Operation Encompass

Supporting children through key adults

In every Force, in every school, for every child

Sgt, David Carney-Haworth Rtd • Elisabeth Carney-Haworth
www.operationencompass.org

Operation Encompass

Supporting children through key adults

"A brilliantly simple idea."
"The shock is that Operation Encompass isn't everywhere.
We know at Childline of the profound emotion and hurt inflicted on children by domestic abuse even if they haven't been physically harmed, and it seems absolutely obvious that when the police are called, children laying awake in their beds upstairs will be traumatised.It is crucial therefore that their school is confidentially informed that they may need extra support. Like all the best ideas, it seems so simple, but it is absolutely vital that it is adopted everywhere."

Dame Esther Rantzen, Patron Operation Encompass.

A Police and Education early intervention safeguarding partnership that supports children and young people exposed to domestic abuse

Understanding they have the important information needed by the schools

Understanding the impact of domestic abuse and the role schools can play supporting children and young people

Operation Encompass is such an easy concept, people may wonder why it wasn't set up many years ago. It's the skills and dedication of Elisabeth and David Carney-Haworth who set up the programme that has ensured its success. I'm proud to be Patron of Operation Encompass, which is an innovative early intervention scheme which supports children and young people who are exposed to domestic abuse.
Operation Encompass reaches in to the school community, by training key school staff to receive information from the police prior to the start of the school day, ensuring the child is supported in school. The scheme is based on a wealth of research which has identified the impact exposure to domestic abuse has upon children and seeks to mitigate against this.
Schools are a safe place for young people, they trust their teachers and often have the confidence to speak to them on issues that they would be reluctant to discuss with other family members.
The number of young people affected by domestic abuse continues to grow, they can literally be in the room when it happens. A fractured home life like this can mean the next day they might go to school without the proper uniform, without eating breakfast, without being able to concentrate. In fact, they might be in danger of being told off when what they really needs is a friendly face and support.
Operation Encompass is a fantastic scheme and I am delighted to be an ambassador for the programme.
In Northumbria police force area, I have used my role as Police and Crime Commissioner to promote the benefits of the scheme and we have rolled it out in every local authority area in the force area. This is a sign of confidence in the scheme and proof that it makes a difference.
I would urge anyone who is thinking about launching Operation Encompass to follow that thought through in to an action and find out more information – you really will make a difference. In the first six months of the pilot going live in Northumbria, Operation Encompass led to 276 separate incidents of domestic abuse being reported to schools so they could provide children affected by this abuse with appropriate support.
These figures show that a difference can be made – you can be the difference.

Dame Vera Baird QC,
Police & Crime Commissioner – Northumbria.

"Domestic abuse has a huge effect on our children and we must all work together to protect and support them. Operation Encompass is a beautifully simple way to do this and I support its roll-out across Devon and Cornwall. Our teachers and school staff play a hugely important role in a child's life and by making sure that they are aware when problems arise at home – they are able to provide extra care and support to that child when they most need it. "

Alison Hernandez, Devon and Cornwall police and crime commissioner.

"The benefits to young people and families of the Operation Encompass approach is proven from my perspective and I do not believe that you would find any front line officer or staff member from generalist to specialist who would disagree."

Shaun Sawyer, Chief Constable of Devon and Cornwall Police.

> A good step forward in terms of information sharing.

Operation Encompass

Supporting children through key adults

Sarah Coryton, High Sheriff of Cornwall is supporting Operation Encompass during her year of office.

> Perhaps this is a world in which children suffer but we can lessen the number of suffering children and if you do not do this then who will do this.
>
> ***Robert F Kennedy***

Imagine arriving at school the morning after you have heard and, or seen your parents arguing and one being beaten. You have not slept and have had no breakfast. Your home is in disarray. You don't have all your school uniform or your PE kit and now you have to sit in class and learn about adverbs. You are worried about your parents and want to be with them but you are also very worried about what will happen when you do go home at the end of the day.

You don't feel that you can tell anyone what has happened or how you feel.

This happens in our schools every day and there are no current procedures for the early reporting on of Domestic Abuse incidents to schools and this means that our children, the often inaudible and invisible victims of Domestic Abuse, are left without the support and nurture that they need when they need it most.

The solution to this is Operation Encompass.

Operation Encompass is a police led, school based early intervention safeguarding scheme which supports children and young people who are exposed to Domestic Abuse.

Operation Encompass was created to ensure that by 9.00am on the next day the school will be informed that a child or young person has been involved in a domestic abuse incident. This knowledge, given to the school's trained Key Adult allows the provision of immediate early intervention through overt or silent support, dependent upon the needs and wishes of the child

Key Adults have been identified within schools and specific training[1] is provided in how to deal with 'raw sensitive and dynamic information' given by Operation Encompass. This training refers to the identification of the signs and symptoms of a child or young person suffering from Domestic Abuse, the education implications and how best to support these children and young people. Parents and carers are notified that the school is part of Operation Encompass by letter and on each school's website.

In England and Wales the Adoption and Children Act 2002 amended the definition of significant harm provided by the Children Act 1989, adding a new category of "Impairment suffered from seeing or hearing the ill treatment of another."

> I think it's a fantastic idea and I am very keen to support it.

[1] *Provided by Operation Encompass.*

Elisabeth Carney-Haworth

Co-Creator

Operation Encompass is one of the best things that has happened in terms of safeguarding in schools during my career.

It is such a simple concept yet has such an amazing impact: a phone call to school prior to 9am on the morning after a domestic incident has happened in the child's home, brilliant simplicity. Having that knowledge allows us to put immediate support in place for the child.

C4EO

The centre for Excellence and Outcomes in Children's and Young Peoples Services have 'Fully Validated' Operation Encompass and cites it as 'Effective Local Practice' on their website.

C4EO is part of the National Children's Bureau (NCB)

I was and remain seized by the abject simplicity of Operation Encompass which is the essence of its power to effect young lives.
OE is so simple and intuitive that it is an anathema to most people why it is not already and integrated element of the UKs social system.
I come from an organisation which prides itself on excellent teamwork the life blood of which is efficient and effect communications which is exactly what OE is delivering across policing, education and beyond.

Commodore Bob Fancy OBE, Chair of Trustees.

But there have been unforeseen positive impacts. As a direct result of Operation Encompass, domestic abuse is no longer a hidden subject in my school. School staff across the country have been trained to understand the impact of Domestic Abuse on children. Parents who have been involved in a domestic incident the previous evening will come in to see me, telling me that they have had an "Encompass" even when the police have not been involved. All of this means that we are able to support our families even more effectively and this has a very positive impact for the children.

The website that we have created contains support materials and anecdotal evidence of how successful Operation Encompass is, but there is still a lot more to do. We cannot rest until Operation Encompass is in place in every police force and we have the support of HMIC to do this.

An ongoing theme in Serious Case Reviews is Domestic Abuse as a risk factor and the lack of information sharing between the police, social care, health professionals and others.

Operation Encompass breaks down this information sharing barrier and is early intervention at its best; quite simply it could not be any better or simpler to achieve.

In correspondence between Professor Gadd, Manchester University, and I he said, "Such a cleverly simple intervention that inverts the common assumption that the solution is to get information to the police, rather than get it back to those in a position to make a difference to young people's lives."

I would ask that you please support the implementation of Operation Encompass across the country in whatever way you can because Operation Encompass is, quite simply, every child's right.

Elisabeth Carney-Haworth
Co-Creator
Head Teacher.

> "I remember lying in bed one night, listening to him getting hit and hit and hit, screaming No, No, No."

> "Domestic abuse is no longer a hidden subject in my school."

Sergeant David Carney-Haworth

(Retired)

Creator of Operation Encompass

Operation Encompass is an initiative I created as a result of a conversation with my wife, a Head Teacher.

I launched Operation Encompass in Devonport, Plymouth in February 2011 to address an identified shortcoming in the early sharing of information with schools to enable the provision of timely care and support for the innocent and often silent victims of domestic abuse - the children.

The concept was simple but yet unthought-of:

If a domestic incident occurred on the previous evening and a child was in the house, the police would contact the nominated Key Adult at the school the child attends prior to the start of the school day. Appropriate support would then be available for that child. This support could be overt or silent dependent upon the circumstances.

Operation Encompass was trialled in fourteen schools in the Devonport area of Plymouth and one in Torpoint. Each school identified a Key Adult (usually the Head Teacher and designated Safeguarding Lead) who undertook specific and bespoke training so that there could be an appropriate response to the information being given to them through the project.

