

Staff association contact details

Association of Muslim Police:
wmamp@west-midlands.pnn.police.uk

Association for Women in Policing:
women.in.policing@west-midlands.pnn.police.uk

Black and Asian Police Association (BAPA):
BAPA@west-midlands.pnn.police.uk

Christian Police Network:
christiannetwork@west-midlands.pnn.police.uk

Enable Network:
disability_carers@west-midlands.pnn.police.uk

Lesbian, Gay, Bisexual and Transgender + Network (LGBT+):
lgbt@west-midlands.pnn.police.uk

Sikh Association:
sikh_association@west-midlands.pnn.police.uk



Violence and hate crime on police officers and staff

10

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 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 a 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**

Have you been assaulted or subject to hate crime in the course of your duty?

Have you reported or are considering reporting the assault, hate crime or verbal abuse against you?

This leaflet explains what happens next and what support is available to you.



Violence and hate crime on police officers and staff

Being assaulted, verbally abused or subjected to hate crime when you are on duty is not part of your job. It's simply unacceptable.

You've taken or are considering taking the brave step to report your incident. We will support you.

You will be treated as a victim of crime and offered the same service we would to any member of the public.



What happens next?

Once you have reported the incident to your supervisor, they must follow the 10 Point Plan and explain to you what that means.

Investigating your case?

An investigating officer will be appointed to your case and you must be kept informed of its progress.

The Victims Code applies to you. This means you will be kept updated, your views will be taken into account before an outcome decision is made and you have the right to appeal that decision.

Hospital payments

If you are admitted to hospital to receive treatment for your injuries, you are entitled to a payment of £50 per night from WMP until you are discharged. The hospital payment can be paid into an account of your choice and will be managed by Shared Services.

B-Well

Free professional counselling, information and advice. Open to all employees, 24 hours a day, all year round.
Tel: **0808 168 2143** or visit www.carefirst-lifestyle.co.uk
username: west password: midlands



If your case goes to court the chief constable will provide a personalised impact statement to support the prosecution and you will be contacted by the Witness Care Unit who will be your point of contact during the court process.

WMP Chaplaincy Service

If it's spiritual support or just a listening ear, WMP's network of chaplains and faith advisors are available 24/7. We welcome contact from people of no faith too.
j.butcher@west-midlands.pnn.police.uk

Police Federation

Free legal, medical advice and assistance to enable members to pursue civil claims for damages for such things as injuries sustained in traffic and other kinds of accidents; defamation arising from police duty and criminal assaults. Tel: **0121 700 1200** or visit westmidlandspf@polfed.org

UNISON

UNISON have a network of trained local advisors who will provide you with help at work when you need it most, as well as professional legal advisors and experts.
Tel: **UNISON-direct free on 0800 0 857 857** or visit UNISON@west-midlands.pnn.police.uk

Unite

Unite offers a wide range of services to members, from representation in the workplace and free legal advice. Tel: **0121 553 6051** or visit wmp-unite.com

West Midlands Police Benevolent Fund

Open to officers and staff, as a member you're entitled to lots of worthwhile benefits, for just £2 per month, including; shopping vouchers if you're off work sick, grants, loans and convalescence breaks following illness or injury. For full details of our member benefits and how to join call us on Tel: **0121 700 1212** or visit www.wmpben.co.uk

Victim Support

Victim Support services are free, confidential and available to anyone regardless of whether the crime has been reported or how long ago it happened. Telephone Victim Support on **08 08 16 89 111** or visit www.victimsupport.org.uk