibility amongst practitioners.

This guidance is designed to support practitioners in responding to cases of stalking and should be read in conjunction with local and national policies on safeguarding adults and children Torbay

This guidance is not designed to provide an exhaustive list of possibilities for responding to stalking, and practitioners should be aware of any procedures within their own agencies on responding to stalking.

1.1 Stalking Defined

Stalking is one of the most frequently experienced forms of abuse and can terrify its victims and escalate to rape and murder. It is often misinterpreted and misunderstood to be romantic and complimentary to its victims, but stalking is about fixation and obsession. Stalking is a serious crime, and can destroy the lives of those victimised; it therefore needs to be treated with the seriousness that it deserves in order to better protect victims and address perpetrators behaviour.²

Stalking is not legally defined, but can be understood to be characterised by an obsession and a crime of persistence²; it is a pattern of repeat and persistent unwanted behaviours that is intrusive and engenders fear.

Stalking is different to harassment as it relates to fixation and obsession rather than nuisance behaviour.

In order to define stalking more formally, Torbay has adopted the following definition of stalking to support professionals understanding;

“A pattern of unwanted fixated and obsessive behaviour involving the intrusive following, contacting or monitoring of the victim causing fear of violence or serious alarm or distress”

1.1.1 Stalking Legislation

In 2012 the Protection of Freedoms Act created 2 new offences of stalking inserted in the Protection from Harassment Act 1997;

- **Stalking 2A:** harassment which involves a course of conduct that amounts to stalking. This can include behaviours such as; following a person; contacting, or attempting to contact, a person by any means; publishing any statement or other material relating or purporting to relate to a person, or purporting to originate from a person; monitoring the use by a person of the internet, email or any

¹ Paladin Service: <http://paladinservice.co.uk/key-facts-and-figures>

² 'Out of sight, out of mind', Suzy Lamplugh Trust 2016.

other form of electronic communication; loitering in any place (whether public or private); interfering with any property in the possession of a person; watching or spying on a person.

- **Stalking 4A:** stalking involving fear of violence and involving serious alarm or distress. In this context the offender knows, or ought to know that they are causing another to fear violence will be used against them.³

1.2 National Statistics

Research released by the Suzy Lamplugh Trust in 2016 indicated that around 1 in 5 women and 1 in 12 men have experienced stalking in their lifetime in the UK⁴; while the Crime Survey for England and Wales found that 734,000 women and 388,000 men experience stalking each year, making stalking as pervasive as domestic abuse.⁵

Stalkers are most likely to target someone they know, with the largest proportion of stalkers being ex-partners, demonstrating a clear link to domestic abuse and high risk, with DA stalkers more likely to cause serious harm to their victim than other types of stalkers. Stalking of strangers accounted for only 10% of stalking cases reported to the National Stalking helpline in 2015; with stalkers more likely to be ex-partners, acquaintances, colleagues/ex-colleagues, and family members.⁶

2 Identifying and understanding stalking

Taken in isolation, stalking behaviours may appear unremarkable. The persistence and repetition of these behaviours however, can give them a more sinister meaning and cause fear and distress for those affected.

2.1 Type of stalking behaviours

Stalkers will use a variety of different behaviours to stalk their victim, and may in some cases try to appear endearing and loving as well as threatening or violent. The key to understanding these behaviours as stalking however, is that they are unwanted by the victim. The below provides some examples of stalking behaviour (this list is not exhaustive);⁸

- Following, surveillance, spying
- Standing, loitering around victim's home, school, place of work etc.
- Verbal abuse or public humiliation
- Unsolicited mail, postcards, photographs, gifts from the endearing to the bizarre
- Repeatedly texting / emailing / leaving voicemails
- Planting spyware, viruses into victim's computer or mobile phone
- Hacking into victim's computer, email, social media accounts
- Spreading rumours, discrediting
- Threats / violence against victim, victim's family, friends or pets
- Damage to property, stealing belongings
- Physical violence, sexual assault, rape, murder
- Attempting to take the children away, limit access by making false allegations or engaging in parental alienation

³ http://www.cps.gov.uk/legal/s_to_u/stalking_and_harassment/#a03da

⁴ James, D & Persaud, R, The stalker in your pocket, 2016

⁵ Office for National Statistics, Intimate personal violence and partner abuse, February 2016.

⁶ 'Out of sight, out of mind', Suzy Lamplugh Trust 2016.

⁸ Action against Stalking

- "Befriending" victim's friends, family to get closer to them
- Stealing and disturbing post / mail
- Going through rubbish bins; leaving offensive material in the garden
- Breaking into victim's car, home or office
- Interfering, damaging personal belongings
- Threatening freedom by making false allegations to the police
- Blackmail - Threatening to divulge information that would be harmful
- Invading personal space by standing too close or brushing against victim
- Ordering unwanted goods to be delivered
- Seeking physical proximity by applying for jobs where victim work; joining same gym / church / professional / social / sports groups or clubs; moving into neighbourhood or building etc.
- Leaving or sending threatening objects
- Ordering goods in victim's name and address
- Identity theft - pretending to be victim
- Running up debt in victim's name
- Cyber stalking and bullying - social networks, websites, online forums, online chat rooms, instant messaging

It is important to note that the victim may not refer to their experiences as stalking, and may disclose their concerns or these behaviours to a professional without mentioning that they feel they are being stalked. It will therefore rely on the professional to identify that it fits the definition of stalking.

2.2 Reasons for Stalking

There are many reasons why a person may stalk another, and is often defined by their fixation and obsession with another. There are however many tools that define stalkers by their behaviour to help aid our understanding. Within Torbay, the Stalking Risk Profile provides the basis for our understanding. This tool categorises stalkers in the following way, considering their possible motivation for stalking⁷:

The Rejected Stalker: Rejected stalking arises in the context of the breakdown of a close relationship. Victims are usually former sexual intimates; however family members, close friends, or others with a very close relationship to the stalker can also become targets of Rejected stalking. The initial motivation of a rejected stalker is either attempting to reconcile the relationship, or to exacting revenge for a perceived rejection. In many cases rejected stalkers present as ambivalent about the victim and sometimes appear to want the relationship back, while at other times they are clearly angry and want revenge on the victim. In some cases of protracted stalking, the behaviour is maintained because it becomes a substitute for the past relationship as it allows the stalker to continue to feel close to the victim. In other cases the behaviour is maintained because it allows the stalker to salvage their damaged self-esteem and feel better about themselves.