Since its inception we have worked tirelessly to ensure that Operation Encompass is in place across our whole country for the benefit of all children. We have also worked with other countries and will continue to support anyone who wishes to implement Operation Encompass.

This project is a simple yet highly effective solution to a problem that has existed for many years without even being acknowledged as an issue – that of how to give timely support to the often silent victims of Domestic Abuse – the children.

> A simple yet highly effective solution.

Dr Warren Larkin

"Operation Encompass is a brilliant, simple and powerful idea. Domestic abuse is unfortunately a common experience for many children. By ensuring that incidents of domestic abuse are known about by the school before the child arrives at school the next day, we have an opportunity to mitigate the toxic impact of that experience for the child. We know that safe stable nurturing relationships are important in supporting resilience and Operation Encompass offers the opportunity for the police and schools to work together to provide that compassionate response following an incident of domestic abuse. In my view, it is our obligation to make sure every child affected by domestic abuse gets this help."

Dr Warren Larkin is a Consultant Clinical Psychologist. He is also Visiting Professor at the University of Sunderland where he contributes to the training of Mental Health and Public Health professionals. He has a long-standing interest in the relationships between childhood adversity and outcomes later in

life. Warren has published several research articles on the topic of trauma and psychosis and published an edited book with Professor Tony Morrison in 2006 (now commissioned for a second edition) exploring this theme. Warren led one of the two national IAPT (increasing access to psychological therapies) demonstration sites for Psychosis and was a member of the Children and Young People's Mental Health Services National Task Force. Warren also developed the REACh approach (Routine Enquiry about Adversity in Childhood) as a way of assisting organisations to become more trauma-informed and to support professionals to ask routinely about adversity in their everyday practice. He is currently working with the Department of Health to support the roll out of routine enquiry about abuse and adversity in the NHS.

Northumbria Police Launch Operation Encompass

Northumbria Police and Crime Commissioner, Vera Baird, said: " It's so important that we give vulnerable young people across South Tyneside a voice and Operation Encompass is about doing just that, offering early intervention and support when children need it most."

"Many children suffer the effects of domestic abuse, often in silence, and by working together we really can make a difference and improve their lives."

Councillor Joan Atkinson, lead member for Children, Young People and Families, said: "It is crucial that staff in our schools and academies have the right level of training to enable them to provide appropriate support to our young people who have been affected by domestic abuse.

"We are aware that similar schemes across the country have proved to be very popular and resulted in better outcomes for children, so it is only right that we offer this service for our young people."

> Children are often the hidden victims when it comes to domestic abuse.

Cleveland Police Launch Operation Encompass

Cleveland Police launch Operation Encompass
Cleveland Police's Chief Constable Jacqui Cheer, former National Policing Lead for Children and Young Persons, said the initiative was extremely important and she fully supported the roll out of the scheme across the Cleveland area.
Chief Constable Cheer said:
"I don't understand why we weren't doing this earlier. It's one of the most poignant examples of the good we can do when we all work together and cut through the bureaucracy. People need to stop listening to the naysayers and just get on and do it. In my previous role as National Policing Lead for Children and Young Persons I was acutely aware of the success following the launch of Operation Encompass in Devon and Cornwall.
This initiative is extremely important and schools will be able to identify the early signs of the effects of domestic abuse on children and ensure that the appropriate interventions are available."
Barry Coppinger Cleveland's Crime Commissioner said:
"Children are often the hidden victims when it comes to domestic abuse in the home. The launch of Operation Encompass is a key milestone in supporting and protecting children who have witnessed or been in the home when an incident has occurred. Without such an initiative young people would become stuck in that devastating cycle that domestic abuse can create"

Cheshire Police Launch Operation Encompass

Cheshire Police Launch Operation Encompass Chief Constable of Cheshire Police Simon Byrne said:
"It is vital that that we invest in the long-term welfare of the most vulnerable children in Cheshire. Only by protecting young people from the impact of domestic abuse in the home can we hope to break the cycle of this devastating and destructive crime. Operation Encompass builds on the work that we already do and allows officers to take action to ensure that children, who find themselves in these challenging and upsetting situations, have a brighter future."
"As a Force we continually invest in training for our officers – as part of the operation they share information with key members of staff in local schools to ensure young people affected by domestic abuse get the help and support they need - at home and at school." "This knowledge will ensure that schools are made aware early enough to support children and young people in a way that means they feel safe, supported and listen to."
Ali Stathers Tracey, Director of the Complex Dependency Model, said:
"Operation Encompass is a prime example of partners working together to not only support children who may not have anyone to talk to about what they are experiencing at home but to really raise the issue of domestic violence in a social arena and on a local level."
"Tackling the root causes of domestic violence is no one agency's responsibility and raising awareness amongst pupils, their parents, and the wider community is the first step is bringing what has been effectively something which goes on behind closed doors, out in to the open."

> School should be a kind of freedom.

Operation Encompass

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Operation Encompass inverts the assumption that people need to get information to the police when in fact it needs to get to the people who can make a difference.

Professor David Gadd Manchester University.

Headteacher of Ditton Primary School in Widnes, Andrew Buckley, said:

"Operation Encompass is proving invaluable to our school community, we've already received ten calls relating to seven families and as a result staff have been able to offer targeted support and understanding."

"intervention and support when children need it most."

Dame Vera Baird QC @NorthumbriaPCC · 12 Nov 2016
Operation Encompass makes a real difference, find out more about how it started here m.plymouthherald.co.uk/plymouth-born-...

As a Governor at Torpoint Nursery and Infant school I first heard about Operation Encompass when it was launched in school and I was overwhelmed by its impact and the support it offered children suffering from domestic abuse.
Having trained as a Safeguarding Officer whilst working in the educational sector and currently employed in the community by Torpoint Town Council.

Camilla Southworth, Operation Encompass Trustee.

Operation Encompass @operationencomp · 2 Nov 2016
Operation Encompass in The Hague

Ellie Ablett and 5 others Retweeted
Polly Neate @pollyn1 · 21 Nov 2016
Very proud that @womensaid is in partnership with #operationencompass @CarneyHaworth to improve support to children womensaid.org.uk/womens-aid-par...
10 10

Bob Fancy and 2 others Retweeted
Jane Hartley @highsheriffcorn · 21 Nov 2016
Big and special steps taken today with launch of **@operationencompass** - vital work to support children living through domestic violence

Jane Hartley @highsheriffcorn · 30 Nov 2016
Operation Encompass a new ensured charity launch I was honoured to attend. #Children

3 1

Bob Fancy @Commodore_Bob · 29 Nov 2016
#OperationEncompass is lucky to be working with @womensaid and @sianelizabethha looking forward to the Jan 17 launch of the partnership

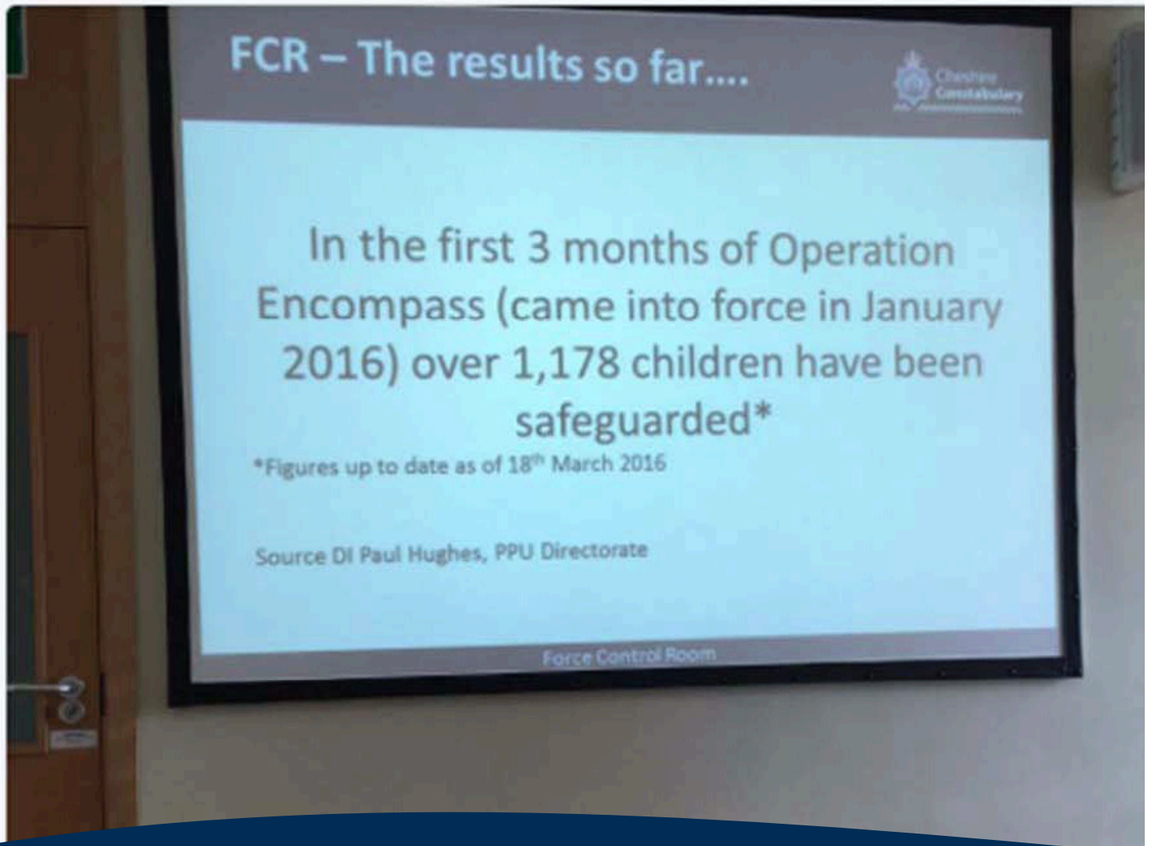
WearsideWomeninNeed follows
Linda Reid @research_is_fab · 14 Jun 2016
Operation Encompass a fantastic partnership between police and schools for children witnessing domestic violence

