### "Operation Encompass has saved lives"

- Deputy Chief Constable

# Operation Encompass Impact Report 2023-2024

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Operation Encompass is a long standing proven police and education information sharing safeguarding partnership enabling immediate support to be given to children experiencing domestic abuse.

# PERATION ENCOMPASS



Overall Winner of Inaugural World Class Policing Awards.

# This impact statement covers the time from February 2023 to April 2024

It is a representation of some of what has been achieved in this period but is not a prescriptive or exhaustive account of all that David and Elisabeth, police forces and schools have accomplished.

It should be read in conjunction with the previous Impact Statement.

Please note that all support provided by Operation Encompass, the National Online Training, the guides and handbooks, the resources on the website, the attendance at virtual or face to face briefings are provided for FREE.





"May I begin by thanking you for your hugely important and impactful work with Operation Encompass which ensures that children who witness domestic violence have all the necessary support that they need when they arrive at school the following day...I note that this has been embedded into all police forces in England and Wales... whilst this number of children witnessing domestic abuse is an alarming statistic, it is reassuring that those children are now being recognised and are receiving some form of support in school... which is a brilliant achievement." <sup>1</sup>

## The **positive impact** of Operation Encompass is **indisputable**; for police, for educational settings but most of all for the children experiencing domestic abuse

The **need** for every force and every educational setting (school, Early Years Setting, college etc.) to participate in Operation Encompass is **undeniable**.

The **right** to support for every child experiencing domestic abuse is **unquestionable** and the Convention on the Rights of the Child corroborates this right.

For both police and educational settings, Operation Encompass is the **cornerstone** of their response to children as victims of domestic abuse.

It is a key aspect for their safeguarding response to child victims of domestic abuse and can reflect their understanding of **domestic abuse** as a **children's rights issue**.

For children, it is a **fundamental right** and it can enable their experiences to be validated, their behaviours and needs to be understood and met.

For our society it brings **understanding** and it hopefully means that we can begin to break the cycle of domestic abuse and our children, provided with safety, nurture, love, compassion and understanding, can begin the journey of healing.

What this impact statement strives to do is to show how Operation Encompass continues to support police, educational staff and other professionals, our government and other agencies, to further develop how children's experience and the impact of domestic abuse is understood and how Operation Encompass is being implemented for the benefit of our children. One aspect of this report is the information we have used from one force in particular to demonstrate our supportive partnership work in response to the need of that force to improve their Operation Encompass work (following HMICFRS report). The positive impact on the educational setting staff and on the police staff has been profound and the outcome is that there are now high quality Operation Encompass notifications enabling better support for children in all educational settings including Early Years settings. We have also supported this force in sharing 'Missing from Home' or 'Care notifications' with schools through the Operation Encompass information sharing platform.

Operation Encompass has been described as 'one of a kind'; it is unique in its method and there is no other charity, scheme or organisation that has the ability to simply, swiftly, securely and effectively support children experiencing domestic abuse, when they need it most, in the way that Operation Encompass does;

# 2,000 notifications a DAY in England and Wales alone

and as on average each notification includes two children

#### 4,000 children A DAY in England and Wales alone receiving support from their school

Operation Encompass simply has to continue to exist, as one professional commented:

"I can't imagine the world without Operation Encompass'

Operation Encompass is simply every child's right. David Carney-Haworth OBE Elisabeth Carney-Haworth OBE

Co-Creators of Operation Encompass





# The Operation Encompass website

The Operation Encompass website www.operationencompass.org provides a wide range of guides and handbooks for both police and educational establishments. Posters, wording for safeguarding policies, draft letter to parents, the Continuum of Support and the Child's Victim Support Code are all available to download.

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Everything on the website is free to download and use.

"I have been looking at your website. I must say for a partner agency it is one of the best I have seen if not the best......if I can work my way around it and get engrossed with its content, it must be good!"<sup>2</sup>

### Feedback

"Northumberland schools say Operation Encompass is best initiative we (the police) ever introduced."

