

# Assault on Police Employees

## 10 Point Plan



1

**Assaults on police officers and police staff should be investigated with the same care, compassion and commitment as an assault on a member of the public.** *This sounds obvious, but too often our response to assaults on officers and staff can be rushed or treated as secondary to other offences.*

2

**The assaulted officer / staff member must never be the OIC for the investigation into their own assault.** *This is not appropriate on any level and even taking statements from witnesses may be inappropriate. The integrity of the investigation and the impartiality of the officer could be called into question, which could undermine the case and/or heighten the impact on the employee.*

3

**The assault is to be raised as a discussion point at the next available local DMM.** *The DMM chair is to ensure that early welfare support is put in place and confirm that the Employee's Supervisor is aware.*

4

**Colleagues recover better and more quickly if they receive the right welfare and supervision.** *This also helps to avoid long-term negative consequences. The assaulted person's supervisor should contact them as soon as it is practical to do so, preferably within 24 hours. The employee may play down the impact on them, but supervisors must recognise the potential effects of the incident.*

5

**The iCASS report must be completed by the supervisor along with, where practicable, the employee, for all assaults regardless of severity.** *If the employee is not available, that should not delay the completion of the report.*

6

**The supervisor must ensure that the Local Command Team is informed, should the Police Employee be hospitalised then the on call chief officer is to be notified.** *This will allow them to provide continuity of welfare support, and to ensure it is discussed at the DMM.*

7

**The supervisor must ensure that they notify the Police Federation or Trade Union Representative.** *The Staff Associations and trade unions can provide additional valuable support to the employee.*

8

**All assaults on police officers and police staff will be treated seriously and WMP will seek to ensure appropriate redress through the criminal justice system.** *Charges relating to the assault of a police officer or staff member should not be dropped because charges relating to more serious crimes are being brought. This can send the wrong message to offenders and doesn't recognise the effects the assault could have had on public confidence in the Police Service.*

9

**To achieve a successful prosecution, the best evidence must be presented.** *Victim personal statements should be used and whoever is investigating the assault needs to fully understand the 'points to prove' for assaults on police officers or staff. An officer's self-written statement provided straight after the event could be made in haste and might not contain all of the key facts. As a result, cases sent for prosecution sometimes fail to meet basic evidential needs.*

10

**The Victim Code applies to all victims and therefore to assaults on police officers and staff.** *Complying with the Victim Code means keeping the employee updated, discussing outcome options, and taking account of the employee's point of view before imposing an outcome.*