Operation Encompass

Supporting children through key adults

So brilliant, so profound, so effective.
Zoe Billingham, Inspector HMIC.

Milton Keynes LSCB @LSCBMK · 1 Jul 2016
@CheshireSSYP on the positive impact of #operationencompass on safeguarding children #domesticabuse #safeguarding



Bob Fancy @BobFancyPhotos · Apr 26
@DC_Police ACC provided an open and honest appraisal of progress in readopting #OperationEncompass in the autumn, looking forward not back.

> reminds me to call my mum and tell her that I love her because she took a lot of punches for me.

Operation Encompass

Supporting children through key adults

James Winterbottom @james_jmw · 4 Sep 2016
Better info sharing for #DomesticAbuse between @GMPWigan @WiganCouncil & schools via **Operation Encompass** @wiganlscb #SafeguardingBoard #Deal

Operation Encompass @operationencomp · Mar 14
This shows the true value and impact of **Operation Encompass** @NorthumbriaPCC @CarlEveCrime @Commodore_Bob @womensaid @WfieldPrimary

> **Westfield Primary** @WfieldPrimary
> Two reports of domestic violence last night from @NYorksPolice @Westfieldchamp s supporting Thank you @operationencomp #safeguarding #MHWB

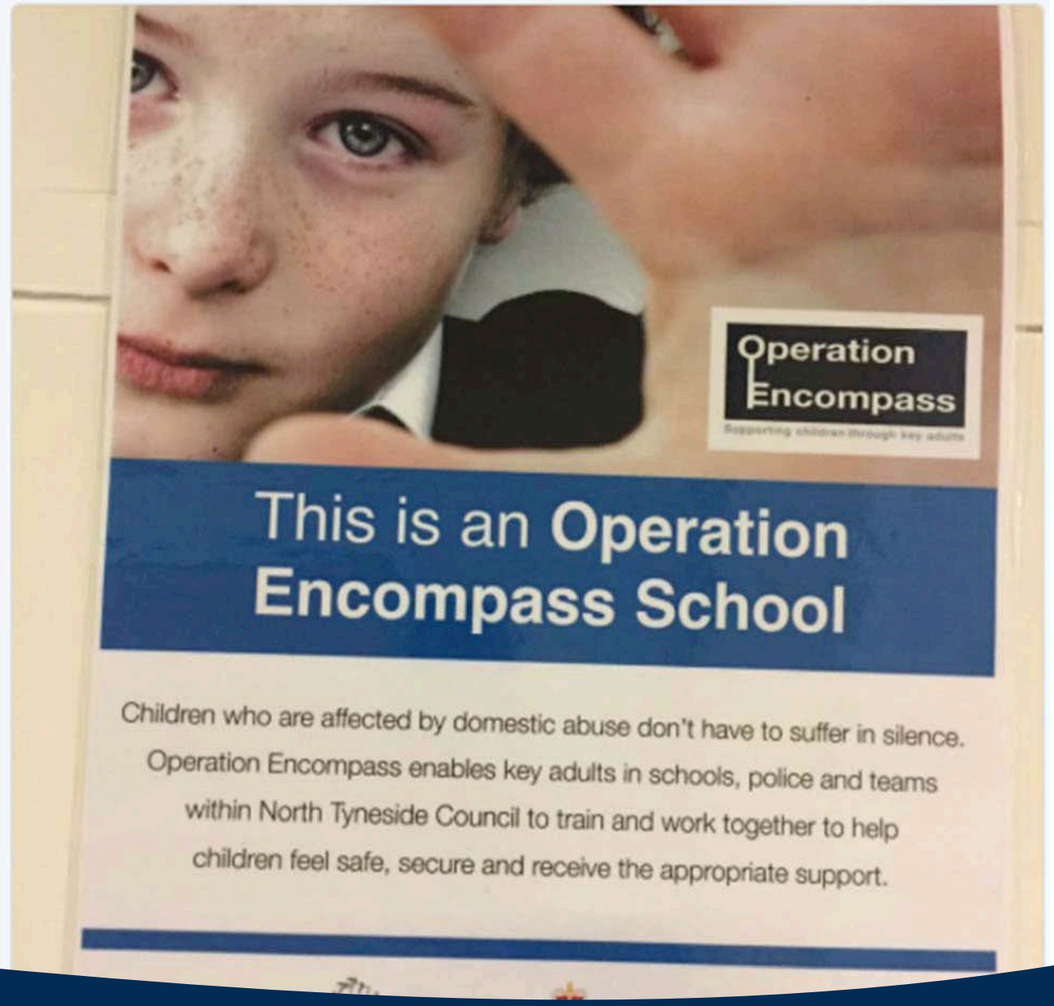
3 2

Camilla Southworth liked

Bob Fancy @Commodore_Bob · Mar 13
400 children a month in just one force! That's why **Operation Encompass** should be adopted throughout the UK @UKPolice @educationgovuk

> **Operation Encompass** @operationencomp
> Cheshire Police OE a resounding success supporting over 400 children a month @CarlEveCrime @NorthumbriaPCC @Commodore_Bob @AugeoFoundation twitter.com/CheshireSSYP/s…

Silverdale School @SilverdaleNT · Feb 6
We are an **#OperationEncompass** School.



> The best thing the police have given to education.

Carl Eve

Plymouth Herald

Crime Reporter

Sgt Carney-Haworth has created something quite remarkable in terms of joined-up, common sense thinking. Operation Encompass is a ground-up scheme - it was built at the bottom, by an agreement by regular police officers and regular teachers, not imposed by senior managers who no longer deal with the daily issues that teachers, police officers and social workers face. That's one of the main reasons it works so well. The other reason it works is because it keeps it simple. It does not promise to eradicate domestic abuse. It merely focuses on one area - the child's day at school. The vast majority of domestic abuse schemes and initiatives focus on the adults, particularly the women. This is understandable. But rarely do the children who often live slap-bang in the middle of this awful environment get noticed or helped. It is assumed they will "bounce" back, because that's what kids do. They don't. The legacy of domestic abuse is traumatised children, who become traumatised teens, who become traumatised adults. Some will continue the cycle, repeating what they have seen all their young lives, either as potential perpetrators or as potential victims. They may have issues with authority, issues with their own relationships, issues with conflict and confrontation.