"We also wanted to feedback how good the training is and the approach taken, in particular the trauma informed approach and the centrality of children's rights. We took away lots of actions and made many reflections to how improve our practice." <sup>3</sup>

"Thank goodness for Operation Encompass; it certainly helps and supports headteachers and schools to ensure their pupils are safe, supported and thriving." <sup>4</sup>

"Operation Encompass is a successful method of police informing schools about children who are vulnerable to domestic abuse. The policy for Operation Encompass is comprehensive and has been reviewed and appropriately reinforced with training and guidance for school staff. School leaders say that the notifications they receive as part of Operation Encompass are valuable in helping them to provide support for vulnerable children and their families. One school leader captured the perceptions of many, describing the service as 'fantastic'." <sup>5</sup>

Safeguarding Governor Head Teacher JTAI 2023 (HMICFRS, CQC and Ofsted Inspection)



## A reflection on positive police culture change through Operation Encompass

"Operation Encompass Changed Police Culture. As a police officer in the largest city in my force I cannot even begin to estimate the number of domestic abuse incidents I attended over the years. As well as being dispatched to scenes during or immediately following reports of domestic disturbances, many resulting in arrests, I have taken countless victim and witness statements, and interviewed more alleged perpetrators than I care to imagine.

My training prepared me for several things; officer safety, how to make an effective arrest, identifying what offences may have been perpetrated, the identification and preservation of evidence, the relevant sections of the Police and Criminal Evidence Act to name but a few. What it hadn't really done is give me an insight into the lived experiences of those adults, young people and children who I kept coming across day after day, night after night. When I first saw the presentation for Operation Encompass, I was struck by how different the approach to training was. Instead of focussing on laws, rules, policies, it highlighted the human aspect of the terrible repercussions of living with domestic abuse. As that training was rolled out across the Service, more and more of my colleagues began to think differently about what domestic abuse meant and what the lifelong consequences of being exposed to such experiences involved. It changed our culture, our way of thinking.

In the years before Operation Encompass became embedded in my force, there was a huge, almost all-encompassing mindset that the most important thing in any police officer's working life was data-protection. At one point, we had all become so indoctrinated, that the protection of police information was seen as being more critical than anything else. Any breach could lead to the loss of our job, our career, our pension.

The introduction of Operation Encompass started to make us see things in a much more balanced way. We were repeatedly reassured that information sharing was not something to be afraid of, if done in the right way for the right reasons. Because we actually saw this happening through Operation Encompass, it made us realise that we could work more collaboratively with other agencies. It changed our approach, not only to the protection of children in situations of domestic abuse, but to children impacted by other adverse childhood experiences, to adults, whose safeguarding needs had perhaps been somewhat previously overlooked. It changed our culture, our way of thinking.

The officers who were directly involved in delivering the Operation Encompass messages to Key Adults at schools had previously felt that Police was the only agency trying to protect victims of domestic abuse. We felt a sense of helplessness that children were not, at that time, recognised as victims in their own right and were therefore so difficult to protect and support.

Then we began talking to Key Adults. We started to recognise the passion and sensitivity of our colleagues in Education. We began to believe that there were others who cared about supporting these children, not just Police Officers. We came to trust that something practical and positive was being done for these children when they arrived at school after witnessing the horrors of a domestic incident. We felt that we were doing something real, something measurable, not just paying lip-service to safeguarding. It changed our culture, our way of thinking<sup>" 6</sup>





# Impact of the free National Online Operation Encompass Key Adult Training

### **27,155** registered users <sup>7</sup>

# The National Operation Encompass training aims to inform participants about:

- The prevalence of domestic abuse in our society.
- The definition of adult victim of domestic abuse, the range of behaviours that can constitute domestic abuse and its impact on adult victims.
- The definition of child victims of domestic abuse: how domestic abuse can impact children now and in their future lives, the impact of domestic abuse prior to birth and in the early years of a child's life.
- The ways in which we can support children experiencing domestic abuse in order to mitigate the harm, ACEs and Trauma.
- The aims and rationale behind Operation Encompass, how to respond, ways to support children following an Operation Encompass notification from the police, the role of the Key Adult (Safeguarding Lead) in the process of Operation Encompass.
- Other Vulnerabilities experienced buy our children: The harmful effects of other ACEs and trauma for our children.
- How to support children who are or have been missing from home or care.

