



Reference No: 39-2014

THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST:

For approval

Title:

Improvement of access to SARC (Sexual Assault Referral Centre) by raising awareness of SARC and SARC services through promotional and development work across Cleveland

Executive Summary:

Helen Britton House is the SARC for the Cleveland Police area. The SARC is a partnership working arrangement providing a SARC model of practice for victims of Rape and Sexual Assault regardless of whether or not the victim wishes to report to the Police.

The SARC model for victims across Cleveland was introduced in 2007 following financial support from the then Cleveland Police Authority and the 4 Tees PCTs.

This proposal is to address the staffing requirements of SARC in order to facilitate sufficient and appropriate compliment of staff to enable service promotion and development across Cleveland. It also incorporates proposal for video link equipment which will facilitate access to Court for vulnerable victims who cannot attend the court building

If successful the proposal would allow for:

- Routine/regular on site development days for forensic examiners
- Routine/regular input to Police training and development days
- The production of a SARC Newsletter/bulletin
- SARC representation at key meetings
- SARC involvement in regional developments (e.g. agreeing standards)
- SARC representation at promotional events
- Availability of staff to deliver presentations promoting SARC
- Strengthening the SARC position within the network of ISVA's
- Partaking in ISVA promotion and development work
- Video link to court for vulnerable witnesses

Decision:

The PCC is asked to agree to provide additional funds of £72k to the SARC in line with the proposals in the attached business case and also to provide indicative support to continuing this support into both 2015-16 and 2016-17 subject to the SARC delivering against the proposals of the business case.

Implications:

Has consideration been taken of the following:	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

(If yes please provide further details below)

Application for funding.

A bid to improve access to SARC by raising awareness of SARC and SARC services, through promotional and development work across Cleveland.

1. Name and address of organisation(s) submitting the application:

Helen Britton House Sexual Assault Referral Centre (SARC) for Teesside 13 Trinity Mews North Ormesby Health Village North Ormesby Middlesbrough TS3 6AL	www.helenbrittonhouse.co.uk
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2. Service to be provided

Helen Britton House is the Sexual Assault Referral Centre (SARC) for Cleveland Police area. The SARC is a partnership working arrangement providing a SARC model of practise for victims of Rape and Sexual Assault regardless of whether or not the victim wishes to report to the Police.

Nationally, SARC services have been considered a beacon for specialist and integrated care for those who have experienced rape and sexual assault. The SARC offers a one-stop service where female and male victims of rape and serious sexual assault can receive medical care and access to counselling, assist police investigations and undergo a forensic examination (Department of Health, Home Office and Association of Chief Police Officers *Revised National Service Guide: a Resource for Developing Sexual Assault Referral Centres* (2009))

SARC embraces a concept of integrated, specialist clinical interventions and a range of assessment and support services through defined care pathways. This allows co-ordination with wider health and social care and criminal justice processes to improve health and well-being, as well as criminal justice outcomes for victims of sexual assault if pursued. (Teesside Sexual Violence Needs Assessment 2011))

The SARC model for victims across Cleveland was introduced in 2007 following financial commitment from the then Cleveland Police Authority and the 4 Tees PCT's. Cleveland Police Authority matched the Home Office start-up money evidencing their commitment to a SARC model for victims.

Since then the SARC has grown in terms of recognition and appreciation from colleagues within Police, Health, Private and 3rd Sector agencies and is widely acknowledged as a model of best practise, being described as a 'centre of excellence' and a 'trail blazer'.

Unfortunately despite its many successes Helen Britton House has not succeeded in effectively promoting the work of the SARC and its accessibility to all victims regardless of whether or not they wish to report.

A contributory factor to this is staffing levels which have remained static within the core staff team and have since 2007 consisted of just one full time manager and 2 part time support workers.

This proposal is to address the staffing requirements of SARC in order to facilitate sufficient and appropriate compliment of staff to enable service promotion and development across Cleveland. It also incorporates proposal for video link equipment which will facilitate access to Court for vulnerable victims who cannot attend the court building

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3. Evidence of need/un-met need:

The Cross-Government Action Plan on Sexual Violence and Abuse (*HM Government 2007*) affirms the role of SARCs in providing more accessible healthcare and forensic choices for victims.

Department of Health document (2009) '*Implementing the Next Stage Review Visions*' states that:

'Given the poor reporting of rape, commissioners should assume that the development of a SARC would lead to increased demand for care from unmet need but yield long-term savings, especially in the context of quality and productivity'

Helen Britton House, SARC for Teesside is the only crisis intervention service across Cleveland providing a holistic response to victims whether need is in the immediate aftermath, short or longer term. However well established the SARC is, it is regrettable that almost 90% of the SARCs work is generated from Police referrals. Nationally SARC statistics show an average for non-police referrals into SARCs is only 14% and it is recognised that this is an area for development. At only 10% this further highlights the need to increase non police referrals across Cleveland.

Helen Britton House, SARC has seen a steady increase in overall workload since opening in 2007.

Calendar year comparisons show a steady increase in referrals into SARC.