Operation Encompass, by the simple act of contacting a school before 9am the following day after response officers have been called to the home, ensures there will be some kind of attention on the child, some kind of support, some kind of understanding. To a child, believing they left are entirely on their own to deal with the issue of what happened at home, this is a wonderful safety net. Someone at the place where they spend a big part of their lives knows, understands and will try to help them. This is not to say schools have to sort the problem. The problem is 'at home' and beyond the school or children's control. But any fall-out, particularly emotional, such as depression, anger, confused feelings, fear, isolation - can be properly contextualised. A child who has witnessed or heard such events at home may manifest a number of emotional responses at school. As the scheme has found, some children will behave 'out of character' the following day. By knowing what's gone on at home, the school can be prepared, act accordingly. The other reason I like this scheme is because the originator, Sgt Carney Haworth, continued his learning curve. He drew in academic information and up-to-the minute medical research from a number of sources, which bolstered the argument for the need for such a scheme and cemented its importance and aims. He looked to Government's own investigations and recognised where Operation Encompass could supply a need to protect children, allow vital sensitive information to be shared between organisations quickly and in accordance to current legislation.

Having been there, having come out the other side, I cannot stress how good this scheme is, how it should be in every school in the country. While some have highlighted that 'it could save lives', I will say that such grand statements are unnecessary. What it can do is make a child's day better.

And when you are that child, believe me, that's all you really want.

> The legacy of domestic abuse is traumatised children.

HMIC

Increasingly Everyone's Business

A progress report on the police response to domestic abuse states:

MERSEYSIDE POLICE

Merseyside Police runs Operation Encompass under which, when a domestic abuse incident is attended by a police officer and children are present, a member of staff from the Vulnerable Persons Unit (VPU) or Multi-Agency Safeguarding Hub (MASH) makes immediate contact with the child's school to make them aware. This informs the school of the incident and provides for additional safeguarding. It was described by partners in education as "The best thing the police have given to education".

Cheshire Constabulary
BE SAFE, FEEL SAFE

Cheshire Constabulary has designated schools liaison officers, who work in and with schools.

The schools involved in the scheme identify a member of staff to act as the single point of contact or key adult. Under the scheme the key adult in school is informed if and when one of their pupils is involved in or affected by a domestic abuse incident. This allows them to monitor the pupil's behaviour and ensure appropriate support is in place if required.

To date Operation Encompass has supported over 1200 children and young people in Knowsley In the first 5 months of Operation Encompass in Merseyside – over 2000 children and young people have been supported – there are now plans to expand Operation Encompass to early years across Liverpool and Knowsley.

Within a recent Ofsted Inspection of a Cheshire school, Inspectors cited Operation Encompass as having a direct impact on how safe children say that they feel, and that they trust teachers and other adults to help them if they have a problem.

Torpoint Nursery and Infant School

Operation Encompass gave us the information that there had been an incident of Domestic Abuse at the address of one of our Reception children who had only started at our school three weeks prior to the incident.

Having spoken to his class teacher she was prepared for him to behave differently from his usual very happy self.

He arrived at the classroom with his mother and his teddy bear. His class teacher would normally have either asked him to put the teddy in a safe place in the classroom or asked him if he wanted mum to take teddy home so that he would be safe. She did neither- understanding that his teddy had been brought for a reason.

He hugged his teddy all day and even took him with him when he went for his speech therapy in school.

His class teacher quietly supported him all day, working next to him and just letting him know that she was there.

But the most important thing she did was not to ask him to let mum take his teddy home, not to put his teddy out of the way in the classroom and not to even make any comment about him hugging his teddy all day.

> It was nothing…but to that little boy it was everything.

Operation Encompass

Children are very much the silent victims of domestic abuse.
Whilst they are exposed to it or be subject to it, their voice is often not heard.

Prior to the implementation of Operation Encompass there was no procedure for the next day reporting to schools that a child or young person had been exposed to a domestic incident the night before.

Studies and research conducted over the years show that domestic abuse and child abuse are intrinsically linked.

The principle of Operation Encompass;

Children who have been involved in a domestic abuse incident where the police have attended will have that information passed to a "Key-Adult" in the school that the child attends prior to the start of the next school day.

'Silent' or 'Overt' support is given dependent on the child's needs. When designing Operation Encompass it was recognised that the handling of such confidential, sensitive, dynamic and often raw information needed to be dealt with in a way that was proportionate and appropriate to the needs of the child or young person. To address this, "Key Adults" were identified in each school.

The Key Adult would be the person available each day to receive the details of the incident and assess what type of support, overt or silent, would be needed for the child. Key Adults should be the Designated Safeguarding Leads in the schools.

Examples Of Support:

This is just the kind of intervention these children need.
Dr Eamon McCrory. UCL.
(asked on live radio to comment upon Operation Encompass following his research into the effects of domestic abuse upon children's brains)

We received several reports of Domestic Abuse through Operation Encompass regarding seven year old boy. The boy had witnessed the incidents between mother and estranged father. The child had begun to develop hostile and aggressive behaviours in school.

A behaviour support worker was allocated to support both him and the teacher to develop school and home strategies. Following little or no progress Educational Psychologist observations took place and a report was completed and was presented before the Plymouth Placement Panel. This was successful because of the evidence provided by Operation Encompass to support the case as to why additional support was required as a Pupil Referral Unit. The boy now has a six week placement at the Pupil Referral Unit to receive the specialist help he and the family need.

This is a classic example of how early intervention from operation compass provided additional evidence to helping vulnerable child and family.

I am a designated Key Adult. Over the Christmas period I received an Operation in Encompass call involving one of our Key Stage 5 students. The student was approached and offered support. The student made little of the incident but appeared grateful that support was offered.

However, a few weeks later the student came to me and wanted to share has the violent relationship of her parents had affected her and how she wished to seek support to live independently in the future.

We have developed a safety plan and discussed the issues at length. We have now set up a weekly session with a Learning Mentor to discuss her next steps and to support her through this difficult time. Without the information shared through Operation Encompass the student would not have approached me for support but now has developed a relationship where she states that she can now share and trust the Key Adult as there is now a greater understanding of her needs and her barriers to learning.

There was an Operation Encompass call to report a child a Year one has been exposed to a domestic abuse incident between mum and estranged father the night before. Dad was injured in the process of being arrested so it was a traumatic scene. Alcohol has been in major ingredient in what had happened. Parents are separated and an older sibling had also been exposed to the incident. The children were living with their mother.

The incident was part of the much bigger picture that was far more complex. The mother was terminally ill and there was a great deal of anxiety in the underlying context. She was struggling to provide care for the family and was being supported by maternal grandmother. Father was also struggling to comprehend the magnitude of what was going on and was being increasingly a support for the children. The relationship between parents was incredibly strained but both felt a powerful need to care and prepare the children for what was becoming increasingly inevitable.

Following the Operation Encompass call we were able to immediately increase the level of family support and school-based support. Parents were drawn into a supportive context with the mother being supported through the class teacher and the father through the school Parent Support Advisor. The Multi Agency Support Team became increasingly engaged around the stress that everyone was experiencing.

Importantly, support for the child was carefully considered and responded to on the same day as the Operation Encompass call.

Without Operation Encompass there would have been an inevitable lack in response. The situation, which would have further deteriorated, was 'shored up'. This we believe, has supported a better and more considered transition from mother's care to father's care. With continued vigilance and support this family has been able to remain together and draw support from a number of sources.

I have been very grateful for prompt information provided by Operation Encompass. Most of the children that have been involved in incidents so far have already been known to other agencies. In all but one situation Operation Encompass has been the first provider of information which has been vital for these especially vulnerable children.

Perhaps the most effective occasion was when Operation Encompass passed on information about a child for whom we had no previous child protection concerns.

This child had witnessed an assault and then a self-harming incident which resulted in the hospitalisation of the offender.

She was far more reserved than usual when she arrived to school but we were able to reassure her although she did not want to speak about the incident.

She was monitored through the day and was involved in an incident at lunchtime where she fell out with another girl. Without the information from Operation Encompass this incident would probably be dealt with in a different manner resulting in the girl becoming even more upset.

The child was much happier when she came into school the following week. I do not know whether it is linked not but there have been far fewer fallings out with the other girls since the incident.

> "I have never looked at Domestic Abuse in such detail and I am now much more aware."

Examples Of Support:

The implementation of Operation Encompass is an exciting time for partnership working and will significantly enhance the relationship between all organisations involved in the safeguarding of children.
Dave Picard, Chair, Local Safeguarding Children's Board.

This new initiative has already proven its worth in our school. To have immediate notification of issues that can have a profound effect on the welfare of children has meant that we have been able to put support networks in place and make the staff aware that behaviours from specific children are linked to other influences and not just down to poor behaviour.

The link with Sergeant Carney- Haworth has been very positive. The children in school are able to link a face to someone who they can talk to and who would be able to help them in and out of school. The link has extended to be more of a two-way process where I am able to contact the police to make general enquiries about information that has come to my attention and this is allowed the police to follow-up on certain families.