"This is the best training about domestic abuse that I have ever had." - Safeguarding Lead

# Following the completion of the training Head Teachers and School Safeguarding Leads have most frequently identified the following actions for themselves and their school:

# Impact in ensuring whole community awareness:

- Inform staff, parents and governors of the school/setting participation.
- Ensure all staff are aware of this process.
- Publish to parents we are an Operation Encompass informed school.
- Continue to raise awareness of the importance of Operation Encompass and advertise this more clearly to staff, parents and children.
- Add Operation Encompass into our school website, our school prospectus and add Operation Encompass to our induction materials and processes and to apprenticeship guide.
- Print out and display the Operation Encompass information posters for team, parents and children.
- Resend out the letter to all parents.
- Display the posters around school.
- Inform new parents.
- Update the information on our website.
- We will be informing our parents and prospective parents that we are part of the Operation Encompass training to ensure we support them further.

#### Impact on Curriculum Review:

- Review RSE curriculum particularly the Relationships strand. Look at including a 'Missing from Home' strand.
- Add extra 'Healthy Relationships' lessons to our curriculum/annual planner so all children are aware.
- Making sure healthy relationships is delivered through all year groups in school.
- We need to review our PSHE curriculum, be more explicit in talking about domestic abuse and what abusive relationships are and ensure the spiral approach.
- Add information about Operation Encompass to our school safeguarding policy.
- Review PSHE curriculum re: domestic abuse information
- Ensure PSHE / RE curriculum reflects important themes (special school so a little bit different).

#### Impact on school training:

- Ensure all safeguarding team complete this key adult training.
- Ensuring that our DDSL is trained.
- Meet with the DSL Team and brief them.
- Share with DSL team who will also do the training.
- Update Safeguarding policy to reflect Operation Encompass.
- Meet with staff team and set aside time for everyone, all members of the school staff, to complete the training.
- We will run a briefing for all team members at our team meeting so everyone is aware of Operation Encompass.
- Deliver whole staff Operation Encompass training.
- Publish to pupils we are an Operation Encompass informed school.
- Deliver CPD to all staff to explain and summarise Operation Encompass and their role in the process.
- Add discussion of Operation Encompass to our next Governing Body meeting.
- Lead training for the whole staff team about Operation Encompass.
- Ensure that Operation Encompass is included in our annual safeguarding training.
- Include in the induction for all new staff.
- Train Staff in INSET days.

# Optional Review Comments from Online Training

These words/phrases are used most frequently in the optional feedback:



"Excellent course for anyone working with children."

"I thought I already knew a lot in my professional role regarding Domestic Abuse, but I learnt lots of new information. Really useful, valuable and informative training. Just right amount of interactive learning with good mix of videos, questions and interactions." "Great to see that multi agency working is coming together more and more to safeguard not only children but their families too."

#### "Approaches suggested have already helped."

"This training has helped me to understand the depth and importance of the system. I understand my role as the Key Adult – it's not as simple as just receiving the information. The course has also opened my eyes to the full definition of domestic abuse and the potential impacts it can have. Linking the information to documentation and ACEs has reinforced the importance of Operation Encompass."

"It also provides practical ways to make meaningful change."

"This will definitely further develop our approach to safeguarding in school. Relevant to EYFS as well as upper schools."

"Really useful in enhancing current safeguarding knowledge. I feel this will give us additional tools to keep children safe and have more insight into events at home which could be an influencing factor in children's overall wellbeing and development. This will also allow us to consider earlier intervention methods if required to keep children safe from harm."

"Operation Encompass allows a collective network of professionals to work together ."

#### SPERATION ENCOMPASS

"Operation Encompass is a nationally recognised operation, endorsed and supported through the Government and endorsed and supported through the National Police Chiefs' Council. It is one of our key commitments as part of force strategy in supporting the most vulnerable." <sup>8</sup>





# Impact of additional virtual training and briefings

We continue to hold bespoke virtual briefings to a wide range of professionals which explains:

- The prevalence of domestic abuse.
- The impact of domestic abuse upon our children
- International and National research.
- The vital work of Operation Encompass and the relevance to their organisation.
- The positive impact of Operation Encompass.
- The value of Operation Encompass to early intervention work, multi-agency working and information sharing to safeguard children
- The need for early intervention, support, nurture and understanding.

