

## POLICY IDENTIFICATION PAGE

This policy has been drafted in accordance with the principles of the Human Rights (Jersey) Law 2000.

Is Public disclosure approved? Yes  No

**Policy title:** Domestic Abuse, Sexual Abuse, Violence, Harassment and Stalking Involving Police Officers or Staff

**Policy reference number:**

**Issue number:**

**Implementation date:** 01/08/24

**Last review date:**

**Underlying procedures:** Domestic Abuse, Sexual Abuse, Violence, Harassment and Stalking Involving Police Officers or Staff

**Chief Officer:** Robin Smith

**Policy written by:** Detective Superintendent Alison Fossey

**Department responsible:** Crime services/Professional Standards

**Policy Lead:** Detective Superintendent

**Links to other policies:** Code of Ethics, Conflict of Interest Policy and Procedure

## POLICY STATEMENT, PRINCIPLES AND AIM

This procedure applies to all police officers and members of staff irrespective of gender, age sexuality, race, faith, religion, culture, or disability.

The aim of States of Jersey Police will be to:

- Support police personnel that disclose they are experiencing Domestic Abuse, Sexual Abuse, Violence, Harassment and/or Stalking in a sensitive and effective manner.
- Take a trauma informed approach to supporting any member of SOJP who discloses Domestic Abuse, Sexual Abuse, Violence, Harassment and/or Stalking understanding that their experiences may have had a serious impact upon their emotional and physical health.
- Be mindful of the fact that for a member of the police force to be arrested, investigated or charged has significant consequences and therefore increases the risks not only to their partner and family but also themselves. We will therefore risk assess the impact their position has on the abuse and their mental health.
- Establish and maintain a professional approach when dealing with incidents of Domestic Abuse, Sexual Abuse, Violence, Harassment and Stalking as outlined in our external and internal procedures being aware of the risks involved and undertaking the necessary risk assessments.

- Have support systems to encourage partners, relatives and colleagues of police personnel perpetrators of Domestic Abuse, Sexual Abuse, Violence, Harassment and/or Stalking to notify the police ensuring where necessary confidentiality.
- Respond robustly and impartially to police personnel who commit Domestic Abuse, Sexual Abuse, Violence, Harassment and/or Stalking related criminal offences in order:
  - a) to protect adult and child victims, potential future victims, members of the public, agencies/organisations and police personnel from further violence, serious injury and homicide (this includes psychological harm);
  - b) to ensure that police personnel who commit Domestic Abuse, Sexual Abuse, Violence, Harassment and/or Stalking related criminal offences are held accountable through the Criminal Justice System (CJS) and are dealt with appropriately through internal misconduct procedures; and
  - c) to ensure the maintenance of public confidence and the confidence of victims in the policing of Domestic Abuse, Sexual Abuse, Violence, Harassment and Stalking and the integrity of the police service.
- Ensure that appropriate measures are in place to deal with police personnel who are arrested and detained in order to safeguard the integrity and effectiveness of the investigation and ensuring the involvement of the Professional Standards Department (PSD).
- Reassure victims and their families by providing information that all reported domestic incidents will be investigated in a positive, sensitive, and supportive manner in order to secure a safe environment for those affected.
- Signpost the individual (victim or perpetrator) to specialist officers within SOJP as well as independent support services. This should include a wellbeing officer.
- Undertake where necessary Community Impact Assessments and identify those incidents which are critical.
- Make full use of all current and relevant legislation when required and provide the necessary links between related policies, procedures, guidance, and protocols.
- Gather, secure, and preserve all available evidence in order that offenders can be placed within the CJS.
- Robustly assess all available and relevant information and feasible options and ensure actions are monitored and reviewed and lessons learned.
- Ensure that our employment and vetting processes are orientated towards screening those individuals who may have a previous history of Domestic Abuse, Sexual Abuse, Violence, Harassment or Stalking.

## ORIGINS/BACKGROUND INFORMATION

Prior to the implementation of this policy and procedure, SoJP have had a common-sense approach to managing Domestic Abuse, Sexual Abuse, Violence, Harassment and Stalking in the Workplace. The organisation also applied the Code of Ethics, Professional Behavioural Standards, Code of Conduct and Contractual Agreements.

Clearer instructions and guidance will enhance the Force's approach to living up to its Code of Ethics and maintaining public trust and confidence, therefore this policy and procedure has been established accordingly.

The prompt for introducing this policy and procedure came from SoJP's participation in the Violence Against Women and Girls (VAWG) Taskforce and subsequent Police VAWG Strategy and Action Plan.