The Resentful Stalker: Resentful stalking arises when the stalker feels as though they have been mistreated or that they are the victim of some form of injustice or humiliation. Victims are strangers or acquaintances who are seen to have mistreated the stalker. Resentful stalking can arise out of a severe mental illness when the perpetrator develops paranoid beliefs about the victim and uses stalking as a way of 'getting back' at the victim. The initial motivation for stalking is the desire for revenge or to 'even the score' and the stalking is maintained by the sense of power and control that the stalker derives from inducing fear in the victim. Often resentful stalkers present themselves as a victim who is justified in using stalking to fight back against an oppressing person or organisation.

⁷ Stalking Risk Profile: <https://www.stalkingriskprofile.com/>

The Intimacy Seeking Stalker: Intimacy Seeking stalking arises out of a context of loneliness and a lack of a close confidante. Victims are usually strangers or acquaintances who become the target of the stalker's desire for a relationship. Frequently Intimacy Seeking stalkers' behaviour is fuelled by a severe mental illness involving delusional beliefs about the victim, such as the belief that they are already in a relationship, even though none exists (erotomantic delusions). The initial motivation is to establish an emotional connection and an intimate relationship. The stalking is maintained by the gratification that comes from the belief that they are closely linked to another person.

The Incompetent Suitor: The Incompetent Suitor stalks in the context of loneliness or lust and targets strangers or acquaintances. Unlike the Intimacy Seeker, however, their initial motivation is not to establish a loving relationship, but to get a date or a short term sexual relationship. Incompetent Suitors usually stalk for brief periods, but when they do persist their behaviour is usually maintained by the fact that they are blind or indifferent to the distress of the victim. Sometimes this insensitivity is associated with cognitive limitations or poor social skills consequent to autism spectrum disorders or intellectual disability.

The Predatory Stalker: Predatory stalking arises in the context of deviant sexual practices and interests. Perpetrators are usually male and victims are usually female strangers in whom the stalker develops a sexual interest. The stalking behaviour is usually initiated as a way of obtaining sexual gratification (e.g., voyeurism targeting a single victim over time), but can also be used a way of obtaining information about the victim as a precursor to a sexual assault. In this sense the stalking is both instrumental and also gratifying for those stalkers who enjoy the sense of power and control that comes from targeting the usually unsuspecting victim.

This stalking typology places the greatest emphasis on the context in which the stalking arose and the stalker's initial motivation for contacting the victim. It then incorporates the nature of the prior relationship between victim and stalker, and the role of mental illness in motivating the stalking behaviour⁸.

For the purposes of this document, the typology offers some further understanding of stalking. The Stalking Risk Profile (SRP) tool itself, should only be utilised by trained professionals.

2.3 Impact of stalking on the victim⁹

The impact of stalking may vary according to the victim's characteristics, past experience, current circumstances, and what they know, or don't know, about the stalker. The impact on the victim may also be influenced by the way in which professionals respond to the situation and manage the risk associated with stalking.

Although the impact of stalking will vary from victim to victim, research has indicated that there are some common responses from experiencing stalking, regardless of whether the victim is male or female (although levels of fear are expected to be higher in female victims).

Some of the effects of stalking are detailed below. This list is not exhaustive, and some victims may experience the impact in other ways

Effects on mental health

⁸ Stalking Risk Profile: <https://www.stalkingriskprofile.com/>

⁹ <https://www.stalkingriskprofile.com/victim-support/impact-of-stalking-on-victims>

- Denial, confusion, self-doubt, questioning if what is happening is unreasonable
- Frustration
- Guilt, embarrassment, self-blame
- Apprehension, fear, terror of being alone or that they, others or pets will be harmed.
- Feeling isolated and helpless
- Depression (all symptoms related to depression) -Insecurity and inability to trust others, problems with intimacy
- Personality changes due to becoming more suspicious, introverted or aggressive
- Anxiety, panic attacks, agoraphobia (frightened to leave the house, never feeling safe)
- Difficulty concentrating, attending and remembering things
- Inability to sleep – nightmares, ruminating
- Irritability, anger, homicidal thoughts
- Emotional numbing
- Symptoms of Post-traumatic Stress disorder e.g. hypervigilance (always on the lookout), flashbacks of frightening incidents, easily startled
- Self-medication alcohol/ drugs or using prescribed medications
- Suicide thoughts and/or suicide attempts

Effects on physical health

- Fatigue from difficulty sleeping, being constantly on guard, symptoms of depression
- Effects of chronic stress including headaches, hypertension
- Gastrointestinal problems –
- Fluctuations in weight due to not eating or comfort eating -Development or exacerbation of pre-existing conditions e.g. asthma, gastric ulcers and psoriasis.
- Dizziness
- Shortness of breath
- Impact on health of increased use of alcohol, cigarettes or drugs
- Sexual dysfunction
- Physical injury due to not concentrating or being under the influence of substances
- Heart palpitations and sweating

Effect on work or school	Effects on social life
<ul style="list-style-type: none"> • Deteriorating school/work performance • Increased sick leave • Leaving job or being sacked • Changing career • Dropping out of school – poorer education and career opportunities 	<ul style="list-style-type: none"> • Insecurity and inability to trust others impacting on current and future relationships and friendships, -Problems with physical and emotional intimacy. -Avoidance of usual activities e.g., going to the gym, going out. • Isolation through trying to protect others, feeling misunderstood or psychological symptoms. • Others withdrawing from the victim because they don't believe the victim, they are unable to cope with the victim's mental state or as a direct consequence of third-party victimisation. • Victim moving to a new area, changing their phone number, name or even their appearance.
Effects on finances	
<ul style="list-style-type: none"> • Loss of wages due to sick leave, leaving job or changing career. • Costs incurred through legal fees. • Expense of increasing home and personal security. • Cost involved in repairing property damage. -Seeking psychological counselling and medical treatment. • Cost involved in breaking leases on rented properties. Expense of relocation. 	

2.4 Talking to victims and responding to disclosures

Some victims of stalking may not be aware of what is happening to them; they may not refer to their experiences as stalking, or even realise that what they are experiencing is illegal and can be responded to. Professionals may therefore be required to identify the possible signs of stalking and ask appropriate questions.

Some victims may be reluctant to speak about their experiences as they may feel they are able to deal with it themselves or even that the stalker may see reason and stop their behaviour.

It is important to remember that many victims will feel that they are over-reacting and may be blamed in some way for encouraging the behaviour of the perpetrator. Many victims will also be fearful, isolated and may have even received direct threats from their stalker if they report their experiences.