# We have provided bespoke virtual briefings to over 4,000 people, including:

- Ministry of Defence and Tri Services Police Force Officers.
- Small Islands Police Forces: Isle of Man, Guernsey, Jersey and Gibraltar.
- Strategic Safeguarding Leads in LSCB.
- Educational and Clinical Psychologists.
- Professionals working in the safeguarding and social care field.
- Head Teachers
- School Safeguarding Leads
- Governors
- Early Years Settings
- Childminders
- Frontline Officers
- Strategic Policing Teams
- Yorkshire and Humber Regional Organised Crime Unit.



Participants express their appreciation, their greater knowledge and understanding and the ways in which this will impact their day-to-day work following these briefings.

"Outstanding presentation, thank you."

"I now know what the Operation Encompass notification should look like and how to support the child afterwards."

"This was excellent."

"Thank you for the presentation - really clear and impactful."

"....very thought - provoking and powerful."

"Great work and support for all victims and professionals, hank you so much!"

9 Captain, British Forces Cyprus, Cyprus Joint Police Unit

- 10 Detective Superintendent
- 11 Educational Psychologist
- 12 Senior Educational Psychologist, Early Intervention and Prevention

#### ".... this was incredibly helpful."

"On behalf of all attending can I thank you for giving up your time, (especially at no cost) to provide us all with this training and the invaluable reminder of the importance of Op ENCOMPASS. It is a vital mechanism for the most vulnerable members of our community, for an issue which is tragically all too common, and often clandestine." <sup>9</sup>

"I would like to pass on my heartfelt gratitude for your delivery of the inputs in GMP. The delivery was fantastic and has made a real impact on a number of members of staff, including myself. I have received lots of positive feedback from the involved staff members." <sup>10</sup>

"I just wanted to drop you a quick email to say thank you for speaking at the conference. Your talk was so moving, impacting and so important. I am so grateful you came to speak and think, many people in the room felt that what you shared was crucial. I truly believe it is the beginning of the OE journey. I won't ever forget your presentation." <sup>11</sup>

"I wanted to send an email to say thank you from the bottom of my heart for your contribution to the TIPiC conference on Tuesday. I felt personally moved and I think that was echoed across the room. Our feedback puts your presentation as a stand out presentation. You are both very inspiring and thank you for that." <sup>12</sup>



# Further work of Operation Encompass at a glance



Meeting with David Johnston MP Minister for Children, Families and Wellbeing.

House of Commons Home Affairs Committee

#### **Policing priorities**

Fifth Report of Session 2022-23

Report, together with formal minutes relating to the report

Ordered by the House of Commons to be printed 25 October 2023

Evidence presented to Rt Hon Dame Diana Johnson DBE MP, Chair of the Home Affairs Select Committee.

Written submission to the Inquiry into Policing Priorities and then cited in the Policing Priorities report. Department for Education

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#### Improving multiagency information sharing

Government policy on information sharing and the use of a consistent child identifier

July 2023

National Police Chief Council have appointed a Lead for Operation Encompass.

Supported research conducted by University Institute of Lisbon PORTUGAL.





# No Defence for Abuse

### Domestic Abuse Action Plan 2024-2029

#### January 2024



### The latest Ministry of Defence Domestic Abuse Action Plan (2024-2029)

reiterates their commitment to ensuring Operation Encompass is fully implemented, thus ensuring support for the child victims of domestic abuse.

The training that we have led for the Ministry of Defence has cemented understanding of Operation Encompass and was well received at all levels.

#### The Action Plan states:

"We will also ensure Defence schools and early year settings adopt Operation Encompass and have trained staff in place."

"As part of Op Encompass, Service police will ensure schools are notified of domestic abuse incidents where Service children are affected."



Bespoke face to face briefings were held with police officers in both Merseyside Police (5 days of presentations) and Greater Manchester Police (3 days of presentations).

These briefings aimed to:

- Increase officers' awareness of Operation Encompass and their pivotal role in this process.
- Ensure that officers understood the impact of domestic abuse on children and how this may look very different at the incidents that they attend.
- Ensure that officers understood the crucial role of educational settings in supporting these children on a daily basis and therefore the importance of their timely and accurate notifications to educational settings.
- The need for the officers at the scene to fully report the 'Voice of the Child' and the context of the incident, so that the educational staff can understand as fully as possible what a child has experienced and therefore be able to support without putting adult or child victim at risk or retraumatising through actions or words.
- The impact of ACEs and Trauma upon later behaviours which may bring a young person to the attention of the police.