Overall operation encompasses developed into a multidisciplinary team approach that are supporting child protection in the area and will be of great benefit to the rest of the children in Plymouth.

The early intervention work provided by Operation Encompass has already helped families at our school. Some of them we were aware of. For all children identified a person was ready, in advance, with an individual welcoming smile. All staff knew out to provide support rather than school sanctions. If the child needed breakfast or a person to talk to we were ready. The silent support is a valued tool for young people.

The outcomes for our children have ranged from simple monitoring, raised awareness and understanding of a family's needs, to a child becoming subject to a care plan. Each time the child's needs have been placed at the centre of the work and improvements made. The speed of response and quality of outcomes has been impressive and the sense of shared responsibility with another agency really makes me feel we are doing more for our young people.

Operation Encompass has significantly enhanced our multi agency capability. Training has raised our awareness and understanding of the impact that domestic abuse has on children and their families.

All staff were blown away by the knowledge that police officers will now check in the home to ask if the child feels safe, that there is a comfortable place to sleep and food to eat.

Moreover all the principles of a good child protection system identified by Professor Eileen Munro (2011) are met in the project's work. It feels like we are acting early and more effectively without the need to 'catch up'. There is a clear information sharing culture created.

The school received a telephone call through Operation Encompass following a domestic violence incident concerning a pupil. The school was aware of previous domestic violence incidents from unofficial sources.

Since introduction of Operation Encompass the school has been able to take a more proactive role. When the most recent domestic violence incident occurred, the school was notified before the child arrived in school. When he did arrive in school the class teaching assistant met him taking him off to 'help her with some jobs'. During this time he talked about what he had been exposed to and how he felt. She calmed him down and allayed his fears, explaining that the perpetrator was being held by the police and he and his mother were now safe. He then joined the rest of the class and had a good day in school. He had a brief chat with the headteacher before he went home, reinforcing the fact that he and his mum were now safe.

Following this incident he has worked with the school counsellor. Social care have appointed a social worker who has visited the family and the child at school .She is working on a number of family issues including the safety plan. She has also managed to get a family support worker to work with the child in school and at home for the next six weeks.

As a school we can be more responsive to the child's needs. He is a cause of concern, particularly in terms of late arrival and this is now handled in a more sympathetic manner. If he has not had breakfast this is quietly provided. He is being better supported in class and on recent out-of-school adventure activities day he was carefully monitored and supported.

Operation Encompass has enabled the school to be more proactive and responsive to the children who are exposed to domestic violence. It has ensured we are properly informed and ready to help our children more effectively. As a safeguarding officer it also ensures that I have accurate, up-to-date information rather than relying on our unofficial and often inaccurate sources or the ViSTs which arrive much later after the event.

I didn't want to send my baby into school that day. He had started to hit his mother and swear, imitating her abusive partner."And that's so out of character. He's always been such a lovely little boy. I could see it with my own eyes……. him changing with what was going on in the home. I thought that it was going to change him. As soon as he became part of Operation Encompass the bad behaviour stopped, stopped the spitting, stopped the swearing, he was getting back to that lovely little boy. I was very lucky to be part of that school. Alex was able to be loved and nurtured and helped in every way he should be .If he hadn't had that help when he was five it makes me feel sick to the stomach to think what he might be now.

"This will make a tremendous amount of difference to our school."

"She'd cry out, begging him to stop. I'd lie there, feeling sick."

Alan Fuller

Principal Educational Psychologist.

Plymouth City Council

> Fantastic overview of Domestic Abuse and the real impact it has across the board.

Operation Encompass is a rare phenomenon, a simple idea that is relatively easy to implement yet has very real impact on the lives of children and their families. At this early stage our evidence about the difference it is making comes from feedback from the key adults involved and case studies. As an educational psychologist working with colleagues in schools I hear almost daily about children a n d young people whose needs are being viewed in a new context. Head teachers report that their understanding of the potential impact of domestic violence has enabled them to respond to children's emotional and behavioural needs more effectively. Operation Encompass training is jointly run by educational psychologists, police and head teachers who have had experience of the pilot. A police commissioned video shows the reality for victims and their families and head teachers outline the role of key adults. The educational psychologists present evidence from research and theory about the psychological and emotional effects of domestic violence.

Feedback has been extremely positive and evidence from the self ratings of participants suggests that although they had a general awareness of domestic violence before the training most head teachers had not appreciated the scale of the incidents or immediate impact on children in their schools. One head teacher who wrote in her initial comments before the training "I don't think we have any issues o f domestic violence in our school_wrote after the training: "Massive impact - I have a much better understanding and empathy towards victims. We have a very supportive team but will need to up skill everyone with today's training". Some of the main benefits schools have identified so far are:

• Improved information sharing with the Police. Where information came from unnamed sources or wasn't shared because of concerns about confidentiality this has provided a more transparent process. As one PC said to a head teacher "we can have a proper conversation about our concerns knowing that you have been officially informed'.

• Earlier intervention to reduce the impact of the trauma. Knowing about an incident before the child comes to school enables the key adult to keep a close eye on their emotional state, make adjustments and pro-actively offer support. This also reduces the risk of a multiple effect that might occur if the child exhibits an anger reaction to events.

• Improved multi-agency responses to the child and family with quicker and better informed assessments of risk and the need for intervention.

• Reduced stigma and secrecy that may lead eventually to more open discussion of domestic violence.

• Better understanding of the context within which children's social behaviour and emotional reactions are understood leading to more effective adult responses and therapeutic input where necessary.

• Provides an opportunity to raise awareness amongst children of what domestic violence is and enables them to feel secure in talking about it to a trusted adult in school. A head teacher told me that within three days of the training she had received two calls about incidents involving families in her school. In one case the boy was able to talk about what had happened exhibiting a sense of relief and emotional release not previously seen.

> The single most critical factor in how children weather exposure to domestic violence is the presence of at least one loving and supportive adult in their life. Children without any support, who are isolated or lack nurturing adults in their lives, are more negatively affected by their exposure to domestic abuse.
>
> ***(Osofsky J.D.)***

> The dread you feel on your way home from school, dawdling so you don't get home early, hoping he'll come home in a good mood.

Legal Obligations & Priorities

The Children's Act 2004 (section 11) provides the legal basis for the information exchange In July 2005, the Home Office issued a statutory code of practice on the Management of Police Information (MOPI).

The MOPI Code of Practice requires the police to obtain specific information when attending at domestic incidents.

It includes information about any child or young person who is:

- A victim or witness to a crime
- Concerned in child abuse or neglect
- Suffering or suffered emotional or physical harm
- Involved in anti social behaviour
- Involved in or has been involved in substance abuse

Details collected about the child or young person include their:

- Name
- Age
- Date of birth
- School details
- Name of general practitioner etc.

There are now legal obligations and policing priorities for the police service when attending domestic abuse incidents.

The number one priority for the police service is:

To protect the lives of both adults and children who are at risk as a result of a domestic abuse.

In a recent review of Operation Encompass by Knowsley it highlighted that:

'Overwhelmingly, the majority of both the incidents and the children and young people involved were defined as Bronze or Silver cases. This is an interesting point given that prior to the implementation of Operation Encompass schools would not have been made aware of these cases at all. Gold cases would have been reported to schools as part of the MARAC arrangements'.

Spreading Awareness

There is evidence from the schools involved across the country that the process of early reporting has a meaningful impact on learning as well as emotional health and well-being and the often silent victims, the children, are receiving support they would not have previously had.

There is further evidence to support that the early information given from Operation Encompass allows the Key Adult to access appropriate services the first time and prevents re-referring.

Operation Encompass has also enabled domestic abuse to become an issue which can be discussed. Parents are acknowledging the impact that domestic abuse has upon their children. Schools have found that parents will now come in to talk about what is happening at home as they know the police will have already informed the school of an incident. Parents will also come in and report incidents that have occurred which may not have led to the police being called, but will still have caused distress to the children. Teachers are much more aware of the impact of domestic abuse upon children and are developing their own awareness of what constitutes domestic abuse.

Children will now enter school and tell their teachers that there has been an incident at home; Operation Encompass has shown them that this is not something which needs to be hidden and that the staff in their school will help.

To conclude; it is clear from this research the potential Operation Encompass has with regards to supporting those children and young people who are faced with being exposed to the distressing scenes of domestic violence.

It's every child's right.

"Too often children are left invisible, ignored and unsupported."