2.4.1 Asking appropriate questions

Some victims of stalking will disclose their experiences to a professional directly. Others however, may describe behaviours, experiences, or show signs that they are experiencing stalking¹⁰.

¹⁰ Some signs could be that of a person experiencing other forms of abuse, such as domestic abuse, sexual violence or Honour based violence.

If a professional does not receive a direct disclosure of stalking, questions can be asked in order to ascertain the current circumstances.

Before asking a potential victim of stalking any questions consider the following:

- You and the individual are safe to proceed:
 - i Where are you?
 - ii Who is around?
 - iii Can anyone overhear you?
 - iv Is someone due to arrive soon?
 - v Do your colleagues know where you are?
- Make sure you have time. Being rushed could create risks and not allow the individual to feel comfortable in disclosing.
- Is the individual comfortable?
- If the potential perpetrator is present:
 - i Do not proceed with asking questions; instead, ask them when and where it is safe to talk.
 - ii Create an opportunity as soon as possible to see them alone; can a colleague distract the potential perpetrator?

In asking questions, it is important that you remain non-judgemental, listen and be aware of your reaction; try not to look shocked / disinterested. Quite often people will deny/minimise what is happening, or not be ready to fully disclose the extent of their experiences, but be aware that you have opened a door that they know is a route for support should they need it.

Questions should be sensitive and can include:

- 'I have seen behaviours like this before, and that time the person had been stalked by someone-are you sure everything is ok?'
- T.E.D: Tell me, Explain to me, Describe to me.....
- 'I am concerned by (sign/symptom) and would like to help, would you like to talk about anything?'
- 'Is everything ok? Are you safe to return to...?'

If the person does not want to answer your questions, ensure options are presented to them should they want to come back in the future, and where safe to do so, provide them with information for support. You may also want to try asking them again if they approach in the future.

It is important to note that you or your agency may have a procedure in place to deal with questioning, and the above are suggestions and not an exhaustive list of options. It is possible for you to be inventive in your questioning, and come up with other ways to ensure you support the person.

3 Responding to Stalking

Once a victim has disclosed that they are experiencing stalking, you are then able to focus on responding to the situation appropriately and take action to ensure their safety.

3.1 Immediate safety measures

To ensure a victim's safety and needs can be managed carefully, listening to what the person feels will keep them safe is critical, as they need to support any intervention. If, of course, you have concerns for their immediate safety, you should call 999.

Should you identify any risk to children or vulnerable adults, you should make a referral to children's social care and adult social care. Details on making these referrals can be found:

- Children's Social Care: Safeguarding Hub on 01803 208100, Out of Hours 03004564876 or email mash@torbay.gov.uk
- Adult Social Care: Safeguarding team on Torbay: 01803 219700 or safeguarding.alertstct@nhs.net

The key elements to consider when looking at a person's immediate safety may include:

- In an emergency always call police on 999.
- Is the person hurt? Consider if you need to call an ambulance or contact another health care provider.
- Are there risks to children or vulnerable adults? Consider onward referrals to safeguarding teams.
- Is the person safe to return home?
 - i. Can they stay with family or friends?
 - ii. Do they need temporary accommodation via the council's housing options team
 - iii. Do they need refuge provision or a place of safety? Contact TDAS for advice if stalking behaviour is linked to domestic abuse.
- Has a crime been committed or is it likely a crime will be committed? Contact the police on 999 or 101 for non-emergency reports.
- Ensure you provide the victim with any emergency contact numbers, including a way of contacting you or your team should they need to.
- Provide details of specialist support services. Details available at <http://www.areyouok.co.uk>

It is important to remember that the duty of care remains with you until you appropriately hand the risk to someone else and they accept it.

It may be that given the circumstances, all you are able to do at this stage is ensure the immediate safety of the victim and their children. If this is the case, you can ensure arrangements are made to continue your response in the future.

The immediate safety measures you put in place may mean that you have discharged your duty to a specialist service who will continue the response required; you should however, still remain in contact with this service to ensure action is being taken appropriately and you understand your role in any future interventions.

Professionals should:

- Follow any necessary internal/agency procedures.
- Ensure line management are informed, and/or designated safeguarding officer, about your concerns.
- Ensure line management are aware of involvement and informed of any meeting attendance with the victim that may be outside of your office environment.
- Collate and record all necessary information relating to your involvement;
 - i. Names, dates of birth, addresses
 - ii. Safe contact details and times of contact
 - iii. Summary of what happened-ensure you distinguish between fact, allegations and victim opinion.
 - iv. What does the person want?
 - v. Dates and times
 - vi. Who else you have spoken to, what was said? What was agreed?
 - vii. What actions have you taken or are planning on taking?
 - viii. Who are you referring to?
 - ix. Have you got consent from the person to share information with other professionals? If not, consider if the situation is of high risk and the grounds for which you can share without their consent.
 - x. What is your professional judgement?
 - xi. Outcome of any action taken
 - xii. Anything else you consider important

3.2 Conducting a risk assessment¹¹

Once safe to do so, an assessment of risk should be made using the Domestic Abuse, Stalking and Harassment and Honour Based Violence Risk Identification, Assessment and Management Tool (DASH)-See Appendix 1.

The DASH risk assessment is an evidence-based tool, developed from extensive research into domestic homicides, 'near misses' and lower level incidents. The DASH has been developed nationally to ensure a consistent approach to risk assessment and provides a practical tool for all professionals who identify domestic abuse, stalking, harassment and honour based violence.

The DASH should be used whenever a professional identifies that someone is experiencing domestic abuse, stalking, harassment or honour based violence. It is a tool designed to be used for those suffering current rather than historic stalking and ideally, should be used as part of an immediate response to an incident of stalking.

It is important to be aware that risk in stalking situations can change very quickly, and as and when things change you should re-visit the risk assessment. Events and circumstances may undergo rapid and frequent change. Where this is the case, assessment must be kept under review.

The DASH risk assessment should not be relied upon as the sole assessment of risk; as such it should also be used in conjunction with your professional judgement. The DASH is not designed as a predictive process, and there is no existing accurate procedure to calculate or foresee which cases will result in homicide or further assault and harm. The tool therefore provides a framework and structure for understanding risk, but the overall assessment of risk should be determined with your own professional judgement of the circumstances in mind.

¹¹ Richards, L (2009) Domestic Abuse, Stalking and Harassment and Honour Based Violence Risk Identification, Assessment and Management Tool (DASH): www.dashriskchecklist.co.uk DASH practice guidance for all front line staff, www.dashriskchecklist.co.uk.