#### Merseyside police figures: 670 officers

"It is the most impactive training I have received since I started working for Merseyside Police." <sup>13</sup>

"I have learned the importance of ensuring children are seen and heard."  $^{\rm 14}$ 

13 Superintendent14 Constable

- 15 Superintendent Prevention
- 16 Chief Inspector
- 17 Constable

"Can I thank you and Elisabeth for your time and for the fantastic inputs you gave. I have worked in Vulnerability for many years now, however your delivery still gave me goosebumps and I am not ashamed to say brought tears to my eyes on more than one occasion. I am aware the Team have received some fantastic feedback and I am sure with our continued drive and commitment we will continue to make a difference. Can I also thank you and Elisabeth for your continued commitment, passion and for your determination to protect children. Your work is truly fantastic."<sup>15</sup>

"My officers have returned from your training, and they all are talking about how impactive it was and how much it has really opened their eyes. They are telling everyone who will listen about what they have seen and talking about voice of the child and explaining to their peers how they can do things better. They are clearly really filled with passion and enthusiasm after the session, and it is so good to see." <sup>16</sup>

"I now understand how intervention through Op Encompass can impact on a child's future development." <sup>17</sup>

"The last video of teddy bear was a really good representation of the weight carried by DA children."

"I thought that this training was going to be sh \* \* like all the rest, but it wasn't, it's been fantastic and thank you."



Police officers reflected upon how the knowledge gained in these briefings would impact their day-today policing of domestic abuse incidents and their understanding of a child's experience:

#### "Speak to the children."

"I will have this in the front of my mind when dealing with domestics in the future."

"I've been a cop 24 years, but never too late to keep learning. Pay more attention to behaviours or indicators from any children present."

"Ensure more detailed Vulnerable Person Referral Form." (Merseyside's method of notification)

"Having had the Operation Encompass training it has brought home how important this process is."

"Will make me think more when interacting with young members of the public."

"Use the training to drive change / culture in the organisation.

"The importance of putting as much information as possible on the VPRF1 to alert the school of the exact concerns surrounding each individual child."

"I will use this to inform myself when filling out the voice of the child. I will also make sure to check on the welfare of each child in the household despite what parents say."

"Interesting how early in the lives of the children/babies can pick up on incidents happening in their home, even prior to being born."

"How Op Encompass ties in with Voice of a child. The children are now being seen as victims also and more emphasis is given to providing support for the most vulnerable children."

"I will now investigate further and if children are present, I will endeavour to gain an account of the child or at least understand their behaviour/ body language to submit on the VPRF1 so the information and be passed the school."

"I am a Sgt in IOM. We attend the addresses of prolific offenders and interact with their families and children. I will ensure my officers take heed of the lessons from this course."

"I will use the knowledge day to day when attending/ completing jobs, and will use the knowledge to complete notifications to a higher standard."



## Support to educational settings in Merseyside

#### Bespoke virtual briefings were held over a number of days for over 600 Safeguarding Leads and Governors

Training is planned for EYs settings and Childminders in April 2024.

"Op Encompass notifications are vital for schools-it's so important we know asap to support. Especially in a SEND school."<sup>18</sup>

"I have been involved in Encompass for many years. The notifications have improved so much, since September. We have had 40 Encompass notifications, and they have allowed us to support a number of children. Our school is part of a trust that has schools in another police area and when I informed them of the notifications we receive, they were blown over by it." <sup>19</sup>

"I have been involved in OP Encompass since it began. It is a vital process for schools to be made aware and so they can support the student and family. I am really pleased to learn about the new missing notifications from Op Encompass..."<sup>20</sup>

#### "Brilliant presentation, thank you so much."

Thank you... really useful training Thank you... very much. That was great. Thank you... very useful and informative. Thank you... for an excellent presentation Thank you... for such an impactful presentation. Thank you... for such informative training. We found it very useful.





Operation Encompass has engaged with HM Prison and Probation Service to explore the work of Operation Encompass, how this may inform information sharing between HMPPS and Police, the importance of recognising children as victims of domestic abuse and the vital role of the Voice of the Child:

- Virtual meeting with HM Inspectorate of Probation.
- Briefed the National Domestic Abuse Reference Group
- Discussed the development of online training with the Child Safeguarding eLearning Group. This follows the success of the National Operation Encompass training for Key Adults.
- Virtual presentation to 540 participants about Operation Encompass and the 'Voice of the Child'.