How to implement Operation Encompass

Children are often the hidden victims when it comes to Domestic Abuse in the home. The launch of Operation Encompass is a key milestone in supporting and protecting children who have witnessed or been in the home when an incident has occurred.

Barry Coppinger, PCC Cleveland.

The fundamental principle of Operation Encompass

Operation Encompass is the reporting to schools prior to 9a.m. the following day when a child or young person has been involved in or been exposed to a domestic incident.

The information is given to a trained 'Key Adult' within the school.

The child can then be supported with silent or overt support.

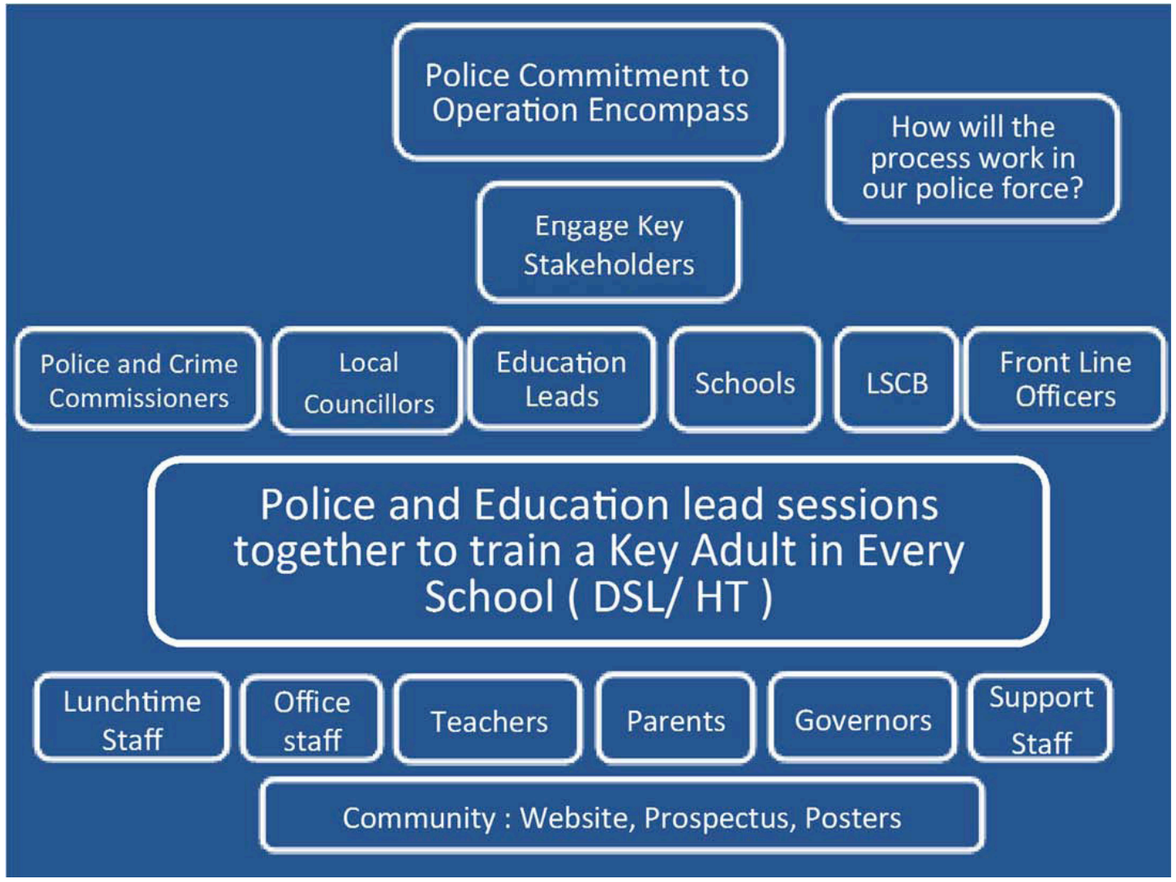
Police responsibilities

When the police attend at any domestic incident there is a statutory obligation for them to obtain victim information including details of all children witnessing or exposed to domestic abuse.

There is also a responsibility for the police to share the information to protect the victims.

Prior to implementation the police should:

- Ensure the Chief Constable and PCC are committed to the implementation of Operation Encompass.
- Ensure local MPs and Councillors, alongside Education leads understand Operation Encompass the Force's commitment to this project.
- Identify which police role within the force will undertake the daily contact to schools prior to 9.00am, considering sustainability.
- Ensure all frontline police officers are made aware of Operation Encompass and the need to see children as victims at Domestic Abuse incidents.
- Make contact with the Head Teachers of the schools that will be part of Operation Encompass to explain the project and the process that they will go through to be part of Operation Encompass.
- Gain the school's commitment to attending Key Adult input on Operation Encompass.
- Gain school's commitment to rolling out domestic abuse update training for all staff prior to the start of Operation Encompass in their school and to informing all parents that the school is part of Operation Encompass.



The above table shows the process which any force needs to go through to implement Operation Encompass and the responsibilities of each school which is part of Operation Encompass.

> Children can also be seriously affected by witnessing domestic abuse.

> Children exposed to domestic abuse are subject to harm and risk.

The Role of the Key Adult

The Key Adult is the receiver of the often-raw, sensitive and dynamic information. The Key Adult input focuses upon the raising awareness of Operation Encompass and the impact of domestic abuse on the often silent victims, the children and young people.

The input:

- Can be achieved in a ½ day but forces may prefer to undertake a full day.
- Should preferably be run by police and education together.
- Explains the context of domestic abuse for England and Wales and for that specific force, the impact upon children and young people , the child protection context of DA and the need to support children.
- Explains how Operation Encompass information will be passed to the Key Adult in the school.
- Explains the overt and silent support which may be offered to the child and other support which may be offered to the adult victim.
- Stresses the need to ensure all school staff understand the implications of domestic abuse on children so that they can offer the right support.
- Enables all the points on the Key Adult checklist to be addressed.
- Utilises the National Decision Making model (NDM).
- Stresses that the Key Adults should be the school's Dedicated Safeguarding Lead and the Deputy DSL.

School/ Key Adult responsibilities (Explained on the Key Adult Checklist page) The Key Adult within the school must have up to date Child Protection Training as they will be responsible for the taking and recording of the information from the Police.

The information given must be treated as confidential child protection information and stored accordingly.

Information Sharing

(HM Government 2015)

"Sharing information is an intrinsic part of any frontline practitioners' job when working with children and young people.

The decisions about how much information to share, with whom and when, can have a profound impact on individuals' lives.

It could ensure that an individual receives the right services at the right time and prevent a need from becoming more acute and difficult to meet.

At the other end of the spectrum it could be the difference between life and death.

Poor or non-existent information sharing is a factor repeatedly flagged up as an issue in Serious Case Reviews carried out following the death of, or serious injury to, a child.

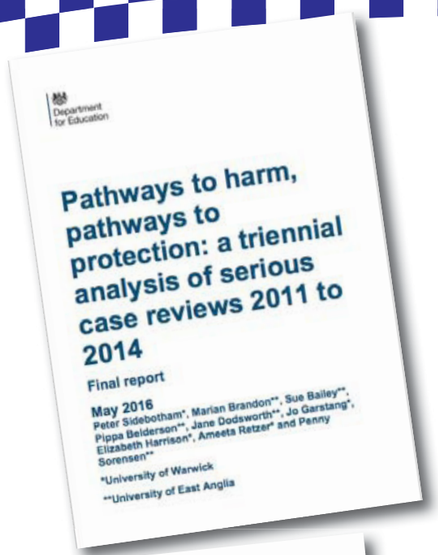
Fears about sharing information cannot be allowed to stand in the way of the need to safeguard and promote the welfare of children at risk of abuse or neglect. No practitioner should assume that someone else will pass on information which may be critical to keeping a child safe.

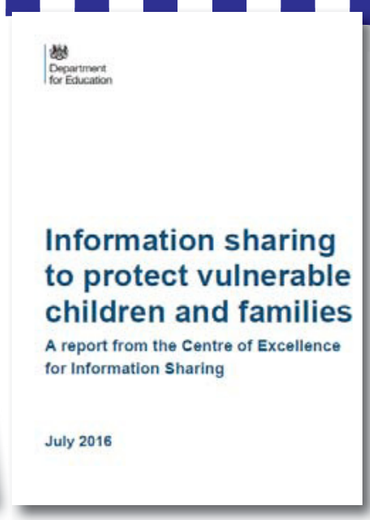
Lord Laming emphasised that the safety and welfare of children is of paramount importance and highlighted the importance of practitioners feeling confident about when and how information can be legally shared. He recommended that all staff in every service, from front-line practitioners to managers in statutory services and the voluntary sector should understand the circumstances in which they may lawfully share information, and that it is in the public interest to prioritise the safety and welfare of children.