3.2.1 How to use the DASH

It is advised that the DASH is completed on a face to face basis, or over the phone, with the victim in a safe environment. There may however be exceptional circumstances in which you will have to complete the DASH retrospectively following a conversation with the victim; in these circumstances it is advised that the professional has a good understanding of the DASH in order to aid the conversation and ensure enough information is gathered.

Before completing the DASH:

- Ensure immediate safety issues are addressed and the victim is in a safe environment.
- Establish how much time the victim has to talk to you and that it is safe for them to talk with you now.
- Take note of their contact details.
- Establish the whereabouts of the perpetrators and any children/dependants.
- Explain that you are asking these questions to better understand their circumstances and make an assessment of risk.
- Identify early on who the victim is frightened of (partner/ex-partner/family member/colleague/acquaintance/stranger).

3.2.2 S-DASH (Stalking DASH)

As stalking is considered to be a high risk indicator for serious harm to the victim, there are further questions embedded within the DASH to allow professionals to gather more in depth detail about the stalking situation.

The S-DASH is a screening tool that consists of 11 questions (embedded within the DASH) that should be asked in all cases of stalking, and not just those linked to domestic abuse. These questions are important to ask in all stalking incidents as the answers will give you an indication of exactly what is happening, risk and potential evidence collection and case building. This information should then be used to inform the risk management plan.¹²

The questions that should be asked in all stalking cases are:

- Is the victim very frightened?
- Is there previous domestic abuse or stalking/harassment history?
- Has (insert name if known of the stalker) vandalised or destroyed your property?
- Have they turned up unannounced more than three times a week?
- Have they followed or loitered near your home or workplace?
- Have they made threats of a physical or sexual violence nature?
- Have they harassed or stalked any third party since the harassment began?
- Have they acted violently towards anyone else during the stalking incident?
- Have they engaged other people to help with their activities?

¹² S-DASH: <http://www.dashriskchecklist.co.uk/stalking/>

- Have they had problems in the past year with drugs, alcohol or mental health?
- Have they ever been in trouble with the police or do they have a criminal history?

Locally, additional questions related to stalking have been added alongside the SDASH; these can be seen in the local 2017 DASH form in appendix 1. These questions are particularly helpful in understanding risk to stalking victims where domestic abuse is not a feature. These questions have been added to allow MASH processes to triage stalking cases via the SASH¹³ Tool to decide which cases require further in depth risk assessment and referral into Multi-Agency processes for the management of risk.

3.2.3 Police Risk Assessment

The police will also risk assess using the questions detailed in the DASH risk assessment and S-DASH + additional stalking questions. The DASH questions are however included in the Vulnerability Identification Screening Tool (VIST); this tool ensures that attending officers can access all relevant assessments and referrals on their handheld device for domestic abuse, stalking, harassment, honour based violence, child protection and adult safeguarding. Whilst officers use the VIST, their assessment of risk will be the same as any other agency completing the DASH and SDASH + additional stalking questions.

3.2.4 Outcome of the DASH

Following the completion of the DASH and S-DASH, a victim may be assessed at:

Standard Risk: Current evidence does not indicate likelihood of causing serious harm.

Medium Risk: There are identifiable indicators of risk of serious harm. The perpetrator has the potential to cause serious harm but is unlikely to do so unless there is a change in circumstances, for example, failure to take medication, loss of accommodation, relationship breakdown, and drug or alcohol misuse.

High Risk: There are identifiable indicators of risk of serious harm. The potential event could happen at any time and the impact would be serious.

Risk of serious harm (Home Office 2002): 'A risk which is life threatening and/or traumatic, and from which recovery, whether physical or psychological, can be expected to be difficult or impossible'.

High risk can be determined in the following ways:

- **Visible High Risk:** This accounts for the number of ticks on the DASH. If the victim has answered yes to 14 or more questions (or all S-DASH questions), the risk of serious harm is clear.
- **Professional Judgement:** If the outcome of the DASH is less than 14, a professional can refer assess the case as high risk on the grounds of professional judgement where they deem it appropriate. In these circumstances the professional will have identified key high risk factors from the DASH, and may also consider further contextual or circumstantial information not captured within the DASH that raises concerns of serious harm. The victim's perception of risk may also be considered.
- **Potential Escalation:** If the outcome of the DASH is less than 14, but the result of the DASH indicates that the victim is experiencing an escalation in frequency or severity of abuse, the case can be assessed as high risk on the grounds of potential escalation.

¹³ Screening Assessment for Stalking and Harassment (SASH) 2010:
<https://www.stalkingriskprofile.com/stalking-risk-profile/stalking-assessment-screen>

3.2.5 Discussing risk with the victim

Informing the victim of their risk level following completion of the DASH can be difficult, and it is important that this is handled sensitively. Letting the victim know that they are at high risk of serious harm may be frightening and overwhelming for them to hear. It is therefore important that you state exactly what your concerns are by using the answers the victim gave to you, and explain what the next steps are i.e. safety planning, referral to services etc.

Equally, telling the victim that they are not currently high risk and that you may need to refer them to a different agency or provide a different service as a result may be disappointing for the victim. This therefore needs to be managed carefully to ensure the victim doesn't feel like their situation is being minimised or so they don't feel embarrassed for reaching out for help. Explain to them that there are high risk factors linked to serious harm and that if they experience any of these in the future that they should contact appropriate services, or emergency services.

3.2.6 Responding to the DASH risk assessment

During the process of risk assessment, you may have identified further immediate safety measures that need to be addressed. This should be completed first before you consider any further actions.

Should the risk assessment determine that the case is **Standard or Medium Risk**, you should consider the following actions (not exhaustive):

Provide the victim with details for specialist support agencies. Details can be found at

<http://www.areyouok.co.uk>

- Seek their consent to make a direct referral to these services.
- Provide support in contacting service if required.
- Advise them about reporting the stalking to the police and support them if necessary to make contact. Make them aware that stalking is a criminal offence and police can take action. Appendix 2 provides advice on evidence collection.
- Seek consent from the victim to discuss their case with other professionals and look to coordinate a joint response and share information.
- Consider any other agencies that may be a source of support e.g. health agencies, drug and alcohol services, mental health services etc. and support the victim in making contact with these services if necessary.
- If you have identified any risks to children or vulnerable adults, make referrals to children's social care and adult social care.
- If appropriate, ensure the victim knows how to contact you.
- Consider any resources within your own agency that can support with the victims safety.
- Advise about safety planning.
- Suggest the victim keeps a stalking incident diary to aid reporting to police in future.
- Monitor the case for any changes in circumstance or escalation.