"This is amazing. HMPPS would hugely benefit from more fluid information from the Police about DA incidents."

"OMG that was such a fantastic presentation and so emotive!"

"When doing trauma work, we often ask clients to hold an object to ground them and support through distress. Sooo important that the little boy was able to stay grounded and secure in his own way. Brilliant example" "I witnessed domestic abuse when I was a child and the school never picked it up due to hiding it so well. Witnessing the abuse and experiencing verbal/physical abuse it changed my outlook so much at such a young age (4yrs till I was 12yrs) however, I take everything that happened to me in a positive light to try and make change and I am so passionate about it. I do hope that up-to-date statistics get researched, accepted and shared by the Gov rather than it being brushed under the carpet"

"Thank you so much for sharing your work - I am sad to say it's so easy for us to not necessarily forget but to fail to recognise the importance and as you say recognise and fully appreciate the significance of the child's lived experience. It is too easy to put that to one side to make it easier to work with perpetrator but this presentation has reminded me of how critical it is to remain fully aware of the impact DA has on children and most importantly to recognise them as victims within their own right and not secondary bystanders."

"That was very informative, thank you for all the work you do, you can see how passionate you both are about this and it's amazing to see how much you have done. It's quite shocking to think something like this didn't exist before!"

"Great event! Very helpful and informative."

**OPERATION** ENCOMPASS

# We have supported both Northern Ireland and Gibraltar to ensure that Operation Encompass is now in legalisation.

#### Northern Ireland Feedback, Reflections and Impact

- Operation Encompass has been delivered in partnership between the Education Authority and the PSNI, alongside other sectoral partners.
- Enabling legislation was included in the Domestic Abuse and Civil Proceedings Act (Northern Ireland) 2021.
- Small pilot in late 2021
- Then Operation Encompass was rolled out on a phased basis across schools in Northern Ireland, with the final area joining the scheme in May 2023.
- 1162 schools of all types are now part of Operation Encompass, across 11 Policing districts.
- All of the Further Education colleges are also part of the scheme.
- To date (January 2024) approximately 18,000 Operation Encompass notifications about individual children and young people have been made by the PSNI.

"I was able to meet with the young person, discuss supports .....Child felt safe and listened to."

"Given special consideration for a GCSE exam, without the call I would not have been aware of the what the child had come from that morning."

#### **Reflections from Northern Ireland**

Operation Encompass has been a challenging project to deliver and continues to have significant resource implications across education and policing. However, all parties remain committed to Operation Encompass and can see the value in the immediate support offered to children and young people.

All teachers with responsibility for safeguarding in Northern Ireland are required to complete the Key Adult online module provided on **operationencompass.org** and this is a very welcome resource.

"The fact we are informed immediately allows us to be on high alert to watch for any signs the child is in need of extra support and we are prepared before the child arrives back in school the next day. We are also better prepared to support the family and it makes it easier for the family to approach us as they know we are aware of the situation already."

"One particular call was a surprising one, which we would not have predicted. This allowed us to understand the behaviours displayed by the children affected and therefore allowed us to support the family appropriately."

"Had we not have received the calls we would never have known what was going on at home for certain children. It has informed our practice and helped teachers understand certain children's behaviour better."

"Once received we have put in place trauma informed responses to the individual children depending on their need."



Operation Encompass will continue to work relentlessly to ensure timely support for the child victims of domestic abuse until we live in a world where there is no more domestic abuse, where children are safe from this insidious and harmful trauma, this must be our ultimate aim.

Until then, we will work tirelessly to ensure that Operation Encompass is in every force, for every child, no matter where in the world they live.



# What is the impact of Operation Encompass?

"It could be that we don't fully recognise what success is until 15 or more years down the line when that child forms their own relationships, from values and support provided now. It stands to make peoples' lives safer and better." <sup>1</sup>

"The work of Operation Encompass is incredible. I know this because thirty or so years ago - had they existed - I would have been the type of child they could have helped, and that help would have had a profound impact on my life."<sup>2</sup>

Det Chief Inspector Adult who lived with domestic abuse as a child



# PERATION ENCOMPASS

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www.operationencompass.org