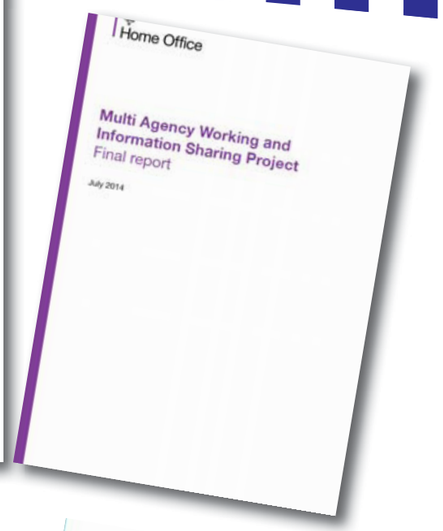
Where there are concerns about the safety of a child, the sharing of information in a timely and effective manner between organisations can reduce the risk of harm.

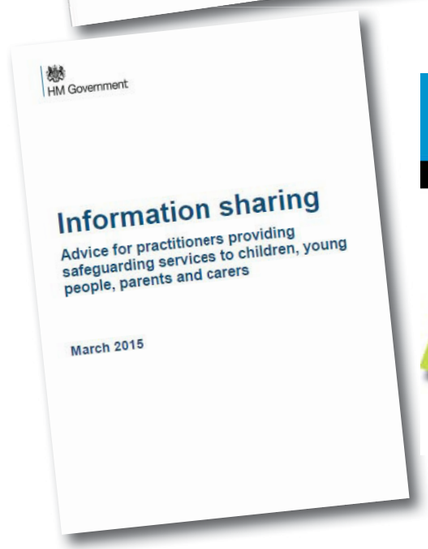
Whilst the Data Protection Act 1998 places duties on organisations and individuals to process personal information fairly and lawfully, it is not a barrier to sharing information where the failure to do so would result in a child or vulnerable adult being placed at risk of harm. Similarly, human rights concerns, such as respecting the right to a private and family life would not prevent sharing where there are real safeguarding concerns."

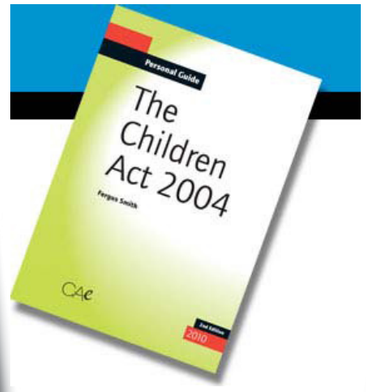
Key Documents used to explore the sharing of information through Operation Encompass











Please be aware of new General Data Protection Regulation Framework, May 2018.

Recording Details

Officers attending domestic abuse incidents should record the following details of children present at the time of the incident or ordinarily resident at an address where a domestic abuse incident has occurred:

Name: *(including other family names and any previously used names)*	
Date of birth	Sex
Normal address	
General Practitioner	
Primary Carer or Care Arrangements for looked-after children	
School or Nursery	
Full Details of the Child's Circumstances *(as witnessed by the officer, to include personal welfare, cleanliness, communication ability, injuries and demeanour)*	
Details of anything said by the child:	
Full Details of other children ordinarily present at the address:	

Information sharing enables early intervention and preventative work to safeguard and promote welfare and for wider public protection. The public needs to be confident that their personal information is kept safe and secure.

All members of the police service are responsible for ensuring that we share information appropriately as part of our day-to-day practice and do so confidently, proportionately and lawfully.

Quick Overview

Operation Encompass is a partnership between the Police and designated school staff, known as Key Adults. Working together to safeguard children, the Police will inform the Key Adults within schools, prior to the start of the school day, about any domestic abuse incident where the child or young person has been present or exposed to.

Police Action

Attend incident
Gather information relating to children. (College of Policing and MOPI)
Create medium to pass information to School's Key adult i.e. Telephone call. Pass information to Key Adult
Ensure record endorsed with details of information shared and to whom.

Example endorsement

*****Operation Encompass*****
Crime/incident ref no. DE/13252
passed to St. John school Key Adult Mr. Small.
Details passed by PC Hunt.

Key Adult Action

Be available to take information from police
Record information on sheet
Utilise National Decision Model
Support child, overt or silent
File information

Operation Encompass information will be stored in accordance with the storage requirements for safeguarding/child protection files. Where a child already has such a record, Operation Encompass information should be included within this.

Communication

Initial set up.

Letter sent to all parents informing of Operation Encompass involvement.

Update School prospectus.

School website reflects Operation Encompass involvement.

women's aid
until women & children are safe
www.womensaid.org.uk

Women's Aid is delighted to be partnering with Operation Encompass to work towards a national roll out of this important work.

Too often children are left invisible, ignored and unsupported when experiencing domestic abuse in their homes.

A greater understanding of the impact of domestic abuse on children and the value of early and informed support in a safe space is at the heart of Operation Encompass. The Operation Encompass and Women's Aid partnership challenges and supports schools and police forces to get it right for the children and non-abusive parents who need their help.

Together we will show the next generation that domestic abuse is unacceptable, offer expert support in a trusted environment and let our communities know that the police and schools will not tolerate these kinds of crimes.

Operation Encompass

Supporting children through key adults

Operation Encompass Key Adult Responsibilities Checklist

Child's name, Age & DOB Number	Henry Smith 7yrs 01/01/2008		
Police Reference	ED/2356	Date:	15/09/14
Date and time of incident	23.45hrs Monday 02/03/14.		
Address	4 St John Street Plymouth		
Circumstances of incident Father came home and after argument punched mother in face. Father arrested still in custody.			
Additional school information including other Operation Encompass calls No other concerns. Is father allowed to collect child from school. Any restrictions, Can he return home ?			
Actions taken and Impact			

Responsibility	
The Key Adult must be DSI lead and deputy, have attended the training and be part of the SLT with Safeguarding responsibility.	
The Key Adult must give up to date contact numbers to the Police with an indication of the time from which he/she is available to take the Operation Encompass call.	
The Operation Encompass file for each child containing school actions and record of calls must be kept in the same way and also linked with other Child Protection/Safeguarding paperwork, in a secure and locked cabinet/drawer.	
The Key Adult can identify a person (trained in Child Protection/ Safeguarding) who can deputise in his/her absence but must have taken them through the confidentiality aspects of Operation Encompass prior to them being able to take a call. Once this has happened then the NPU Officer should be informed of the identity of that Deputy.	
The Key Adult must ensure that all staff understand the confidential nature of any information passed to them and that this information must be treated in the same way as any other Child Protection information given by other partners such as Social Care.	
Office staff must be informed that when an Operation Encompass call comes in then the Key Adult must be sought immediately.	
Once the Operation Encompass call comes in, the Key Adult then assumes responsibility for the information being acted upon within school, via either silent or overt support being offered to the child/children and families.	
The Key Adult must inform parents that the school is part of Operation Encompass, using the basic template given to each school, which can be amended to suit the school's individual requirements.	
The Key Adult must inform the Governing Body that the school is part of Operation Encompass and the Governor with responsibility for Safeguarding should have a working knowledge of the project.	
The Head / Governing Body and Key Adult should consider including information about Operation Encompass in the school's prospectus, thus ensuring that all new parents are informed of involvement.	
The Head / Governing Body and Key Adult should consider whether the information about Operation Encompass should form part of the school website.	