It is important to note that once a high risk assessment has been conducted, you no longer need the victims consent to share information with other agencies and make onward referrals. Information sharing should be relevant and proportionate.

The key contacts section (3.4) below, provides details on specialist services that you can refer the victim to, or where you can seek advice on how you ought to respond.

3.3 Safety planning advice

If you're being stalked, you will know far more about your own situation than anyone else. Stalking is a unique crime and every case is different however power and control are central to this behaviour. It's therefore important, when considering safety planning, to reflect that *anything a victim does to regain control over their life may reduce the control a stalker enjoys. This can significantly increase the risk to the victim and should be at the forefront of the minds of everyone involved in a stalking case.*

Safety and Security at Home

- Does your property have secure windows and doors? If not speak to TDAS or your landlord about making it more secure. (Keep record of conversation)
- Consider investing in a security/covert camera for your property. (Keep receipts)
- Consider investing in security lights outside your property (Keep receipts)
- If you have missing keys, consider getting your locks changed. (Keep receipts)
- If your stalker is known to you, consider getting locks changed. (Keep receipts)
- Plan escape routes out of your property, if the perpetrator comes in the front door, how do you get out?
- Set up a code word with your friends and family, if they call they know when you're in trouble.
- Keep with you any important and emergency telephone numbers: e.g. Police, family, friends.
- Are there neighbours you can trust? Consider telling them you're being stalked. Provide them with a photo or description of the stalker and any vehicle they may drive. Ask them to look out for anything suspicious and to keep records of times and car registrations etc.
- Keep a small amount of money on you at all times – including change for the bus or phone.
- Get the name and description of any tradespeople coming to your home. Identify anyone before opening the door.
- Make sure your house name/number is clearly visible – especially important in rural areas. If emergency services can't find your house they can't find you!
- Get rid of potential hiding places: trim shrubbery, especially away from doors and windows
- If the perpetrator gains access to the house, avoid the kitchen or garage where there are likely to be knives or other weapons
- Avoid locking yourself in a small rooms, always try to get out of property
- Consider packing a bag with important things you may need if you have to leave home in a hurry. This may include extra money, clothing, medicines, passports or other important documents and toiletries. Always keep a full tank of petrol in your car. If you have children, you may wish to pack a few toys, books, or other special items belonging to the child.

Keeping safe at work

- Make sure your employer understands the risks associated with stalking. Equality and Human Rights Commission can advise on workplace policies/procedures.
<https://www.equalityhumanrights.com/en/advice-and-guidance/domestic-abuse-workplace-policies-and-managing-and-supporting-employees>
- Tell your employer or work colleagues you're being stalked so they can help keep you safe.
- Vexatious complaints are common stalking behaviour - make sure your employer is aware.
- Meetings between a stalker and victim should be avoided at all costs.
- Make sure colleagues know what your stalker looks like.
- Avoid places where you are isolated or alone. Consider the risks of lone-working carefully.
- Keep a phone readily accessible. Make you have coverage, particularly in rural areas. You could drive between work, home and leisure activities to check you're not in a black spot.
- If you are being followed when you are driving make for somewhere with CCTV coverage – e.g. most petrol stations or drive to a police station.
- Consider investing in a dashcam for your car to capture evidence.
- Alter your routine as much as you can. Alter your working hours, walks home, supermarket etc.
- If you have any regular appointments the stalker knows about try to change your appointment time and/or the location.
- Try to choose an alternative route or mode of transport when approaching or leaving work.
- Ask for a parking space that is in plain sight of security or cameras
- Ask that your company email address doesn't directly identify you – use a job title i.e. Accounts@ and do not have any presence on company web-site, press releases newsletters etc.
- Have someone screen your calls so the stalker can't call your direct line or ask for you directly
- Consider whether you may be being traced via your phone? Keep your old number for evidence but consider buying a new SIM card or phone.

Should I tell the person stalking me to leave me alone?

Remember! Stopping contact with a stalker may lead to an escalation in their behaviour and put a victim at increased risk. This should be considered in any safety plans that are made.

- A stalker needs to understand that their behaviour is unwanted and you want it to stop. Communicate this clearly, firmly, in a way that is safe for you to do so. Don't respond further
- If a stalker and victim do continue to have contact – whether it's via text or email or directly, there's a risk this will be used to argue the suspect didn't realise their behaviour was upsetting or unwanted. This is a common defence used by stalkers and can lead to charges being dropped.
- Where contact is necessary for parenting, child contact arrangements can be made through a third party.
- Make sure your address does not appear on any Court papers.
- Talk to your children about the need to keep your whereabouts confidential. Especially if they are having contact with the perpetrator.

- Ensure schools have any relevant court orders relating to the children, or a photograph of the perpetrator if they have been told by a court that they are not to have contact.

Limit the Information Publicly Available about You

- Google yourself, including your name, email address, address and phone numbers to find out what information is available about you online. Remove as much content as possible by deleting accounts, or contacting sites to get the information removed.
- Make sure you limit what you publicly post online by keeping your privacy settings up to date.
- Avoid using your real name and identifiable details on online sites such as 'just giving', eBay etc.
- Make a list of all organisations and businesses that have access to your personal information. For example, local tradespeople, mechanics. Ask these businesses to not give out any personal information about you.
- Tell trusted contacts you're being stalked and ask them not to give out any details about you.
- To remove yourself from the electoral register, write or email your local council and ask to be taken off the 'open electoral register.'

3.4 Referring to support

The below chart details the support options available to victims of stalking in Torbay. The National Stalking Helpline should be the first point of contact for advice and information about stalking. The helpline will also refer cases on to local support.



3.5 Supporting Colleagues and Employees¹⁴

Some professionals may find that they identify a colleague or an employee who is experiencing stalking. Stalking in the workplace may arise in many different contexts, but can include;

- Stalking intruding into the workplace from victimisation outside work
- Clients stalking staff
- Clients stalking other clients
- Staff stalking co-workers

Stalking in the workplace can create additional concerns for the victim, and can adversely affect their ability to perform at work and may result in absenteeism due to stress, anxiety or physical injuries, and in some cases some victims will cease work as a result of the staking they are experiencing.

Identifying that a colleague or an employee is experiencing stalking at an early stage will enable you to offer appropriate support and enable to the victim to deal with their situation more effectively.

