

Violence and hate crime on police officers and staff

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Point Plan

- 1 Violence and hate crime on police officers and police staff should be investigated with the same care, compassion and commitment as we give to members of the public.** This sounds obvious but all too often our response to assaults on officers and staff can be rushed or treated secondary to other offences
- 2 The injured or assaulted colleague cannot lead their own investigation.** However, to ensure there are no delays in investigating the offence, a police officer who has been assaulted can in some circumstances and based on the three tier system, write their own statement
- 3 The Victim Code applies to all victims.** Complying with the Victim Code means keeping the victim updated, discussing outcome options, and taking into account the victim's view before reaching an outcome. This is essential because we don't always get our response right, with police victims reporting dissatisfaction and resentment
- 4 To achieve a successful prosecution, the best evidence must be presented.** You should use a Victim Personal Statement and the chief constable will provide a personal impact statement for each case
- 5 An e-safety report must be completed by the colleague's supervisor and if possible, the injured party, at the earliest opportunity.** This helps ensure the force is continuously learning
- 6 Colleagues recover better and more quickly with the right welfare and supervision.** The victim must be seen by their supervisor as soon as possible and the relevant discussions take place surrounding their well-being. The victim may downplay the impact the assault has had on them and as such the supervisor must recognise the potential effects and offer the appropriate well-being support
- 7 The victim's supervisor must ensure that the local senior leadership team is informed of the assault or hate crime.** If the colleague is hospitalised the on call chief officer must be notified through the FIM so the support can continue as necessary
- 8 The assault or hate crime is to be raised at the next available TRM** and discussed outside of this meeting to maintain confidentiality of the victim
- 9 The supervisor must notify the Police Federation or the appropriate police staff union, Unison or Unite**
- 10 A leaflet explaining what happens next and what support is available should be given to the victim**

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