Jan – Dec 2009 =	31 % increase on 2008
Jan – Dec 2010 =	11% increase on 2009
Jan – Dec 2011 =	30% increase on 2010

In numeric terms this represents an increase from

228 direct referrals in 2008 to

431 direct referrals in 2011 = **89% increase in direct referral activity.**

This does not include any additional work such as telephone support and enquiries or support of significant others all of which have increased in demand over the years. The figures also do not reflect the fact that each one of the direct victims recorded can involve many hours of SARC work and follow up.

Despite these factors Helen Britton House remains the least resourced service across the Teesside Sexual Violence partnership. If the SARC is to develop further and promote SARC services in order to reach the estimated 79% (British Crime Survey) of victims who do not report to the police then this needs addressing.

SARC financial contributions and staffing levels were agreed in 2006 and to date they have not been reviewed. The Home Office (2009) and an NST inspection team (2010) recommended that finance, staffing levels and associated pay bands should be reviewed as a matter of urgency.

The SARC Manager remains the only full time post. Day client support is provided by 2 x 24hr client support workers and this current staffing regime leads to regular lone working and the SARC Manager routinely stepping in to do client support work. Furthermore the current status restricts SARC's ability to actively promote and develop the service. Promotion and development of SARC is crucial to successfully reaching the estimated 80% of victims who do not wish to report to the Police.

The SARC provides 24/7 Crisis Intervention and support across the whole of Teesside, co-terminus with Cleveland Police geographical area. It is the only specialist sexual violence service to provide an out of hour's response for victims across Cleveland.

Out of hours cover is provided by a team of on call Crisis Workers. The posts are zero contracted working hours and hourly rate is only paid if a call out is received. The current staff team equates to around 3 whole time equivalent posts.

An additional £20k for a 25 hour ISVA post is currently provided by the Home Office however this specialist role is separate from core SARC staff and expires in 2015.

The provision of a SARC based ISVA has proved extremely successful and the post quickly identified that demand outstripped the part time provision. In 2012 the p/t SARC based ISVA spent 347 hours client appointments, 149 home visits, 71 other outreach appointments, 65 hours court work and made 53 referrals to specialist agencies. To sustain a SARC based ISVA service would require additional ISVA hours to ensure the service is effective in all aspects of the role which would include training and promotional work.

4. What are the likely outcomes from this proposal?

- Reduced likelihood of lone working and therefore increased accessibility
- Routine/regular on site development days for forensic examiners
- Routine/regular input to Police training and development days
- The production of a SARC Newsletter/bulletin
- SARC representation at key meetings
- SARC involvement in regional developments (e.g. agreeing standards)
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The objectives of these measures are to:

- Increase non police referrals – which in turn would promote more access to support services
- Increase anonymous intelligence sharing – enabling Police to establish ‘hot spots’
- Increase general enquiries from public and agencies – which may increase reporting
- Ensure professionals are up to speed with current best practise and protocols – which will improve the victims experience and potentially reduce attrition rates
- Provide an alternative for witnesses who cannot attend court to deliver their evidence

5. How does the proposal differ from current service model?

The current service model is restrictive as there are insufficient staff hours for promotional and development work. This in turn reduces the SARCs ability to take a lead role in the delivery of sexual violence services.

To effectively address this, the required increase in staffing is identified primarily as:

1. Introduction of a part time (30 hour) Band 5 Senior Support Worker – to provide a senior role to assist and support the SARC Manager in the day to day needs of SARC, clients and staff including any promotional and training work.
2. Increase one of the current 24 hour SARC support worker roles to 30 hours per week in order to provide additional administrative support.
3. Fund a SARC based ISVA post to fulfil ISVA need and work with community ISVA’s to promote the ISVA services.

Current service model is identified in *Table 1* below. The table shows only the core day staff as ISVA funding from Home Office expires March 2015 and this application is for a new ISVA post.

A separate pot of money is allocated to out of hours Crisis Workers and there is no request being made for any amendment to that staffing element.

Table 1

	current status (ex Home office post)	Weekly hours	WTE
Band 7	Manager	37.50	1
Band 4	B4	24.00	0.64
Band 4	B4	24.00	0.64
	TOTAL	85.50	

The proposed service model is identified at *Table 2* and shows the difference in weekly hours available to SARC if the proposal is successful. Factoring the core staff only (i.e. minus the ISVA post which is specific work) the changes would provide a day staff uplift from 85.5hrs (or 2.3 WTE) to 121.5 hours per week (or 3.2 WTE) = an additional 36 day staff hours (0.96 - almost 1 additional whole time staff) per week.

These additional hours within the core team will provide the ability to develop and promote SARC across Tees. It will also enable SARC to ensure that it has adequate staffing provision

to meet demand both on a victim care basis and also in contribution to training and area developments.

Table 2

		Weekly hours	WTE
Band 7	Manager	37.50	1
Band 4	30 Hour ISVA (Year 1)	30.00	0.80
Band 5	New Band 5 Post	30.00	0.80
Band 4	increase from 24 to 30 hrs	30.00	0.80
Band 4	24 hour post	24.00	0.60
	TOTAL	151.50	4.00

The ISVA post would ensure that the SARC continues to provide quality ISVA services to clients beyond the expiry of the Home Office funding. The Home Office part time post has enabled us to pilot the usefulness of a SARC based ISVA. Building on its success in securing a SARC based ISVA service will not only be of benefit to Victims across Cleveland but will bring us in line with other SARCs in the country.