Employers should look to:

- Raise any concerns with the victim in a private location and use nonthreatening/indirect questioning, such as 'can you tell me about your concerns? Explain the effect this is having on you.
- Believe what the victim is telling you, take their disclosure seriously and remain non-judgmental
- Avoid facilitating meetings between the alleged stalker and victim at all costs as this may put the victim at further risk.
- Be aware that vexatious complaints are common in stalking cases
- Reassure the victim of confidentiality, whilst explaining the circumstances in which this may be broken and information need to be shared with other agencies.
- Provide information about specialist support for the victim
- Conduct a risk assessment and safety plan with the victim, including any practical support the workplace can offer to increase safety e.g. changes to work location, hours worked, ensuring employee is not left alone etc.
- Monitor their wellbeing
- Consider risk to any other employees/colleagues who may be affected by the stalking behaviour or come into contact with the stalker.
- Consider risks to victim's family and friends; do you need to alert another agency of the concerns?
- Consider if the stalker is a member of staff and take disciplinary action where appropriate.
- Encourage victim to report to the police, or facilitate this where appropriate.
- Follow any internal processes/policies and consult with HR where appropriate.

3.5.1 Responding to perpetrators of stalking in the workplace¹⁵

This section should be read in conjunction with any organisational policies and in consultation with HR colleagues and teams.

Employers and colleagues may become aware that someone in the workplace is perpetrating stalking; this may be through criminal conviction, disclosure from the victim and disclosure from the perpetrator

¹⁴ A guide for employers on dealing with stalking in the workplace: The Home Office and The Suzy Lamplugh Trust.

¹⁵ Domestic Violence resource manual for employers, 2nd edition, Refuge and Respect.

themselves (may inform colleagues of their behaviour). Responding to perpetrators of stalking in the workplace is important for organisational reputation and to ensure victims feel supported and are made safer from workplace intervention.

In identifying abusive behaviour:

- Be clear that abuse is always unacceptable and that it may constitute criminal behaviour
- Be clear that abusive behaviour is a choice; being aware that in some cases, stalking behaviour may result from mental illness
- Be respectful but do not collude
- Be positive, it is possible for perpetrators to change if they recognise that they have a problem and take steps to change their behaviour or seek support for any mental health issues
- Be clear that you might have to speak to other agencies if there are grounds to breach confidentiality
- Be aware that on some level the perpetrator may be unhappy about their behaviour
- Be aware of the likely costs to the perpetrator of continued abuse (arrest/loss of relationship/impact on children/loss of job)

You should be aware that stalking is a criminal offence and can lead to caution, arrest, prosecution and criminal conviction. As such you should consider what impact legal action would have on the workplace especially when it results in restrictive bail conditions, the employee being remanded in custody or if they are given a custodial sentence.

The fact that an employee has been charged with a criminal offence is not in itself sufficient grounds for disciplinary action, including dismissal, unless this is specifically covered by the code of conduct. If a member of staff is perpetrating stalking, you should consider whether there is a connection between the abusive behaviour and their role at work.

The nature of the conduct and the nature of the employee's work

Where appropriate you may need to take action to minimise the potential for perpetrators to use their position or work resources to find out details about the whereabouts of their victim. This may include a change of duties or withdrawing access to certain computer programmes.

If a perpetrator of stalking is using work resources such as the telephone, fax, e-mail or company car to harass their victim, this could be construed as misuse of the organisation's property and contrary to the organisation's code of conduct.

The extent to which the employee's role involves contact with/poses a risk to other employees and the general public

You may believe that there is a conflict between the offence and the job the employee is employed to do. In some cases the fact that an employee is a perpetrator of stalking may make certain duties inappropriate and justify redeployment/disciplinary action.

Breaking professional codes of conduct

There may be circumstances in which an employee may be suspended or struck off by their professional body for being a perpetrator of stalking e.g. a social worker, a doctor etc.

The status of the employee

You will need to consider whether the actions of the staff member have brought the organisation into disrepute. Such behaviour, whether convicted or not, may be against the aims and values of the organisation. Some employees represent the public face of an organisation and there may be considerable reputational damage to the organisation if an employee is a perpetrator of domestic abuse or stalking

Consider what the impact of the employee's behaviour is on other employees. Such behaviour may be regarded as gross misconduct.

In order to address the points above, start by assessing if the employee's behaviour has had an impact on the employment relationship. In order to do this you will need to gather information in order to form an opinion and will need to investigate as appropriate.

When you are considering how to respond to employees perpetrating stalking, it is useful to review what HR policies are already in place and refer to the advice and guidance of HR staff and teams.

3.6 Key contacts and helpful links

National Stalking Helpline

For advice and support. The helpline will operate a triage service for GSAS and make referrals into this service when required.

Phone: **0808 802 0300**

Website: **www.stalkinghelpline.org**

Email: **advice@stalkinghelpline.org**

Paladin

National Stalking Advocacy Service For advice and referral.

Phone: **020 3866 4107**

Email: **info@paladinservice.co.uk**

Website: **<http://paladinservice.co.uk>**

The Suzy Lamplugh Trust

Advice and information

Website: **www.suzylamplugh.org/**

The Digital Trust

Advice and information about cyber-stalking

Website: **www.digital-trust.org**

Network for Surviving Stalking

Advice and information

Website: **www.scaredofsomeone.org/**

Torbay Domestic Abuse Service (TDAS)

Phone: **0800 9161474**

Email: **Tdas@sanctary-housing.co.uk**

Website: **www.sanctuary-supported-living.co.uk/tdas**

Devon & Cornwall Police

To report crime of stalking and seek advice from police stalking SPOC

Emergency phone: **999**

Non-emergency phone: **101**

Further details on support available in Torbay, and guidance documents to support agency response can be found at <http://www.areyouok.co.uk>

Domestic Abuse, Stalking and Harassment and Honour Based Violence (DASH, 2009) Risk Identification and Assessment and Management Model

Risk identification and assessment is not a predictive process and there is no existing accurate procedure to calculate or foresee which cases will result in homicide or further assault and harm.

The DASH (2009) Risk Checklist was created by Laura Richards, BSc, MSc, FRSA on behalf of ACPO and in partnership with CAADA.



It has also been endorsed by:



PLEASE DO NOT CHANGE THIS RISK IDENTIFICATION AND ASSESSMENT MODEL

If you do have comments or suggestions please send them to:

Laura Richards, BSc, MSc, FRSA
Criminal Behavioural Psychologist

(E): laura@laurarichards.co.uk

(W): www.laurarichards.co.uk

(W): www.dashriskchecklist.co.uk

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Risk Identification for Trained Front Line Practitioners (Please refer to the DASH (2009) Practice Guidance on Risk Identification in full)

A number of high risk factors have been identified as being associated with serious violence and murder through researching many cases. Any professional using the DASH (2009) must be trained in its use. This is crucial to understanding what the high risk factors are and how they apply in each situation, and what needs to be done to keep the victim safe.