Sample Letter

We encourage schools to use the decision making model which is used by organisations such as Police and Social Care

Operation Encompass

Supporting children through key adults

**** This letter should preferably be sent from the Head Teacher and the Police and have the Force Crest with the School Logo ****

Dear Parent/Carer,

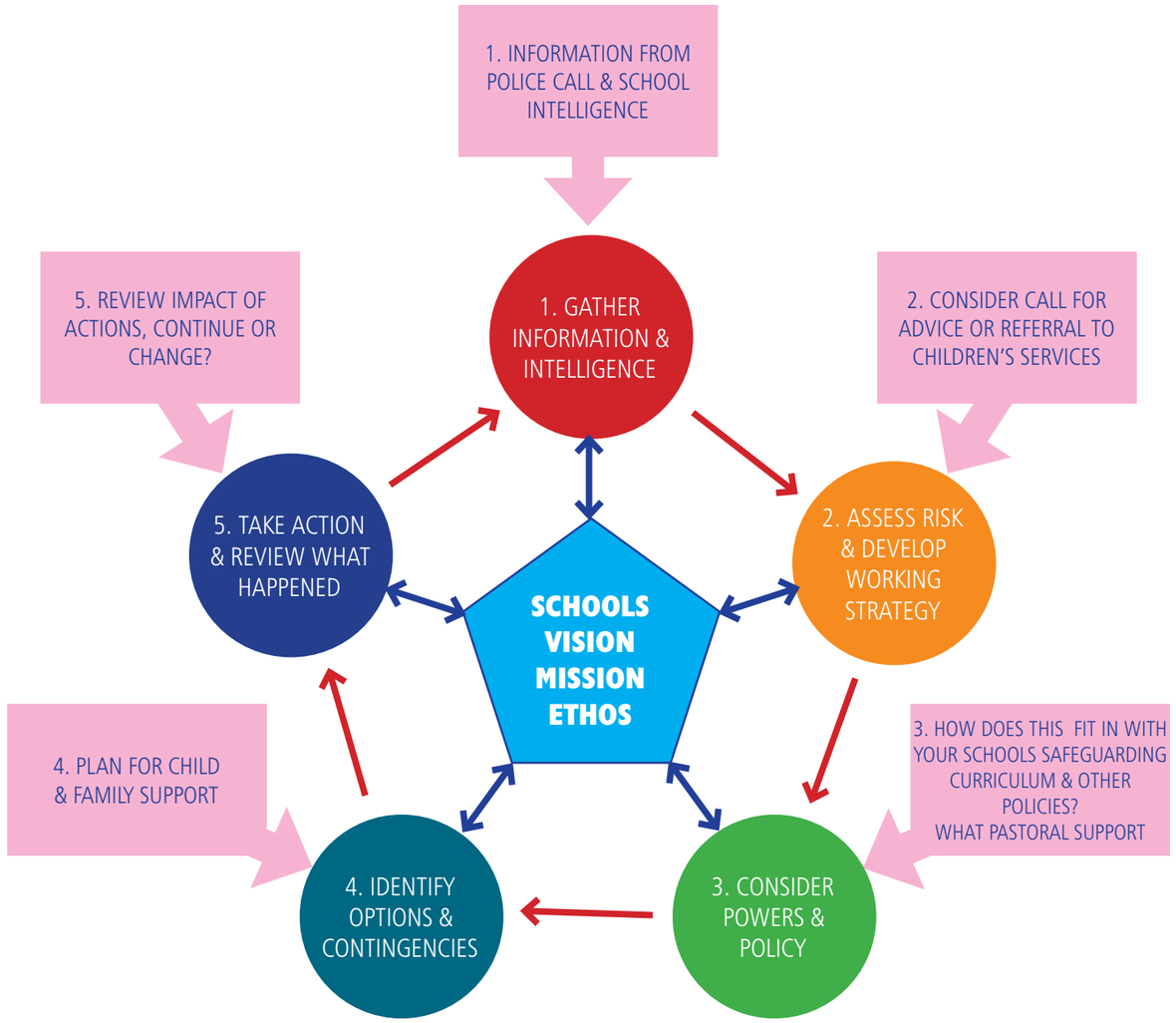
The school has been given the opportunity to take part in a project that will run jointly between schools and **** *(Name The Local Police Force Here)* ****. Operation Encompass is the reporting to schools, prior to 9am on the next school day, when a child or young person has exposed to, or involved in, any domestic incident.

Operation Encompass will ensure that a member of the school staff, known as a Key Adult, is trained to allow them to liaise with the police and to use the information that has been shared, in confidence, while ensuring that the school is able to make provision for possible difficulties experienced by children, or their families, who have been involved in, or exposed to, a domestic abuse incident.

We are keen to offer the best support possible to all our pupils and we believe this will be extremely beneficial for all those involved.

**** *Signed Here* ****

Head Teacher.



Operation Encompass

Supporting children through key adults

Operation Encompass aims to give your school a call before 09:00hrs on the first school morning after police have attended a domestic violence incident where children are present

This allows the Key Adult(s) in each school to prepare for an Operation Encompass call using the Decision Making Model.

1. Information from Police phone call and school intelligence.

Who is the Key Adult(s) that will receive the call?

If the Key Adult is not available before 09:00 who is the deputy?

What is the contact number? A mobile can be better because it shows a missed Operation Encompass call.

How will you record the information? (Information sheet template provided) Where is it kept?

If the main school number is used, office staff need to be briefed to understand the importance of an Operation Encompass call and the need to find the Key Adult immediately

Does the Key Adult have access to Child Protection records? This is why the DSL is the most appropriate Key Adult.

2. Consider calling MARU/MASH for advice or referral to Children's Services

Check child protection records, Cause for Concern, check with class teacher for recent concerns. Brief Class teacher on Operation Encompass call received and Key Adult's decision about type of support to provide.

Initial Support ideas: breakfast, uniform, meet and greet, silent support, homework, scripts.

If CP concerns call Social Care out of hours (before 09.00) or MARU

3. How does this fit in with your school's Safeguarding, Curriculum and other policies? What Pastoral support?

Inform parents of school's participation in Operation Encompass (letter provided). Include the information in safeguarding policy, prospectus, school web site, entrance hall, Operation Encompass website.

School Pastoral Support (PSA, Learning Mentor, Counsellor) , locality Pastoral support, LA, Multi Agency, Early Help

Staff training, PSA role in signposting and parent self-referral, building resilience (mother, child) plans for temporary/refuge admissions. Tell pupils of the school's involvement, website, Quick Reader technology.

Integrate DA into existing curriculum/policy (SEAL, PSHE, RSE) Assemblies, Behaviour. Part of PHSE, teaching on Healthy Relationships.

4. Plan for child and family support.

Brief class teacher, discuss support, PSA/Counsellor for adult victim provide telephone numbers of organisations who can support.

Following initial support consider school based pastoral support, locality support, signposting to other Domestic Abuse Agencies.

5. Review impact of actions, continue or change?

School's internal monitoring, review and reflect arrangements.

Consultation with pupils and parent if appropriate ensuring safety of both.

Be prepared to come across situations and contexts which you could not have planned for.

Further Advice & Resources

Any further information or advice can be obtained by accessing the website:

www.operationencompass.org

Or by contacting David Carney-Haworth:

info@operationencompass.org

Elisabeth Carney-Haworth:

01752 812245

(Torpoint Nursery and Infant School)

head@torpoint-inf.cornwall.sch.uk

All documentation and the Operation Encompass logo are on the website and are provided free of any charge.

Feedback:

❝ This will make a tremendous amount of difference to our school. When a parent called to say her child wasn't coming due to having head lice we were already aware of the domestic abuse through Operation Encompass. We collected the child brought her into school and supported both mother and child. This is fantastic. Thank you ❞

❝ Our findings have been that Operation Encompass has had a huge impact on our KS4 students who have often felt that because they are becoming young adults they were able to cope better with domestic abuse in their violent homes when the truth is the opposite leaving them feeling angry, scared and as confused especially at a important stage of their lives when they are having to cope with exams and often providing emotional support to their younger siblings. ❞

❝ I think it's a fantastic idea and I am very keen to support it. I have just completed some analysis of the factors common to primary children referred to our service-it appears 86% have witnessed domestic violence. ❞

❝ Good step forward in terms of information sharing and clear structure on how to implement. I have already set up procedures in school...❞

Head Teacher:
❝ The phone call before school helps to be ready …...with a friendly greeting ,breakfast ,whatever was needed to make the day at school work.
We understood.
The word about Operation Encompass spread and families talked about their positive experiences.
We didn't have all the answers , we had someone who children and parents could talk to .
People became willing to talk about domestic abuse, talking gave back the power and control.
Previously supported victims brought friends suffering abuse into school before an Operation Encompass call.
Older children were able to say 'I've had an Encompass'- they wanted to talk .
Attitudes to domestic abuse started to change in our community - all started off by a simple phone call before nine ❞

❝ And also reminds me to call my mum and tell her that I love her because she took a lot of punches for me. So bloody brave. ❞

Operation Encompass

Supporting children through key adults

Registered Charity 1169147

www.operationencompass.org