6. What are the expected health and criminal justice outcomes and how will these be measured?

It is estimated that each adult rape costs over £76,000 in its emotional and physical impact on the victim, lost economic output due to convalescence, early treatment costs to the health service and costs incurred in the criminal justice system. The overall cost to society of sexual offences in 2003-04 was estimated at £8.5 billion. (HM Government Cross- Government Action Plan on Sexual Violence and Abuse (2007))

The Cross Government Action Plan (2007) also states that:

SARCs contribute to implementing a number of crosscutting *Public Service Agreements* (PSAs) including the following:

- PSA12 Improve the health and wellbeing of children and young people;
- PSA 13 Improve children and young people's safety;
- PSA 15 Address the disadvantage that individuals experience because of their gender, race, disability, age, sexual orientation, religion or belief;
- PSA 18 Promote better health and wellbeing for all;
- PSA 19 Ensure better care for all;
- PSA 23 Make communities safer;
- PSA 24 Deliver a more effective, transparent and responsive Criminal Justice System for victims and the public;
- PSA 25 Reduce the harm caused by alcohol and drugs.

The long term effects of rape on its victims can include depression, anxiety, post-traumatic stress disorder, drug and substance misuse, self-harm and suicide. However, when victims receive the support they need when they need it, they are much more likely to take positive steps to recovery. (World Health Organisation, World Report on Violence and Health)

Addressing the needs of victims early through the provision of Sexual Assault Referral Centre (SARC) services can reduce these costs and deliver benefits to victims in terms of better health and wellbeing and quality of life. There are also long-term productivity savings in services when the immediate effects of sexual assault are managed effectively.

It is expected that this staffing increase at SARC will enable increased promotional work across Cleveland to encourage early referral for those clients unsure about reporting to the Police. Many such clients disclose to other professionals/organisations.

The potential increase in non-police referrals would provide a platform for more anonymous intelligence being passed to police and an increase in the number of clients opting to report.

The ability to deliver training and development days to professionals will increase understanding in respect of SARC remit and also understanding of the impact of Sexual Violence on Victims. This wider knowledge base can only increase positive response for victims which as the World Health Organisation states will make victims much more likely to take positive steps to recovery.

The SARC maintains a comprehensive data base and can monitor any increase in referral activity with both Police and Non Police Clients.

The delivery of awareness raising and educational training sessions will be recorded separately by the SARC as will the number of attendees and any subsequent feedback.

The availability of the SARC based ISVA will provide an alternative for clients who cannot access other services. The post has already proven to be successful in assisting clients throughout the criminal justice process and in identifying and taking action where safeguarding issues present.

The ISVA post will report monthly statistics to the SARC Manager and all statistical and monitoring information will be presented to the SARC Management Board as required.

The introduction of video link facility within SARC is something that SARCs throughout the country are currently exploring. There is no way to predict usage at this stage however it can easily be promoted and monitored as per the other elements of this proposal.

7. Expenditure Plan

The current changes to commissioning include transfer of commissioning arrangements for SARCs to NHS England. It is therefore difficult at this stage to predict future funding sources and the ability to continue longer term with the plans outlined within this proposal.

South Tees Hospitals NHS Foundation Trust are clear that they cannot be held liable in respect of any costs for these posts. This would include any continuation of the posts or liability to pay redundancy payments.

It is hoped that if this bid were successful for the periods applied for that there would be clearer vision in respect of SARC and SARC services as the proposal nears the end of its term.

The expenditure below has been calculated for next 3 financial years and includes annual estimate for incremental rises and inflation based on 2013/2014 figure of 1%

Year one shows additional expenditure in respect of marketing costs, ISVA training and video link set up costs.

The expenditure shows increases from 30 hours a week ISVA provision in year one to Full time provision in years 2 & 3. This will go some way towards bridging the loss of the Home Office post which expires 2015.

South Tees NHS Trust Community Division Service SARC Date 11.2.2014					
Cost Centre	Sub Code	WTE	Budget Year - 2014-15	Budget Year - 2015-16	Budget Year - 2016-17
Pay Costs			£	£	£
357848	827400	1		26,277	27,340
357848	827400	0.8	20,692		
357848	825500	0.8	24,246	25,484	26,798
357848	825400	0.16	4,290	4,332	4,374
Sub Total Pay		2.76	49,227	56,093	58,513
Non Pay					
Stationary	722100		450	455	459
Travel	727000		3407	3,441	3,475
Training	730000		3240		
Video Link Line costs			600	600	600
Video Link NR Funding Yr1			6020		
Marketing costs Yr 1			2000		
Sub Total Non Pay			15,717	4,496	4,535
Other supporting costs			6,294	6,059	6,305
Total Expenditure			71,239	66,647	69,352
Notes for Budget					
Increments based on staff in post and inflation est as per 2013-14 per year 1% Travel based on current mileage and cost per wte Training for 1 ISVA post in 2014-15					

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