This form should be completed for ALL cases of domestic abuse by front line staff. Initial risk identification must be undertaken by asking ALL the questions on this checklist, as well as searching appropriate databases, such as the intelligence databases. First response staff and their supervisor should identify risk factors, who is at risk and decide what level of intervention is required.

Details of children resident at the address must be provided. Consider the nature of the information and what it means in terms of public protection - preservation of life, reduction and prevention of harm to victim and others.

Please ensure that when you ask these questions the victim is comfortable and understands why you are asking them – it is about their safety and protection. Particular sensitivity and attention is required when asking about whether the victim has been assaulted, physically and/or sexually by the perpetrator. The vulnerability of victims cannot be overstated. This could be further compounded by issues such as traditional gender roles, literacy, language and/or immigration or refugee status. Please take into consideration the victim's perception of risk.

Please ensure you ask the victim about the abuser's behaviour when stalking and honour based violence are present. Do not just tick the box 'yes'. You must identify what is happening. There are specific risk factors that relate to these areas as well. Assessment of risk is complex and NOT related to the number of risks appearing alone. Rather, the risk posed to the victim or others in a particular situation will be dependent upon what they are and how they apply in that context. Refer to the full DASH (2009) Practice Guidance on Risk Identification.

Record what steps you have taken to ensure the immediate safety of the victim(s) and any children. Ask yourself 'Am I satisfied that I have done all I can?' Everything you do must be recorded.

The risk identification process must remain dynamic. Events and circumstances may undergo rapid and frequent change. Where this is the case, the assessment must be kept under review. Risk identification is based on structured professional judgement. This model is most effective when undertaken by professionals who have been fully trained in its use. High risk cases may well require a multi-agency response and should be referred to the relevant risk management panel i.e. the Multi-Agency Risk Assessment Conference (MARAC) or Multi-Agency Public Protection Panel (MAPPP). MARACs are for the most serious and high risk cases.

CURRENT SITUATION THE CONTEXT AND DETAIL OF WHAT IS HAPPENING IS VERY IMPORTANT. THE QUESTIONS HIGHLIGHTED IN BOLD ARE HIGH RISK FACTORS. TICK THE RELEVANT BOX AND ADD COMMENT WHERE NECESSARY TO EXPAND.	YES <input checked="" type="checkbox"/>	No <input checked="" type="checkbox"/>
1. Has the current incident resulted in injury? (please state what and whether this is the first injury)	<input type="checkbox"/>	<input type="checkbox"/>
2. Are you very frightened? Comment:	<input type="checkbox"/>	<input type="checkbox"/>
3. What are you afraid of? Is it further injury or violence? (Please give an indication of what you think (name of abuser(s)..... might do and to whom) Kill: Self <input type="checkbox"/> Children <input type="checkbox"/> Other (please specify) <input type="checkbox"/> Further injury and violence: Self <input type="checkbox"/> Children <input type="checkbox"/> Other (please specify) <input type="checkbox"/> Other (please clarify): Self <input type="checkbox"/> Children <input type="checkbox"/> Other (please specify) <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Do you feel isolated from family/ friends i.e. does (name of abuser(s).....) try to stop you from seeing friends/family/Dr or others?	<input type="checkbox"/>	<input type="checkbox"/>
5. Are you feeling depressed or having suicidal thoughts?	<input type="checkbox"/>	<input type="checkbox"/>
6. Have you separated or tried to separate from (name of abuser(s)....) within the past year?	<input type="checkbox"/>	<input type="checkbox"/>
7. Is there conflict over child contact? (please state what)	<input type="checkbox"/>	<input type="checkbox"/>
8. Does (.....) constantly text, call, contact, follow, stalk or harass you? (Please expand to identify what and whether you believe that this is done deliberately to intimidate you? Consider the context and behaviour of what is being done. Ask 11 additional stalking questions*)	<input type="checkbox"/>	<input type="checkbox"/>
CHILDREN/DEPENDENTS (If no children/dependants, please go to the next section)	YES	No
9. Are you currently pregnant or have you recently had a baby in the past 18 months?	<input type="checkbox"/>	<input type="checkbox"/>
10. Are there any children, step-children that aren't (.....) in the household? Or are there other dependants in the household (i.e. older relative)?	<input type="checkbox"/>	<input type="checkbox"/>
11. Has (.....) ever hurt the children/dependants?	<input type="checkbox"/>	<input type="checkbox"/>
12. Has (.....) ever threatened to hurt or kill the children/dependants?	<input type="checkbox"/>	<input type="checkbox"/>
DOMESTIC VIOLENCE HISTORY	YES	No
13. Is the abuse happening more often?	<input type="checkbox"/>	<input type="checkbox"/>
14. Is the abuse getting worse?	<input type="checkbox"/>	<input type="checkbox"/>
15. Does (.....) try to control everything you do and/or are they excessively jealous? (In terms of relationships, who you see, being 'policed at home', telling you what to wear for example. Consider honour based violence and stalking and specify the behaviour)	<input type="checkbox"/>	<input type="checkbox"/>
16. Has (.....) ever used weapons or objects to hurt you?	<input type="checkbox"/>	<input type="checkbox"/>
17. Has (.....) ever threatened to kill you or someone else and you believed them?	<input type="checkbox"/>	<input type="checkbox"/>

18. Has (.....) ever attempted to strangle/choke/suffocate/drown you?	<input type="checkbox"/>	<input type="checkbox"/>
19. Does (....) do or say things of a sexual nature that makes you feel bad or that physically hurt you or someone else? (Please specify who and what)	<input type="checkbox"/>	<input type="checkbox"/>
20. Is there any other person that has threatened you or that you are afraid of? (If yes, consider extended family if honour based violence. Please specify who. Ask 10 additional HBV questions*)	<input type="checkbox"/>	<input type="checkbox"/>
21. Do you know if (.....) has hurt anyone else ? (children/siblings/elderly relative/stranger, for example. Consider HBV. Please specify who and what)	<input type="checkbox"/>	<input type="checkbox"/>
Children <input type="checkbox"/> Another family member <input type="checkbox"/> Someone from a previous relationship <input type="checkbox"/> Other (please specify) <input type="checkbox"/>		
22. Has (.....) ever mistreated an animal or the family pet?	<input type="checkbox"/>	<input type="checkbox"/>
ABUSER(S)	YES	No
23. Are there any financial issues? For example, are you dependent on (.....) for money/have they recently lost their job/other financial issues?	<input type="checkbox"/>	<input type="checkbox"/>
24. Has (.....) had problems in the past year with drugs (prescription or other), alcohol or mental health leading to problems in leading a normal life? (Please specify what)	<input type="checkbox"/>	<input type="checkbox"/>
Drugs <input type="checkbox"/> Alcohol <input type="checkbox"/> Mental Health <input type="checkbox"/>		
25. Has (.....) ever threatened or attempted suicide?	<input type="checkbox"/>	<input type="checkbox"/>
26. Has (.....) ever breached bail/an injunction and/or any agreement for when they can see you and/or the children? (Please specify what)	<input type="checkbox"/>	<input type="checkbox"/>
Bail conditions <input type="checkbox"/> Non Molestation/Occupation Order <input type="checkbox"/> Child Contact arrangements <input type="checkbox"/> Forced Marriage Protection Order <input type="checkbox"/> Other <input type="checkbox"/>		
27. Do you know if (.....) has ever been in trouble with the police or has a criminal history? (If yes, please specify)	<input type="checkbox"/>	<input type="checkbox"/>
DV <input type="checkbox"/> Sexual violence <input type="checkbox"/> Other violence <input type="checkbox"/> Other <input type="checkbox"/>		
Other relevant information (from victim or officer) which may alter risk levels. Describe: (consider for example victim's vulnerability - disability, mental health, alcohol/substance misuse and/or the abuser's occupation/interests-does this give unique access to weapons i.e. ex-military, police, pest control) or is there serial offending?		
Is there anything else you would like to add to this?		

In **all** cases an initial risk classification is required:

RISK TO VICTIM:		
STANDARD <input type="checkbox"/>	MEDIUM <input type="checkbox"/>	HIGH <input type="checkbox"/>

DASH (2009) Additional Stalking and Harassment Risk Questions

Q8. Does (.....) constantly text, call, contact, follow, stalk or harass you?* (Please expand to identify what and whether you believe that this is done deliberately to intimidate you? Consider the context and behaviour of what is being done)

PRACTICE POINTS: If the victim answers 'yes' to this question then you must ask the following as they are risk factors for future violence:

- ✓ Is the victim very frightened?
.....
- ✓ Is there previous domestic abuse and harassment history?
.....
- ✓ Has (insert name of the abuser....) vandalised or destroyed property?
.....
- ✓ Has (insert name of the abuser....) turned up unannounced more than three times a week?
.....
- ✓ Is (insert name of the abuser....) following the victim or loitering near the victim?
.....
- ✓ Has (insert name of the abuser....) threatened physical or sexual violence?
.....
- ✓ Has (insert name of the abuser....) been harassing any third party since the harassment began (i.e. family, children, friends, neighbours, colleagues)?
.....
- ✓ Has (insert name of the abuser....) acted violently to anyone else during the stalking incident?
.....
- ✓ Has (insert name of the abuser....) engaged others to help (wittingly or unwittingly)?
.....
- ✓ Is (insert name of the abuser....) been abusing alcohol/drugs?
.....
- ✓ Has (insert name of the abuser....) been violent in past? (Physical and psychological. Intelligence or reported)
.....

DASH (2009) Additional HBV Risk Questions

Q20. Is there any other person who has threatened you or who you are afraid of?* (If yes, please specify who and why. Consider extended family if HBV)

Practice Point: If the victim is subject to HBV and answers 'yes' to this question, ask the following questions:

- ✓ Truancy – if under 18 years old is the victim truanting?
.....
- ✓ Self-harm – is there evidence of self-harm?
.....
- ✓ House arrest and being 'policed at home' – is the victim being kept at home or their behaviour activity being policed(describe the behaviours)?
.....
- ✓ Fear of being forced into an engagement/marriage – is the victim worried that they will be forced to marry against their will?
.....
- ✓ Pressure to go abroad – is the victim fearful of being taken abroad?
.....
- ✓ Isolation – is the victim very isolated?
.....
- ✓ A pre-marital relationship or extra marital affairs – is the victim believed to be in a relationship that is not approved of?
.....
- ✓ Attempts to separate or divorce (child contact issues) –is the victim attempting to leave the relationship?
.....
- ✓ Threats that they will never see the children again – are there threats that the child(ren) will be taken away?
.....
- ✓ Threats to hurt/kill – are there threats to hurt or kill the victim?
.....

MARAC REFERRAL**Do you believe that there are reasonable grounds for referring this case to MARAC?****Yes / No**

If yes, have you made a referral?

Yes/No**CONSENT**

If the case is high risk and you are referring it to the MARAC, please explain to the victim what the MARAC is and that it is there to help them, giving them options and choices to keep them and their children safe.

Has the victim given verbal consent to share information with partner agencies?**Yes/No****Officer's signature**.....**Date**.....**Risk Assessment Categorisation**

This is *based* on the Offender Assessment System (OASys) developed by the Prison and Probation Services definitions of what constitutes standard, medium, high risk. Please use your professional judgement to categorise the risk level:

Standard	Current evidence does not indicate likelihood of causing serious harm.
Medium	There are identifiable indicators of risk of serious harm. The offender has the potential to cause serious harm but is unlikely to do so unless there is a change in circumstances, for example, failure to take medication, loss of accommodation, relationship breakdown, drug or alcohol misuse.
High	There are identifiable indicators of risk of serious harm. The potential event could happen at any time and the impact would be serious. Risk of serious harm (Home Office 2002 and OASys 2006): 'A risk which is life threatening and/or traumatic, and from which recovery, whether physical or psychological, can be expected to be difficult or impossible'.

Risk Management FrameworkUse the **RARA** model when compiling safety plans for victims. What are you planning to do?

Remove the risk:	By arresting the suspect and obtaining a remand in custody.
Avoid the risk:	By re-housing victim/significant witnesses or placement in refuge/shelter in location unknown to suspect.
Reduce the risk:	By joint intervention/victim safety planning, target hardening, enforcing breaches of bail conditions, use of protective legislation and referring high risk cases to Multi-Agency Risk Assessment Conference (MARAC).
Accept the risk:	By continued reference to the Risk Assessment Model, continual multi-agency intervention planning, support and consent of the victim and offender targeting within Pro-active Assessment and Tasking Pro forma (PATP), or Risk Management Panel (such as Multi-Agency Risk Assessment Conference (MARAC) or Multi-agency Public Protection Panel (MAPPP).

